



INSPIRE · INNOVATE · CREATE

TADQ is a Queensland based registered charity which operates on a purpose model designing, creating and building customised assistive technology solutions for adults and children. We have been creating and modifying equipment for over 35 years and understand the challenges if you have different abilities.

OUR PURPOSE:

Creating innovative solutions providing confidence, joy and comfort.

Chair's Report 2019

It is now four (4) years since I took on the then role of President, later to be Chair of TADQ. At that time, TADQ needed a total refurbishment and collectively we went on a journey of renewal. 2016 began a time of consolidation. 2017 saw the structure of TADQ change to better position it for the introduction of the NDIS and in 2018 we began a process of planning for the future. Unfortunately, what no one saw coming in 2019, was the Queensland State Government changing its grant rules midstream; and subsequently TADQ facing a substantial funding shortfall.

The Board immediately began an assessment of all viable options and a number of meetings were held with staff to inform them of the situation and seek their input in implementing operational changes that would potentially see self-generated income increased to reduce TADQ's reliance of grant funding.

While the efforts of Board and staff saw revenues increase, it was insufficient to allow TADQ under its current structure to trade as a going concern into 2020, and therefore after considering several alternative strategies, the Board had no option but to implement a major restructuring of its operations. Unfortunately, that saw our full-time equivalent positions reduced from approximately 8.0 to just over 3.2 and therefore seven (7) positions were made redundant as of Friday 25 October 2019.

Under the new structure TADQ will return to a predominantly volunteer based organisation with as well as a focus on home modifications. Based on financial projections, this will allow TADQ to continue to trade solvently well into the future.

The past six months have been an incredibly emotional and stressful time for TADQ's Board and staff. We saw the departure of Sonya Melbourne and David Richards from the TADQ Board due to Sonya's increasing work and study commitments

and David for personal reasons. I would like to acknowledge their substantial commitment and contribution to TADQ and wish them all the best for the future. And of course, we have farewelled seven (7) staff under the restructure. On behalf of the Board of TADQ, its members and our clients, I acknowledge their dedication and genuine love for TADQ, its reason for being and its clients, and I thank them sincerely and wish them the very best for the future and know that they will move forward to continue to serve disadvantaged people in whatever endeavour they pursue.

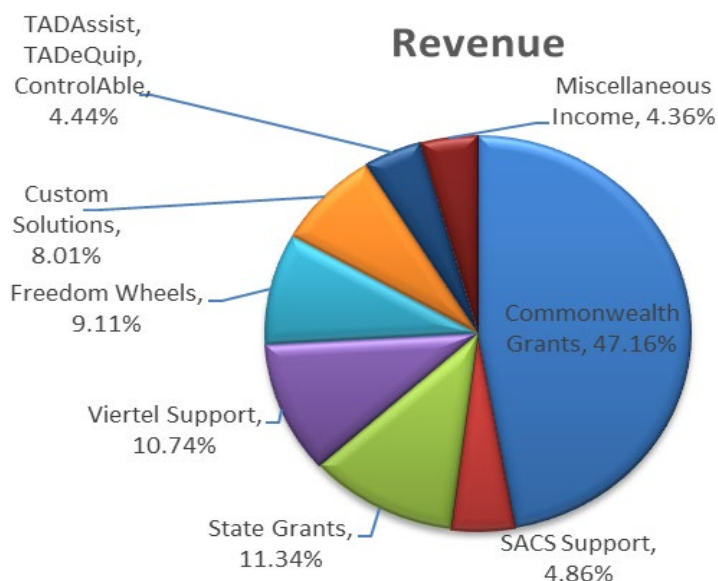
As we head into 2020, the challenges will not diminish and therefore TADQ needs, a Board that has the time and capacity to fully support staff and provide the direction they need and deserve. Both Maurice Evans and I have made the decision to not stand for re-election at the 2019 Annual General Meeting and allow the opportunity for new skills, experiences and capacities to refresh the Board and guide TADQ into the future. I acknowledge and thank Maurice for his substantial commitment and valuable input and wish him all the best.

And therefore, I close off my fourth and final report to the members of TADQ. While I would prefer to be able to report a more upbeat ending to 2019, the future of TADQ remains positive. The organisation has confronted and overcome many challenges in the past and I have no doubt that it will continue to provide a positive contribution to its clients in coming years.

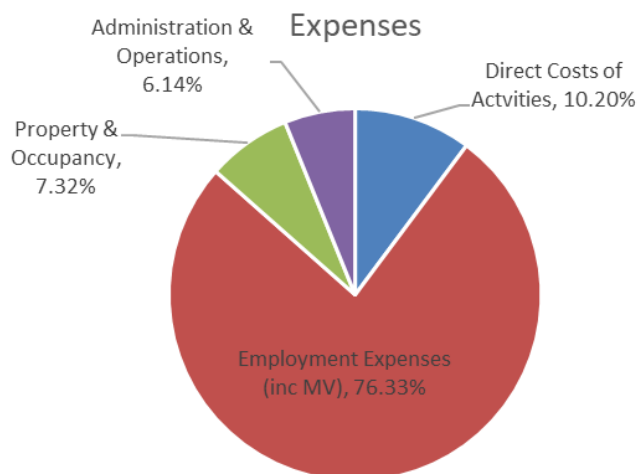
I thank all the current and past Board members for their phenomenal support, counsel and devotion to the TADQ vision. I also wish to thank our Chief Executive Officer, Maureen for her stoic belief in TADQ and incredible personal strength in working through what have been the most stressful of times. I also wish the incoming Board and the continuing staff of TADQ all the very best and have every confidence in their combined capacities to take TADQ on a new and exciting adventure.

Michael Denton
Chair TADQ

2018-19 Financial Results:



This indicates that about 75% of TADQ revenue is generated through grants from the Commonwealth, the State & a philanthropic grant-maker with about 21.5% organisationally generated and the remaining 4.5% generated through the existence of the business such rental of the building space, interest and membership.



This indicates the biggest cost of running TADQ in 2018-19 is the cost of labour and associated items at over 76%. The costs of materials for activities is 10.2% with the remaining costs of Property, Occupancy & Administration operations at 13.5%

CEO's report 2019:

This year has been such a mixture and emotional roller-coaster for TADQ. The final rollout of the NDIS throughout Queensland as well as in Age Care are both impacting on us.

The reforms to Aged Care particularly through the Commonwealth Home Support Programme (CHSP) is of particular benefit to our over 65-year-old clients. TADQ has two (2) service offerings through this programme.

The first is the provision of goods and equipment including the custom designed pieces of equipment that have been the hallmark of TADQ. Also included in this service is our TADEquip programme which is the low-cost provision of donated and re-furnished pieces of equipment. which many people who would otherwise struggle to afford these necessary items such as walkers, commodes and shower chairs can obtain from TADQ. We do however rely on the donation of good quality and serviceable equipment for this to work.

The second service that we provide to this client group, through CHSP and Home Care Packages as well as privately funded clients, is Home Modifications. This service provides minor modifications such as ramps and grab rails together with major alterations to our clients' homes such as kitchen and bathroom modifications that enable people to remain safely in their own home and communities. We commenced these modifications on the Gold Coast, but have now spread to Logan, Brisbane metropolitan, Ipswich and Redcliffe areas with plans to expand further in the coming year. We are also providing this service in the Tweed and Northern Rivers regions but are prevented from providing the government subsidy that is available throughout Queensland.

Our NDIS clients are gradually increasing however there remains a great deal of inconsistency in the equipment that is approved, and we continue to navigate our way through this new business model. The biggest negative impact has been the loss of our ability to provide a subsidised service to NDIS age eligible clients who for whatever reason do not receive a plan. We were invited to tender to provide in-home supports in several regions and TADQ submitted seven tenders for areas that we had been providing this service. Unfortunately, the provision of Goods and Equipment was not included in the guidelines and none of those tenders was successful.

This has led to the total restructuring of the organisation referred to by our Chair in his report.

During the year, we welcomed several students who wanted to participate in the TADQ journey. Some are featured below however we appreciate all who contributed

As we go forward into a new year, we are refocussing on the best ways that we can continue to provide our services and ensure that our clients remain our focus.

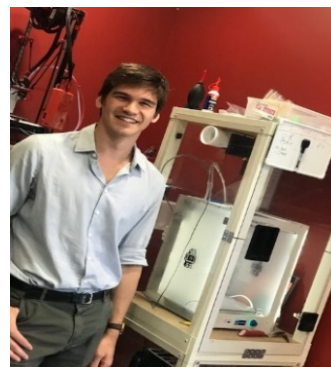
Maureen O'Brien-Stone

Chief Executive Officer

*Students who worked with us in 2019 -
Alex, Niamh & Annie (from ACU)*



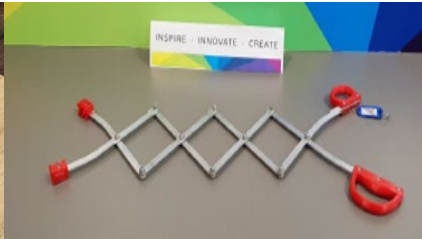
*Aashini Shan
MIT NYC*



*Reegan (Griffith
Uni)*



www.tadq.org.au



Technology for Ageing and Disability Queensland,
Unit 1 Nexus, 23 Ashtan Place, Banyo, Q 4014;
PO Box 158 Virginia BC, Qld, 4014
Phone: 1300 663 243; 07 3216 1733
Email: info@tadq.org.au