

2008 Annual Report



Royal Institute for
Deaf and Blind Children



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Aly discusses her news with help from RIDBC Rockie Woofit Preschool director, Julie Kaney. Read more about Aly on page 23.

Royal Institute for Deaf and Blind Children

The Royal Institute for Deaf and Blind Children (RIDBC) is Australia's major independent special educator. RIDBC's primary purpose is to provide high quality educational services to children who have significant hearing and/or vision impairment, including children who have additional disabilities.

In affiliation with the University of Newcastle, RIDBC conducts a centre for research and professional development in the education of children with impaired hearing or vision.

RIDBC is one of Australia's major charities and is incorporated under the Royal Institute for Deaf and Blind Children Act 1998.

What end result does RIDBC want?

- That the impact of blindness, deafness, or significant vision or hearing impairment be minimised so that children with these impairments become able to participate fully in all aspects of life

Who does RIDBC serve?

- Children with special needs arising because they are deaf, blind, deafblind or have significant vision or hearing impairment
- Their families
- Teachers of children with these sensory impairments and associated professionals

How does RIDBC pursue its aims?

RIDBC helps children to:

- Access the most effective and appropriate early intervention and school education
- Achieve to their full potential
- Leave school well prepared for independent adult life

RIDBC's values – the “shared understandings” that underpin our work

- We recognise that all children, irrespective of disability, deserve to receive education and other services which will enable them to develop their skills and capabilities and to participate fully in community life

- We acknowledge that a child's parents are the major influences and primary educators in the child's life, and may need advice, information and support in fulfilling those roles
- We understand that educational practice needs continuous evaluation and an underpinning through research
- We know that the effectiveness of staff members can be enhanced by professional development
- We have faith in community support and the concern and generosity of people

RIDBC helps families by:

- Acknowledging them as their child's primary carers and as essential partners in the educational process
- Assisting them to learn more about their child's unique needs and how best to meet those needs

RIDBC helps teachers of the deaf or blind and associated professionals to:

- Become effective practitioners
- Undertake research to improve teaching practice

What RIDBC does

- We commence the educational process as soon as a diagnosis of significant hearing or vision impairment has been made
- We provide high quality, innovative education to children with impaired vision and/or hearing
- We offer choices and options in educational approaches and settings
- We support children with special needs in mainstream preschools and schools

- We provide children's audiological services, including diagnostic audiology
- We assist parents and families in catering to the special needs of their child
- We train teachers of the deaf and teachers of the blind and provide ongoing professional development
- We engage in research and the provision of information and resources relevant to the education of children with significant vision and/or hearing impairment

- We seek the community's help in order to have sufficient resources to do our work

RIDBC's programs

RIDBC strives to achieve its desired goal through the implementation of targeted programs which are aligned to clear objectives as outlined on pages 12 & 13. The remainder of this report provides a detailed accounting for these endeavours.

Highlights of 2008

- Serving more children and families than ever before, with 16 percent growth in early childhood enrolments and 2 percent growth in enrolments of school children – (see page 10 for details)
- Included in the above, a 66 percent enrolment growth to 146 children in RIDBC Teleschool, reaching regional, rural and remote populations
- Completion of building improvements in the RIDBC Alice Betteridge and RIDBC Thomas Pattison Schools
- Joshua Sealy the first signing student to complete the Higher School Certificate through the Hills Grammar School/RIDBC partnership program
- 55 graduates from the RIDBC Renwick Centre/University of Newcastle postgraduate teacher training program
- A new partnership between RIDBC and TAFE to provide specialist courses in deafness and blindness to childcare workers
- Helping less developed countries to develop skills in teaching deaf children and blind children, with RIDBC Renwick Centre and Children's Services staff involved in Timor Leste, Papua New Guinea, Samoa, Fiji, China and India
- A large investment in IT infrastructure for educational programs, with new video-conference installations, intelligent whiteboards and software
- Donations at a record level

About this Annual Report

This report is to be presented to the 148th Annual General Meeting of the Royal Institute for Deaf and Blind Children on Tuesday, 19th May 2009.

Copies of this report are available online at www.ridbc.org.au and are also available on request in large print or braille.

We welcome feedback from readers via online@ridbc.org.au or on (02) 9871 1233.

Editor: Matthew Smeal, RIDBC Communications Manager.



Louise and Cameron attend an RIDBC Parent Infant Group session with their son Cody.

Report of the President and Chief Executive

Over the last generation, much has changed for deaf children and for blind children, including:

- The quality and effectiveness of special technology – such as high powered hearing aids and cochlear implants, and computers with voice and braille output
- The focus on early intervention and early education – contributing to much better long-term outcomes
- More highly trained specialist teachers and therapists
- Attendance at regular schools for most students
- A great opening up of post-school opportunities.

During 2008, this trend has continued. Importantly, it is happening not only in the major population centres but in regional and rural locations as well.

The number of children and families enrolled in RIDBC services at the end of the school year totalled a record 878. This represented enrolment growth of eight percent, with most of this growth occurring in early childhood services in rural, regional and remote places.

2008 has been another successful year for the Royal Institute for Deaf and Blind Children. A great deal of help has been given to deaf

children, blind children and their families. As expected, overall revenue did not match the record level of 2007, but it is very gratifying to report that donations to RIDBC have been at more generous levels than ever before.

Five Year Plan

RIDBC is now three years into its Five Year Development Program. This includes plans for the growth and enhancement of research and professional development activities. The RIDBC Renwick Centre, under the leadership of Professor Greg Leigh, continues to broaden its influence nationally and internationally. Planning for a new RIDBC Renwick Centre building was further progressed this year. The new building will accommodate the far greater than expected enrolment growth which has occurred since Renwick College was conceived and established. The design of a new centre has taken longer than had been expected, but the commencement of construction is drawing closer and much of it will be built in 2009.

The RIDBC Renwick Centre Appeal Committee has been active and has attracted much generous support in 2008.

Economic Downturn

Australia, along with the rest of the world, experienced a marked downturn in its economic circumstances in

2008. Notwithstanding this, the only real impact experienced to date by RIDBC has been a return to expected levels of revenue after the extraordinary highs of 2007. The book value of RIDBC's investments has also fallen from 2007 highs, but is expected to recover in the longer term. (Unrelated to the economy, receipts from bequests also fell from the very high level of 2007 to an amount more in line with previous experience.) The combined effect was to reduce overall revenue by 15.3 percent compared with 2007. Even so, total revenue in 2008 was in line with expectations, and sufficient to ensure that the decline from 2007 had no negative effect upon RIDBC's services.

Concerned about economic prospects for 2009, the Board is comfortable that construction costs associated with the RIDBC Renwick Centre project are now likely to be spread over more than one year.

Capital Expenditure in 2008 of \$3.33 million was less than had been planned, while planned Capital Expenditure for 2009 has been reduced to \$5.23 million.

Generous supporters

RIDBC has always been, and continues to be, principally reliant on charitable giving from Australia's generous community. In 2008, donors, bequestors, volunteer fundraisers and Rainbow

Lottery ticket buyers provided excellent levels of support to our organisation. The generous forethought of those who made philanthropic provision in their Wills continues to make an important contribution to RIDBC's capacity to meet the needs of the children we serve.

As always, it is RIDBC's supporters who make possible our work for the children. People help as volunteers in fundraising through the Lantern Clubs and Committees, as donors, as purchasers of Rainbow Lottery tickets, as volunteers

at RIDBC's centres, or by making provision through a legacy or bequest. The contribution of every one of RIDBC's supporters is highly appreciated and valued.

Together, this group of people makes a positive and lasting difference in the lives of many children throughout Australia and beyond.



RIDBC Thomas Pattison School student Lauren (see page 9) does some painting with President Norman Rydge while Chief Executive John Berryman looks on.

NORMAN B RYDGE,
AM OBE

JOHN BERRYMAN
President
Chief Executive

After more than 30 years on the Board, including 14 years as President, I have decided to stand down, both as a Director and as President, effective at the close of the 2009 Annual General Meeting.

I have gained enormous satisfaction from my close involvement with the Royal Institute for Deaf and Blind Children (RIDBC) over such a long period – indeed it has been a high point of my career and has always been joyous and fulfilling. It has been marvellous to watch the continual improvements in the quality and effectiveness in teaching techniques and technology for deaf children and blind children during this period. These have resulted in children having much better opportunities, at school and beyond, than when I joined the Board in 1977.

I am gratified also by the fact that, today, RIDBC is serving many more children and families than ever before. We are doing so in more diverse and individually “tailored” ways, and in many more locations.

During my time on the Board, I have been touched by so many instances of generosity from supporters and volunteers, both financially and personally. I have also derived great pleasure in working with my Board colleagues, and with the outstanding Executive and staff of this fine organisation.

I would like to assure you that I will always remain closely interested in the affairs of RIDBC and will continue to help to support its wonderful work.

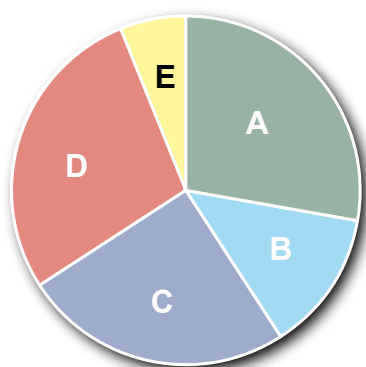
As a final comment, RIDBC is very well served by its Board, a dedicated and very able group, and by talented Executive and staff. These people are the most valuable assets to RIDBC and guarantee its continual development and progress. I admire and respect them all and, because of their abilities, I leave the Board of RIDBC completely confident in its future.

Norman Rydge

Financial Summary

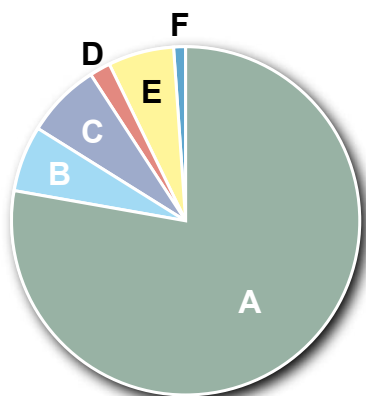
	2008 (\$'000)	2007 (\$'000)	% Change
Total Operating Revenue	35,892	42,360	-15.3%
Recurrent Operating Expenditure	31,909	29,319	8.8%
Operating Surplus	3,983	13,041	
Non-Operating items	(2,349)	(255)	
Surplus after Non-Operating items	1,634	12,786	
Capital Expenditure	3,333	2,471	

Revenue



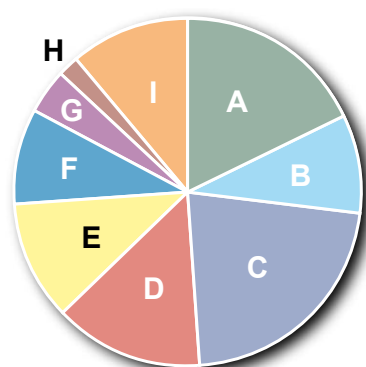
A	Charitable Fundraising	28%
B	Rainbow Lottery	13%
C	Government	25%
D	Investments	28%
E	Other	6%

Total expenditure



A	Student Services	78%
B	Investment in Charitable Fundraising	6%
C	Rainbow Lottery	7%
D	Community Information	2%
E	Administration	6%
F	Investment Management	1%

Expenditure – Student Services



A	For preschoolers	18%
B	For school children who are blind or have low vision	9%
C	For school children who are deaf or hearing impaired	22%
D	For school children who are multiply impaired	14%
E	For all children at RIDBC Therapy services	11%
F	Services to children in special priority groups	9%
G	For children in host family and respite care	4%
H	RIDBC Jim Patrick Audiology Centre	2%
I	Teacher education and research in RIDBC Renwick Centre	11%



Four-year-old Lauren shows off her chicken handling skills during a pet farm visit at RIDBC Roberta Reid Preschool.

Five Year Record of Enrolments*

	2008	2007	2006	2005	2004
1. EARLY CHILDHOOD PROGRAMS					
Early Learning Program Enrolments					
Early Learning Program HI	111	101	107	103	79
Early Learning Program VI	120	98	95	84	71
Early Learning Program (Hunter)	31	18	21	27	29
RIDBC Teleschool (HI)	76	52	48	34	18
RIDBC Teleschool (VI)	25	23	24	24	25
Consultancy VI	NA**	37	29	39	25
Total	363	329	324	311	247
Preschool Enrolments***					
RIDBC Hunter Preschool	17	20	20	17	19
RIDBC Rockie Woofit Preschool	13	15	16	12	12
RIDBC Roberta Reid Preschool	14	16	10	6	9
RIDBC Nepean Preschool	8	12	11	9	12
RIDBC VisionEd Preschool	8	6	6	7	5
RIDBC Assessment Service	35				
Total	95	69	63	51	57
Total Early Childhood Enrolments****	458	363	360	337	279
2. SCHOOL PROGRAMS					
School Enrolments					
RIDBC Alice Betteridge School	67	67	68	75	78
RIDBC Thomas Pattison School	38	36	43	46	36
RIDBC Garfield Barwick School	28	31	28	29	29
Total	133	134	139	150	143
Student Support Services Enrolments					
Student Support Service HI	143	71	68	49	49
Student Support Service VI	45	46	47	47	44
Consultancy Service HI	NA**	53	62	50	65
Consultancy Service VI	NA**	122	132	103	78
RIDBC Teleschool – School Age	44	21			
RIDBC Teleschool – Consultancy	9	4			
RIDBC Assessment Service	91				
Total	332	317	309	249	236
Total School Program Enrolments****	465	449	448	397	376
3. PROFESSIONAL EDUCATION					
University Award Course Enrolments	107	106	106	115	107
Graduates from Award Courses (Students graduating during reporting year)	55	57	58	45	50
Continuing Professional Education Program (Number of person-days of training provided)	1,527	1,168	1,240	1,320	1,550

* All enrolment data are as at the end of the reporting year

** In 2008, consultancy services became part of the RIDBC Assessment Service or RIDBC Student Support Services

*** Enrolment data are for children with hearing or vision impairment only

**** Total may be less than the sum of all program enrolments as some children are enrolled in more than one service
HI = Hearing Impairment
VI = Vision Impairment



Chrissy uses a cutting activity to help develop her coordination and dexterity.

Children's Services

RIDBC Renwick Centre

OBJECTIVES

Providing high quality, innovative education to children who are blind, vision impaired, deaf or hearing impaired.

Engaging in research, information dissemination, professional preparation and continuing staff development relevant to the education of children who are blind, vision impaired, deaf or hearing impaired.

ACTIVITIES

- Early education programs for children from birth to school age in centres, homes, preschools and by remote delivery
- Special schools and support for the education of children in regular schools
- Ancillary services that are integral to the education process
- Continuous improvement through program evaluation, external review and assessment, monitoring of consumer satisfaction and staff development

- The RIDBC Renwick Centre, affiliated with the University of Newcastle, offers:
 - Research
 - Award and non-award courses
 - Continuing education for professionals in the field of deaf or blind education
 - Publications
 - Library and Information Services

MAJOR ACHIEVEMENTS

- Continuation of all educational programs with record number of enrolments
- Establishment of RIDBC Assessment Unit
- Provision of services to children in every state and territory of Australia
- Significant growth in number of children being served
- First RIDBC School Support Services (Auslan) student successfully completes HSC at Hills Grammar School
- Production of new teaching resources for use by teachers and parents
- Best Practice Review of RIDBC Alice Betteridge School completed
- Resumption of support to Pacific Island countries

- Continuation of internationally recognised postgraduate award courses and continuing education programs, including targeted programs in Tasmania and South Australia
- 55 postgraduate completions
- Continuing collaboration with Cochlear Ltd and China Research and Rehabilitation Centre for Deaf Children to provide postgraduate professional preparation in China and India
- Successful tender for the delivery of professional education to the NSW Department of Education and Training
- Active research and publication program including invited presentations in Belgium, Fiji, Japan, Korea and New Zealand
- Record international enrolments

CHALLENGES

- Continue to operate high quality programs in all services
- Secure ongoing funding for newer programs
- Establish partnerships to enhance service provision
- Successfully devolve the RIDBC Respite & Recreation Service to Wesley Mission
- Introduce new staff performance feedback process

- Establishing postgraduate coursework options in new locations, nationally and internationally, through distance education and remote delivery sites
- Developing new international professional preparation programs in India, Korea, and Thailand
- Continuing to promote new linkages between academic staff and RIDBC programs for research and practice
- Expanding the range and intensity of research endeavour

See more information on page 18

See more information on page 28

RIDBC People

Recruiting the best people we can, retaining them for as long as we can, and challenging them professionally so that they can perform to the best of their ability.

- Recruitment and retention of staff
- Continuing professional education
- Industrial and employment relations
- Remuneration management
- Occupational health and safety
- Equal opportunity in employment
- Volunteer management

- Conducted a major Employee Opinion Survey
- Introduced paid parental leave
- Introduced pre-employment medical assessments
- Undertook a review of occupational health and safety and risk management practice
- Adopted a new collective agreement for school support staff
- Finalised an agreement to outsource salary packaging in 2009
- More than 1800 hours mandatory training for staff and volunteers

- Adjusting to new employment legislation following ongoing changes in the industrial relations landscape
- Managing employment costs in a small and highly specialised market
- Providing continuing management development for staff who work in demanding roles
- Maintaining the focus on addressing issues arising from the staff survey

See more information on page 34

Paying the bills and those who help

Having sufficient resources to enable the pursuit of RIDBC's objectives.

- Fundraising through donations, lotteries, voluntary support groups, special events and bequests
- Awareness raising through print and electronic media, general publicity and events
- Government subsidies and grants
- Investments
- Planning, budgeting and cost control

- Excellent year for Rainbow Lottery
- Donation revenue at record level
- RIDBC Renwick Centre Appeal exceeds target
- Strong bequest revenue
- Corporate partnership with Crane Group continues
- Unqualified audit

See more information on **page 8** for the financial summary, **page 16** for RIDBC's corporate governance, **page 44** for fundraising and the **supplement** for the concise financial report.

- Maintaining fundraising and media presence in the face of increasing competition
- Global economic crisis a threat to donation revenue
- Construction of new RIDBC Renwick Centre building
- Complete renovations of Fundraising Centre
- Upgrading information technology infrastructure
- Maintenance of infrastructure at North Rocks site
- Increased competition for government funding

Board of Directors

Patron

Her Excellency Professor Marie Bashir, AC, Governor of New South Wales

President

Mr Norman B Rydge, AM, OBE, is a Life Governor of RIDBC. He was elected to the Board in 1977 and served as Honorary Treasurer from 1983 until 1995. He was appointed a Vice President in 1988 and elected President in 1995. Mr Rydge has had extensive experience both as a Director and a Manager of public and private companies in the fields of media, hospitality, entertainment, leisure, steel manufacture and distribution, and investment. Currently, he is Managing Director of Rydge Holdings Pty Ltd.

(Attendance: 8 of 10 Board meetings, 4 of 5 Committee meetings)

Vice Presidents

Dr John Gregory-Roberts, MB, BS, BSc, FRACS, FRANZCO, FRCOphth, is a Life Governor of RIDBC. He has been Honorary Ophthalmologist to RIDBC since 1978, joined the board in 1991, and was elected a Vice President in 2003. He is Head of the Vitreo-Retinal Unit at the Sydney Eye Hospital, and a member of the Board of Management of the Sydney Eye Hospital Foundation. He is a past President and currently Life Governor and Member of the Executive of the Medical Foundation of the University of Sydney.

(Attendance: 9 of 10 Board meetings, 1 of 1 Committee meetings)

Mr Richard Owens, OAM, is Chairman of his family's diversified international investment company, and a vigneron and wine producer in the Hunter Valley. He is a Director of Opera Australia, and is a member of the Boards of the Hunter Valley Research Foundation and Family Business Australia. He joined the Board in 1990, was appointed a Vice President in 1999, and is a Life Governor.

(Attendance: 8 of 10 Board meetings, 6 of 8 Committee meetings)

Mr Graeme Skarratt, OAM, a former Director of Raine & Horne Pty Ltd, is a Life Governor of RIDBC. He joined the Board in 1981 and was Honorary Secretary from 1982 until 1992, when he was appointed a Vice President. Mr Skarratt has been a member of RIDBC's Abstract Committee for 43 years.

(Attendance: 9 of 10 Board meetings, 3 of 3 Committee meetings)

Mr Sean P Wareing, FCPA, ACIS, FAICD, is Chairman of Alesco Corporation Ltd and Kiwi Income Property Trust, and a former Director of Allianz Australia Ltd. He was appointed to the Board in 2000, and elected a Vice President in 2003.

(Attendance: 5 of 10 Board meetings, 7 of 8 Committee meetings)

Directors

Mr Graeme Bradshaw, BEc, FFIA, CFRE, is the Principal of Graeme Bradshaw Consulting. He retired in 2007 from the role of Senior Partner of DVA Navion Inc, a specialist international management and marketing consultancy serving the not-for-profit sector. Mr Bradshaw was the former Deputy General Manager of the Royal Blind Society of NSW, and is a Past President and Fellow of the Fundraising Institute of Australia. He joined the Board in 1998.

(Attendance: 7 of 10 Board meetings, 4 of 6 Committee meetings)

Professor Christine E Deer, BA, MTCP, DipEd, PhD, FACE, is Emeritus Professor of the University of Technology, Sydney, having retired as Professor of Teacher Education and Head of the School of Teacher Education. She is a member of the Sydney Advisory Board of the Salvation Army, a director of the James N Kirby Foundation, and a member of the MLC School Council. Professor Deer joined the Board in 1993.

(Attendance: 8 of 10 Board meetings, 2 of 2 Committee meetings, 9 of 11 Assessment Committee meetings)

The RIDBC Board of Directors. Back row left to right: Dr John Gregory-Roberts, Mr John Landerer CBE, AM, Mr Graeme Skarratt OAM, Mrs Barbara Stone AM, Mr Alex Malley, Mr Graeme Bradshaw, Mr David Dinte, Mr Richard Owens OAM, Mrs Janet Kelly. Seated: Mr Sean Wareing, Mr Norman Rydge AM, OBE, Mr Roger Gee, Prof Christine E Deer.

Mr David Dinte, BEc, LLB, MAICD, is a property developer with extensive experience in commercial, retail, industrial and residential development, acquisition and management in both Australia and the United States of America. He is a member of the International Council of Shopping Centres. Mr Dinte was appointed to the Board in 2000.

(Attendance: 3 of 10 Board meetings, 1 of 6 Committee meetings. NB: Mr Dinte was abroad for much of 2008)

Mr Roger Gee, retired in 2006 from Qantas after a 41 year career with the airline. He retired as a 747-400 Senior Check Captain. He has been an active member of RIDBC's Pathfinder Auxiliary for more than 30 years. He instigated the Charity Flight, a very successful fundraising event, and piloted the Qantas Children's Jumbo Joy Flight for many years. Mr Gee joined the Board in 2008 and is a Life Member of RIDBC. (Attendance: 5 of 6 Board meetings)

Mrs Janet Kelly, BCom, MCom, CPA, MIIA, MAICD, AFin, is Associate Director of KPMI Pty Ltd, and a partner of Riskflo LLC (USA). Her

professional background is in finance, audit, and risk management, in Sydney and Hong Kong. She was appointed to the Board in 2002.

(Attendance: 5 of 10 Board meetings, 3 of 3 Committee meetings)

Mr John Landerer CBE, AM, LLB (Syd), LLD (Honoris Causa Macquarie), is a solicitor specialising in corporate advisory work, and a company director. He is Chairman of Goldsearch Limited and a number of private companies. He is a Director of Life Education Australia, the Garvan Research Foundation and other charitable institutions. Mr Landerer is a Visiting Professor at Macquarie University in Business and Commercial Law, and a Fellow of the University of Sydney. He is a Commander in the Order of the Star of Italian Solidarity. He joined the Board in 2005.

(Attendance: 8 of 10 Board meetings, 2 of 2 Committee meetings)

Mr Alex Malley, BCom, MCom, DipEd, FCPA, is the Chief Executive Officer of professional medical association USANZ. He is President of CPA Australia, Independent Chair, Audit and

Risk Committee, Office Police Integrity, Victoria, Vice President of the Society for Knowledge Economics and Chairman of the Australasian Reporting Awards. He is a former senior academic and Council member in the university sector. He was appointed to the Board in 2002.

(Attendance: 6 of 10 Board meetings, 1 of 4 Committee meetings)

Mrs Barbara Stone, AM, BA, DipEd, MEd, FACE, MACEL, is Principal of MLC School. She is National Chair of the Association of Heads of Independent Schools of Australia, past Chair of the Association of Heads of Independent Schools (NSW), Past President of the Alliance of Girls' Schools of Australasia, Board member of the Association of Independent Schools (NSW), the Independent Schools Teacher Accreditation Authority Council and the Advisory Group for Gifted Education Resource Research and Information Centre, UNSW. She joined the Board in 2002.

(Attendance: 5 of 10 Board meetings, 3 of 3 Committee meetings)



Corporate Governance

Under the Royal Institute for Deaf and Blind Children Act 1998, RIDBC's Board of Directors is elected by the members of RIDBC from amongst their own number. The Board has responsibilities and duties defined under the Act and the by-laws. These define broadly the processes of control by which the Board and management ensure that RIDBC is achieving its objectives effectively and efficiently, that its financial reporting is properly informative and reliable, and that it acts in compliance with all laws and regulations.

The Board selects and appoints the Chief Executive, who is accountable to the Board for the performance of RIDBC.

The Board of Directors and Governance

The Board has implemented a number of formal steps in corporate governance. These include an "Integrity Statement", guidelines for the selection of persons to fill casual vacancies on the Board, and a process of performance self-appraisal by Board members.

Integrity Statement

Preamble

Good governance is essential to maintaining trust between RIDBC and its supporters, funding authorities and the families of students.

RIDBC is a charitable human service organisation. Accordingly, its Board will aim to promote appropriate values and attitudes of service, integrity, financial prudence, consideration of individuals, accountability and personal responsibility.

What is required of Board Members

Criteria for Board membership are determined by the "Eligibility Guidelines", largely derived from relevant clauses in the Royal Institute for Deaf and Blind Children Act and the by-laws.

Members of the Board:

- Shall be non-executive and unpaid and take no benefit whatsoever from their office. No member of RIDBC staff may be appointed to the Board
- Shall act at all times and in all matters in the best interests of RIDBC in conformity with its Act and the by-laws
- Have a duty to ensure that the management of RIDBC is competent, ethical and prudent and that it acts in the best interests of RIDBC
- Shall at all times act honestly and in good faith in the exercise of their powers and the discharge of their duties of office
- Have a duty to use due care and diligence in fulfilling the functions of office and in exercising the powers attached to that office
- Should not engage in conduct likely to bring discredit upon RIDBC
- Shall not take improper advantage of their position nor allow personal, family or business interests to conflict with the interests of RIDBC
- Require the prior approval of the Board and subsequent disclosure to the members for the performance of any service or the supply of any article for which compensation may be received

Conclusion

Members of the Board agree to be bound by this Integrity Statement. New appointees to the Board will be required to agree to be bound by the Integrity Statement. Any member of the Board finding herself/himself unable to meet or to continue to meet the requirements of the Integrity Statement must offer to resign from the Board.

Guidelines – Appointments to the Board

Prospective appointees to the Board of Directors must:

- Be, or be prepared to become, members of RIDBC in accord with the Royal Institute for Deaf and Blind Children Act
- Have sympathy with, and be prepared to contribute to, RIDBC's purposes and objectives
- Have abilities and skills which would be of use to RIDBC
- Be compatible with and prepared to work harmoniously with existing members of the Board
- Have a range of personal and/or professional contacts from various fields of endeavour who would be of potential benefit to RIDBC
- Have an understanding of the duties and responsibilities of a Board member

Performance Appraisal by Self-Analysis

In order to ensure that the Board is constituted so as to properly discharge its duties to the members, staff and clients of RIDBC, Board members agree that periodically they will undertake a performance appraisal by self-analysis. This requires the completion and signing of a questionnaire, signifying continued agreement to be bound by the requirements of the Integrity Statement (a copy of the questionnaire can be found on RIDBC's website at www.ridbc.org.au).

Standing Committees of the Board

Under the Royal Institute for Deaf and Blind Children Act, the Board is empowered to establish

such committees as the Board thinks will assist it to exercise its functions. Currently, there are seven Standing Committees as detailed below. The committees are constituted at the first meeting of the Board after the Annual General Meeting of RIDBC.

The Building Committee

oversees all but minor building works, receiving proposals from the Chief Executive and making recommendations to the Board in relation to proposed works. Members: David Dinte (Chairman), Richard Owens, Graeme Skarratt, Barbara Stone, Sean Wareing.

The Community Relations and Fundraising Committee

receives and considers plans and progress reports in relation to RIDBC's community relations and fundraising activities. The committee reviews the annual Operational Plan for community relations and fundraising. Members: Graeme Bradshaw (Chairman), Prof Christine Deer, Norman Rydge, Graeme Skarratt.

The Finance, Audit and Risk Committee

regularly reviews the accounting policies of RIDBC, the provision of financial information, and the policy on risk management. The committee receives and reviews the annual budgets and financial statements prior to their consideration by the Board. Members: Sean Wareing (Chairman), Robert Butterell, John Landerer, Janet Kelly, Alex Malley, Richard Owens.

The Investment Committee

regularly reviews RIDBC's investment policies and practices to ensure they are and remain appropriate to RIDBC's needs. Members: Norman Rydge (Chairman), Graeme Bradshaw, Robert Butterell, David Dinte, Richard Owens, Sean Wareing.

The Master Plan Committee

reviews prospective plans that relate to the further development of RIDBC's four campuses. Members: Norman Rydge (Chairman), David Dinte, Dr John Gregory-Roberts, Sean Wareing.

The Nominations and Governance Committee

develops and maintains guidelines to apprise prospective Board members of the Board's expectations of its members, and advises the Board on the selection and recruitment of persons to fill vacancies on the Board. Members: Norman Rydge (Chairman), Prof Christine Deer, Dr John Gregory-Roberts, John Landerer, Alex Malley, Graeme Skarratt.

The Student Services Committee

receives and considers proposals that relate to the establishment of new programs or services, or to significant changes or the discontinuation of existing programs or services. The committee reviews the annual Operational Plan for services. Members: Dr John Gregory-Roberts (Chairman), Graeme Bradshaw, Prof Christine Deer, Janet Kelly, Barbara Stone.

The Assessment Committee

considers applications for enrolment to RIDBC's Children's Services, examining assessment data against admissions criteria to determine eligibility. The criteria are intended to ensure that RIDBC's limited resources are directed towards children whose prime special educational needs are related to their sensory impairment. The Board is represented on the Committee by Prof Christine Deer. All other committee members are employees of RIDBC.

Children's Services

Providing high quality, innovative education to children who are blind, vision impaired, deaf or hearing impaired.



Sidney and his mum Melinda practise braille on a Mountbatten Brailier. Sidney lives in Cairns and receives support through the RIDBC Teleschool.

RIDBC Assessment Unit

The success of education programs for children who have hearing and/or vision impairment is dependent on the quality of the assessment of their skills, abilities and needs. Such assessment provides the basis for future work with the child.

In 2008, RIDBC established a new assessment service aimed at providing comprehensive multidisciplinary assessment and advice to families and professionals who work with children who have hearing and/or vision impairment. The unit is staffed by a speech pathologist, psychologist, occupational therapist, administrative assistant and a paediatrician. It also draws on the expertise of orthoptists, audiologists, technology consultants and physiotherapists to assist with child assessments.

Families from regional and rural areas can stay on site in RIDBC accommodation while their children are being assessed. The service has already proven valuable to a host of children and families from regional and rural areas as well as those who reside in the metropolitan area.

Early Childhood

Babies and young children who are deaf and/or blind require highly specialised early education to develop the foundation for their future success. Early education intervention increases each child's chance of developing to their full potential, thereby increasing their opportunities to participate in all aspects of life.

RIDBC's early childhood programs aim to address the needs of babies and children with sensory disabilities from the time of diagnosis. Highly specialised support is provided to children and their families by staff employed in RIDBC's Early Learning Programs and in preschools.

The majority of RIDBC Early Learning Programs are conducted in our centres at North Rocks, the Hunter and Nepean, and also in family homes. Programs in 2008 also operated from premises at Ourimbah on the Central Coast, Miranda in the south of Sydney, and Ingleburn in the south west of Sydney.

Enrolments in Early Learning Programs continued to grow to record levels, with families accessing individual and/or group sessions conducted by highly specialised teachers and therapists.

Four of the preschools owned and operated by RIDBC continued to provide intensive special programs in reverse integrated settings, where children with sensory impairments are enrolled alongside children who do not have impairments. Two of the programs, RIDBC Rockie Woofit Preschool and RIDBC VisionEd Preschool are located on RIDBC's main campus at North Rocks. The other two, RIDBC Hunter Preschool and RIDBC Nepean Preschool, are located at Tingira Heights in Newcastle, and Glenmore Park near Penrith, respectively.

The fifth RIDBC preschool, RIDBC Roberta Reid Preschool, provides a program where all children who attend use sign language for their primary method of communication. In 2008, the program continued to provide intensive spoken language development opportunities for children.

Michael completes a shape-matching activity using the new interactive 'smart' board at the RIDBC Alice Betteridge School.



Parent Support

RIDBC programs rely on parent/professional partnerships for their success. All parents are involved in planning and reviewing their child's individual education plan. Each of the Children's Services departments maintained close relationships with families by providing parent information sessions, regular newsletters, parent meetings and social functions. Schools report annually to the parent community. The reports are provided both at a child and school level.

Information sessions and courses for parents in 2008 addressed such topics as Language Development, Deafness and Hearing Aid Management, Behaviour Management, Understanding Vision Loss, Toys for Vision Impaired and Blind Children, and Siblings and Grandparents of Children with Disabilities.

The RIDBC Jim Patrick Audiology Centre and RIDBC Early Learning Program staff continued their popular Unilateral Hearing Loss information sessions to assist families whose children have been diagnosed with hearing loss in only one ear.

A record number of RIDBC Teleschool families from regional and rural areas of Australia visited North Rocks to have their children assessed and to meet other families.

School Programs

The delivery of high quality programs continues to be the aim for RIDBC's school programs. The programs include three special schools and support services to children in independent schools in the Sydney metropolitan area.

All three schools follow the NSW Board of Studies Curriculum. The RIDBC Thomas Pattison School uses Auslan (Australian Sign Language) as the first language. A major emphasis is placed on literacy, as the transition from Auslan to written English requires very skilled teaching.

RIDBC Garfield Barwick School students are taught through spoken English. The students also require considerable assistance to learn the same curriculum content as their hearing peers. Adaptations are made to the regular school curriculum for delivery to RIDBC Alice Betteridge School students, who use a variety of modes of access due to their sensory and intellectual impairments.

During 2008, RIDBC Alice Betteridge School had outstanding success in teaching literacy skills to the younger pupils in the school.

All three schools participated in the Premier's Reading Challenge, where students read books from a recommended

list. Deaf volunteers continued to read regularly with students from RIDBC Thomas Pattison School to promote literacy. There were many individual successes in the Basic Skills Tests, mathematics and science competitions, and in School and Higher School Certificate studies.

RIDBC Thomas Pattison School continued its close relationship with The Hills Grammar School (THGS). THGS provided two full fee paying scholarships to enable two students to complete Year 11 and Year 12. The students were supported at THGS by interpreters and tutors provided by the RIDBC Thomas Pattison School. Younger students from RIDBC Thomas Pattison School attended classes at THGS in English, Mathematics, Computer Studies and PE. RIDBC Thomas Pattison School conducted a transition class for pupils in Year 10. The class focussed intensively on improving literacy, with outstanding results. Pupils also attended a variety of introductory TAFE courses to assist them to firm up their ideas about their future education and careers.

Teleschool brings out the best in Charlie

“It’s one of the best decisions I ever made,” said Tamworth mum Michelle about the first time she contacted the Royal Institute for Deaf and Blind Children (RIDBC).

Michelle’s son Charlie was diagnosed with the vision impairment rod-cone dystrophy when he was only two and a half. At the time, his family didn’t know where to turn.

Thankfully, Michelle saw a community service announcement about RIDBC on television and made contact.

“It was a very scary time but the assistance we received from RIDBC made the world of difference,” Michelle said.

Charlie can only see objects that are within 10cm of his eyes. Unfortunately, even this close vision will diminish and Charlie will be left with no useable sight. While he now uses a special magnifier that enlarges the print to read, he will almost certainly need braille in the future – something he has already begun learning.

Helping Charlie through this process is the RIDBC Teleschool. RIDBC’s specialist teachers in Sydney use high quality videoconferencing technology to reach children like Charlie who live in regional

and remote areas. Because of the RIDBC Teleschool, Charlie can have one-on-one lessons with teacher/consultants like Tricia d’Apice.

“Charlie has progressed from a child who was reluctant to a child who is growing in confidence with every lesson,” Tricia said.

Michelle also participates in every lesson and she too has seen the positive change in Charlie.

“Charlie’s confidence and his determination to do things are amazing. He attempts most things now and his interaction with other children has improved dramatically,” Michelle said.

Michelle and husband Julian have a key message for all parents. “If you think there is a problem, get help as soon as you can. We are so grateful that RIDBC has been there for us,” they said.



Charlie and his mum Michelle share a story using a book with both braille and print.

Children's Services

Ancillary Services

RIDBC educational programs are supported by a comprehensive range of ancillary services. These include audiology, orthoptics, speech pathology, psychology, occupational therapy, physiotherapy and specialised technology services.

Specialist community support workers are also employed to ensure families from linguistically and culturally diverse backgrounds have full access to RIDBC services. The majority of the support is provided to families from Arabic and Chinese speaking backgrounds and to Indigenous families.

In 2008, the Indigenous Outreach program focussed on communities in three regions – Taree, Broken Hill, and Walgett – providing ongoing vision and hearing screening to children in these areas and ensuring follow up. In Broken Hill, the team was accompanied by an optometrist from the International Centre for Eyecare Education (ICEE), who ensured that children with vision impairment received glasses promptly. In Taree, the screenings are being followed up by intensive language work to remediate speech and language delays caused by mild hearing impairment. The program is being delivered by video-conference through RIDBC Teleschool.

RIDBC continued to provide full audiological services to

Aboriginal children from the South Coast at Narooma as part of the Southern Area Aboriginal Hearing Project.

In 2008, RIDBC made the decision to devolve its Respite and Recreation Program to a service provider who specialises in this type of service. The program provides a short-term accommodation service for students of the RIDBC Alice Betteridge School. A suitable service provider was identified and the transfer will take place in early 2009.

RIDBC continues to provide a host family program for students attending the RIDBC Thomas Pattison School, and short stay accommodation for families and children enrolled in the RIDBC Teleschool Program.

RIDBC provides both clinical and educational audiological services. The majority of the services are based in the RIDBC Jim Patrick Audiology Centre (JPAC) on the North

Rocks Campus. In 2008, JPAC conducted 2,677 assessments. Australian Hearing also provides weekly services to RIDBC students on the North Rocks Campus. This enables families and children to receive audiological services that are fully integrated into their educational programs. Audiologists from the Sydney Cochlear Implant Centre work regularly at all RIDBC sites to provide immediate post implantation support to children.

The RIDBC Health Unit continued to support children and staff across RIDBC but primarily from the RIDBC Alice Betteridge School. The unit also coordinates and provides health education sessions for staff. In 2008, ophthalmological, dental and orthotic clinics were conducted, as was an immunisation program for children in the schools at North Rocks. The above support services are critical to the successful operation of RIDBC programs.



Kim Ter-Horst, Senior Audiologist at RIDBC Jim Patrick Audiology Centre, conducts a hearing test on an Aboriginal girl in Broken Hill. RIDBC provides vision and hearing screening to Indigenous children in Broken Hill, Taree and Walgett.

Hard work pays off for Aly

When four-year-old Aly stood up in front of her class at the RIDBC Rockie Woofit Preschool recently, she was taking a big step forward. Aly was telling the class about her recent visit to the city's dinosaur museum – something that she would have been too shy to do only a year earlier.

Aly was born with hearing impairment, but you wouldn't know it from listening to her. After years of support from her family and from her teachers at RIDBC, Aly's language and speech are developing well. And, as she showed, so is her confidence.

"It's been hard work, but to see where she is now fills you with joy and fulfilment," said Aly's mum, Carla.

When Aly was only two days old, her hearing was screened through the now mandatory State Wide Infant Screening – Hearing (SWISH) program. By four months, Aly had begun with RIDBC's Early Learning Program (Hearing Impairment).

Unfortunately Aly's hearing continued to deteriorate. But it was realised that Aly was a strong candidate for a cochlear implant, even if it meant the sounds she was used to would change.

"The surgery was the least of our concerns. It was scarier to

know that all her hearing, and all the sounds that she had heard and learnt over the years, would be erased because we were going from a normal ear to an electronic ear."

But Aly had the surgery and the result has been very positive.

"Aly is doing really well," said Julie Kaney, Director of RIDBC Rockie Woofit Preschool where Aly has attended since 2007. "She's been lucky to have the winning combination of early intervention, support from RIDBC's programs, and very strong family support."

Carla also credits a 'team effort' for Aly's success. "If

you have a child with hearing impairment, there is no manual that tells you what to do and what to expect. Without early support like that provided by RIDBC, there is no way you can learn what to teach your child or how to develop their language," she said.

"As a parent you want to equip your children with all the skills necessary so they can take on the challenges, whatever they decide they want to be," Carla said.

With the continued dedication of her family and her teachers at RIDBC, there is little doubt that Aly will continue taking big steps forward.



Aly 'reels one in' during a fishing game at the RIDBC Rockie Woofit Preschool.

Children's Services

Program Reviews

Each year, RIDBC conducts a major review of one of its Children's Services Programs. In 2008, the RIDBC Garfield Barwick School Program was modified in accordance with the results of the 2007 Best Practice & Program Renewal Review.

An external review of the RIDBC Alice Betteridge School was conducted in 2008 by Professor Phil Foreman and Associate Professor Michael Arthur from the University of Newcastle. The recommendations from their review will be considered for implementation in 2009.

In addition to the major internal reviews, most RIDBC services are subject to reviews by regulatory authorities. Each of the schools is registered and monitored by the NSW Board

of Studies. The five preschools are licensed and monitored by the Department of Community Services. Relicensing is due in 2009. All of the services funded by the Disabilities Services Program of the NSW Department of Ageing, Disability and Home Care are subject to a process of service monitoring and review. In 2008, the University of Newcastle completed its evaluation of the RIDBC Teleschool Program, and provided its report to the Australian Government as part of the accountability requirement for partial funding of the service.

Continuous Improvement

RIDBC endeavours to ensure continuous improvement in the delivery of services by continually updating and skilling staff. 2008 commenced

with the inaugural Children's Services Forum, attended by all staff, which aimed to provide information about recent innovations in teaching methods and resources.

RIDBC continued to provide generous work-related study support for staff to enable them to acquire further qualifications in their area of expertise. In 2008, 31 staff received RIDBC Scholarships or financial support for study. The majority of these staff undertook Graduate Certificates or Masters Degree courses in Sensory Impairment through RIDBC Renwick Centre/University of Newcastle programs.

Three Children's Services' staff participated in the RIDBC Children's Services/Renwick Centre collaborative research program. Each of them was

Paul reviews his homework with RIDBC Teacher, Tania Hudson. In 2008, Paul was the Head Student at RIDBC Garfield Barwick School.





At home in Dubbo, Edward gets hands on with his parents David and Susan during a live videoconferencing session with RIDBC Teacher/Consultant Lynne Richards in Sydney.

provided with relief from duties to conduct a literature review on a topic of importance to the work being carried out by their Department. Areas covered were the assessment of functional listening in hearing impaired children, the assessment of language in babies and toddlers with sensory and additional disabilities, and the characteristics of children with vision impairment and cerebral palsy.

All programs feature other activities aimed at continuous improvement. These include annual surveys of client satisfaction and regular program reviews. Projects are implemented to improve service

provision where this is seen as desirable. Examples include:

- RIDBC Thomas Pattison School has an ongoing literacy coordination project which systematically monitors children's progress in literacy.
- Children's Services programs in hearing impairment have a standardised assessment that is used to follow the language development of every child. Additionally, RIDBC continues to participate in a national study to assess outcomes in language, literacy and social development of hearing impaired children in collaboration with the National Acoustics Laboratory and several other service providers.

RIDBC Teleschool

2008 saw a significant increase in the number of families accessing distance education services through RIDBC Teleschool. Enrolments at the end of 2008 totalled 146 children, compared with 93 at the end of 2007. These children were located in every state and territory. RIDBC Teleschool has now installed 56 in-home videoconferencing units and four units in schools, to assist students and families to more readily access regular service provision. Increasingly in 2008, families visited the RIDBC North Rocks campus for at least one period of assessment and face-to-face teaching.

Children's Services

Resource Production

RIDBC Children's Services produce multi-media resources for parents and professionals involved with children who have sensory impairment. In 2008, RIDBC Teleschool produced the prototype of an iPod Auslan Tutor. This is essentially an instructional Auslan dictionary which can be loaded onto iPods and mobile phones.

In 2008, the most widely sought information booklets were:

- Understanding Visual Impairment, Visual Acuity Simulators
- Everyday Language Activities, Emerging Language
- Learning Through Songs for Children with Vision Impairment
- Learning Through Songs for Children with Hearing Impairment

The most popular DVDs were:

- Language Acquisition in Children Who are Blind
- Promoting Functional Vision in Young Children Who Have Moderate to Severe Vision Loss and Additional Needs
- Augmentative and Alternative Communication Ocular Anatomy and Common Visual Disorders

Of Special Interest

- During March, 14 senior students and three staff from the Western Pennsylvania School for the Deaf made a reciprocal visit to RIDBC Thomas Pattison School. The students attended school with TPS students, and participated in a host of interesting, typically Australian activities over a period of 13 days.
- RIDBC Teleschool Multimedia Designer, Ronnie Lam, visited

the USA, Scandinavia and the UK to carry out studies under his Churchill Fellowship. Ronnie provides multimedia support to children with vision impairment and their families.

- RIDBC supported a young deaf boy from Samoa. The boy, who had become deaf as a consequence of meningitis, and his mother flew to Australia where he stayed on the RIDBC North Rocks campus and received intensive teaching and audiology. In a collaborative project with Sydney Cochlear Implant Centre, he was fitted with a cochlear implant.
- Children's Services staff supported visits by personnel from Fiji and Samoa, and provided a language development course to teachers in Fiji, in collaboration with the Carabez Alliance.



Students from RIDBC Thomas Pattison School and the Western Pennsylvania School for the Deaf show their mutual respect by signing the international sign for 'I love you' during a visit to the Blue Mountains. The recent exchange program between the two schools is believed to be the first of its kind in the world.

School's out for Andrew

The HSC is a tough time for any student. But for Andrew there was an additional challenge – being blind. Just to be on a par with his classmates, Andrew needed to work extra hard – and receive some specialised assistance.

Jo-Anne Green, a Teacher/Consultant at the Royal Institute for Deaf and Blind Children, was on hand to assist Andrew since he was in Year 7.

“I worked closely with Andrew’s teachers throughout the years to ensure Andrew always had access to the same resources as his classmates and so that he could participate in all class activities,” Jo-Anne said.

RIDBC’s School Support Service ensures each student has access to their school curriculum. For Andrew, this meant having all of his textbooks, worksheets, exams, assessment tasks and timetables reproduced in braille or as files Andrew could access through his computer. Both have been produced by RIDBC’s Alternate Format Publications department.

Andrew is a typical teenager, so it’s no surprise that he prefers using his computer, something he took to readily after receiving a laptop with

voice output capability in his early high school years.

“I tend to learn better through listening rather than through reading braille,” Andrew said, “so Mrs Green organised for my textbook chapters to be sent to me electronically. I could then use my laptop to ‘read’ them,” Andrew said.

With his school years now behind him, Andrew is starting to plan his future. The support he received from RIDBC may even have influenced his decision to help others.

“I’d like to become a Youth Pastor. I’m looking at different courses which will help me towards that goal,” Andrew said.



Andrew fits in some last minute study for his HSC with RIDBC Teacher/Consultant, Jo-Anne Green.

RIDBC Renwick Centre

Engaging in research, information dissemination, professional preparation and continuing staff development relevant to the education of children who are blind, vision impaired, deaf or hearing impaired.



Harriet Hill (left) and Celia Helliard (right) both completed Graduate Certificates in Educational Studies through the RIDBC Renwick Centre. They are pictured at the 2008 graduation ceremony with RIDBC's Head of Graduate Programs, Dr Rod Beattie.

Professional Development and Research Report

The RIDBC Renwick Centre offers a range of higher degree programs leading to awards of the University of Newcastle – mostly at the masters degree level. These programs provide for initial professional education through to specialised postgraduate studies in areas such as Auditory Verbal Therapy, and Orientation and Mobility Training. In 2008, the postgraduate student body comprised more than 150 students, coming from most states of Australia as well as Brunei, England, Hong Kong, Kenya, New Zealand, Samoa, Singapore, and Taiwan. At the graduation ceremonies at the University of Newcastle in May and October, 55 graduands received degrees for studies undertaken through the RIDBC Renwick Centre.

During the year, the RIDBC Renwick Centre provided specialised postgraduate programs in hearing impairment for teachers from the Department of Education and Children's Services in South Australia, and continued to provide support for the training and professional development of teachers of children with sensory impairments in Tasmania. The collaboration between RIDBC and the West Australian Foundation for Deaf Children led to the appointment of a Coordinator of Programs in Perth to oversee an innovative new program in that state. The first intake of students in the new Perth-based postgraduate program will occur in 2009. The

RIDBC Renwick Centre was also successful in tendering for the contract to provide postgraduate teacher education (both part-time and full-time) for teachers of the deaf and teachers of children with vision impairment for the NSW Department of Education and Training over the next three years.

The RIDBC Renwick Centre's research capacity was enhanced in January with the arrival of Dr John Ravenscroft to take up the position of Japan Australia Friendship Fund (JAFF) Research Fellow. Dr Ravenscroft has been working on the development of an Australian register of children with vision impairment. This

work will provide the first reliable account of the number of children with impaired vision across the country, as well as a more accurate description of the scope in nature and impact of their impairments.

In March, Professor Greg Leigh travelled to Beijing for the "graduation" ceremony for the first cohort of 13 students to complete the joint professional training program being conducted in China. The program is the result of collaboration among Cochlear Ltd, China Research and Rehabilitation Centre for Deaf Children, and RIDBC. RIDBC Renwick Centre academic staff members,



RIDBC Renwick Centre PhD graduate, Dr Michael Heeney.

RIDBC Renwick Centre

Dr Jill Duncan and Professor Philip Newall, travelled to Beijing during 2008 to lecture to the students in this innovative program. In August, another cohort of 13 students commenced their studies in the program.

In another international venture, Frances Gentle participated in the Education for All – Vision Impairment (EFA-VI) Forum in Suva, Fiji. The Forum, jointly hosted by RIDBC, brought together 40 leaders in the education, health and rehabilitation sectors to develop a national plan for the education of children with vision impairments. The Forum resulted in the establishment of a Fiji EFA-VI Task Force,

which has taken responsibility for implementing the EFA-VI Plan. Other members of RIDBC Renwick Centre staff travelled as invited guests to deliver keynote addresses, presentations, and consultancy services in Belgium, China, Japan, Korea, New Zealand, and Taiwan.

The Continuing Professional Education (CPE) section of the RIDBC Renwick Centre continues to provide an important resource for professionals by providing seminars, conferences and short courses in the education of children with hearing or vision impairment. In 2008, more than 800 participants completed over 9,000 hours

of professional education through the program. In addition, RIDBC staff members participated in more than 2,000 hours of specialised in-service education programs conducted internally to meet their needs. CPE events featured both local and internationally regarded researchers and practitioners as presenters, including an extensive program provided by RIDBC Renwick Centre and Children's Services staff members. The program included visits to RIDBC and presentations by such notable international guests as Nancy Caleffe-Schenck and Professor John Luckner (both from Colorado in the United States), and Robert Adam of City University London.



The first cohort of 13 students graduate from the joint professional training program. The program is a collaborative effort between Cochlear Ltd, China Research and Rehabilitation Centre for Deaf Children, and RIDBC Renwick Centre. RIDBC's Prof Greg Leigh is back row, third from left.

Looking to Scotland to help Australia

In 2008, the Royal Institute for Deaf and Blind Children launched OzViskids, a major initiative to give long-term benefits for Australia's vision impaired children.

"We simply don't know how many children in Australia have a vision impairment," said Dr John Ravenscroft, Senior Research Fellow at RIDBC Renwick Centre. Dr Ravenscroft joined the RIDBC staff in 2007 after having been Director of Visual Impairment Scotland (VIS) in Edinburgh. He is hoping to do for Australia what he did for Scotland.

"Like we found in Scotland, we need to know how many children we're going to serve. We need to see the snapshot and then we can start planning services," he said.

The positive outcomes VIS had within a short time bode well for a similar study being conducted here.

"We empowered many parents, helped them understand the diagnosis of their children better, offered better support to schools and the data allowed support agencies to plan their services much better," Dr Ravenscroft said.

"If we know who the children are who have vision impairment, we can work with a school and say 'Next year you



Dr John Ravenscroft, Senior Research Fellow at RIDBC Renwick Centre.

are likely to have "X" number of students with serious vision problems, let's start planning for that.' Across the board, we will be able to better plan and predict services," he said.

A major part of Dr Ravenscroft's study involves establishing a network for parents: a website and forum where parents can find information and contact others who have been through what they're going through.

"Putting it simply, no-one knows what it's like to raise a child with vision impairment except parents of a child with vision impairment. Those parents need to be able to talk to each

other and support each other," Dr Ravenscroft said.

Given the population difference, the Australian project is about four times as large as the one in Scotland. However, Dr Ravenscroft only needs to collect information on 1000 children to give him enough data to start making accurate decisions with regard to strategies and planning.

At that stage, Dr John Ravenscroft and the Royal Institute for Deaf and Blind Children will have a much clearer image of the effect vision impairment is having on Australia's children.

Research, Presentation and Publications 2008

The below is a sample of the extensive research, publications and presentations conducted by the RIDBC Renwick Centre during 2008. For the full list, please visit: www.ridbc.org.au/renwick/research

Research Projects

(a) *Auditory-Oral progress of infants in a Deaf family environment:*

Three parallel case-studies and (b) Development of the Infant Monitor-Production (IMP) as an evaluation protocol for infants with impaired hearing. **Dr Robyn Cantle-Moore**

An examination of the effectiveness of an online mentor support program for early career special education teachers. Dr Ian Dempsey, Prof. Phil Foremen, Dr Gordon Lyons, & **Dr Breda Carty**.

Defining historical and current auditory-verbal pedagogy. **Dr Jill Duncan**

Profiling children with vision impairment in Australia (OzVizkids). **Dr John Ravenscroft**

Paediatric hearing assessment with tele-audiology: An investigation in rural and remote populations (Cooperative Research Centre project R4.5.2.). **Dr Dunay Taljaard**, Prof. Greg Leigh & Prof. Philip Newall

The influence of mandatory language assessments on the service delivery of itinerant support teachers (HI)-PhD project. John Davison-Mowle (Supervisor/s: **Dr Jill Duncan & Prof. Greg Leigh**)

Educated and included: A strategic framework for education of children with disabilities in Timor-Leste – PhD project. **Frances Gentle** (Supervisor/s: **Drs Mike Steer & Rod Beattie**)

Aspects of literacy acquisition in deaf children in bilingual educational environments – MPhil project. Michelle Baker (Supervisor/s: **Dr Breda Carty & Prof. Greg Leigh**)

Publications

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Steer, M. (2008). Instructional leadership for special education. *Leadership in Focus*, 10, 38-40.

Steer, M. (2008). Editorial: The Nat'l Relay Service. *ADBC Beacon*, 33, 2-3.

Steer, M. (2008). Editorial: ADBC's Carla Anderson inducted to the Victorian Honour Roll for Women. *ADBC Beacon*, 34, 2-3.

Steer, M. (2008). Australian report. *DeafBlind Intl. Review*, 41, 20-21.

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Steer, M., & Gentle, F. (2008). Ensuring educational integrity in educational assessment. *Intl. Journal of Educational Integrity*, 3(1), 26-34.

Steer, M., & Gale, G. (2008). Ten top tips for visiting teachers. *SVRC Bulletin*, 3, <http://www.svrc.vic.edu.au/O3%2708.htm#ten>.

Steer, M., & Wetton, T. (2008). Twelve lessons from the development and operation of an Australian accommodation and support system for deafblind adults. *DeafBlind Intl. Review*, 41, 12-16.

Presentations (a selection of more than 70 presentations by RIDBC staff in 2008)

Benzie, S. *A reverse integration preschool model*. Nat'l Conf. on Children and Young People with Disability and Their Families. Melbourne

Benzie, S., & Johnston T. *An overview of the RIDBC reverse integration preschool model and its support for inclusion: Research and practice*. 8th Biennial Nat'l Conf. of Early Childhood Australia, Sydney.

Carty, B. "A grave and gracious woman": *Deaf people and signed languages in colonial New England*. Invited address to the Deafness, Cognition and Language Research Centre, University College.

Cook, G., Wilkinson M., Douglas, R., Benzie, S., Ter-Horst, K., Britton, L., Hodgson, F., & Bull, R. *Newborn hearing screening and unilateral impairment: Trends, issues and intervention in New South Wales, Australia*. Newborn Hearing Screening Conf. 2008, Cernobbio, Italy.

d'Apice, T. *Providing support services to rural and remote children who have a vision impairment*. Nat'l Conf., Round Table on Information Access, Melbourne.

Duncan, J. *Towards family-centred practice for young children with a hearing impairment*. Nat'l Conf. on Children and Young People with Disability and Their Families, Melbourne.

Duncan, J. *Application of auditory-verbal therapy for special education teachers in educational settings*. Conf. of the Korea Institute for Special Education and the Korean Audiology Assoc., Seoul, Korea,

Duncan, J., Nichols, A., & Cheng, K. *AVT videoconferencing for adolescents*. A. G. Bell Assoc. Convention. Milwaukee, USA.

Gentle, F. *Children of the South Pacific: Cross sector collaboration in the field of vision impairment*. Nat'l Conf., Round Table on Information, Melbourne.

Gentle, F. *ICEVI Pacific Regional Report*. 2008 Meeting of ICEVI ExCo, Bangkok, Thailand.

Hill, K. *Reaching Children with Sensory Impairment in Regional Australia through Technology*. 8th Biennial Nat'l Early Childhood Intervention Australia Conf., Sydney.

Leigh, G. *Newborn hearing screening and cochlear implantation: Changing parameters in early intervention (Keynote address)*. Get Screened and Live Forever: New Zealand Nat'l Screening Symposium 2008, Wellington, New Zealand.

Leigh, G. *A new paradigm for intervention in early childhood hearing impairment: Newborn hearing screening and beyond*. 15th Congress of the Federation of Asia and Oceania Perinatal Societies, Nagoya, Japan.

Leigh, G. *Universal newborn hearing screening, earlier cochlear implantation, and sign bilingualism (Keynote address)*. 2nd Belgian Conf. on Bilingual Education for Deaf Children and Youth, Brussels, Belgium.

Loomes, C. *Strengthening communities: A case study*. Access Across Australia: Technology Connects Families to Services, Sydney.

Loomes, C. *Reaching all the paddocks across Australia: New ways to deliver specialist services to rural and remote communities*. SARRAH Conf., Yeppoon.

McCarthy, M. *Reaching Families in Rural Areas*. Nat'l Early Hearing Detection and Intervention Conf. New Orleans, Louisiana, USA.

McCarthy, M. *Getting Started: Technical and Educational Essentials for setting up a remotely accessible service*. Access Across Australia: Technology Connects Families to Services, Sydney.

McCarthy, M. *RIDBC Teleschool: Innovation in remote service delivery*. Intl. Symposium on Technology and Deaf Education, Rochester, New York, USA.

McCarthy, M., & Lam, R. *Using interactive multimedia resources to engage a network of learners*. Learning Technologies Conf. 2008, Mooloolaba.

Newall, P., Newall J., Wilkinson, M., Newall, A., & Leigh, G. *Universal neonatal hearing screening: A reasonable option in a developing country?* Audiology Australia XVIII Nat'l Conf., Canberra.

Ravenscroft, J. *The Process of a paediatric vision impairment register*. Australian and New Zealand Paediatric Ophthalmologist Conf. Noosa.

Ravenscroft, J. *What data can be expected from a paediatric vision impairment register*. Australian and New Zealand Paediatric Ophthalmologist Conf. Noosa.

Ravenscroft, J. *The Paediatric Vision Impairment Register*. 65th Australian Orthoptic Conf., Melbourne.

Sartika, D., Mannell, R., & Newall, P. *Experiences with a paediatric speech test (INDO-CHIPS) in the Indonesian language*. XXIX Intl. Congress of Audiology, Hong Kong.

Steer, M. *Social role valorisation as a fundamental principle in service provision to Australian citizens with disabilities*. Social Educators Assoc. of Australia Nat'l Conf., Newcastle.

Steer, M. *The lucky country and people with a print disability: A reluctant partnership*. AASE Nat'l Conf., Hobart.

Steer, M. *A critique of evidence based research*. 8th ASSID Nat'l Conf., Melbourne.

Steer, M. *Insights into vision impairment for disability support workers*. 8th Disability Support Worker Conf., Melbourne.

Steer, M., & Beattie, R. *The Australian Deaf-Blind Council: Battling for a better tomorrow*. 9th Int. Conf. on Low Vision: Vision 2008, Montreal, Canada.

RIDBC People

Recruiting the best people we can, retaining them for as long as we can, and challenging them professionally so that they can perform to the best of their ability.



Louise Connelly from RIDBC VisionEd conducts an eye test on an Aboriginal boy in Broken Hill.

Recruitment and Retention

Recruitment advertising trends continued towards the use of electronic media and specialist websites and away from traditional print media. As a result, the amount spent on newspaper advertisements was reduced. As part of tracking these trends, statistical reports have been introduced that provide a range of recruitment data. During the course of the year, 72 permanent and 19 contract positions were recruited.

Pre-employment medical assessments have been introduced where relevant as part of the recruitment process to identify any physical limitations that may impact on an individual's capacity to perform safely in their role.

Six weeks paid parental leave was introduced in January 2008 as a retention initiative, giving working parents flexibility for work/life balance. As a result of these and other initiatives, RIDBC enjoys a relatively low turnover rate of 14.4% (as at the end of December 2008). This compares favourably with the not-for-profit sector's recent average figure of 19.2% (May 2008).

Learning and Development

RIDBC continues to invest in learning and development initiatives for staff. The employee survey reinforced the importance of career growth and skill development. A number of staff have benefited from attending external programs covering topics ranging from computer skills to management and

leadership skills. Other relevant conferences and seminars have been well attended by staff, either as presenters or participants.

Over 1800 hours of training was completed in 2008 through RIDBC's mandatory training program. The training included first aid, fire safety, manual handling, back care, anaphylaxis, health and hygiene, and child protection. This training is repeated regularly so that the essential skills of our staff are maintained at a high level.

In addition, a series of risk management training workshops was conducted on site for management and staff to ensure compliance with the Occupational Health and Safety Act.

The Work Related Part Time Study Program, which was developed to assist staff in acquiring additional qualifications, was very successful throughout 2008, with 33 staff participating and receiving financial support.

Occupational Health and Safety

A review of RIDBC's Occupational Health and Safety management system, with regard to risk management, was conducted in 2008 resulting in the review of the OHS policy as well as some current work practices.

A defibrillator was purchased by RIDBC and a series of workshops were conducted on site to ensure staff were fully trained in its use.

The OHS Committee continued to work consistently in 2008

with the aim to minimise and, where possible, eliminate workplace risks to RIDBC employees, students and visitors.

Through ongoing discussion within the OHS Committee, reported injury statistics are gathered regularly so that trends and issues can be identified. RIDBC has a very good record of injured staff returning to work, with only three injuries resulting in more than five days lost during 2008.

RIDBC recognised "Safe Work Australia" Week in October by conducting a variety of activities in consultation with each department's OHS Committee representative. Activities such as back care and manual handling training, relaxation classes and soccer between staff and students of the RIDBC Thomas Pattison School were enjoyed by all RIDBC staff.

Industrial Relations

The new industrial legislation landscape continues to bring change. RIDBC's focus has been to work with staff and relevant unions to establish new agreements to replace old awards. This year, RIDBC successfully introduced a new agreement for school support staff, including school administration and clerical employees. In 2009, this will be extended to replace awards that have expired. Remuneration levels are monitored to ensure that RIDBC remains competitive in its market, even if existing awards fall behind.

Employee Survey

In 2008, an employee survey was undertaken to give staff the opportunity to express their views on a range of questions. The results of the survey were generally very positive. Suggested areas for improvement are currently being addressed.

Volunteers

RIDBC has a wonderful team of volunteers who generously give their time to assist staff, both at the North Rocks campus and off-site locations. The volunteers' contribution is invaluable, and they bring with them a broad variety of skills and experience.

There are currently about 200 registered volunteers who help in many different ways, including classroom assistance, clerical work, gardening and transport. They come from all walks of life, and contribute in a valuable way across RIDBC's varied environment.

Many volunteers stay with RIDBC for several years and, in 2008, six volunteers reached their 10 year milestone, while five celebrated five years of volunteer service. In 2008, RIDBC participated in the NSW Volunteer of the Year Award by nominating six RIDBC volunteers. All were recognised at the award ceremonies.

Corporate Volunteer Groups also make a considerable contribution at RIDBC, giving companies the opportunity to

support the community, whilst offering their employees a day of team-building together. During 2008, groups visited from LexisNexis, NRMA Parramatta Call Centre, Jana Investments, Hutchison 3G, Booz Allen Hamilton, BT Financial, JET Australia Foundation, and in particular Bovis Lend Lease who supplied and constructed colourful cubby houses on site for two RIDBC preschools.

The warmth and generosity of spirit displayed by our volunteers is exceptional and very much appreciated by all the staff at RIDBC.

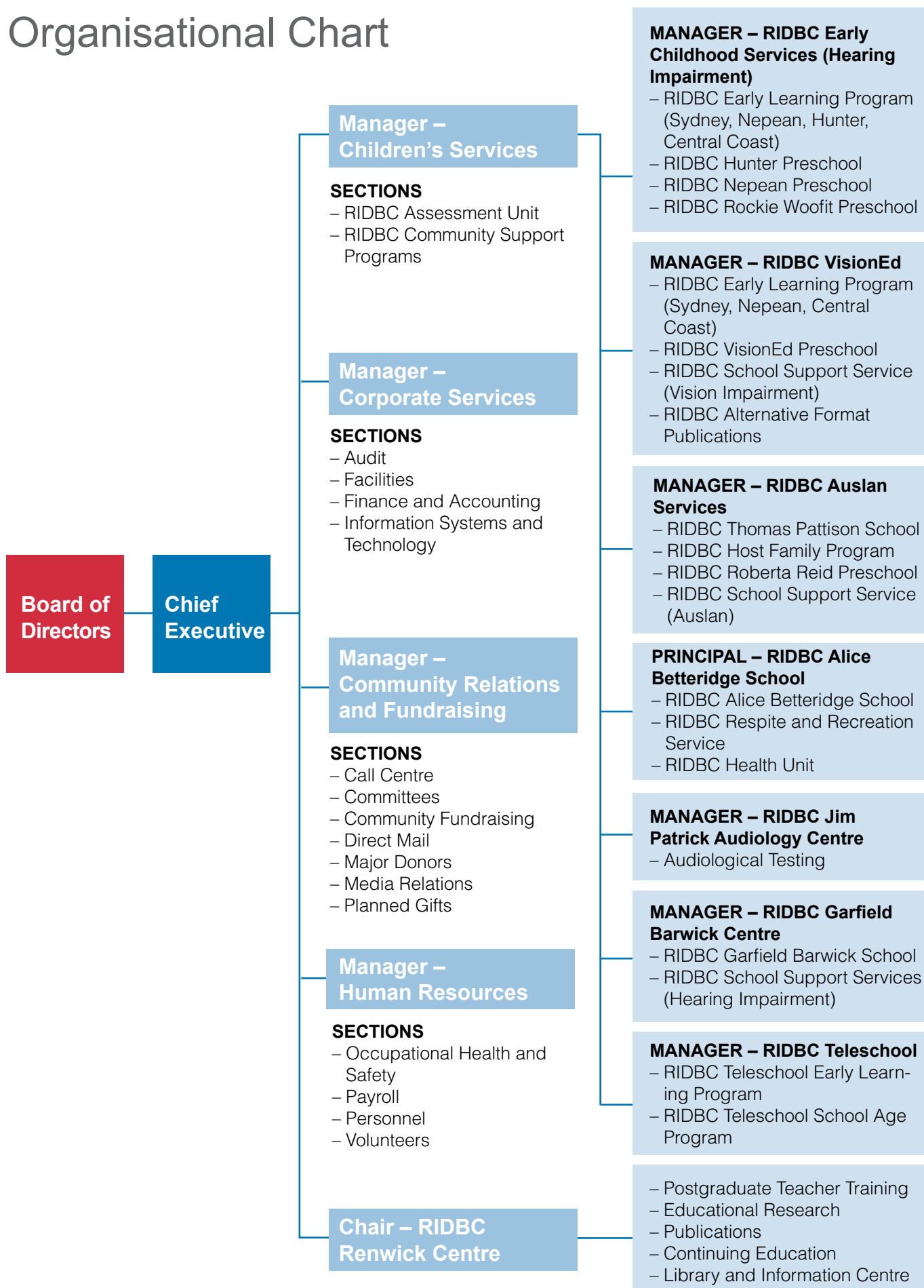
Highest qualifications completed by RIDBC staff

Certificate	42
Diploma	47
Bachelor Degree	72
Grad Certificate	11
Grad Diploma	29
Masters Degree	81
Doctorate	9



Father and son volunteer team, Paul and Rex Gibson, were nominated for the 2008 NSW Volunteer of the Year Awards. They are seen here with their nomination certificates.

Organisational Chart



Senior Managers

EXECUTIVE COMMITTEE

Chief Executive

John Berryman, BSc, MAdmin, MSpecEd (Sensory Disability), GradDipDP, FAIM, FAICD, FACE, joined RIDBC in 1978 as Manager, Computerised Braille Production. After appointments as Assistant Chief Executive (Administration) and Deputy Chief Executive, he was appointed RIDBC's Chief Executive in 1985.

Chair, Renwick Centre

Professor Greg Leigh, DipTeach, BEd, MSc, PhD, FACE, joined RIDBC as Head of Renwick College in 1993, and was appointed Assistant Chief Executive (Educational Services) in 1999. In 2006, he was appointed to his

current role, and assigned the responsibility of expanding and developing RIDBC's research and professional development programs and facilities.

Manager, Community Relations and Fundraising

Dennis O'Reilly, FFIA, has worked in fundraising, marketing and management in the non-profit sector for 39 years. He joined RIDBC in 1995.

Manager, Children's Services

Jan North, CertTeach, BSpecEd, MEd(Hons), MACE, was a university lecturer in Special Education before joining RIDBC in 1990 to establish the early childhood programs. Jan subsequently headed the VisionEd Department before leaving in 1998 to become Principal of Highfields School. She was

a Director on RIDBC's Board from 1999 until 2002, when she rejoined the staff as Manager, Service Development. In 2006, she was appointed Manager of Children's Services, a new role at RIDBC.

Manager, Corporate Services

Mario Torresan, BBus, MBA, CA, joined RIDBC in 2002. His background is in finance, accounting, and business, with experience working for major accounting firms and business corporations.

Manager, Human Resources

Rob Walker, GradCertMgt, GradDipBA, MMgt, has worked for most of his career in human resources, training and recruitment in the corporate sector. He joined RIDBC in 2005.



Left to right: Rob Walker, Greg Leigh, Dennis O'Reilly, Mario Torresan, Jan North and John Berryman.

Heads of Educational Services

Manager, RIDBC Early Childhood Services (HI)

Sue Benzie, CertTeach, TDeafCert, DipTeach, BEd, MLMEd, GradCertEdStud (SpecEd, Sensory Disability), MACEL, MACE, joined RIDBC in 1994 as Director of RIDBC Nepean bringing experience as a teacher and administrator with the NSW Department of School Education. She was appointed Manager, Preschool Services, in 1997, and to her current role in 1998.

Manager, RIDBC VisionEd

Alan Baynham, BEd, MEd, MEd(SpecEd, Multi-sensory Impairment), DipTeach, GradDipSpecEd, GradDipAboriginalEd, GradDipSchoolAdmin, worked as a teacher for the NSW Department of School Education before joining RIDBC in 1979 as a residential care assistant. He transferred to the RIDBC Alice Betteridge School in 1980, and was appointed Deputy Master in 1981 and Principal in 1984. Alan was appointed Manager, RIDBC VisionEd in 1998.

Principal, RIDBC Alice Betteridge School

Julie Shylan, BA, DipEd, GradDipEdStud(Prof Dev), MEd(Spec Ed), MBA, was a Teacher's Aide, Teacher and Assistant Principal in the RIDBC Alice Betteridge School from 1980-1989. After working as a Special Education teacher for the Catholic Education Office, a TAFE Disabilities Teacher/Consultant for Students with Vision Impairment, and Deputy Director of Richmond College of TAFE, Julie re-joined RIDBC in 2000 in her current role.

RIDBC Auslan Programs

Peter Cipollone, DipTeach, AssocDip Welfare, NAATI Paraprofessional interpreter, worked as a Youth and Welfare Worker and as a Teacher/Consultant for Deaf and hearing impaired students at TAFE. He was Executive Director of the Tasmanian Deaf Society and was Principal Education Officer, Disability Programs, in the NSW Department of Education and Training before joining RIDBC in 2006.

Manager, RIDBC Garfield Barwick Centre (RIDBC Garfield Barwick School and RIDBC School Support Services HI)

Alan Kelly, Cert Teach, BA, MSc (Applied), LSLS Cert AVT, spent 10 years in primary education as a teacher and a principal before specialising in deafness and hearing impairment. Alan joined RIDBC in 1994 as a lecturer and research fellow at the then Renwick College, rejoining RIDBC in 2003 to coordinate the RIDBC Cochlear Implant Educational Services Program and the RIDBC Early Learning Program (Hearing Impairment). He began his current role in 2008.

Senior Audiologist/Manager, RIDBC Jim Patrick Audiology Centre

Genelle Cook, MA, DipAud, MAudSA(CCP), has extensive experience in paediatric audiology

in the public hospital system, private ENT practice, and with Australian Hearing. She joined RIDBC in her current role in 2004.

Head of Graduate Programs, RIDBC Renwick Centre

Rod Beattie, BA, BEd, MEd, PhD, joined RIDBC in 1997 as a Senior Lecturer at Renwick College. He previously worked as a teacher of children who were hearing impaired, a special education consultant, a university lecturer, and a Postdoctoral Research Fellow. In 2002, Rod was appointed Head of Renwick College and in January 2006 he was appointed to his current position in the expanded RIDBC Renwick Centre.

Manager, RIDBC Teleschool

Melissa McCarthy, BA, M.E.D., LSLS Cert. AVT, joined RIDBC in 2004 as a Teacher/Consultant in the Early Learning Program (Hearing Impairment). Melissa's prior experiences with children who are deaf or hearing impaired include teaching, consulting and managing roles in a variety of early intervention and educational settings. In 2007, Melissa was appointed Coordinator of the new RIDBC Teleschool and in 2008 was appointed to her current role as Manager of RIDBC Teleschool.

Back row: Alan Kelly, Rod Beattie, Julie Shylan, Alan Baynham, Peter Cipollone. Front row: Sue Benzie, Melissa McCarthy, Genelle Cook.



RIDBC Staff in the Community

Breda Carty – Consultant Expert on Education, Deaf Community and Culture, and Bioethics – Deaf Australia; Consultant Expert on Bioethics and Deaf Culture – World Federation of the Deaf; Member, Disability Council of NSW; Member, Editorial Board, Deaf Worlds.

Jacqui Cashmore

– Vice President, Australian Association of Special Education (NSW Chapter); Committee Member, Board of Studies, Board Curriculum Committee.

Brian Conway – Vice President, Flintwood Disability Services Inc; President, Round Table on Information Access for People with Print Disabilities.

Tricia d'Apice – NSW and National Secretary, South Pacific Educators in Vision Impairment (SPEVI); Deputy Chair (Pacific), International Council for the Education of People with a Vision Impairment (ICEVI).

Jill Duncan – Board of Directors, Deafness Forum of Australia.

Frances Gentle – Convenor, NSW Subcommittee of the Australian Braille Authority; International Council for the Education of People with Visual Impairment; Representative, South Pacific Educators in Vision Impairment; Advisory Panel member, Journal of the South Pacific Educators in Vision Impairment.

Greg Leigh – Member, National Hearing Screening Working Group, Australian Population Health Development Principal Committee; Member, NSW Ministerial Standing Committee on Hearing, NSW Health; Chairman, Australasian Newborn Hearing Screening Committee; Member, Editorial Board, Deafness and Education International; Consultant Expert on Education, Australian Association of the Deaf; Member, Advisory Board, MARCS Auditory Research Centre, University of Western Sydney; Chairman, International Committee, International Congress on Education of the Deaf; Chairman, International Steering Committee, Asia Pacific Congress on Deafness; Member, Literacy and Special Learning Needs Advisory Committee, NSW Association of Independent Schools.

Sue Pinkerton – President, Australian Tuberous Sclerosis Society.

Julie Shylan – Chair, National Independent Special Schools Association; Member, NDS Committee on Children, Young People and Their Families (NSW); Member, Independent Schools Council, Elected Heads and Consultative Committee.

Mike Steer – Editor, International Journal of Orientation and Mobility; Co-ordinator, National Heads of Educational Services; Life Member, South Pacific Educators in Vision Impairment; Member, Australian and New Zealand Heads of Educational Services (Vision Impairment); NSW Committee Member, International Council for the Vision Impaired; NSW State Representative, Australian Deafblind Council; Editor, Journal of the South Pacific Educators in Vision Impairment; Editor, Beacon, Australian Deafblind Council's newsletter; Editorial Consultant, Australasian Journal of Special Education; Australian Representative, Deafblind International Review.

Nicola Stowe – Convenor, Australian Braille Authority (NSW).

The Big Picture

Psychology isn't something automatically associated with deafness and blindness, but, as RIDBC's Christine Muir points out, it's an integral part of educating children with sensory impairment.

"An impairment might have a significant impact on the education of a child. By carrying out an assessment, we can see the developmental aspects of a child and how an impairment might affect them," Christine said.

Christine has worked as a psychologist with RIDBC for the past 18 years and works primarily in RIDBC's Early Learning Program in Hearing Impairment. She is "outplaced" fortnightly to the Deafness Centre at Westmead Children's Hospital, and also works in the new RIDBC Assessment Unit.

"Now with the RIDBC Assessment Unit, we're fine-tuning our assessment skills. We're also becoming a 'point-of-call' for sensory impairment," Christine said.

"As a psychologist, I try to see the big picture – the child's home life, the child's learning and social development. It's an integral part of the whole job of educating the child and seeing how it all fits together," Christine said.

When working with a child, Christine often works with other team members. "A team



Christine Muir (left) discusses a child's assessment with RIDBC Occupational Therapist, Nicole Mann.

assessment may include a psychologist, an occupational therapist, a speech pathologist and a paediatrician. We can also call in other specialist RIDBC staff when needed," she said.

Assessing a child is not black and white. "In one way it's simple; in another, it's far from simple. It's what makes the job so interesting: there's no one clear formula; you've got to be very flexible, reading the situation the whole time – the children and how the parents are responding during the assessment process," Christine said.

After the assessment, Christine prepares a report for the parents, teachers, additional health care professionals, the

school and a paediatrician. "We bring all the information together in a cohesive team report," Christine said.

"In the Assessment Unit we follow up with that child within a year. In the RIDBC Early Learning Program there is an opportunity for more frequent contact with children and families," Christine said.

"Having long-term contact is invaluable from a professional point of view. It allows you to keep learning and it helps me to develop professionally; seeing the outcomes of what has worked for families. I learn so much from the families and children with whom I work," she said.

Visiting Professional and Honorary Professional Staff, and Organisations

Consulting Otologist:

Professor William Gibson, AM,
MD, FRACS, FRCS

Consulting Ear, Nose and Throat Surgeon:

Catherine Birman, MB, BS,
FRACS

Hon. Consulting Ophthalmic Surgeons:

John Gregory-Roberts, MB,
BS, BSc, FRACS, FRANZCO,
FRCOphth

Christopher Challinor, MB,
BS(Syd), FRACS, FRACO

Hon. Dental Consultants and Inspectors:

Martin Barhon, BDS

Greg Boulus, BDS

Craig Calleia, BDS

Moheb Farag, BDS

Hon. Property Consultant:

Michael Scott

Auditor:

Grant Thornton

Banker:

St George Bank

Solicitor:

Bartier Perry

Years of Service Awards in 2008

30 Years

John Berryman

Wayne Lloyd

Cathy Standard

25 Years

Charles Dimech

20 Years

Kay Hooper

Cheryl Martin

Patricia McKinnon

Lynette Parnell

Irene Truscott

15 Years

Robyn Clarke

Jacqueline Donnelly

Gaynor Jarvis

Gregory Leigh

Daphne Peterson

Nicola Stowe

Megan Wade-Ferrell

10 Years

Andrew Carmichael

Bridget Carty

Mary Czipri

Sandra Ellemor

Della Goswell

Joan Ingold

Janine Law

Amanda Lyons

Karen Marsh

Julie Martin

Jemina Napier

Rodney Noble

Karen O'Toole

Karen Ridley

Sarah Sheridan

Anne Star

Kellie Walker

Robyn Wallace

Michele Weight

Mez White

Beyond RIDBC

In earlier days, the education of children with special needs occurred almost exclusively in special schools in major cities. Many of the children were boarders. That is how it was at the Royal Institute for Deaf and Blind Children for about the first 100 years or more.

Today, much of the work of RIDBC takes place beyond the boundaries of its campuses. The children we help are often enrolled in mainstream schools or preschools. Families with a small child in the Early Learning Programs often receive support and advice at home. Videoconferencing allows “face to face” contact to occur even when a child and family are located at a vast distance from RIDBC.

To be most effective, RIDBC works closely with related services such as Australian Hearing, the Sydney Cochlear Implant Centre (whose staff attend RIDBC sites), and state Health and Education Departments. The relationship with the Deafness Centre within the Children’s Hospital at Westmead (CHW) was further strengthened in 2008, with an RIDBC staff member outposted there and a CHW paediatrician “inposted” to RIDBC, both on a regular part-time basis.

RIDBC staff members share their expertise and experience through many means, including membership of various ministerial and governmental advisory committees.

Staff also actively participate in co-ordinating authorities such as National Disability Services, Deafness Forum Australia, the Australian Blindness Forum, the Australian Braille Authority, and the Independent Schools Council of Australia. Staff are encouraged and supported in other extra-curricular activities including membership of professional associations and accreditation bodies in their areas of expertise (see page 40).

The RIDBC Renwick Centre has an indirect but significant impact on deaf or blind children around Australia, and overseas. In 2008, RIDBC Renwick Centre students have come from most Australian states, as well as Brunei, England, Hong Kong, Kenya, New Zealand, Samoa, Singapore, and Taiwan. The RIDBC Renwick Centre now has a staff member based in Perth and has provided professional education to groups of staff from the Tasmanian Department of Education, The South Australia Department of Education and Children’s Services, the China Rehabilitation and Research Centre for Deaf Children, Guide Dogs NSW/ACT, and the Ministry of Education in New Zealand.

In 2008, professionals from throughout Australia and from China, Fiji, Japan, England, Korea, New Zealand, and the USA, have visited programs at RIDBC to observe our work

and to share information about service delivery.

RIDBC Renwick Centre staff and Children’s Services staff have given presentations or conducted consultancies in many parts of Australia during 2008, including Adelaide, Brisbane, Hobart, Launceston, Melbourne, Perth, and Sydney.

RIDBC staff also travelled internationally to share their accumulated experience. During 2008, staff members visited Belgium, China, Japan, Korea, New Zealand, the Philippines, Switzerland, Taiwan, Thailand, Vietnam, and the USA. The purposes of such visits have been to present at major international conferences, to give invited presentations and keynote addresses, to conduct consultancies or teach short courses, and to participate as members of international advisory committees.

RIDBC has enjoyed a long and mutually beneficial association with the Rotary Club of Carlingford whose Sunday Markets on our North Rocks campus raise considerable funds not only for RIDBC but also a wide range of other worthy organisations.

RIDBC also provides office premises for associated groups such as the Parent Council for Deaf Education, Deaf Australia Inc, and the Early Childhood Intervention Association.

Paying the bills and those who help

Having sufficient resources to enable the pursuit of RIDBC's objectives.



Captain Craig Lambert with his daughter Natalija. Captain Lambert has piloted two Qantas Pathfinder Charity Flights which raise money for RIDBC. Natalija attends RIDBC VisionEd Preschool.

Community Relations and Fundraising

The outstanding generosity of the Australian community was once again evident in RIDBC's fundraising results for 2008.

The value of donations received was at a record level, as was the number of donors who supported RIDBC's work with deaf children and blind children. Deep thanks are extended both to existing supporters and to new supporters who chose to contribute to RIDBC during the year.

2008 was also a good year for the Rainbow Lottery program. Almost 90,000 supporters generously bought \$4.5 million dollars worth of tickets. The Rainbow Lottery continued to be a very important revenue source for RIDBC in 2008.

Bequest income was also very strong during 2008, although short of the record result for the previous year. RIDBC depends heavily upon bequests, and is enormously grateful to each of those people who decided, during their lifetime, to make provision for a testamentary gift through their Will.

As always, volunteer fundraisers played a very important role in generating fundraising revenue. The Lantern Clubs, Parents and Friends groups and committees, including Pathfinders, Abstract, Horizon, Sight and Sound and the RIDBC Golf Club, all made significant contributions towards a successful outcome.

In addition to these in-house committees, many other community groups arranged special fundraising activities to support RIDBC's work. RIDBC is most grateful to them as well.

One highlight for the year was the success of the fundraising appeal for the construction of the new RIDBC Renwick Centre. The initial appeal target was \$3.5 million but this was later raised to \$4 million. By the end of 2008, the total amount pledged had reached this target.

It is not yet clear what impact the changed economic climate will have on RIDBC's revenue for 2009. However, the 2008 experience suggests that people want to continue to give their support, but may feel it prudent to give a little less.

RIDBC is very grateful also for the generous monetary and in-kind assistance received

through ongoing partnerships with the Crane Group, Qantas, Booz and the many other corporate partners who are listed on page 56-57.

RIDBC's media relations program continued to seek opportunities to publicise RIDBC's work and to raise community awareness of the needs of children who are deaf or blind.

Sincere thanks are extended to all of those people who assisted RIDBC's Community Relations and Fundraising program throughout 2008. Their numbers include ambassadors, donors, lottery ticket buyers, volunteer committee members, corporate sponsors, parents and teachers of children in RIDBC programs, and a vast array of other individuals who act as advocates. Their assistance is highly valued. Thank you to all.

Tara Moss, a long-serving RIDBC Ambassador, records a community service radio announcement to promote the 2008 Splash for Cash. Tara's tireless efforts have raised great awareness for RIDBC events such as Splash for Cash and the Qantas Pathfinders Charity Flight.



Paying the bills and those who help

Bequests and Permanent Funds

RIDBC wishes to acknowledge with deep gratitude those who have remembered it in their Wills and those who have established permanent funds to support RIDBC's work. Their generous forethought has contributed to ensuring that the children served by RIDBC are given the best opportunities available. It will make a lasting difference in the lives of deaf children and blind children.

Bequests received during 2008

Ellie Adnum	Patricia Davey	Peter Imberger	Joyce Myers	Helen Taylor
Norma Atkin	Lionel Dege	Ellen Kavanagh	Josephine Pearson	Rita Thorn
Elsie Baddeley	Patricia Doherty	J & C Kennedy Trust	Valda Phelps	Gwenda Underdown
Charles Barnett	Konstantin Doku	Allan St Ruth Knights	Beatrice Pycroft	Jean Van Nooten
Bruce Bowman	Margaret Downes	Marie Leedham	May Rattenbury	Rupert Varcoe
Ella Boyd	James Easdon	Hans Lewin	Gordon Readett	Sir William Walkley
David Broadley	Joyce Fardell	Jean Long	Edmund Resch	Joyce Walsh
Iris Bryen	Sarah Farrell	Elizabeth Lyall	Edith Richards	Lee Warne
Ashleigh Chown	John Frazer	I M Maslin	Marion Ringrose	Eileen Weidmann
Karline Clarke	K & G Gluck Trust	Leslie Maurer	Bernard Rothbury	Arthur Wiencke
John Coffey	Lorna Goodlad	E T McGee	Elaine Scandrett	Claudia Willis
Stanley Collins	Harold Granger	Gwenneth McLaren	John Scard	Desolie Wilson
Emmett Costello	Rosemary Hall	Gerda Metz	Lola Sharp	Carolina Woerdeman
Doris Cox	Leila Hamer	Alice Moorcroft	Arthur Simpson	Holly Woodcock
Florence Crosby	Norman Heaton	William Moore	William Small	Mary Wright
Clarence Daley	Edna Heisler	Dinah Morris	Edith Stephen	Beryl Yabsley
Marie Dalton	Florence Hillman	Delilah Moussa	Annette Sutton	Georgette Yared

Permanent Funds Year Ended 31 December 2008

18th Australian Infantry Brigade Association of NSW Fund	Erie Diprose Fund	Henry Gough Fund	FM Reid Prize Fund
Edward Arthur Fund	Jeremy Dobbs Prize Fund	Hunter Baillie Fund	E A Riley Fund
Toni Bates Bursary Fund	Jack & Gwen Freeman Permanent Fund	Ian Paul Fund	Special Prize Fund
John Bedwell Permanent Fund	DGT Gardiner Fund	Japan Australia Friendship Fund	William Spittle Fund
Julie Birmingham Fund	Dora & George Garland Memorial	William & Gladys Judd Memorial Fund	Paul Strelitz Fund
Frank Buckle Family Trust	Betty Graham Bursary Fund	B McDougall Prize Fund	Claude Toole Fund
Post Graduate Research Scholarship Fund	Stan Graham Bursary Fund No 1	Elsie McLachlan Bursary Fund	M Tyrrell Fund
Ben Bunce Fund	Stan Graham Bursary Fund No 2	Neville McWilliam Prize Fund	Jane Vickery Memorial Fund
Estate of the Late Joan Isabel Craven	Frederick Gregory-Roberts Prize Fund	Vera Rado Fund	Dr KF Vickery Prize Fund
		Ann Ratcliffe Trust	

Pretty in Pink

It's Tuesday morning. A gleaming pink Ford ute is parked in RIDBC's lower car park. Its number plate is 'IPINK1'. The owner steps out; long, bright pink hair catching the breeze. Yes, it's Tuesday – Sue's day.

Sue O'Neill has been an RIDBC volunteer for the past eight years; gracing RIDBC's Community Relations and Fundraising department by bringing colour to the office and professionalism and understanding to her role.

Sue's volunteer work is not limited to RIDBC. She is involved in numerous projects, even flying to a remote area of Papua New Guinea every two months to assist in a school that she and others built.

But on most Tuesdays, and in a manner that contradicts her colourful appearance, Sue quietly slips into the CRFR offices and gets on with the job of helping children who are deaf or blind.

"I think I've got a fortunate life," Sue said regarding her motivation to volunteer. "I guess I'm just compelled by the inequity of the world," she said.

Sue doesn't have a personal relationship with deafness or blindness. She simply came to RIDBC because she knew RIDBC and was in a position to help on a weekly basis.



Sue O'Neill and Leisel Jones at the 2008 RIDBC Splash for Cash swimathon.

"I've lived in the area all my life and was aware of the Royal Institute for Deaf and Blind Children. I was semi-retired and wanted to volunteer," she said.

Sue works primarily with RIDBC Auxiliaries Manager, Kaye Bailey, assisting greatly with events such as Splash for Cash and the RIDBC Charity Flight. Sue's experience as a former Human Resources manager and owner of a very successful chain of 100 retail stores with 2000 staff has been invaluable to Kaye and to RIDBC.

"I couldn't do my job without her. Sue's expertise, her calmness and ability to cope with all the challenges I give her, just makes running special events so much easier," Kaye said.

RIDBC is lucky to have Sue, and people like her, who so happily and energetically give so much of their time to help others.

"I enjoy it here. It's a great place to work with wonderful people. RIDBC has world class education and a lot of breakthroughs happen here for children with disabilities," Sue said.

Now, about that hair. "I just love colour," Sue said. "It brightens up the world and makes people smile."

Just like the work of RIDBC's volunteers.

Paying the bills and those who help

Clubs and Committees

Volunteer fundraising committees have been supporting the work of RIDBC since its establishment almost 150 years ago. The role is as vital today as ever. RIDBC is especially grateful to the following volunteer fundraisers.

Lantern Club Presidents:

Camden Haven Bill Newman	Hornsby & District Gaye Minahan	Ryde Rosemary Costar
Central Council of Lantern Clubs: Eileen Short	Ku-ring-gai Beverley Low	Shoalhaven John Katon
Avoca Beach Donna Judge	Maitland Deirdre Howard	St George Mavis Mitchell
Belmont Nanette Bingham	Mosman Elaine Cox	Southern Highlands Veronica Mackie
Blacktown City Maureen Fry	Parramatta Joan Solly	Warringah Val Davison
Blue Mountains Peter McTaggart	Port Stephens Heather Dennis	Wollongong Lorna McKay
Far South Coast Keith Butler		
Forster-Tuncurry Margaret Stephens		
Gosford Pat Woodward		
Goulburn Joan Thomas		
Hills District Robyn Shaw		

Committees

Abstract Committee

President Christopher Arnott OAM

Horizon Committee

President – Colleen Keys OAM

Parents and Friends of the Alice Betteridge School

President – Linda Langton

Pathfinders Auxiliary

President – Louise Flitcroft

RIDBC Golf Club

President – Ron Knott

RIDBC Hunter Parents and Friends Committee

President – Suzanne Rigg

Sight and Sound Committee

President – Lynette Kirsten



Jacob and mum Jill enjoy fortnightly visits from RIDBC. Jacob also attends RIDBC VisionEd Preschool.

Supporters

Community Support is at the centre of RIDBC's ability to deliver the services it provides. Many people assist in a variety of ways. RIDBC wishes to acknowledge this support.

Life Governor Appointed 2008

John Bedwell

Life Governors at 31 December 2008

Abigroup Pty Ltd

Robert Albert AO

John Bedwell

Richard Bonyngé AO CBE

Bruce & Joy Reid Foundation

Lenore Buckle

Cochlear Ltd

Charles Curran AC

Ross Field (representing the Profield Foundation)

Iris Gageler

Dr John Gregory-Roberts

Dr Wallace Grigor AM

Gwynvill Group

Ian Holmes

Pieter Huveneers

James N Kirby Foundation

Kathleen Breen Children's Charity Trust

Kumagai Australia Pty Ltd

Gloria Lardelli OAM

George McCullagh

Dorothy Malouf OAM

Ardeis Myers Jnr

Myer Community Fund

Myer Stores Ltd

National Australia Bank

Network Ten

Lysia O'Keefe

Opera Australia

Richard Owens OAM

Ian Paul

Qantas Airways Ltd

John Race

R A Gale Foundation

Rotary Club of Carlingford

Rotary International District 9680

Rotary International District 9690

Rotary International District 9750

Royal New South Wales Bowling Association

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St Andrew's Cathedral School

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Transfield Pty Ltd

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Vincent Fairfax Family Foundation

Elsie Virgona OAM

Life Members Appointed 2008

The Hon John Aquilina

Dr Martin Barhon

Dr Greg Boulus

Patricia Bower

Dr Craig Calleia

Elaine Cox

Jack Creagh

Phyllis Creagh

Heather Dews

R Fitzhardinge

Beryl Forbes

Brian Forbes

F M Bradford Foundation Trust

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Jack Freeman

Maureen Fry

Karen Gallur

Luis Gallur

Alan Gaudry

Professor William Gibson

J Hale

Betty (Elizabeth) Hall

Fred Hall

Deirdre Howard

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I Miller

Frank Minahan

Maureen Osmetti

Joan Nielsen

Parramatta Leagues Club

K Pigram

Brian Pinch

J Salisbury

Robyn Shaw

Shaw Family Foundation

Allan Sinclair

Harry Sinclair

Gwen Smith

Anne Tidex

Mary Vernon

Ethel Webb

Paying the bills and those who help

Major Donors for 2008

R Adamson	A Byrne	Dance Partner Productions Pty Ltd
A Albert	L Cable	P De Sauty
R Albert	Cabramatta Rugby Leagues Club	J Denovan
Alesco Corporation Limited	CAF Australia Community Fund Ltd	Deutsche Bank
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Amity Grand at Dural	D Carter	D Dinte
A Andronicos	P Carter	M Dobbin
Animal Doctors Port Macquarie	Castle Hill Country Club	B Eggert
Anonymous	C Challinor	Energy Australia Employees' Children's Appeal
Austral Wright Metals	Chester Hill RSL and Bowling Club Co-operative Limited	R Etty
Australian Chinese Charity Foundation	V Chick	Everyday Hero
Australian Ethical Investments Ltd	A Chittenden	F M Bradford Foundation Trust
H Baker	J Choulkes	R Fitzhardinge
K Balmer	A Chu	C Flynn
C Barnett	L Church	F Foran
Bartier Perry Solicitors	City Tattersalls Club Ltd	B Forbes
P Barton	ClubsNSW Eastern Zone Bear Cottage & Other Charities	R Fox
J Bedwell	L & I Collins	Frank Buckle Family Trust
P Bell	P Collins	Fred Hosking Pty Ltd
J Berryman	Concord RSL Club Ltd	J Freeman
J Binks	Connect Hearing	C Gageler
Blake Family Trust	C Cook	L & K Gallur
R Bockholt	S Costigan	Gantiel Vensott E.P.S
C Bonugli	B Cottee	A Gaudry
D Bovis	Courtney, Shannon Tong & Caitlin Quan	L Gemes
G Bradshaw	M Coventry	J Gilbert
Brian Kirby Foundation	Crane Distribution Limited/Tradelink	R Gledhill
P Bridge	Crane Group Limited	F Godfrey-Smith
J Brilliant	R Croall	Goninan Employees Charities Fund
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Buddha's Light International Association of Australia Inc.	D Curtis-Morris	J Grant
E Butler		P Grant
		J Green

J Gregory-Roberts	M Johnson	Marjen Pty Ltd
J Grimsley	Johnson Family Foundation	Maroubra Garden Village Residents Tour
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Gwynvill Group	Kemps Creek Sporting and Bowling Club Limited	R McAllery
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D Hall	Kool Nominees Pty Ltd	T McGee
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Hargrove Foundation	Lake Macquarie City Council	R McNally
B Harrison	Lakemba Services Memorial Club	H Menka
B Hartley	T & B Lankford	A Menzies
B Hatch	A Lee	C Mercer
Henry H Roth Charitable Foundation	M Lee	S Micallef
D Hill & Family	Lee & Sons (Aust) Pty Ltd	Mill House Foundation
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H Holley	M Lesnie	J & D Momsen
H Hone	Liangrove Foundation Pty Ltd	M Monaghan
J Hore	Lions Club of Bondi	R Moore
Hornsby RSL Club	Lions Club of Sydney Pacific	E Morgan
R Howe	Lions NSW-ACT Save Sight Foundation	G & M Morgan
Huon Park Craft Group	A Lockley	A Morse
Hutchison 3G Australia Pty Limited	B Lofthouse	MQ Financial Services /Trustee for David Brown Trading Trust
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Illawarra Catholic Club Limited	S & M Lovegrove	Mulwaree Trust
R Irvine	F Mac Gregor	Mutual Assistance Society, Sydney
F Isaacs	M Macarthur	Nell & Hermon Slade Trust
J & G Bedwell Foundation	A MacDougall	R Neller
J C Pollack Pty Ltd	MacDougall Family Endowment	A Neville
V Jackel	Macquarie Group Foundation Limited	New South Wales Golf Club Associates
B Jackson	R Mangano	New South Wales Strata Management Pty Ltd
R Jaine	Maple-Brown Abbott Limited	I Nielsen
James N Kirby Foundation	Maple-Brown Family Charitable Foundation Ltd	Northmead Bowling Recreation and Sporting Club Ltd
Jet Australia Foundation	G Mapp	
John Bedwell Foundation		
M Johns		

Paying the bills and those who help

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L O'Keefe	Sam Dougherty Memorial Charity Golf Day	T Tse
R Oliver	B Selby	D Turpie
O'Neill Foundation Inc	Sellers Holdings Pty Limited	H Verhoef
C Oppen	Shaw Family Foundation	A Vernon
R Owens	Shop Assistants & Warehouse Employees' Federation of Aust	M Vernon
W Paine	C Shuetrim	G Waddington
Parramatta Leagues Club Limited	A Sinclair	A Wales
J Parramore	H Sinclair	A Wareham
I Paul	T Sjoquist	S Wareing
A Pethebridge	Skipper-Jacobs Charitable Trust	Warringah Mall Community Club
	J Smith	D Watkinson
H & L Pickett	D Snedden	N Watson
K Pigram	W Southcott	E Webb
B Pinch	Splash For Cash: Rotaract – Castle Hill	Werani Pty Limited
A Prashad	State Transit Employee's Welfare Fund Inc	Westfield Shopping Centre
Preis Family	A Steinmetz	Westpac Banking Corporation
Profield Foundation	P Stephens	G White
QBE Insurance Group Limited	L Stevens	R White
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M Robertson	A Sweetman	A Zahn
Rotary Club of Burwood	L Szeto	S Zeckendorf
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Rotary Club of Carlingford	Thomas Hare Investments Ltd	
Rotary Club of Turrumurra	A Tidex	
Rothenberger Australia Pty Ltd	M Tobias	
S Rothery	Tong Yee Foods	
N Rudder	Tree Transplanters Australia Pty Ltd	
D Ryan		
Ryde-Eastwood Leagues Club Limited		



Brett Masterton, Area Manager for Tradelink's Hunter region, rode 165km from his area's most westerly store in Muswellbrook to the most easterly store in Salamander Bay to raise money for RIDBC. Tradelink, a subsidiary of the Crane Group, has implemented a variety of fundraising initiatives to help RIDBC.

Paying the bills and those who help

Thomas Pattison Society Supporters

Thomas Pattison Preschool Sponsor

M & C Gwynne

Thomas Pattison Early Learning

S Alley
T & B Lankford
A Lockley
S Rothery
A Ziegler
L Blackshaw

Thomas Pattison Gold

D Henley
D Horley
E Isherwood
J Watson
R Badgery
R Baragry
H Barton
J Bedwell
M Berry
G Burton
R Carmody
A Compton
M Dintinjana
R Dwyer
I Gageler
N Green
A Hutchison
M Jacobs
N Kessel
R & P Lane
D Lockley
A MacDougall
J McAlpine
E Murray
J Nilson
I Perusic
J Pratten
V Rado

M Reid
N Standish
R Stephenson
R Yabsley
N Yip
G Augimeri
I Brady
B J K Cohen
P Crane
M Kaminski
J Foster
C Kite
G McDonagh
J Camilleri
J Himmelhoch
D Rea

Thomas Pattison Silver

G Cloros
E Crisp
L Falconer
S Gong
G Goodwin
T Harpur
J Hutchinson
P Irving
G McAuslan
J Adamson
D Battaglone
J Russell Baxter
M Chandler
S Cheung
J Cleary
C Craker
C Dawson
J Derricks
Y Downes
R Etty
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G Fok
C Grover
C Humphreys

P Jones
W Leakey
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L Magid
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P & E Ryba
B Scott
T Sorensen
P Taylor
P Thomas
G Waddington
B Walker
N Yabsley
A Young
V Bailey
W Gottlieb
L Harkus
M Harriss
D Havercroft
G Hopper
J Pescott
W Phillips
T Savage
R Squire
J Lindgren
F Bailey
J O'Brien

Thomas Pattison Bronze

P Casaceli
A Gowan
J Hyatt
P King
E McLoon
P Budd
S Arnott
C Bell
M Berzins
C Best

J Boyd
G Brown
Z Brown
J Cameron
J Clark
W Clarke
J Cridland
G Duckworth
L Frazer
J Gibson
E Greig
B Hart
W Holmes
M Ireland
L Kittely
E Olsen
H Patterson
A Roe
A Sayer
D Shultz
A Spira
A Stark
C Stedman
S Tyrrell
J Williams
A Willoughby
O Wood
T Zanoni
V Grace
J Henderson
L Jacobs
L Jones
N Lawton
D McColl
S Tattam
H Bate
A Sawyer

Monica receives good news from home

Just days before moving to New York, Monica Glare remembered to purchase tickets in the Royal Institute for Deaf and Blind Children's Rainbow Lottery. And it's a good thing she did.

This last minute decision certainly paid off for the long-term Rainbow Lottery supporter when she won the \$20,000 first prize.

"I posted the ticket payment off just before we headed to the airport," Monica said.

"A few weeks later, my husband Paul and I were sitting in a restaurant in New York and I got a call from the lottery

to say I had won. I couldn't believe it!"

Monica and Paul, both healthcare workers, know first-hand the impact of deafness.

Their daughter, Kate, was born with a mild hearing impairment. Monica's aunt also had a severe hearing loss from a young age.

For these reasons they choose to support RIDBC through its Rainbow Lottery.

The friendly approach of the Rainbow lottery staff has also made an impact on Monica.

"Another thing which has kept me buying over the years is

that I never feel pressured. The lottery staff are always lovely," Monica said.

Although still in disbelief, Monica is thrilled about the timing of her win. She and Paul recently returned to Australia for their daughter's wedding.

"The money will be a great help towards the wedding costs," Monica said. "It will also come in handy while we are in New York."

"I love nursing, but I wouldn't mind using the opportunity to try something new whilst overseas," Monica said.



RIDBC Rainbow Lottery Manager, Mr Frank Antonini, presents a certificate and the \$20,000 winner's cheque to Mrs Monica Glare.

Paying the bills and those who help

Sponsors

RIDBC receives support from the business community in many ways. Corporate sponsorship through cash and gifts in kind is vital to the success of many fundraising events.

RIDBC Hunter Parents and Friends Committee

BridgeClimb
De Lorenzo Natural Haircare
Lings Quality Trophies
Richard Owens OAM

Horizon Committee

Australian Voices in Print
Bill Hicks Jewellery
De Bortoli Wines Pty Limited
De Lorenzo Natural Haircare
NEC Australia Pty Ltd
Pearsons Florist Australia

Sight and Sound Committee

Charity Golf Day

Alliance e-Finance
ASX Reuters Foundation
BridgeClimb
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Crane Group
De Lorenzo Natural Haircare
Flight Centre Beecroft
Grant Thornton
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International Cargo Solutions
Jackson Industries
Paul Fabian
Paynter Dixon Education
Pennant Hills Golf Club
Pennant Hills Toyota
Professional Advantage

Raine & Horne Beecroft
Steve Watt Constructions
Sydney Star Truck & Bus Pty Ltd
Tyres4U
Wormald Service Division

RIDBC Golf Club

Pro Am Charity Golf Day

Ables Betta Electrical
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Accident & Health International
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De Lorenzo Hair and Cosmetic Research Pty Ltd
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Hornsby Automotive Group Pty Ltd
IT Matters Recruitment Services Pty Ltd
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Paynter Dixon Constructions
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ResMed Limited
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Ryde Veterinary Clinic
Salmon Bros Data & Electrical Pty Limited
Sentry Automotive Solutions
Tenix Alliance
Tom Kerr Auto Centre
West Ryde Hotel
Wormald Service Division
WRI Insurance Brokers Pty Ltd

Crane Group Charity Golf Day

BHP Billiton Base Metals
BlueScope Steel Limited
Brain Sells Pty Ltd
Caroma Industries
Electrolux Home Products Pty Ltd
Enware Australia Pty Limited
KPMG
Novetec Building Products Pty Ltd
Rehau Pty Ltd
Reliance Worldwide (Australia)
Repelec (Aust) Pty Ltd
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Rinnai Australia
Telstra Corporation Limited
Transport Works

Pathfinders Auxiliary

BridgeClimb
Captain Cook Cruises
Executive Retreats Port Douglas
Fisher & Paykel
Gallery Oscar Turramurra
Kanprint
Leigh McDonagh
Mango Lagoon Port Douglas
Miele
Qantas Airways Limited
Qantas Catering
Rosevears Vineyard
Rotary Club of Turramurra
Schwarzkopf Pty Ltd
St George Rowing Club
Vamps BYO Bistro Francais

Qantas Pathfinders Revue

ABC Costumes
AIPA
Aeromic
Alpha Flight Services
Blacksheep Productions
Breakfast Point Realty
Budget

Bunnings Mascot
Captain Cook Cruises
Citizen Watches
dB Sound
Energizer
Hip Hampers
Kanprint
3M
Norths
Oceanic Thai
Qantas Airways Ltd
Rockpool Fish
Souk in the City
The Pacific Coast Horns
TMR Music Stands
Trovato Design
Vamps BYO Bistro Francais
Wirra Wirra Vineyards
Ziedan Management

Qantas Pathfinders Charity Flight

Adam Spencer
Airservices Australia
Alice Springs Council
Alice Springs Telegraph Station

Cobb & Co
Dyson Group of Companies
Deutsche Bank
Kanprint
National Road Transport Hall of Fame
Ngapartji Ngapartji
Qantas Airways Limited
Qantas Flight Catering
Raymond Weil
Royal Flying Doctor Service
Shell Aviation
Sydney Airport Corporation Ltd
Take 2 Creative Audio

Rotaract Splash for Cash

All Leisure Hospitality
FuturePlus Financial Services
NRMA Motoring and Services
Qantas Airways Ltd
Rotaract Tri-District Clubs
Rotary International Districts
9680. 9690. 9750
Sydney Olympic Park Aquatic Centre
Take 2 Audio



Passengers disembark in Alice Springs during the 2008 Qantas Pathfinders Charity Flight.

History



What is known today as the Royal Institute for Deaf and Blind Children (RIDBC) began in 1860 as a small school for deaf children at 152 Liverpool Street, Sydney. The first teacher and co-founder was Thomas Pattison, a profoundly deaf Scottish immigrant.

RIDBC enrolled its first blind students in 1869 and, in 1872, moved to a five acre, purpose-built premises at Darlington. Under the influence

of Superintendents Samuel Watson (1871-1910) and Harold Earlam (1911-1947), RIDBC continued to grow.

In 1944, a long-held dream came to fruition when school attendance by deaf and blind children became compulsory, as it had been for their non-impaired peers since 1880.

By the middle of the 20th century, both the Darlington premises and another RIDBC premises at Wahroonga had become unsuitable for the

needs of staff and students. In the early 1960s, RIDBC moved to its current location at North Rocks.

RIDBC has continued to develop its array of innovative educational programs to fill the gaps in the education of children who are deaf or blind and also those with additional disabilities.

Today, RIDBC's programs include national early childhood and school age services, five preschools (including two in regional areas), three dedicated schools for either hearing or vision impairment, support for students attending mainstream preschools and schools, a paediatric audiology centre, community support services, and a university college for teacher training and research.

Throughout its history, the Royal Institute for Deaf and Blind Children has been strongly supported by an active management and fundraising committee. RIDBC is a charity, reliant partly on government funding, but primarily on the generous support of philanthropists, benefactors and the wider community.



Roberta Reid teaching the blind, 1906

A copy of the Concise Financial Report
is available on request, please phone
(02) 9871 1233

Directory

**Royal Institute for Deaf and
Blind Children (RIDBC)**

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NORTH ROCKS NSW 2151
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Facsimile: (02) 9871 2196
Private Bag 29
PARRAMATTA NSW 2124
Website: www.ridbc.org.au
Email: online@ridbc.org.au
Chief Executive: John Berryman

RIDBC North Parramatta

106 Pennant Hills Road
NORTH PARRAMATTA NSW 2151
Telephone: (02) 9683 6400 (TTY/V)
Facsimile: (02) 9630 1364
Manager – School Support
Services (HI): Ruth Price

RIDBC Hunter

160 Floraville Road
FLORAVILLE NSW 2280
Telephone: (02) 4942 8455 (TTY/V)
Facsimile: (02) 4942 8457
Director: Wendy Dorn

RIDBC Nepean

5-6 Floribunda Avenue
GLENMORE PARK NSW 2745
Telephone: (02) 4733 4239 (TTY/V)
Facsimile: (02) 4733 4144
PO Box 8161
GLENMORE PARK NSW 2745
Director: Joanne Fickel / Sue
Benzie

You can make a difference

Every year, thousands of people help the Royal Institute for Deaf and Blind Children (RIDBC) to make a difference in children's lives.

There are many ways to help. Here are just some:



Give a donation

– many people and businesses give monetary support to

RIDBC each year.

To make a donation phone 1800 043 411 or visit www.ridbc.org.au



Buy a Rainbow

Lottery ticket

– the Rainbow Lottery is held three times a year with major prizes including cars, travel and gold bullion.

To purchase a ticket phone 1800 043 411



Buy your Christmas cards or other merchandise from us

– when you next

buy Christmas cards, why not purchase some that will truly make a difference. Our other merchandise covers everything from beach towels to umbrellas and fashion clothing.



To request a catalogue phone 1800 111 474 or visit our online shop at www.ridbc.org.au



Join a fundraising group

– RIDBC

has around 1500 people helping behind the scenes as members of fundraising groups.

For further information contact Erin Ivey on 9871 1233



Participate in a fundraising event

– everything from opera evenings to swimathons.

To find out the latest fundraising activities, please phone 9871 1233 or visit www.ridbc.org.au



Make a bequest

– your support through a bequest creates a legacy that will

continue to give.

For further information contact Robyn Clarke on 9871 1233



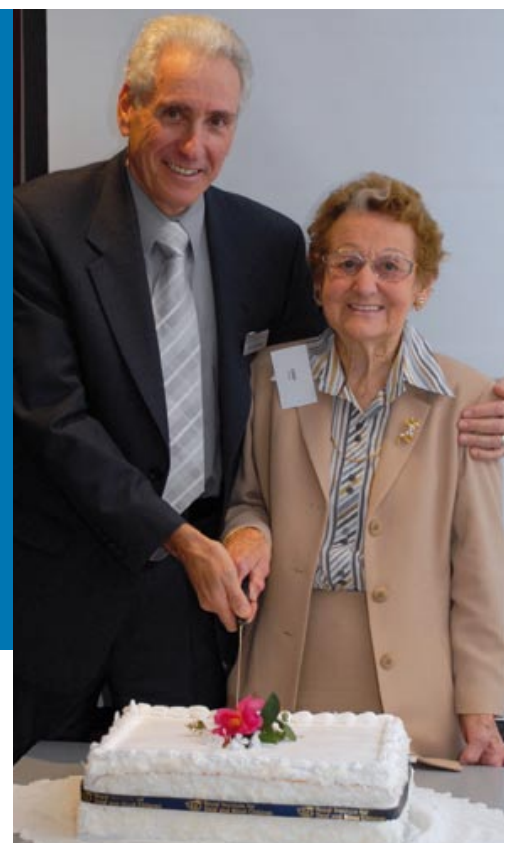
Become a volunteer

– volunteers support our staff in areas as

diverse as proof-reading braille, helping in classrooms and even gardening.

For further information, contact Diane Piper on 9871 1233

RIDBC Life Member, Enid Burge, and RIDBC Chief Executive John Berryman, officially launch the Hunter Baillie Circle. The Hunter Baillie Circle was created to acknowledge and thank all those who have kindly arranged to leave a bequest, thereby ensuring RIDBC's future.



Royal Institute for Deaf and Blind Children