



# Hear For You

inspiring young  
deaf people



**HEAR FOR YOU**

**ANNUAL REPORT 2011-12**



If you have any feedback about the publication, requests for permission to reprint material appearing in the publication or would like to comment on the content please contact David Brady on email:  
**[david.brady@hearforyou.com.au](mailto:david.brady@hearforyou.com.au)**.

Opinions expressed in this published are those of the authors and do not necessarily reflect Hear For You policy.

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## HIGHLIGHTS

Hear For You has achieved some significant milestones since its inception. Highlights of the 2011/12 Financial Year include.

- Received generous support from 'seed funding' partners which has allowed the infrastructure of Hear For You to be established and program delivery to commence.
- Delivery of 24 series of workshops across Sydney, Perth and recently during the 2011 to 2012 year Auckland (under licence in New Zealand) and Melbourne.
- The program has reached over 330 teenagers in need since inception in 2007.
- 89% of participants in the combined series of the workshops held from 2010 to June 2012 recorded improvement in confidence in engagement with their social peers, and developed skills via work experience and were encouraged to learn personal leadership.
- A continuation of the fact that 100% of parents found the parents session useful; 100% of the parent group want their children to continue to be involved in any future Hear For You programs and events.
- All participants were willing to recommend Hear For You to other people; 92% of the mentee group wants to be involved in any future Hear For You programs and events.
- Launch of Facebook in January 2012, which immediately grew to 232 followers (likes) by June 2012. Twitter also launched during the same period and by June recorded 71 followers.
- Expanded its professional staff with the employment of General Manager, Nick Doyle appointed in January 2012, followed by the appointment of a Fundraising and Marketing Coordinator Eva Galvin in February 2012. Both positions are part time made possible of the generous funds provided by Hear For You's sponsors.
- The appointment of the two part time professional staff to support the Managing Director Olivia Andersen, enabled the opening of Hear For You HQ in Melbourne in March 2012.
- Established and updated mentoring program policy and procedures, including establishment of a social media policy.
- Oral deaf mentoring program was established in April 2012 in Melbourne, with the successful recruitment of 8 mentors who after training provided the program to 15 mentees over four exciting workshops.
- The Hearing House licensed program in New Zealand conducted their second series of successful workshops, completed by June 2012 with 9 mentors (7 returning and 2 new) to 18 mentees from across New Zealand in Auckland.
- The high profile Hear For You Patrons – The Hon John Howard AC & Hear For You New Zealand Patron Mr Lance Cairns continued their support for the programs.
- Winner of the national 2010 AAMI / NEIS (New Enterprise Incentive Scheme) Small Business Award (Community category).
- Continued to conduct presentations, guest speaking engagements and seminars to a variety of organisations including: deaf organisations, Universities, medical groups, radio, TV and magazines. The 2011 to 2012 year saw over 20 made during the course of the year.
- Enquiries and requests for Hear For You programs have increased by 60% to that at the end of June 2011, the source of these are wide spread as more parents, teenagers, and teachers seek to find out whether a program is happening in a city close to them.

**HEAR FOR YOU IS THE ONLY ORGANISATION IN AUSTRALIA AND NEW ZEALAND OFFERING AN AWARD WINNING MENTORING PROGRAM FOR YOUNG PEOPLE WHO ARE DEAF AND HEARING IMPAIRED.**

# ABOUT US

## VISION

Hear For You's vision is for all young people who are deaf or hearing impaired to reach their potential in life.

## MISSION

The organisation's mission is to mentor and inspire young people who are deaf or hearing impaired through evidence based programs and services that are accessible to all.

This mission is currently achieved through the delivery of a series of dynamic mentoring workshops designed specifically for deaf and hearing impaired adolescents aged 11-18 years.

## VALUES

- Professionalism
- Inclusiveness
- Enthusiasm
- Ethical
- Experience
- Progressive

## HISTORY

Hear For You was established in 2007, by Olivia Andersen (nee Gemmell) who has profound hearing loss from birth, in response to her personal and professional awareness of the issues affecting teenagers who are deaf and hearing impaired during their high school years. Her desire was to help young deaf people develop the confidence and faith to achieve their dreams.

Since 2007, Hear For You mentoring programs have been established and operated in Sydney, Melbourne, Perth, Brisbane and Auckland.

To date, 34 inspiring deaf or hearing impaired adults have volunteered their time to become Hear For You mentors. With their support Hear For You has reached out to approximately 332 deaf or hearing impaired teenagers who use voice as their communications means. In June 2012, funding has been secured for the first ever Brisbane program as well as the inaugural Auslan program in Melbourne, and the first in Australia.

## THE NEED

There are an estimated 20,000 Australians under the age of 21 years who are deaf or hearing impaired<sup>1</sup>. These are associated with a broad range of consequences for a child's cognitive, social and emotional development, including limiting the ability to communicate. International research has shown that children who have problems making themselves understood are at high risk of social isolation and are 4 times more likely to have a mental health disorder<sup>2</sup>.

Over 90% of deaf children are born to hearing families who have little or no experience of deafness<sup>3</sup>.

More than 83% of deaf children and adolescents attend mainstream schools where the student is often the sole deaf student in the class or even at school<sup>4</sup>.

Due to the success of the cochlear implants and digital hearing aids (and other technical devices), an increasing number of deaf teenagers use spoken language as one of their or their main medium of communication.

However, despite modern technology, 60% of deaf children function at levels below their hearing peers when it comes to school class engagement and community social engagement. This social isolation has implications for the mental wellbeing, with young deaf people at a greater risk of experiencing anxiety and depression. This in turn affects their education and future employment and career prospects.

Australian research shows that an estimated one in five children and adolescents is likely to suffer from a mental health problem before reaching adulthood<sup>5</sup>.

Evidence from international studies investigating the mental health of deaf children and adolescents indicate that the prevalence rate for mental health problems can be over 40% in this population with a higher incidence of emotional, behavioural and attentional problems when compared to hearing children and adolescents<sup>6</sup>.

Many deaf teenagers experience low self-esteem, poor self-concept in particular identity, isolation, loneliness, anxiety and depression. In addition to limiting their employment prospects, hearing loss places limitations on the individual's ability to interact with the community. This has a significant economic and physical impact on the lives of the individual, their family and society.

## WHO WE SERVE

Hear For You is designed for young people aged 11 – 18 years who are deaf or hearing impaired.

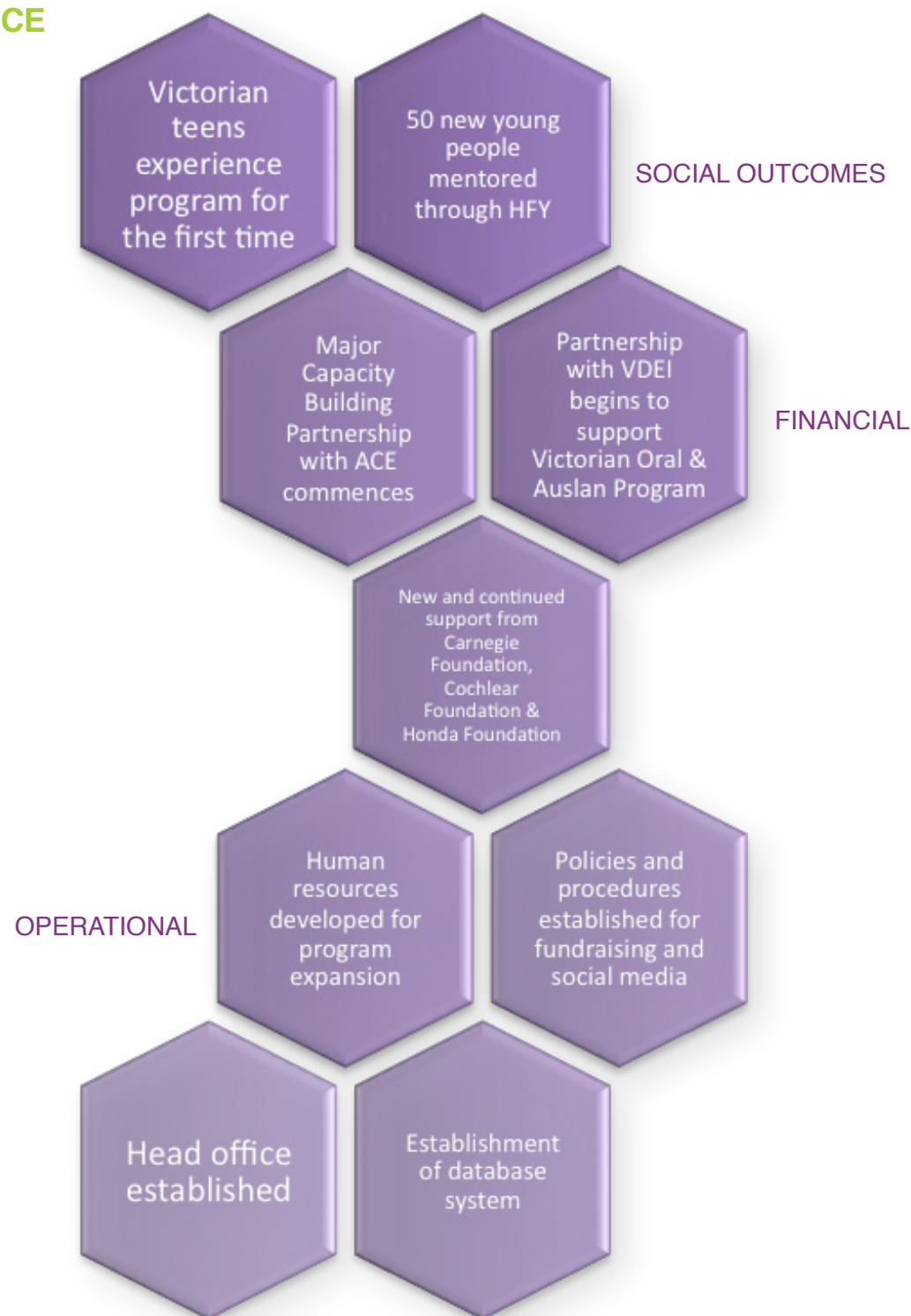
## WHAT WE STRIVE TO ACHIEVE

Our strategic focus is to expand delivery of the Hear For You program to reach hundreds more Australian teens who can have a transformational benefit from this support.



# OUR YEAR IN REVIEW

## OUR PERFORMANCE THIS YEAR



## CHAIRMAN'S REPORT

Many milestones were achieved in 2011-12 in line with Hear For You's strategic objectives. The strategic plan was agreed in 2011 which set a target of providing workshops to 300 mentees over three years. This incorporated the introduction of a new program in Victoria and eventually Queensland whilst retaining the program in New South Wales and New Zealand, where the programs are licensed for a small fee, delivered in a franchise model. These performance indicators were accomplished and planning has continued for further growth of the program delivery across Australia.



Hear For You's outcomes have been bolstered by the introduction of roles to grow the organisation to meet its strategic objectives. In the third quarter of 2011, Nick Doyle was employed part time as General Manager to establish the Victorian Oral Program and oversee the continued development of Hear For You in each state, together with developing research projects. In 2012, Eva Galvin was also employed part time to fulfil the new role of Marketing and Fundraising Co-ordinator. Our thanks are extended to Nick and Eva who worked well beyond the high demands of their part time positions to meet the challenges of growth with great success.

In addition, Hear For You established its first official independent office in Melbourne amongst friends in the building which is also home to VicDeaf. Among our many new projects attention has also been given to 'Hear Me Out!' a collaborative multiyear research project led by Melbourne University and designed to test the efficacy of a digital delivery of a combined Hear For You program element and The University's drama program for students who are deaf called 'Let It Out!'.

Key to Hear For You's recent development phase has been the support of the Australian Communication Exchange (ACE). The Board, Management and staff of ACE committed to helping Hear For You establish a strong foundation so we can continue to deliver our evidence based program to many more young people who are deaf of hearing impaired across the nation. On behalf of our Advisory Board and our management team we extend our special thanks for ACE and other supporters including the Honda Foundation, Carnegie Foundation, Cochlear Foundation and the many others who have made valuable contributions to our efforts.

Our financial management approach has been conservative and as a result we recorded a surplus this financial year. In the coming year we look to increase our fundraising and marketing activity beginning with creating the infrastructure necessary for prudent management of our generous donors, new development activities and programs. With consideration of building a sustainable future we are focussed also on governance, and plan to formalise our Board of Directors and the positions over the next 12 months.

I want to particularly thank our outstanding mentors whose calibre, experience and generosity has directly contributed to the successful delivery of the Hear For You programs to date. We are inspired by the enthusiasm and positive change in our mentees and their parents in relation to the program as they continue to demonstrate positive outcomes to the program and beyond. Our aim is to continue to have a lasting impact on the lives of these important young people in our community and with the help of our generous supporters, we look forward to reaching many more who need our help in the future.

Olivia Andersen  
Executive Director

## GENERAL MANAGER'S REPORT

It has been a year of breaking new ground for Hear For You with the appointment of myself as General Manager and a Fundraising/Administration officer to provide well overdue support to Hear For You's hard working Managing Director, Olivia Andersen.

This is a new era for Hear For You as it strives to develop a business model that will one day have the capacity to ensure national award winning quality mentoring programs are available to deaf or hearing impaired teenagers in every part of Australia and New Zealand.

Time and time again, the mentors including myself, see the same eyes of hope and wonder appear in those of the deaf or hearing impaired teenagers at the meet and greet sessions. It is the body language and smiles that accompany the teenagers on meeting other deaf or hearing impaired teenagers, some for the first time in a long time, as well as having the opportunity to engage with selected adult mentors who volunteer their time to listen to the mentees and share their experiences. Evaluation survey results continue to reflect a high degree of satisfaction with the quality and effectiveness of the program with all participants.

With the assurance of new seed funding from the Victorian Deaf Education Institute and the St George Foundation, alongside the continuation of funding from the Carnegie Foundation, the Australian Communication Exchange, and the Cochlear Foundation backed by a solid surplus of \$56,513 we have much needed security going forward. 2012 to 2013 looks to be an exciting year for Hear For You.

It is clear that Olivia, my fellow employee Eva Galvin, the many volunteer mentors, our pro-bono supporters Wagland Salter & Associates and Lachlan Partners, along with the board supported by the advisory have all done excellent work in laying the foundations for what could be an exciting year ahead in 2013. Over the past year particular attention has been given to our accounting, database, fundraising and marketing policies, procedures and systems to ensure a robust administration function is in place for the organisation.

Firmly established in Sydney and New Zealand the program was also introduced in Perth during 2010 with a review to be undertaken in 2013. Whilst it is currently on hold in Western Australia, it is hoped that a funding source can enable the program to reappear in Perth and utilise its 6 trained mentors so that deaf and hearing impaired teenagers in this region can again be exposed to the exciting Hear For You programs.

Our intent is to continue to expand our reach to meet demand for services initially in the capital cities in each state. As our fiscal strength grows so too will our programs supporting and inspiring more young people who are deaf to achieve their dreams.

Nick Doyle  
General Manager

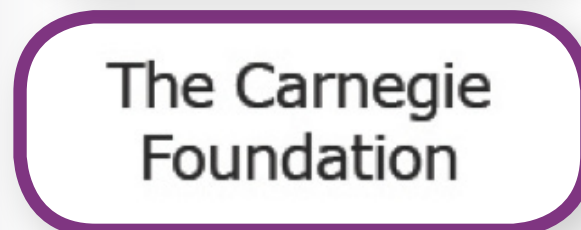


## OUR SUPPORTERS

Hear For You are grateful for the generous support of our partners and donors in 2011/12. The generosity of donors and volunteers has underpinned Hear For You's success to date.

Hear For You received a 3 year 'seed grant' from The Carnegie Foundation in 2008, funding grants from Cochlear Foundation in 2009 to run over 4 years and a grant from the Australian Communication Exchange (ACE) in 2011, to run over the next 2-3 years. It has also received financial support from the Commonwealth Bank, Optus, The Pickles Foundation and Non-Government Centre Support (NGCS).

## Thank You



Special thanks to our kind donors and our 33 outstanding volunteers who have contributed to our growth throughout 2011/12.

## Partners

Hear For You also extends its appreciation to Geraldine Cook and her team from the School of Performing Arts, University of Melbourne for their time and drive to establish the Hear Me Out! pilot project which Hear For You will be a partner in. Hear Me Out is a pilot research project designed to re-cast the existing and highly interactive "live" forms of the Let It Out! and Hear For You programs into a "virtual" form through broadband technology.

Hear For You achieves its objectives in 2011 to 2012 year by working collaboratively with organisations such as the Inspire Foundation, Australian Communication Exchange (ACE), Cochlear Ltd, Deafness Forum Australia, Vicdeaf, Taralye, The Shepherd Centre, and in New Zealand The Hearing House.



## OUR SERVICES

### OUR PROGRAMS

Hear For You provides role models to deaf or hearing impaired teens in order to supply guidance and support at a vitally important stage of their lives and be one key way to address the high incidences of social isolation, disengagement and low self-esteem experienced by young oral deaf and hearing impaired Australians and New Zealanders.

Program mentors provide career guidance, leadership, team building, social skill, development advice and a positive outlook helping to provide a guide and encourage a path for the deaf or hearing impaired participants via skills to cope with the challenging adolescent years from the experience of a deaf or hearing impaired mentor, so they can discover then in time realise their dreams and live life to the full.

To date, over 330 teenagers in need have had access, listened to and shared ideas with their mentors through the Hear For You programs. Hear For You via a special license with The Hearing House, a self-funded organisation in New Zealand, operated the program in Auckland.

### Program Mentors 2011-12

#### Sydney

The following mentors participated in the Sydney program in 2011 that finished for the year in August.

- Olivia Andersen
- Kate Obermayer
- Lizzie Eakin
- David Brady
- Nick Doyle
- Rania Saab
- David Carter

Trainee Mentors included

- Heather Cook
- Christian Carter



### Mentor's Perspective of the NSW 2011 Program

Our last workshop took place on 26 June 2011 and included the much anticipated "Parents Session". This is what Dave Carter, mentor to the Years 7 and 8s, had to say about the workshop:

"It was great to regroup with all the mentors and mentees at the start of the day. We kicked off the day's proceedings with a drama workshop with an experienced Drama coach, Laura Edwards.

The Years 7 & 8 and 9 & 10 groups were combined and we all paired up into smaller groups to perform various theatrical exercises. Our activities were based around building up confidence and finding our inner Robert Deniro or Meryl Streep. I must say, it was very liberating to behave like chimpanzees, cranky drivers and celebrities in quick succession!

Following a BBQ cookup, teens' parents joined us for the afternoon to listen to the Hear For You team share their experiences on various topics including 'Growing Up', 'Relationships and Friends' and 'Work and Careers'. Parents seemed particularly interested in hearing about whether or not to disclose a hearing impairment when meeting prospective employers, and relationships with non-hearing impaired people.

Lizzie's mother, Lyn Eakin told of her experiences bringing up a deaf child. She had very interesting perspectives and plenty of amusing anecdotes.

Finally the mentees performed their very funny play, based upon a TV talk show about eccentric people. It was a great way to integrate all our mentees; they each brought something special to the show with their wacky, off-the-wall routines.

A superb note to end a rewarding session and our Hear For You program!"





## Melbourne

Program Launched March 2012.

The following mentors participated and gave their time in the first Oral program in Melbourne are:

- Nick Doyle
- Stephen Swan
- Sophie Li
- Alice Brennan
- Jessica Moody
- Brigit Maguire
- Phillip Melville
- Ashleigh King

The training was provided by Sydney mentors Rania Saab and David Brady in February 2012. Guest speakers to the first Victoria program included Dean Barton Smith, the first deaf Australian to represent Australia at the Olympics in 1992, and parent Michael Moody and Jo Doyle wife of Nick Doyle at the last parent session workshop.

## Auckland

The following mentors participated and gave their time to the second series of workshops in Auckland, New Zealand. They are:

- Elena Keith
- Sam Taylor
- Hayden Nash
- Eva Bergler
- Josh Foreman
- Natasha Barnes
- Michael Allen
- Anna McNab
- Josh McLean

# OUR FUTURE

Hear For You is working towards funding development by establishing a range of cost effective fundraising strategies to enable its continued work in support of young people who are deaf or hearing impaired. It is also looking at ways to continue and reward the support of the invaluable volunteer mentors throughout Australia and New Zealand, as without the volunteer mentors Hear For You would not be able to provide quality and much needed programs to deaf and hearing impaired teenagers.

The organisation's goal is to provide its services across the major capital cities in Australia within the next few years reaching at least another 300 deaf and hearing impaired teens.

Our plans are to introduce an Auslan program that in turn will run side by side with the Oral choice of communication programs throughout Australia. The planned introduction of the Victoria Auslan program along with the go ahead to commence the long awaited program in Brisbane of the Oral program is seen as vital to continuing along the road to the vision and goals of Hear For You.

Looking forward to 2012 to 2013, Hear For You have been successful in securing seed funding from the Victorian Deaf Education Institute to support the existing Oral deaf mentoring program, and to seed the inception of the first Auslan deaf program in Australia in Melbourne.

Hear For You has also successfully secured seed funding from the St George Foundation to launch its long awaited Oral deaf mentoring program in Brisbane, Queensland. With these funding, Hear For You will commence the first of placement of part-time program co-ordinators in Brisbane and Melbourne to support the volunteer mentors and cover each localities program administration.



# GOVERNANCE

## ADVISORY BOARD

The governance framework through which Hear For You operates involves a board of directors led by the Managing Director, and supported by an ten member Advisory Board, whose main purpose is to provide program, networking, marketing, legal and fundraising advice and guidance. The Managing Director in consultation with the Board is responsible for setting the strategic direction of Hear For You, developing policy and planning priorities and for the implementation of all plans.

Advisory Board members:

- Olivia Andersen – Founder, Managing Director
- Mark Carnegie
- Tanya Nelson Carnegie
- David Brady
- Kate Obermayer
- Cass O'Connor
- Angus Gemmell
- Sophie McCarthy
- Jack Heath
- Harold Scruby

In 2012/13 and at the time of the 2011/12 financial audit the Advisory Board was transitioning to a formal Board of Directors with three Directors – Olivia Andersen, Cass O'Connor and David Brady.

## OUR STAFF

- Olivia Andersen – Managing Director
- Nick Doyle – General Manager
- Eva Galvin – Fundraising & Marketing Co-ordinator

Hear For You throughout the 2011 to 2012 year utilises the services of at least 33 volunteers including the program mentors.

# FINANCIAL REPORT

## HEAR FOR YOU LIMITED

A.B.N. 26 131 365 298

## FINANCIAL REPORT

FOR THE YEAR ENDED 30 JUNE 2012

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**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**DIRECTORS' REPORT – 30 JUNE 2012**

Your directors present this report on the entity for the financial year ended 30 June 2012.

**Directors**

The names of each person who has been a director during the year and to the date of this report are:

Mrs. Catherine Ann O'Connor

Mr. David Nickson Brady

Mrs. Olivia Charlotte Street Andersen

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

**Company Secretary**

The following person held the position of entity secretary at the end of the financial year:

Mrs. Olivia Charlotte Street Andersen. Mrs. Andersen has worked for Hear For You since incorporation as Chief Executive Officer. Mrs. Andersen was appointed company secretary on 30 May 2008.

**Principal Activities**

The principal activity of the entity during the financial year was:

- To provide a mentoring program which gives guidance and support to hearing impaired young people.

No significant changes in the nature of the entity's activity occurred during the financial year.

**Operating Results**

The profit of the entity amounted to \$56,513.

**Dividends Paid or Recommended**

No dividends were paid or declared since the start of the financial year. No recommendation for payment of dividends has been made.

**Review of Operations**

During the financial year, the entity conducted the activities described above resulting in the profit as shown above.

**Significant Changes in State of Affairs**

No significant changes in the entity's state occurred during the financial year.

**After Balance Date Events**

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the entity, the results of those operations, or the state of affairs of the entity in future financial years.

**Future Developments**

It is the expectation of the Directors that the entity will further expand its activities nationally and has a goal to replicate its Sydney office across the major capital cities in Australia within the next three years. The expected increase in costs will be met through fundraising, government grants, sponsorship and donations.

**Environmental Issues**

The entity's operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a state or territory.

**Options**

No options over issued shares or interest in the entity were granted during or since the end of the financial year and there were no options outstanding at the date of this report.

**Information on Directors**

**Mrs. Catherine Ann O'Connor**  
Qualifications  
Experience

- Director
- Bachelor of Business UTS
- Has been a director with Carnegie, Wylie & Company; Executive director with Goldman Sachs Australia Limited; Director of Turnbull & Partners Limited and equities research analyst with Bain & Company (now Deutsche Bank)
- Provides ongoing advice to Hear For You regarding funding and fundraising

Special Responsibilities

**Mr. David Nickson Brady**  
Qualifications

- Director
- Masters of Sports Management UNIVERSITY OF SHEFFIELD
- Bachelor of Social Science UNSW
- Works for Touch Football Australia as a national business operations manager
- Hear For You program mentor

Experience

Special Responsibilities

**Mrs. Olivia Charlotte Street Andersen**  
Qualifications  
Experience  
Special Responsibilities

- Director
- Bachelor of Arts (Design) UNSW
- Founder of Hear For You
- Chief Executive Office of Hear For You



#### Meetings of Directors

During the financial year, 5 meetings of directors were held. Attendances by each director were as follows:

	Directors Meetings Number eligible to attend	Number attended
Mrs. Catherine Ann O'Connor	5	5
Mr. David Nickson Brady	5	3
Mrs. Olivia Charlotte Street Andersen	5	5

#### Indemnifying Officers or Auditor

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the entity.

#### Proceedings on Behalf of the Entity

No person has applied for leave of Court to bring proceedings on behalf of the entity or intervene in any proceedings to which the entity is a party for the purpose of taking responsibility of the entity for all or part of those proceedings.

#### Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2012 has been received and can be found on page 5 of the directors' report.

Signed in accordance with a resolution of the Board of Directors

  
DAVID NICKSON BRADY (Director)

Dated this 14<sup>th</sup> day of June 2013.

**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**AUDITOR'S INDEPENDENCE DECLARATION UNDER S 307C OF THE**  
**CORPORATIONS ACT 2001 TO THE DIRECTORS OF HEAR FOR YOU LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2012 there have been

- no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- no contraventions of any applicable code of professional conduct in relation to the audit.

Name of firm: Donald W. de Boer  
Chartered Accountants

Name of partner:   
Donald W. de Boer

Address: Level 14 52 Phillip Street Sydney NSW 2000

Dated this 3<sup>rd</sup> day of July 2013.

**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**INCOME STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2012**

	<i>Note</i>	<b>2012</b> \$	<b>2011</b> \$
Revenue	2	192,037	110,952
Advertising expenses		(5,991)	-
Depreciation and amortisation expenses		-	(604)
Employment benefit expenses		(73,442)	(71,341)
Other expenses		(56,091)	(49,055)
		-----	-----
Profit/(loss) before income tax		56,513	(10,048)
Income tax expense		-	-
		-----	-----
Profit/(loss) after income tax		56,513	(10,048)
		=====	=====

**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**BALANCE SHEET**  
**AS AT 30 JUNE 2012**

	<i>Note</i>	<b>2012</b> \$	<b>2011</b> \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	3	144,281	27,547
		-----	-----
TOTAL CURRENT ASSETS		144,281	27,547
NON CURRENT ASSETS			
Property, plant and equipment	4	4,486	2,237
		-----	-----
TOTAL NON CURRENT ASSETS		4,486	2,237
		-----	-----
TOTAL ASSETS		148,767	29,784
		=====	=====
CURRENT LIABILITIES			
Trade and other payables	5	92,369	29,899
		-----	-----
TOTAL CURRENT LIABILITIES		92,369	29,899
		-----	-----
TOTAL LIABILITIES		92,369	29,899
		-----	-----
NET ASSETS		56,398	(115)
		=====	=====
EQUITY			
Retained Earnings		56,398	(115)
		-----	-----
TOTAL EQUITY		56,398	(115)
		=====	=====

**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**STATEMENT OF RECOGNISED INCOME AND EXPENDITURE**  
**FOR THE YEAR ENDED 30 JUNE 2012**

	Retained Earnings	Total
	\$	\$
<b>Balance at 1 July 2011</b>	(115)	(115)
Profit attributable to the entity	56,513	157,013
	-----	-----
<b>Balance at 30 June 2012</b>	-	-
Profit attributable to the entity	56,398	156,898
	-----	-----
<b>Balance at 30 June 2012</b>	56,398	156,898
	=====	=====

**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**CASH FLOW STATEMENT**  
**FOR THE YEAR ENDED 30 JUNE 2012**

	Note	2012 \$	2011 \$
<b>CASH FLOW FROM OPERATING ACTIVITIES</b>			
Receipt of donations		184,167	101,135
Other receipts		4,000	9,500
Payments to suppliers and employees		(71,368)	(93,910)
Interest Received		3,870	318
		-----	-----
Net cash generated from operating activities	6	120,669	17,043
		-----	-----
<b>CASH FLOW FROM INVESTING ACTIVITIES</b>			
Payment for property, plant, and equipment		(3,935)	(1,902)
		-----	-----
Net cash used in investing activities		(3,935)	(1,902)
		-----	-----
<b>CASH FLOW FROM FINANCING ACTIVITIES</b>			
Net cash used in financing activities		-	-
		-----	-----
 Net increase in cash held		116,734	15,141
Cash at the beginning of the financial year		27,547	12,406
		-----	-----
Cash at the end of the financial year	3	144,281	27,547
		=====	=====



**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2012**

The financial report is for Hear For You Limited as an individual entity, incorporated and domiciled in Australia. Hear For You Limited is a company limited by guarantee.

**NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES**

The financial report is a general-purpose financial report that has been prepared in accordance with Accounting Standards (including Australian Accounting Interpretations) and the Corporations Act 2001.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in a financial report containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of this financial report are presented below and have been consistently applied unless otherwise stated.

The financial report has been prepared on an accruals basis and is based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

**Accounting Policies**

**(a) Revenue**

Donations and bequests are recognised as revenue when received.

Revenue from the rendering of a service is recognised upon the delivery of the service to customers.

**(b) Property, Plant and Equipment**

Each class of property, plant and equipment is carried at cost or fair values as indicated, less, where applicable, accumulated depreciation and impairment losses.

**Plant and Equipment**

Plant and equipment are measured on the cost basis less depreciation and impairment losses.

The carrying amount of plant and equipment is reviewed annually by directors to ensure it is not in excess of the recoverable amount from these assets. The recoverable amount is assessed on the basis of the expected net cash flows which will be received from the assets employment and subsequent disposal. The expected net cash flows have been discounted to their present values in determining recoverable amounts.

**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2012**

**Depreciation**

The depreciable amount of all fixed assets is depreciated on a straight-line basis over their useful lives to the entity commencing from the time the asset is held ready for use

**(c) Employee Benefits**

Provision is made for the entity's liability for employee benefits arising from services rendered by employees to Balance Sheet date. Employee benefits expected to be settled within one year together with benefits arising from wages and salaries, annual leave which may be settled after one year, have been measured at the amounts expected to be paid when the liability is settled. Other employee benefits payable later than one year have been measured at the net present value.

Contributions are made by the entity to an employee superannuation fund and are charged as expenses when incurred.

**(d) Cash and Cash Equivalents**

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three month or less, and bank overdrafts.

	2012 \$	2011 \$
<b><u>Note 2: Revenue</u></b>		
<b>Revenue</b>		
<i>Revenue from donations</i>		
- Carnegie Foundation	20,000	60,000
- Cochlear Foundation	30,000	10,000
	-----	-----
	50,000	70,000
	-----	-----
<i>Other revenue</i>		
- Award prize	-	2,750
- Program fees received	250	1,000
- Donations	14,167	14,634
- Donations Australian Communication Exchange	120,000	16,500
- Interest income	3,870	318
- Licence fee	3,750	5,750
	-----	-----
	142,037	40,952
	-----	-----
<b>Total Revenue</b>	192,037	110,952
	=====	=====

**HEAR FOR YOU LIMITED**  
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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30 JUNE 2012**

	<b>2012</b>	<b>2011</b>
	<b>\$</b>	<b>\$</b>
<b><u>Note 3: Cash and Cash Equivalents</u></b>		
CURRENT		
Cash at bank	144,281	27,547
<b>Total Cash and Cash Equivalents</b>	144,281	27,547
	=====	=====

	<b>2012</b>	<b>2011</b>
	<b>\$</b>	<b>\$</b>
<b><u>Note 4: Property, Plant and Equipment</u></b>		
Website – at cost	1,500	1,500
Less accumulated depreciation	(1,500)	(936)
	-----	-----
	-	564
Plant and Equipment – at cost	5,837	1,902
Less accumulated depreciation	(1,351)	(229)
	-----	-----
	4,486	1,673
<b>Total Plant and Equipment</b>	4,486	2,237
<b>Total Property, Plant and Equipment</b>	4,486	2,237
	=====	=====

	<b>2012</b>	<b>2011</b>
	<b>\$</b>	<b>\$</b>
<b><u>Note 5: Trade and Other Payables</u></b>		
CURRENT		
Trade payables	-	3,270
Accrued expenses	-	11,536
Income received in advance	82,275	-
Other creditors	2,190	15,093
Accounts payable	7,904	-
	-----	-----
<b>Total Trade and Other Payable</b>	92,369	29,899
	=====	=====

	<b>2012</b>	<b>2011</b>
	<b>\$</b>	<b>\$</b>
<b><u>Note 6: Reconciliation of Cashflow from Operations with Profit after Income Tax</u></b>		
Profit after income tax	56,513	(10,048)
Non cash flows in profit:		
Depreciation	1,686	604
Changes in Assets and Liabilities:		
(Increase)/decrease in trade and term receivables	-	500
Increase/(decrease) in trade and other Payables	62,470	25,987
	-----	-----
<b>Net cash generated from operating activities</b>	120,669	17,043
	=====	=====

**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**DIRECTORS' DECLARATION**

The directors of the entity declare that:

1. The financial statements and notes, as set out on pages 6 to 12, are in accordance with *the Corporations Act 2001*:
  - (a) comply with Australian Accounting Standards; and
  - (b) give a true and fair view of the financial position as at 30 June 2012 and of the performance for the year ended on that date of the entity.
2. In the director's opinion there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

  
DAVID NICKSON BRADY (Director)

Dated this.....14<sup>th</sup>.....day of.....June.....20 '13

**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HEAR FOR YOU LIMITED**

We have audited the accompanying financial report of Hear For You Limited (the company), which comprises the balance sheet as at 30 June 2012 and the income statement, statement of recognised income and expenditure and cash flow statement for the year ended on that date, a summary of significant accounting policies and other explanatory notes and the directors' declaration.

*The Responsibility of the Directors for the Financial Report*

The directors of the company are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards (including the Australian Accounting Interpretations) and the *Corporations Act 2001*. This responsibility includes designing, implementing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

*Auditors Responsibility*

Our responsibility is to express an opinion on the financial report based on our audit. We conduct our audit in accordance with Australian Auditing Standards. These Auditing Standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

*Independence*

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, provided to the directors of Hear For You Limited on, would be in the same terms if provided to the directors as at the date of this auditor's report.



**HEAR FOR YOU LIMITED**  
**A.B.N. 26 131 365 298**  
**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF HEAR FOR YOU LIMITED**

*Audit Opinion*

In our opinion, the financial report presents fairly, in all material respects, the financial position of Hear For You Limited as of 30 June 2012, and its financial performance and cash flows for the year ended in accordance with the *Corporations Act 2001* and the Australian Accounting Standards (including Australian Accounting interpretations).

Name of firm: Donald W. de Boer  
Chartered Accountants

Name of partner:   
Donald W. de Boer

Address: Level 14 52 Phillip Street Sydney NSW 2000

Dated this 14<sup>th</sup> day of June 2013





[www.hearforyou.com.au](http://www.hearforyou.com.au)