



# Kennerley

*Building a brighter future for Tasmanian families since 1869*



## Annual Report

2019-2020

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## OUR PURPOSE

To build a brighter future for children, young people and their families.

## OUR VALUES

### *Integrity & respect*

We are committed to a culture of honesty, accountability, justice and respect for every individual.

### *Inclusion & self-determination*

We believe that including and enabling others creates a better quality of life and sense of independence.

### *A culture of quality & safety*

We are determined to improve our services every day in safeguarding our children, our clients, and the families we serve.

# A MESSAGE FROM THE CHAIRMAN OF THE BOARD



It is with pleasure that I present the 2019 - 2020 annual report for Kennerley Children's Homes inc. The vision of our founder Alfred Kennerley has continued to drive our provision of high-quality services to those young people in our community that, through circumstances beyond their control cannot continue to live safely in their normal family situation.

Our Kennerley Foster Carers have provided care and nurturing for these children from birth to late teenagers to ensure they are safe and have the best opportunity to develop to their full potential.

With up to 120 children in our care at any one time, and a total of 979 individual children receiving our support throughout the year, we can be justly proud. This has only been possible due to our wonderful team of Foster Carers, with the untiring support of our staff and management.

Some significant events throughout the year were:

- The Lord Mayors reception to launch the book by Elizabeth Fleetwood bringing together the history of the 150 years of Kennerley. We thank the Lord Mayor and the Hobart City Council for their support of this function.
- In October we were honoured to be received by our Patron the Governor Professor Kate Warner for a reception at Government House to celebrate our 150 years of service to the children of Hobart in need.
- Our Young Ambassador, Masika Morris continued her work in advancing Kennerley's image in the community and completing her Law Degree and was admitted to the Bar. With her retirement for the position we are pleased to welcome Kirsten Shaw as our new Young Ambassador.

Since 16 March, 2020 we have been in a State of Emergency, with the year becoming very difficult due to the COVID 19 pandemic. I thank our General Manager Andrea, our loyal staff, and Foster Carers for their resilience and determination, doing what had to be done and keeping everyone safe from this threat.

I thank all staff for their efforts throughout the year and welcome Laura McLean, Monika Scott and Jayde Titmus to our valued team.

Early in the financial year Carleene O'Brien retired from Kennerley following 30 years of service. She started as a Cottage Carer and progressed to become our Operations Manager. We thank Carleene for her long and dedicated service to Kennerley and all the children that passed through the organisation during her tenure.

I thank all Board Members for their wonderful support throughout the year. We had the pleasure of welcoming Graham Marshall as a new member of the Board; his finance background was a much welcome addition to our skill set.

Finally, I thank our General Manager Andrea Sturges for her dedication and passion for Kennerley and the valuable work we do. The high regard Kennerley is held in throughout our industry is in no small way attributable to her work. It has not been an easy year with our National Redress commitments, some industrial problems and the work required to finalise Safeguarding Children accreditation which has now been finalised.

**PC (Robin) Jacques, OAM**



# GENERAL MANAGERS REPORT



**What an exciting beginning to the 2019 – 2020 financial year, our book 'A Big Heart, 150 Years of Philanthropy in Hobart', went to print ready for our launch. We thank Bruce Clark, and our friends at TADPAC who did a wonderful job. We officially launched the publication at an event hosted by the Lord Mayor of Hobart, acknowledging philanthropy and the art of giving. The Hon. Alfred Kennerley would have been proud – very fitting for us to celebrate with the current Lord Mayor given Alfred served as our Lord Mayor for three terms.**

It was an exciting time meeting many wonderful people who travelled from interstate, who shared their stories; some quite sad, and, others full of joy in appreciation for the care they received, some being the only surviving members of their family.

There were remarkable stories demonstrating the astronomical shift in societal expectations throughout the first and second World Wars and the Great Depression. It was at times confronting to read of the hardship and how challenging everyday tasks were. Unimaginable hardship, a world that did not value the most vulnerable, and felt that children were 'best seen and not heard', or worse still, not believed, labelled as delinquents and often left orphaned; destitute on the streets of Hobart town.

Our admission registers tell of the harsh realities facing families of the past and they reveal a very different welfare system where supports were very limited and often only provided to those that were considered 'deserving'. At Kennerley, we have always believed raising children is a community responsibility, and we celebrate their right to feel safe, loved, healthy and valued which is so paramount in all we do.

Our commitment to safeguarding children now, and into the future through third party accreditation is only possible thanks to wise investments by our Board of Directors over many years and due to their joint desire to provide quality foster care experiences to children and young people.

It has been a tough year for us rationalising 'how we adapt our business' and making savings where we could. As a result, in early July we restructured our services, and farewelled three long serving and valued staff at Kennerley, some of which had become a household name. We thanked and farewelled Carleene, Michelle and Sue for their hard work and dedication to their roles.

We took these courageous steps early to drive down our administrative costs and embrace automatised activities /advanced technology across several functions of our now cloud-based digital systems. We harnessed opportunities to outsource part of our business, making our model more agile, competitive, and viable. The pressure was to ready us for our potential National Redress commitments whilst continuing to serve the needs of the children, young people, their families, and our valued Foster Carers - into the next century.

**Andrea Sturges**

# 150TH LORD MAYORS CELEBRATION

## Book Launch 'A Big Heart' 150 years of Philanthropy

Our sincere thanks were provided to our Lord Mayor, Councillor Anna M. Reynolds, City of Hobart, Hobart City Council for their support in our sesquicentennial year, sponsoring our Children's Festival and hosting our book launch, honouring philanthropy and our founder the Hon. Alfred Kennerley for his tireless work and service to Tasmanians.

Our book 'A Big Heart, 150 years of Philanthropy in Hobart', authored by Ms Elizabeth Fleetwood, an avid history buff who was very generous with her time. Ms Fleetwood donated her services and her shared love of Tasmanian history in completing this work pro bono. We will be forever grateful for her generosity of spirit.

Our history has been marked over the last 150 years by generous Tasmanian donors and sponsors. In this wonderful year we celebrated with our current philanthropic businesses and sponsors. A great example is ISW, a Tasmanian software company who gave much in kind support in creating a bespoke case management system. ELO Digital for contributing to their work by assisting to build on our records management system, and international concern with a commitment to the not-for-profit and community sector.



(Mark Anderson ISW & Andrea Sturges celebrating the launch of their case management Software HEART 1869)



## Preserving & Protecting our history

As part of our 150th year celebrations Mr Ross Latham, the State Archivist, gratefully accepted the first fifty years of our admittance registers from 1869 – 1919 and was presented with a copy of our sesquicentennial publication "a Big Heart, 150 Years of Philanthropy in Hobart". Copies were also supplied to the National Library in Canberra, and our own State Library to ensure this history is available for all to see.

Our Board of Directors felt that the historical records belonged to the Tasmanian people and should be preserved appropriately by the State Archivist for generations to come. Special thanks also to Ms Carol Barker and Ms Jill Waters for their efforts in coordinating the presentation and management of our historic files now digitised for generations to come.



L to R Mr Rainer Krause ELO Digital, Councillor Reynolds, Lord Mayor, Andrea Sturges, and Mark Anderson ISW



## A WORD FROM THE YOUNG AMBASSADOR, *Masika*

We are always looking for ways to incorporate children's voices in all we do, so for our 2019 Child Protection Week we celebrated it with our littlest ambassadors who worked together to create a television commercial spreading the word about their interpretation of their rights (United Nations Convention on the Rights of the Child).

The children were congratulated on their work by our Young Ambassador and the Deputy Secretary Department of Communities, Ms Gail Eaton Briggs. Masika has since graduated from Law School and has successfully been admitted to the Tasmanian Bar. A wonderful role model for all young people.



## Mr Terry Bienefelt, General Manager, Board Chair, Motors Foundation

Warm heartfelt thanks also go to the Motors Foundation again this year for their ongoing sponsorship during challenging economic times. Many of their staff may not realise the difference they make to young people in foster care studying hard to have a brighter future. In past years their scholarship has assisted a young woman becoming a lawyer, a young nurse studying in her first year, a young woman studying beauty therapy, a young gymnast, and many others to learn to drive, subsidise their study and put them in a position to create a better and brighter future for themselves. Thanks, Motors, for showing compassion and giving back to the young people in our community.





# STAFFING

*New faces, new energy*



*Welcome, Laura McLean, BSW, Community Respite, Respite & Recruitment, Therapeutic Care Coordinator*

**In October 2019 we were pleased to welcome a new staff member who completed her Social Work Student placement at Kennerley. A word from Laura McLean:**

Hello my name is Laura and I am the new Recruitment and Respite Care Coordinator here at Kennerley. I commenced my role in late October 2019, however, I was also privileged enough to have completed my final Placement at Kennerley as a Social Work student in 2018. I must have done something right, as I am proud to be back in a paid position! I currently hold a Bachelor of Social Work and I am working towards my Masters of Social Work with a particular interest in the intersection of vulnerability and ethics (and the OOHC sector is a fantastic place to explore this!) as well as social policy and decision making. I am also hopeful that I can enrol in and complete the ACF Graduate Certificate of Developmental Trauma next year once things have settled.

My Recruitment role entails recruiting new foster carers, managing the administrative side of this as well as helping to coordinate the Shared Stories, Shared Lives training that is compulsory for all our prospective carers. Throughout my role as Respite Coordinator, I am responsible for managing any new Community Respite referrals that we receive as well as managing internal requests for respite for those children in Long Term Care. This is also inclusive of ascertaining the most suitable respite placements for vulnerable children and young people, using a framework that considers child individual needs, inclusive of behavioural and psychological needs in a respite placement as well as the availability and capacity of our carers whilst working to do no harm to child or carer.

I am so very fortunate to work alongside all the staff here at Kennerley. One of the things I loved when I was completing my placement was how inclusive, approachable and friendly everyone is. I am lucky to work with such skilled and supportive Practitioners and Managers and I am

looking forward to continuing my professional journey with Kennerley as well as continuing to experience the privilege of working with children, carers and the community.

The end of the year saw us close the year with a celebration of our Foster Carers hosting an event at Supertramp – thanks to the generosity again of our sponsors. It is always wonderful to see the children excited, engaged and having time to be with our carers and enjoy the fun is always a pleasure. We also farewelled Karen Bacon in December and thanked her for her hard work as she transitioned back to being a full time foster carer. We were very grateful for her insights and commitment to our team. Karen's resignation led us to rethink our structure and add an additional clinical role to the team.

February 2020 saw us also welcome Ms Monika Scott as our Clinical Practice Leader, Monika is not a new face at Kennerley she has been a significant part contributing over many years by completing assessments and helping us with Foster Carer Training. Monika holds qualifications in Law, Legal Practice, Psychology Major, Professional Honours in Human Services and is experienced in Child Safety Services at a senior clinical level.

*Welcome Monika, to Kennerley!*







## Family Connections Program launched

Mid last year Kennerley launched its Family Connections program, a fee for service program. Navigating divorce or separation whilst maintaining family connectedness can be hard for families. The objective of this fee for service arrangement is to unite and strengthen the relationships between children, their parents and their families, in a safe and secure environment. The program supports separated parents navigate Family Court of Australia parenting orders in a supportive child-friendly way, particularly, when they have exhausted hours allocated through a contact service provider.

This service is also offered to Child Safety Services for parents to have quality time with their children without statutory officers present. This is particularly useful if fractious or highly conflictual relationships exist within families and/or parents. Thanks to Avril, Laura and Jo for working hard to get this program up and running for families.

## Commissioner for Children and Young people workshops with young people from the Moving On Program

In the first week of October 2019, the young people from the Moving On Program (MOP) met with Ms Leanne McLean, Commissioner for Children & Young People who visited the program to seek young people's experiences of foster care and to talk to them about how best to engage with young people. Leanne had an informal discussion noting that she is interested in hearing from the young people present how she might talk to children and young people in OOHC about safety and security – what this might mean, what makes children and young people feel safe and secure and what might not. Leanne spoke highly of her engagement, was moved by their stories and motivated to come back and talk to them again. It is great that children and young people in Tasmania have access to an advocate so driven to see great change, particularly to the foster care out of home care system.

# THE GRANDE FINALE TO OUR 150TH YEAR

## *Government House Celebration*

In October 2019 we celebrated our last anniversary event at Government House, thanks to our most gracious host Her Excellency Professor the Honourable Kate Warner AM, Governor of Tasmania, and valued Patron of Kennerley Children's Homes Inc.



[Outgoing Young Ambassador, Masika Morris, The Governor, our Patron, Andrea and the Chairman]

We are so very grateful to the Governor and Mr Dick Warner for their generosity and hospitality in hosting this event. A wonderful evening shared with friends, colleagues, Foster carers, old boys, previous donors and Mrs Sargent



Mr Jim Heathorn, Mrs Cathy Sargent, Andrea

I will be forever grateful for having had the pleasure of seeing Cathy again, and yarning with Mr Heathorn, an outrageously lovely human being, and old boy.



Kate Kelly, Registered Trademark Attorney, daughter of Alan Hilder, (a former long-standing Chairman of the Kennerley Board), pictured with Masika Morris our first Young Ambassador newly graduated and admitted to the Tasmanian Bar.





The Board of Directors: Right to left M'Lynda Stubbs, Kate Kelly, Board Secretary, Noel Leary Board Executive, Michelle Weir, Nigel Clutterbuck, and our Chairman PC Jacques.



Tasmania has always had a big heart, and we thank our sponsors from: Motors Foundation, Harcourts Hobart, Gloo Advertising, The Lions Hobart, Freemasons, RACT Hobart, Nigel and Annette Clutterbuck Charity Trust for their ongoing generosity, Marlene Jacques for her annual sponsorship, Associated Plastics team for their ongoing fundraising, and TADPAC Printing. (below) Representatives from Harcourts, Gloo Advertising and the Chairman of the Board.



Pictured: Donna Coordinator Moving On Program, our team Dimity, Kirsten and Stephanie.

Many of the previous residents of the Moving on Program attended to help us celebrate the work we do and the difference we make, each young person a rising star following their own path, and journey. The reason our staff don't see their role as work, and we continue to do the wonderful work we do thanks to their commitment and dedication.

## OUR CARERS

### The foundation of our success

In February this year we welcomed Penny Gordon and Associates back to facilitate a joint workshop with our Foster Carers – a valuable extension of our team. This year our focus was on connection, sustaining our resilience, explore the challenges and rewards of the work we do as a team. We looked at the psychological capital we have in our team and how we share and hope, our self-efficacy, resilience and optimism before revisiting a self-care plan. We will welcome her back again next year to work with our entire team.

Our workshops for Safeguarding Children also raised a number of areas where we could improve our Foster Carer team and provide more training and support specific to their needs. This mapping exercise caused us to rethink how we do business, so we have included them in a Workforce Planning Workshop where carers and staff come together to plan, engage in training, professional development, and establish our strategic plan. As a result, there will be a much more driven focus on inclusion of carers in all professional development as valued members of our team.

We invited a facilitator to work with us in an inclusive way to inspire new ways of exploring how we do business. This planning day was postponed in March when a State of Emergency was declared due to COVID-19. Our Workforce planning occurred in June 2020.

The COVID-19 pandemic hit Australians hard. Tasmania closed its borders and the government of the day declared a State of Emergency. Kennerley had already shifted ahead of the curve to protect our carers, volunteers, colleagues, children and young people. We split our teams into three - rotating through the office as required and went completely digital. Our carers were very patient and whilst working from home was rather seamless for our staff, our carers had a far more stressful experience in lockdown. Through a number of Zoom calls, we managed to continue to support our carers who really were the unsung heroes during this very challenging period. It has been an eerie time that will see us reflect on the learnings and shift some of our practices to include regular deep cleans of the office and general hygiene. We also have talked to our carers and put protocols in place for when someone is ill in the family.



## SAFEGUARDING CHILDREN

### ACF accreditation June 2020

**When initially exploring our options for accreditation, it was agreed that we weren't satisfied with a self-audit, we wanted to meet the highest standards possible. We commissioned a reputable organisation to oversee our accreditation formally – we are grateful to the Australian Childhood Foundation for their guidance and support throughout the process.**

This due diligence gave us some comfort that rather than a tick-a-box audit we were questioning every policy and procedure to ensure children's safety was maximised.

Child-centred organisations exist because of a strong desire to provide children and young people with opportunities and experiences that enhance childhood and shape their development and growth. As a third party accredited Safeguarding organisation, we take seriously our responsibility to keep children and young people safe and nurture their wellbeing because when we do it well, we know that the impacts for children and young people are incredibly positive and meaningful.

In June this year we received official notice that we have been successful in gaining our ACF SGC accreditation. We are humbled by the praise we received for seeking children and young people's voices in all we do and how visible this commitment was.

We are grateful to Cynan Blackmore and Marilyn Greeff at ACF for their ongoing guidance and support throughout the process.

Our thanks also to Carleene O'Brien and Avril Lever our SGC Coordinator, and the Board of Directors for supporting best practice.







## INTRODUCING OUR NEW YOUNG AMBASSADOR 2020

*Miss Kirsten Shaw*

**The Young Ambassador program was initiated in 2017 out of a safeguarding workshop we ran with a clinical psychologist, and, came from a stronger desire to improve and inform our systems so that we could be better at listening to those we cared for. This led to us undertaking Safeguarding Children Accreditation through the Australian Childhood Foundation.**

Kennerley believes that the voices and opinions of our children and young people have often been ignored, or not sought, partly because we often think as a society that adults make better decisions. At Kennerley, we believe that the best decision is an inclusive one. We believe it's time for a change in perspective. Rather than speaking for them, we looked to provide them with a young person with lived experience of foster care, to speak with them and on their behalf about issues that matter to them. To ensure children have a real voice that is heard we have invited our young people to be a part of our organisational culture by including them in workshops, as panel members for staff recruitment, and guest speakers at our training for Foster Carers.

The Young Ambassador is embedded within the Moving On Program where they learn the life skills they so desperately need by practising leadership skills and mentoring approaches. The young people usually enter the program from a foster family placement – a referral that Child Safety generate and forward to us, as it's a guardianship decision, although we certainly have also taken them after talking to their foster carer. Whilst they don't have to be Kennerley carers, they usually receive first preference.

This year we are excited to announce that Kirsten Shaw has agreed to be the Young Ambassador for Kennerley. An accomplished young woman, she is currently in her second year of nursing and has been a part of our Moving On Program. Kirsten has already demonstrated her courage and leadership and recently recorded her first testimonial and interview about her experiences which we will use in our training for potential Foster Carers.

**To be eligible for nomination a young person must:**

- **Be living / or have lived on site at the Moving On Program;**
- **Have been subject to a Care and Protection Order and have lived experience of foster care;**
- **Show leadership skills and mentor others as they come through the Moving On Program;**
- **Be willing to take on the role;**
- **Be working/or completing a trade or studying part or full time; and**
- **Be over 18 years to ensure they can give informed consent.**

In May 2020 we announced our new Young Ambassador, Kirsten Shaw; a successful and driven young woman who is in her second year of fast track nursing at UTas. Kirsten will assist in keeping us accountable as a system, and work with us and children to ensure their voices are heard. We have much work to do and we will keep you posted next year about her projects and the key themes we will focus on.

# OUR KEY SUCCESS FACTORS

1

*Provide care to an increased number of children*

121

CHILDREN ENTERED OUR CARE OVER THE LAST YEAR, SOME OF THEM HAVE NOW BEEN REUNITED WITH THEIR BIRTH FAMILIES



28

NEW FAMILIES OPENED THEIR HEARTS AND HOMES TO CHILDREN IN NEED HOUSEHOLDS APPROVED



2,362

NIGHTS OF CARE PROVIDED TO OUR COMMUNITY



696

CHILDREN WERE PROVIDED CARE IN RESPITE



2

*Safeguarding children accreditation*

ACCREDITATION GAINED IN JUNE 2020

**100% OF CARERS, BOARD & STAFF**

HAVE COMPLETED SAFEGUARDING ACCREDITATION ONLINE





3

*Quality & Safety*

OUTCOMES DRIVEN

**MANDATORY SAFEGUARDING CHILDREN ONLINE TRAINING FOR ALL FOSTER AND KINSHIP CARERS,** TOGETHER WITH ONLINE TRAINING MODULES RECORDED AND ADDED TO OUR CARER PORTAL DURING COVID-19.



4

*Financially viable*

WE HAVE EMBRACED TECHNOLOGICAL ADVANCES OUTSOURCED AND RESTRUCTURED OUR SERVICES TO ALLOW FOR EFFICIENCIES TO BE REALISED TO DELIVER A SMALL FORECAST SURPLUS IN THE NEXT FINANCIAL YEAR 2020 -2021.

**2159 pa** JULY – DEC 2019

**696** CARED FOR IN FIRST 6/12 + JAN – MARCH

**108** + APRIL - JUNE 283

**= 979** CHILDREN IN PAST YEAR

**28** NEW CARERS RECRUITED

**X9** SHARED LIVES IN YEAR

**OUR KEY SUCCESS FACTORS**

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## FBFC

Stability – relatively high proportion **74%** of children have felt loved and safe in our care have been in their placement for more than three years - stable long term care

## TOTAL OF 114 APPROVED CARERS

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## MOP

The young people from the MOP all took part in an advisory meeting with the Commissioner for children giving them a platform to provide feedback about our foster care system.

**In child protection week we ran a commercial targeted at all children on our community making explicit their collective right to have a voice in decisions about the, to be loved and safe, have access to their culture and to education, connected for life to their community.**

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## STATEMENT OF COMPREHENSIVE INCOME

### FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
	\$	\$
<b>Income</b>		
Administration and management fees	14,370	46,586
Bank interest and dividends received	4,855	10,448
Carer's funding	71,026	154,036
Emergency respite	335,342	329,670
Foster care	2,037,711	1,764,630
Fundraising	8,902	12,746
Grants	49,226	54,945
Long term foster care	767,340	717,290
Moving on	167,325	161,354
Other income	393,600	71,225
Rental income	175,492	186,827
<b>Total Income</b>	<u>4,025,189</u>	<u>3,509,757</u>
<b>Expenditure</b>		
Administration	95,989	76,860
Advertising	55,461	39,647
Assessment	10,800	21,400
Children's Festival	493	32,162
Counselling, training and support	97,341	41,646
Depreciation	96,522	78,750
Electricity and water	18,496	18,878
Foster care board payments	1,961,745	1,729,539
Gifts, presents and pocket money	1,501	2,568
Insurance	56,495	69,750
IT expenses	68,245	95,493
Motor vehicle expenses	14,266	18,020
Payroll	1,129,101	1,235,861
Redress scheme expenses	1,352,217	-
Properties expenses	63,078	60,934
Repairs and maintenance	51,634	57,826
Respite payments	108,289	180,946
Sundry expenses	126,039	119,312
<b>Total Expenses</b>	<u>5,307,712</u>	<u>3,879,592</u>
Net surplus/(deficit)for the year	<u>1,282,523</u>	<u>(369,835)</u>
<b>Other comprehensive income</b>	-	-
<b>Total comprehensive income for the year</b>	<u>(1,282,523)</u>	<u>(369,835)</u>

## STATEMENT OF FINANCIAL POSITION

### AS AT 30 JUNE 2020

	2020	2019
	\$	\$
<b>ASSETS</b>		
<b>CURRENT ASSETS</b>		
Cash and cash equivalents	1,317,441	267,166
Trade and other receivables	12,573	5,808
Financial assets	524,331	855,514
Other assets	-	15,176
<b>TOTAL CURRENT ASSETS</b>	<u>1,854,345</u>	<u>1,143,664</u>
<b>NON-CURRENT ASSETS</b>		
Property, plant and equipment	<u>3,244,493</u>	<u>3,925,349</u>
<b>TOTAL NON-CURRENT ASSETS</b>	<u>3,244,493</u>	<u>3,925,349</u>
<b>TOTAL ASSETS</b>	<u><u>5,098,838</u></u>	<u><u>5,069,013</u></u>
<b>LIABILITIES</b>		
<b>CURRENT LIABILITIES</b>		
Trade and other payables	166,129	171,578
Employee benefits	182,513	227,332
National Redress Scheme provision	<u>1,349,00</u>	-
<b>TOTAL CURRENT LIABILITIES</b>	<u>1,697,648</u>	<u>398,910</u>
<b>NON-CURRENT LIABILITIES</b>		
Employee benefits	<u>24,714</u>	<u>11,098</u>
<b>TOTAL NON-CURRENT LIABILITIES</b>	<u>24,714</u>	<u>11,098</u>
<b>TOTAL LIABILITIES</b>	<u>1,722,356</u>	<u>410,008</u>
<b>NET ASSETS</b>	<u><u>3,376,482</u></u>	<u><u>4,659,005</u></u>
<b>EQUITY</b>		
Reserves	3,185,083	3,185,083
Accumulated surpluses	<u>191,399</u>	<u>1,473,922</u>
<b>TOTAL EQUITY</b>	<u><u>3,376,482</u></u>	<u><u>4,659,005</u></u>





# Sponsors



Nigel and Nettie Clutterbuck Charity Trust  
Elizabeth Fleetwood – Author 150th year  
Mr Eric Onn (volunteer)





JTMICOM

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# Kennerley

*Building a brighter future for Tasmanian families since 1869*

9 Timsbury Road Glenorchy TAS

Phone: 6272 5900

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