



Muscular
Dystrophy
Queensland

2023 Annual Report

We're stronger **together**



Acknowledgment of Country

Muscular Dystrophy Queensland acknowledges Traditional Owners of Country throughout Australia and recognises the continuing connection to lands, waters and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders past and present.

Commitment to Diversity

Equality and accessibility are guiding principles embedded in everything we do. We strongly believe that it's the collective sum of all our communities differences, life experiences, and knowledge that enables people to tackle complex social issues. That's why we're committed to having a diverse team made up of people with diverse skills from all backgrounds, including First Nations peoples, LGBTQ+, mature-age people, and people with visible and non-visible disabilities, regardless of sex, sexuality or gender identity.



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Registered NDIS Provider



PURPOSE

Muscular Dystrophy Queensland exists for people whose lives are impacted by muscular dystrophy and similar muscle wasting conditions.

MISSION

To empower people living with muscular dystrophy and similar neuromuscular conditions to make the most of opportunities and live the lives they choose.

VISION

Life without limits for people with neuromuscular conditions

SERVICE

We work with care, dedication and excellence to serve our neuromuscular community.

COMMUNITY

We are a diverse group. People living with neuromuscular conditions and those who support them. We value inclusion, connection, respect and shared experience. We are stronger together.

KNOWLEDGE

We grow our knowledge ~ Listening and adapting to meet the changing needs of our neuromuscular community. We amplify the voice of the neuromuscular community for their benefit and wellbeing.

VALUES

Knowledge, Service, and Community. Far more than just something to aim for. The core principles of Muscular Dystrophy Queensland's culture, these values unwaveringly direct our actions. We are better equipped to fulfill the purpose of the organisation and strive toward its vision when we holdhold these values.

Who We Are

The term “muscular dystrophy” describes a collection of rare, genetically inherited diseases that gradually reduce muscle strength and function. Muscular Dystrophy Queensland supports people living with this as well as other similar conditions. There are over 75 conditions, collectively referred to as neuromuscular conditions (NMCs).

Science is still figuring out the true incidence and prevalence rates of these conditions, which may be affected by the rapid advancement of diagnostic techniques and work to understand genetic inheritance patterns. It is estimated that the prevalence of neuromuscular disorders is twice that of multiple sclerosis and as high as Parkinson’s disease globally. It is estimated that 8,000 people in Queensland suffer from a neuromuscular condition.

What We Do

Muscular Dystrophy Queensland empowers people living with muscular dystrophy and similar neuromuscular conditions to make the most of opportunities and live the lives they choose.

Individuals who live with muscular dystrophy and related conditions still face barriers which restrict their ability to interact with others, pursue employment, learn, and participate in society.

The work of Muscular Dystrophy Queensland centers on understanding the obstacles that our community encounters, working alongside members of our community providing support and services focused on overcoming challenges, and speaking out in favor of constructive, long-lasting change.



41K+

Australians live with a neuromuscular condition



75+

neuromuscular conditions that we support



700+

clients we support throughout Queensland



45yrs

Providing whole of life support since 1978

Chairman's Update

It is a pleasure to present Muscular Dystrophy Queensland's annual report and to reflect on our achievements, challenges, and the impact we've made together in 2023. Our accomplishments this year are a testament to the hard work and dedication of our team who are all committed to our mission of empowering our community to make the most of opportunities and live the lives they choose.

From those working with our community members in frontline services to those behind the scenes – each member of our staff plays a valuable role and has demonstrated their dedication and commitment to our community through their work.

In another year of change we farewelled CEO, Helene Frayne in July and wish her well in her retirement. General Manager, Penny Deavin immediately stepped up to the role providing some stability until her permanent

appointment was confirmed in December. We were grateful to be able to draw upon her skills and knowledge gained through long-standing service to MDQ.

The board and management team worked diligently to address the challenge of continuing a quality service with NDIS prices across all the services we provide frozen for another year. The challenge was made more difficult when operating costs rose sharply due to external factors which included COVID's ongoing legacy, extreme weather events and conflicts overseas.

I acknowledge the dedication of our Directors and particularly the efforts of Finance & Risk Committee Chair, Gavin Ruddell for his expertise and shared wisdom in guiding the board through a difficult financial period. Despite our best efforts Muscular Dystrophy Queensland reports a deficit of \$41,667 this year. Management is actively implementing strategies to improve the result in future years and ensure the organisation's long-term sustainability. We remain transparent and accountable to our members, donors and other supporters and are confident that with their continued support, we will achieve this.

The demand for our service grew through the year and by December, 703 individuals were registered with our service. Of that number, only 54% had NDIS supports. This illustrates the ongoing need for our charitable programs. Our Community Liaison Group, competently Chaired by Sarah Shaw, met regularly throughout 2023. Their shared insight and feedback informs the development of new programs and in 2023, enabled the re-establishment of a social connection program. It was a pleasure to see our community members meet, rekindle old friendships and form new ones through the first of many future events.

In closing, my heartfelt thanks to those who support our work. Your dedication, passion and generosity inspire us to continue to strive towards our mission and to positively influence the lives of those who reach out to us for support.

VICTOR ATTWOOD



CEO's Report

We will look back at 2023 as another year of change for Muscular Dystrophy Queensland. I was honoured to step up to the role of CEO during 2023 upon Helene Frayne's retirement. Since 2014 we two had worked side-by-side to develop a suite of services which aligned with the NDIS and which addressed the gaps our community experienced.

With the challenge accomplished, Helene was keen to enjoy some R&R in retirement. We celebrate her contribution to the sector and the number of people whose lives have been positively influenced by her work, throughout her career.

In succession planning, we established the role of General Manager – Community Services and in May, welcomed Penelope Hodge to the team. Penelope brings a wealth of experience gained from a career dedicated to improving the lives of people experiencing disability. She was delighted to return to working with our neuromuscular community having held a senior role with MD New South Wales previously. Penelope quickly set to work, leading our client services teams and implementing changes to improve our service offering and respond to community feedback.

Our focus has been to uphold our service level for community members while improving the efficiency of our business systems and reducing operating costs wherever possible. The expiry of leases on our Nundah premises provided an excellent, cost-saving opportunity. We made the decision to find a smaller space in a more affordable location. Queensland Health generously funded our transition to a hybrid work model, improving

technology which enabled staff to be office based and seamlessly switch to remote work, from their home or in the community.

We considered that any move would negatively impact community members who lived within easy access of our northside location. It is our mission to strive for equitable access to our services for every Queenslanders living with muscular dystrophy no matter where they reside, so we searched far and wide for the most suitable solution. We found it in Underwood and relocated in October – the beginning of a new era for MDQ. Heading into 2024, we continue to navigate the challenges of delivering services, particularly NDIS services, under constantly shrinking margins. We advocate for state and federal governments to provide recurrent funding which will enable reliable services for those not eligible for the NDIS. We are grateful to the community members who chose Muscular Dystrophy Queensland as their NDIS provider, so that program surpluses can provide free supports for others in the community.

I have a fabulous team of dedicated and caring individuals amongst Muscular Dystrophy Queensland staff. They live our values to strive to achieve positive

outcomes for our community. I'm so proud to call them my colleagues and thank them for their hard work this year.

Through it all though, it is our donors and fundraising supporters whose philanthropy ensures we have the resources necessary for achieving our mission. We are most grateful for your continued, generous support.

PENNY DEAVIN



Financial Performance

INITIAL FORECASTS FOR 2023 PREDICTED A CHALLENGING YEAR

Expenses had risen sharply over the past three years. Prices the organisation was able to charge for its NDIS services had not been indexed since 1 December 2018 for therapy services and since 1 December 2019 for intermediary services. Inevitably our ability to generate surpluses through those programs was decreasing.

The board and management worked diligently to review the business needs and make changes to reduce expenditure. Fortunately, the generous Queensland Health grant received in late 2022 provided the necessary liquidity to support Muscular Dystrophy Queensland through the period, until the financial impact of those changes would take effect.

The move to smaller premises in a more affordable location was a strategic move to reduce premises related costs over the coming years. Staffing restructures enabled a reduction in administrative/business services costs while continuing the important investment in front line services. Conservative management of our fundraising and community services programs resulted in higher revenue compared to prior year, and lower expenditure.

The board and management met with local, state and federal government representatives to raise the profile of Muscular Dystrophy Queensland and illustrate the benefit to the community, in an attempt to secure renewed investment from government, ideally through a recurrent grant.

Unfortunately the impact lack of government funding in 2023 is illustrated starkly in our year end result. Every business unit raised more money using less resources than in the prior year. However, that effort was not sufficient to generate a surplus. By 31 December 2023, the organisation reports a small deficit of \$41,677 and equity of \$941,161.

	2022	2023
REVENUE		
FUNDRAISING	964,145	986,121
CLIENT SERVICES	1,246,606	1,416,201
GOVERNMENT FUNDING	437,290	141,397
OPERATIONS	8,035	25,293
TOTAL INCOME:	2,656,076	2,569,012
EXPENSES		
FUNDRAISING	310,232	300,338
CLIENT SERVICES	1,124,506	1,123,759
CAPITAL	130,917	70,935
OPERATIONS	1,021,518	1,115,647
TOTAL EXPENSES	2,587,173	2,610,679
SURPLUS/(DEFICIT):	68,903	(41,667)
POSITION @ 31 DEC		
TOTAL ASSETS	1,445,494	1,458,933
TOTAL LIABILITIES	462,666	517,772
EQUITY	982,828	941,161

Office Relocation

A WARM WELCOME TO OUR NEW LOCATION

The most significant change for Muscular Dystrophy Queensland in 2023 was our relocation to new premises in the Portal Office Park, Unit 5, 2996 Logan Road, Underwood.

Leased premises in Sandgate Rd, Nundah had been the organisation's home since 2013 and for another seven years prior, we had been based in nearby Hendra. Brisbane's inner northside was very much our local community.

By 2020, we had extended our footprint to establish a small treatment space. Community members traveled for up to 30 minutes to access the specialist expertise of our allied health team via group sessions and one-to-one appointments. Our office space seated 30 staff with suitable meeting spaces and reception. Then COVID arrived. We introduced highly risk averse infection control protocols to protect our team and reduce the risk of carrying the virus, when staff visited clients in their homes. Most staff began working from home thanks to funding provided by the Gambling Community Benefit Fund, which provided the essential technology necessary to make the leap. It was an expensive but necessary exercise.

Three years on, the Nundah spaces were now too large for our new way of working. The local area had been impacted by extreme weather events and



staff were traveling further to complete banking and administrative tasks as the nearest retail precinct, Toombul Shopping Centre, had closed for the foreseeable future. A six storey development, planned four doors away, would likely create noise disturbances and increase demand for the already limited parking.

With our leases expiring there was an opportunity to find a better solution. Leasing costs in Brisbane's northside had risen sharply as so many businesses had been forced out of flood affected buildings. A move represented another necessary but expensive project. Thanks to an introduction by the Honourable Leanne Linnard MP, Member for Nudgee, we met with Queensland Health Community Care Funding Branch representatives and secured a generous one-off grant to provide financial stability, fund our

relocation to more affordable premises and improve our IT infrastructure to fully support a hybrid working model.

Our IT provider, Incitio Business Solutions completed the final tasks necessary to truly support a hybrid work model; upgrading hardware and moving telephony, digital filing and other IT infrastructure to the cloud. We unsuccessfully enquired with local governments and community based organisations, hoping to share the costs of an existing accessible space. We also looked further afield for affordable, standalone options. The latter represented the best solution. In October, we secured the lease on a new smaller, accessible office with space to setup a small treatment room. By November, we were finally settled into the new space.

Community Demographics

Community Members - Grouped by the 15 most common conditions



Community Services

FEE FOR SERVICE

Allied Health Services

Throughout 2023 demand for our Allied Health Services continued to grow with 329 clients receiving Physiotherapy, Occupational Therapy, or allied health assistance. Our team of eight therapists provided face-to-face and telehealth services from our treatment room, clients' homes, swimming pools, gyms, and schools.

Physiotherapists

With the aim of maintaining independence and functional ability our physiotherapists provided:

- Functional assessments and equipment prescriptions e.g. wheelchairs
- Community based respiratory care
- Hydrotherapy – both individual and group programs
- Stretch and balance programs.

Despite the challenges of NDIS price freezes, we grew services in Brisbane and Ipswich, Toowoomba, Gold Coast, Sunshine Coast, Gympie and Cairns

Occupational Therapists

In what is increasingly becoming a sector facing worker shortages, three new Occupational Therapists were appointed during 2023 to address growth in this relevant and high-quality service. Our occupational therapist assisted people to build

their independence and actively participate in their daily lives, by:

- Assessing and mitigating safety risk in home and community settings
- Equipment prescription, for example hoists and hi-lo beds
- Prescribing minor home modifications
- Increasing access with smart technology
- Skill building to manage progressions and changes in life roles
- Assessing and supporting cognitive function

Support Coordination

Support Coordinator's assist participants to implement their NDIS plan, build capacity by connecting them with formal and informal supports and liaising with the Agency to facilitate this implementation.

The Support Coordination team of three assisted 119 clients through times of stress and uncertainty, as they cope with changes in their lives and to NDIS guidelines. This can be challenging at times with sometimes limited and insufficient support coordination hours being allocated on participants plans.

Due to the complex nature of their work, Muscular Dystrophy Queensland's Support Coordinators have higher qualifications than required by the

NDIA with the aim of always providing a specialised and high-quality service to our community.

Plan Management

Our Plan Management team are constantly called upon to go above and beyond the scope of a plan manager, particularly when clients are not funded for support coordination. They understand the value of good providers, and work hard to ensure payments are made quickly and queries are resolved speedily. At 31 December 2023, 138 people were receiving these supports. People tell us they appreciate that we understand the complexity of their lives and can assist them to navigate the challenging world of the NDIS.





Charitable Programs

FUNDED BY OUR GENEROUS DONORS

Infoline

With a staff member available to answer calls to our Infoline, during business hours, our community members benefit from information and emotional support, especially at crucial times in their lives. Whether it be following diagnosis, during a progression in their condition, during times of transitions or needing to access the NDIS for the first time. There is also calls requesting information on research advancements, opportunities to join clinical trials, the availability of treatments and the pathways to access disability related supports outside of the NDIS.

Our website and social media presence are often the first point of contact before people call our Infoline, where they receive individualised support and assistance.

Advocacy

This work attempts to create positive change in the systems upon which people and families impacted by muscular dystrophy rely. Our focus in 2023 has been for governments to recognise the value of organisations like MDQ through investment in recurrent government grants. We hope NDIS reforms and the navigator service will provide this solution in the not-to-distant future.

NDIS access program

Accessing the NDIS can be a daunting process and we find people often don't know where to start.

Muscular Dystrophy Queensland is there to help by providing information, assisting with completion of applications, and advocating for those members of our community whose applications are initially unsuccessful. Once their application is approved, we can walk them through and assist with preparing for their first planning meeting. Support is also provided when there are issues in subsequent plans such as an unreasonable decrease in funding or removal of essential supports and services.

Extended Care

This program exists for people who have an unexpected and urgent need where there is felt to be no other recourse for assistance available. Commonly those community services include assisting when there is a delay in receiving NDIS funding, housing services, Centrelink, equipment loans and the taxi subsidy scheme. During 2023 Muscular Dystrophy Queensland used its charitable funds, knowledge and community networks to help find a solution for ten clients and their families in urgent need. Issues which

arise in the extended care program have informed the development of new services, advocacy and submissions to government departments on issues faced by people with Muscular Dystrophy.

Equipment Loans

Equipment is essential for people with disability, so it is not surprising that our equipment loan services grew to meet demand in 2023. Most commonly equipment is funded by the NDIS but to address the long wait times (typically 9 to 12 months), our allied health and fundraising teams used their networks to implement a free, short term loan program, where community members can access the equipment they need until their own, new equipment is ready.

Thanks to a Queensland Health grant and the support of our generous donors, we continue the Cough Assist loan program which provides the respiratory devices to support people to overcome acute respiratory infections. In 2023, we expanded to also provide respiratory assessments and inductions to use of the machines, throughout Queensland.

Outreach

During 2022-2023, Muscular Dystrophy Qld Allied Health team provided an outreach service for those in regional Queensland. The physiotherapist and occupational therapist visited Cairns, Hervey Bay,

Sunshine Coast regions, and the Toowoomba district, providing a consultative service and focused interventions. Regular visits were also made to the Lockyer Valley.

Direct service provision was mostly provided through NDIS funding, while grants and charitable funding covered the accommodation and greater travel costs. A small number of children were supported in regional areas via telehealth, and limited face-to-face visits through the SDSS program.

The physiotherapist and occupational therapist provided assessments and review, equipment trial, prescription and completion of applications to NDIS, training of support workers and liaison with local therapists and service providers. Telehealth services were also available to all Queensland clients on request.

Community Liaison Group

The Community Liaison Group met quarterly during 2023 to be the voice of our neuromuscular community and to provide, strategic and high-level operational advice to the CEO, General Manager of Community Services and the board. During 2023 there was a focus on the appointment of a chairperson and the development of opportunities for community social interaction. These included



several successful in person events, a monthly virtual coffee and chat and the launch of MDQ Peer Support which is a private Facebook group.

Community Events Information & Connection

In August we also hosted a Community Connection Day for people living with myotonic muscular dystrophy, where we got to hear from Dr Robert Henderson on the latest advances in research and Karen O'Maley on her current PhD research on into experiences accessing health supports.

Kids School Holiday Fun Days

Olympics Fun Day

In 2023 the Muscular Dystrophy Queensland team were delighted to recommence charitably funded social and information programs, starting with our Olympics Fun Day for school aged children, their siblings and parents.

Super Heroes Day

On Thurs 21st September our Superhero Fun Day was held. Physiotherapist, Joe Nolan and Occupational Therapist, Izzi Harman provided fun and ability appropriate superhero activities which the kids enjoyed. Tristram Peters and Jack Bailey attended as mentors and to answer any questions the kids had. The parents have found that Social Worker, Geraldine Burgess sessions have been so helpful we have received requests for her to provide individual support particularly around managing diagnosis and transitions which we have put in place

under our charitable program.

Christmas Party

Over sixty clients, families, carers, and staff met at the Broncos Club in December for a Christmas party and to celebrate the end of a year. The evening including dinner, get to know you activities and lots of laughter and conversation. New friendships were made and old acquaintances renewed.



Sector Collaborations

Muscular Dystrophy Queensland operates within state and national systems which support Australians living with neuromuscular conditions, and more broadly, with a disability.

National Disability Insurance Scheme

All Australians under 65 who have a permanent and significant disability are entitled to reasonable and necessary support from the NDIS to enable them to lead an ordinary life. Most of our clients now primarily rely on the NDIS as their support system. Thus, our work entails understanding its systems, making sure that its requirements are met, and, of course, matching our services with the solutions it provides for our community.

My Aged Care

When people age and lose capacity, the Australian Government offers My Aged Care for all Australians. Although it is not intended to address the high needs a person with muscular dystrophy typically develops. For those who are diagnosed after the age of 65 or who see their condition worsen after that age, it is the only funding support available.

Muscular Dystrophy Queensland offers allied health services funded via a My Aged Care plan. Because financial plans typically fall short of meeting the complex needs that individuals have, we also offer a variety of supports and some subsidised allied health services via our charitable funds.

Queensland Health

Through specialised Queensland Health clinics that offer surveillance and treatment for our community members, we hope to improve integrated medical care for adults with neuromuscular conditions and strengthen the continuity of care from acute hospital care to community support. We collaborate with PHNs to improve referral pathways into our service and continue to invest in our Allied Health service.

Education Queensland SDSS Program

Muscular Dystrophy Queensland's whole-of-life service model, allows us to help kids achieve better academic results. This is possible due to the funding we recently received for the Specialised Disability Support in Schools (SDSS) program.

Peak Body Collaborations

Muscular Dystrophy Queensland belongs to several peak body organisations that support the community and the disability sector. The most notable example of this is our membership partnership with the Muscular Dystrophy Foundation Australia (MDF Australia), of which MDQ is a founding member. We work together to advocate as a national voice, explore national initiatives, and influences a national research agenda for the benefit of the neuromuscular community and through MDF Australia we participate with Rare Voices Australia, the Australian Neurological Network and the Neurological Alliance Australia and other patient representative groups.



Fundraising Events

Muscular Dystrophy Queensland boasts a diverse annual program of fundraising events. We are fortunate to partner with generous organisations, who volunteer their efforts to ensure each new year's event is a success. As well as our staple events, we appreciate the support of individuals who host their own events or nominate MDQ as their charity in community events.

Our events season begins in March with Red Bow Month. Continuing an annual donation which began when the Hon. Peter Beattie,

was in office, the Hon. Anastascia Palecek helped launch 2023's event with a \$45,000 donation. It has also become a tradition, for the All Hallows Year 11 cohort to strive to surpass the fundraising success of the previous year. We are so grateful to have their support for our street collection. This year, we extended Red Bow to a wider audience with merchandise sales and morning teas hosted online. Congratulations and sincere thanks to the Boseley Family, Nexia Brisbane and the Queensland Police (Information Support Team

State Intelligence) who set then exceeded their fundraising targets.

Each year in May the Brisbane Harley Owners Group rollout in force for the Muscular Dystrophy Charity Ride. Pillions travel from near and far to pay for their place on the back seat, for this day-long event. Special thanks to club member and MDQ Director, Lea-Ann McNeill for rallying the troops this year and to BrisHOG Director, Peter Fraser and Road Captain, Brett Jackson for presenting another cracker of a ride, raising almost \$15,000.



In August we host Ride, Walk, Roll. While it's important to raise funds, we also host events to raise the profile of muscular dystrophy in the community. For those living with the condition, awareness can lead to earlier recognition of symptoms and access to therapies. That's why we were so delighted to be named a Go Community Partner in 2023, winning a billboard campaign so that "Ride, Walk, Rollers" all across the South East would be encouraged to participate and be recognised for their efforts. We also partnered with radio station, 96.5 to capture people's attention

during drive time. The event raised \$53,500 – a credit to the hard work of the team and to Event Ambassador, Chris Wiles, who continues his efforts from Far North Queensland.

In September we head down to the Gold Coast for the Muscular Dystrophy Charity Ball, hosted by Greg and Andrew Bell of Ray White Surfers Paradise. Selena Carson knows the winning formula for hosting a fabulous event and delivers, year in year out. We were delighted to once again, have the support of Macquarie Bank with

Domonic Thompson and Angela Fleming assisting the event organising committee and the generous support of platinum sponsors; Levantine Hill, Bensons Property Group, The Star and Chevron One Residences. The event raised a surplus of \$110,000. Macquarie Foundation later providing a matching gift of \$46,000. So many people share their amazement at how flawlessly the evening runs, the generosity of people and at our good fortune to have Ray White Surfers Paradise as a partner. We can only agree.



Thanks to our Donors and Supporters

Appeals & Lotteries

Every gift no matter how small or large contributes to our ability to deliver free programs our community rely upon. In 2023, 3,669 individuals made the decision to make support our community in this way. Over four appeal campaigns, donors provided \$348,000.

Our lotteries provide another option for individuals to make a difference for our community and add a little fun, with the potential to win a \$13,000 cash prize. In 2023, people bought tickets 2,958 times raising \$82,901 and added \$10,522 in donations to their purchase.

Gifts in Wills

We are honoured when a person chooses to include a gift to Muscular Dystrophy Queensland in their will, continuing to create positive change for years beyond their life. We acknowledge the generous support of Mrs. Lola Lindley, Ms Emily Reinhardt, Ms Connie White and Ms. Pauline Fairley. who all made a contribution to MDQ in this way during 2023.

Charitable Foundations

In 2023 we called on charitable foundations to continue our equipment loan service, to rebuild our social connection programs and to improve operational performance. We acknowledge the generous support of Queensland Gives, the Cory Foundation, the Reuben Pelerman Benevolent Foundation, the James Frizelle Charitable Foundation and the Lord Mayor's Charitable Trust.

Our People

Our Staff

We are proud of our hard working, mission driven team at MDQ and the positive, inclusive culture that exists amongst them. However, as the year rolled forward, we farewelled people and welcomed others, we began to notice inclusion was becoming more difficult. New colleagues expressed difficulty getting to know those outside their immediate team. We introduced quarterly "whole staff catch up days". There is some formality with an agenda that includes such things as policy updates and planned changes but mostly its a chance to build our team and get to know the people we work with.

Management

After former CEO, Helene Frayne's retirement, and slight restructure of the management team in May 2023, Penny Deavin led the organisation as Acting CEO, until her permanent appointment in to the role in December 2023. Penelope Hodge was appointed to the new position: GM - Community Services to lead the charitable programs and fee-based community services.



Directors

Our Directors generously share their time, networks and expertise to progress the organisation's goals and to ensure support is available today and for future generations whose lives are impacted by neuromuscular conditions.

Victor Attwood
Chairperson



Victor brings extensive management, leadership and governance experience. Victor had a long career in local government, serving as Deputy Mayor of Ipswich City Council and as a senior member of several not-for-profit boards. Victor and his son live with Charcot Marie Tooth, a neuromuscular condition.

Gavin Ruddell
B.Com CA RCA
Director



Gavin is a Chartered Accountant, Registered Company Auditor and a Director of Nexia Brisbane Audit with almost two decades of experience in public practice and commercial finance roles. As well as his financial skills set, he brings to the board considerable expertise in corporate governance and risk management.

Anthony Biggar
LL.B
Director



Tony has practiced as a lawyer and has been a business owner for many years, including being the founding legal practitioner of Big Law Pty Ltd and other practices in rural Queensland. He is a member of the Property Law and Practice Committee of the Queensland Society and the Honorary Solicitor for several community organisations in Monto, Queensland.

Cullen O'Gorman
BSc(Hons) MBBS PhD
FRACP AFRACMA
Director



Cullen is a specialist Neurologist, Clinical Neurophysiologist and is the Head of Neurology at Brisbane's Mater hospital. He also consults at the Princess Alexandra hospital and is in private practice. Cullen completed his undergraduate studies in the UK and Australia and postgraduate fellowships at the Mayo Clinic, Rochester, USA.

Bob McDowell
B.Pharm
Director



Bob is a retired pharmacist and was a pharmacy owner for over 30 years. He is a member of the Pharmacy Guild of Australia and has served on the Qld branch committee for 12 years, including holding the positions of Vice President Finance and member of the Local Advisory Committee of Pharmaceutical Defence Ltd (PLD). Bob lives with FSH muscular dystrophy.

Tristram Peters
BA/BJ MWEP
Director



Tristram is a passionate sportsman, serving on the boards of several organisations promoting powerchair football, and is increasingly recognised as an advocate for people living with disability, including as co-host of Grow Bold with Disability podcast and facilitator with UnOther, offering immersion programs which build pathways to inclusion and understanding.

Kim McNab
BAppSc(EnvHealth)
Director



Kim has experience in environmental health, health promotion and disability, working in government and the not-for-profit sector. For seven years until 2019, Kim was employed as MDQ's program coordinator and was influential in developing NDIS aligned services. Kim also led the development of the national online resource, TheLoopCommunity.

Lea-Ann McNeill
BAppSc BAdult&VocEd
MLearning&Innov
Director



Lea-Ann is the Australia/NZ General Manager for a technology company and has held previous executive roles in Brisbane City Council and the Queensland Police Service. Lea-Ann is also a leader in the Harley Owners' Group (HOG) and has been on the organising committee of the club's annual Muscular Dystrophy Charity Ride for many years.



We're stronger **together**

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