

Annual Review 2019





We empower amputees with knowledge and support to make a real difference, **because no one should have to go through limb loss alone.**

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Message from the Chair and CEO

When people facing amputation reach out to us for support, they know that they have found an organisation that can support them. They are not alone.

In September 2018 the Limbs 4 Life Board and staff met to establish our Strategic Plan and organisational direction for the next three years. Our latest Strategic Plan covers our values, goals and direction into the future. It responds to the opportunities and the challenges presented in our disability and health ecosystems and outlines our commitment to maintaining financial viability in order to actively support our growing community of Australians with limb loss. Further, it articulates our need to advocate, innovate service delivery, conduct research, create new initiatives and continually extend our reach.

Our dedication to the national amputee community is unwavering and ensuring supports and funding is in place are essential for people with limb loss in Australia. This year we continued to invest substantial resources and capacity to support people transitioning into the National Disability Insurance Scheme (NDIS) and to those who were struggling to achieve plan approvals. In addition, we collected and provided written and verbal submissions to the Parliamentary Inquiry on the 'Provision of Assistive Technology (AT)' to the Joint Standing Committee. However, we are also acutely aware of the lack of funding supports for people over 65 years of age. For this reason, Limbs 4 Life welcomed a position on the newly formed 'Council of the Ageing' (COTA) Alliance - 'Assistive Technology for All'. This 'Alliance' will develop a campaign and lobby Government to achieve a fairer system for all people with disabilities unable to access funding via the NDIS to ensure that their AT needs are met.

While we continue to deliver our national Peer Support Program last year we identified the need to formally research and evaluate the impact of our Peer Support Program. With ethics approval from Monash University research will determine individual quality of life based outcomes prior to the provision of peer support to new amputees; six weeks post the provision of peer support engagement; and seek feedback from Peer Support Volunteers and referring allied healthcare providers and medical professionals. Aside from the evaluation feedback, researchers will also conduct focus groups to analyse feedback in group environments.

Throughout the year Limbs 4 Life continued to deliver on two 'Information, Linkages and Capacity Building' NDIS grant projects. Our South Australian 'Limb Loss Capacity Building Project' served to facilitate the needs of engaging local amputee members (and their families) for rural and remote communities to establish 'Localised Groups' while fulfilling gaps in locally-based information and resources. Excitingly we also stepped out into a new area of disability-based employment. The Western Australian 'Ramping Up 4 Work'

project utilises the expertise of our Peer Support Volunteers to mentor amputees either, returning to employment, needing to change their employment direction and/or finding work for the first time.

Together with the support from our Board and our National Amputee Advisory Council, Limbs 4 Life hosted our inaugural two day National Amputee Conference 'Amp-ed Up!' Held in April, in Canberra, the Conference was a resounding success with 155 amputees and family members attending. This Conference facilitated the coming together of 'peers' who, along with their families built personal capacity, participated in developing goals and built personal confidence in relation to direct access engaging with prosthetic manufacturers to gain the valuable insight they needed to self-determine their outcome based measures. Delegates were also given the opportunity to participate in 'come and try' activities such as: yoga, golf, physiotherapy exercise sessions and a guided walk around Lake Burley Griffin. Due to the success of this Conference Limbs 4 Life will host Amp-ed Up! 2020 in Melbourne.

Our 2019 - 2021 Strategic Plan highlights the need to meet the demands of today, while planning for the challenges and prospects of tomorrow. Limbs 4 Life is uncompromising in working towards our vision that no one goes through limb loss alone.

We thank and recognise our donors, supporters, Board members, staff and our dedicated volunteers. We know that by bringing people together to alleviate isolation and the fears associated with limb loss that we can make a real difference together.

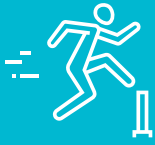


Natalie Sullivan - Chair



Melissa Noonan - CEO

Our strategic goals



Goal 1

Step into new competitive areas



Goal 2

Proof-of-concepts for funding



Goal 2a

Develop organisational growth and diversify funding



Goal 2b

Create bolder external communications and awareness



Goal 3

Maximise existing stakeholder value



Goal 4

Innovate current services and resource



Goal 5

Consumer advocacy



Goal 6

Indigenous support

Strategic Plan 2019 - 2021

Reporting against our strategic goals



Strategy 1: Step into new competitive areas

Limbs 4 Life is working to expand our scope and seek new opportunities to further support our primary and secondary stakeholders. During this year Limbs 4 Life demonstrated success in working towards this strategic goal, as outlined below.

Ramping Up 4 Work Project (Western Australia)

The Western Australia (WA) Ramping Up 4 Work Project is an Information, Linkages and Capacity Building (ILC) activity funded by the Western Australian Department of Communities which aims to encourage, empower and motivate people living with limb loss gain, maintain or re-join the workforce. This is being delivered through the provision of information, advice and one-on-one support by trained Peer Mentors. Ramping Up 4 Work provides four streams of employment assistance to those with limb loss who are entering the workplace for the first time, require support after amputation surgery, are returning to employment, or changing career pathways.

While the project will not conclude until July 2020, five Peer Mentors have been trained, and seven matches between mentors and mentees have taken place. An array of manuals, templates, planning materials and fact sheets have been developed to assist mentors, mentees, supporters and external stakeholders. The level of interest in the project from WA Disability Employment Service providers and employers shows an appetite for this specialised and unique form of employment support. To date four people have found meaningful employment and re-joined the workforce, demonstrating the early success of this unique program.



Limb Loss Capacity Building Project (South Australia)

The South Australia (SA) Limb Loss Capacity Building Project, is an Information, Linkages and Capacity Building (ILC) project funded by the NDIS to empower people with limb loss to achieve social and economic participation goals. Through this project Limbs 4 Life has developed a consumer-led supportive Toolkit, created 12 film clips featuring Peer Support Volunteers sharing tips and information about their lived experience of limb loss, established seven locally-based Peer Support Groups in metropolitan and rural areas, trained seven people to be Peer Support Group Leaders, and attracted considerable media attention to raise awareness and increase participation. In addition, an independent Monash University evaluation assessing the efficacy of this project commenced during the year.

While the project will not conclude until April 2020 it is already contributing to improved confidence amongst group members, creating a sense of empowerment through peer engagement, reducing social isolation, and increasing socio-economic participation.

"I felt isolated and had never met another amputee before going to the Limbs 4 Life get together."
(Peter, 73, Port Augusta, SA)

"It's been good for me to actually meet other people – I've even met somebody in a similar circumstance to myself now which is quite rare, because it's not a common amputation."
(Keran, 48, Loxton, SA.)





Strategy 2: Proof-of-concepts for funding

A crucial component of Limbs 4 Life strategic planning is evaluating the utility of existing programs and identifying new programs and products that will be feasible and beneficial to our limb loss community. In doing so we examine the continuation or innovation of existing offerings and identifying new ones through a 'proof-of-concept' lens. During this year Limbs 4 Life demonstrated success in working towards this strategic goal, as outlined below.



Strategy 2a: Develop organisational growth

Research study: The impact of peer support

While we hold considerable anecdotal evidence as to the efficacy of our Peer Support Program it has not undergone a formal evaluation assessing the value and impact that it has had on those who receive or contribute to the service. So, over the course of the year Limbs 4 Life partnered with Monash University to conduct an independent national evaluation of our flagship Peer Support Program.

Recipients of peer support (new amputees), Peer Support Volunteers and referring healthcare professionals have been able to report on their experience with the program, quality of life impacts, and what does and does not work within the service through a mix of surveys, focus groups and interviews. This research also includes an investigation into the direct and indirect costs associated with Peer Support Program delivery to demonstrate financial viability and sustainability.

This research report is due for release in September 2019.



Extending our services to New Zealand

Following twelve months of planning and development between Limbs 4 Life, the New Zealand Artificial Limb Service (NZALS) and the Amputees Federation of New Zealand we proudly rolled out the Limbs 4 Life Amputee Peer Support Program across New Zealand.

This program has been designed to bridge a gap in current service delivery and provide access to supports for people facing amputation throughout New Zealand. As part of the NZALS's commitment to focus on clients and their needs, this government-funded body determined that the provision of a formal peer support would support vulnerable people impacted by limb loss. NZALS sought Limbs 4 Life support, in recognition that our long-standing Peer Support Program is best-practice and would suit their community.

Following pilot Peer Support Program training delivered in 2017 a formal roll-out of the program commenced in earnest in June 2019. Initial training for prospective volunteers was held in Auckland, Wellington and Christchurch over the course of four days to 45 enthusiastic amputees. In addition to the Peer Support training, presentations were also delivered to healthcare providers working in acute care at Auckland Hospital.

NZALS's CEO Sean Gray understands the concept of peer support and the value that it can bring to the limb loss community across New Zealand. Limbs 4 Life's agreement with the NZALS extends over a three-year period, and we look forward to supporting the program to develop over this time.



NZALS
New Zealand Artificial Limb Service
Peke Waihangā, Aotearoa



**Amputees
Federation**
of New Zealand
Incorporated



Strategy 2b: Create bolder external communications and awareness and diversify funding

Invest in a marketing strategy

There is one amputation performed every hour in Australia. Put another way, that's 24 people a day and over 9,000 people a year joining the ever-increasing limb loss community in Australia. It is important that these people gain access to the supports and resources provided by Limbs 4 Life. For this reason it is an imperative that all Australians learn about Limb 4 Life, and understand the support and services we can offer to people just commencing their limb loss journey.

As part of this strategy Limbs 4 Life will develop a marketing and communications plan to create awareness of us within not only the limb loss community, but also the broader Australian society. This strategy will involve an increase in social media presence and stakeholder engagement.

Limbs 4 Life also recognises that there are members of our community who don't have access to online information and services, and we are committed to ensuring that we will make our presence and access to support in rural and remote areas of Australia.

To ensure the ongoing viability and capacity of Limbs 4 Life our marketing strategy will also incorporate an annual fundraising campaign. This targeted campaign will assist in ensuring that we can extend support and develop additional resources for our growing national limb loss community.

Limbs 4 Life is fortunate that members of our community are willing to create awareness and contribute to fundraising on our behalf.

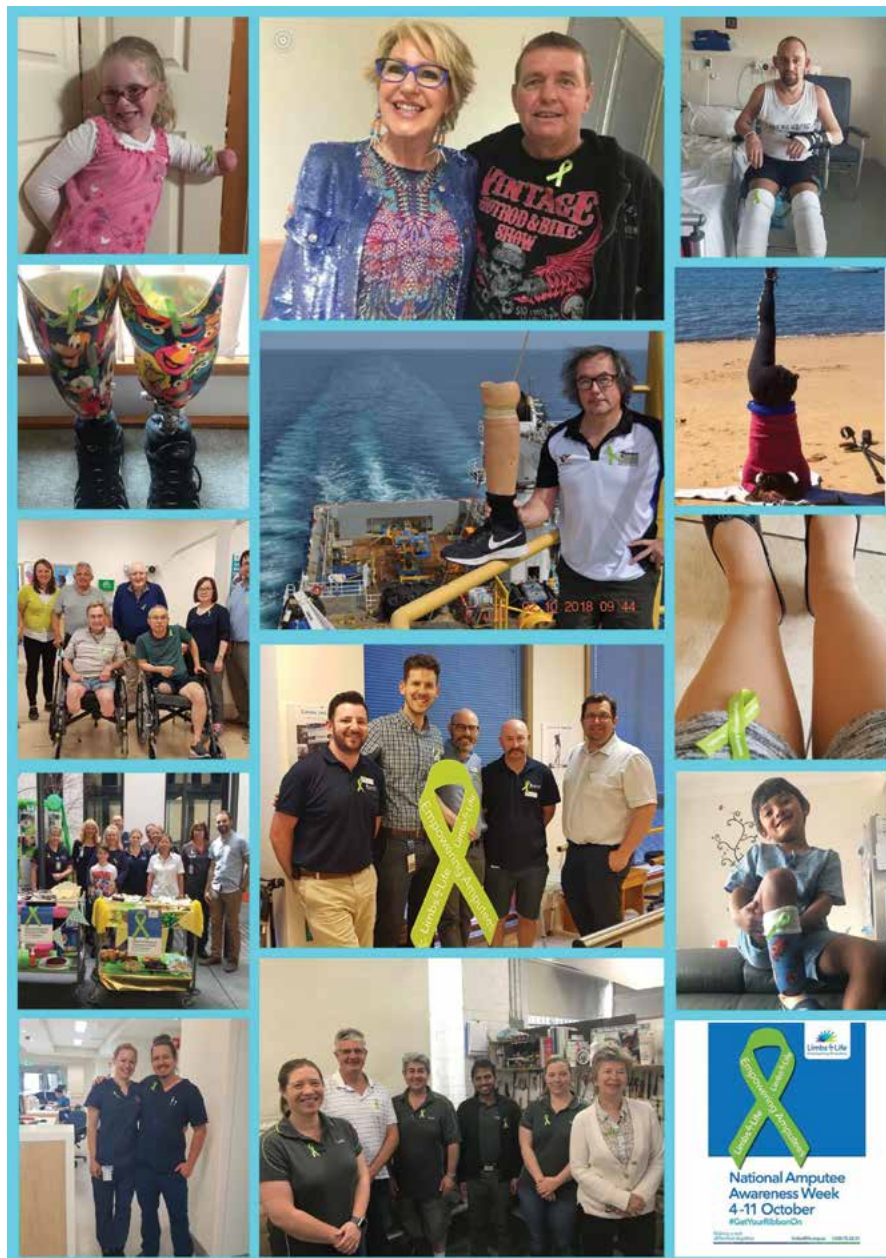


National Amputee Awareness Week

National Amputee Awareness Week (NAAW) is held from 4 – 11 of October each year. This event is a chance to celebrate Australians living with limb loss, raise awareness of amputation, and reduce stigma in the community.

The 2018 NAAW saw Limbs 4 Life hold the second year of our very successful 'Get Your Ribbon On' campaign. In the lead up to the week Limbs 4 Life distributed 11,500 NAAW ribbons, distribute 700 NAAW posters and contact a significant number of politicians. This campaign saw hundreds of amputees, children with limb difference, family members, friends, healthcare providers, teachers, community workers and Members of Parliament wear their ribbon with pride to support Australia's growing limb loss community.

During the week, hundreds of stakeholders wearing their ribbon were posted on social media, hospitals and rehabilitation centres raised awareness and ran fundraisers on our behalf and promoted National Amputee Awareness Week throughout their facilities, and a range of state and federal Members of Parliament also recorded messages and shared short vlogs on social media in honour of the week.





Strategy 3: Maximising existing stakeholder

Limbs 4 Life is committed to meeting the needs of our consumers and stakeholders by delivering programs, developing resources and conducting needs analysis. This is achieved through internal strategic planning, feedback from our limb loss community and engaging partners. During this year Limbs 4 Life demonstrated success in working towards this strategic goal, as outlined below.

National Amputee Advisory Council

The National Amputee Advisory Council (NAAC) was created to provide feedback and recommendations regarding the needs and wellbeing of the Australian amputee and limb loss community. The NAAC is comprised of a range of people living with limb loss and they provide advice and guidance to ensure that Limbs 4 Life is meeting the needs of its stakeholders, influencing policy and establishing strategic partnerships in all states and territories.

During this year the NAAC met six times and presented at the 2019 AMP-ED UP! conference so that delegates got to know who was representing the needs of people in their respective jurisdictions. Over the year the NAAC:

- Worked to determine the content of the AMP-ED Up! conference program and helped to promote it
- Contributed to and provided feedback and recommendations regarding Limbs 4 Life's submission to the Australian Government's Assistive Technology NDIS Joint Standing Committee
- Individually participated in Missing Bits podcast
- Assisted in designing questions contained in the National Airline Security Survey
- Shared stakeholder specific state and territory information
- Reviewed topics for the NDIS South Australian Limb Loss Capacity Building Project
- Participated in media and general awareness raising about limb loss in their communities.



There is **one amputation performed every hour in Australia**. Regardless of the cause of amputation, many individuals who experience limb loss also encounter detrimental psycho-social outcomes which negatively impact on their ability to regain independence and lead fulfilling lives. Consequently, some amputees develop other mental health issues after their amputation. The impact of this disability is not only restricted to the individual but can also impact on their caregivers (family, friends and colleagues).

Limbs 4 Life's Peer Support Program is grounded in extensive national and international research, making it a best practice service. Our Peer Support Program actively supports amputees to:

- Manage fears associated with amputation
- Cope with feelings of vulnerability and depression
- Understand feelings of anxiety relating to body image, self-esteem and sexuality
- Adapt to the adjustment of amputation/s
- Manage the short-term and long-term expectations of living with amputation/s
- Re-engage in recreation, community, activities and employment.

The Limbs 4 Life Peer Support Program is underpinned by governance, policies and procedures developed over many years and revised regularly to ensure that the volunteers, program recipients, staff and organisation are protected and supported. The confidentiality and privacy of volunteers and program recipients are safe guarded at all times. Peer Support Volunteers are thoroughly vetted and take part in formal training prior to being admitted to our 'Volunteer Team'. Our Peer Support Volunteers make face-to-face visits in hospitals, rehabilitation facilities and community settings, as well as make calls where a personal visit is not possible. As much as possible a peer support recipient is matched to a Peer Support Volunteer with respect to gender, location, type of amputation, cause of amputation and culture because the closer the alignment the more successful the outcome.

The Peer Support Program is well regarded and recognised by medical and allied health care professionals who make referrals to the program on behalf of their patients. Professionals engage with the program because it is considered be a formally managed, quality assured and safe one that involves trained and experienced amputees who can "walk the talk".

Throughout the year Limbs 4 Life had the pleasure of:

- Conducting 10 peer support training sessions to 115 people nationally
- Receiving applications from 107 potential new Peer Support Volunteers
- Providing 725 peer support engagements, either face-to-face or over the phone (sometimes the recipient received multiple visits)
- Delivering 16 in-service educational sessions to healthcare providers to promote the benefits and value of early intervention peer support
- Shipped 3,200 'Amputee Welcome Packs' to acute and sub-acute facilities to support new amputees.



Limbs 4 Kids Program

The Limbs 4 Kids program is a national initiative providing support to parents of children born with limb deficiencies and children or adolescents who undergo an amputation early in life. The Limbs 4 Kids program continues to support parents and children in variety of ways.

Limbs 4 Life continued its partnership with the Special Children's Christmas Parties, providing children from the Limbs 4 Kids community with the opportunity to attend these national free inclusive events. All children are treated with gifts on the day, a range of events to take part in, face painting and rides, as well as a chance to meet other children living with limb difference or other disabilities.

Our Limbs 4 Kids Facebook group provides online virtual support to parents and family members, with 534 members at the end of the year. Posts often include parents sharing tips about supporting their child, stories of achievement, and friendship development.

Throughout the year Limbs 4 Life Peer Support Volunteers have delivered education sessions in a range of primary and secondary schools across Australia. The volunteers use these opportunities to promote disability inclusion, educate children on prosthetics and respond to questions about living with limb loss.

To ensure that we continue to inform our community, Limbs 4 Life has a dedicated section in Amplified magazine specifically for parents of children and adolescents living with limb loss, as well as these young people themselves.



Healthdirect partnership

Partnerships are an important way that Limbs 4 Life increases awareness of amputation and limb loss in Australia. Our partners help to ensure that all Australians affected by limb loss have access to evidence-based information and resources to actively manage their own health and wellbeing.

Healthdirect Australia is a key partner assisting Limbs 4 Life to achieve this. Healthdirect Australia is a national, government-owned, not-for-profit organisation that has been helping Australians manage their health and wellbeing for over a decade through a range of different information and advice services.

Limbs 4 Life became a formal Healthdirect partner in December 2018 and has contributed to the development of amputee, amputation and limb loss content and resources on this valuable national health information portal. Healthdirect provides information across a wide range of health matters and is a gateway to a range of partner organisation's websites.



Strategy 4: Innovate current services and resources

Limbs 4 Life takes an evidence-based and a co-design approach to the development of resources, projects and initiatives and we draw upon the knowledge, research and experience of experts and consumer stakeholders to ensure accuracy and appropriateness in our activity. Our goal is to ensure that consumers have access to up-to-date resources to make informed decisions. Limbs 4 Life demonstrated success in working towards this strategic goal, as outlined below.

AMP-ED Up! Conference

In April 2019 almost 200 delegates from around Australia gathered at Limbs 4 Life's inaugural two-day AMP-ED Up! conference in Canberra. Our conference theme of Educate, Empower and Encourage was a meaningful experience for delegates, presenters and exhibitors alike. AMP-ED Up! encompassed pre-conference 'come and try' events, a social welcome event, dynamic keynote speakers, informative presenters and insightful concurrent breakout sessions.

An Exhibition Hall included stands from major prosthetic componentry suppliers including: Ottobock, Össur, Oapl, OPC Healthcare, Massons Healthcare, Hy5 and Taska, along with Osseointegration Australia, Momentum Sport and Rehab, ACT Healthcare, APM Employment and the National Disability Insurance Agency. This enabled conference delegates to learn about prosthetic technologies, ask direct questions and find out about other services to support informed decision making. Limbs 4 Life made a range of videos made during the conference, and will use these as an online accessible learning tool for those unable to attend and for people new to the limb loss community.

Limbs 4 Life is grateful to all the conference sponsors, in particular our major supporters Ottobock and Össur, who generously contributed to AMP-ED UP! and made it an inclusive reality for Australians living with limb loss. We are also appreciative for Disability Conference Funding from the Department of Social Services which enabled us to subsidise delegate registration costs, as well as support amputees and their carers from lower socio-economic backgrounds across Australia attend.

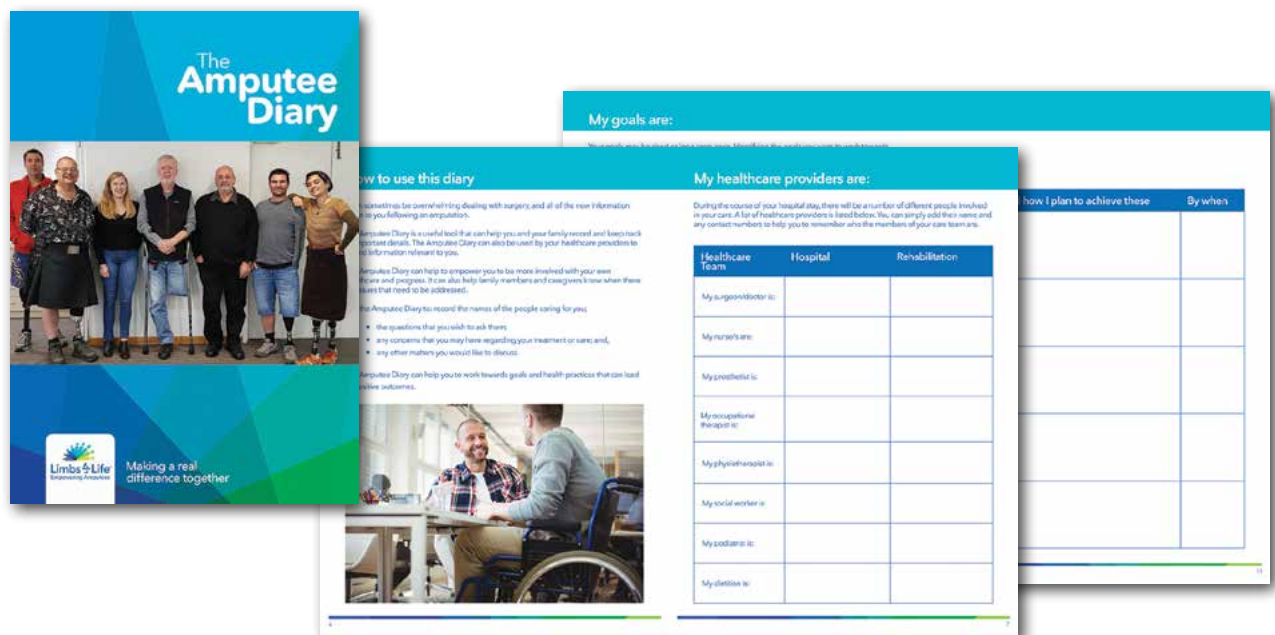
The success of AMP-ED UP! assured Limbs 4 Life that there was a genuine desire from our community to connect, learn and engage in a conference style event and we will be holding our second AMP-ED UP! conference in Melbourne in August 2020.



The Amputee Diary

In response to needs from people with limb loss and to assist their rehabilitation, goal setting process, and support individual confidence building, Limbs 4 Life developed The Amputee Diary in late 2018. The Amputee Diary enables people who have experienced amputation to record questions they may have during their time in acute and sub-acute care settings, as well as document the names and roles of their healthcare providers, list personal outcomes and achievements, record achievements and make notes relating to prosthetic equipment and management during their recovery.

Since its release in October Limbs 4 Life has distributed 3,500 copies of The Amputee Diary to hospitals and rehabilitation facilities across Australia and this publication has been downloaded 426 times from our website. The exponential interest in, and consumer demand for this free resource has been so significant that Limbs 4 Life ordered a second print run in April 2019.



Missing Bits Podcast

Limbs 4 Life launched the Missing Bits podcast during 2018 National Amputee Awareness Week, 2018. The podcasts hosted and recorded by Gary, our long-term Peer Support Volunteer, provide people with another way to access information and listen to the different stories of recovery from some of our Peer Support Volunteers. This type of storytelling is accessible, friendly, informative and popular. Sixteen episodes were featured across Seasons 1 and 2.

In the coming year we look forward to continuing interviews with people with limb loss, as well as diversify the episodes to include interviews with healthcare providers, recreation specialists, prosthetic fashion makers and international guests. Missing Bits downloads following the launch were 691.



Strategy 5: Consumer advocacy

Limbs 4 Life advocates for Australia's limb loss community at individual and systemic levels, and across all jurisdictions. Limbs 4 Life is also committed to assisting individuals to become their own self-advocate through the provision of resources and tips so they can confidently represent themselves. Limbs 4 Life demonstrated success in working towards this strategic goal, as outlined below.

National Disability Insurance Scheme (NDIS)

Prior to the NDIS roll-out Limbs 4 Life took part in the 2011 Productivity Commission Inquiry into Disability Care and Support, using this platform to advocate for the rights and needs of people with limb loss. Limbs 4 Life continues to do so while this transformative scheme is being established. This is being achieved through the sourcing of NDIA funding for initiatives that will improve the socio-economic outcomes of people living with limb loss and advocating for NDIS participant needs at individual and systemic advocacy levels.



NDIS transition pathway support

Limbs 4 Life continues to ensure that people living with limb loss receive accurate and up-to-date information about the NDIS. Limb loss can require complex NDIS-funded assistive technology, services and supports making it vital that Limbs 4 Life assists people to transition into this new scheme as seamlessly as possible. Limbs 4 Life invests significant resources into the provision of:

- **Information.** Guides, checklists, fact sheets and updates regarding the NDIS is regularly communicated via our website, Amplified magazine and social media channels. All resources are developed through a limb loss lens to ensure the information meets the needs of our community, upskilling people to ensure that their Participant Plans reflect 'choice and control' and enabling them to lead an 'ordinary life'. The resources are also of benefit to NDIS Planners, Local Area Coordinators, support agencies and healthcare professionals to assist with the completion of plans that best reflect the needs of adults and children with limb loss.
- **Individual support.** Limbs 4 Life provides direct support to people transitioning into or already in the NDIS. These requests range from the need for generic information through to more complex and nuanced support requirements. During the year Limbs 4 Life invested more than 550 hours of individual NDIS-specific support to people with limb loss or other stakeholders.
- **Individual advocacy.** Limbs 4 Life has been made aware of situations where people with limb loss have had NDIS Participant Plans delayed or supports denied. Where appropriate Limbs 4 Life has worked closely with individuals to identify how to hasten a delay or request a decision review, as well as directly advocating with local Members of Parliament, Ministers and/or Ombudsman agencies on people's behalf.

- Systemic advocacy. Limbs 4 Life systemically advocates for our community of people with limb loss to receive reasonable fit-for-purpose NDIS support. In September 2018 we made a formal submission to the 'Joint Standing Committee on the National Disability Insurance Scheme (Provision of Assistive Technology under the NDIS)' regarding NDIS transition, accuracy of demand for assistive technology, equipment process requests and timeliness of accessibility, and regulatory framework matters. After this submission Limbs 4 Life was invited to the Public Hearing to directly respond to Committee questions, and was attended by our CEO and a National Amputee Advisory Council Member and gave us another government-led platform to further advocate for the assistive technology needs of adults and children with limb loss.

2.6 Limbs 4 Life argued that the lack of information has a flow-on effect to organisations, whose resources become absorbed developing material to assist participants to navigate the Scheme. (10 Limbs 4 Life, Submission 49, p. 14)

2.56 Ms Melissa Noonan, CEO, Limbs 4 Life, argued that replicating the practice in use at the Transport Accident Commission (TAC) in Victoria might be beneficial for the NDIS. (92 Limbs 4 Life, Proof Committee Hansard, 19 October 2018, p. 26)

3.36 We are concerned that due to a lack of education and training for Planners and Local Area Coordinators, as well as staff attrition, this has also caused distress for some Participants who have experienced key items being missed on their Plan. This has been particularly the case where a Participant lacks confidence or capacity to self-advocate and/or is unsure of what AT (or other items/services) would assist them to achieve their goals and aspirations. (35 Limbs 4 Life, Submission 49, p. 8.)

Assistive Technology for All Alliance

In late 2018 Limbs 4 Life was invited to join an Alliance and campaign initiated by the Council on the Ageing (COTA). The purpose of this Alliance is to work towards ensuring that there is an equitable approach to the assessment, provision of information about, and supply of assistive technology (AT) people ineligible for the NDIS (e.g. those aged over 65 years) or insurance-based funding supports. The Alliance ultimately believes that these issues would be best resolved through establishment of a nationally consistent AT program to support people in need.

The Assistive Technology for All Alliance is made up of like-minded organisations who support various diagnostic disability groups including: People with Disability Australia, MS Australia, Vision Australia, Breast Cancer Australia, Motor Neurone Disease of Victoria, Polio Australia, Parkinson's Victoria, Yooralla, and the National Ageing Research Institute.

The purpose of the Alliance will be to listen to the voices of those affected by limited access to AT, raise awareness of the importance of AT for independent living, and lobby Governments for better supports.





Strategy 5: Indigenous support

Limbs 4 Life are yet to commence work on this strategy, however we have successfully established a number of partnerships in this region like: Northern Territory Health, Indigenous Allied Healthcare Australia, Purple House an innovative Indigenous-owned and run health service in the Northern Territory, Northern Territory Primary Health Networks (PHN) and the Aboriginal Medical Service Alliance; the peak body for Aboriginal Community Controlled Health Services.

It is also vital that we engage members of the community and that they play an active role in the development of these support tools to ensure that they are co-designed and culturally safe.



Our people

Board of Management

The Board is comprised of individuals from corporate, community, health, legal, financial and non-profit sectors. Many of our board members have personal links to limb loss and/or other disabilities.

Chairperson

Natalie Sullivan

Deputy Chairperson

Alicia Salvo

Treasurer

Catherine Young (appointed November 2018)

Ordinary Members

Anne Richardson (resigned November 2018)
Helen Connor
Ken Scott (resigned January 2019)
Melissa Noonan (Secretary - non-voting rights)
Mike Flower (resigned June 2019)
Ruth Johnston
Scott Mitchell (appointed November 2018)
Wilma Gallet

Audit and Risk Sub-Committee

Anne Richardson
Alicia Salvo
Catherine Young

Nomination and Remuneration Sub-Committee

Natalie Sullivan
Helen Connor

Marketing and Communications Sub-Committee

Ruth Johnston
Alicia Salvo
Helen Connor
Scott Mitchell

National Amputee Advisory Council

Priscilla Sutton, Australian Capital Territory
Jamie Manning, New South Wales
Shane Grant, Northern Territory
Glenn Bedwell, Queensland
Peter Stringer, South Australia
Lynette Johnson, Tasmania
Ren Gallet, Victoria
Andrew Fairbairn, Western Australia

Staff

Melissa Noonan, Chief Executive Officer
Kylie Franson, Program Manager - Peer Support
Fiona Waugh, Policy and Projects Manager
Andrew Fairbairn Project Manager
Leahe Walker, Administration Officer

Peer Support Volunteers

Limbs 4 Life could not carry out its valuable work without the generosity of our Peer Support Volunteers. These dedicated individuals generously donate their time and share their lived experience of limb loss to support others across Australia just commencing on that journey. Our Peer Support Volunteers are the cornerstone of our organisation and we couldn't achieve our organisational mission and vision without their continuous support.

We acknowledge and thank the hundreds of Peer Support Volunteers for their ongoing support and commitment. Limbs 4 Life firmly believe that the organisation would be nothing without the valuable contribution of our dedicate Peer Support Volunteer team.

Volunteers General

Limbs 4 Life is grateful for the assistance of Prosthetic and Orthotic/Health Science students from La Trobe University who have volunteered their time over the last twelve months.

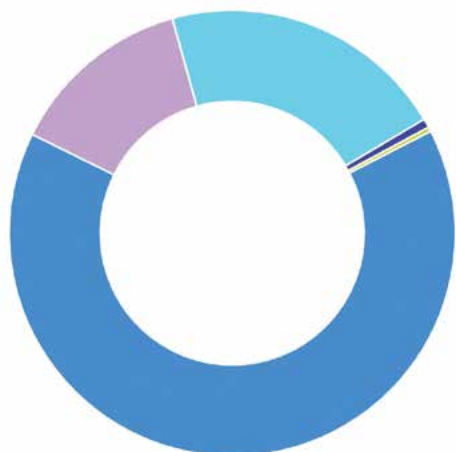
Auditors

JTP Assurance

Financial overview

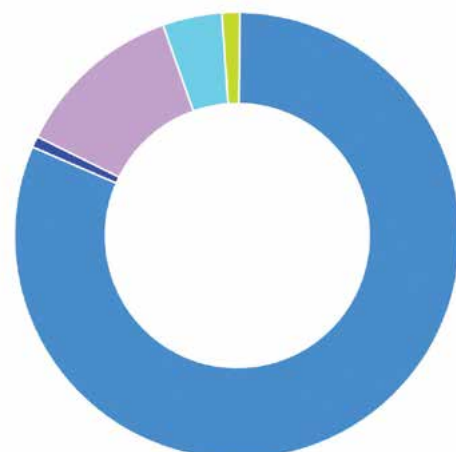
2018 - 2019

Limbs 4 Life continued to demonstrate sound financial management during the 2018 - 2019 financial year. The total income for the year was \$489,660.62 up from 206,765.15 on the previous year. Income was primarily generated from grants, donations from community and corporate supporters along with our event activity.



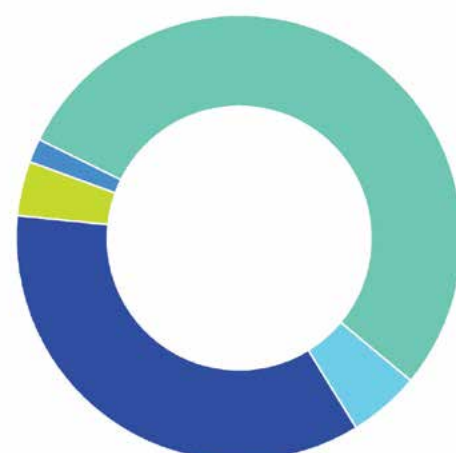
2019 Income

| | | |
|-------------|----------------------------|--------|
| <div></div> | Donations | 13.37% |
| <div></div> | Advertising and activities | 20.81% |
| <div></div> | Consultancy services | 0.64% |
| <div></div> | Interest | 0.33% |
| <div></div> | Grants | 64.85% |



2018 Income

| | | |
|-------------|----------------------------|-------|
| <div></div> | Donations | 12.3% |
| <div></div> | Advertising and activities | 4.3% |
| <div></div> | Other income | 0.8% |
| <div></div> | Interest | 1.3% |
| <div></div> | Grants | 81.3% |



2019 Expenditure

| | | |
|-------------|---------------------------|--------|
| <div></div> | Programs and services | 53.74% |
| <div></div> | Research and evaluation | 5.18% |
| <div></div> | Publications & Activities | 35.41% |
| <div></div> | Compliance | 3.94% |
| <div></div> | Other | 1.73% |

LIMBS 4 LIFE INCORPORATED
ABN 25 116 424 461**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF**
LIMBS 4 LIFE INCORPORATED**Opinion**

We have audited the financial report of Limbs 4 Life Incorporated (the association), which comprises the statement of financial position as at 30 June 2019, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the certification by members of the committee on the annual statements giving a true and fair view of the financial position and performance of the association.

In our opinion, the accompanying financial report presents fairly, in all material respects, the financial position of the association as at 30 June 2019 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements and the requirements of Div 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the association in accordance with the ethical requirements of the *Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code)* that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Emphasis of Matter – Basis of Accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared to assist the association to meet the requirements of the Div 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Australian Charities and Not-for-profits Commission Regulation 2013*. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

Responsibilities of the Committee for the Financial Report

The committee is responsible for the preparation and fair presentation of the financial report in accordance with the financial reporting requirements of the Div 60 of the *Australian Charities and Not-for-profits Commission Act 2012* and the *Australian Charities and Not-for-profits Commission Regulation 2013* and for such internal control as the committee determines is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the committee is responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the committee either intends to liquidate the association or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. Further information about our responsibilities can be found at <http://www.auasb.gov.au/Home.aspx>

We communicate with the directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

JTP Assurance

JTP Assurance
Chartered Accountants

Signed at Melbourne this 18th day of November 2019

Gus Svenson

GUS SVENSON
Partner

Thank you

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Australia, Department of
Communities
National Disability Insurance
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Limbs 4 Life Incorporated is a registered charity and accredited to carry the Australian Charity and Non-Profit Commission

Limbs 4 Life Incorporated

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