

Annual Report 2010



Vincent Fairfax Family
Foundation

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From the Chairman, Vincent Fairfax Family Foundation

The year was certainly a very active one, with the retirement of Geoffrey White and appointment of Dr Sue-Anne Wallace as Executive Officer, the retirement of Geoff Kells as Chairman and the election of myself to fill that position and the publication of the Commemorative book to celebrate the 100th birthday of the founder of the Vincent Fairfax Family Foundation, the late Sir Vincent Fairfax.

During the year the Foundation distributed funds totalling almost \$4 million to various organisations concentrating on its four themes of Children and Young People, Rural and Regional Australia, Christianity and Community. These are reviewed annually at our strategic workshop meeting to ensure they are still relevant and aspire to the Founders Legacy.

A number of directors have made their time available for site visits and various meetings outside board meetings for which I am most appreciative. It is important that the organisations we fund are able to relate on a personal level with the Foundation. There is a learning experience on both sides.

The distribution of the Commemorative book '100 Years' has been widely acclaimed from all who have read it. It is interesting that some of the quotes from Sir Vincent's speeches are still relevant today and remind us of what we all should aspire to, as citizens of this wonderful country. I extend my appreciation to all those that made this publication possible.

I would like to acknowledge the work of Geoffrey White over the past 20 years in nurturing the Foundation to where it is today. His dedication, knowledge, enthusiasm, and negotiating skills are well known to all who have had anything to do with the Foundation. In his honour, Directors approved a distribution to the Winston Churchill Memorial Trust to fund a named Fellowship to investigate strategies which utilize the contribution of retirees in either paid or unpaid productive employment. As 'Trustee Emeritus' Geoffrey continues to be engaged with the Foundation. We welcome Sue-Anne Wallace to the role of Executive Officer who brings a new set of skills to the Foundation on a full-time basis. Sue-Anne is already looking at our governance, strategy and the involvement of the younger generations.

To my predecessor Geoff Kells I would also like to thank for his dedication, keen interest and professionalism acting first as a Trustee and then Chairman of the Foundation.

We also farewelled Jim Shuttleworth, a previous Chairman, who has had a very long involvement with the Foundation and the Fairfax Family. Thank you all three for your contribution.

To my fellow directors thank you for your time and generous spirit in upholding the true values of the Foundation work. Each one of you brings to the board table diverse skills and knowledge which help in our decision making. The Foundation functions because of the dedication of our staff, Geoffrey White, Dr Sue-Anne Wallace, Emily Fuller, Sue Goudie and Lucy Crook, your efforts are not unnoticed.

Lastly, I am honoured and humbled that I have been elected as Chairman of the Foundation, a responsibility that I do not take lightly. It is a privilege and honour to uphold the values of not only Sir Vincent, but also Lady Nancy Fairfax in a Foundation that was such an important part of their lives.

T. V. Fairfax AM
Chairman

From the Executive Officer

2009/2010 has been a watershed year for the Vincent Fairfax Family Foundation. After almost twenty years, Geoffrey White retired in February. Geoffrey has left his indelible mark on and an extraordinary contribution to VFFF. His final gift was the publication of the 'centenary celebration', a handsome book published to celebrate one hundred years since the birth of Sir Vincent Charles Fairfax on Boxing Day 1909. The book was launched to members of VFFF at the Annual General Meeting in 2009.

Appointing a non-family executive has been a major step for VFFF and I was honoured to be stepping into the role on 1 February 2010. Emily Fuller Program Officer and Sue Goudie Executive Assistant have been very accommodating since my appointment and I thank them warmly for their generous adjustment to a new boss and new ways in VFFF's office.

With a new Chairman and a new Executive Officer, VFFF has engaged in some new thinking in 2010. Taking on a new role always has its unexpected challenges and delights; among the delights are working with family members and gaining an understanding of the rich philanthropic culture that underpins their lives. I have especially enjoyed getting to know Sir Vincent's grandchildren and discussing with them ways to develop their involvement with VFFF. Most importantly, it has been a privilege to meet so many recipients of VFFF's support and to understand better how they are seeking to make a difference to our world.

Directors of VFFF and VFELF, and members of the Audit, Finance and Investment Committee have been most supportive of my appointment and have continued their generous and experienced contributions to both Foundations. I have been privileged to work with Tim Fairfax in his role as VFFF Chairman. His encouragement of new ideas has seen VFFF rise to the challenge of doing philanthropy differently in 2011. My thanks also to Rob Cartwright, Chairman of VFELF, who has engaged with me through settling Melbourne Business School into the new phase of the Vincent Fairfax Fellowship™.

In closing I thank members of VFFF for their welcome to an extraordinary Foundation.

S-A. Wallace
Executive Officer

About VFFF

Vision

In honouring our founders' beliefs and intentions, VFFF seeks opportunities to benefit and care for Australians and our country

Mission

To harness the generosity of the Vincent Fairfax family, VFFF makes distributions to charitable organisations with a particular focus on NSW and north eastern Australia. We also seek out organisations at the national level which are engaged in work for the benefit of and care for our country and which are consistent with the guidelines.

VFFF makes distributions to organisations which seek to address the general needs in the community with an emphasis on those which are unable to rely on high profile fundraising from the corporate sector and the general public.

The future of children and young people is of particular interest as are the special needs of Australians living beyond the major metropolitan centres particularly in rural and outback Australia.

In our work we are also concerned about the spiritual health of the nation and the relevance of Christian faith in action.

VFFF seeks to promote the long-term wellbeing of indigenous Australians through support for innovative and practical educational and health programs.

In accordance with specific criteria and subject to the availability of funds, proposals are considered under the following themes:

- Children and young people
- Rural and regional Australian
- Christianity
- Community

Organisations supported



This is a representation of organisations supported, it is not exhaustive.

VFFF Distributions 1 July 2009 – 30 June 2010

Twenty-two distributions were made by VFFF during the financial year, accounting for a total of \$3,908,664. VFFF's distributions from inception to November 2010 amount to \$93.4 million.

Twelve of the distributions made during the financial year 2009/2010 were payments of commitments made in previous years for projects extending over more than one year. There were ten organisations which funded for 'new' projects as follows:

- Cape York Partnerships for Welfare Reform (now known as Cape York Aboriginal Australian Academy)
- Centacare Wilcannia-Forbes for a program with Condobolin High School
- Central Coast Evangelical Church for a purpose-built complex
- Christ Church Cathedral Darwin for repair and restoration work
- Documentary Australia Foundation for a pilot tour to regional schools and communities
- Freedom Across Australia for the purchase of a modified bus
- Milk Crate Theatre for a program with the homeless community in Sydney
- Nordoff-Robbins Music Theatre for a music therapy program for 'at risk' youth
- Sydney Theatre Company for an educational program
- The Benevolent Society for a fathers therapy group

There is an extraordinary variety of work undertaken by our recipients which they have reported on below.

Australian Rural Leadership Foundation

Australian Rural Leadership Program

\$92,000

Theme: Rural and regional

The aim of the Australian Rural Leadership Foundation is to develop resilient rural, regional and remote communities and primary industries through leadership development. Its flagship program the Australian Rural Leadership Program is a key strategy in achieving this goal.

Unlike most of the scholarships which are targeted by sponsors to particular groups or industries, the VFFF-supported scholarships are open or 'untied' and can be awarded to high performing, committed and engaged rural leaders who are not from targeted industries.

For the recipients of scholarships for Course 17 in 2010 see the Scholarship section below.

Bell Shakespeare Company

Regional Area Program - National Education Outreach Program

\$200,000, as part of a five year commitment

Theme: Rural and regional

Launched in 2007, Bell Shakespeare's annual Regional Teacher Scholarship continued in March 2010 with support from VFFF. Twelve teachers from remote locations such as Ardrossan(SA), Narrogin (WA), Mount Isa (QLD) and Sale (VIC) travelled to Sydney in March to enjoy an intensive professional development program designed to support the quality teaching of Shakespeare and to extend Bell Shakespeare's national teacher support network.

Schools residencies supported by VFFF (extending the Australian Government's Country Areas Program) took place in the second half of 2010 and included visits to Balranald (NSW), Broome (WA), Charleville and Coen and Cairns (QLD) and Tennant Creek (NT).

Cape York Partnerships

Cape York Aboriginal Australian Academy - to support the 'Culture Domain'

\$402,710, part of a three year commitment

Theme: Children and young people

Since the implementation of the Academy in Aurukun and Coen in January 2010, a significant improvement in student behaviour, school attendance, literacy and language comprehension has become evident in both communities after just 19 weeks of instruction. The Club program commenced from July 2010 with a partnership established with AFL Auskick and Mathletics (3P Learning).

Design of the Culture program has progressed, with Noel Pearson leading the project with an indigenous language linguist. A language learning approach has been drafted using Direct Instruction principles and a number of linguists consulted.

Central Coast Evangelical Church (EV Church)

Purpose-built church complex

\$300,000

Theme: Christianity

The project was the construction of a church building and associated facilities to support church programs. This project was constructed on church owned land and was commenced during the time of the global financial crisis. A grant of \$300,000 was received from VFFF in order to meet a funding gap on a project budget of \$6.7 Million.

The new building has improved the size and scope of our youth programs. Attendance at these programs has grown by around 25% since moving into the building. The new building is easily accessible for people who were previously excluded due to the lack of suitable facilities, including the aged and those with disabilities. A significant senior's ministry uses the facilities for weekly programs and several new families with disabled children have recently joined. The facilities will also be made available for use by other community groups who work with vulnerable people in the area.

Centre for Independent Studies

Indigenous Affairs Research Program

\$120,000, part of a three year commitment

Theme: Community

The Indigenous Affairs team at CIS has published a number of papers during this period, arguing:

- 1) that further action should be taken on both education and welfare if Indigenous literacy and numeracy rates are to rise to meet the national benchmarks
- 2) and that a lack of transparency and accurate data has contributed to the failure of indigenous health care services, coupled with the fact that remote Indigenous health problems will not improve while they continue to have poor access to healthy food.

There have been a significant number of mentions in the media about CIS's work in this field, including journal articles, numerous opinion editorials, radio and television interviews as well as online and print articles. Field trips were conducted by team members to Banyala, East Arnhem Land, NT and Halls Creek, WA. They have attended and presented at national level conferences and roundtable discussions.

Prof Helen Hughes and Sara Hudson's research highlights the need for Indigenous policy reform. Furthermore, it shows that continued research and public debate – by CIS and other like-minded organisations - is absolutely imperative if we are serious about closing the gap on Indigenous issues.

Charles Sturt Foundation

Accommodation scholarships for School of Dentistry students

\$81,200 part of a six year commitment

Theme: Rural and regional

The 2009 cohort of VFFF Scholars have completed their first year in the Bachelor of Dental Science course, and are well into their second of five years' study. Students have had their first experience treating live patients, and although they found it confronting and frightening, they all agree that it was not quite as difficult as they expected. Their active participation in the Orange community has not only helped them to develop bonds within the community, but has assisted them to create a rapport with a wide range of people, and this has allowed them to develop strong client relationships.

For the recipients of scholarships in 2010 see the Scholarship Listings below.

Christ Church Cathedral Darwin

Repair and restoration of the Cathedral

\$250,000

Theme: Christianity

After thirty years of damage from the extreme tropical weather, work to repair and restore the heritage listed Christ Church Anglican Cathedral in Darwin, NT is at last a reality. The grant from VFFF has been a catalyst that has enabled an additional \$300,000 to be raised through donations and grants towards the total required for work to be done to prevent further leaks and water damage. Design work and documentation is now complete and while an early onset of the wet season might prevent building work beginning before the end of this year, everything is in place for the work to be done as soon as the rains finish. The work will repair and restore the building as well as renovating it to improve its amenity for the whole of the Darwin community.

Clontarf Foundation

Operating costs for Clontarf Academy at Sanderson Middle School Darwin, NT

\$135,000 part of a three year commitment

Theme: Children and young people

The Clontarf Foundation seeks to improve the education, discipline, self esteem, life skills and employment prospects of young Aboriginal men and by doing so, equip them to participate more meaningfully in society. Football academies are formed at selected schools, attracting young Aboriginal men to school and helping to retain and engage them in education.

2010 sees Clontarf in its third year at Sanderson Middle School. Full-time mentoring combined with a range of extra-curricular engagement activities continues to result in very positive outcomes. Average attendance for all students was above 80%, with some students achieving well above 90% for the year. Another significant success was the 100% transition of students from Year 9 (in 2009) to Year 10 at Casuarina Senior School, which will occur again this year. The partnership with the school is very strong and continues to develop, which will ensure positive outcomes into the future.

Documentary Australia Foundation

Be the Change – pilot tour to regional schools and communities in NSW

\$60,000

Theme: Rural and regional

Be the Change continues to tour in regional NSW with visits to Merriwa, Coffs Harbour, Gloucester, Camden Haven and Bellingen, with other visits planned to Tamworth and Mullumbimby later in the year. These visits

use the film, *The Burning Season* as a vehicle for raising awareness, education and inspiring action around issues of sustainability and climate change.

As a result of the workshops, students have created their own activities to raise awareness about climate change, including: awareness workshops, articles in the local media, fundraising events, a palm oil awareness campaign, initiating a school recycling program and paddle pick-up to remove rubbish from waterways.

The *Be The Change: Kids in Action* documentary detailing the tour and the kids activities is currently in editing and will be completed in early 2011.

Foundation for Rural and Regional Renewal

REACH Program

\$495,000, part of a three year commitment

Theme: Rural and regional

In response to an identified need, the Foundation for Rural and Regional Renewal developed the REACH program in conjunction with VFFF to help fund essential items to support the provision of early childhood services in small rural communities across Australia.

The REACH Program 2010 received 370 applications from all over the country, to the value of \$4,058,869. VFFF funding supported 91 applications for a wide variety of projects. The Tim Fairfax Family Foundation also contributed to this program.

Freedom Across Australia

Purchase of a modified bus

\$50,000

Theme: Community

A 2004 Toyota bus was purchased, which seats 14 people and has provision to lock down three wheel chairs. Access for wheelchairs is a side loading electric hoist. The Lions Club of Dundas Carlingford has generously donated two years full service costs. It was launched on September 12th by Barbara Perry MP and dedicated by the Reverend John Hebblewhite AM.

The new vehicle has already been used to facilitate outings and holidays for adults with a disability and volunteers who assist them, including a three week tour to Tasmania, a three day fishing trip, a three day excursion including joy flights in a Cessna. People came from the Blind Deaf Association, Dadirree Cottages, Cherrywood Village, Nepean Independent Living and from a medical referral. What is pleasing is that the volunteer pool is very appreciative of the update in transport.

Milk Crate Theatre

Growing and developing the core program – theatre with the homeless community in Sydney

\$50,000, part of a three year commitment

Theme: Community

So far this year Milk Crate have delivered over 75 workshops, six interactive community performances and four large scale public performances through our programs, which engage members of the homeless community in theatre. Two in-house trainees have been engaged in the roles of Community Liaison and Assistant Stage Manager. The Artistic Director has undertaken a professional development research trip to the UK to visit like-minded organisations including Cardboard Citizens and Streetwise Opera. Milk Crate have been invited to present with Mission Australia's Research and Social Policy Unit at the 2nd International 'Art of Good Health and Wellbeing' Arts and Health Conference in Melbourne.

Musica Viva

In-schools Program in inland NSW

\$30,000, part of a three year commitment

Theme: Children and young people

'Brilliant concert experience today at Tottenham Central School!!!! ...Thank heavens for the very generous benefactors who make it possible for our children in a very small and isolated country town to experience a brilliant range of musical types, which would never be otherwise appreciated.

Our school numbers have reduced dramatically - in part due to the extended drought, but also inevitable in a farming community. It is so vitally essential that our students be introduced to a variety of life experiences...Please pass on our appreciation to all the people who make this possible. THANKS!!!!'

Far West region teacher, 2010

In 2009 Musica Viva reached 28,316 primary school children at 164 schools in the Riverina, Western, Far West and North West regions of NSW. This constituted 36% of the disadvantaged and/or small schools in regional inland NSW. A total of 165 teachers participated in professional music education training.

Nordoff-Robbins Music Therapy

Music therapy for 'at risk' youth (including independent evaluation)

\$47,356

Theme: Children and young people

Music therapy sessions are used as a tool to meet the needs of children who are not experiencing successful outcomes educationally and/or socially. The preventative benefits of this project are long-term for the children, the school, their families and the general community. Focusing on 'at risk' children will help to reduce the magnitude of many social problems in the future. It will also provide the children with the necessary skills required to reach their full potential in life.

Royal Botanic Gardens Foundation

Youth Community Greening

\$91,000 part of a four year commitment

Theme: Children and young people

Youth Community Greening was established in March 2008 and is a project that provides educational horticulturalists to work directly with schools and children to establish and maintain community gardens. In 2010 Youth Community Greening visited 200 disadvantaged schools and youth programs, delivering 304 lessons to 12,790 participants (this included 29 new locations). Highlights of the 2010 program included a Garden Expo held in the Royal Botanic Gardens Sydney in November 2009, which was attended by 400 students and 75 teachers from 28 schools, and a Teacher-in-Service attended by 55 teachers from 40 disadvantaged schools in March 2010.

Scouts Australia

eLearning for Scout leader training

\$325,000, part of a three year commitment

Theme: Children and young people

This three year project effectively concluded 30 June 2010. As a result, Scout training can now be delivered more flexibly through eLearning, all training materials have been revised to be more appealing and better record keeping of qualifications enabled. Considerable progress was made in the latter months with wide involvement of all the Branches of Scouts Australia, including training, administration and IT staff. The scope of work completed exceeded expectations and original projections.

Shine for Kids

Organisational capacity building project to upgrade IT, communications, business systems and processes.

\$100,000, part of a three year commitment

Theme: Children and young people

Shine for Kids works in partnership with children and young people with a parent in the criminal justice system, equipping them to overcome social and educational barriers to reach their individual potential.

Significant progress has been made in strengthening the organisation through advances in communication and information technology. The funding from VFFF has assisted in the following priority areas: Upgrading the Virtual Private Network to connect all the Shine for Kids' centres, developing web conferencing and voice over IP facilities (to be implemented in all centres in 2011), redesigning and upgrading the website, redeveloping organisational processes and systems in line with network upgrades, replacement of aged IT hardware and the purchase of new equipment for the Child and Family Centres.

Social Ventures Australia

Establishment of the School for Social Entrepreneurs in Sydney

\$350,000, part of a three year commitment

Theme: Community

Since launching in 2009 with the support of VFFF, the School for Social Entrepreneurs has grown rapidly and firmly established its nine-month practical learning program in both Sydney and Melbourne. The 30 graduates to date have attracted over \$3 million in investment for their ventures and have created 41 jobs and 256 volunteering positions. They have also cited improved confidence and networks, enhanced skills in business planning, seeking investment, communications and governance. Student social businesses span the fields of health, employment, youth, environment, refugees and more. With growing demand we expect 200 to graduate by 2013.

Sydney Theatre Company

STC Ed

\$50,000

Theme: Children and young people

25,979 students from 333 schools participated in STC Ed productions and programs during 2010. 30% of schools were from regional NSW and 8.4% were schools categorised as containing a high proportion of economically disadvantaged students. Highlights of the program were:

School Drama: an innovative program designed to develop teachers' skills in using drama as a tool to improve literacy tripled the number of schools participating from five in 2009 to 16 schools in 2010.

People of the Soil: toured to 13 regional areas where students, teachers and parents participated in the project which uses the production *Burnt* to address mental health issues arising in communities affected by prolonged drought. This also included teachers and staff participating in the Mental Health First Aid program which provides skills in identifying anxiety and depression in students.

St Andrew's Cathedral School

Gawura - Indigenous primary campus and secondary scholarships

\$173,272, part of a multi-year commitment

Theme: Children and young people

Over the last four years, Gawura has grown in confidence and in pride for what it stands for, as well as in its ability to meet the needs of Aboriginal and Torres Strait Islander children from inner Sydney. From just seven students in 2007, there are now 22 students in the primary campus and eight Gawura graduates in the secondary school. Gawura has achieved in a short space of time significant outcomes for its students as articulated by Verity Firth, Minister for Education:

'What's unique about Gawura is the intensity of the staff/student ratio, the intensity of the focus on literacy and numeracy. I'm very interested in that and to see what we can replicate elsewhere...It's really great to see kids show their potential and having their potential supported and encouraged by their teachers.'

The Benevolent Society

Involved Fathers Therapy Group

\$75,000

Theme: Community

In recognising the essential role that fathers play in ensuring the physical and emotional health of their young children, The Benevolent Society has begun delivery of the Involved Fathers Therapy Group, focusing on men whose partners have been identified as being at risk of postnatal depression and/or other mental illness. After an intensive period of promotion through antenatal clinics, interagency networks and Early Childhood Centres, we have strengthened referral pathways and expect to run seven groups by June 2011. A clinical practitioner and a group facilitator meet with the group once a week and provide ante- and postnatal support. The groups will help fathers develop their capacity to have supportive, protective and available relationships with their children and to increase their emotional awareness of their partners.

Yalari

Scholarships for Indigenous students from remote and regional NSW to attend boarding schools

\$420,116 part of a six year commitment

Theme: Children and young people

With a number of scholars completing their secondary education over the next two years, Yalari is developing post school and tertiary support programs. A number of key partnerships have already been negotiated with leading universities and colleges throughout Australia.

There are presently 167 Yalari scholars with 101 students funded through the Rosemary Bishop Scholarship program (VFFF provides for 21 of these scholarships) and 66 students funded through the government-funded Indigenous Youth Leadership Program (IYLP). The very first Yalari scholar, who attends The Glennie School in Toowoomba, will complete Year 12 in 2010. In addition, a further 16 IYLP students complete their secondary education this year.

Applications for 2011 scholarships closed on 30 June 2010 with a record 112 applications. The short listing of applicants is complete and interviews with applicants and their families is underway. It is anticipated that a further 50 students will be offered scholarships in 2011.

Fellowships

Arthritis Foundation of Australia

AFA-ARA Heald Fellowship (Arthritis Foundation of Australia and Australian Rheumatology Association)

The aim of the Fellowship, established in 1989 and named after Dr Heald, a British rheumatologist and father of Lady Fairfax, is to give young Australian researchers the opportunity to undertake arthritis research overseas or in Australia.

The 2010 Fellowship was awarded to Dr Donna Urquhart, Epidemiology and Preventative Medicine, Monash University for the study: *Social Determinants of Joint Replacement in Australia: implications of potential health inequality.*

Royal Australasian College of Physicians

Vincent Fairfax Family Foundation 'Post Doctoral Research Fellowship'

In 2010, this Fellowship, '*to further research in the area of diseases associated with ageing and to promote leadership and community spirit within the profession and the community,*' was presented to Dr Andrew Jabbour to undertake research on 'contrast cardiovascular magnetic resonance in the assessment of diffuse cardiac fibrosis at the Royal Brompton Hospital and in collaboration with the Imperial College, London'.

Winston Churchill Memorial Trust

Vincent Fairfax Churchill Fellowship – '*to enrich the quality of life for Australian's in their advancing years*'

The 2010 Fellowship was awarded to Dr Natalie de Morton to study physical ageing in community dwelling older adults – USA, Canada.

Nancy Fairfax Churchill Fellowship - '*to enhance the delivery of early childhood and primary education in Australia*'.

The 2010 Fellowship was awarded to Ms Michelle Roberts to investigate strategies that contribute to creating a classroom environment where school aged children who have experienced emergencies and disasters are able to maintain their social, emotional and academic trajectories – USA, Israel.

Vincent Fairfax Churchill Fellowship – '*for education/leadership for Indigenous Australians*'.

The 2010 Fellowship was awarded to Ms Vicki Jack to explore models of educational delivery that are encompassing and respectful of cultural obligations specifically related to rural and remote Indigenous communities – USA, Canada, Sweden.

Scholarships

Australian Rural Leadership Foundation

Australian Rural Leadership Program

This program seeks to build resilient rural communities by developing leaders and involves up to 35 individuals in each 18-month course. VFFF-funded scholarships are aimed at addressing the shortage of 'untied' scholarships available for this program.

2010 recipients for Course 17 are:

Rebel Black - Lightning Ridge NSW

Ashley Bland - Bathurst NSW

Charles Sturt University - School of Dentistry and Health Sciences

Accommodation Scholarships

In 2010, four second year students were supported by VFFF (second year of a five year scholarship):

Ben Gooden

Jennifer Sebastian

Jake Ball

Astrid Hooper

Additionally, four new VFFF-supported scholars commenced their degrees in 2010.

Kate Lowe

Amanda McCosker

Hannah Grant-Nilon

Marina Basta

Royal Australasian College of Physicians

Vincent Fairfax Family Foundation Research Entry Scholarship

RACP currently offers ten Research Entry Scholarships that are awarded to researchers wishing to undertake a PhD or MD to commence a research career. This is an area of great demand.

The 2010 scholarship was awarded to Dr Christine Jellis to enable her to continue PhD research into sub clinical diabetic heart disease.

St Andrew's Cathedral School (Gawura)

Secondary Scholarships

VFFF supports four scholarships for graduates of Gawura, the primary campus for Aboriginal and Torres Strait Islander children at SACS, to attend the middle school. Two of these are named scholarships, awarded in honour of Geoffrey Kells' and Jim Shuttleworth's contribution to VFFF.

In 2010, three VFFF supported scholars were in Year 7 and the fourth in Year 8.

Toowoomba Preparatory School

Prep Scholarships

VFFF provides boarding scholarships for Indigenous students to attend Toowoomba Prep. In 2010, two students are supported, one in Year 7 and the other in Year 4. From 2007 – 2013 VFFF funding will support at least six different students.

University of New England

Teaching and Nursing Equity Scholarships

These scholarships are offered to teaching and nursing students from country areas who would benefit from financial assistance. From 2010, scholarships were made available to both non-school leavers, as well as school-leavers and to students who have been accepted to the university through the Early Entry Program.

Scholars Semester 2, 2009 and Semester 1, 2010

Ms Camilla Bailey – Bachelor of Nursing

Ms Jessica Drayton – Bachelor of Education (Primary)

Ms Jilly-Anne Hottes – Bachelor of Education (Primary)

Ms Nicole Baxter – Bachelor of Nursing

Ms Stephanie Looker – Bachelor of Science/Bachelor of Teaching

Mr Heath Thompson – Bachelor of Arts/Bachelor of Teaching

Ms Jessica Hardy – Bachelor of Arts/Bachelor of Teaching

Ms Laura Winter – Bachelor of Business/Bachelor of Teaching

Ms Lenore Scilley – Bachelor of Education

Ms Lisa Feehely – Bachelor of Education

Ms Madison Crisp – Bachelor of Nursing

Mr Alex Robson – Bachelor of Theatre Studies

Ms Emily McPherson – Bachelor of Education

Ms Jessi Le Brocq – Bachelor of Arts/Bachelor of Teaching

Ms Kate Stroud – Bachelor of Science/Bachelor of Teaching

Ms Megan Crittenden – Bachelor of Nursing

Ms Sonya Donohue – Bachelor of Arts/Bachelor of Teaching

University of Western Sydney Hawkesbury

Vincent Fairfax Scholarship

The 2010 scholarship was awarded to Caitlyn Beckinsale who is studying in a Bachelor of Natural Science: Animal Science.

Yalari

Secondary Scholarships

As detailed in the distributions section above, VFFF supports scholarships for 21 Indigenous students from regional and remote NSW to attend high-performing boarding schools for the length of secondary schooling. In 2010, these scholars are in Years 8, 9, 10 and 11 at the following schools:

PLC, Armidale

Abbotsleigh, Sydney

Kinross Wollaroi, Orange

Scots College, Sydney

St Ignatius College, Riverview

The Armidale School

Ongoing initiatives

Australian Red Cross

Asylum Seeker Program

Theme: Community

Asylum seekers have been granted a visa to seek asylum in Australia, however for many the visa fails to provide for basic needs such as shelter, money and medical support. This program supports families, elderly persons and young children who are homeless, present signs of physical and/or mental illness and have endured severely traumatic experiences.

Red Cross has delivered emergency relief to some of these vulnerable people who are living in the community without permission to work, access to Medicare, accommodation or Government funded welfare services. In 2010:

- 21 clients received accommodation support (eight individuals now live in negotiated share accommodation, two live in Church accommodation, four live with relatives, one in a nursing home and four in temporary emergency accommodation through the Department of Housing)
- 12 clients have received legal advice from pro bono lawyers
- 18 clients received pro bono health support
- 21 asylum seekers received \$200 per month

Australian Foundation for Disability

Art therapy

Theme: Community

AFFORD has provided art therapy in their 11 locations around Sydney including Lakemba, Ashfield, Cherrywood Village, Mount Druitt, Green Valley, Chipping Norton, Campbelltown, Jamisontown and Condell Park. Some sites run therapy once a week for a one hour period or once a fortnight for a two hour period. Often the classes depend on the group of clients and the attention span of those clients, the availability of the therapists and staff. Kings Park and Canley Vale Programs have purchased art supplies because they have a number of high functioning clients who are able to be taught by some of AFFORD's staff members. More than 120 clients have participated in the program. This may be through drawing, painting, pottery or even holding a paint brush for the first time. Many clients now have a stronger skills in hand eye coordination, textures, visual stimulation, imagination and colours.

Beyond Empathy (VCF Grandchildren's Committee distribution)

Conversion – Community development in Bowraville, NSW

Theme: Community

BE has committed to an eight year, arts-led community cultural development process in Bowraville and the funding from VFFF has been catalytic in seeding this process. A major focus was regeneration of the Memorial Park on the edge of the Mission, which is still in progress and has been a slower process than intended, due to the sensitive community and ensuring their ownership of the entire process. The park regeneration continues as a strong evolving activity and as a means of building skills and engaging with the community. The North Coast Institute of TAFE has delivered training in metals and construction with all project participants working on the park attending this course. The men working on the park project have also developed a social enterprise called Bawrung Gunganbu and now hold the contract with the Bowraville Lands Council for care and maintenance of the parks and gardens on the Mission.

Four learning and production spaces have been established and offer 14 arts led activities including textiles, music, film and video, rebuilding the park, photography and mosaics – 269 locals have participated. A social enterprise incubation service has been established, creating 14 jobs including four traineeships through the Better Factory Enterprise.

Arts-led community owned and driven social enterprise will take several years to be developed and become sustainable. To date the foundations are in place for the ongoing program and we are, therefore on track. Importantly, there is trust in the community that the program will be ongoing and a belief that it is not just a one off or short term distraction.

Centacare Wilcannia-Forbes

Out there Learning Program – extension to Condoblin High School

Theme: Children and young people

CentaCare has been working with Condoblin High School to deliver CentaCare's *Out There Learning* program since mid 2009. The *Out There Learning* program is an early intervention program for secondary students at risk of disengaging from mainstream schooling. *Out There Learning* empowers individuals through education by enhancing social and emotional well being and strengthening ties and support networks in the school environment and community. The *Out There Learning* model supports 12 students per year whom are identified by the school as being already disengaged, or at risk of disengaging from, their education. CentaCare's youth worker provides mentoring and support to six young people each semester to assist them to find the motivation to engage more positively in mainstream schooling. The outcomes for students have included improved health, improved behaviour, personal development, educational engagement, social connectedness and caring for others.

Country Education Foundation of Australia

Seed capital for two new local foundations and capacity funding for CEFA

Theme: Children and young people

Funding from VFFF has been used to establish two new local education foundations in the rural communities of Dubbo and Lockhart. These foundations will raise funds to provide grants to local youth to assist them with their post high school education and training costs. Each community will also receive \$10,000 in seed funding over the first three years to help them become established.

Funding from VFFF has also enabled CEFA to offer several education aspiration enhancement programs to Year 10 and 11 students in CEFA communities. As a result of their success, partner universities have expressed a keen desire to increase the number of students and schools that participate annually.

Kairos Prison Ministries

Build, Train, Grow – organisation capacity building

Theme: Christianity

The grant has enabled Kairos to fund a group to provide course material, training programs and assist expansion of the Ministry into new regions as well as assess the quality and consistency of courses provided. Some notable achievements have been the development of:

- A course, including training programs, for women family members of prisoners
- A leadership training course for future Team Leaders
- A recruitment and training course for volunteer team members
- New regions in Queensland and South Australia

Through the generous funding provided by VFFF, Kairos is now better positioned to fulfill its mission of giving hope for a better life to the incarcerated and their families through the love of Christ.

Kormilda College

Establishment of a Vocational Education Training (VET) Centre

Theme: Children and young people

The VET Childcare facility was officially opened on 27 July 2010 and has generated much interest in the community. Ms Fiona Fairfax attended the opening. From 2011, remote Indigenous boarders will be able to begin Certificate 1 Community Services in the Childcare Training Facility (Kormilda College is a Registered Training Organisation).

It has been the College's experience that students from remote communities have greater success accessing and completing courses when they are offered on-site. Day students are currently accessing this course through Charles Darwin University, but they too will study onsite at Kormilda from 2011.

In Term 3, 2010 the College ran a babysitting course for remote Indigenous students in the Childcare Training Facility. Nine students were successful in completing the course.

Lizard Island Reef Research Foundation

Lizard Island Research Station 30th Anniversary Development

Theme: Community

Our 30th Anniversary Development is a project to upgrade and expand the facilities at the coral reef field research station which has been owned and operated by the Australian Museum since establishment in 1973. It is recognised as one of the best of its kind in the world however, many of the facilities were no longer meeting the requirements of researchers. Upgrading the facilities has ensured the continuation of its contribution to knowledge of coral reef systems. It is vital that this research continues as it is a major input to the scientific knowledge required to manage and preserve the Great Barrier Reef and other coral reefs around the world.

The funding from VFFF has been enormously helpful in expanding the aquarium facilities which have been in full operation during the 2009/2010 summer research period. This has allowed a considerable expansion in the volume of research carried out.

Macquarie Philharmonia Foundation

Six philharmonic concerts in regional NSW (2011 - 2014)

Theme: Community

The Macquarie Philharmonia - Australia's Inland Symphony Orchestra was formed in 2004. Support from VFFF since 2007 has played a vital part in its growth and development. Today, the Macquarie Philharmonia serves an area represented by 27 Councils and Shires, six State Electorates, four Federal Electorates and a population of over 380,000 people.

Since 2004 the Orchestra has performed on 19 occasions, in regional New South Wales. VFFF funding has assisted in increasing annual performances from two to six in 2010. In July 'American Dream' enthralled audiences in Orange, Bathurst and Dubbo and in October Mozart's comic opera 'Cosi fan tutte' in Young, Dubbo and Bathurst.

The Founders of the Macquarie Philharmonia, Ron and Stephanie Camplin of Bathurst, noted '*Without the support of the Vincent Fairfax Family Foundation the Macquarie Philharmonia would not have been viable and could not have achieved its aims.*'

National Library of Australia

Digitisation of the Sydney Morning Herald

Theme: Community

The *Sydney Morning Herald* Digitisation Project has reached its conclusion, thanks to generous support from VFFF. The final component, batches of the *Sydney Herald*, *Sydney Morning Herald*, the *Sunday Herald* and the *Sun Herald*, completed processing and quality assurance at the end of June 2010. In order to provide the most complete collection to the public, there were 2,335 pages re-scanned from hardcopy to replace missing and damaged pages. The following titles have been digitised and made available under the *Sydney Morning Herald* Digitisation Project:

- *Sydney Herald (1831-1841)*
- *Sydney Morning Herald (1842-1954)*
- *Sunday Herald (1949-1953)*
- *Sun Herald (1953-1954)*

An extraordinary research resource for academics, family historians and the general public, this project has made searchable digitised pages available from one of Australia's longest running and most recognised newspapers. Importantly, the service is free of charge to all through the National Library's online Australian Newspapers service and search engine Trove. The facility for users to enrich and enhance content by adding subject tags, comments and correcting the electronically translated text has resulted in a very strong and active community of users.

Object: Australian Centre for Craft and Design

Cultivate - Education Outreach Program

Theme: Community

Cultivate is in its third year of program activity thanks in part to vital support provided by VFFF. Cultivate is Object's community outreach learning program offering primary and secondary students an opportunity to engage with craft and design. In particular, we focus on developing relationships with public school students and teachers from socio-economically disadvantaged areas of Sydney. Through Cultivate, students visit Object Gallery to learn about Australian design, learn to identify design in their lives and practice exploring their own creativity in a non-intimidating and inclusive environment. For teachers, we create design learning resources and provide access to a knowledgeable and supportive design community.

Odyssey House

Young Adult Fitness and Recreation Counselor

Theme: Children and young people

Odyssey House are currently running 'Odyssey House back on track program' which includes breathing, and stretching exercises, strength training, physical fitness, basic self defence and meditation. 14 residents are also participating in Pak Hok Pai (Kung Fu) once a week and two mornings a week two certified group fitness instructors take training sessions with around 10 residents. 24 residents have also recently begun Dragon Boat racing. Participants have reported that by taking part in the programs they feel a sense of achievement and purpose as they become healthier and stronger, both mentally and physically.

Outward Bound Australia

Inspiring Youth Scholarships

Theme: Children and young people

In 2010, the third year VFFF funding has supported the 'Inspiring Youth' Scholarship program, 32 individuals from disadvantaged backgrounds were offered the opportunity to participate in an Outward Bound course.

In order to be eligible for this scholarship, participants provide details of their individual circumstances as well as outlining what they hope to achieve on the course. Circumstances can include financial hardship, physical, mental or emotional disability, long-term unemployment and geographical or social isolation.

The valuable support of foundations such as VFFF means that these young Australians are given the opportunity to discover, develop and achieve their potential.

Pathways Foundation

Regional & Rural Harm Prevention

Theme: Children and young people

Pathways aims to provide contemporary rites of passage programs for young people to assist their healthy transition to adulthood and reduce risk taking behaviours. A total of 12 programs were run in 2009 across the four regions supported by VFFF: South East Queensland, North Coast, Canberra South Coast and Mid North Coast. In 2010, 14 programs have run in the regions with the exclusion of Mid North Coast who have not run any programs in 2010. This is an 18% increase over the three regions. Numbers of families participating has grown from 165 in 2009 to 198 in 2010.

Pathways has undergone significant organisational restructure this year including a change of governance and management arrangements. Previously with a centralised Board, they have now moved to a Council populated by elected members representing a wider spread. This is in line with their goals of creating self-sustaining regional chapters of Pathways.

St James Anglican Church King Street, Sydney

Construction of new spire

Theme: Christianity

St James' King Street is pleased to report that Phase 1 of the St James' Conservation Appeal, the new spire, is now complete. The project was guided by Design 5 Heritage Architects and approved by The National Trust. The new spire was unveiled to the City of Sydney recently and a re-dedication held on 20 October 2010, with Bishop Robert Forsyth presiding. The VFFF gift allowed the project to commence over two years ago and other important donations were received from The Heritage Council of NSW, The Commonwealth Bank, Westpac, The City of Sydney, The Macquarie Foundation, The AMP Foundation and a large number of private donors drawn from the Parish of St James' and members of the adjacent business community and legal fraternity.

St Michaels Collegiate School

KITE Project - National pilot for co-located, inter-generational care program.

Theme: Community

The KITE Project, which began in June 2010, is managed by a seven member team consisting of the researchers, the Project Officer, the Director of the Early Learning Centre and the Collegiate Principal who meet each month to review progress. A project management plan is in place to guide the project.

The trial program is in place, data collection action plan determined and data collection commenced, interview process and key questions determined, web designer appointed and work commenced. Some initial analysis and interpretation of the evaluative data has commenced and external evaluation of the research methodology will take place after the trial program is completed.

A key stakeholders communication plan and risk audit and management plan have been completed.

In summary the project is very much on track and meeting our expectations for a successful outcome.

Walter and Eliza Hall Supplementary Trust

Small grants program – emergency support for those in need

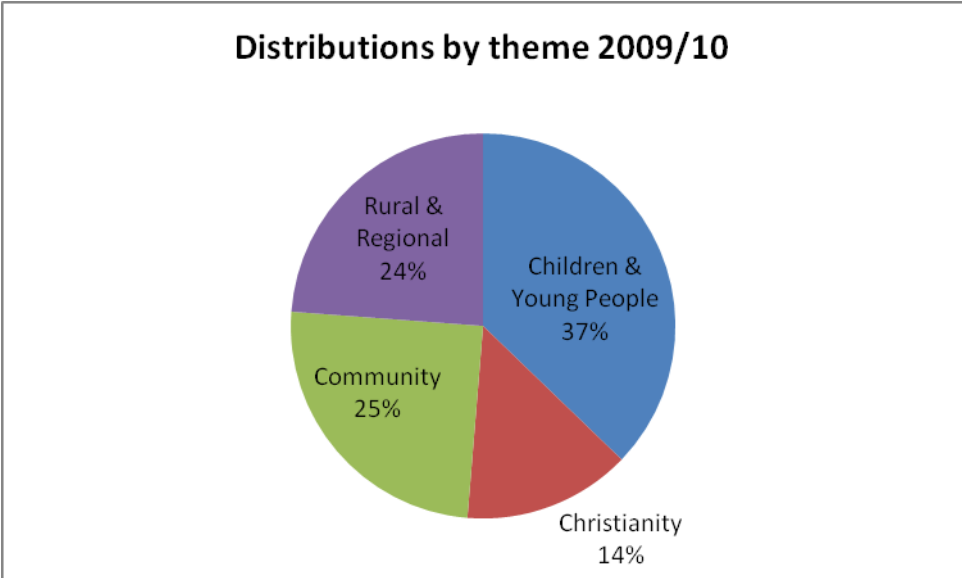
Theme: Community

The Trustees of the Walter & Eliza Hall Supplementary Trust gratefully acknowledge the support provided by VFFF in December 2008. These funds were distributed through the Trust's ongoing small grants program during 2009/2010 and provided emergency financial assistance to families and individuals experiencing financial crisis.

The relationship between VFFF and the Walter and Eliza Hall Supplementary Trust has been a long and enduring one. As a result of the ongoing support of the Foundation we have been able to provide assistance to many thousands of individuals and families in their time of dire need.

The beneficiaries are usually those faced with tragic situations. They tend to be those already dependent upon Centrelink benefits or on very low incomes and barely able to cover normal day-to-day living costs. They therefore do not have the financial capacity to cope with unforeseen events. Sole parents, individuals diagnosed with physical and intellectual disability, as well as those suffering mental health issues are representative of beneficiaries.

Vincent Fairfax Family Foundation
Value of distributions by theme



Vincent Fairfax Family Foundation
Value of distributions by theme

	\$
Children & Young People	1,449,814
Christianity	550,000
Community	970,000
Rural & Regional	928,200
Other	10,650
Total	3,908,664

From the Chairman, Vincent Fairfax Ethics in Leadership Foundation

Recipients of the Vincent Fairfax Ethics in Leadership Foundation's (VFELF) funding over the past year have been the Australian Defence Force Academy (ADFA), through the University of New South Wales Foundation, and St James Ethics Centre, for the Vincent Fairfax Fellowship™ (VFF). The second of the four Sir Winston Churchill Fellowships previously funded by the VFELF was also awarded, to be undertaken in the 2010/11 period.

VFF has been the principal program funded by VFELF and delivered through St James Ethics Centre since its inception in 1993. The Fellows of Group 14 graduated in July 2009, and most attended the annual Alumni symposium which focussed on the theme *The Justice Paradox*. The fifteenth Fellows group began their course in January 2009, to graduate in July 2010.

VFELF began a review of the Fellowship in 2008 and during the period 2009/2010 spent substantial time evaluating the results of the existing program and considering options for introducing ethical leadership to young Australians who were on a path to making a significant contribution to the Australian community. The results of this review were determined in December 2009 when the Board of Directors resolved to accept a proposal from Melbourne Business School (MBS) to offer the Vincent Fairfax Fellowship™. Under the leadership of Professor Bob Wood, the sixteenth cohort of the VFF has commenced and, further, the alumni of previous programs have been embraced in a Fellows Program run through MBS.

I want to take this opportunity to express the thanks of the VFELF Board for the work of the St James Ethics Centre in developing and conducting the Vincent Fairfax Fellowship™ for the past fifteen years. Particularly, my appreciation goes to Peter Joseph AM for his engagement with VFELF during the transition phase of the program and Dr Simon Longstaff, whose experience and knowledge shaped the program over many years.

2009/2010 was the third year of funding to ADFA to enable an expansion of their teaching and research in military ethics, which was an optional area of study for cadets. Dr Stephen Coleman, Senior Lecturer in Ethics and Leadership, has expanded the course to a major degree unit attracting over 100 students at the beginning of 2009 and his contributions to Australian and international research have covered issues relevant to military strategy and Afghanistan, peace keeping operations and ethical dilemmas faced by junior commissioned officers. He reports that military ethics is now to be included as a core degree course requirement at ADFA from 2011.

The Directors of VFELF have shown extraordinary commitment to their voluntary roles over the past year and I express my gratitude to them for their diligence and contribution throughout this period. In particular, I record my and fellow directors' appreciation of Bill Bartlett's involvement and contribution as a founding director over a period of five years to his resignation in November 2009. Angus White accepted appointment to the Board in December 2009, replacing Bill.

In conclusion, I warmly thank Emily Fuller, VFFF's Program Officer, who managed an extraordinary work load for VFELF through this past year of review and decision. She has been a wonderful contributor throughout the whole process and a pleasure to work with. We welcome Dr Sue-Anne Wallace in her role as Executive Officer and look forward to working with her in this next phase of VFELF's work in fostering ethical leadership.

R N Cartwright
Chairman

About VFELF

Mission

The Foundation seeks to support the development of high standards of ethics in leadership so that outstanding young Australians can expand their capacity to make a significant impact for the good of the Australian community.

The Foundation has twin objectives:

- To foster the leadership ability of Australians while they are still developing their vocation. They should already have demonstrated the potential and confidence to be able to influence and exercise leadership within Australia
- To foster the desire and capability of Australians to make wise ethical decisions and to inspire others to follow their example

The Foundation should focus on Australian citizens who are committed to making a significant contribution to the Australian community through their leadership.

On leadership the work of the Foundation should:

- Be focused on young Australians who have a good idea of where they are going and merit selection for their leadership qualities
- Strengthen their skills and capabilities of leadership, and
- Ensure practical and effective application of such leadership capabilities

On ethics the work of the Foundation should:

- Provide a framework for developing, maintaining and integrating the ethical dimensions of leadership in their lives
- Promote the highest possible ethical standards. To answer the question 'What ought we to do?' in practical conscious ways having regard to all those affected by their decisions
- Encourage leaders to take decisions and to relate to others in a way which they themselves would wish to be treated

VFELF Distributions 1 July 2009 – 30 June 2010

Two distributions were made by VFELF during the financial year, accounting to a total of \$426,900.

Payments to St James Ethics Centre brought to a close the long relationship between VFFF, VFELF and the Centre which had developed and delivered the Vincent Fairfax Fellowship™. The fifteenth cohort of Fellows graduated at the Art Gallery of New South Wales in July 2010.

VFELF's support of a senior lectureship at the Australian Defence Forces Academy has enhanced the ADF's recognition of the teaching of ethics throughout the armed services.

Future commitments include the Melbourne Business School, the University of Melbourne, which will offer the Vincent Fairfax Fellowship™ from July 2010.

St James Ethics Centre

Vincent Fairfax Fellowship™

\$326,900, part of multi-year commitment

The Vincent Fairfax Fellowship™ program is designed to increase the capacity of each Vincent Fairfax Fellow to exercise and support ethical leadership in their fields of influence and thereby create a better world.

In 2009/10 Group 15 of Vincent Fairfax Fellows graduated:

Senior Sergeant Narelle Beer, Officer in Charge Heidelberg West Police Station, VIC

Felicity Calvert, Natural Resource Analyst Natural Resources Commission, NSW

Jane Cleeve, Managing Director - BusinessNAV, QLD

Tara Day, Strategic Social Planner - City of Sydney, NSW

Luke Gosling OAM, Regional Manager - NT Remote Area Health Corps

Dr Pippa Grange, General Manager of Psychology, People and Culture - AFLPA, VIC

Shabnam Hameed, Industrial Officer - Public Service Association of NSW

Martin Hayden, Associate Director - Allco Equity Partners, NSW

Matthew Jones, Executive Director - Social Alchemy, NSW

Cameron Sewell, Technical Manager - Bush's Pet Foods, NSW

Peta Slack-Smith, Communications & Stakeholder Relations Manager - Australian Wool Innovation, NSW

Dr Emily Stimson, Doctor - Anaesthesia and Intensive Care Medicine - John Hunter Hospital, Newcastle, NSW

University of New South Wales Foundation

Senior Lecturer in Ethics and Leadership at UNSW@ADFA

\$100,000, part of a five year commitment

This position has been filled by Dr Stephen Coleman who has succeeded in growing demand from students for the study of ethics, which was an optional subject. Accordingly, teaching ethics has gained wide support at ADFA and among the Australian Defence Forces, to the point of now being included in ADFA's core program. A second ethics lecturer is now being recruited.

Fellowships

Winston Churchill Memorial Trust

Vincent Fairfax Ethics in Leadership Fellowship – *'to address the issues of ethics and leadership'*.

The 2010 Fellowship was awarded to Ms Ann McIntyre to study methods for strengthening teacher and school leadership capacity to improve student learning outcomes – UK, Finland, Canada.

Directors, members and staff

VFFF Board of Directors

Geoffrey V. Kells, Chairman from 1 July 2005 – 23 November 2009

Timothy V. Fairfax AM, Chairman from 23 November 2009

Robert N. Cartwright

Annabel F. Dulhunty

Nicholas J. Fairfax

James M. Millar

James M. N. Shuttleworth, retired 23 November 2009

Sarah (Sally) White

Joy L. Yeo OAM



Left to right: James Millar, Joy Yeo, Tim Fairfax, Sally White, Rob Cartwright, Annabel Dulhunty, Nick Fairfax

Board Committees

VFFF and VFELF Audit, Finance and Investment Committee

James M.N. Shuttleworth, Chair to November 2009

James M. Millar, Chair from November 2009

Michael Evans

Nicholas J. Fairfax

Geoffrey V. Kells, resigned November 2009

Christopher D. White

A. Geoffrey D. White OAM, resigned November 2009

VCF Grandchildren's Committee

The staff of VFFF would like to thank especially Angus White, Annabel Dulhunty, Nick Fairfax, Lucy Coulson, Fiona Fairfax, Sarah O'Brien and Emilia Armytage for their commitment to a range of projects this past year. It's such a pleasure for us to be working alongside you.

Members

Emilia Armytage
Ruth Armytage AM
Annabel F. Dulhunty
John B. Fairfax AO
Nicholas J. Fairfax
Timothy V. Fairfax AM
Geoffrey V. Kells
Sarah E. O'Brien
James M.N. Shuttleworth
A. Geoffrey D. White OAM
Christopher D. White
Angus D. White
Sarah (Sally) White
Joy L. Yeo OAM
Robert N. Cartwright
James M. Millar

VFELF Board of Directors

Robert N. Cartwright, Chairman from 1 December 2007
William J. Bartlett, resigned 18 November 2009
Geoffrey V. Kells
Deborah A. S. King-Rowley
James M. Millar
Michael Murray
Angus White



Standing left to right: Angus White, Michael Murray, Geoff Kells
Sitting left to right: Rob Cartwright, Debby King-Rowley, James Millar

Staff

A. Geoffrey D White, OAM, Chief Executive Officer, retired February 2010

Sue-Anne Wallace, Executive Officer, appointed February 2010

Lucy Crook, part-time Program Officer, resigned June 2010

Emily Fuller, Program Officer

Imogen Vize, Assistant Program Officer, appointed September 2010

Sue Goudie, Executive Assistant



Left to right: Sue Goudie, Emily Fuller, Sue-Anne Wallace, Imogen Vize

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