promoting bladder and bowel health
OUR VISION

An Australian community free of the stigma and restrictions of incontinence.

OUR MISSION

To represent the interests of Australians affected by, or at risk of, bladder and bowel control problems and act as an advocate for their interests.

To serve all Australians by promoting bladder and bowel health.

This will be achieved by:

- working with consumers, professionals and industry
- facilitating access to continence support services
- providing evidence based information and advice, and
- building the capacity and capability of the workforce
The Continence Foundation of Australia (CFA) is a not-for-profit organisation and the national peak body for incontinence promotion, management and advocacy. The organisation was founded in 1989 by an alliance of health professionals and corporate representatives who wanted to achieve better advocacy and services for people with incontinence.

The CFA has representation across Australia with a branch or resource centre located in each state and territory. Our national office manages the National Continence Helpline, World Continence Week, and education and awareness programs under the Australian Government’s National Continence Program.

The CFA publishes the Australian and New Zealand Continence Journal for health professional members and Bridge consumer newsletter.

The Foundation’s Board of Directors is voluntary and is committed to building a strong organisation dedicated to promoting continence and managing incontinence.

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Fax +61 3 9380 1233
Web www.continence.org.au

OUR MEMBERSHIP

Consumers with incontinence and their carers

Health professionals such as continence nurse advisors, continence physiotherapists, general nurses, GPs and specialists

Organisations with an interest in incontinence

Companies supplying continence-related products

OUR OBJECTIVES

Achieve our mission through partnership and collaboration

Raise awareness of bladder and bowel health through social marketing

Empower consumers to take control and improve health outcomes

Ensure equitable access to continence information and support services

Build the capacity and capability of the specialist and non-specialist workforce

Further develop our policy leadership and advocacy role

Continue to build our future
<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>President</td>
<td>MICHAEL MURRAY MB.BS, MPH, FRACP</td>
</tr>
<tr>
<td>Vice President</td>
<td>IAN TUCKER MBBS, FRCOG, FRANZCOG, CU</td>
</tr>
<tr>
<td>Treasurer</td>
<td>THERESE TIERNEY RN, CRRN (USA), Grad Dip Bus Mgt</td>
</tr>
<tr>
<td>Director</td>
<td>HUGH CARTER</td>
</tr>
<tr>
<td>Elected Ordinary Director</td>
<td>DARRYL KELLY RN, BScN, Post Grad Dip Nursing. MRCNA</td>
</tr>
<tr>
<td>Elected Ordinary Director</td>
<td>GLENICE WILSON RN BSc., MSc., Grad Dip Continence., Grad Cert Mens’ Health, MRCNA Churchill Fellow 1992</td>
</tr>
<tr>
<td>Elected Ordinary Director</td>
<td>JANET CHASE Physiotherapist. PostGrad Cert. (Continence and Pelv. Floor Rehab.), Cert. Management (Health), Doc Physio</td>
</tr>
<tr>
<td>Chief Executive Officer/Secretary</td>
<td>BARRY CAHILL BBus, MHA</td>
</tr>
<tr>
<td>Industry Advisor to the Board</td>
<td>LESLEY BARTON RN, CNA, Diploma of Business, Accredited Workplace Assessor and Trainer</td>
</tr>
<tr>
<td>Solicitors</td>
<td>BRIAN WARD &amp; PARTNERS</td>
</tr>
<tr>
<td></td>
<td>Level 11, 555 Lonsdale Street, Melbourne, Victoria</td>
</tr>
<tr>
<td>Auditor</td>
<td>TIM P MEEHAN</td>
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<tr>
<td></td>
<td>Prospect Accountants</td>
</tr>
<tr>
<td></td>
<td>Office 4, 321 Balwyn Rd, North Balwyn, 3104</td>
</tr>
<tr>
<td>Bankers</td>
<td>ANZ BANK North Carlton, Victoria</td>
</tr>
</tbody>
</table>
## SUB-COMMITTEES TO THE BOARD

### STATE PRESIDENT’S COMMITTEE
- Michael Murray (Chair)
- Irmina Nahon (ACT)
- Margaret Tipper (NSW)
- Kay Josephs (QLD)
- Tess Steel (TAS)
- Judy Sincoc (VIC)
- Christopher Barry (SA) (until Jan 2012)
- Sam Pillay (SA) (from Feb 2012)
- Gail McBean (NT)
- Karen Allingham (WA)
- Barry Cahill (CEO)

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- Barry Cahill
- Frances Correa

### PAEDIATRIC ADVISORY SUB-COMMITTEE
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- Barry Cahill
- Vivienne Corcoran
- Denise Edgar
- Susie Gibb
- Lil Johnstone
- Mark Gibberson
- Frances Connor
- Rowan Cockerell
- Elaine Liebetrau

### AUSTRALIAN & NEW ZEALAND CONTINENCE JOURNAL COMMITTEE
- Prof Mark Weatherall (Chair & Editor)
- Barry Cahill (CFA)
- Jan Zander (NZCA)
- Assoc Prof Pauline Chiarelli
- Assoc Prof Hans Peter Dietz
- Dr Jenny Kruger
- Ms Shona McKenzie
- Dr Margaret Sherburn
- Ms Debbie Rigby
- Assoc Prof Winsome St John
- Dr Vincent Tse
- Assoc Prof Kate Moore
- Prof Beverley O’Connell
- Jacinta Miller (Production Editor)

### BLADDER & BOWEL COLLABORATIVE (BBC) STEERING COMMITTEE
- Barry Cahill (Chair)
- Jacqui Lodewyke (until 30 August 2011)
- Rowan Cockerell (from 22 August 2011)
- Alison McClelland (from 22 August 2011)
- Pauline Chiarelli
- Lisa Wragg
- Phillip Herreen
- Erin Murphy
- Marilyn Woodcock
- Louise Jensen (DoHA) (until April 2012)
- Kamini Muttukumaru (DoHA)
- Marissa Otuszewski (DoHA) (from April 2012)

### CONSUMER ADVISORY COMMITTEE
- Hugh Carter (Chair)
- Elizabeth Kirby
- Barry Cahill
- Frank Ritchie
- Phillip Herreen
- Keith Davies
- Beverley Bird
- Rowan Cockerell

### BOARD OF TRUSTEES SUB-COMMITTEE
- Michael Murray (Chair)
- Therese Tierney
- Hugh Carter
- Darryl Kelly
- Glenice Wilson
- Barry Cahill

### 20TH NATIONAL CONFERENCE ON INCONTINENCE 2011
- Scientific Committee
  - Michael Whishaw (Chair)
  - Janet Chase
  - Susan McCarthy
  - Shan Morrison
  - Michael Murray
  - Leigh Pretty
  - Anna Rosamilia
  - Margaret Sherburn
  - Janie Thompson
  - Ian Tucker
- Organising and Social Committee
  - Barry Cahill
  - Mary Trezise
  - Shan Fleming (Conference Link)
This year saw the Continence Foundation of Australia continue to build on its strong foundations to achieve further successes in its representation of the 4.8 million Australians affected by bladder and bowel control problems.

For the first time in its 22-year-history, the Foundation this year undertook a national TV advertising campaign to promote its services and key messages to a wider audience. In addition to alerting viewers experiencing incontinence about the existence of the Helpline, making terms such as bladders and bowels commonplace in viewers’ lounge rooms will go a long way to destigmatising the issue.

In another major achievement, the Foundation this year convened its biggest National Conference on Incontinence, with 730 people attending and 627 taking part in workshops. The four-day conference, held in Melbourne, featured 34 guest speakers, including four leading international experts, with topics covering the physical and psychological effects of incontinence.

The Continence Foundation also successfully hosted the launch of World Continence Week in June, again joining forces with the International Continence Society to promote the initiative as a global event. This year’s theme was Healthy Bladder and Bowel Habits, with the five habits promoted under the slogan, *Improve your bottom line*. It was an honour to have the Minister for Mental Health and Ageing, Mark Butler, officially launch the program of events in the presence of the 100 guests attending the breakfast, held in Melbourne on Friday, June 22.

The launch featured several key projects initiated by the Foundation, including:

- **Healthy Bladder and Bowel Habits in Schools:** This was the year’s key project of the Bladder and Bowel Collaborative, aiming to increase awareness and understanding of healthy bladder and bowel habits in Australian primary schools and to improve or maintain the standard of school toilets. A key part of the project was the development of the Toilet Tactics Kit, an instructive resource for teachers, students and parents.

  With the support of the Victorian and South Australian education departments, the Toilet Tactics Kit was piloted in six primary schools. Pleasingly, all of the schools indicated they would undertake the project again, and the Foundation has since received many registrations of interest from schools across the nation.

- **The Australian Continence Exchange (ACE):** This is an online clearinghouse designed to assist health professionals in their approach to continence health management. The site provides access to information resources, as well as professional development through educational opportunities, and sharing ideas and information via the online forum.

  • **ATSI flip charts:** This year the Foundation relaunched Men’s Business and Women’s Business, the Aboriginal and Torres Strait Islander educational flip charts. The A3 male and female flip charts have been designed as a visual tool to assist ATSI health care workers when discussing continence issues with Aboriginal and Torres Strait Islander people from rural/remote communities who have limited access to continence services.

Successful events such as the annual conference and World Continence Week are key components of the Foundation’s commitment to foster strong partnerships with stakeholders. Naturally, among the Foundation’s most important stakeholders are its members, who are so vital in supporting the ongoing work of raising awareness and destigmatising incontinence. This year saw the introduction of a new online renewals process, enabling members who choose this option to view and edit their personal details, manage their membership account and benefits, and pay online. An online registration process has also been completed for new members.

Online innovations also extended to the National Continence Helpline, an initiative of the Australian Government and managed by the Foundation. People can now use an online booking system via the Foundation’s website to request a call back at a time and location that is convenient to them. This facility supports the Foundation’s commitment to make the Helpline accessible to all Australians.

These are just some of the year’s achievements highlighted in this report, none of which would have been possible without the hard work and dedication of many people.

Under our constitution, one of three Ordinary Directors elected by the members retires from office at every AGM. In 2011, Glenice Wilson was re-elected to the board as an Ordinary Director. I also extend my gratitude to all the state presidents, resource centre managers, advisory and sub-committee members, and all the members who have contributed to this year’s outcomes. Thanks also to our corporate supporters, who have also assisted us with so many projects throughout the year.

Finally, on behalf of the National Board and membership, I wish to thank the dedicated team at our national office, ably led by our chief executive officer, Barry Cahill. Under Barry’s leadership, the Foundation continues to innovate and demonstrate positive change for people living with continence related issues.

*Signed*

Associate Professor Michael Murray
August 2012
CFA BOARD OF DIRECTORS COMMITTEES

State Presidents’ Meetings
Regular meetings throughout the year have been held between the national president and the state presidents. The meetings provide an important communication link between the national board and state branches. One face-to-face meeting of state presidents and the board is scheduled to be held during the national conference. Thank you to all state presidents for their support of the Foundation’s activities and staff of national office throughout the year.

Paediatric Advisory Sub-Committee
The Paediatric Advisory Sub-committee (PASC) is a sub-committee of the board. A multi-disciplinary committee, the membership represents professionals who participate in the care of children with incontinence problems. The primary purpose of PASC is to advise and guide the CFA in the development and implementation of policy for childhood continence and the provision of specialist expertise on projects undertaken by the CFA that have a paediatric focus. The CFA and PASC continue their close association with the ICCS and planning is currently underway with a joint conference being held from 10–13 September 2014 at the Cairns Convention Centre, Queensland.

Consumer Advisory Committee
The CFA Consumer Advisory Committee is dedicated to advising the CFA board on strategies to enhance and promote consumer and community participation in the development, implementation and evaluation of activities.

The board would like to thank committee members for their invaluable input into our planning over the past 12 months. Consumer Advisory Committee members have been active participants on the Steering Committees for projects administered by the CFA and funded by the Department of Health and Ageing under the National Continence Program.
Bladder Bowel Collaborative

The Continence Foundation of Australia (CFA) is supported by the Australian Government Department of Health and Ageing, under the National Continence Program (NCP), to implement the Bladder Bowel Collaborative (BBC) program, ensuring that the focus on community education and awareness is supported by the up-skilling of specialist and non-specialist continence health professionals.

Under the BBC, the CFA continues to deliver a wide range of national programs and activities, including, but not limited to:

- Every Body's Business health professional forums;
- Paediatric continence education forums;
- Consumer forums, delivered by CFA-employed health promotion officers at the state level, and supported by state-based continence resource centres;
- Development of resources for health professionals (e.g. Australian Continence Exchange – www.continenceexchange.org.au);
- Online education resources, courses and forums for both health professionals and consumers;
- Publications, including the Australian and New Zealand Continence Journal (for health professionals) and Bridge (for consumers);
- Resources for special-need groups, including targeted tools for ATSI health care workers, and the special project for 2012–13, targeting education and awareness in Culturally and Linguistically Diverse (CALD) communities;
- Partnering with organisations to deliver awareness campaigns across the lifespan (e.g. Healthy Bladder and Bowel Habits in Schools and the Toilet Tactics Kit);
- Management of the National Continence Helpline (freecall™) 1800 33 00 66; and
- Co-ordination of national World Continence Week activities.

The CFA is very proud of the supportive relationship with the Australian Government Department of Health and Ageing, and through the NCP funding, allows the CFA to meet its commitment to contribute to public and health professional education, public debate and community consultation, providing advocacy for its members and the organisation's constituents.

Community Sector Support Scheme

As the national peak body for continence, the CFA in recent years has received funding from the Department of Health and Ageing’s Community Sector Support Scheme (CSSS). The funding agreement includes detailed key performance indicators and it is pleasing to report that we have met all measures of performance set for the 2011–12 year.

During the year under review, the Australian Government introduced new arrangements to fund many of the nation’s health priorities, including the CSSS program as part of the health reform agenda. The new funding arrangements consolidated CSSS within the Health System Capacity Development Fund (HSCDF). The CFA submitted a proposal for funding under the new guidelines for the HSCDF in December 2011.

In June 2012, the CFA was advised that our proposal had been accepted and, subject to successful contract negotiations, the CFA will receive funding for a further initial period of three years, ending 30 June, 2015. The new funding agreement includes reporting milestones, budget and performance requirements and outcomes to be achieved.
MARKETING AND COMMUNICATIONS

Community Service Announcement

An elderly woman slowly makes her way along the street, passing a woman on her morning run, students walking to school and a mother-of-two young children returning home from an outing. It could be a typical morning in any suburban street, but this scene was viewed by millions of people across the nation.

The CFA’s first television advertisement was designed to highlight the prevalence of incontinence and dispel the myth that it is a natural part of ageing or an issue restricted to the elderly. Given the prevalence of bladder or bowel control problems – at any age or life stage – any one of the actors could be the one in four Australians over 15 years affected by incontinence.

The advertisement aired on Channel 7, 7TWO, pay TV, and in regional Australia during May and June, appearing on 3490 occasions. Many of these were unpaid bonus spots donated by the networks, helping the CFA to raise awareness of the issue among millions of Australians, and resulting in hundreds of phone calls to the National Continence Helpline.

Enquiries about the advertisement were even received from as far away as the UK, after the video was uploaded on YouTube.

The CFA also secured an advertorial on Channel 10’s program The Circle. The four-minute advertorial featured physiotherapist Shan Morrison discussing the Healthy Bladder and Bowel Habits campaign, and aired on two days during World Continence Week.

The TV promotion was supported by a poster campaign, with 150 large billboards promoting the Helpline in 50 national shopping centres during May and June. Again, this provided exposure to millions of Australians, and prompted more calls to the Helpline.

Membership

2012 saw the introduction of the Foundation’s new online renewals process where members can view and edit their personal details, manage their membership account and benefits, and pay online via ANZ eGate, a secure payment site. A range of other payment options are also made available, while for members not wishing to create an online membership account, the paper-based option to renew by form is still available.

After much work behind the scenes, the online process for individuals and organisations wishing to become a new member of the Continence Foundation is now also available online. Full details on becoming a new member, along with all of our membership renewal options, are available at: www.continence.org.au/pages/membership.html

Thank you to all those members who renewed for 2012–13 and welcome to all of our new members. We look forward to working with you in the year ahead. It’s fantastic to see such a healthy membership base, as our members are vital in supporting the ongoing work of the CFA in raising awareness of and de-stigmatising incontinence.
World Continence Week (WCW) is a recent initiative of the International Continence Society, and is co-ordinated in Australia by the Continence Foundation of Australia (CFA). This year’s campaign focused on healthy bladder and bowel habits. The slogan of *Improve your bottom line* was widely promoted in media and via promotional collateral.

The national launch of WCW took place on Friday 22 June 2012, with the program featuring:

- The Hon Mark Butler MP, Minister for Mental Health and Ageing, Minister for Social Inclusion, officially launching the campaign; and
- Dr Frances Connor, paediatric gastroenterologist, presenting on childhood incontinence in schools.

Launched at the event were:

- resources from the Healthy Bladder and Bowel Habits in Schools project;
- results from the pilot of the Toilet Tactics Kit;
- Australian Continence Exchange; and
- Men’s Business and Women’s Business – Aboriginal and Torres Strait Islander educational flip charts.

### Healthy Bladder and Bowel Habits in Schools

The Healthy Bladder and Bowel Habits in Schools project was the key project of the Bladder Bowel Collaborative (BBC) during the 2011–12 financial year, with the aim to increase awareness and understanding of healthy bladder and bowel habits in Australian primary schools.

The Toilet Tactics Kit is the key resource developed from the project and seeks to motivate children to adopt healthy bladder and bowel habits by empowering them through education and knowledge. This is built on the premise that many lifelong attitudes, beliefs and behaviours begin in childhood and that instilling positive behaviours at a young age may help to negate issues later in life.

It is also important that parents and teachers gain a better understanding of children’s bladder and bowel health and we hope to achieve this through Toilet Tactics. Toilet Tactics is based on the concept of the successful Bog Standard campaign by ERIC in the UK, who the CFA consulted with early in the project and granted permission to use their concept.

The Toilet Tactics Kit is a fun, free, user-friendly kit designed to help promote healthy bladder and bowel habits in Australian primary schools, and to improve or maintain the standard of school toilets.

With the support of the Victorian and South Australian education departments, the kit was piloted in early 2012 with six primary schools. The schools represented a mix of rural and urban, large and small, and culturally diverse schools. The CFA was in regular contact with the pilot schools to ensure they were appropriately supported and comfortable with the process.

The pilot was evaluated with teachers and students completing surveys and providing feedback on the kit. The results of the pilot were outstanding with all schools indicating they would undertake the project again.

The Toilet Tactics Kit was launched at the World Continence Week breakfast June 2012 and is now available to all Australian primary schools. Health professionals and schools can register for their free copy of the kit from the National Continence Helpline or by visiting the CFA website.

Additional resources for health professionals were also launched at the WCW breakfast. These resources include a children’s bowel diary and continence care plan, which are designed to complement existing tools. These resources are available to download at www.continence.org.au
Australian Continence Exchange (ACE)

The Australian Continence Exchange (ACE) is an online clearinghouse designed to assist health professionals in their approach to continence health management. The site provides access to information resources, as well as professional development through educational opportunities and sharing ideas and information via the online forum.

The goal of ACE is to connect health professionals with resources and professional expertise to improve the assessment, treatment and management of incontinence.

Funded by the Australian Government Department of Health and Ageing under the National Continence Program, ACE is a collaboration between key continence organisations in Australia. It is administered by the CFA.

To visit ACE go to www.continencexchange.org.au

Aboriginal and Torres Strait Islander Flip Charts

The male and female A3 flip charts were launched at the World Continence Week breakfast in June 2012.

The flip charts have been designed for use by Aboriginal and Torres Strait Islander health care workers when discussing continence issues with Aboriginal and Torres Strait Islander people from rural/remote communities who have limited access to continence services.

The aim is to educate Indigenous communities about continence issues and break down the shame barrier around incontinence for Aboriginal and Torres Strait Islander people.

The flip charts are being distributed via a targeted strategy that ensures that all relevant health services are aware of their availability and the purpose for which they have been designed. The series of Aboriginal and Torres Strait Islander brochures will also be made available with the flip charts.

National Health Promotion Officers

The five state-based national health promotion officers (HPOs) have implemented an impressive array of bladder and bowel health promotion activities during their first 12 months, including consumer education forums, health and fitness professional education forums and attendance at key expos and conferences (as illustrated in the table below).

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<tr>
<th>National activity</th>
<th>Number</th>
<th>Reach/exposure</th>
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<td>Consumer forums</td>
<td>89</td>
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<td>Health/fitness</td>
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<tr>
<td>professional forums</td>
<td>31</td>
<td>1,210 professionals</td>
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<tr>
<td>Expos/conferences</td>
<td>59</td>
<td>20,000+ people</td>
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</table>

All HPOs ensure that they work closely with the key target groups under the Bladder Bowel Collaborative.

Our HPOs are:

- Western Australia – Anna Vuko who commenced on 18 June 2012 based at the WA Continence Advisory Service, replacing Katie Miliauskas;
- Victoria – Lauren Jordan, based at the Victorian Continence Resource Centre;
- Queensland – Tracey Sparks, based at Carers QLD Mt Gravatt Office;
- South Australia – Kate Kameniar, located at the SA Continence Resource Centre; and
- New South Wales – Barbara Scales, located at the NSW Continence Promotions Centre.
INFORMATION AND ADVICE

National Continence Helpline

The National Continence Helpline (NCHL) is a telephone advisory service funded under the Australian Government’s National Continence Program.

The Helpline is a free service staffed by a team of continence nurse advisors who provide confidential information and advice about the diagnosis, treatment and management of incontinence.

In 2011–12, the National Continence Helpline received 26,225 calls from consumers, carers and health professionals. Consistent with ABS data, the majority of these calls were received from New South Wales, Victoria and Queensland, with more than half of the callers reporting learning of the Helpline through a printed resource. This aligns with the fact that more than one million continence resources were ordered via the Helpline during this period.

Website

The website received 161,423 visits during the year, with the average visit duration longer than three minutes and visitors browsing approximately four pages per visit. More than twothird of the visits (72%) were from new visitors and just under one third (28%) from returning visitors.

The most frequently accessed pages on the website were the home page, the Bristol stool chart, the resource order page and the Continence Aids Payment Scheme page. The combined total number of views of these pages accounted for more than 25 per cent of all pages viewed.

The distribution of resources via online orders and electronic downloads are highly utilised functions of the website, which has been adopted by a core group of users, predominantly comprised of health professionals. More than 20,000 resources were download from the website.

Incontinence Support Forum

The Incontinence Support Forum is live and moderated by consumers and continence health professionals. The forum is available to people living with or who are caring for a person with bladder and bowelcontrol problems.

Individuals can talk openly about the issues surrounding incontinence and ask questions in an anonymous and safe environment. The forum allows people to share their experiences with others and gain peer support and advice. In turn, these same stories provide support to others, as reading them can lessen their own feelings of isolation.

Go to: www.continence.org.au/forum
WORKFORCE SUPPORT

20th National Conference on Incontinence

Hosted by the CFA on an annual basis, this multidisciplinary conference provides a platform for the latest research in the field of incontinence, featuring both national and international speakers.

The conference was held at Crown Conference Centre, Melbourne, 16–19 November, 2011. The conference had a total of 730 delegates registered for the four-day conference, with workshop registrations totalling 627. This result ranks the conference the best in the CFA’s 22 year history.

Planning for the conference program was informed by recommendations from the 2010 event and the 2011 conference has been formally evaluated. Similar feedback and evaluation is undertaken for all educational forums.

The program showcased the latest research in incontinence, featuring a number of renowned international speakers including the UK’s Professor Christine Norton, Professor James Gillespie, Professor Alan Cottenden, Norway’s Professor Kari Bø and Dr Yves Héloury from Melbourne. These speakers, in combination with local presenters helped deliver an interesting and varied range of topics, reflecting the continued diversity within the field of incontinence.

National Continence Scholarships Program

The Continence Foundation, with funding under the Bladder Bowel Collaborative, sponsored 10 health professionals to attend the 20th National Conference on Incontinence. The scholarships targeted on health professionals working in rural and remote communities.

The aim of the scholarship program was to support health professionals working in continence care (or with an interest in continence care) to up-date their knowledge and skills in continence diagnosis, treatment and management.

The 2011 National Continence Scholarships Program was awarded to five nurses and five physiotherapists, supporting them to attend the 20th National Conference on Incontinence in Melbourne.

Scholarships were awarded to:

- Kristy Andrew, continence and women’s health physiotherapist (VIC);
- Claire Conaghan, physiotherapist (QLD);
- Hannah Graetz, continence and women’s health physiotherapist (NT);
- Sandra Ilett, continence nurse advisor (QLD);
- Meagan Kelly, physiotherapist (NSW);
- Bernie Lambert, continence nurse advisor (NSW);
- Jacqui Murdoch, continence and women’s health physiotherapist (VIC);
- Jenny Pechev, continence nurse advisor (NT); and
- Rosemary Crabb, continence nurse advisor (SA)

(sadly the CFA was advised that Rosemary passed away in January 2012)

21st National Conference on Incontinence

The 21st National Conference on Incontinence is a joint meeting with IUGA and UGSA making it a truly international event that will attract delegates from Australia and around the world. Visit www.IUGA2012.com for more information.
Every Body’s Business Forums

Every Body’s Business forums are a key education and awareness raising activity under the Bladder Bowel Collaborative. These forums target health professionals in order to raise awareness about incontinence and bladder and bowel health.

Forums were held in:
- Victor Harbor (SA): Aged care and incontinence;
- Perth (WA): Exercise and the pelvic floor;
- Darwin (NT): Continence promotion and care; and
- Hobart (TAS): Assessing, managing and motivating your continence clients.

The forums were attended by a total of 356 health professionals, 12 peak bodies and 37 industry groups.

Every Body’s Business is supported by a strong network of partnerships, which include peak body and industry groups. Examples of organisations the Continence Foundation partnered with include:
- Alzheimer’s Australia;
- beyondblue;
- Cancer Council;
- Arthritis Foundation of Australia;
- Jean Hailes Foundation;
- National Stroke Foundation; and
- Diabetes Australia.

Paediatric Continence Education

The CFA, through the expertise of its Paediatric Advisory Sub-Committee and local working groups, runs a bi-annual paediatric continence education program targeting specialist and non-specialist continence professionals with an interest in paediatric continence care. The forums aim to up-skill and support the paediatric continence workforce and to provide equitable access to paediatric continence education and training across Australia.

Two paediatric continence education forums were held:
- Melbourne (VIC): Daytime bladder dysfunction in children; and
- Adelaide (SA): Nocturnal enuresis workshop.

These forums were attended by a total of 201 people comprising 173 health professionals and 28 industry representatives.

Accredited Continence Education

The CFA delivered 15 accredited continence education courses under the education and training portfolio of the Bladder Bowel Collaborative.

These courses, delivered in association with The Benchmarque Group, were met with a high level of interest and offered an alternative mode of education to Every Body’s Business forums or attendance at the National Conference on Incontinence.

In 2011–12, Certificate II in Continence Promotion and Care courses were delivered to indigenous health workers or health workers that work with indigenous people in:
- Kalgoorlie (WA);
- Lake Tyers (VIC);
- Cherbourg (QLD); and
- Port Augusta (SA).

Courses were delivered to practice nurses, community nurses and residential aged care workers in:
- Brisbane (QLD);
- Adelaide (SA);
- Darwin (NT) – two courses;
- Perth (WA) – two courses;
- Melbourne (VIC) – two courses;
- Sydney (NSW) – two courses; and
- Canberra (ACT).
Australian and New Zealand Continence Journal

Editor
Prof Mark Weatherall MBChB, BA, FRACP, MApplStats, Geriatrician, President NZCA

As only the fifth editor in the history of the Australian and New Zealand Continence Journal, I was pleased to nominate for the role and to follow on from the excellent work of Professor Peter Dietz and Associate Professor Pauline Chiarelli.

My first duty as incoming editor was to host a writing workshop in Melbourne as part of the workshop program during the National Conference on Incontinence 2011. It was heartening to see the enthusiasm among those who attended. Thank you to Winsome St John, Jacinta Miller and Australasian Medical Writers Association education officer Dr L.E. Ohman who presented at the workshop.

During this past year, the Journal has published papers on a variety of topics relating to various disciplines and some novel research relating to constipation and bowel function.

I have been pleased to receive papers and guest editorials from international authors and to mentor novice authors to publication. The challenge of our Journal is to meet its aim to provide interest to as many of its readers as possible, while retaining the scientific rigour necessary to sustain and increase its standing. I believe that the high calibre of editorial writers and the unstinting support of committee members enable the editorial committee to meet these challenges.

As the Journal is a niche publication and is particular to our region, another of our challenges is to convince researchers to take the first step towards publication in such a specialised publication. The challenge continues to gain acceptance into esteemed bibliographical databases so that academic authors can meet their institutions’ requirements for cited publications. To this end, the committee continues to promote it and to be rigorous in processing papers for acceptance, while at the same time continuing its mission to support novice authors.

As Associate Professor Chiarelli noted in her 2011 report, we made a submission to the Australian Research Council’s Excellence in Research for Australia (ERA) Consultation Review in March 2011. The Journal had received a C-ranking, which the committee did not feel represented its calibre as a multidisciplinary, peer-review publication. Following the review, the Australian Research Council dispensed with the ranking system and we continue to be listed with the Field of Research code 11 – Medical and Health Sciences. The ERA process continues and the editorial committee will participate as required.

This past year has provided a further insight into the working of the Journal and the committee, and I thank production editor Jacinta Miller, the very capable editorial team at Cambridge Media, and all editorial committee members for their assistance. The Journal would not be possible without the support of the Continence Foundation of Australia, the New Zealand Continence Association and the Australian Government and so I thank Barry and Jan for your support.

Ehara taku too, he taki tahi, he toa taki tini
(It is not my success; it is the success of us all working together)

Bridge Magazine

Bridge is the quarterly consumer magazine of the CFA, promoting bladder and bowel health awareness, and consumer-focussed initiatives of the National Continence Program, including the National Continence Helpline.

The four editions of Bridge produced in the year covered by this report reflect an evolution in design and content. Editions are no longer tied to a topic, and are instead responsive to events and research in the continence world. This approach enables the CFA to include at least one article of interest for each target group, and as such, cater to a broader range of consumers.

The content has also been diversified to incorporate contributions from consumers and clinical and allied health groups, further strengthening relationships with stakeholders. Regular features include the latest in news and research in the area of bladder and bowel health, and a Q&A section by the National Continence Helpline co-ordinator.

The magazine has been expanded from eight pages to 12 pages to accommodate the expanded content, and feedback regarding the style has been overwhelmingly positive, from both members and industry.

In the news

In the news was launched as the Foundation’s membership magazine in November 2011 and is distributed quarterly in hard copy and electronic formats.

With so many activities and events occurring throughout Australia, the Foundation felt it was helpful to create a publication encompassing all of these events, many of them generated by CFA state branches and resource centres, as well as the health promotion officers. Highlighting these events enables members to attend or to promote events or resources to colleagues, and encourages communication with one another. It also allows the CFA national office to update members about special projects, developments and educational forums and workshops.
COMMUNITY SUPPORT

Carer of the Year Award

The Carer of the Year award acknowledges the invaluable role that carers play in looking after people with bladder and bowel control issues and is open to all unpaid carers looking after a person affected by incontinence.

We were pleased to announce that the 2011 Carer of the Year was Tony Saffigna, of Mulgrave, Victoria. Tony was nominated for the award by Queensland nurse Leonie Mulheran, who met the family on a flight six years ago and has maintained a long-distance friendship through phone calls and occasional visits.

“Tony is just amazing,” Leonie said. “I don’t know any other story that is quite as sad but at the same time, also quite as happy.”

Thirteen-year-old twins Tegan and Glenys Saffigna can’t talk, dress themselves or eat most foods. But in the eyes of their proud father, Tony, they are no different from any other children – they love to be cuddled, play games and read to. The girls were born 14 weeks premature, after an ultrasound diagnosed twin-to-twin syndrome, where blood passes from a single placenta disproportionately from one identical twin to the other. As a result, both were born with mental and physical disabilities. Tegan, who weighed just 601 grams at birth, suffered a brain injury in utero and is legally blind. Glenys had a cerebral bleed, lost a kidney and then both feet. Mobility, eating, communicating and continence are daily issues, and the girls will need full-time care for the rest of their lives.

Tony left his job in 2009 to care for his daughters and his wife Judith, who was battling ovarian cancer. Sadly, Judith died in August 2009, leaving Tony as the sole carer for Tegan and Glenys, and the couple’s 16-year son, Dylan. Tony ensures the girls have adequate continence aids, as well as managing medications, feeding, toileting, bathing, clothing, and managing all the general household tasks, such as cooking, cleaning and washing. He also finds time to help out with general maintenance at the girls’ school. And although he was “honoured” to be named CFA’s Carer of the Year, Tony said he did not believe he deserved special attention.

“I’m not going to wave the white flag,” Tony said. “People say, ‘you do an amazing job,’ but it’s just in me. It’s something I would never think about not doing, and if that means sacrificing my life to a degree, and I guess I have, then so be it.”

Tony, along with his son Dylan and family friend Cheryl Elliott, attended the national conference dinner to accept the award.

Kidsflix

Kidsflix (Victoria) is a free movie day for children with a disability or special needs and their families/carers, and is the key fundraising activity of the Continence Foundation. Kidsflix is managed by Arthritis South Australia and proceeds from the initiative are used to support paediatric incontinence research, education and promotion.

In 2011–12, there were three Kidsflix events, which were held at Geelong, Richmond and Chadstone in Victoria. The initiative was also supported once again by a donation of $8,500 from The Marion & E.H. Flack Foundation.

Our thanks to TENA for sponsoring the 2011 Continence Carer of the Year Award
INDUSTRY SUPPORT

Industry Advisor to the Board
The appointment of an Industry Advisor to the Board has meant ongoing liaison at Board level with a representative from the continence products industry sector. This allows the Board of Directors and management to benefit from informed corporate opinion nationally.

Lesley Barton of Bunzl continued in this role in 2011–12. Her broad industry experience and her background as a continence nurse advisor has proved valuable to the CFA.

Kimberly-Clark support
Kimberly-Clark Australia for the eighth consecutive year confirmed their ongoing support for the activities of the CFA through a further grant from their Community Care Sector Program. Emi Loveday, NSW Business Development Manager, Personal Care, presented the cheque for $10,000 to Michael Murray at the 2011 AGM in Melbourne.

Jan Paterson Awards
The Jan Paterson Awards at the 20th National Conference on Incontinence were presented to the following presenters:

Best paper: Deborah Virtue – A reliability study of two-dimensional transperineal ultrasound measurement of pelvic organ prolapse


Our thanks to Norgine for sponsoring the 2011 Jan Paterson Awards

Marg Sherburn accepting the best paper prize on behalf of Debra Virtue from Norgine’s Bruno D’Agostino

Pauline Chiarelli accepting her best poster prize from Bruno D’Agostino

Kimberly-Clark supporting CFA for the eighth consecutive year
FINANCIAL STATEMENTS
2011–12
## STATEMENT OF COMPREHENSIVE INCOME

For the year ending 30 June 2012

<table>
<thead>
<tr>
<th>Note</th>
<th>2012 $</th>
<th>2011 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>REVENUE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conference and Seminars</td>
<td>693,320</td>
<td>563,524</td>
</tr>
<tr>
<td>Interest</td>
<td>274,402</td>
<td>162,738</td>
</tr>
<tr>
<td>Membership Fees</td>
<td>88,243</td>
<td>79,773</td>
</tr>
<tr>
<td>Programs</td>
<td>3,204,272</td>
<td>2,807,743</td>
</tr>
<tr>
<td>Peak Body Status Funding</td>
<td>166,840</td>
<td>163,954</td>
</tr>
<tr>
<td>Other</td>
<td>67,057</td>
<td>161,154</td>
</tr>
<tr>
<td>Profit on sale of asset</td>
<td>4,110</td>
<td>–</td>
</tr>
<tr>
<td><strong>Total Operating Revenue</strong></td>
<td>4,498,244</td>
<td>3,938,886</td>
</tr>
<tr>
<td>Kidsflix – Fundraising</td>
<td>202,978</td>
<td>184,054</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>4,701,222</td>
<td>4,122,940</td>
</tr>
<tr>
<td><strong>EXPENDITURE</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conference and Seminars</td>
<td>475,518</td>
<td>391,358</td>
</tr>
<tr>
<td>Depreciation</td>
<td>100,062</td>
<td>102,260</td>
</tr>
<tr>
<td>Programs</td>
<td>3,204,272</td>
<td>2,807,743</td>
</tr>
<tr>
<td>Salaries and Oncost</td>
<td>114,755</td>
<td>94,140</td>
</tr>
<tr>
<td>Other</td>
<td>13,851</td>
<td>53,624</td>
</tr>
<tr>
<td><strong>Total Operating Expenditure</strong></td>
<td>3,908,458</td>
<td>3,449,125</td>
</tr>
<tr>
<td>Kidsflix</td>
<td>179,460</td>
<td>165,501</td>
</tr>
<tr>
<td><strong>Total Expenditure</strong></td>
<td>4,087,918</td>
<td>3,614,626</td>
</tr>
<tr>
<td><strong>Surplus before income tax</strong></td>
<td>4</td>
<td>613,304</td>
</tr>
<tr>
<td>Income tax expense</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td><strong>Surplus after income tax</strong></td>
<td>613,304</td>
<td>508,314</td>
</tr>
<tr>
<td><strong>Other comprehensive income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Other comprehensive income for the period, net of income tax</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td><strong>Total comprehensive income for the period</strong></td>
<td>613,304</td>
<td>508,314</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
## STATEMENT OF FINANCIAL POSITION
As at 30 June 2012

<table>
<thead>
<tr>
<th>Note</th>
<th>2012 $</th>
<th>2011 $</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and Cash Equivalents</td>
<td>5</td>
<td>5,080,003</td>
</tr>
<tr>
<td>Kidsflix – SA Bank</td>
<td>5</td>
<td>127,346</td>
</tr>
<tr>
<td>Receivables</td>
<td>6</td>
<td>177,284</td>
</tr>
<tr>
<td>Prepayments</td>
<td></td>
<td>2,026</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td></td>
<td>5,386,659</td>
</tr>
<tr>
<td><strong>Non Current Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Property, Plant and Equipment</td>
<td>7</td>
<td>136,958</td>
</tr>
<tr>
<td>Security Deposit</td>
<td></td>
<td>31,640</td>
</tr>
<tr>
<td><strong>Total Non Current Assets</strong></td>
<td></td>
<td>168,598</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td></td>
<td>5,555,257</td>
</tr>
<tr>
<td><strong>LIABILITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>8</td>
<td>541,682</td>
</tr>
<tr>
<td>Kidsflix – SA</td>
<td></td>
<td>16,083</td>
</tr>
<tr>
<td>Provisions</td>
<td>9</td>
<td>345,839</td>
</tr>
<tr>
<td>Conference revenue in advance</td>
<td></td>
<td>–</td>
</tr>
<tr>
<td>Income Received in Advance</td>
<td></td>
<td>695,378</td>
</tr>
<tr>
<td><strong>Total Current Liabilities</strong></td>
<td></td>
<td>1,598,982</td>
</tr>
<tr>
<td><strong>Non Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provisions</td>
<td>10</td>
<td>184,728</td>
</tr>
<tr>
<td><strong>Total Non Current Liabilities</strong></td>
<td></td>
<td>184,728</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td></td>
<td>1,783,710</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td>3,771,547</td>
</tr>
<tr>
<td><strong>Equity</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Retained Surplus</td>
<td></td>
<td>3,771,547</td>
</tr>
<tr>
<td><strong>Total Equity</strong></td>
<td></td>
<td>3,771,547</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
### STATEMENT OF CHANGES IN EQUITY

For the year ending 30 June 2012

<table>
<thead>
<tr>
<th></th>
<th>Retained Earnings</th>
<th>Total Equity</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Balance at 1 July 2010</strong></td>
<td>2,649,929</td>
<td>2,649,929</td>
</tr>
<tr>
<td>Total comprehensive income for the period</td>
<td>508,314</td>
<td>508,314</td>
</tr>
<tr>
<td><strong>Balance at 30 June 2011</strong></td>
<td>3,158,243</td>
<td>3,158,243</td>
</tr>
<tr>
<td>Total comprehensive income for the period</td>
<td>613,304</td>
<td>613,304</td>
</tr>
<tr>
<td><strong>Balance as at 30 June 2012</strong></td>
<td>3,771,547</td>
<td>3,771,547</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
**STATEMENT OF CASH FLOWS**

For the year ending 30 June 2012

<table>
<thead>
<tr>
<th>Note</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>CASH FLOW FROM OPERATING ACTIVITIES</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash receipts from operations</td>
<td>5,320,074</td>
<td>4,096,302</td>
</tr>
<tr>
<td>Interest</td>
<td>274,402</td>
<td>162,738</td>
</tr>
<tr>
<td>Payment to consultants, suppliers and employees</td>
<td>(3,690,995)</td>
<td>(3,428,855)</td>
</tr>
<tr>
<td><strong>Net Cash inflow from operating activities</strong></td>
<td>1,903,481</td>
<td>830,185</td>
</tr>
</tbody>
</table>

**Cash Flow from Investing Activities**

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Purchase of Property, Plant and Equipment</td>
<td>(58,274)</td>
<td>(70,243)</td>
</tr>
<tr>
<td>Proceeds from sale of Property, Plant &amp; Equipment</td>
<td>21,450</td>
<td>–</td>
</tr>
<tr>
<td>(Purchase) Redemption of Investments</td>
<td>–</td>
<td>3,258</td>
</tr>
<tr>
<td><strong>Net Cash inflow (outflow) from investing activities</strong></td>
<td>(36,824)</td>
<td>(66,985)</td>
</tr>
</tbody>
</table>

**CASH FLOW FROM FINANCING ACTIVITIES**

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Net Increase (Decrease) in financing activities</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td><strong>Net Increase (Decrease) in Cash Held</strong></td>
<td>1,866,657</td>
<td>763,200</td>
</tr>
</tbody>
</table>

Cash and cash equivalents at the beginning of the financial year

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>3,340,692</td>
<td>2,577,492</td>
</tr>
</tbody>
</table>

Cash and cash equivalents at the end of the financial year

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>5,207,349</td>
<td>3,340,692</td>
</tr>
</tbody>
</table>

The accompanying notes form part of these financial statements.
CONTINENCE FOUNDATION OF AUSTRALIA LIMITED

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

For the year ending 30 June 2012

1. Corporate information
Continence Foundation of Australia Ltd is a company limited by guarantee, incorporated and domiciled in Australia. The financial report for the year ended 30 June, 2012 was authorised for issue in accordance with a resolution of directors on 10 August, 2012.

2. Adoption of new and revised accounting standards
The company has adopted all the new and revised Standards and Interpretations issued by the Australian Accounting Standards Board (AASB) that are relevant to the operations and mandatory for the current reporting period. For the reporting period, there was no adoption of new and revised accounting standards issued which would impact the financial position, or performance of the company.
Any new and revised Accounting Standards or Interpretations that are not yet mandatory have not been early adopted.

3. Summary of Significant Accounting Policies
(a) Basis of Preparation
The financial report has been prepared on an accrual basis and is based on historical costs. It does not take into account changing money values or, except where stated current valuation of non-current assets. Cost is based on fair values of the consideration given in exchange for assets. The accounting policies have been consistently applied, unless otherwise stated.

The financial report is presented in Australian dollars which is the functional currency

(b) Statement of compliance
The financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards, Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001.

(c) Significant accounting judgements, estimates and assumptions
Accounting policies are selected and applied in a manner which ensures that the resultant financial information satisfies the concepts of relevance and reliability, thereby ensuring the substance of the underlying transaction and other events is reported.

The preparation of financial statements requires to make judgements, estimates and assumptions that affect the application of policies and reported amount of assets, liabilities, income and expenses. The estimate and associated assumptions are based on historical experience and other various factors that are believed to be reasonable under the circumstances, the results of which form the basis of making the judgements. Actual results may differ from these statements. The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Significant accounting judgements
The company has entered into leases of premises and office equipment as disclosed in Note 15(d). Management has determined that all of the risks and rewards of ownership of these premises and equipment remain with the lessor and has therefore classified the leases as operating leases.

Significant accounting estimates and assumptions
The key estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of certain assets and liabilities within the next annual reporting period are:

Provisions for employee benefits
Provisions for employee benefits payable after 12 months from the reporting date are based on future wage and salary levels, experience of employee departures and periods of service, as discussed in Note 3(k). The amount of these provisions would change should any of these factors change in the next 12 months.

(d) Revenue recognition
Revenue is recognised when the company is legally entitled to the income and the amount can be quantified with reasonable accuracy. Revenues are recognised net of the amounts of goods and services tax (GST) payable to the Australian taxation Office.

Revenue from fundraising
Donations
Donations and fundraising are recognised when received, with the exception as disclosed in Note 4 (b).

Membership Subscription
Subscription revenue is recognised when received except where receipt relates to future period as disclosed in Note 12.

Program Revenue
Program Revenue which represents project grants is recognised only when costs relating to goods and services specified under the conditions of the funding contract are incurred. Unutilised amount is carried forward as deferred income as stated in Note 3(j).
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS

For the year ending 30 June 2012

**Investment Income**

Investment income comprises interest. Interest income is recognised as it accrues, taking into account the effective yield on the financial asset.

**Asset sales**

The gain or loss on disposal of all non-current assets is determined as the difference between the carrying amount of the asset at the time of the disposal and the net proceeds on disposal.

(e) **Expenditure**

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to a particular category they have been allocated to activities on a basis consistent with use of the resources. Premises overheads have been allocated on a floor area basis and other overheads have been allocated on the basis of the head count.

Fundraising costs are those incurred in seeking voluntary contributions by donation and do not include costs of disseminating information relating to the activities carried on by the company. Fundraising activities are disclosed in Note 4 (b).

(f) **Cash and cash equivalents**

Cash and cash equivalents in the balance sheet comprise cash at bank and in hand and short-term deposits with an maturity of less than one year. For the purposes of the cash flow statement, cash and cash equivalents consist of cash and cash equivalents as defined above, net of any outstanding bank overdrafts.

(g) **Trade and other receivables**

Trade receivables, are recognised and carried at original invoice amount. Normal terms of settlement vary from seven to 30 days. The notional amount of the receivable is deemed to reflect fair value.

An allowance for doubtful debts is made when there is objective evidence that the company will not be able to collect the debts. Bad debts are written off when identified.

(h) **Property, plant and equipment**

**Basis of measurement of carrying amount**

Plant and equipment is stated at cost less accumulated depreciation and any accumulated impairment losses.

Any property, plant and equipment donated to the company are recognised at fair value at the date the company obtains control of the assets.

**Depreciation**

Items of property, plant and equipment (other than land) are depreciated over their useful lives to the company commencing from the time the asset is held ready for use. Depreciation is calculated on a straight line basis over the expected useful economic lives of the assets as follows:

<table>
<thead>
<tr>
<th>Asset Category</th>
<th>2012 % pa</th>
<th>2011 % pa</th>
</tr>
</thead>
<tbody>
<tr>
<td>Project and office equipment</td>
<td>20.0</td>
<td>20.0</td>
</tr>
<tr>
<td>Computer equipment</td>
<td>33.3</td>
<td>33.3</td>
</tr>
<tr>
<td>Motor vehicles</td>
<td>20.0</td>
<td>20.0</td>
</tr>
<tr>
<td>Leasehold Improvements</td>
<td>33.3</td>
<td>33.3</td>
</tr>
</tbody>
</table>

**Impairment**

The carrying values of plant and equipment are reviewed for impairment at each reporting date, with recoverable amount being estimated when events or changes in circumstances indicate that the carrying value may be impaired.

The recoverable amount of plant and equipment is the higher of fair value less costs to sell and value in use. Depreciated replacement cost is used to determine value in use. Depreciated replacement cost is the current replacement cost of an item of plant and equipment less, where applicable, accumulated depreciation to date, calculated on the basis of such cost.

Impairment exists when the carrying value of an asset exceeds its estimated recoverable amount. The asset is then written down to its recoverable amount.

For plant and equipment, impairment losses are recognised in the income statement.

**De-recognition and disposal**

An item of property, plant and equipment is derecognised upon disposal; when the item is no longer used in the operations of the company; or when it has no sale value. Any gain or loss arising on de-recognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the year the asset is derecognised.

Any part of the asset revaluation reserve attributable to the asset disposed of or derecognised is transferred to general funds at the date of disposal.

(i) **Trade creditors and other payables**

Trade payables and other payables represent liabilities for goods and services provided to the company prior to the end of the financial year that are unpaid. These amounts are usually settled in 30 days. The notional amount of the creditors and payables is deemed to reflect fair value.
CONTINENCE FOUNDATION OF AUSTRALIA LIMITED

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
For the year ending 30 June 2012

(j) Deferred income
The liability for deferred income is the unutilised amounts of grants received on the condition that specified services are delivered or conditions are fulfilled. The services are usually provided or the conditions usually fulfilled within 12 months of receipt of the grant. Where the amount received is in respect of services to be provided over a period that exceeds 12 months after the reporting date or the conditions will only be satisfied more than 12 months after the reporting date, the liability is discounted.

(k) Employee benefits
Employee benefits comprise wages and salaries, annual and long service leave, and contributions to superannuation plans. Liabilities for wages and salaries expected to be settled within 12 months of balance date are recognised in other payables in respect of employees’ services up to the reporting date. Liabilities for annual leave in respect of employees’ services up to the reporting date which are expected to be settled within 12 months of balance date are recognised in the provision for annual leave. Both liabilities are measured at the amounts expected to be paid when the liabilities are settled.

The liability for long service leave is recognised in the provision for employee benefits and measured as the present value of expected future payments to be made in respect of services provided by employees up to the reporting date. Consideration is given to anticipated future wage and salary levels, experience of employee departures, and periods of service. Expected future payments are discounted using market yield at the reporting date on national government bonds with terms to maturity and currencies that match, as closely as possible, the estimated future cash outflows. The company pays superannuation to certain superannuation plans on behalf of its employees. Contributions are recognised in the income statement when they are due.

(l) Leased assets and liabilities

Operating leases
Operating lease payments are recognised as an expense in the income statement on a straight-line basis over the lease term.

(m) Taxation

Income Tax
The company is a charitable institution for the purpose of Australian taxation legislation and is therefore exempt from income tax. This exemption has been confirmed by the Australian Taxation Office. The company holds deductible gift recipient status.

Goods and services tax (GST)
Revenues, expenses and assets are recognised net of the amount of GST except where the amount of GST incurred is not recoverable from the Australia Taxation Office, in which case it is recognised as part of the cost of acquisition of an asset or as part of an item of expense.

receivables and payables are recognised inclusive of GST.

Cash flows are included in the statement of cash flows on a gross basis. The GST component of cash flows arising from investing and financing activities which is recoverable from or payable to the Australian Taxation Office is classified as operating cash flows.

4. Operating Profit for the Year

(a) The operating profit for the year is $613,304. The net surplus comes from the Foundation’s normal administrative operations, Kidsflix Fundraising activities as per Note 4 (b) and the Annual National Continence Conference.

(b) Under an agreement entered into between the CFA and Arthritis South Australia (ASA), ASA undertake fundraising for the CFA via telemarketing. The fundraising supports Kidsflix activities in Victoria involving sponsoring theatre events for children with a disability. The fundraising activities under the agreement are subject to statutory audit by ASA’s auditors, PKF. An audit report on the telemarketing fundraising activities conducted for the CFA covering the period 1 July 2011 to 30 June 2012 has been provided. The audit provides an opinion as to whether the reporting requirements for Kidsflix are consistent with the agreement entered into between the CFA and ASA to raise funds for the CFA. Revenue and expenditure for Kidsflix are recognised when received and paid as stated in Note 3. Fundraising activities this year has resulted in a surplus of $23,976 for the twelve months to 30 June 2012.

(c) As stated in Note 3, expenditure is accounted for on an accrual basis.
<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>$</td>
</tr>
<tr>
<td><strong>5. Cash and Cash Equivalents</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash on hand</td>
<td>200</td>
<td>200</td>
</tr>
<tr>
<td>Cash at Bank</td>
<td>82,753</td>
<td>1,521,578</td>
</tr>
<tr>
<td>Short Term Deposits with bank</td>
<td>4,997,050</td>
<td>1,697,050</td>
</tr>
<tr>
<td>Kidsflix – SA</td>
<td>127,346</td>
<td>121,864</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>5,207,349</td>
<td>3,340,692</td>
</tr>
<tr>
<td><strong>6. Receivables</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade Receivables</td>
<td>65,000</td>
<td>774,595</td>
</tr>
<tr>
<td>Sundry Debtors</td>
<td>112,284</td>
<td>25,294</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>177,284</td>
<td>799,889</td>
</tr>
<tr>
<td><strong>7. Property, Plant and Equipment</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plant and Equipment – At cost</td>
<td>314,652</td>
<td>314,652</td>
</tr>
<tr>
<td>Accumulated Depreciation</td>
<td>(241,564)</td>
<td>(168,463)</td>
</tr>
<tr>
<td>Motor Vehicle – At cost</td>
<td>36,442</td>
<td>41,029</td>
</tr>
<tr>
<td>Accumulated Depreciation</td>
<td>(4,031)</td>
<td>(18,219)</td>
</tr>
<tr>
<td>Leasehold Improvements – At cost</td>
<td>62,554</td>
<td>40,722</td>
</tr>
<tr>
<td>Accumulated Depreciation</td>
<td>(31,095)</td>
<td>(13,635)</td>
</tr>
<tr>
<td><strong>Total Property Plant and Equipment</strong></td>
<td>136,958</td>
<td>196,086</td>
</tr>
<tr>
<td><strong>8. Accounts Payable Unsecured Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Trade Creditors</td>
<td>512,484</td>
<td>130,674</td>
</tr>
<tr>
<td>Accrued Liabilities</td>
<td>12,780</td>
<td>61,873</td>
</tr>
<tr>
<td>Liability for Tax Payable</td>
<td>16,418</td>
<td>93,794</td>
</tr>
<tr>
<td>Sundry Payables</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>541,682</td>
<td>286,341</td>
</tr>
<tr>
<td><strong>9. Provisions</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provision for Employee Leave Entitlements &amp; FBT</td>
<td>135,029</td>
<td>135,746</td>
</tr>
<tr>
<td>Provision for Redundancy</td>
<td>210,810</td>
<td>183,494</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>345,839</td>
<td>319,240</td>
</tr>
<tr>
<td>Provision for Employee Leave Entitlements</td>
<td>184,728</td>
<td>158,754</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>184,728</td>
<td>158,754</td>
</tr>
</tbody>
</table>
NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
For the year ending 30 June 2012

11. Net Cash Flow from Operating Activities

<table>
<thead>
<tr>
<th></th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operating Surplus/ (Loss)</td>
<td>613,304</td>
<td>508,314</td>
</tr>
<tr>
<td>Add back Depreciation</td>
<td>100,062</td>
<td>102,260</td>
</tr>
<tr>
<td>Profit on Disposal of Asset</td>
<td>(4,110)</td>
<td>–</td>
</tr>
<tr>
<td>(Increase) Decrease in Prepayments</td>
<td>43,808</td>
<td>(33,264)</td>
</tr>
<tr>
<td>(Increase) Decrease in Receivables &amp; Investments</td>
<td>590,965</td>
<td>106,558</td>
</tr>
<tr>
<td>Increase (Decrease) in Accounts Payable</td>
<td>232,120</td>
<td>(66,878)</td>
</tr>
<tr>
<td>Increase (Decrease) in Provisions</td>
<td>52,573</td>
<td>173,682</td>
</tr>
<tr>
<td>Increase (Decrease) in Revenue Received in Advance</td>
<td>274,758</td>
<td>39,513</td>
</tr>
</tbody>
</table>

Net Cash from Operating Activities 1,903,480 830,185

12. Members
The company is limited by guarantee. If the company is wound up, the Memorandum of Association states that each member is required to contribute a maximum of $2 towards meeting any outstanding obligations of the company. Annual subscriptions are from July to June in any one year and only recognised when received, however, subscriptions paid for future periods are treated as income in advance.

13. Segmental Information
The activities of the company are generally to assist people with incontinence, their families, carers and health professionals, the promotion of self-help groups, public awareness and research on all aspects of incontinence, and the development of accessible continence services throughout Australia.

14. Related Party Disclosures
The names of Directors who held office during the financial year were:

<table>
<thead>
<tr>
<th>Director</th>
<th>2012</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assoc Prof Michael Murray</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Mr Hugh Carter</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Ms Therese Tierney</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Dr Janet Chase</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Mr Darryl Kelly</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Dr Ian Tucker</td>
<td>–</td>
<td>–</td>
</tr>
<tr>
<td>Ms Glenice Wilson</td>
<td>–</td>
<td>–</td>
</tr>
</tbody>
</table>

Income paid or payable to all Directors of the company from the company – –

15. Financial Instruments
(a) Significant Accounting Policies
Details of the significant accounting policies and methods adopted, including the criteria for recognition, the basis of measurement and the basis on which revenues and expenses are recognised in respect of each class of financial asset and financial liability are disclosed in Note 3 to the financial statements.
CONTINENCE FOUNDATION OF AUSTRALIA LIMITED

NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS
For the year ending 30 June 2012

(b) Interest Rate Risk

<table>
<thead>
<tr>
<th>Interest Bearing Fixed $</th>
<th>Interest Bearing Floating $</th>
<th>Non Interest Bearing $</th>
<th>Total $</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Interest Rate %</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Financial Assets</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash</td>
<td>5.44</td>
<td>4,997,050</td>
<td>23,884</td>
</tr>
<tr>
<td>Receivable</td>
<td>177,284</td>
<td></td>
<td>177,284</td>
</tr>
<tr>
<td>Prepayments</td>
<td>2,026</td>
<td></td>
<td>2,026</td>
</tr>
<tr>
<td>2. Financial Liabilities</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts Payable</td>
<td>541,682</td>
<td></td>
<td>541,682</td>
</tr>
<tr>
<td>Conference revenue in advance</td>
<td>0</td>
<td></td>
<td>0</td>
</tr>
<tr>
<td>Income Received in Advance</td>
<td>695,378</td>
<td></td>
<td>695,378</td>
</tr>
</tbody>
</table>

(c) Credit Risk

Credit Risk refers to the risk that a counterpart will default on its contractual obligations, resulting in financial loss to the entity. The carrying amount of the financial assets recorded in the financial statements net of any provisions for losses, represents the entity’s maximum exposure to credit risk without taking account of the value of any collateral or other security obtained.

(d) Operating Lease – Contingent Liabilities

The risks and rewards of ownership to the following remain with the Lessor as disclosed in Note 3 of the financial statements. However, management are aware there are future contractual financial obligations for lease payments during the period of the lease agreement.

Non-cancellable operating lease commitments not capitalised in the financial statements

<table>
<thead>
<tr>
<th>Payable – Minimum Lease Payments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Not later than 1 year</td>
</tr>
<tr>
<td>Later than 1 year but not later than 5 years</td>
</tr>
</tbody>
</table>

(e) Net Fair Values

The carrying amount of financial assets and financial liabilities recorded in the financial statements represents their respective net fair values, determined in accordance with the accounting policies disclosed in Note 3 to the financial statements. The aggregate employee entitlement liability recognised and included in the financial statements is as follows:

<table>
<thead>
<tr>
<th>Provision for Employee Entitlements</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current</td>
</tr>
<tr>
<td>Non Current</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>
CONTINENCE FOUNDATION OF AUSTRALIA LTD
ACN 095 393 463

AUDITOR’S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2012 that there have been:

(i) no contravention of the auditor’s independence requirements as set out in the Corporations Act 2001 in relation to the audit; and

(ii) no contraventions of any applicable code of professional conduct in relation to the audit.

Tim P. Meehan
Prospect Accountants

Date: 6th August 2012
Balwyn North, Victoria
INDEPENDENT AUDIT REPORT

To the members of Continence Foundation of Australia Ltd

Scope
The financial report and director’s responsibility

The financial report comprises the balance sheet, income statement, statement of recognised income and expenses, and statement of cash flows, accompanying notes to the financial statements, and the directors declaration for Continence Foundation of Australia (the company) for the year ended 30 June 2012.

The directors of the company are responsible for the preparation and presentation of the financial report that gives a true and fair view of the financial position and performance of the company and that complies with Accounting Standards in Australia, in accordance with the Corporations Act 2001. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the financial report.

Audit approach
I conducted an independent audit of the financial report in order to express an opinion on it to the members of the company. My audit was conducted in accordance with Australian Auditing Standards in order to provide reasonable assurance as to whether the financial report is free of material misstatement. The nature of the audit is influenced by factors such as the use of professional judgment, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

I performed procedures to assess whether in all material respects the financial report presents fairly, in accordance with Corporations Act 2001, including compliance with Accounting Standards in Australia, and other mandatory financial reporting requirements in Australia, a view which is consistent with my understanding of the company’s financial position, and of its performance as represented by the results of its operations, changes in equity and cash flows.

I formed my audit opinion on the basis of these procedures, which included:
- Examining, on test basis, information to provide evidence supporting the amounts and disclosures in the financial report
- Assessing the appropriateness of the accounting policies and disclosures used and the reasonableness of significant accounting estimates made by the directors.

While I considered the effectiveness of management’s internal controls over financial reporting when determining the nature and extent of my procedures, my audit was not designed to provide assurance on internal controls.

I performed procedures to assess whether the substance of business transactions was accurately disclosed in the financial report.

These and other procedures did not include consideration or judgment of the appropriateness or reasonableness of the business plans or strategies adopted by the directors and management of the company.
Independence
I am independent of the Company, and have met the independence requirements of Australian professional ethical pronouncements and the Corporations Act 2001. I have given to the directors of the company written auditors’ independence declaration, a copy of which is included in the financial report.

Audit opinion
In my opinion, except for the effects on the financial report of such adjustments, if any, as might have been required had the limitation on our audit procedures referred to in the qualification paragraph not existed, the financial report of Continence Foundation of Australia is in accordance with:

a) The Corporations Act 2001, including
   i. Giving a true and fair view of the financial position of The Continence Foundation of Australia Ltd at 30 June 2012 and its performance for the year ended on that date.
   II. Complying with Accounting Standards in Australia and the Corporations Regulations 2001

b) Other mandatory financial reporting requirements in Australia.

Emphasis of Matter
Proceeds from appeals are a source of revenue for the company. The company has determined that, other than relying on the auditor of the appeal, it is impracticable to establish control over the collection of proceeds from appeals prior to entry into its records. Accordingly, as the evidence available to us regarding revenue from this source was limited, my audit procedures with respect to proceeds from appeals had to be restricted to the amounts recorded in the financial records. I am therefore unable to express an opinion whether the proceeds of appeals which the company obtained are complete.

The directors have added note 2(b) to explain that fundraising by Arthritis South Australia on behalf of the Continence Foundation of Australia has occurred and an amount of $23,976 surplus at year end has been achieved. We accept this additional disclosure and note that this fundraising activity has been independently audited by a registered company auditor.

Tim P Meehan CA
Prospect Accountants

Date: 6 August 2012

Balwyn North, Victoria
DIRECTOR’S DECLARATION

The directors of the company declare that:

a) The financial statements and notes:

   (i) Comply with accounting standards, other mandatory professional reporting requirements and the Corporations Regulations 2001; and

   (ii) Give a true and fair view of the company’s financial position and performance for the financial year ended 30 June 2012 in accordance with the accounting policies described in Note 1 to the financial statements.

b) In the Directors’ opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.

This declaration is made with a resolution of the Board of Directors.

Signed at Melbourne 10 August 2012.

Michael Murray
Director

Therese Tierney
Director
DIRECTOR’S REPORT

Your Directors present their report on the accounts of the company for the year ended 30 June 2012.

1. The Directors in office at any time during or since the end of the year are:
   Assoc Prof Michael Murray
   Ms Therese Tierney
   Dr Ian Tucker
   Mr Hugh Carter
   Mr Darryl Kelly
   Ms Glenice Wilson
   Dr Janet Chase

   Directors held office since the start of the financial year to date of this report unless otherwise stated.

2. The principal activity of the Foundation is generally to assist people with incontinence, their families, carers and health professionals in understanding and managing incontinence; the development of accessible continence services throughout Australia; and the promotion of self-help groups, public awareness and research on all aspects of incontinence.

   There were no other significant changes in the nature of the company’s principal activities during the financial year.

3. The net result of operations was a profit of $613,304.00

4. No significant changes to the company’s state of affairs occurred during the financial year.

5. It is not recommended that a dividend be declared, and no dividend has been declared or paid since the end of the previous financial year.

6. The company’s operations are not regulated by any significant environmental regulation under a law of the Commonwealth or of a State or Territory.

7. No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the economic entity, the results of those operations, or the state of affairs of the economic entity in subsequent financial years.

8. Likely developments in the operations of the company and the expected results of those operations have not been included in this report as the directors believe, on reasonable grounds, that the inclusion of such information would be likely to result in unreasonable prejudice to the company.

9. Particulars of Directors at the date of this report:
   - Michael Murray
     MB.BS, MPH, FRACP
     President, Additional Director
   - Ian Tucker
     MBBS, FRCOG, FRANZCOG, CU
     Vice-President, Additional Director
   - Therese Tierney RN, CRRN (USA), Grad Dip Bus Mgt
     Treasurer, Additional Director
   - Hugh Carter
     Consumer Representative, Additional Director
   - Darryl Kelly
     BScN. Post Grad Dip Nursing. MRCNA
     Elected Ordinary Director
   - Glenice Wilson
     RN BSc., MSc., Grad.Dip Continence., Grad Cert Mens’ Health MRCNA, Churchill Fellow 1992
     Elected Ordinary Director
   - Janet Chase
     PostGrad Cert.(Continence and Pelv. Floor Rehab.), Cert. Management (Health), Doc Physio
     Elected Ordinary Director

10. Information on Directors

<table>
<thead>
<tr>
<th>Directors</th>
<th>Board Meetings Eligible</th>
<th>Board Meetings Attended</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assoc Prof Michael Murray</td>
<td>10</td>
<td>7</td>
</tr>
<tr>
<td>Ms Therese Tierney</td>
<td>10</td>
<td>5</td>
</tr>
<tr>
<td>Dr Ian Tucker</td>
<td>10</td>
<td>10</td>
</tr>
<tr>
<td>Mr Hugh Carter</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>Mr Darryl Kelly</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>Ms Glenice Wilson</td>
<td>10</td>
<td>8</td>
</tr>
<tr>
<td>Dr Janet Chase</td>
<td>10</td>
<td>9</td>
</tr>
</tbody>
</table>

Total number of Board Meetings: 2011–12 = 10
11. The company has not, during or since the end of the financial year, in respect of any person who is or has been an officer or auditor of the company or related body corporate:

- Indemnified or made any relevant agreement for indemnifying against a liability incurred as an officer, including costs and expenses in successfully defending legal proceedings, or
- Paid or agreed to pay a premium in respect of a contract insuring against a liability incurred as an officer for the costs or expense of defending legal proceedings.

12. No Directors have received or become entitled to receive, during or since the end of the financial year, a benefit because of a contract made by the company, or a related body corporate with a Director, a firm of which the Director is a member or an entity in which a Director has a substantial financial interest.

This statement excludes a benefit included in the aggregate amount of emoluments received or due and receivable by Directors shown in the company’s accounts, or the fixed salary of a full-time employee of the company or related body corporate.

Signed in accordance with a resolution by the Directors.

Michael Murray
Director
Date: 10 August 2012
NATIONAL OFFICE STAFF

Barry Cahill
Chief Executive Officer

Rowan Cockerell
Deputy CEO
(from 22 Aug 2011)

Priya Davidson
Quality and Operations

Elaine Liebtrau
Education Officer
(from 19 March 2012)

Mary Trezise
Executive Assistant to the CEO

Tina Addison
Administration Officer

Alison McClelland
Marketing & Communications Manager
(from 22 August 2011)

Angela Tufvesson
Special Projects: Media & Publications
(from 9 May 2012)

Janine Armocida
Special Projects

Steve Marburg
Helpline Coordinator

Kathryn Wright
Communications and Marketing Assistant
(from 25 May 2011)

Frances Correa
Finance Manager

Erin Murphy
Education Manager
(from 15 March 2011)

Nives Zerafa
Programs and Partnerships Co-ordinator

Priya Davidson
Quality and Operations

Samantha Scoble
Health Promotion Officer

Fiona Downie
Online Communications Officer

NATIONAL CONTINENCE HELPLINE STAFF

The Helpline is staffed by dedicated and experienced Continence Nurse Advisors from 8 am to 8 pm, Mondays to Fridays. Areas of special interest among the team include women’s health, prostate and men’s health, enuresis and neurological-related incontinence. The nurses also work closely with CFA, advising on health promotion, representing the Helpline at conferences or expos, or reviewing articles for various consumer or health professional publications.

Left during the year:
Anne Ramus Projects Officer (until 22 Feb 2012)
Catriona Bastian Education Officer (until Jan 2011)
Jacquie Lodewyke Deputy CEO (until Sep 2011)
Kate Zantuck Online Projects Officer (until Apr 2011)
The Continence Foundation of Australia gratefully acknowledges our 2011 Conference Sponsors

Please support these organisations whenever you can

<table>
<thead>
<tr>
<th>PRINCIPAL SPONSORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australian Government</td>
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<tr>
<td>BrightSky</td>
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<table>
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<tr>
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<td>independence</td>
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<td>Norgine</td>
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<tr>
<td>Hartmann</td>
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<td>TenA</td>
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<td>Ipsen</td>
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<tr>
<td>Osmolax</td>
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</table>

<table>
<thead>
<tr>
<th>SUPPORT FROM</th>
</tr>
</thead>
<tbody>
<tr>
<td>Victoria</td>
</tr>
</tbody>
</table>

www.continence.org.au