



COTA TASMANIA
ANNUAL REPORT
2015/16

COTA 
For older Australians



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COTA Tasmania CEO Sue Leitch speaking
at the World Elder Abuse Awareness
Day event at Waterside Pavilion, Hobart.
PHOTO: NICHOLAS LEITCH



ABOUT COTA

WHO WE ARE

COTA Tasmania is the peak body for older Tasmanians. As part of the COTA Federation, consisting of COTA offices in each state and territory, we represent the rights and interests of all older Australians.

WHAT WE DO

Advocacy for all older Australians, particularly the vulnerable and disadvantaged.

Education Our volunteer peer educators deliver free information sessions across the state, including remote and rural areas.

Policy Contributing to discussions at the highest level of government both locally and nationally.

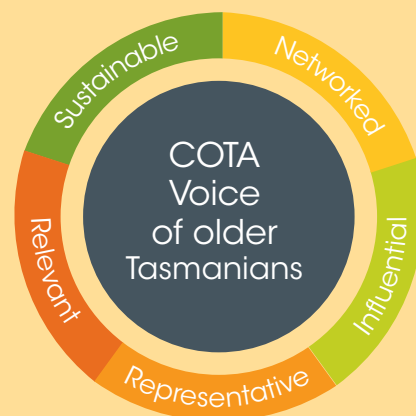
Consultation Seeking out and listening to the concerns of older Tasmanians from diverse backgrounds.

Events Delivering Seniors Week, and year round workshops and events that benefit older Tasmanians.

STRATEGIC PLAN

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.

FUNDERS

Department of Premier and Cabinet, Communities, Sport and Recreation Tasmania

(Peak Body Funding, Seniors Week and Inclusive Ageing Project)

(Eat for Life Peer Education through the Feeding the Future program)

Department of Health and Human Services

(Elder Abuse Prevention Project)

Department of Health

(Commonwealth Home Support Program project)

(Consumer Directed Care Peer Education through Home Care Today)

Tasmanian Fire Service

(Wake Up! Peer Education Project)

Palliative Care Tasmania

(Way to Go forums in Devonport and Launceston and Advance Care Directives peer education sessions were funded by the Australian Government's Better Access to Palliative Care in Tasmania Program, through Palliative Care Tasmania.)

SUPPORTED BY



Funded by the Australian Government Department of Health. Visit www.health.gov.au for more information.

Attorney General Dr Vanessa Goodwin MLC and crowd at the World Elder Abuse Awareness Day Walk. PHOTO: NICHOLAS LEITCH





The vast majority of people over age sixty live active, healthy and productive lives. We work, play sport, volunteer and study.

Less than 6% of people over the age of 65 are in aged care. ABS

#RethinkAgeing

OLDER AND BOLDER

SUPPORTERS

Organisational Members

Advocacy Tasmania
Aged & Community Services Tasmania Inc.
Alzheimer's Australia (Tasmania)
Anglicare Tasmania Inc.
Australian Retired Persons Association Tasmania Inc.
Aveo
Carers Tasmania
CatholicCare Tasmania
Central Coast Council
Chinese Community Association of Tasmania
Christian Homes Tasmania Inc.
City of Hobart
Clennett's Mitre 10
Community Based Support South Inc.
CTST (Community Transport Services Tas Inc.)
Department of Health
Diabetes Tasmania
Drug Education Network Inc.
Glenview Community Services Inc.
Greek Welfare Centre
Hobart District Nursing Service Inc.
Huon ElderCare

Independent Health Care Service Pty Ltd
Independent Living Centre (Tas) Inc.
Integrated Living Australia Ltd
Italian Australian Pensioners Association of Tas Inc.
Launceston School for Seniors Inc.
Lifeline Hobart Inc.
Liviende Veranto
Meals on Wheels Association of Tasmania Inc.
Medea Park Association Inc.
O.P.E.N. Computing
Palliative Care Tasmania
Polish Welfare Office
Sandy Bay Senior Citizens Club
South Eastern Community Care
Southern Midlands Council
St Ann's Homes Inc.
Tasmanian Association of State Superannuants
The Hobart Clinic Association
The National Council

Of Women Tasmania (Hobart)
The Queen Victoria Home Inc.
Ulverstone Senior Citizens Club
University of the Third Age – Clarence Inc.
University of the Third Age – Hobart Inc.
Volunteering Tasmania Inc.

Donors

E Auchincloss
W & T Binns
A Bond
K Cox
G Denniss
P & J Flanagan
J Graham
A Haywood
A Heather
N Hobbins
J Hyland
A Keesing
M & H Murchison
U Roos
J Searle
M Truchanas
T Wrigley

OUR PEOPLE

STAFF



SUE LEITCH
Chief Executive
Officer



DEB LEWIS
Operations Manager



STAN BORDEAUX
Project Officer – Positive
Ageing (Peer Education)



HELEN BRIDGMAN
Project Officer
– Positive Ageing
(Elder Abuse
Prevention)



SOULA HOUNDALAS
Project Officer – Positive
Ageing (Conversations
with our Community &
Inclusive Ageing)



KATHRYN KERSTAN
Administration
Support



NATALIE LO
Administration &
Finance Officer



JENNIFER MAZZELLA
Peer Education
– Support Role
(April 2015–Aug 2015)



DAVID ROSE
Communications
& Seniors Week
Coordinator



LYNA NADJ

As part of her Masters of Social Work, Lyna Nadj joined COTA TAS for a 500 hour volunteer placement.

Lyna was able to make a significant contribution to our team in a short period assisting with our *Way to Go* forums in the north and north west and staying on for a short period in a paid support role assisting with Conversations with our Community. We have thoroughly enjoyed Lyna's time with us and have benefited greatly from her salient observations and recommendations regarding our processes and policies.



KEREE ROSE
Project Officer
– Positive Ageing
(Inclusive Ageing)

IN MEMORY

GIUSEPPE LA ROSA – JOE

This year we celebrated and farewelled our good friend Joe La Rosa. An integral part of the COTA TAS family and a regular impromptu visitor to the Westella offices, Joe will be remembered for his smile, attention to detail and his perfectly tailored Italian suits.

Joe was a stalwart volunteer in COTA's Conversations with our Community program for 6 years. He volunteered with the Hobart City Council and attended many functions where he lobbied politicians tirelessly to progress causes important to him. He was a champion and a voice for others; an advocate for fairness who worked to support the rights and dignity of all older Tasmanians. Joe was a great listener, an independent thinker, a lover of history and a good friend.

In March this year, together, we celebrated Joe's 89th birthday with a morning tea at the COTA offices. We shared jokes, told stories and ate far too much cake, it was a wonderful occasion. Joe appreciated every kindness shown to him and reciprocated always with warmth and flair. Joe's daughter Aurora told us that the photo of his birthday celebration took pride of place on his desk.

Joe La Rosa (seated) with David Rose (L) and (L-R) Project Officer Helen Bridgman, Operations Manager Debra Lewis, COTA Champion Paul Turvey and Project Officer Soula Houndalas.



VOLUNTEERS

BOARD OF DIRECTORS

As elected on Wednesday 18th November 2015:



IAN FLETCHER

President Vice President
(until Nov 2015)
Executive Committee
FARM* Committee
MC** Committee • 5 of 6



MICHAEL WALPOLE

Vice President (from May
2016) Treasurer (until Nov
2015) Executive Committee
FARM* Committee, MC**
Committee (Chair from
June 2016) • 6 of 6



DAVID GREGORY

Vice President
(resigned May 2016)
MC** Committee
(Chair until May 2016)
• 4 of 5



RITA MEANEY

Treasurer
Executive Committee
FARM* Committee (Chair)
• 6 of 6



PHILIPPA ROBERTS

Minute Secretary
Executive Committee
MC** Committee
Tas Policy Council
• 5 of 6



JULIA CURTIS

MC** Committee
Tas Policy Council
• 4 of 4



JOHN PAULEY

FARM* Committee
Tas Policy Council
• 2 of 4 (Chair from March 2016)

KEY

* Finance, Audit and Risk
Management

** Marketing and
Communications

• Number of Board meetings
attended in 2015/2016
financial year

COTA Board Members Back
Row (L-R): David Gregory,
Julia Curtis, Ian Fletcher,
Philippa Roberts, John Pauley.
Front Row (L-R): Suanne
Lawrence, Brigid Wilkinson,
Rita Meaney, Michael Walpole.
Absent: Jean Walker, Peter
Maloney.





JEAN WALKER
Seniors Alliance
Tasmania (Chair)
• 2 of 6



BRIGID WILKINSON
Tas Policy Council
• 4 of 6

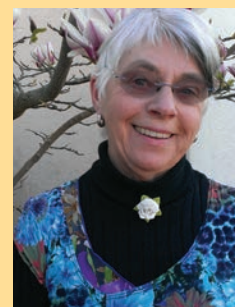


SUANNE LAWRENCE
Tas Policy Council
• 3 of 4



PETER MALONEY
FARM* Committee
• 4 of 6

As elected on Wednesday
20th November 2014:



ALWYN FRIEDERSDORFF
President (until Nov 15)
Tas Policy Council
FARM* Committee
MC** Committee
Executive Committee
Policy Committee • 2 of 2



MALCOLM MACDONALD
(resigned Nov 2016)
MC** Committee
Fundraising Action Group
(Granted leave of absence)
• 0 of 2



KEN PIERCE
(resigned Nov 2016)
MC** Committee
• 1 of 2

Tas Policy Council

Alwyn Friedersdorff
(Chair until Nov 2015)
John Pauley
(Chair from Mar 2016)
Suzanne Feike
David Gregory
(resigned May 2016)
Suanne Lawrence
Peter Orpin
Kimbra Parker
Philippa Roberts
Fran Thompson
Brigid Wilkinson

Peer Educators

Marion Cassidy
Michael Cassidy
Rhonda Claridge
Tony Cole
Ian Fletcher
Barry Heather
David Henty
Jennifer Mazzella
Martin Modinger
Des Mortimer
Gweneth Norris
Susan Walter

COTA Champions

HOBART
Betty Coombe
Barbie Rae
John Rugen
Maureen Rugen
Paul Turvey
Trina Twigg
Robin Wilkinson
HUON VALLEY
Helen Cake
Betty Cook
David Prentice
Helen Walne
KINGBOROUGH
Margaret Gowland
Mike Jackson
Judy Kile
SOUTHERN MIDLANDS
Jill Burbury
Christine Dean
Ian Johnston
Jennifer Johnston
Jenny Mitchell
Jenny Muxlow

COTA Project Officer Soula Houndalas
with Trish Jay, Kingborough Council
(second from left) and members of the
Kingborough Volunteer Program.



Administration & Fundraising

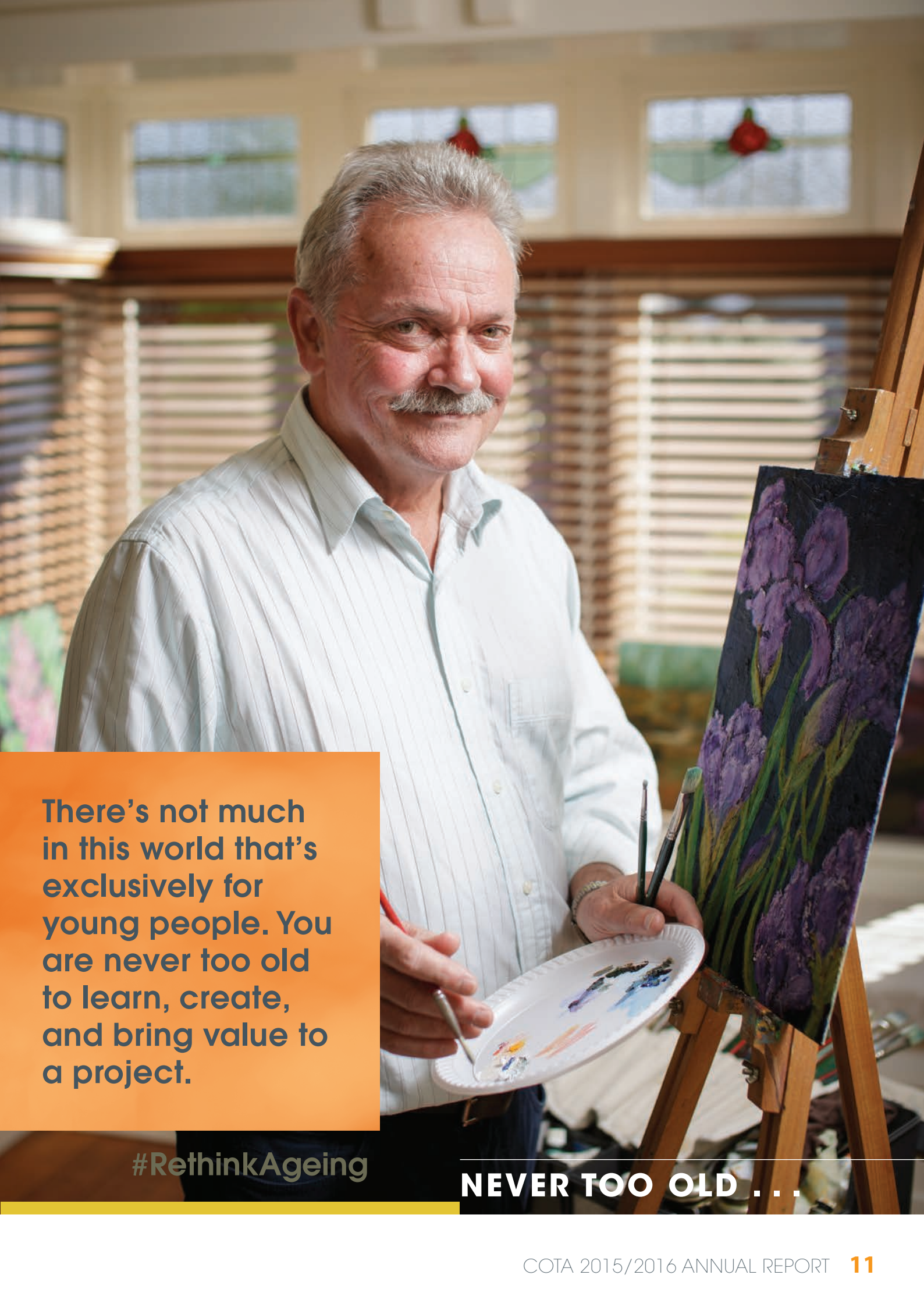
Sharon Olson

Policy & Research

Nicola Ann Wright

Photography

Nicholas Leitch
Toby Riseley
James Waosler



There's not much in this world that's exclusively for young people. You are never too old to learn, create, and bring value to a project.

#RethinkAgeing

NEVER TOO OLD . . .

PRESIDENT & CEO REPORT

The 2015-16 financial year has been yet another busy one for COTA Tasmania. Key policy areas included health, retirement incomes and elder abuse.

CEO Sue Leitch commenced her Masters of Ageing through the University of Melbourne with the support of the Board. The course is providing valuable insight into issues for older people with areas as broad as economics and ethics.

Project Officer Keree Rose and CEO Sue Leitch toured many of the local government areas talking to Mayors, General Managers and Community Development Officers about what it means to have an age friendly community.

For the 2015 Seniors Week Launch we were warmly welcomed by the East Coast for a great day at Milton Vineyard. There were lots of happy people feasting on gourmet delights and tasting Milton's wine to celebrate

the beginning of Seniors Week festivities.

At the AGM held in November 2015, we welcomed to the Board several new members - Julia Curtis, John Pauley and Suanne Lawrence. Their experiences in governance, research and policy have been warmly welcomed.

It was with great regret that we farewelled our President Alwyn Friedersdorff who had completed her maximum term with COTA. Our new President Ian Fletcher was welcomed to the role and has been very active through the year supporting the Board and staff. Ian can often be seen wheeling his bike through the atrium on his way to visit. Thank you from the team Ian, for your support and cheery manner.

During the year we farewelled David Gregory; we thank him for his time serving as Vice President of COTA Tasmania. Also leaving us were Directors

Ken Pierce and Malcolm MacDonald, thank you for your time serving on the Board.

Later in 2015, Sue Leitch joined the Community Council at Primary Health Network Tasmania. It was great to have a perspective of older people being heard with the important work that is happening for communities in Tasmania in the primary health area.

The New Year saw preparations towards a Federal election, with focus groups across the state to see what was important to older people in the lead up to the election. This helped to inform the COTA Australia election platform which predicted, correctly so, that health was going to be a major election focus.

COTA Tasmania presented at the National Elder Abuse Conference in Melbourne in February and also had presentations on Elder Abuse and Age Friendly Communities at the

International Federation of Ageing Conference in Brisbane in June 2016.

The financial year drew to a close with another important policy issue for COTA. Our thanks go to the wonderful support of our patron Her Excellency, Professor the Honourable Kate Warner, Governor of Tasmania, who welcomed COTA Tasmania and guests to Government

House to launch our *#RethinkAgeing* program and for leading the Walk against Elder Abuse on 15 June for World Elder Abuse Awareness Day.

Finally both Sue as CEO and Ian as President would like to extend a warm thankyou to the COTA Team, including the dedicated staff, Board Members, Policy Council members and all our

wonderful volunteers. Without you, our important work would not be able to continue. Special thanks to our various sponsors and other supporters who have helped to make the work of COTA Tasmania have greater impact.

SUE LEITCH

Chief Executive Officer

IAN FLETCHER

President

(L-R) COTA Tasmania CEO Sue Leitch, Senator Catryna Bilyk, Her Excellency Professor the Honourable Kate Warner Governor of Tasmania, COTA Treasurer Rita Meaney and Senator Nick McKim leading the charge on the World Elder Abuse Awareness Day Walk, Hobart. PHOTO: NICHOLAS LEITCH



TREASURER'S REPORT

COTA Tasmania has achieved an increased surplus for the year. This is largely due to efficiencies identified and implemented and to new grants gained. These include additional Peer Education projects – *Feeding the Future* and *Rethinking Your Medications*.

Increased sponsorships gained in the year include TasNetworks for Seniors Week and *The Senior Newspaper*.

The significant increase in Sundry Income relates to the stipend paid by Primary Health Network for participation in the Community Council by the COTA CEO and funding for the *Eat for Life* peer education sessions.

The financial statements show a significant increase in Employee Entitlements. This is because of the recognition of long service leave liability. As several of our staff have been with us for five years or more it is considered good policy

to recognise the potential liability.

Lease renewal this year is for a period of six months, next year will be a full year's cost of the increase and the additional space leased.

It was identified that there was a productivity issue requiring additional space. Careful investigation showed that the moving and relocation costs made it more cost effective to increase our space in our current location.

The increase in staff benefits includes the recruitment costs for new staff members and additional training allocations.

Travel and accommodation expenses have increased, this is primarily because of increased intrastate travel flowing from implementation of the *Age Friendly Community* project and attendance at two national conferences interstate.

Total current assets and total assets increased in the 2015/2016 year and total liabilities decreased for the year. The net effect is an increase in the equity at the end of the year from \$106,388 in 2015 to \$135,768 in 2016.

The Finance, Audit and Risk Management (FARM) Committee of the COTA Board met regularly throughout the year and continued to oversee organisation finances and risk management.

All reporting requirements have been met and unspent grant income relates to projects that extend beyond the end of the financial year. These funds will be fully expended as projects are finalised.

I would like to record my thanks for all the assistance accorded me in this year.

RITA MEANEY

Treasurer

**Calculated using Volunteering Tasmania's Value of Volunteering Calculator*



COTA TASMANIA
VOLUNTEERS DELIVER
\$108,714*
IN VALUE TO THE
TASMANIAN COMMUNITY
EVERY YEAR



HIGHLIGHTS

WHEN WE SPEAK, PEOPLE LISTEN

World Elder Abuse Awareness Day

This year COTA Tasmania marked World Elder Abuse Awareness Day (WEAAD) on the 15 June with several key events designed to raise awareness about the seriousness of elder abuse and the importance of tackling ageism. COTA was honoured to have Her Excellency, the Honourable Professor Kate Warner, Governor of Tasmania, lead our annual *Stand Up: Walk Against Elder Abuse* walk. The walk extended from St David's Park in Hobart to the Waterside Pavilion with around 80 people joining us to mark the day.



#RethinkAgeing

A reception was held at Government House to launch COTA's *#RethinkAgeing* Program which is aimed at challenging the clichés and stereotypes around being older. Postcards form part of this program and the postcards for children ask them to think about an older person they love and to write down what they love about that person as well as decorating the card. This program for young children resulted in many delightful artworks being on display at the reception. Attending the reception were children from two schools and their parents and grandparents.

Her Excellency, Professor the Honourable Kate Warner, Governor of Tasmania, with Sandra Dokos and students from Kingston High School at the *#RethinkAgeing* launch at Government House.
PHOTO: TOBY RISELEY

Postcards aimed at adults also form part of the project. These postcards invite an older person to "identify one thing you value about being older". These have been very well received and will continue to be rolled out over the coming year.

Also on display at Government House was a series of professional photographs of older Tasmanians doing things they love, this is the third pillar of COTA's *#RethinkAgeing* initiative. These photographs will form the basis of our ongoing program aimed at challenging assumptions about older people and are the first in a three part series of photographic images of older Tasmanians. The second series will show older Tasmanians at work and a third is planned with the theme of volunteering.

The COTA photographs have been used to supplement and support the *Love Stories* and *My Ageing* postcards created as part of the Protecting Older Tasmanians Grant Program and examples of these works can be seen throughout this year's Annual Report.

Two 'Taking Control' sessions were arranged for WEAAD to provide information about the importance of financial literacy. Panel speakers were representatives from Tasmania Police, ASIC, the ACCC and Community Legal Centres. Unfortunately severe weather forced the cancellation of the northern session but the Hobart session was very well received with excellent audience feedback.

My Ageing

What do you value about being older?

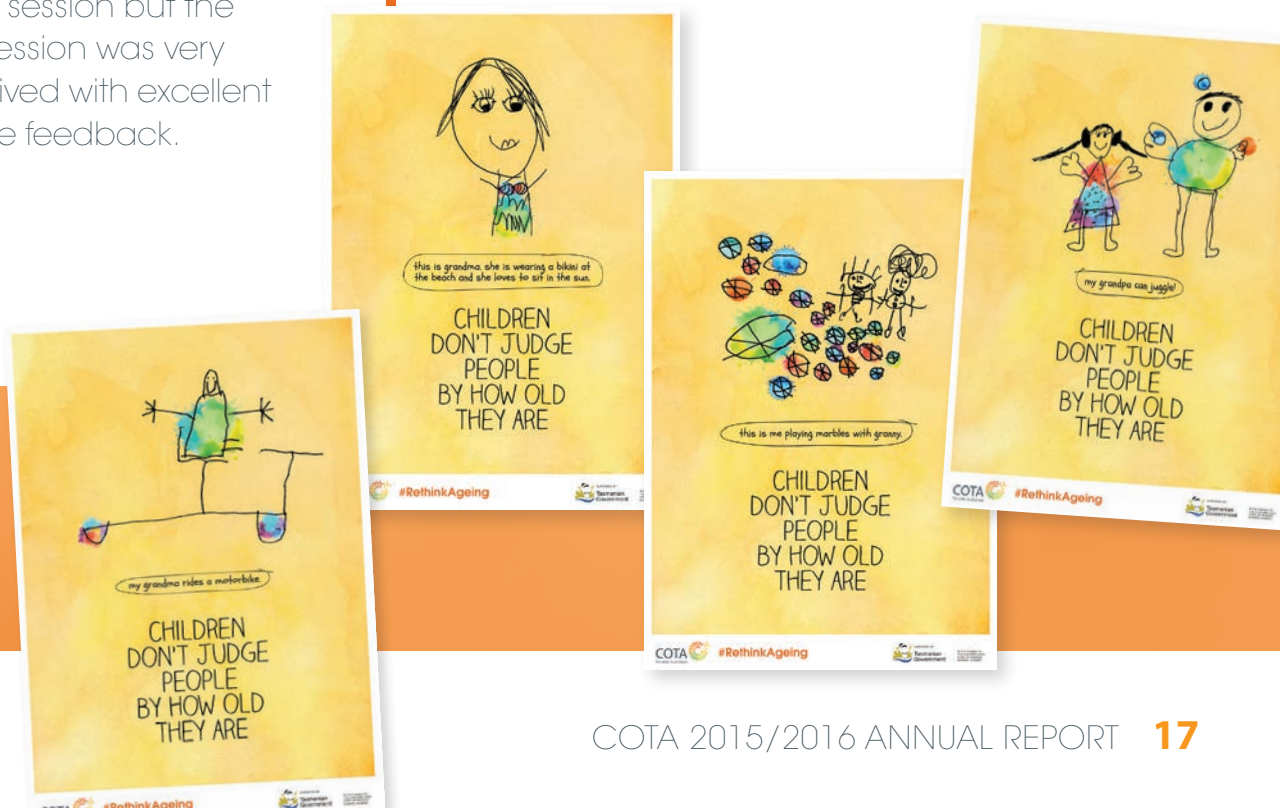
"The one thing I like about ageing is time. Time to do what I want with no one looking over my shoulder telling me to get a move on."

"With ageing I now have acceptance. True acceptance of who I am with no pressure to change."

"No one tells me what to do anymore and I don't answer to anyone, getting older has given me freedom."

Love Stories and My Ageing postcards

#RethinkAgeing posters



Willing to Work Enquiry

In December 2015 COTA Tasmania completed a submission to the Willing to Work: National Inquiry into Employment Discrimination against Older Australians and Australians with Disability.

The Willing to Work Inquiry revealed that 'more than a quarter of Australians aged 50 years and over had experienced age discrimination in the workplace during the past two years'.

We would like to thank Nicola Ann Wright for her valuable contribution to this project.

Media

34 requests for media from radio, television and newspapers across Tasmania

Social media

Twitter increased from 479 followers to **611**

Facebook increased from 484 followers to **581**

Facebook *Age Friendly Communities* Page increased from 78 to **142** followers

National Conference Presentations

CEO Sue Leitch presented to approximately **150** people at the National Elder Abuse Conference & over **600** people at the International Federation of Ageing.

WE REFLECT THE DIVERSITY OF THE COMMUNITY

Integrated Living Community Sessions on Aged Care Reforms

COTA CEO Sue Leitch, Operations Manager Deb Lewis and COTA volunteers Martin, David and Rhonda, attended these sessions held across the state in Hobart, Ulverstone, Launceston, St Helens, Campbell Town and Flinders Island. The sessions were coordinated by Integrated Living with the Department of Social Services and the Department of Human Services also in attendance. Over 220 people attended the consultations.

A barista course for seniors at the Crowded Lounge in Latrobe was a booked-out highlight in Seniors Week.



Seniors Week 2015

We kicked off Seniors Week 2015 by breaking tradition, holding our annual Seniors Week launch outside of the major cities on the beautiful East Coast of Tasmania at Milton Vineyard. The launch was amazing, picturesque scenery, gourmet food and wine, trade shows and displays, entertainment and an abundance of guests to add to the atmosphere, some making the trip from as far as Hobart and the North West Coast. This was made possible by the enthusiasm and commitment of the Glamorgan/Spring Bay Council, we cannot thank them enough for their efforts.

Seniors Week continues to grow from year to year with a record 574 events on offer in 2015. Continuing with the theme *Discover. Imagine. Together* participants could choose from an ever increasing range of activities this year including new events 'Born to Fly' and a 2 hour course on 'Becoming a Barista'.

"[Seniors Week] opens people's eyes to the possibilities of our local community and what it offers – networks, history, hobbies, volunteering and leisure activities'."

Outgoing COTA
President Alwyn
Friedersdorff with
Senator Jacqui Lambie.



WE ARE EFFECTIVE AND ENDURING IN ALL THAT WE DO

Governance

Masters of Ageing

CEO Sue Leitch is undertaking a new Masters level course through the University of Melbourne – Masters of Ageing. Units completed so far include: Body of Ageing, Ethics of Ageing, Economics of Ageing, Ageing in Society, End of Life Issues. Potential further units include: Design for Ageing, Technology and Ageing, Leadership for an Ageing Workforce, Global Population Ageing, Mental Health and Ageing and Shifting Paradigms in Ageing. Also included is research and work based activity as a final capstone unit which will potentially address a policy area that needs exploring for older people of Tasmania.

Financial and Risk Management Committee (FARM)

The Finance and Risk Management (FARM) Committee has been active in building our effectiveness in financial management. An internal controls review conducted by Auditors Max Peck and Associates found internal controls to be of a high standard. COTA's risk management register is regularly reviewed by the committee and a review of insurance cover was also conducted this year with savings made without loss of cover. The lease on our offices at Westella was renegotiated during the year and additional space added to accommodate growth in staff numbers and volunteer activity.

2015 Annual General Meeting

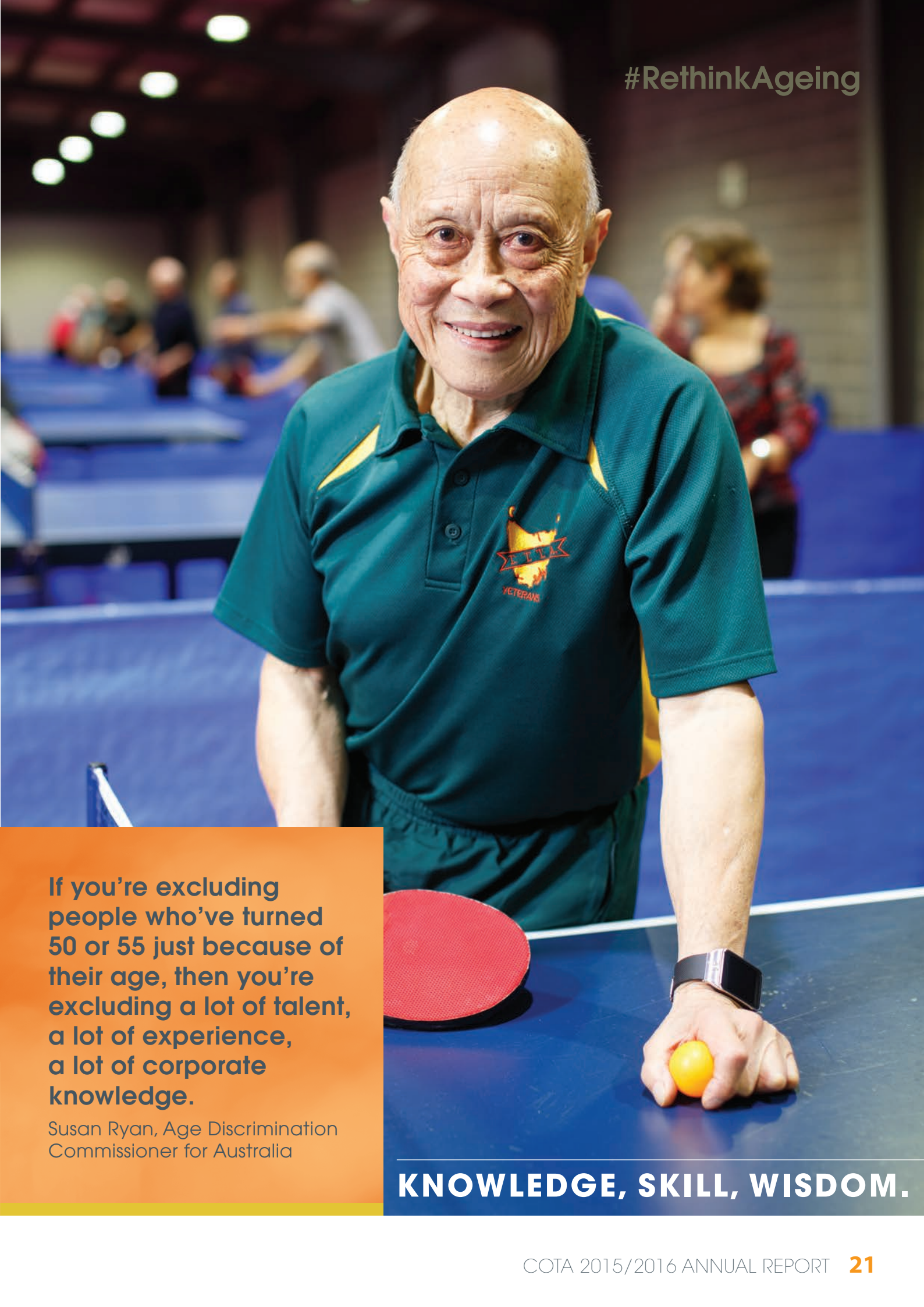
At the 2015 AGM we farewelled our outgoing President Alwyn Friedersdorff; Alwyn completed her maximum term of six years and although it was hard to say goodbye we know that Alwyn will continue to be involved with COTA for many years to come. We welcomed new President Ian Fletcher and new Board members - Julia Curtis, John Pauley and Suanne Lawrence. We are excited to benefit from their experiences in governance, research and policy.

Ngaire Hobbins
speaking at the 2015
COTA TAS AGM.



Our guest speaker Ngaire Hobbins proved to be very popular with attendees. Ngaire's no nonsense approach to diet and nutrition appeals to us all and we are ever so grateful for her knowledge, support and partnership this year.





If you're excluding people who've turned 50 or 55 just because of their age, then you're excluding a lot of talent, a lot of experience, a lot of corporate knowledge.

Susan Ryan, Age Discrimination Commissioner for Australia

KNOWLEDGE, SKILL, WISDOM.

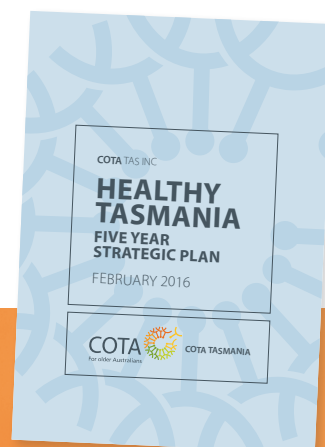
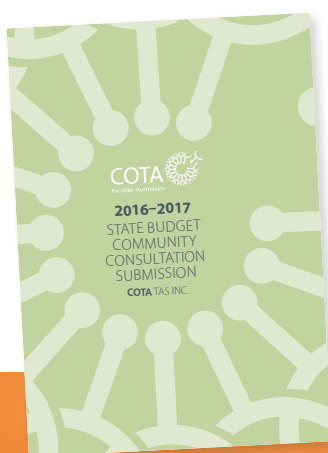
PROJECTS

POLICY, CONSULTATION AND ADVOCACY

Funding Partners:
Department of Health,
Department of Premier
and Cabinet

COTA Tasmania has been active in policy development, consultation and advocacy during the year:

- Submission to the Department of Health *Healthy Tasmania* consultation
- Submission to the Age Discrimination Commissioner's *Willing to Work* Inquiry supported by qualitative research undertaken by COTA volunteer Nicola Wright.
- Submission to the 2016-17 State Budget Community Consultation
- Conducted and evaluated participant feedback on palliative care and end-of-life planning at *Way to Go* forums in Launceston and Devonport
- Participated in a series of seven community presentations and consultations on changes to home support in aged in conjunction with the Department of Social Services and Integrated Living.
- Advocated for changes to the Workers Rehabilitation and Compensation Act 1988 to ensure that workers over the age of 65 years enjoy the same benefits under the Act as other workers.
- Conducted three focus groups prior to the Federal Election to capture community opinion for inclusion in the development of the COTA election platform.
- Supported the Older Persons Reference Group in Launceston and the Seniors Alliance Tasmania.
- Sue Leitch, COTA CEO, appointed to and participated in Primary Health Tasmania's Community Council.
- Conducted an Annual Stakeholder Survey.
- Co-ordinated a focus group on behalf of the Hunter Institute of Mental Health to inform the second Tasmanian Suicide Prevention Strategy.



Presentations:

- Conference paper entitled *Community Conversations* to prevent Elder Abuse presented by Sue Leitch and a representative of the Department of Health and Human Services at the National Conference on Elder Abuse in Melbourne.
- Conference papers entitled *The Island Down Under: Towards Age Friendly Communities Tasmania and Building Communities for respect and resilience* presented by Sue Leitch at the International Federation of Ageing conference in Brisbane. COTA staff attended and gained much insight into contemporary practice nationally and internationally regarding legal frameworks and elder abuse, age friendly communities and interventions to support older populations during disaster management.

PEER EDUCATION - CONSUMER DIRECTED CARE

Funding Partner:
Department of Health

- 9 Sessions were delivered across Tasmania in-line with current funding for roll-out of information sessions. This roll-out reflects the fact that the majority of sessions have been delivered as expected to a wide range of community based organisations.
- The Peer Education program is now ready to start training and delivery of the second stage of information sessions titled *Step Forward*. *Step Forward* aims to deliver information and training around “wellness” and “reablement” for people currently receiving a Home Care Package.

PEER EDUCATION - YOU’RE WORTH IT

Funding Partner:
Department of Health and Human Services

- The delivery of *You’re Worth It* Peer Education sessions began to slow in the latter half of the year. This can be attributed to the large push for sessions which has occurred in the past 2 years.
- Work has begun internally to redesign the program to ensure the message remains fresh and current which will encourage organisations to have follow-up sessions in the future.

PEER EDUCATION – WAKE UP – HOME FIRE SAFETY

Funding Partner:
Tasmanian Fire Service

- *Home Fire Safety* has also been heavily promoted over the past two years and efforts are now focussing on incorporating *Bush Fire Safety* into the standard winter programme. Seven Home Fire Safety sessions were delivered during the financial year.
- The current emphasis on providing summer bush fire peer education sessions is proving to be popular and a number of sessions are now being booked for summer months which have been traditionally slow in past years.

(L-R) COTA Project Officer Stan Bordeaux, COTA Peer Educators Maureen Rudge, Barry Heather, Rhonda Claridge, Susan Walter and Peter Middleton from the Tas Fire Service.

PEER EDUCATION – SHORT TERM AND PILOT PROJECTS

This year has been a very busy time for the Peer Education Programme as we have undertaken a number of short-term projects mainly to investigate the suitability to seek partnerships and/or sponsorships to develop projects into main stream Peer Education sessions.

Partnerships with Palliative Care Tasmania to deliver sessions on Advanced Care Directives; with Feeding the Future to deliver *Eat for Life* sessions; and Consultant Pharmacy Services to prepare a series of peer education sessions on Rethinking Your Medications are underway with peer educator training completed and sessions/public workshops scheduled for early in the next financial year.

INCLUSIVE AGEING – AGE FRIENDLY COMMUNITIES

Funding Partner:
Department of Premier & Cabinet

- Introduced 21 local Councils to the Age-Friendly Community concept through presentations delivered to key personnel in each Council and provided assistance where requested to commence work on the process of achieving Age-Friendly Community status.
- Established a Tasmanian Communities Age-Friendly Network Facebook page and achieved 142 likes by end June 2016. Produced two Age-Friendly Community quarterly newsletters.



INCLUSIVE AGEING – WORKPLACE PARTICIPATION

Funding Partner:
Department of Premier &
Cabinet

- Conducted interviews with a sample of people aged 45+ regarding their workplace experiences to inform our submission to the *Willing to Work* inquiry conducted by the Age Discrimination Commissioner, Susan Ryan.
- Advocated for changes to the Workers Rehabilitation and Compensation Act 1988 to ensure that workers over the age of 65 years enjoy the same benefits under the Act as other workers.
- Explored a range of professional development opportunities available to employers in Tasmania to develop age friendly workplace practices.

SENIOR'S WEEK 2015

Funding Partner:
Department of Premier &
Cabinet

Seniors Week was held in mid October for the second time and continued to attract good patronage.

A record 574 events were held by 200 organisers.

After refining the distribution list from 2014, 23000 Seniors Week programs were printed and distributed state-wide.

Almost 60% of participants took part in events they had not previously engaged in.

More than 300 people attended the official launch event, held on the East Coast for the first time in the form of a senior's expo at Milton Vineyard in collaboration with the Glamorgan-Spring Bay Council.



From left, Bec Johnson from Hobart City Council with Bushcare volunteers during Seniors Week 2015.

Seniors Week Project Officer David Rose with Tania Rattray MLC at the Seniors Week Launch.



Former ABC media personality Judy Tierney (L) with Glamorgan Spring Bay Mayor Michael Kent, COTA Tasmania CEO Sue Leitch and Parliamentary Secretary Guy Barnett.

CONVERSATIONS WITH OUR COMMUNITY

Funding Partner:
Department of Health

Extensive planning, consultation and research activities have been undertaken so as to develop resources for a new volunteer program. COTA Tas has been commissioned to assist older Tasmanians to engage with and navigate the recently reformed aged care system. Trained peer support volunteers will provide information and support to people who wish to register for and receive home based support to continue ageing at home. Volunteers will support people in the community, on a one to-one basis, and the lessons learned will be feedback to COTA and all key stakeholders.

Consumer focus groups were held in Hobart and the Southern Midlands to identify the specific issues facing older Tasmanians who have needed or accessed aged care. The findings from these strategic conversations serve as a foundation to develop appropriate resources for peer support volunteers.

Staying At Home and *Staying Connected* community forums were held in Huonville and Oatlands with the support of the Southern Midlands and Huon Valley Councils. Both forums were very well attended, with 54 community participants in Oatlands and 88 in Huonville. The sessions assisted participants to better understand how to access aged care and other support in their home.



ELDER FINANCIAL ABUSE PREVENTION

Funding Partner:
Department of Health
and Human Services

- Referrals Pathways – As part of the grant deed requirements we have established a Pathways Referrals group which is made up of representatives from Community Legal Services, Tasmania Police, Relationships Australia, the Migrant Resource Centre and Advocacy Tasmania. We have established a partnership with Relationships Australia (RA), whose Launceston office is engaged in a national trial of elder mediation. COTA meets with RA regularly to discuss outcomes of the trial.
- Commenced discussions with the Tasmanian Law Reform Institute to examine options for research into the legislative framework around reporting elder abuse. This meeting was facilitated by Her Excellency, Professor

the Honourable Kate Warner, Governor of Tasmania.

- COTA participated in the Council of Australian Governments' National Campaign to Reduce Violence against Women and their Children, COTA was invited to participate in the Family Violence Consultative Group as part of the Council of Australian Governments' National Campaign to Reduce Violence against Women and their Children. Our engagement is ongoing for this financial year.
- COTA's #RethinkAgeing project was launched by Her Excellency, Professor the Honourable Kate Warner, Governor of Tasmania on June 14. This project aims

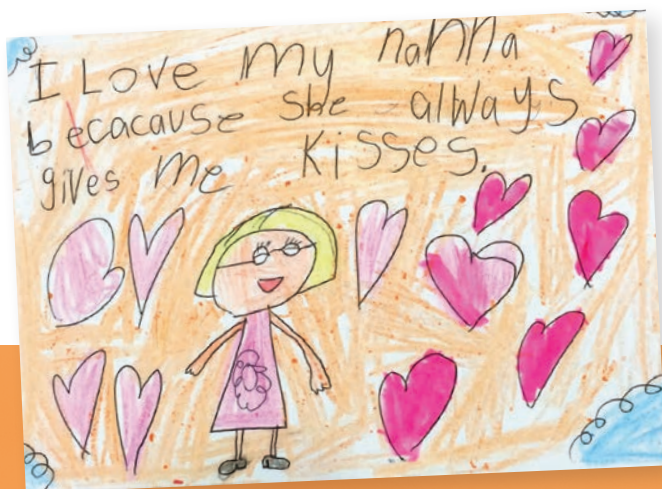
to tackle ageism and stereotypes through positive imagery and storytelling. As part of this project COTA worked with Kingston High School and The Friends' School to develop images reflecting intergenerational relationships and value. Over 130 people attended the launch including students involved in the project and their grandparents.

- COTA launched two postcard projects - *Love Stories* and *My Ageing*. The *Love Stories* project involves younger people describing an older person they love by writing or drawing an image on a postcard. The *My Ageing* project is a set of three postcards that ask adults to identify one of the things they value about being older. The

postcards will be circulated at all COTA events.

- For the second year COTA TAS co-ordinated the '*Stand Up and Walk against Elder Abuse*' walk in Hobart on World Elder Abuse Awareness Day. The walk was led by Her Excellency, Professor the Honourable Kate Warner, Governor of Tasmania with approximately 80 participants including dignitaries, representing government, council and the community sector.

- '*Taking Control: Legal Matters and Ageing*' workshops were scheduled for Hobart and Launceston. The Hobart workshop was well received, due to floods in northern Tasmania the Launceston workshop was postponed until a later date. Presentations were given by Tas Police, the Australian Competition & Consumer Commission, Australian Securities & Investments Commission and the Hobart Community Legal Service.



EVENTS

- Annual General Meeting held in November attended by over 60 people with guest speaker Ngaire Hobbins whose presentation addressed the changing nature of the body's nutrition needs as we age.
- Our October Board meeting was held in the north of the state for the first time with 8 out of 10 Board members attending. This meeting was preceded by a networking event the night prior with Ian Yates from COTA Australia speaking to local COTA members and stakeholders.
- Participated in the Living Well in Retirement expo conducted by the Association of Independent Retirees in October.
- For the first year COTA TAS participated in the Hobart City Council's Christmas gift wrapping service in Hobart mall. This was a chance to spread COTA's messages and raise funds.
- Participated in the West Moonah Community House 2016 Wellness Expo in April.
- COTA TAS held a Christmas Party to thank our volunteers for their service throughout the year. This was held in the newly extended COTA offices and was well attended.
- Participated in the Dying to Talk Expo in both Launceston and Hobart conducted by Palliative Care Tasmania in May.
- COTA Volunteers attended the Hobart City Council Volunteer Recognition Awards for National Volunteer Week.

COTA Australia CEO Ian Yates speaking at a COTA TAS Board & Members function in Launceston.



Julie Andersson, Clarence City Council, and guests with Ngaire Hobbins (second from right) at the Eat for Life information session.



COTA Staff (L-R): Soula Houndalas and Lyna Nadj.



TASMANIAN POLICY COUNCIL

Funding Partner:

Department of Premier &
Cabinet, Department of
Health

- Participated in the National Policy Council discussion in November
- Initiated a discussion at the National Policy Council on the impact of climate change on older Australians that resulted in the adoption of a position statement on Climate Change by COTA Australia and a presentation at the International Federation of Ageing conference in Brisbane in June.
- Worked with TasCOSS to raise awareness about the impact of proposed electricity tariff reform on vulnerable customers.
- Advocated for changes to Tasmania's Workers Rehabilitation and Compensation Act 1988 to seek amendments that would allow workers over the age of 65 years to have full

access to the provisions of the Tasmanian Workers Rehabilitation and Compensation Scheme.

- Contributed to the COTA Tasmania submission to the Healthy Tasmania consultation.
- Acknowledged the contribution of Alwyn Friedersdorff as Chairperson of the Tasmanian Policy Council and welcomed John Pauley as the new Chairperson in March 2016.

We are living through a massive demographic change yet community attitudes, employer practices and business strategies seem to ignore where we are now.

Hon Susan Ryan AO, Age
Discrimination Commissioner



#RethinkAgeing

Ageing is an extraordinary process where you become the person you always should have been.

David Bowie

ACTIVE, HEALTHY, INSPIRING

COTA TAS Inc Financial Statements 2015/16

STATEMENT BY MEMBERS OF THE BOARD



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Financial Year Ending 30th June 2016

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 30th June 2016 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 

Ian Fletcher

Treasurer 

Rita Meaney

Dated this 20 day of September 2016.

BALANCE SHEET AS AT 30 JUNE 2016

Council on the Ageing (Tasmania) Incorporated

Balance Sheet as at 30 June 2016	2016	2015
Current Assets		
Cash at Bank, on Hand	20,744	26,280
Bond	7,990	0
GST Due from ATO	7,706	8,439
Petty Cash	100	100
Term Deposits	190,912	209,084
Receivables	50,811	11,832
TOTAL CURRENT ASSETS	278,262	255,734
NON CURRENT ASSETS		
Computers at Cost	15,934	15,934
<i>Deduct</i> Provision Depreciation	-9,725	-8,391
Furniture, Fittings at Cost	0	306
<i>Deduct</i> Provision Depreciation	0	-228
Office Equipment at Cost	0	3,448
<i>Deduct</i> Provision Depreciation	0	-3,051
Motor Vehicles at Cost	32,229	31,569
<i>Deduct</i> Provision Depreciation	-6,120	-8,442
TOTAL NON CURRENT ASSETS	32,319	31,144
TOTAL ASSETS	310,581	286,878
CURRENT LIABILITIES		
Payroll Liabilities	6,802	4,799
Provision Employee Entitlements	48,677	23,412
GST Due to ATO	9,118	14,591
Unexpended Project Funds	110,216	137,688
TOTAL CURRENT LIABILITIES	174,813	180,490
NET ASSETS	\$135,768	\$106,388
EQUITY		
Accumulated Funds Brought Forward	106,388	106,333
Current Year Surplus	29,379	55
TOTAL EQUITY	\$135,768	\$106,388

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2016

Council on the Ageing (Tasmania) Incorporated

Income Statement for year ended 30 June 2016

	2016	2015
INCOME		
Insurance Royalties	4,810	4,918
Advertising Revenue	4,987	5,682
Administration Services	147,103	130,125
Grants Funds:		
BB Funding	0	872
COTA NSW Cybersecurity	0	2,924
CDC	12,736	9,310
DoH	26,480	0
DHHS	129,105	60,451
DPAC	384,993	341,366
HACC	107,441	117,163
Caring Voices Project	0	18,160
Tas Fire Service	14,566	9,847
TAHPC	6,462	0
Interest	5,829	4,660
Sundry Income	12,317	2,105
Membership	5,142	5,854
Sponsorship	14,500	1,500
TOTAL INCOME	876,471	714,936
EXPENSES		
Advertising, Promotion	65,569	74,405
Audit, Accounting	1,990	2,000
Board, Conference, Annual Report	7,358	5,088
Cleaning	3,933	3,975
Consultancies	5,780	27,821
COTA National, Australia Levy	16,690	14,516
Depreciation	4,360	4,313
Electricity	3,061	3,509
Employee Entitlements	58,320	24,053
Equipment, Consulting	7,947	1,653
Fringe Benefits Tax	4,092	3,715
Individual membership	2,563	2,234
Insurance	6,614	7,141
IT Contract	3,067	2,612
Meeting Expenses	5,938	4,755
Motor Vehicle	6,491	5,426
Photocopier, Printing	9,498	9,273
Postage	1,827	1,904
Projects	147,103	138,765
Rent	35,862	34,090
Salaries	366,447	289,926
Staff Benefits, Development, Recruitment	11,744	1,989
Subscriptions	4,361	3,131
Sundry Expenses	967	677
Superannuation	36,683	29,284
Telephone, Facsimile, Internet	6,434	5,762
Travel, Accommodation	13,862	4,753
Volunteer Expenses	6,931	6,056
Website	174	2,054
TOTAL EXPENSES	845,666	714,881
Operating Surplus for year	30,804	55
Deduct Loss on Disposal of Asset	1,425	0
Net Surplus for Year	\$29,379	\$55

NOTES FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDING 30 JUNE 2016

Council on the Ageing (Tasmania) Incorporated **Notes to and Forming Part of the Accounts for year ended 30 June 2016**

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 2016.

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 2016 and the results of its operations for the year then ended.

MAX PECK & ASSOCIATES



Rendell W. RIDGE
15 September 2016

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OUR FUTURE

The future of our organisation and our longevity as an advocacy organisation supporting older Tasmanians is reliant on funding, both government and non-government.

There are many ways you can support COTA – by volunteering, sponsoring an event or program or by making a tax deductible donation or bequest.

When you support COTA you fund research, education and events that improve the lives of older people living in Tasmania.

Your donation does make a difference.

Images from the *#RethinkAgeing*
series are images of real Tasmanians
photographed by Peter Mathew.
(www.petermathew.com.au)



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