





# CONTENTS

Vision, Mission and Values  
Strategic Direction  
Supporters/Funding Sources  
Our People  
COTA Volunteers  
COTA Board  
President and CEO Report  
Treasurer's Report  
Policy Council Report  
Membership  
Highlights  
Project Summary

|           |                               |           |
|-----------|-------------------------------|-----------|
| <b>1</b>  | COTA Tas Inc Financial Report | <b>18</b> |
| <b>2</b>  | Board Members' Statement      | <b>18</b> |
| <b>2</b>  | Balance Sheet                 | <b>19</b> |
| <b>3</b>  | Income and Expenditure        | <b>20</b> |
| <b>4</b>  | Notes                         | <b>22</b> |
| <b>5</b>  | Independent Auditor's Report  | <b>24</b> |
| <b>6</b>  |                               |           |
| <b>7</b>  |                               |           |
| <b>7</b>  |                               |           |
| <b>9</b>  |                               |           |
| <b>10</b> |                               |           |
| <b>14</b> |                               |           |



## VISION, MISSION AND VALUES

**Our vision** is leading change for older Tasmanians.

**Our mission** is to promote, improve and uphold the rights and interests of older Tasmanians, with a focus on the vulnerable and disadvantaged.

**The values**  
which guide us are:

- Integrity
- Inclusiveness
- Accountability
- Compassion



# STRATEGIC DIRECTION

## 1. When we speak, people listen

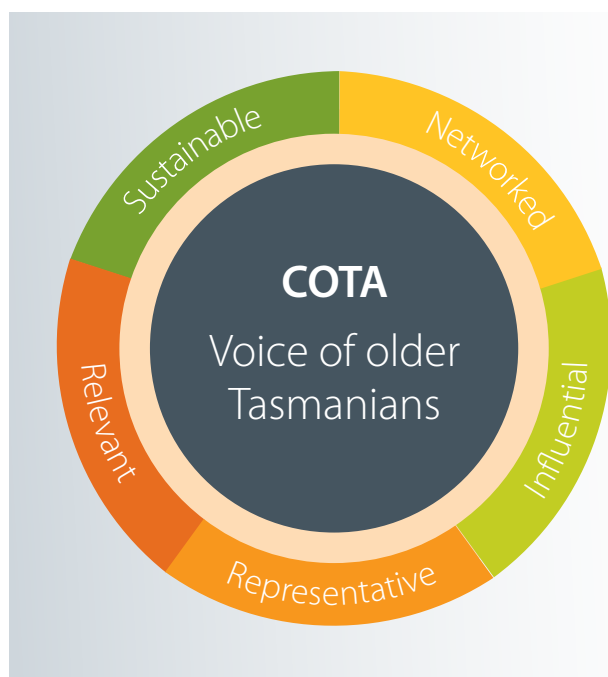
- COTA Tasmania is recognised as an authoritative and credible source of comment and information on issues facing older Tasmanians.
- Our research and policy positions inform the priorities of decision makers at all levels of government, and in the not-for-profit and business sectors.
- We take a leadership role lobbying and campaigning on priority issues for older Tasmanians.

## 2. We reflect the diversity of the community

- We will explore, develop and implement consultation processes that reach diverse groups of older Tasmanians.
- We will increase the scale and scope of our membership.
- Our board and volunteer succession planning will encourage people with diverse backgrounds and experience to nominate.

## 3. We are effective and enduring in all that we do

- We will build our economic, governance and organisational sustainability as a priority.



# SUPPORTERS/ FUNDING SOURCES

COTA TAS gratefully acknowledges the support of the following organisations:



**The Dept of Premier & Cabinet – Communities, Sport and Recreation Tasmania**  
(Core Funding; Seniors Week and Inclusive Ageing)

**The Department of Health & Human Services**  
(You're Worth It Peer Education Program)

## Dept of Social Services



(The Conversations with our Community project and COTA Tasmania's core operation)

## Dept of Communications



**Australian Government**  
**Department of Communications**

(Internet Safety Peer Education Project)

## Beyond Blue



(Beyond Maturity Blues Peer Education)

## Tasmania Fire Service



**Tasmania Fire Service**  
(Wake Up! Peer Education)

# OUR PEOPLE

## BOARD OF DIRECTORS

*President:*

**Di Carter**

*Vice President:*

**Alwyn Friedersdorff**

*Treasurer:*

**Mike Walpole**

## BOARD MEMBERS

**David Benbow**

**Margaret Bird**

**Nick Evans**

**Ian Fletcher**  
(elected Nov 13)

**David Gregory**  
(retired Nov 13)

**Lindy Mackey**  
(retired Nov 13)

**Malcolm MacDonald**

**Peter Nute**  
(elected Nov 13)

**Jean Walker**

## POLICY COUNCIL MEMBERS

**Margaret Bird**

**Di Carter**

**Suzanne Feike**

**Kate Hiscock**

**John MacKean**

**Peter Nute**

**Dr Peter Orpin**

**Penny Saile**

**Fran Thompson**

**Meg Webb**

## STAFF

*Chief Executive*

*Officer:*

**Sue Leitch**

*Operations Manager:*

**Deb Lewis**

*Communications & Seniors Week*

*Coordinator:*

**David Rose**

*Project Officer –*

*Positive Ageing (Peer Education)*

**Jane Bowman**

*Project Officer –*

*Positive Ageing (Inclusive Ageing)*

**Keree Rose**

*Project Officer –*

*Positive Ageing (Conversations with our Community)*

**Soula Houndalas**

*Administration & Finance Officer*

**Natalie Lo**

*Administration Officer*

**Sophie Cashion**

## PEER EDUCATORS

**John Bastick**

**Tony Cole**

**Michael Cassidy**

**Marion Cassidy**

**Bill Field**

**Ian Fletcher**

**Lizanne Goodwin**

**David Henty**

**Elaine Jenkins**

**Koula Kotsias**

**Joan Middleton**

**Sally Mills**

**Martin Modinger**

**Des Mortimer**

**Gweneth Norris**

**Jayne Paterson**

**Maureen Rudge**

**Elizabeth Ruthven**

**Michael Walpole**

**Susan Walter**

**Leonie Williams**

## OFFICE SUPPORT

**Sharon Olson**

**Anne Bevan**

## AUDITOR

**Rendell Ridge**

**Max Peck & Associates**

## COTA CHAMPIONS

SOUTHERN MIDLANDS

**Jill Burbury**

**Christine Dean**

**Ian Johnston**

**Jennifer Johnston**

**Jenny Mitchell**

**Shirley Robson**

HUON VALLEY

**Helen Cake**

**Edie Clark**

**Betty Cook**

**Marrie Myers**

**Frank Smith**

**Helen Walne**

KINGBOROUGH

**Margaret Gowland**

**Peter Grierson**

**Mike Jackson**

**Judy Kile**

HOBART

**Malcolm Grant**

**Margaret Nielsen**

**Barbie Rae**

**Joe La Rosa**

**John Rugen**

**Maureen Rugen**

**Paul Turvey**

**Robin Wilkinson**

**Trina Twigg**



# COTA VOLUNTEERS

With the exception of our staff and auditor all of the people listed on the previous page are volunteers and generously give their time to assist COTA in our efforts to make our community a better place for people to grow older. Our volunteers are an amazing group of people with a broad skill base and wealth of knowledge. We are very fortunate to have their support.

Our sincere thanks go to each and every volunteer for their dedication, contribution and genuine desire to make a difference. Without our volunteers COTA TAS would not have the reach and impact that it does and we cannot thank you enough.



*Board members at the Seniors Week Premier's Reception*

# COTA BOARD

| <i>Board Member</i>                       | <i>Committee Membership</i>                                                                                                                                                            | <i>Board Meetings Attended</i> |
|-------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| <b>Di Carter</b>                          | President<br>Executive Committee<br>Marketing & Communications Committee (Chair)<br>Finance, Audit & Risk Management Committee<br>Fundraising Action Group (Chair)<br>Policy Committee | 7 out of 7                     |
| <b>Alwyn Friedersdorff</b>                | Vice President<br>Executive Committee<br>Policy Committee                                                                                                                              | 6 out of 7                     |
| <b>Michael Walpole</b>                    | Treasurer<br>Executive Committee<br>Finance, Audit & Risk Management Committee (Chair)<br>Policy Committee                                                                             | 5 out of 7                     |
| <b>Peter Nute</b><br>(Nov 13–Aug 14)      | Secretary<br>Executive Committee                                                                                                                                                       | 2/4                            |
| <b>David Benbow</b>                       | Board Member<br>Finance, Audit & Risk Management Committee                                                                                                                             | 6 out of 7                     |
| <b>Margaret Bird</b>                      | Board Member<br>Policy Committee (Chair)                                                                                                                                               | 7 out of 7                     |
| <b>Nick Evans</b>                         | Board Member                                                                                                                                                                           | 4 out of 7                     |
| <b>Ian Fletcher</b><br>(from November 13) | Board Member<br>Finance, Audit & Risk Management Committee<br>Marketing & Communications Committee<br>Fundraising Action Group                                                         | 2 out of 4                     |
| <b>David Gregory</b><br>(retired Nov 13)  | Board Member<br>Marketing & Communications Committee                                                                                                                                   | 2 out of 3                     |
| <b>Malcolm MacDonald</b>                  | Board Member<br>Marketing & Communications Committee<br>Fundraising Action Group                                                                                                       | 5 out of 7                     |
| <b>Lyndy Mackey</b><br>(retired Nov 13)   | Board Member                                                                                                                                                                           | 3 out of 3                     |
| <b>Jean Walker</b>                        | Board Member<br>Marketing & Communications Committee                                                                                                                                   | 6 out of 7                     |

# PRESIDENT AND CEO REPORT

This year at COTA TAS we are celebrating a birthday – 50 years. Our organisation was established in 1964, originally as The Older People's Welfare Council of Tasmania with offices at 57 Elizabeth Street Hobart (now in the Mall near the Soundy's Lane area). With great delight we looked into the archives to find our early beginnings and we will have some of this material available at our AGM for members and guests to enjoy. Interesting to note back in 1964, the newspapers of the day were reporting on the issues affecting older people in the community. Since then, as an organisation we have continued to work in the area of advocacy, advice and policy development in Tasmania for older Tasmanians.

For the financial year of 2013/14 we have had challenges and opportunities. Back in October 2013 we began work on our new Strategic Plan to guide and focus the organisation into the coming years, and this work continued through to the final approval and release of the plan in June 2014. We welcomed input from a range of stakeholders including members and volunteers on the role COTA TAS plays in our community.

We welcomed two directors, Ian Fletcher and Peter Nute to the COTA TAS Board, in November 2013 and saw the retirement from the Board of Lindy Mackey and David Gregory. We would like to take this opportunity to thank them both, and the full board of directors for their valuable contributions. For the first time the COTA TAS Board and the COTA TAS Policy Council met together in February to work together on strategic direction for the coming year. This was a valuable exercise and it was good for everyone involved to gain insight into the focus of the roles of COTA TAS in our community.

We would like to thank the staff and volunteers of COTA TAS for their dedication and commitment to the organisation. Without them we would not be able to carry out what we need to do – and we'd like to make special mention to those who work on the "You're Worth It Program", our peer education program on prevention of financial elder abuse. The program won the Lake Maintenance Innovation award for Best Team contribution to Service Excellence from Department of Health and Human Services in late 2013.

We're pleased to be able to highlight COTA TAS achievements later in the report, but it is worth noting here the release of Facing the Future; demographic profile of older Tasmanians; and the successful launch of our COTA TAS Volunteer project featuring older volunteers from a variety of walks of life and their insights on the value and benefits of volunteering.

*– Di Carter, President and Sue Leitch, CEO*



*Di thanking Sue for her excellent leadership as CEO of COTA TAS.*

# TREASURER'S REPORT

COTA Tasmania has come through a challenging financial year that saw grant income reduce by \$109,000 and expenditure increase only marginally. Total assets were down on the previous financial year due to the expiration of contracts and related grant funding. Current liabilities were also down in the 2013/14 year largely reflecting reductions in unexpended project funds and an increased provision for employee entitlements. Total equity at end June 2014 stood at \$106,333.

The organisation incurred a net loss of \$48,862 for 2013/14 partially offset by an unusual profit of \$39,064 in the previous financial year. Increased expenditure for the 2013/14 year primarily related to salary and employee costs that flowed from wage increases and additional staff hours committed to ensure the delivery of projects and increased capacity to diversify the organisations income base. Increased advertising and promotion expenses flowed from a scaling up of Seniors Week activities.

A reduction in consultant costs over the previous financial year reflects the finalisation of an evaluation project and an outsourced peer education project which is now managed internally. This year also saw the formation of an expanded Finance, Audit and Risk Management Committee of the COTA Board. This committee has met on a monthly basis throughout the year and reported to the Board in finance and risk matters as required. Finance reporting to the Board has also been enhanced as a result of improvements requested by the committee and financial governance is strong. Reporting obligations have been met and acquittals finalised as required. Unspent grant income relates to projects that extend beyond the end of the financial year. These funds will be fully expended as projects are concluded.

– Mike Walpole, Treasurer

# POLICY COUNCIL REPORT

The 2013/14 year saw the Tasmanian Policy Council (TPC) transition its primary focus from transport to housing issues after considerable work in the former area over a number of years. TPC members and COTA staff worked closely with TasCOSS and Shelter Tasmania to refine the area of focus within the broad housing sphere to key areas that would benefit from further research, are relevant in the Tasmanian context and where change can and should be effected.

As a result, work commenced on addressing the needs and interests of older people living in private rental accommodation. Evidence suggests that a growing number of older Tasmanians rely on the private rental market. This raises issues around security of tenure, accessibility and suitability of accommodation together with the potential of increasing rental costs at a time in their lives when many are living on fixed incomes. The potential for homelessness for the first time in later life is a growing risk for older Tasmanians. The first step in this work is to gather information on the lived experience of older Tasmanians living in rental accommodation. This will assist COTA in responding to the forthcoming Affordable Housing Strategy development process being driven by State Government.

TPC members have also been actively contributing to COTA Tasmania's strategic planning and the first of a series of regular meetings of the TPC and the COTA Tasmania Board was held in February 2014 to share knowledge and identify annual priorities.

The TPC also contributed to policy formulation at the national level through the National Policy Council and related committees.

The TPC has been represented at all the meetings of the National Policy Council (NPC) held in Canberra during the year; a State report has been presented at these meetings.

The NPC has a focus on national policy issues from the perspective of older people as citizens and consumers and seeks to promote, improve and protect the circumstances and wellbeing of all older people in Australia.

Again this year the NPC Policy Officer has joined the TPC meetings by teleconference. This is of great assistance to the TPC members as they are all able to have input into National Policy discussions.

High priority areas identified by the NPC during the year are aged care, health reform and age discrimination. Work is continuing on housing, essential services, concessions, mature age employment and retirement incomes. Energy costs and rural ageing are two emerging issues now receiving more attention as they move forward.

Another feature of the meetings has been Aged Friendly Communities where older people should be able to remain, living as independent citizens in our communities and neighbourhoods as long as they wish with the provision of support.

The NPC was pleased to welcome the Hon. Mitch Fifield Assistant Minister for Social Services to the November meeting. He gave some insight into the Government's priorities on aged care and ageing and took questions from members on issues including improving the Gateway, convention on the rights of older persons, quality of care and interface between disability and aged care.

It was agreed that COTA would develop an overarching policy statement on health care that addresses the principles of equality, appropriateness and effectiveness. It was also agreed to develop specific policy positions on affordability of health services, mental health, palliative care and end of life care.

During July 2014 the National Policy Council held a very successful Forum at the National Press Club Canberra focusing on "Making an Australia for all ages - what's the plan?" The speakers at the forum focused on the needs of the community over the next 50 years. It was reported that it is expected that by 2056 one in four people living in Australia will be over the age of 65 and 1.8 million of them will be over 85.

COTA Australia sees the need for a more integrated approach. The forum focussed on how ready Australia is to harness the potential and meet the challenge of this rapid change. COTA believes that this is a conversation that needs to be had if Australia is to move productively and sustainably through a period of significant demographic change.



*Information Needs Project Focus Group*

This year TPC members, representing the NPC, also contributed to the National Review of Community Transport under the HACC Program, and another review of Meal services. The first review was established to inform the development of a more consistent, efficient and effective approach to providing transport services under the Commonwealth Home Support Program (CHSP). The Group worked with consultants Verso, through 2013 and the final report was completed in February 2014 and the Group disbanded.

The review identified fundamental measures that need to be addressed to improve HACC Community Transport and how transport services will operate in the new CHSP. These measures included the following:

- definition of Community Transport in the CHSP to cater for increasing numbers of clients in the future,
- the role of CHSP in providing non-emergency medical transport,
- funding issues including the basis for unit pricing, data collection and evaluation of CHSP community Transport,
- how to develop and maintain the volunteer base,
- co-ordination of service providers to develop capacity.

At this stage there is no further advice on the how transport services will operate under the CHSP. COTA Australia will forward information when it becomes available.

Achieving change is what motivates the work of the COTA organisations around Australia. As the national body, COTA Australia coordinates the national policy work of the State and Territory COTAs and seeks to support consistent policy development and implementation around Australia.

— Margaret Bird, Chair, Tasmanian Policy Council

## MEMBERSHIP

COTA member Services (CMS) continued to manage individual memberships on behalf of all State and Territory COTA's during the 2013/14 year. As at 30 June 2014 COTA Tasmania had 480 individual members.

COTA members enjoy a range of benefits through the COTA Rewards and Savings Program including insurance designed specifically for over 50s, two-for-one dining, savings on food shopping, electrical, fuel, retail shopping and leisure activities. Members also access a Wine Club and a Travel Club as well as COTA Home Maintenance Services, for small and large jobs around home.

As the voice of older Tasmanians, COTA Tasmania values member input to keep us informed of issues as they arise and will seek to grow our membership base in the coming year.

COTA Tasmania continues to directly manage organisational membership, enabling us to fulfil our role as a peak body. Our organisational members represent the special interests of a diverse range of older Tasmanians and range from local clubs and associations to statewide organisations.

COTA Tasmania consults directly with its organisational members who are in turn represented when the organisation is invited to sit on a wide range of forums, committees, advisory groups and research bodies, both Government and non-Government. These are the groups that have the power to bring about change.

As at 30 June 2013 COTA TAS had 35 organisational members.

# HIGHLIGHTS FOR THE 2013/14 YEAR

## INNOVATION AWARD

COTA's You're Worth It pilot program won the Innovation Award in the category of Best Team Contribution for Service Excellence in the annual awards presented by the Department of Health and Human Services.

You're Worth It commenced as a pilot project in January 2012 with seed funding from the state government community support levy and involved the development and implementation of a program to train COTA peer educators about the prevention of financial elder abuse.

More than 430 community members from geographic, socio-economic and culturally aware groups attended the 23 session sessions presented by 11 of COTA's band of volunteer Peer Educators.



## ELECTION FORUMS

August 2013 saw COTA TAS facilitate three federal election forums in Hobart, Launceston and Devonport. Representatives of the major political parties and the sitting independent candidates were invited to participate in the discussion.

Forum participants heard the views of the candidates on a range of contemporary issues affecting older Australians and also questioned the panel on issues such as cost of living, age discrimination, access to health services, aged care and unemployment.

The official COTA Australia election platform was available to all those in attendance.

## OUTSTANDING VOLUNTEER: MARGARET BIRD



COTA Tasmania is truly fortunate to have many amazing volunteers. Margaret Bird is one of this fabulous team who has supported COTA for many years.

In November 2013 Margaret stepped down as President after five years' service in this role. Margaret is also Chair of the Tasmanian Policy Council, the National Policy Council and represents COTA on a number of external committees including Telstra's LIMAC. Margaret has also been a Peer Educator and has happily committed an enormous amount of her time and wisdom to COTA at the state and national level. While Margaret will continue her COTA work through the Tasmanian Policy Council, she will retire from the Board in November 2014. Thank you Margaret! We love working with you and your support is truly appreciated.



*Election Forum, Hobart*

## HAPPY 50TH BIRTHDAY COTA TASMANIA

It's difficult to imagine how many volunteer hours, how much passion and energy have been committed to COTA in its many forms over the 50 years since the organisations inception in 1964. Started under the name of the Older People's Welfare Organisation our organisation has grown in size and breadth of operation. But many of the key concerns remain unchanged. Helping older Tasmanians to have their voices heard and particularly highlighting the needs of the vulnerable and disadvantaged are constants for COTA. It was also interesting to note that among the archives from the 1960's was a press article, carefully folded, that highlighted the growing numbers people of 60 years of age in the Tasmanian community. Congratulations to all those people who have made COTA what it is today!

## STRATEGIC PLAN

A major strategic review in 2013/14 resulted in the release of the COTA TAS Strategic Plan 2014-17 that sets new and challenging goals for the next three years.

- 120 respondents to members and stakeholders informed the development of the strategy
- Promoting policies and services that advance the well-being and the justice for older people was seen as the most important role that COTA Tas performs for its members (70.3%)



**COTA TAS Strategic Plan 2014-17**

Our vision is leading change for older Tasmanians.

Our mission is to improve the lives of older Tasmanians.

The values are:

- Respect
- Inclusion
- Sustainability
- Advocacy

### WHEN WE SPEAK, PEOPLE LISTEN

|     | Strategic Objectives                                                                                                                                   | Strategies                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|-----|--------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1.1 | COTA Tasmania is recognised as an authoritative and credible source of comment and information on issues facing older Tasmanians                       | Develop, implement and monitor COTA's marketing and communications plan annually<br>Maximise COTA's media profile on issues relating to older Tasmanians including an active social media and online presence<br>Be a source of information that will improve the wellbeing of older Tasmanians<br>Prepare submissions and publish reports based on research and consultation with older Tasmanians<br>Document and share our successes internally and externally with the widest possible audience |
| 1.2 | Our research and policy positions inform the priorities of decision makers at all levels of government, and in the not for profit and business sectors | Identify emerging issues through new research and analysis of existing information/data<br>Maintain a high level of engagement with decision makers and service providers to ensure the issues facing older people are well understood<br>Actively network and seek opportunities to build partnerships with all levels of government and the community sector<br>Conduct seminars and forums to share COTA research, analysis and policy positions with existing and new audiences                 |
| 1.3 | We take a leadership role lobbying and campaigning on issues for older Tasmanians                                                                      | Identify a key issue as a special focus of lobbying and campaigning each year, deliver campaign and review annually<br>Adopt a bi-partisan approach to developing and maintaining strong political links through networking, face to face meetings, participation in public and through social media<br>Use current issues with the potential to influence policy                                                                                                                                   |

### WE REFLECT THE DIVERSITY OF THE COMMUNITY

|     | Strategic Objectives                                                                                                  | Strategies                                                                                                                                                                                                                                                                                                                                                |
|-----|-----------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2.1 | We will explore, develop and implement consultation processes that reach diverse groups of older Tasmanians.          | Expand the scope of the Conversations with our Community Program (CWC) to reach a wider audience<br>Use social media to engage stakeholders in conversations on key topics<br>Conduct regional forums and focus groups to engage the wider community and target groups on key topics<br>Promote engagement and participation beyond memberships statewide |
| 2.2 | We will increase the scale and scope of membership                                                                    | Increase COTA membership throughout the State                                                                                                                                                                                                                                                                                                             |
| 2.3 | Our board and volunteer succession planning will encourage people with diverse backgrounds and experience to nominate | Proactively encourage diversity of participation on the COTA Board and among our volunteers                                                                                                                                                                                                                                                               |

### WE ARE EFFECTIVE AND ENDURING IN ALL THAT WE DO

|     | Strategic Objectives                                                                   | Strategies                                                                                                                                                                             |
|-----|----------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3.1 | We will build our economic, governance and organisational sustainability as a priority | Diversify our revenue base and increase income<br>Build governance processes that reflect best practice<br>Develop and implement strategies to attract and retain staff and volunteers |

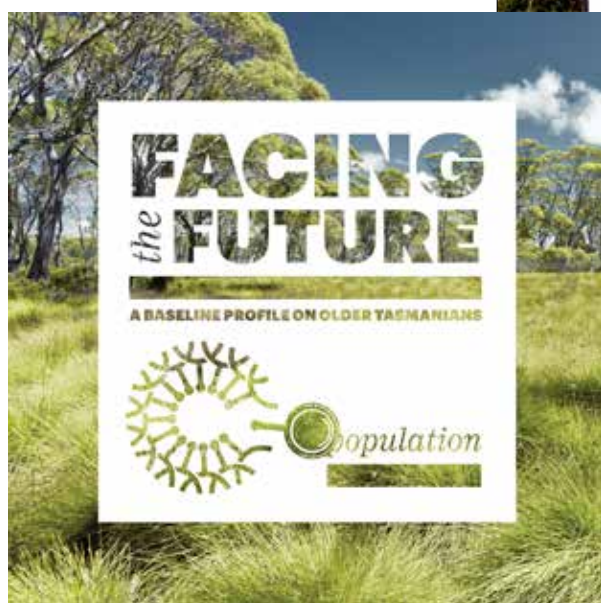
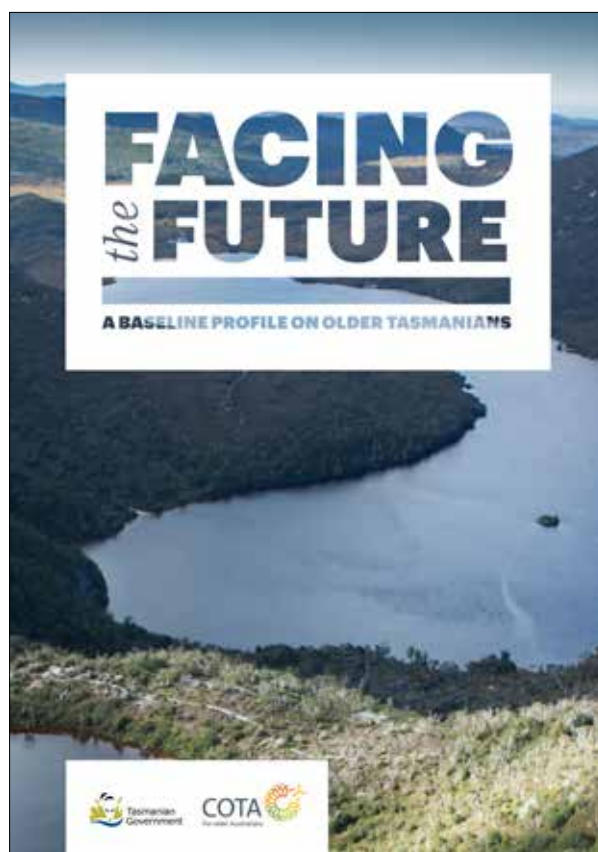
## FACING THE FUTURE DEMOGRAPHIC PROFILE

In December 2013 COTA TAS released a comprehensive profile of older Tasmanians that identified challenges and opportunities for government and the Tasmanian community. The 203-page document, *Facing the Future*, researched Tasmania's regionally and culturally diverse older population, and has already become an invaluable information and data source for governments, media and organisations involved in senior's welfare and aged care planning.

Australians are living longer and Tasmania has the oldest population of all states and territories. In 2011, one in six Tasmanians were aged 65 or older; in 2030 it's projected that one in four – 25% – of Tasmanians will be aged 65-plus.

In addition, COTA Tas developed user friendly fact sheets that highlight some of the key findings of Facing the Future. The first in the series focus on population information both at a state and local government level and facts and figures from the report.

Facing the Future is the first and underpinning research project in a series of five to be delivered by COTA Tasmania as part of the State Government's Inclusive Ageing Strategy announced last year.



**LGAs ranked highest to lowest  
– projected (estimated) population growth**

| Local Government Area<br>in order of 65+ years<br>population density | Actual<br>persons<br>aged 65+<br>years (2011) | Projected persons<br>aged 65+ years |               | Actual % of<br>population<br>aged 65+<br>years (2011) | Projected %<br>of population<br>aged 65+ years |            |
|----------------------------------------------------------------------|-----------------------------------------------|-------------------------------------|---------------|-------------------------------------------------------|------------------------------------------------|------------|
|                                                                      | 2011a                                         | 2020b                               | 2030b         | 2011a                                                 | 2020b                                          | 2030b      |
| Glamorgan Spring Bay                                                 | 1090                                          | 1746                                | 2429          | 26%                                                   | 34%                                            | 45%        |
| Waratah-Wynyard                                                      | 2496                                          | 3544                                | 4778          | 18%                                                   | 25%                                            | 35%        |
| Break O'Day                                                          | 1368                                          | 1978                                | 2612          | 22%                                                   | 28%                                            | 33%        |
| Central Coast                                                        | 3958                                          | 5549                                | 6998          | 19%                                                   | 26%                                            | 33%        |
| Northern Midlands                                                    | 2118                                          | 3200                                | 4192          | 17%                                                   | 25%                                            | 33%        |
| Dorset                                                               | 1306                                          | 1692                                | 2248          | 19%                                                   | 24%                                            | 32%        |
| Tasman                                                               | 524                                           | 607                                 | 790           | 22%                                                   | 25%                                            | 32%        |
| Southern Midlands                                                    | 861                                           | 1136                                | 1655          | 14%                                                   | 20%                                            | 30%        |
| Central Highlands                                                    | 395                                           | 563                                 | 718           | 17%                                                   | 23%                                            | 30%        |
| Flinders                                                             | 174                                           | 244                                 | 270           | 22%                                                   | 27%                                            | 30%        |
| Huon Valley                                                          | 2357                                          | 3428                                | 4870          | 16%                                                   | 22%                                            | 30%        |
| Meander Valley                                                       | 3201                                          | 4725                                | 6349          | 17%                                                   | 23%                                            | 30%        |
| Latrobe                                                              | 1810                                          | 2499                                | 3292          | 18%                                                   | 23%                                            | 28%        |
| George Town                                                          | 1077                                          | 1563                                | 2046          | 16%                                                   | 22%                                            | 28%        |
| Kentish                                                              | 915                                           | 1418                                | 2092          | 15%                                                   | 20%                                            | 27%        |
| Sorell                                                               | 1905                                          | 3027                                | 4540          | 14%                                                   | 20%                                            | 26%        |
| West Tamar                                                           | 3755                                          | 5186                                | 7010          | 17%                                                   | 21%                                            | 26%        |
| King Island                                                          | 292                                           | 351                                 | 420           | 19%                                                   | 21%                                            | 26%        |
| Clarence                                                             | 8834                                          | 11289                               | 14152         | 17%                                                   | 21%                                            | 26%        |
| West Coast                                                           | 637                                           | 989                                 | 1314          | 14%                                                   | 19%                                            | 25%        |
| Glenorchy                                                            | 7496                                          | 9072                                | 11072         | 17%                                                   | 20%                                            | 25%        |
| Devonport                                                            | 4568                                          | 5595                                | 6522          | 19%                                                   | 22%                                            | 25%        |
| Kingborough                                                          | 5140                                          | 7356                                | 9853          | 15%                                                   | 20%                                            | 24%        |
| Derwent Valley                                                       | 1400                                          | 1970                                | 2628          | 14%                                                   | 18%                                            | 24%        |
| Circular Head                                                        | 1073                                          | 1467                                | 1953          | 13%                                                   | 17%                                            | 22%        |
| Burnie                                                               | 3080                                          | 3945                                | 4898          | 16%                                                   | 19%                                            | 22%        |
| Launceston                                                           | 10137                                         | 12549                               | 15691         | 16%                                                   | 18%                                            | 21%        |
| Hobart                                                               | 7188                                          | 8806                                | 10950         | 15%                                                   | 16%                                            | 19%        |
| Brighton                                                             | 1437                                          | 2355                                | 3638          | 9%                                                    | 12%                                            | 15%        |
| <b>Tasmania</b>                                                      | <b>80708</b>                                  | <b>107860</b>                       | <b>139975</b> | <b>16%</b>                                            | <b>20%</b>                                     | <b>25%</b> |

*in 2011, 18% of  
Tasmanians needing  
assistance with core  
activities lived alone  
compared to 15%  
for Australia*

**5% of Tasmanians  
aged 65–74  
years lived in a  
household without  
access to a motor  
vehicle; for those  
aged 85+ years  
the proportion  
increased to 35%**

**for Tasmanians aged  
75 years and over:  
27% had undertaken  
voluntary work; 21%  
had cared for someone  
either aged or with  
a disability; and 23%  
had provided unpaid  
assistance to someone  
outside the household**

**just over 58%  
of Tasmanians  
aged 65+  
years live  
under the  
poverty line**

*45% of people  
aged 75–84  
years do not  
have private  
health  
insurance*

**TASMANIAN  
FEMALE LIFE  
EXPECTANCY IS  
82.5 YEARS  
COMPARED TO  
THE AUSTRALIAN  
AVERAGE OF 84.2  
YEARS**

**the proportion  
of the Tasmanian  
population  
aged 65+ years  
who identify  
as Aboriginal  
or Torres Strait  
Islander is 1.2%**

**in 2012 older  
Tasmanians  
identified health  
and wellbeing;  
access to facilities  
and services; social  
connections, family  
and friendships;  
transport;  
housing and home  
maintenance as the  
most important  
issues as they age**

*the majority  
of older  
Tasmanians  
remain in their  
own home as  
they age*

in terms of  
structural ageing  
(the proportion  
of the population  
aged 65+ years)  
Tasmania is ageing  
the fastest of all  
Australian states  
and territories

*the transport  
access scheme  
has 24,464 current  
members over the  
age of 60 years*

# PROJECT SUMMARY AND ACHIEVEMENTS

| PROJECT                                       | FUNDING PARTNER                                                      | MAJOR OUTCOMES FOR 2013/14                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
|-----------------------------------------------|----------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Policy, Consultation and Advocacy</i>      | Department of Social Services<br><br>Department of Premier & Cabinet | <ul style="list-style-type: none"> <li>– Submission to the National Primary Health Care Strategic Framework.</li> <li>– Submission to the Hobart City Council Social Inclusion Strategy Review.</li> <li>– Input to Submission to Inquiry into Grandparents who take primary responsibility for raising their grandchildren through COTA Australia.</li> <li>– Tasmanian State Government Budget Submission 2014/15.</li> <li>– Three public election forums held around the State prior to the Federal Election to allow older Tasmanians to question candidates on issues of importance to them.</li> <li>– Member survey and questions to key political parties published online prior to the State election.</li> </ul> |
| <i>Peer Education – Beyond Maturity Blues</i> | Beyond Blue<br>COTA SA                                               | <ul style="list-style-type: none"> <li>– Program concluded Sept 2013 after an extended co-operative peer education program.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| <i>Peer Education – Internet Safety</i>       | Department of Communications                                         | <ul style="list-style-type: none"> <li>– Over the life of this program, 25 Peer Education Sessions were successfully delivered.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| <i>Peer Education – You're Worth It</i>       | Department of Health and Human Services                              | <ul style="list-style-type: none"> <li>– <i>You're Worth It</i> Peer Education program wins an Innovation Award in the category of Best Team Contribution for Service Excellence in the annual awards presented by the Department of Health and Human Services.</li> <li>– Bridging Funding secured to continue to deliver <i>You're Worth It</i> Peer Education sessions while future funding arrangements are identified.</li> </ul>                                                                                                                                                                                                                                                                                      |

|                                                                                          |                                 |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|------------------------------------------------------------------------------------------|---------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <i>Peer Education – Wake Up – Home Fire Safety</i>                                       | Tasmanian Fire Service          | <ul style="list-style-type: none"> <li>– Pilot Program evaluation concluded.</li> <li>– Program expanded in 2014 to include 20 peer education sessions state-wide with a reach to over 300-400 people.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
| <i>Inclusive Ageing – Demographic Profile</i>                                            | Department of Premier & Cabinet | <ul style="list-style-type: none"> <li>– The first edition of the Report – <i>Facing the Future</i> – A baseline profile of older Tasmanians has been delivered. This report has been disseminated to organisations across Tasmania in electronic and hard copy form.</li> <li>– To support this 200 page document we are developing succinct fact sheets in each area of interest. So far we have produced two fact sheets: Facts and Figures; and Population.</li> </ul>                                                                                                                                                                                                                                    |
| <i>Inclusive Ageing – Finding Out: Accessing the Right Information at the Right Time</i> | Department of Premier & Cabinet | <ul style="list-style-type: none"> <li>– Surveys distributed to Tasmanians aged 60 years and over in hard copy and online with a response rate of 556 from across the state.</li> <li>– Six focus groups held throughout the state involving 63 focus group attendees.</li> <li>– Rich data, both qualitative and quantitative collected to form the basis of the report to be finalized in the next reporting period.</li> </ul>                                                                                                                                                                                                                                                                             |
| <i>Inclusive Ageing – Supporting Resourcefulness: Living Affordability</i>               | Department of Premier & Cabinet | <ul style="list-style-type: none"> <li>– This project is progressing steadily. To date, a list of ten pertinent facts that may provide insight to older Tasmanians on how to be more resourceful has been developed. This projects is ongoing.</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
| <i>Inclusive Ageing – Engaging in Different Ways: Voluntary Contributions</i>            | Department of Premier & Cabinet | <ul style="list-style-type: none"> <li>– Engaging in Different Ways: Voluntary Contributions project has been successfully completed.</li> <li>– This project, to recognise the contribution made by older Tasmanian volunteers, culminated in the production of: <ul style="list-style-type: none"> <li>– Four mini videos of five amazing older Tasmanian volunteers explaining the worth of volunteering to themselves and the community. These videos were placed on YouTube.</li> <li>– Six posters of our video participants which are used by volunteer organisations to attract older Tasmanian volunteers.</li> <li>– Excellent feedback has been received for these outputs.</li> </ul> </li> </ul> |



---

*Inclusive Ageing  
– Age Friendly  
Communities*

Department of  
Premier & Cabinet

- This project has only just commenced.
  - Planning underway to conduct an Age Friendly Community Workshop with Local Government in the next financial year.
- 

*Inclusive Ageing  
– Workplace  
Participation*

Department of  
Premier & Cabinet

- Project has not yet commenced
- 

*Senior's Week 2013*

Department of  
Premier & Cabinet



- Number of organisers of Seniors Week events increased from 189 in 2012 to 270 in 2013.
  - The number of events available in Seniors Week 2013 grew from 280 in 2012 to 430.
  - Introduction of new program tagline: *Discover. Imagine. Together.*
  - 53% of participants took part in events they had not previously engaged in.
  - Totally revamped layout of information in the official program of events including a very useful and very popular Daily Planner for each of Tasmania's three major regions.
  - Innovative marketing strategies including advertising in bus shelters and a public, official program launch featuring a seniors "flashmob".
  - Official launch event at Devonport – the first launch on the North West Coast
- 

*Conversations with  
our Community*

Department of  
Social Services

- Finalisation of report entitled *Staying at Home and Staying Connected*.
  - COTA Champions provided key input to the design of the Information Needs Survey and participated in the focus group work supporting this project.
  - Consideration of Independent Evaluation and new ways of working
-



*Discover.  
Imagine.  
Together.*

# Seniors Week

**1-7 OCTOBER 2013**

Get your FREE events program here or at  
COTA Tasmania: [www.cota.tas.org.au](http://www.cota.tas.org.au) | 6231 3265



**ivetro**



**myTasmania**

**mySeniors**

**Seniors Tasmania**

**The Senior**

# COTA TAS INC

## FINANCIAL STATEMENTS 2013–2014

### STATEMENT BY MEMBERS OF THE BOARD



COTA TAS  
Westella 181 Elizabeth Street  
Hobart TAS 7000

www.cotatas.org.au  
ABN 71 718 804 307

P:(03) 6231 3265  
F:(03) 6234 3515  
admin@cotatas.org.au

Financial Year Ending 30<sup>th</sup> June 2014

Statement by Members of the Board

In the opinion of the Board the consolidated balance sheet, profit and loss statement and the notes to the financial statements:

1. Presents fairly the financial position of the Council of the Ageing (Tasmania) Inc as at 30<sup>th</sup> June 2014 and its performance of the year ended on that date in accordance with Note 1 accounting policies.
2. At the date of this statement, there are reasonable grounds that the Council of the Ageing(Tasmania) Inc will be able to pay its debts as and when they fall due.

The statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

President 

Di Carter

Treasurer 

Mike Walpole

Dated this            day of September 2014.

# BALANCE SHEET AS AT 30 JUNE 2014

|                                   | 2014           | 2013           |
|-----------------------------------|----------------|----------------|
| <b>CURRENT ASSETS</b>             |                |                |
| Cash at Bank, on Hand             | 14,194         | 16,391         |
| GST Due from ATO                  | 5,146          | 5,501          |
| Petty Cash                        | 100            | 100            |
| Term Deposits                     | 166,429        | 280,274        |
| Receivables                       | 8,645          | 6,863          |
| <b>TOTAL CURRENT ASSETS</b>       | <b>194,515</b> | <b>309,129</b> |
| <b>NON CURRENT ASSETS</b>         |                |                |
| Computers at Cost                 | 15,934         | 10,554         |
| Deduct Provision Depreciation     | -6,769         | -4,997         |
| Furniture, Fittings at Cost       | 306            | 306            |
| Deduct Provision Depreciation     | -210           | -186           |
| Office Equipment at Cost          | 3,448          | 3,448          |
| Deduct Provision Depreciation     | -2,948         | -2,818         |
| Motor Vehicles at Cost            | 31,569         | 31,569         |
| Deduct Provision Depreciation     | -5,873         | -3,018         |
| <b>TOTAL NON CURRENT ASSETS</b>   | <b>35,457</b>  | <b>34,858</b>  |
| <b>TOTAL ASSETS</b>               | <b>229,972</b> | <b>343,987</b> |
| <b>CURRENT LIABILITIES</b>        |                |                |
| Creditors                         |                |                |
| Payroll Liabilities               | 10,522         | 13,433         |
| Provision Employee Entitlements   | 21,393         | 14,676         |
| GST Due to ATO                    | 4,228          | 8,535          |
| Unexpended Project Funds          | 87,496         | 152,148        |
| <b>TOTAL CURRENT LIABILITIES</b>  | <b>123,638</b> | <b>188,791</b> |
| <b>NET ASSETS</b>                 | <b>106,333</b> | <b>155,195</b> |
| <b>EQUITY</b>                     |                |                |
| Accumulated Funds Brought Forward | 155,195        | 116,131        |
| Current Year Surplus (- Deficit)  | -48,862        | 39,064         |
| <b>TOTAL EQUITY</b>               | <b>106,333</b> | <b>155,195</b> |

# INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2014

|                                  | 2014           | 2013           |
|----------------------------------|----------------|----------------|
| <b>INCOME</b>                    |                |                |
| Insurance Royalties              | 5,150          | 5,638          |
| Administration Services          | 121,129        | 128,440        |
| Grants Funds:                    |                |                |
| BB Funding                       | 7,600          | 22,460         |
| COTA NSW Cybersecurity           | 1,714          | 11,860         |
| CDC Funding                      | 6,000          | 0              |
| DHHS                             | 23,236         | 0              |
| DPAC - General                   | 269,232        | 337,638        |
| HACC                             | 118,201        | 149,293        |
| NPS-QUM Funding                  | 0              | 16,075         |
| Tas Fire Service                 | 15,300         | 9,900          |
| Interest                         | 6,055          | 9,534          |
| Sundry Income                    | 178            | 322            |
| Membership                       | 5,041          | 5,304          |
| Sponsorship                      | 10,682         | 2,000          |
| <b>TOTAL INCOME</b>              | <b>589,518</b> | <b>698,464</b> |
| <b>EXPENSES</b>                  |                |                |
| Advertising, Promotion           | 53,511         | 46,243         |
| Audit, Accounting                | 2,100          | 2,350          |
| Bank Fees                        | 451            | 451            |
| Board, Other Conference Expenses | 6,813          | 6,043          |
| Catering, Venue Hire             | 2,854          | 2,041          |
| CEO Discretionary Budget         |                | 0              |
| Cleaning                         | 3,825          | 3,975          |
| Consultancies                    | 25,229         | 55,833         |
| COTA National, Australia Levy    | 16,872         | 15,119         |
| Depreciation                     | 4,781          | 3,115          |
| Electricity                      | 3,794          | 2,749          |
| Employee Entitlements            | 27,235         | 21,872         |

|                                               | 2014           | 2013           |
|-----------------------------------------------|----------------|----------------|
| <b>EXPENSES (CONTINUED)</b>                   |                |                |
| Equipment                                     | 581            | 2,584          |
| Fringe Benefits Tax                           | 3,640          | 0              |
| Individual membership                         | 2,547          | 3,371          |
| Insurance                                     | 8,503          | 7,287          |
| Internet                                      | 793            | 766            |
| IT Contract                                   | 2,696          | 3,335          |
| Motor Vehicle                                 | 5,457          | 5,893          |
| Office Supplies                               | 3,730          | 5,711          |
| Photocopier, Printing                         | 6,473          | 5,430          |
| Postage                                       | 1,930          | 11,746         |
| Projects                                      | 120,129        | 128,440        |
| Relocation expense                            | 0              | 4,905          |
| Rent                                          | 28,113         | 30,515         |
| Salaries                                      | 310,279        | 264,068        |
| Staff Benefits, Development, Recruitment      | 6,240          | 9,767          |
| Subscriptions                                 | 3,525          | 3,349          |
| Sundry Expenses                               | 4,697          | 2,051          |
| Superannuation                                | 30,007         | 23,690         |
| Telephone, Facsimile                          | 4,397          | 4,879          |
| Volunteer Expenses                            | 11,132         | 12,559         |
| Website                                       | 699            | 2,117          |
| <b>TOTAL EXPENSES</b>                         | <b>703,031</b> | <b>692,252</b> |
| <b>Net Operating Profit (– Loss) for year</b> | -113,514       | 6,213          |
| <b>ADD</b> Unspent Grants from Previous Year  | 152,148        | 188,753        |
| <b>DEDUCT</b> Unspent Grants to next year     | -87,496        | -152,148       |
| <b>DEDUCT</b> Loss on Disposal of Assets      | 0              | -3,753         |
| <b>NET PROFIT (– LOSS) FOR YEAR</b>           | <b>-48,862</b> | <b>39,064</b>  |

# NOTES FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDING 30 JUNE 2014

## 1 STATEMENT OF ACCOUNTING POLICIES

### (A) BASIS OF ACCOUNTING

This financial report is a special purpose financial report prepared in order to satisfy the financial report preparation requirements of the Associations Incorporation Act (TAS).

The Members of the Council have determined that the Council on the Ageing Incorporated is not a reporting entity.

The report has been prepared in accordance with the requirements of the Associations Incorporations Act (TAS) and the following applicable Accounting Standards

AASB 1031: Materiality  
AASB 110: Events After the Balance Sheet Date

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The following is a summary of the significant accounting policies, which are consistent with the previous period, unless otherwise stated, have been adopted in the preparation of this report.

### (B) CHANGES IN ACCOUNTING POLICIES

Accounting policies adopted are consistent with prior years.

### (C) PRINCIPLE ACTIVITIES

The Principal continuing activity of the Council during the financial year has been to provide information and support for the Ageing in Tasmania.

### (D) INCOME TAX

The company is exempt from income tax under the current provisions of the Income Tax Assessment Act and accordingly no expense has been charged or liability included in the accounts with respect to income tax.

### (E) PLANT & EQUIPMENT

Plant and equipment are brought to account at cost.

The gain or loss on disposal of all fixed assets is determined as the difference between the carrying amount of the asset at the time of disposal and the proceeds from disposal, and is included in net profit of the company in the period of disposal.

The depreciable amounts of all fixed assets are depreciated over their useful lives commencing from the time the asset is held ready for use. Items of property plant and equipment other than freehold land are depreciated over their estimated useful lives using the straight line method of depreciation.

## **(F) EMPLOYEE ENTITLEMENTS**

Provision is made for employee entitlement benefits accumulated as a result of employees rendering services up to the reporting date.

The amount provided in the financial statements for the payment of employee leave entitlements are included as current liabilities to the extent of the amount expected to be paid out within twelve months. Amounts not expected to be paid out within twelve months of balance date are treated as long term liabilities.

Contributions are made by the Association to an employee superannuation fund and are charged as expenses when incurred. The Association has no legal obligation to cover any shortfall in the funds obligation to provide benefits to employees on retirement.

## **(G) REVENUE**

Revenue from the provision of services is recognised upon the delivery of those services to customers.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

All revenue is stated net of the amount of Goods and Services Tax (GST).

## **(H) INVESTMENTS**

Investments are valued at cost, and interest is accrued on a daily basis.



# INDEPENDENT AUDITOR'S REPORT

*Max Peck and Associates*

ABN 40 322 767 816

Principal: Rendell W Ridge B.Ec Registered Company Auditor #161503

## Independent auditor's report to members of the Council on the Ageing (Tasmania) Inc

I have audited the special purpose financial report of the Council on the Ageing (Tasmania) Inc for the year ended 30 June 2014.

### Management Committee's Responsibility for the Financial Report

The Management Committee is responsible for preparation and fair presentation of the special purpose financial report and information contained therein. This responsibility includes establishing and maintaining internal controls relevant to preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

### Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. I have conducted my audit in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Concepts and Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) (where applicable), and statutory requirements so as to present a view which is consistent with my understanding of the Association's financial position and the results of its operations and cash flows.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

### Independence

To the best of my knowledge and belief, there has been no contravention of auditor independence and any applicable code of professional conduct in relation to the audit.

### Limitation of Scope

It is not practicable to establish complete accounting control over all transactions processed by the Association from all of its activities. Verification therefore has been limited to the transactions recorded in the Association's financial records.

### Audit Opinion

In my opinion, the special purpose financial report of the Council on the Ageing (Tasmania) Inc presents fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia the financial position of the Association as at 30 June 2014 and the results of its operations for the year then ended.

MAX PECK & ASSOCIATES



Rendell W. RIDGE  
12 September 2014

Office Westella, 181 Elizabeth Street, Hobart 7000  
Telephone 03 6234 9267 Mobile 0419 588 575

Postal address P.O. Box 680, Sandy Bay, Tasmania 7006  
Fax 03 6231 4967 Email [rwrIDGE@maxpeckassoc.com](mailto:rwrIDGE@maxpeckassoc.com)



**COTA**  
for older Tasmanians  
**COTA TASMANIA**

## Do you engage older volunteers?

“Volunteers make an enormous economic, social, and educational contribution to our society.”



Have you asked your older volunteers about their volunteering preferences and why they want to contribute?

Have you asked them about their regular breaks, time for rest and social activities?

Have you asked them about their background, and the physical demands of the task?

Have you asked them about their skills and how they are valued for the organisation and the life experiences they can offer?

Have you asked them about volunteering to older people as something they can be involved in and which is aligned to their interests?

Have you created volunteering opportunities that are close to the individual's interests, values and interests?

Have you built flexibility into the volunteering role to enable older people to carry on as other things change in their life?

Have you given older volunteers the opportunity to undertake training in a variety of formats to suit their preferred methods of learning?

Have you checked that your insurance policies cover older volunteers?



If you are an older Tasmanian looking for volunteering opportunities, visit [www.volunteeringtas.org.au](http://www.volunteeringtas.org.au) or call 1800 677 805.

planning will encourage people with diverse backgrounds and experiences to participate

planning will encourage people with diverse backgrounds and experiences to participate

## WE ARE EFFECTIVE AND ENDURING IN ALL THAT WE DO

### 3 Strategic Objectives

### Strategies

1. We will build our financial, governance and organisational sustainability as a priority

2. Diversify our revenue base and increase income  
Build governance processes that reflect best practice  
Develop and implement strategies to attract and retain staff and volunteers

**COTA**  
for older Tasmanians

COTA TAS Inc.  
100 Franklin St.  
Hobart TAS 7000  
Ph: 03 6233 1000  
Email: [info@cotatas.org.au](mailto:info@cotatas.org.au)



[www.cotatas.org.au](http://www.cotatas.org.au)

Volunteer Support  
Programme  
COTA TAS Inc.



**COTA TAS Inc**

"Westella"

181 Elizabeth St, Hobart TAS 7000

**P:** (03) 6231 3265

**E:** [admin@cotatas.org.au](mailto:admin@cotatas.org.au)

**[www.cotatas.org.au](http://www.cotatas.org.au)**