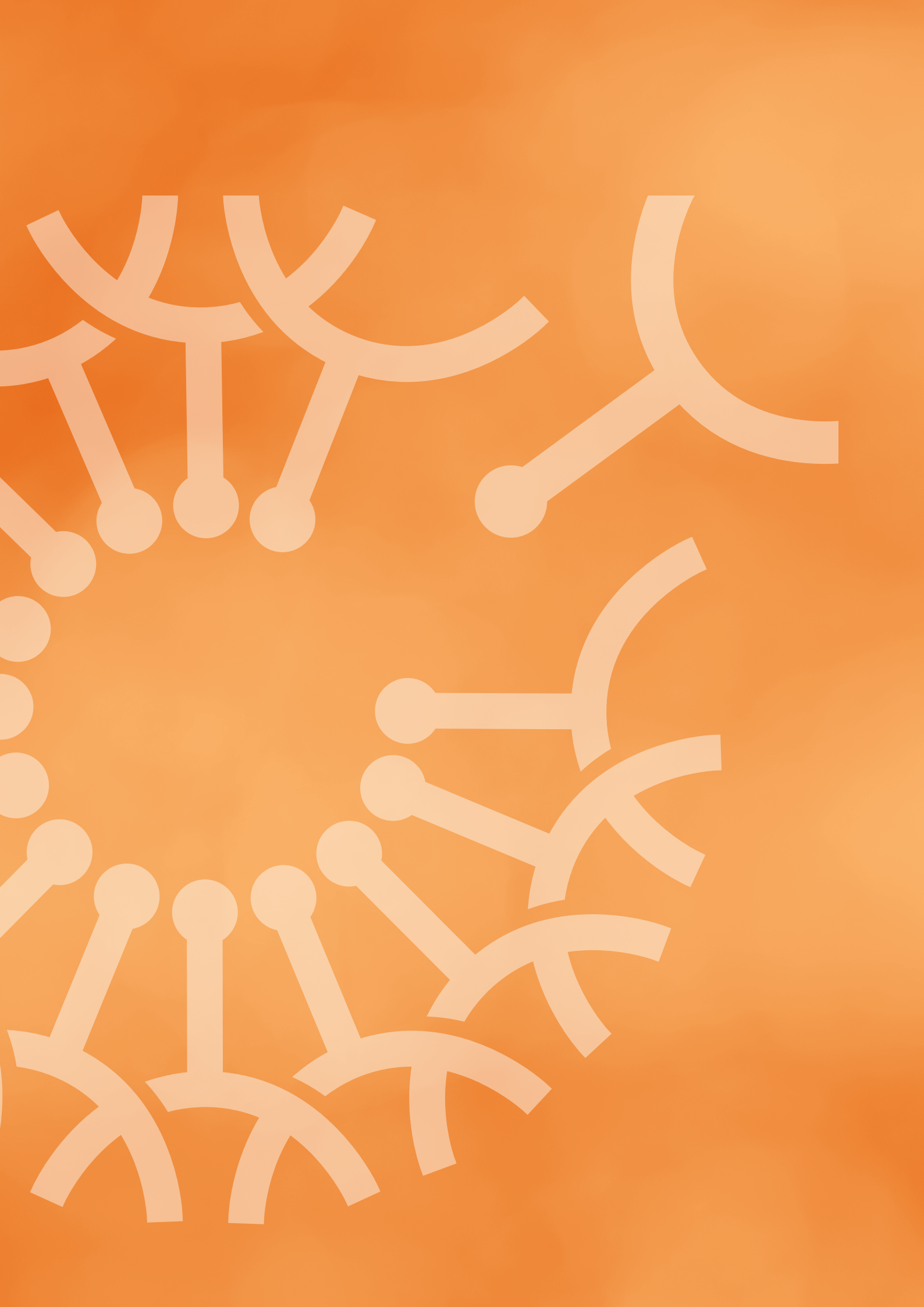




**COTA TASMANIA
ANNUAL REPORT
2016/2017**

COTA 
For older Australians



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OUR MISSION

We advance the rights, interests and futures of Australians as we age.

OUR VISION

Ageing in Australia is a time of possibility, opportunity and influence.

OUR VALUES

- Respect
- Diversity
- Collaboration
- Integrity

Volunteer, part-time worker, gym junkie, lobbyist... older person.

#RethinkAgeing



ABOUT COTA

WHO WE ARE

COTA Tasmania is the peak body for older Tasmanians. As part of the COTA Federation, consisting of COTA offices in each state and territory, we represent the rights and interests of all older Australians.

WHAT WE DO

Advocacy

For all older Australians, particularly the vulnerable and disadvantaged.

Education

Our volunteer peer educators deliver free information sessions across the state, including remote and rural areas.

Policy

Contributing to discussions at the highest level of government both locally and nationally.

Consultation

Seeking out and listening to the concerns of older Tasmanians from diverse backgrounds.

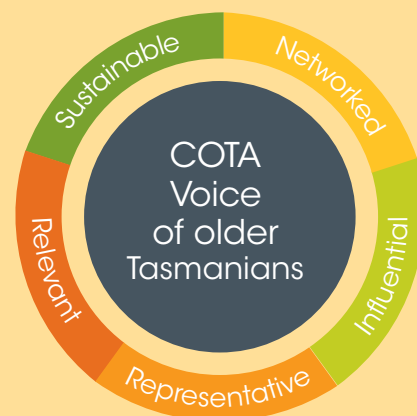
Events

Delivering Seniors Week, and year round workshops and events that benefit older Tasmanians.

STRATEGIC PLAN

1. When we speak, people listen

- COTA Tasmania is recognised as an authoritative and credible source of comment and information on issues facing older Tasmanians.
- Our research and policy positions inform the priorities of decision makers at all levels of government, and in the not-for-profit and business sectors.
- We take a leadership role lobbying and campaigning on priority issues for older Tasmanians.



2. We reflect the diversity of the community

- We will explore, develop and implement consultation processes that reach diverse groups of older Tasmanians.
- We will increase the scale and scope of our membership.
- Our board and volunteer succession planning will encourage people with diverse backgrounds and experience to nominate.

3. We are effective and enduring in all that we do

- We will build our economic, governance and organisational sustainability as a priority.

COTA Tasmania is currently working on an updated strategic plan to be released in November 2017.

COTA Tasmania gratefully acknowledges funding support from:



Australian Government

Funded by the Australian Government Department of Health. Visit www.health.gov.au for more information. We are also supported by Primary Health Tasmania under the Australian Government's Primary Health Networks Program.



**Dancer, actor, teacher, traveller
...older person. [#RethinkAgeing](#)**

CEO'S REPORT

Another year has flown by and this year could be characterised best by listening, learning and being a strong voice. The dedicated team of staff and volunteers of COTA Tasmania have been right across the state listening to older people in a variety of ways. In rapidly changing times it is good to get outside the four walls and listen to how people are going in some of the more remote areas of our state.

During the first six months of the financial year we were on the road with the Active Ageing Consultation team including Deb Lewis, Ros Herbert and Susie Bilson supported by the wisdom and knowledge of Dr Peter Orpin and John Pauley to ensure we were asking the right types of questions to help inform the next phase of ageing policy in the state. We delivered our report to the Tasmanian Government towards the end of the calendar year and were on hand to advise policy makers in Government on ways on finer details of our proposals. Thank you for welcoming us into your communities as we travelled across our beautiful island.

It was also a year of trying to listen in different ways, and trying to inform in different ways.

COTA Tasmania stepped boldly into new areas using creative arts as a way to inform social policy.

These included

- Ongoing commissioning of photography with photographer Peter Mathew to capture stories of older Tasmanians as part of *#Rethink Ageing*
- Inclusion of storytelling as a means of consultation for the new ageing plan
- A Thought Leaders panel as part of the Ten Days on the Island festival held at Salamanca Place in conjunction with Elizabeth Woods and Kevin Leong curators of *Proof of Life*, which pondered the question, 'What does it take for us to thrive as we age?' Panellists included Chris Mead – Creative Director/ Arts Health Consultant, Jim Everett – Poet, Playwright and Film Maker, Sue McGrath –

COTA National Policy Manager, Michael Fortescue – Musical Provocateur and facilitated by TASCOS CEO Kym Goodes

- Successfully gaining funding for a street art project *Piecing it Together* from the Hobart City Council - planning and art creation to take place in the next financial year
- Hosting at our AGM, Dr Peta Cook, a sociologist and photographer, and the curator of an academic photography project gaining older people's perspective on their experience of ageing, and
- Hosting the first of our COTA Lunch series, generously supported by Tasplan, where close to 100 women gathered for a grand lunch at Blundstone Arena to think about how to boost their superannuation plans to protect for future years. The lunch included a lot of fun and innovative ways to tackle one of life's wicked problems.



(L-R) Glenda, winner of Tasplan financial advice prize; Lisa Free, Executive Manager, Brand and Marketing, Tasplan; COTA Tasmania CEO, Sue Leitch; and Cate Wood, National Chair, Women in Super.

At times we feel like travellers with an overstuffed suitcase as we grapple with the many policy areas that can influence our lives as we age. This year's 'suitcase' was full of topics, end of life issues, workers compensation legislative review, elder abuse law reform recommendations, how to run a Federal election, digital literacy and access, older work issues including age discrimination, CentreLink debt recovery, adequacy of the pension and aged care reform – just to name a few. Of course housing, health and retirement incomes continue to be high on the list of important issues discussed as well.

Considerable effort from the Board, Tasmanian Policy Council and our Seniors Alliance Tasmania colleagues went into briefing members of Parliament and the relevant Minister on the proposed legislative changes for Workers Compensation. We will continue this effort in the coming years to attain equity for older workers and ensure they can take full advantage of the scheme.

My heartfelt thanks goes to my team, the staff at COTA Tasmania for their hard work, and also to the Board, Policy Council and all our other valuable volunteers. Our work is tough at times and it

is made easier by the collective smiles, laughs and shared stories. These make a big difference when we face tough policy discussions and hear challenging lived experiences of some of our more vulnerable people who seek a way to our door or take the time to call us about their concerns.

A final word of thanks for members of the COTA team who have since moved on to other interests. Our deep gratitude to Susie Bilson who supported us to get the first COTA Lunch up and running, to Helen Bridgman who is taking a gap year on the beautiful East Coast and to our volunteers who are moving into different roles now – Board member Jean Walker and our Policy Council members Fran Thompson and Dr Peter Orpin.

SUE LEITCH

Chief Executive Officer

PRESIDENT'S REPORT

I sincerely thank the staff and volunteers of COTA TAS for their dedication and commitment to the organisation. Without this family we would not be able to carry out our diverse and important work. We proudly acknowledge the support of the Tasmanian and Australian Government and other partner organisations that allow us to continue our important work as your peak body.

The board has been stable, reflective, and innovative. Perfect. I thank them enormously. Other volunteers likewise are critical to the work of the organisation. The difficult task of being very professional and utilising an important volunteer base is successful, and will continue to be important.

The board focus this year was on support for policy development and strengthening COTA interactions nationally. We were very pleased to be able to do a sizeable research project that has given core input to the State Government's plan titled – *Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017-*

2022. This document has utilised our input well and is supported by COTA Tasmania.

On the policy side, we continue to focus on ageism and how it affects issues including employment, workers compensation and age friendly communities. Another core issue is society's choice to decrease the wealth/poverty divide decade on decade. This increases pressure on downstream costs of electricity, food, rent and medicine. Those at the margin are frequently ageing women with poor superannuation. They are making logical yet difficult choices to the detriment of health and contentment.

It has also been a difficult year financially; COTA Tasmania is a knife edge operation and this year we are cut and bleeding - in contrast to the previous year. Core to this is the seven year history of improving output and influence with static income. It makes policy directions difficult as we have strong goals matched against a need to cut output.

However, our motivation is strong and we manage to hold onto a skilled and dedicated CEO and staff. Given the insecurity of one or three-year funding we are grateful to hold that knowledge, connection to community and to provide wise council to government and others over the long term.

In conclusion, you will have noted both pain and pleasure in this report. It's reality — yet we remain confident and aspirational towards our goals and mission. Our research shows many things and that includes our ageing community mostly love Tasmania as a place to live.

IAN FLETCHER

President 2016-17

TREASURER'S REPORT

I am grateful for the opportunity you have given me, to work with COTA and represent you on the Board. I thank my fellow Board members who are so supportive and I especially thank our outgoing president Ian Fletcher for his assistance and support throughout the year. He has retired from this position to undertake other work within COTA. He will be a great asset in his new role and will be sadly missed from the Board.

As you will see from the audited financial statements in the Annual Report we have an operating deficit for the year of \$33, 294. Over the years we have had some fluctuation in our results. This has been primarily a matter of timing. The result usually has been a more positive result in the following year. It has been observed that the quantum has been less. Our projected budget for the following year will be significantly tighter and as a Board we will be monitoring this very closely.

There are reasons that contribute to our present situation. These reasons have been identified, quantified and steps have been taken to both stop the trend and remedy the causes. Ian, in his report, spoke of the financial position in which we are placed. As Ian has said the core is that we are still operating on the same dollars that we received 7 years ago. There have been changes but these are, based on our performances, an increase in our KPIs. Not an increase in funding.

We, as an organisation, have strong motivation. This, with the skills of our CEO and staff, gives us the confidence that we will be able, as Ian has said, together with the connection that we have with the community, to provide services to them and wise counsel to the government and others over the long term.

Our Chief Executive Officer and our staff and volunteers perform at a level that is exceptional. We have strong goals that we aim to meet. It is an honour to work with such an inspiring group of people. Again, I thank you, the members, for the opportunity you have given me to be part of this work.

RITA MEANEY

Treasurer 2016-17

BOARD OF DIRECTORS

(as elected on Wednesday 23 November 2016)



IAN FLETCHER

President Vice President
Executive Committee
FARM* Committee
MC** Committee
• 6 of 6



PHILIPPA ROBERTS

Vice President
COTA Australia Director
Executive Committee
FARM* Committee
MC** Committee
• 5 of 6



RITA MEANEY

Treasurer
FARM* Committee
Executive Committee



BRIGID WILKINSON

Minute Secretary
Executive Committee



JOHN PAULEY

Tas Policy Council Chair
Executive Committee
FARM* Committee
• 5 of 6



MIKE WALPOLE

FARM* Committee
(until Nov 2016)
• 5 of 6

KEY

* Finance, Audit and Risk
Management

** Marketing and
Communications

• Number of Board
meetings attended in
2016/2017 financial year



SUANNE LAWRENCE

Tas Policy Council
• 3 of 6



JEAN WALKER

(term ended Nov 2016)
SAT*** Alliance Chair
• 0 of 2



JULIA CURTIS

MC** Committee
SAT*** Alliance Chair
(from Nov 2016)
• 3 of 6



Launch of *Tasmania's Active Ageing Plan* (L-R: Ian Fletcher COTA President, Sue Leitch COTA CEO, Sarah Courtney MP & Premier Will Hodgman).

VOLUNTEERS



GLENDA DALY

Tas Policy Council
(appointed Aug 2016)
MC** Committee
• 5 of 6



PETER MALONEY

FARM* Committee
• 3 of 6

Tas Policy Council

John Pauley (Chair)
Glenda Daly
Ian Fletcher
Alwyn Friedersdorff
David Henty
Ngaire Hobbins
Suanne Lawrence
Kimbra Parker
Mary Sharpe

Peer Educators

Marion Cassidy
Michael Cassidy
Rhonda Claridge
Tony Cole
Barry Heather
David Henty
Martin Modinger
Gweneth Norris
Susan Walter

Peer Supporters

Jill Burbury
Dennis Edwards
Judy Kile
Barbie Rae
Mary Sharpe
Paul Turvey

General Support

Jill Burbury
Betty Cook
Betty Coombe
Christine Dean
Margaret Gowland
Jennifer Johnston
Ian Johnston
Judy Kile
Jenny Mitchell
Jenny Muxlow
David Prentice
Barbie Rae
Maureen Rugen
John Rugen
Paul Turvey
Trina Twigg
Robin Wilkinson

STAFF



SUE LEITCH
Chief Executive
Officer



DEB LEWIS
Operations Manager



STAN BORDEAUX
Project Officer
– Peer Education



HELEN BRIDGMAN
Project Officer
Elder Abuse
Prevention



SOULA HOUNDALAS
Project Officer
Aged Care Know How



KEREE ROSE
Project Officer
Seniors Week
Support



NATALIE LO
Administration &
Finance Officer



LYNA NADJ
Project Officer
Workforce
Development



DAVID ROSE
Communications
& Seniors Week

(TOP DOWN) COTA Tasmania strategic planning day; Sue Leitch speaking at gathering after Walk against Elder Abuse; Rita Meaney and Deb Lewis volunteering at the Hobart City Council Christmas gift wrapping stand; Launceston Meet and Greet session; Shane Jackson, Consulting Pharmacy Services at Rethinking your Medications session; COTA Tasmania strategic planning day.



SUSIE BILSON
Project Officer
Events & Peer
Education Support



ROSALIND HERBERT
Project Officer
Active Ageing

NICOLA WRIGHT
Project Officer
Active Ageing
(Aug 16 – Sep 16)



SNAPSHOT OF AGEING IN TASMANIA

In 2016 over **20%** of the population was **aged over 65** in 17 councils compared to 4 councils in 2011.

*2016 & 2011
Census Quick
Stats Tasmania



'WE HAVE WORKED AND LIVED ALL AROUND AUSTRALIA. TASMANIA IS THE FRIENDLIEST AND MOST WELCOMING PLACE WE HAVE EVER LIVED.'

Glamorgan Spring Bay has the **highest proportion of the population** aged over 65 at **32%**.

'I DON'T WANT TO BE VALUED OR UNDERVALUED, RESPECTED OR DISRESPECTED, SIMPLY BECAUSE OF HOW OLD I AM. I WANT TO LIVE IN A SOCIETY WHERE HOW I AM VIEWED IS NOT DETERMINED BY MY AGE, BUT BY HOW I LIVE MY LIFE.'

A recent survey conducted by COTA Tasmania found that the primary mode of transport for almost **80%** of older Tasmanians is their own **car or motorbike**.

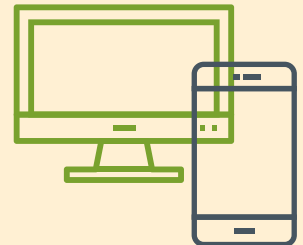
*Reference: Active Ageing Plan: Who I am, not how old I am Background document – Part B (2016) COTA Tasmania



Tasmania's digital literacy is the lowest of any state. Older Tasmanians are among the most digitally excluded groups in our state.

Reference: Thomas, J., Barraket, J., Wilson, C., Ewing, S., MacDonald, T., Tucker, J. & Rennie, E. (2017) Measuring Australia's digital divide: The Australian Digital Inclusion Index 2017, RMIT University of Melbourne, for Telstra

Tasmanians with disabilities or on low income have the lowest scores of all.



WHAT WE LOVE ABOUT AGEING IN TASMANIA

THE SCENERY



THE MILD WEATHER



THE LIFESTYLE



THE SENSE OF COMMUNITY



THE CHALLENGES OF AGEING IN TASMANIA

COST OF LIVING



LACK OF PUBLIC TRANSPORT



HILLS



COLD WEATHER



EVENTS AND HIGHLIGHTS

ANNUAL GENERAL MEETING 2016

Once again we had a great turnout for our AGM held at the Tas Hockey Centre. We welcomed guest speaker Dr Peta Cook who shared insights from her research, and imagery from her recent exhibition *Reclaiming the self: How older people perceive and experience their ageing*. Our Board of Directors remained unchanged with Ian Fletcher continuing as President.



Dr Peta Cook at COTA Tasmania AGM.

SENIORS WEEK 2016

Despite again being affected by the quirky October weather, Seniors Week attracted good numbers at a record 574 activities around the state. The official launch of Seniors Week in Launceston acknowledged this year's over-arching theme of cultural diversity with musical and dance performances by performers from the local Afghan and Bhutanese communities in collaboration with Launceston's Migrant Resource Centre. This theme was further explored by a number of migrants from African and European countries.



Seniors Week activities.

Musical events were a highlight in 2016 with special performances by the Australian Army Band, playing concerts in Port Sorell and to a full house at the Wrest Point Casino in Hobart.

We would like to thank our sponsors TasNetworks, Public Trustee and Metro and our Launch sponsors The Senior and West Tamar Council for their support.



GEOFF PEARMAN DOING IT DIFFERENTLY

In September, COTA collaborated with Geoff Pearman of Partners in Change to host the first of a series of forums on issues relating to ageing. Geoff is a thought leader in the area of age and work and the forum canvassed the impact of longevity on the way we think about life and work.

The discussion explored the different ways of rethinking retirement and the opportunities to take charge and create a different future as we age. Geoff also launched his book, *Doing it Differently: Life after 50* at the sell out event.

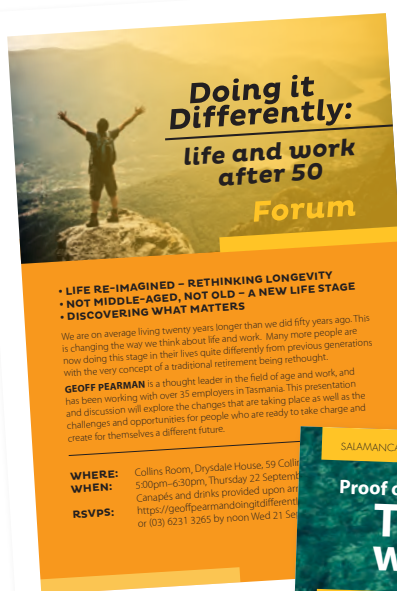
PROOF OF LIFE: THRIVING AS WE AGE

An enthusiastic audience of about 50 people attended the Proof of Life forum in March, co-hosted by COTA, Ten Days on the Island and the Salamanca Arts Centre. The event discussed what it means to age and thrive, and included four panel members - Chris Mead: Creative Director/ Arts Health Consultant, Jim Everett: Poet, Playwright and Film Maker, Sue McGrath: COTA National Policy Manager and Michael Fortescue: Musical Provocateur.

Discussion about ageing issues was varied and thought-provoking as panellists reflected on their own ageing experiences and perspectives, and answered community member's questions on ageing. The two-hour event was widely acclaimed with calls for similar events to be conducted in other locations around the state.

NATIONAL POLICY BRIEFING WITH IAN YATES

In April, COTA Australia CEO Ian Yates visited the south of Tasmania to brief the sector on national policy issues and the impact of these issues on older people and organisations working with older people. The session was very well attended with a large showing from the aged care sector. During his stay Ian was also able to meet with COTA's Board and Tas Policy Council to discuss their priorities for 2017.





LOOSE CHANGE FOR BIG CHANGE

Close to 100 people attended our *Loose Change for Big Change* lunch at Blundstone Arena. The lunch was aimed at working women. Cate Wood, National Chair of Women in Super, shared simple, effective tips to boost superannuation with recent figures suggesting women retire with half the amount of super compared to that of the average man.

We were especially grateful for the support of our event sponsor Tasplan Super and our event associate IntegratedLiving. The lunch was an opportunity for COTA to address a new

audience and inform them about small changes to superannuation that will ensure their financial independence post retirement.

Cate Wood, National Chair, Women in Super;
Rebecca Hope, Chair, Women in Super
Tasmania; Sue Leitch, COTA Tasmania CEO.



WORLD ELDER ABUSE AWARENESS DAY

COTA Tasmania marked World Elder Abuse Awareness Day with our third annual *Stand Up: Walk Against Elder Abuse* walk through the Hobart city centre. The walk was led by Hobart Lord Mayor Alderman Sue Hickey and Anti-Discrimination Commissioner Sarah Bolt.

The walk concluded at Mathers House where COTA CEO Sue Leitch, the Lord Mayor and the Anti-Discrimination Commissioner addressed the crowd urging community members to make a stand and ensure that vulnerable older people are afforded the protection, respect and support they deserve.

Inside guests were treated to afternoon tea and were able to visit information tables staffed by the Australian Competition & Consumer Commission (ACCC), Australian Securities & Investments Commission (ASIC), Legal Aid and Relationships Australia. COTA Tasmania would like to acknowledge the support of the City of Hobart and Mathers House staff and volunteers who contributed to the success of this event. COTA will continue to push for new legislation to protect vulnerable older Australians.

Sue Leitch, COTA Tasmania CEO; Sarah Bolt, Anti-Discrimination Commissioner and Sue Hickey, Lord Mayor, Hobart City Council lead the WEAAD Walk against elder abuse.



PROGRAMS AND PROJECTS

POLICY, CONSULTATION AND ADVOCACY

Funding Partners:
Department of Premier
and Cabinet

Active Ageing Community Consultation

The primary focus of COTA's consultation in 2016/17 has been the Active Ageing Community Consultation undertaken to inform *Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017-2022*.

The consultation reached over 600 Tasmanians and we sincerely thank everyone who took the time to participate for their valuable contributions. We used a range of consultation approaches to ensure that we were able to speak to, and hear from, as many Tasmanians as possible.

We visited nineteen communities state-wide, conducted a survey (available electronically and in hard copy), distributed postcards with key questions about ageing in Tasmania and harnessed creative input through a storytelling project. An extensive literature review was also conducted as part of the process to capture information about cutting-edge initiatives from within Australia and overseas.

The resulting *Active Ageing Strategic Directions* document and the background document, *Who we are, not how old we are* provided a comprehensive overview of the issues facing Tasmanians as we age and contained strong recommendations for the future.

In responding to the consultation, older Tasmanians nominated the following factors as critical to living a good life as we age:

- Being in good health
- Having enough money to meet their needs
- Having good relationships with family and friends
- Living independently in their home

The most cited **challenges** to growing older in Tasmania were:

- Having enough money to meet their needs
- Being in good health
- Lack of public transport



- Continuing in the paid workforce
- Feeling that their age doesn't restrict their ability to do what is important

It is instructive to note that the key issues raised in the Active Ageing consultation are similar to those raised in 1999 when the first Tasmanian ageing strategy was prepared.

These issues are:

- Affordable and appropriate housing
- Access to information to support informed decision making
- Transport
- Infrastructure that supports healthy ageing
- Workplace issues
- Social isolation

This tells us that there is no quick fix solution to resolve a number of the challenges experienced by Tasmanians as they age. Rather, it suggests that long-term strategy and sustained collaborative effort from a range of stakeholders is required to address system level, complex and evolving issues. It is clear that addressing these issues will benefit all Tasmanians, young and old.

The consultation process was supported by input from a Community Advisory Group with representatives from local government, business and the community and we greatly appreciated their advice and input.

Other highlights for the year included:

State Budget Submissions:

- In addition to COTA's regular State Government Community Budget Submission 2017-18 we collaborated with the Digital Tasmania Consortium to propose initiatives to support digital literacy among older Tasmanians. We also participated in a consortium alongside the Heart Foundation, Tasmania Council of Social Services (TasCOSS), Local Government Association of Tasmania (LGAT), Housing Industry Association (HIA), Tasmanian Chamber of Commerce and Industry (TCCI), Aged & Community Services Australia (ACSA) and Anglicare to propose initiatives to support healthy communities throughout our state.



Workers Rehabilitation and Compensation Act Amendment:

- COTA continued to advocate strongly for improved rights for older workers under the Workers Rehabilitation and Compensation Act 1988 that restricts access to workers compensation for older workers. COTA contends that the Act should be age agnostic so as not to discriminate against older workers who are injured in the workplace.
- We believe that requiring older Tasmanian workers to be subjected to a Tribunal process is overly onerous, particularly when they would be simultaneously facing the health concerns associated with a workplace injury.
- More and more workers are working longer either because they enjoy their work, or to improve their financial security. However, if injured at work these workers will find that

rather than having the normal entitlements to workers rehabilitation and compensation, they will be required to seek a ruling from the Tribunal as to their entitlement to income support. This level of red-tape to access support is an unnecessary burden on older workers.

- The Tasmanian Government's Workers Rehabilitation and Compensation Act Amendment Bill considered by Parliament in the second half of the 2016/17 year retained this provision.

Public Hearings:

- COTA participated in two public hearings in Hobart relating to the Legislated Aged Care Review conducted by David Tune and the Senate Community Affairs Reference Committee hearings on the impact of Centrelink debt recovery processes.

Adequacy of the Aged Pension:

- COTA hosted a meeting of community sector organisations to discuss the Adequacy of the Aged Pension Report produced by Per Capita and supported by the Benevolent Society. Participants discussed the report content and approaches for further advocacy on the adequacy of the aged pension.

Staying in touch:

- COTA co-ordinates the Seniors Alliance Tasmania group made up of a number of groups who represent the interests of older Tasmanians with a view to sharing information and increasing advocacy. The Seniors Alliance meets bi-monthly in Hobart.

- COTA representatives regularly participate in the Older Persons Reference Group (OPRG) in Launceston and the two way flow of information is highly valued by COTA. OPRG provides a forum for discussion of state-wide issues and also highlights issues facing older Tasmanians in the Launceston community.
- This year board member Glenda Daly has taken the initiative to introduce a bi-monthly meet and greet session in Launceston. Meet and greets are an informal opportunity open to anyone in the community interested in sharing their experiences and joining discussion on topics impacting older Tasmanians. The sessions have been well attended and the discussion is always lively. Feedback from the sessions assists in COTA's advocacy and provides a forum for sharing information.

PEER EDUCATION

Consumer Directed Care

Funding Partner:
Department of Health

- Final 7 sessions, as per our contract, were successfully delivered across Tasmania. The Consumer Directed Care program was well received by all organisations and proved to be a valuable information source for all participants over the life of the program.
- This period also saw the rollout of the *Step Forward: Together* program, which was the much-anticipated second stage of the Department of Health's consumer information program on the new *My Aged Care* changes.

Step Forward: Together

Funding Partner:
Department of Health

- Originally contracted to provide 10 sessions we were able to complete an extra 2 sessions for a total of 12.
- These sessions proved to be very popular as the main aim of the program was to provide consumers with information about how to work better with their service provider to ensure 'wellness' and 'reablement'.



Wake Up: Home Fire Safety

Funding Partner:
Tasmanian Fire Service

The very successful and popular *Wake Up: Home Fire Safety* program continues into its third year with another 20 sessions contracted for delivery across Tasmania.

- This year the program was extended to include *Bush Fire Safety* which ensures the program is valid throughout the year. Peer Educators will be able to provide vital information about bush fire awareness over summer as well as the usual winter program.
- Sessions are running well and a number of sessions have now been booked for the usually quiet summer period.

You're Worth It

Funding Partner:
Department of Health
and Human Services

- *You're Worth It* continues to be rolled out across Tasmania. Although the topic of elder abuse and financial security can be a touchy subject, the information provided does provide participants with a number of strategies and pathways to keep them aware of their finances.
- *Taking Control: Online Safety* is the next plank in this program and will be delivered in the coming months. These sessions will concentrate on raising awareness about online banking and other online payments as well as information about online scams.

SHORT TERM PILOT PROJECTS

Eat for Life

Funding Partner: Feeding the Future Steering Committee

- *Eat for Life* was a very successful pilot project which aimed to provide nutrition information for older Tasmanians. Based on Ngaire Hobbins' successful book *Eat to Cheat Ageing*. Two workshops and three peer education sessions were delivered to the Clarence area to raise awareness of maintaining healthy weight as we age.
- The *Eat for Life* program is set to be rolled out as a major project for the Peer Education Program over the next year.



Rethinking your Medication

Funding Partner: Primary Health Tasmania

- *Rethinking your Medication* was another highly successful program that was conducted late last year in association with Shane Jackson from Consultant Pharmacy Services and Primary Health Tasmania.
- Four community information workshops were held around the state in Hobart, Launceston, Ulverstone and New Norfolk. Shane Jackson and Ngaire Hobbins talked to each group about the importance of requesting medication reviews and the impact of medications on our appetites.
- Ten peer education sessions were delivered to very positive acclaim from all participants.

Fitness to Drive

Funding Partner: Tas Community Road Safety Grants Program 2015–18

- COTA TAS was successful in applying for a Tas Community Road Safety Grant to run *Fitness to Drive*; a program aimed at providing information for older drivers.
- The program proved to be very well-received with nine sessions provided to organisations around the State. Information included new regulations surrounding licensing and tips for older drivers to stay behind the wheel longer.

ACTIVE AGEING

Funding Partner: Department of Premier & Cabinet

- COTA was funded by the Tasmanian Government in July 2016 to support development of Tasmania's new Active Ageing Plan.
- 841 Tasmanians participated in two phases of state-wide community consultations that identified what older Tasmanians value, and what they find challenging, about growing older in Tasmania.



St Helens Active Ageing consultation group. (ABOVE) Nubeena Active Ageing consultation group.

Rethinking your medication

It's OK to ask

Dr Shane Jackson, Consultant Pharmacist with Consultant Pharmacy Services, will talk about chronic conditions and how medications impact our bodies as we age.

Dietitian Ngaire Hobbins, author of *Eat to Cheat, Ageing & Eat to Cheat*, will speak about muscle loss and how to avoid it, as well as appetite issues for older people.

There will be a Q&A session followed by light refreshments.

COTA
For older Australians

COTA Tasmania is the peak body for older people living in Tasmania

When we speak, people listen.

FREE LAUNCESTON WORKSHOP

9:30am–12 noon
Thursday 25 August 2016

The Traralgon Function Centre,
4 Invermay Rd

Rsvp to COTA TAS on 6231 3265 or email us at info@cota.org.au by Wednesday 17 August. Level access and parking available.

- COTA produced two documents that detailed methods, findings and recommendations for Government from phase 1 of these consultations
- Active Ageing Plan: Strategic Directions Paper – Part A
- Active Ageing Plan: *Who I am, not how old I am* Background document
- The Tasmanian Government released *Strong, Liveable Communities: Tasmania's Active Ageing Plan 2017-2022* in March 2017.
- COTA TAS has been funded to implement a number of projects from the Active Ageing Plan in 2017/18.

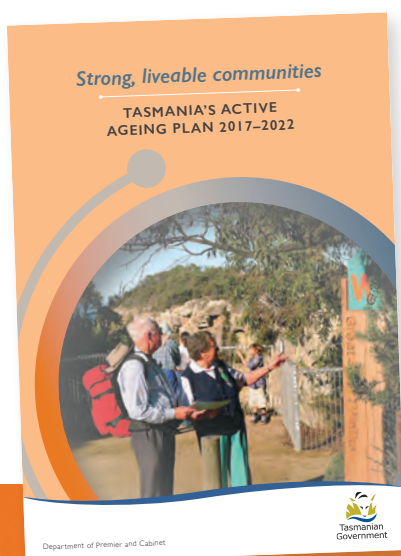
SENIORS WEEK

Funding Partner:
Department of Premier & Cabinet

- Seniors Week 2016 again broke records, with 576 events around the state including a mix of music, arts, physical activities and information sessions.
- Continuing our recent practice of establishing an overarching theme for each Seniors Week, the 2016 program celebrated multiculturalism and diversity.
- Our official launch event in Launceston conducted with the assistance of the West Tamar Council featured special dance and musical performances from members of the

Bhutanese community, plus an enthralling performance from blind vocalist and guitarist Asadullah Alizada, assisted by his young children.

- During Seniors Week, several migrants shared their migration journeys with community members at a number of special events around the state.
- A fully booked free concert was held at Wrest Point Casino in Hobart as a finale to Seniors Week. The Australian Army Band performed for over 300 guests.



DAILY PLANNER (NORTH)		
WEDNESDAY 12 OCTOBER		
9:00am-9:00pm	MEANDER - SKETCHES, PAINTINGS AND POETRY	DELOIRANE P71
9:00am-9:00pm	RECLAIMING THE SELF: HOW OLDER PEOPLE PERCEIVE AGEING	INVERESK P72
9:30am-9:00pm	AS I AGE	LAUNCESTON P74
9:30am-9:00pm	67 BUSHFIRES STORY BOOTH	LAUNCESTON P78
10:00am-12:00pm	OPEN COMPUTING - COME AND SEE WHAT WE DO	LAUNCESTON P78
10:00am-12:00pm	CRAFT GROUP	SCOTTSDALE P78
10am-1:00pm	HEALING MINISTRY	DELOIRANE P77
10am-2:00pm	THE IPOD PROJECT @ THE LINC	DELOIRANE P78
10am-2:00pm	SENIOR OLYMPICS	DELOIRANE P78
10am-4:30pm	SENIORS WEEK INDOOR BOWLS CARNIVAL	KINGS MEADOWS P73
11am-1:30pm	THE CHORDWAINERS	DELOIRANE P71
11am-2:30pm	GREYNICH GALLERY AGEING EXHIBITION	DELOIRANE P70
11am-3:30pm	LIVING ON EXHIBITION	DELOIRANE P70
11am-12:00pm	STRENGTH AND FITNESS FOR MAKING LIFE EASIER	DELOIRANE P70
11am-1:00pm	ELPHINSTON GARDENS - LUNCH AND VILLAGE TOUR	LAUNCESTON P73
11am-1:00pm	LAUNCESTON GARDENS - LUNCH AND VILLAGE TOUR	LAUNCESTON P73
12:30pm	BUBBLY @ THE WINERY LUNCHEON	LAUNCESTON P73
2:00pm	HEARTYMOVES EXERCISES	ROWELLA P76
3:00pm	INTRODUCTION TO JARDIN WITH BRUCE DINEEN	DELOIRANE P78
3:30pm	CROQUET - GENTLE EXERCISE OUTDOORS FOR ALL AGES	LAUNCESTON P72
3:30pm	STUFF: SOCIAL TONIC WHOLELE FOR FUN	DELOIRANE P71
10:00pm	ALIVE INSIDE FILM SCREENING	DELOIRANE P72
9:00pm	BOKSAI GROWING	LONGFORD P75

AGED CARE KNOW HOW PEER SUPPORT AND INFORMATION PROGRAM

Funding Partner:
Department of Health

The Aged Care Know How Program is focused on supporting the choice to age at home by providing step by step information and 'know how' to navigate the aged care system. The project aims to assist older Tasmanians and their family and friends who find it more difficult to access information online or need some support to get started.

Achievements this year include:

- 13 Aged Care Know How help sheets developed.
- State-wide communications plan developed & activated in Greater Hobart area.
- Series of home based care focus groups with consumers and providers built on co-design principles.
- Linkages developed with Regional Assessment Teams.
- 6 Peer Support volunteers recruited in Southern Tasmania.

- 2 day training course for volunteers developed and delivered.
- Peer Support Information Manuals completed.
- COTA Tas operations and information systems developed to support the roll out of state- wide Aged Care Know How to be provided as a free and personal community service.

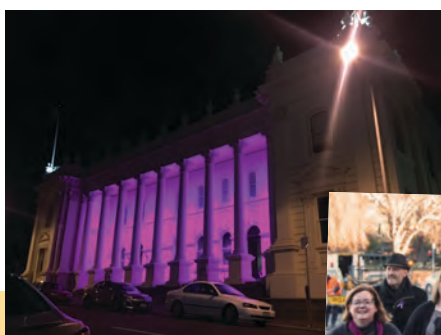
The COTA team also assisted COTA Australia to work with a group of older Tasmanians in the co-design of a resource that highlights where to find introductory information on the aged care system.



ELDER ABUSE PREVENTION

Funding Partner:
Department of Health
and Human Services

- The original three-year funding agreement for Elder Abuse Prevention ended on 30 June 2017. In recognition of the importance of the program and COTA's success in meeting all key performance indicators in the first grant deed, DHHS extended some activities in modified form for the 2017–2018 financial year.
- COTA Tasmania again organised the annual World Elder Abuse Awareness Day Walk (WEAAD). The 2017 walk was led by Tasmania's Anti-Discrimination Commissioner, Sarah Bolt, The Lord Mayor, Alderman Sue Hickey, and the CEO of COTA Tasmania, Sue Leitch.
- This year Launceston City Council participated in promotion of WEAAD. The Launceston town hall was bathed in purple lights with Elder Abuse is not OK highlighted as a key message. Launceston Council is very keen to hold a WEAAD Walk and related activities in 2018.
- A second series of photographs for the *#RethinkAgeing* initiative was commissioned in the lead up to WEAAD. Some of the photographs were on display as banners at the conclusion of the walk. The second series focuses on older Tasmanians who are in the workforce and/or volunteering. Our 2017 WEAAD partner, Mathers House, also arranged for *#RethinkAgeing* photographs to be projected onto the wall of the adjacent Playhouse theatre, attracting much attention, particularly because the week of WEAAD overlapped with the Dark MOFO festival.



Launceston Town Hall lit for World Elder Abuse Awareness Day.

WORLD ELDER ABUSE AWARENESS DAY 15 JUNE
STAND UP: WALK AGAINST ELDER ABUSE

WALK AGAINST ELDER ABUSE
1:45PM THURSDAY 15 JUNE
FROM WESTELLA BUILDING, 181 ELIZABETH STREET, HOBART

COTA
For older Australians

Council on the Ageing (COTA) Tasmania invites you to join us on International World Elder Abuse Awareness Day, Thursday June 15 2017 to highlight the silent epidemic of elder abuse.

This year we are pleased to welcome the Anti Discrimination Commissioner, Ms Sarah Bolt, who will be walking with us.

Each of us has a role to play in preventing elder abuse and the severe damage it causes to both individuals and families **so please step forward and make your presence felt.**

This easy walk will depart from the carpark at the Westella Building (181 Elizabeth St) at 2pm and conclude at Mather's House (108 Bathurst St) where a light afternoon tea will be served.

We thank the great team at Mather's House for partnering with us and helping to promote this important issue.

RSVP to COTA Tasmania on **6231 3265** or email **admin@cotatas.org.au**

SUPPORTED BY
Tasmanian Government

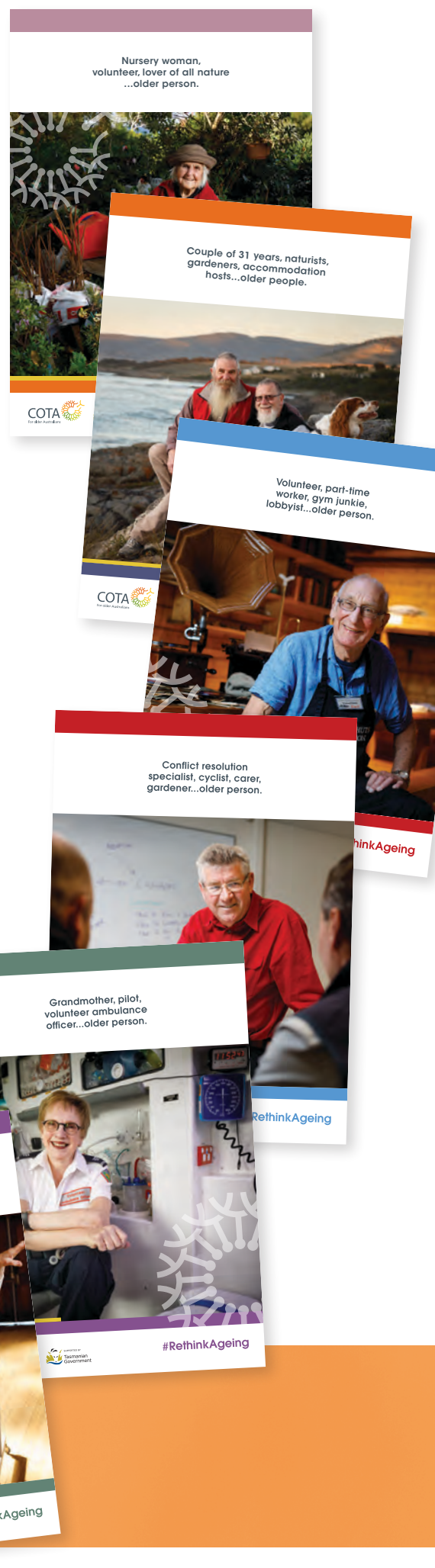
City of Hobart



2017 WEAAD Walk in Hobart.

- #RethinkAgeing and other elder abuse prevention collateral was developed to promote conversation. Instead of relying on shock tactics, soft, attractive colours and design were used to attract attention to key messages and imagery. The strategy was to address ageism and disrespect of older people without alienating the potential audience. The collateral has been very well received in a wide variety of forums.
- The peer education program called *You're Worth It* (YWI) was reviewed in January 2017 and it was resolved to continue delivering the program as originally developed. Feedback from trained peer educators indicated that overall the program was effective in raising awareness of financial elder abuse amongst older Tasmanians. Sessions will continue to be rolled out in the 2017-2018 financial year.

- A program called *Taking Control* was developed during the 2016-2017 financial year as an adjunct to YWI. *Taking Control* is designed to raise awareness of online banking security, managing online accounts and password security.
- Since March 2016, COTA Tasmania has presented nine Elder Abuse Information Sessions to 89 people from community care service providers and not-for-profit organisations across Tasmania. Evaluation survey responses were overwhelmingly positive.



- The Referral Pathways Group comprising COTA Tasmania, Tasmania Police, Advocacy Tasmania, The Migrant Resource Centre, Hobart Community Legal Service, the Women's Legal Service, and Relationships Australia Launceston identified a need for accessible and colourful collateral. To meet this need, the group developed an A3 flyer for display in legal and GP waiting rooms, community centres and LINC's. The group also developed contact (referral) sheets for use by managers with staff who suspect a client may be at risk of or experiencing elder abuse. Having met its goals, the group was then disbanded.

- COTA Tasmania drafted *Guiding Principles that Protect and Respect Older Tasmanians*. These were reviewed and amended by the Tasmanian Department of Human Services in September 2016, before being circulated state-wide for stakeholder feedback. The final document was then distributed to the COTA National Policy Council held in June 2017 by COTA Australia.

in the Hobart Mall. This was a great opportunity to raise awareness of our organisation, we also raised over \$200 from donations.

- Once again COTA TAS was pleased to participate in the 2017 West Moonah Community House Wellness Expo. Held at Princes Wharf, this was a much larger event than previous years consisting of 90 stalls.
- COTA TAS participated in Neighbour Day activities run by Mathers House and Relationships Australia Tasmania. This was an important opportunity to talk to people about the importance of social connectedness.
- After becoming a member of 26Ten, COTA TAS held a Plain English Workshop for our staff and volunteers. The workshop aimed to break down stigma surrounding low numeracy and literacy levels and to provide tips on how to communicate effectively with any audience.

EVENTS

- During Seniors Week COTA TAS held an information table at the Australian Independent Retirees' Retirement Expo. We were able to interact with a lot of people with most completing our Active Ageing surveys.
- In the lead up to Christmas our staff and volunteers participated in the City of Hobart Christmas Gift Wrapping Service



COTA TAS Inc Financial Statements **2016/2017**

STATEMENT BY MEMBERS OF THE BOARD



COTA TAS
'Westella' 181 Elizabeth St
Hobart TAS 7000

www.cotatas.org.au
ABN 71 718 804 307

P: (03) 6231 3265
admin@cotatas.org.au

Financial Year Ending 30th June 2017

Statement by Members of the Board

In the opinion of the Board the consolidated balance sheet, profit and loss statement and the notes to the financial statements:

1. Presents fairly the financial position of the Council of the Ageing (Tasmania) Inc as at 30th June 2017 and its performance of the year ended on that date in accordance with Note 1 accounting policies.
2. At the date of this statement, there are reasonable grounds that the Council of the Ageing (Tasmania) Inc will be able to pay its debts as and when they fall due.

The statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by:

President

Ian Fletcher

Treasurer

Rita Meaney

Dated this day of September 2017.

Patron

Her Excellency Professor the Honourable Kate Warner,
AM, Governor of Tasmania

BALANCE SHEET AS AT 30 JUNE 2017

	2017	2016
Current Assets		
Cash at Bank, on Hand	25,332	20,744
Bond	7,990	7,990
GST Due from ATO	5,764	7,706
Petty Cash	100	100
Term Deposits	167,577	190,912
Receivables	17,815	50,811
TOTAL CURRENT ASSETS	224,578	278,262
NON CURRENT ASSETS		
Computers at Cost	15,934	15,934
Deduct Provision Depreciation	-10,944	-9,725
Motor Vehicles at Cost	32,229	32,229
Deduct Provision Depreciation	-8,731	-6,120
TOTAL NON CURRENT ASSETS	28,489	32,319
TOTAL ASSETS	253,067	310,581
CURRENT LIABILITIES		
Payroll Liabilities	10,966	6,802
Provision Employee Entitlements	62,584	48,677
GST Due to ATO	10,126	9,118
Unexpended Project Funds	66,918	110,216
TOTAL CURRENT LIABILITIES	150,594	174,813
NET ASSETS	\$102,474	\$135,768
EQUITY		
Accumulated Funds Brought Forward	135,768	106,388
Current Year Surplus (- deficit)	-33,294	29,379
TOTAL EQUITY	\$102,474	\$135,768

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2017

	2017	2016
INCOME		
Insurance Royalties	4,377	4,810
Advertising Revenue	2,451	4,987
Administration Services	146,445	147,103
Fundraising	3,611	932
Grants Funds:		
CDC	3,250	12,736
City of Hobart	15,000	0
DoH	120,704	26,480
DHHS	100,966	129,105
DPAC	358,135	384,993
HACC	0	107,441
State Growth	24,900	0
Tas Fire Service	16,000	14,566
TAHPC	0	6,462
Interest	2,690	5,829
Other Grants	9,859	0
Sundry Income	5,626	12,317
Membership	3,805	5,142
Sponsorship	13,500	14,500
TOTAL INCOME	831,319	877,402
EXPENSES		
Advertising, Promotion	44,604	65,569
Audit, Accounting	2,025	1,990
Board, Conference, Annual Report	4,629	7,358
Cleaning	3,900	3,933
Client Support Services	10,778	0
Consultancies	4,604	5,780
COTA National, Australia Levy	22,524	16,690
Depreciation	3,830	4,360
Electricity	4,183	3,061
Employee Entitlements	43,958	58,320
Equipment, Consulting	1,237	7,947

INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE 2017 (CONTINUED)

	2017	2016
Fringe Benefits Tax	4,555	4,092
Individual membership	1,999	2,563
Insurance	7,675	6,614
IT Contract	5,872	3,067
Meeting Expenses	1,186	5,938
Motor Vehicle	5,220	6,491
Photocopier, Printing	7,711	9,498
Postage	9,546	1,827
Projects	146,445	147,103
Rent	44,744	35,862
Salaries	448,621	366,447
Staff Benefits, Development, Recruitment	6,908	11,744
Subscriptions	3,966	4,361
Sundry Expenses	2,063	2,072
Superannuation	44,449	36,683
Telephone, Facsimile, Internet	5,636	6,434
Travel, Accommodation	8,110	13,862
Volunteer Expenses	6,936	6,931
TOTAL EXPENSES	907,911	846,598
Operating Surplus (- deficit) for year	-76,592	30,804
Deduct Loss on Disposal of Asset	0	1,425
Deduct Unexpended Funds carried forward	-66,918	-110,216
Add Unexpended Funds brought forward	110,216	107,367
Net Surplus (- deficit) for Year	-\$33,294	\$29,379

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2017

	2017
Cash Received from Operations	
Receipts from Grants	638,955
Receipts from other sources	270,599
Deduct Expenditure on Suppliers and employees	<u>-928,301</u>
Cash Deficit from Operations	<u>-18,746</u>
Net cash reduction for the year	-18,746
Balance at start of year	<u>211,756</u>
Balance at end of year	<u>\$193,009</u>
Made up by:	
Cash at Bank	25,432
Deposit	<u>167,577</u>
Total cash at year end	<u>\$193,009</u>
Result for Year is reconciled to cash surplus from operations as follows:	
Operating Deficit for the year	-33,294
Changes in non-cash items	
Depreciation, Write-offs	3,830
Employee entitlements	13,907
Payroll liabilities	4,164
Unexpended funds	-43,298
Sundry debtors	34,938
Sundry creditors	<u>1,009</u>
Cash Deficit from Operations	<u>-\$18,746</u>

NOTES TO AND FORMING PART OF THE ACCOUNTS FOR THE YEAR ENDED 30 JUNE 2017

1 STATEMENT OF ACCOUNTING POLICIES

(a) Basis of Accounting

This financial report is a special purpose financial report prepared in order to satisfy the financial report preparation requirements of the Associations Incorporation Act (TAS).

The Members of the Council have determined that the Council on the Ageing Incorporated is not a reporting entity.

The report has been prepared in accordance with the requirements of the Associations Incorporations Act (TAS) and the following applicable Accounting Standards

AASB 1031: Materiality

AASB 110: Events After the Balance Sheet Date

No other applicable Accounting Standards, Urgent Issues Group Consensus Views or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The following is a summary of the significant accounting policies, which are consistent with the previous period, unless otherwise stated, have been adopted in the preparation of this report.

(b) Changes in Accounting Policies

Accounting policies adopted are consistent with prior years.

(c) Principle Activities

The Principal continuing activity of the Council during the financial year has been to provide information and support for the Ageing in Tasmania.

(d) Income Tax

The company is exempt from income tax under the current provisions of the Income Tax Assessment Act and accordingly no expense has been charged or liability included in the accounts with respect to income tax.

(e) Plant & Equipment

Plant and equipment are brought to account at cost.

The gain or loss on disposal of all fixed assets is determined as the difference between the carrying amount of the asset at the time of disposal and the proceeds from disposal, and is included in net profit of the company in the period of disposal.

The depreciable amounts of all fixed assets are depreciated over their useful lives commencing from the time the asset is held ready for use. Items of property plant and equipment other than freehold land are depreciated over their estimated useful lives using the straight line method of depreciation.

(f) Employee Entitlements

Provision is made for employee entitlement benefits accumulated as a result of employees rendering services up to the reporting date.

The amount provided in the financial statements for the payment of employee leave entitlements are included as current liabilities to the extent of the amount expected to be paid out within twelve months. Amounts not expected to be paid out within twelve months of balance date are treated as long term liabilities.

Contributions are made by the Association to an employee superannuation fund and are charged as expenses when incurred. The Association has no legal obligation to cover any shortfall in the funds obligation to provide benefits to employees on retirement.

(g) Revenue

Revenue from the provision of services is recognised upon the delivery of those services to customers.

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

All revenue is stated net of the amount of Goods and Services Tax (GST).

(h) Investments

Investments are valued at cost, and interest is accrued on a daily basis.

INDEPENDENT AUDITOR'S REPORT

Max Peck and Associates

ABN 40 322 767 816

Principal: Rendell W Ridge B.Ec Registered Company Auditor #161503

Independent auditor's report to members of the Council on the Ageing (Tasmania) Inc.

I have audited the special purpose financial report of the Council on the Ageing (Tasmania) Inc. for the year ended 30 June 2017.

Management Committee's Responsibility for the Financial Report

The Management Committee is responsible for preparation and fair presentation of the special purpose financial report and information contained therein. This responsibility includes establishing and maintaining internal controls relevant to preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. I have conducted my audit in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the accounts are free of material misstatement. My procedures included examination, on a test basis, of evidence supporting amounts and other disclosures in the accounts, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Australian Accounting Concepts and Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) (where applicable), and statutory requirements so as to present a view which is consistent with my understanding of the Association's financial position and the results of its operations and cash flows.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

To the best of my knowledge and belief, there has been no contravention of auditor independence and any applicable code of professional conduct in relation to the audit.

Limitation of Scope

It is not practicable to establish complete accounting control over all transactions processed by the Association from all of its activities. Verification therefore has been limited to the transactions recorded in the Association's financial records.

Audit Opinion

In my opinion, the special purpose financial report of the Council on the Ageing (Tasmania) Inc. presents fairly in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia the financial position of the Association as at 30 June 2017 and the results of its operations for the year then ended.

MAX PECK & ASSOCIATES



Rendell W. RIDGE

21 August 2017

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P.O. Box 680, Sandy Bay, Tasmania 7006
Email rwridge@maxpeckassoc.com

2016/17 DONORS

Thank you to the following people for their generous donation(s) to our organisation. Your donation does make a difference.

Ms S Barnes
Mrs A Bond AM
Miss D Connolly
Mr & Mrs A Cook
Mr K Cooley
Mrs K Cox
Mrs G Denniss
Mr & Mrs P & J Flanagan
Mr W Flassman
Mr I Fletcher
Mr J Graham
Mrs M Grant
Ms A Haywood
Mrs J Hazzlewood
Ms N Hobbins
Ms A Hobbs
Ms J Howard
Ms R Meaney
Mrs M Newman
Mr J Pauley
Mr M Roe
Mrs U Roos
Mrs J Searle
Dr D Verrall
Mr & Mrs M & A Vialle
Mr M Walpole

Nursery woman,
volunteer, lover
of all nature....
older person.

#RethinkAgeing

Images from the *#RethinkAgeing*
series are images of real Tasmanians
photographed by Peter Mathew.
(www.petermathew.com.au)

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