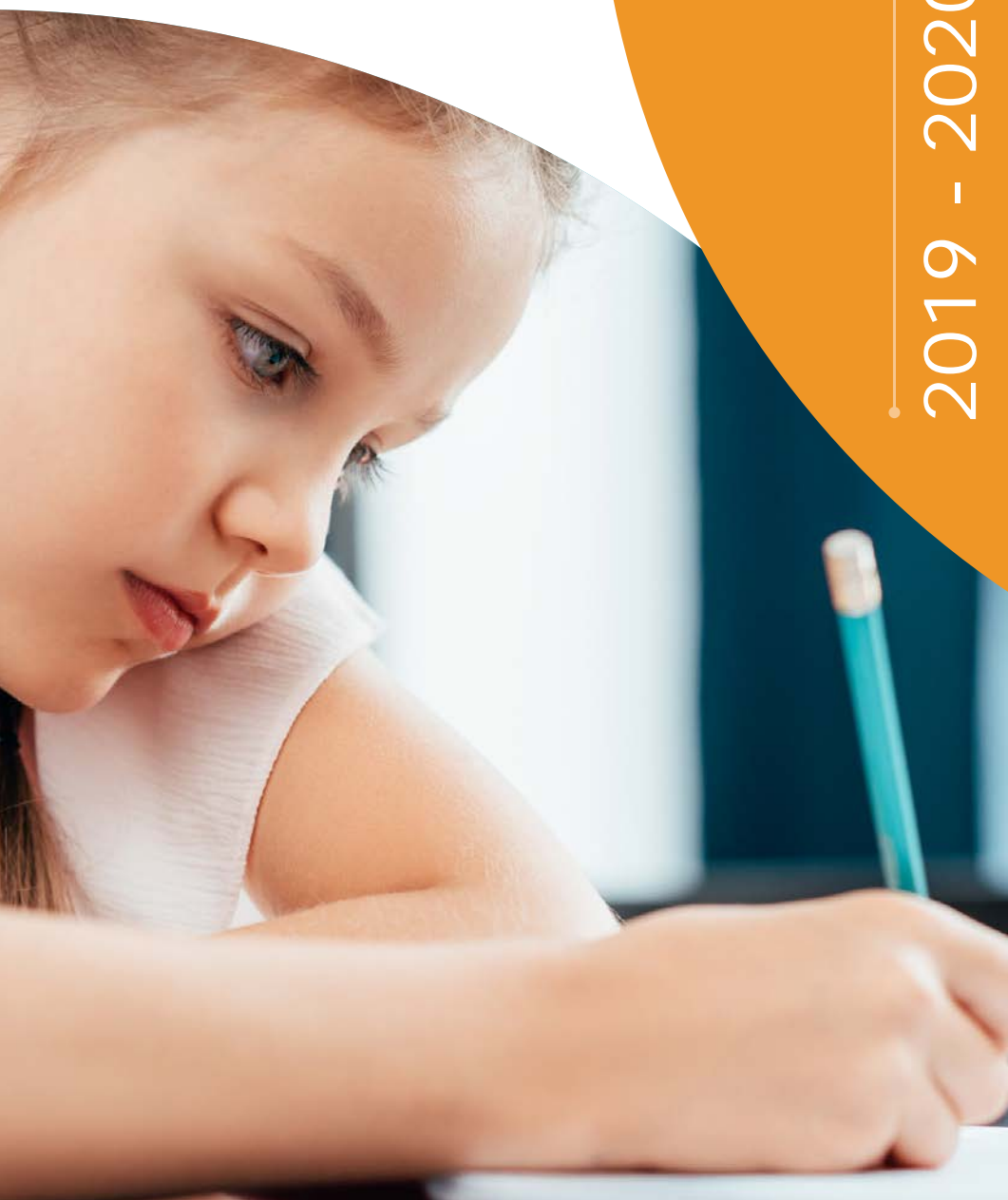




Protect All Children Today Inc (PACT)

ANNUAL REPORT

2019 - 2020



THE PACT STORY

Our Origins

The PACT story begins during a child abuse seminar in 1985, during which the presenter called upon the audience to 'make a pact to protect all children, today'.

Two Detective Sergeants, David Jefferies and Dugald MacMillan, took this message to heart. They approached Kay McGrath, the well-known TV presenter who was covering the seminar for her TV channel and together decided to create a community based organisation to promote child protection.

PACT was officially formed in Kay's house, as she, David and Dugald signed the paperwork to create an organisation called Protect All Children Today.

With the purpose of promoting child protection, Annette Purcell joined the newly launched organisation, later being joined by Michael Caffery who was a leading advocate for change in the sector.

Over the coming years, PACT was instrumental in helping to change investigative processes, which included the taping of the initial police interview formed by child victims and the use of multi-disciplinary investigation techniques.

Later, the annual Child Protection Week was created and launched by PACT, until the event became so large that it was handed over to a committee with representatives from leading organisations in the sector.

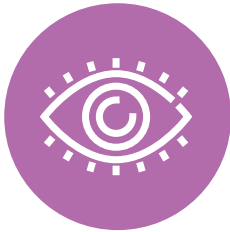
In more recent times, PACT has focused on supporting child victims of crime and child witnesses, who have to give evidence in court.

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TO DATE, WE'VE HELPED NEARLY
26,000 CHILDREN
TO GIVE EVIDENCE IN COURT



Our Vision

Every child is supported through the legal and court system, with confidence to speak up and feel heard as they give their best evidence.



Our Purpose

To educate, empower and support child witnesses as they prepare to give evidence, and be by their side as they give their best evidence in court.



Our Values

We value children and their right to be heard without fear or compromise. Using compassion, honesty and reassurance we help children to realise their strength to journey through the legal and court system, and the stage beyond.



Integrity

We follow our moral and ethical convictions to provide impartial support so we honour the justice system in which we operate, as we support children and their families with the highest level of professionalism.

Respect

We respect children and their right to be heard as individuals.

Compassion

The support for the child and their family recognises their traumatic experience and offers support that is confidential, impartial and free from judgement.

Empowerment

Our support empowers the child and helps build their strength and resilience, to journey through the legal and court system.

Education

We are committed to ensuring every child and their family has the knowledge and understanding of the court process so they can give their best evidence.

Community

We strive to build a strong community focused on child protection that advocates for the rights of the child.



The Chairperson's Report

The 2019-2020 year saw great challenges, change and growth for PACT. Despite the disruptions caused by Covid-19, changes in board membership and changes to staff, including at the CEO level, PACT maintained State-wide operations and consistency throughout the year.

In fact, during the 2019-2020 year, PACT's volunteers provided support and assistance to more than 1,600 children.

The success of PACT in the last year could not have been achieved without the dedication and commitment of its volunteers and the ongoing support of its numerous stakeholders. Equally important is the contribution of each of the volunteer board members who have served PACT diligently through the challenges and changes presented during the last year and the unwavering commitment of PACT's incredible staff.

The departure of PACT's long serving CEO ushered in an opportunity for the Board to consider future strategic goals and needs for PACT. The PACT volunteers, staff and Board have invested a significant amount of time and effort in the last year to ensure that PACT positioned itself firmly as a future provider of court support services to children and perhaps others required to navigate the complexities and uncertainties of the justice system.

The Board committed to an overhaul of PACT's training systems and modules, IT systems, staffing roles and importantly, the future focus for the organisation. To say that the team has worked hard in the last year to future proof our wonderful organisation is to understate the effort of each member of PACT's team to better PACT for the benefit of its volunteers and children.

The commencement of PACT's strategic change was facilitated by PACT's interim CEO, Ms. Claire Guilfoyle, and has been driven further by PACT's incoming CEO, Mr John McDiarmid.

In the last six months I have had the opportunity to work closely with Mr McDiarmid and my board members to promote the strategic change which PACT so readily deserved.

Throughout the year PACT took the opportunity to engage more consistently with volunteers and key stakeholders to ensure that the strategic plan for the future was one that would not only enable our volunteers to continue to provide the highest level of support to children and their families through the criminal justice process but one that would potentially enable PACT to expand its support services into the future.

2019-2020 saw the selection of a new brand for PACT using a more child focused colour scheme and logo, that will be implemented in the coming year.

2019-2020 is the beginning of an exciting time for PACT. The steps which we have taken this year will usher in better recognition and awareness of the work and commitment of PACT to ensuring that children and other vulnerable people have the ability to give their best evidence.

Change can quite often prove to be confronting, particularly for organisations such as PACT which has enjoyed sustained success. Change is however always necessary and nothing brought that home more for PACT's board, staff and volunteers than the arrival of Covid-19, the departure of PACT's long term CEO, Ms Bryant and the retirement of former Chief Judge O'Brien and Judge Shanahan.

I would like to extend my personal thanks to my fellow board members, including outgoing board members, Dr Katrina Lines, who has recently taken up a position as CEO of Act for Kids and to Ms Julie Steel all of whom diligently assisted the Board for many years.

I would also like to express my personal thanks to Mr John McDiarmid, PACT's Chief Executive Officer, who has, since his commencement in the role, been an enthusiastic and energetic member of the team whose vision and commitment to this organisation will undoubtedly ensure PACT's future success.

I consider myself extremely fortunate to have been able to work with PACT as chairperson for a number of years now and I remain committed to ensuring that PACT continues to be a significant provider of support services to children and young people.



Alexandra Marks
Board Chairperson

Our New Branding





The CEO's Report

It's interesting joining an organisation as the new person, experiencing so many thoughts and emotions as I consider the amazing work and dedication of all of those people who have helped set-up, build and run PACT over the years. How could any new CEO not be excited by the opportunity to make a genuine difference to child victims of crime and child witnesses, as they give evidence in court?

Since joining PACT I've been welcomed by a supportive Board who hold a clear vision of where the organisation is heading and who, thankfully, provide the freedom to achieve these aims. The staff and volunteers have shared their thoughts, ideas, suggestions and words of advice. Our stakeholders in the Queensland Police Service, Office of the Director of Public Prosecutions and Victim Assist Queensland have been truly collaborative, as we've built closer relationships that benefit everyone in the sector – especially the children we support.

Using all of this information, our approach from the middle of the year and our plans for next year share similar themes - to improve and expand upon what we're currently doing.

The change in our strategic direction has allowed two key things to happen:

Firstly, we've begun updating our brand to something that is more child friendly, better demonstrates our service approach at an emotional level and also allows us to create more engaging educational content for children.

Secondly, our broader vision for our organisation will allow us to help explore helping even more children. By expanding our horizons, we have the opportunity to help many, many more children and adults in the coming year.

As tempting as it is to focus on our achievements to date, the truth is that the coming year is what excites me as we all begin working towards our long term goals.

Over the coming twelve months, our focus will be:

Understanding our Difference. PACT supports children with phone calls and home visits, during evidence viewings and as they give evidence. These services make a huge difference to the children, but understanding and demonstrating this difference to external organisations is difficult.

How do you quantify the sense of emotional relief a child feels when someone de-mystifies the justice journey? The reassurance felt by a child having PACT sit next to them as they watch their original statement to police? Or the increased confidence to tell their truth in court with PACT sitting alongside for moral support, so the best evidence possible is presented for the Jury to consider?

In the coming year we will better understand the difference we make, as a way to refine our service delivery model and better articulate the benefits to our partners and funders.

Strategic Plan. As the long-term aims of the organisation are defined, a strategic plan for 2021-2025 will be created, to guide organisational decisions in the coming years.



Our Brand. During the final months of this year, we chose to re-brand PACT from the “red-flame” to “the birds” used in this year’s annual report. Next year will see us implement the brand across our communication channels (website, social media, print), as we re-write our publications, guides and handouts.



Increasing our Service Capability. Volunteers are the life-blood of our organisation and to help more children, we need more volunteers. It’s unlikely the number of children giving evidence in court will decrease – with greater community awareness of child protection and the hard work of QPS – PACT’s workload will only increase. To continue helping more children each year, we will recruit, train and continually engage more volunteers, growing our support base.

Risk Management and Governance. Working with the Board, an Audit and Risk Sub-Committee will be set-up to consider organisational risks, mitigation strategies and ensure our governance structures enhance stability for PACT.

Internal processes. Will be reviewed as we consolidate our operations. With the Board endorsing a growth strategy, we will re-design our existing paper-based processes, ensuring new processes are scalable, embrace technology and meet our future needs.

Training. Although many people know what PACT does, few truly understand how difficult the work of our volunteers really is. Only after seeing the children crying in the fetal position on the floor, watching a child tightly grasp the volunteer so

tightly their fingers can’t be unclenched or seeing a sobbing child being half-carried-half-escorted into the evidence room, do you even begin to understand the challenges faced by PACT volunteers.

We need to support our volunteers and ensure they have the skills, knowledge and competencies to do this challenging role – not just for the obvious benefit to the children, but also for the volunteers themselves who’s emotional well-being is a priority.

Rural and remote support. A focus on supporting children in regional and remote areas will be a priority in 2020-21. The tyranny of distance creates additional challenges, but we will embrace technology and recruit more volunteers in rural areas to overcome these.

In closing, it’s been a rewarding time since joining PACT and the possibilities for the coming year are exciting. In my role I see some of the worst things in this world. It’s an honour to be working with people who also let me see the best.

Witnessing* the tremendous work of our staff and volunteers goes a long way to restoring my faith in the world and the tremendous capacity for good inside people. It’s a privilege for me to be in a role where I not only support the volunteers who make a huge difference to each and every child they support, but also expand our ability to help even more children in the coming years.

The next 12 months will see significant change in PACT, but our central purpose, spirit and focus will remain - to support child victims of crime and child witnesses as they give their best evidence in Court.

John McDiarmid
CEO

*pun was not only intended, but also proudly included



How we support children and their families



Education and Information

Providing information on legal and court processes, explaining the key stages, events and activities to children and their carers.



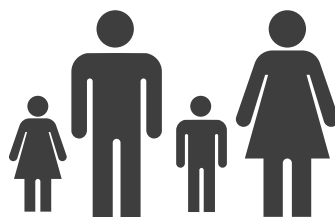
Empowering Children

PACT works with children to build their confidence, reduce anxiety and minimise the trauma associated with stressful situations like giving evidence in Court.



Supporting the Child as they Prepare to Give Evidence

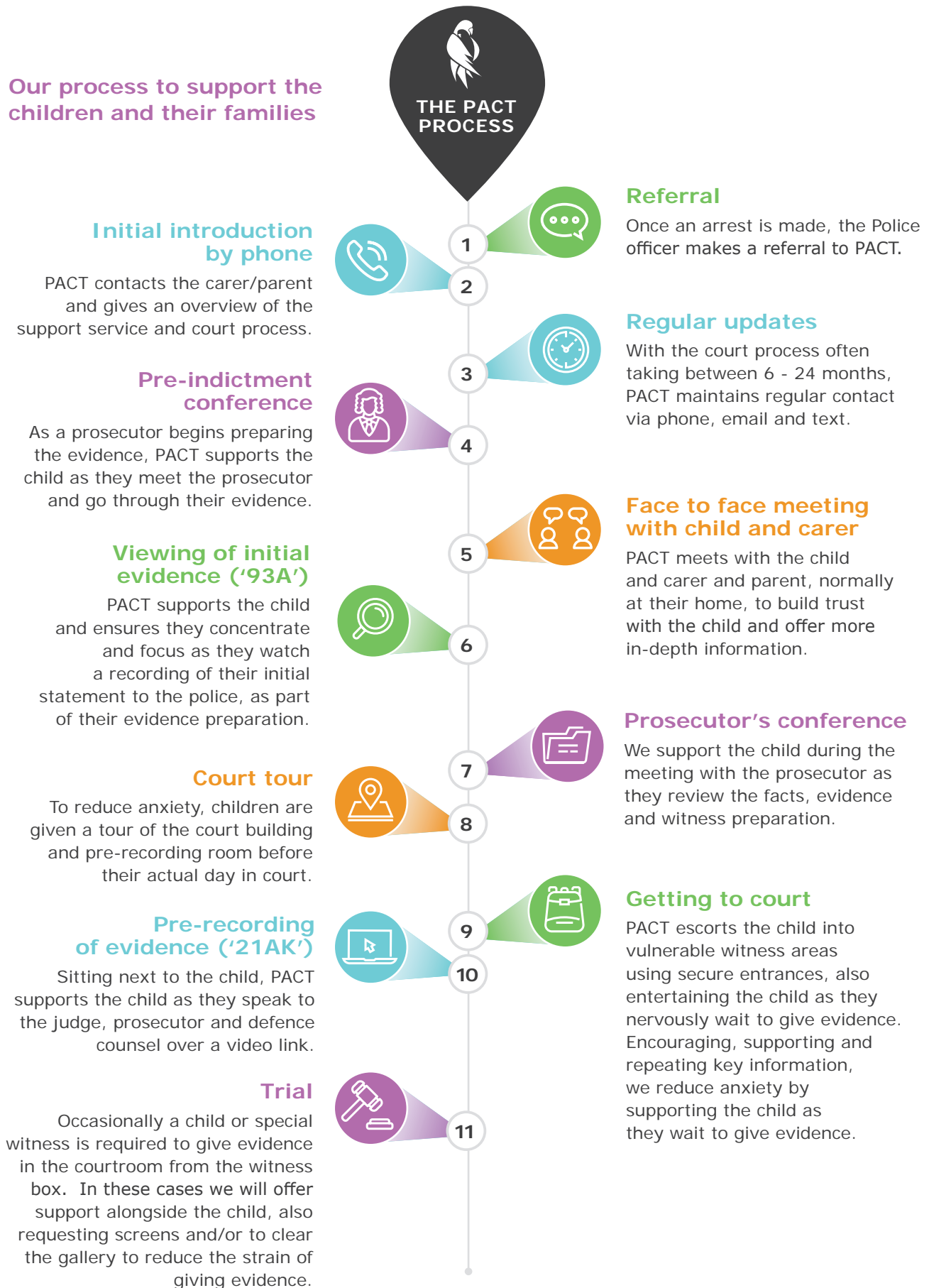
PACT supports child witnesses as they view their statements and the evidence provided during the police investigation, as well as when they meet the prosecutor.



Supporting the Child as they Give Evidence

PACT provides support as children attend court and give their evidence, including being with the children as they give video testimony.

Our process to support the children and their families





The Benefits of PACT's Services

CHILD WITNESSES AND THEIR FAMILIES ARE BETTER PREPARED

Children and their families have a better understanding of what to expect throughout the court process and when they give evidence in court.

BETTER PREPARATION TO GIVE EVIDENCE

Children concentrate more when preparing their evidence with PACT's impartial support, without influence or pressure from other parties.

INCREASED QUALITY OF EVIDENCE

Child witnesses are able to give better evidence because of the preparation and support received as they give evidence to the Court.

REDUCED WORKLOAD FOR OFFICE OF DIRECTOR OF PUBLIC PROSECUTIONS

ODDP's time spent on liaison, support and education is reduced.

REDUCED BURDEN ON QUEENSLAND POLICE SERVICE

Police Officer's time spent on victim liaison and general support work is reduced, providing more time for crime investigation and prevention activities.

REDUCED DELAYS IN COURT PROCEEDINGS

PACT is independent and endorsed by the Courts so objections to our involvement are very rare, unlike when family members are chosen for support. Children are also more willing to give evidence when they feel supported.

INCREASED NUMBER OF COMPLETED PROSECUTIONS

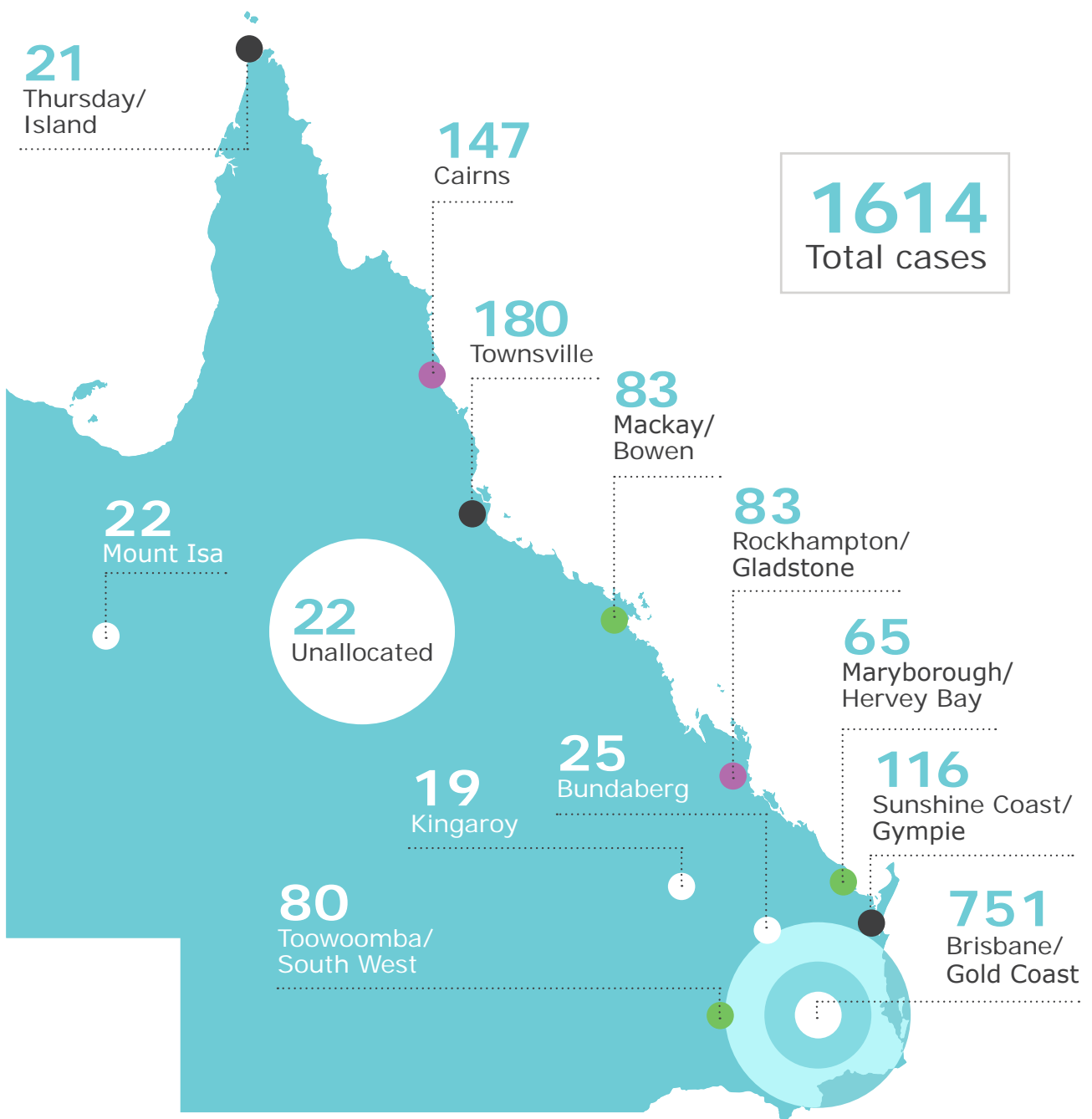
Evidence is considered more reliable as the support offered to children helps to maintain their composure during testimony and increases their willingness to give evidence.



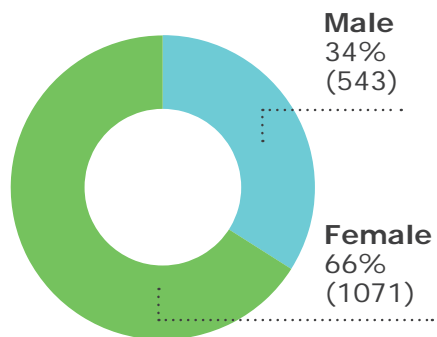


PACT Statistics 2019-2020

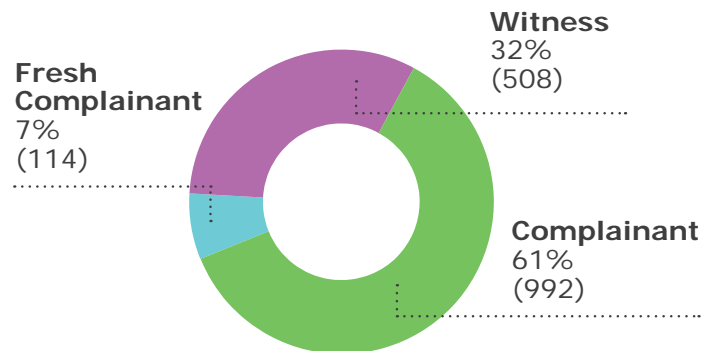
Case Referrals



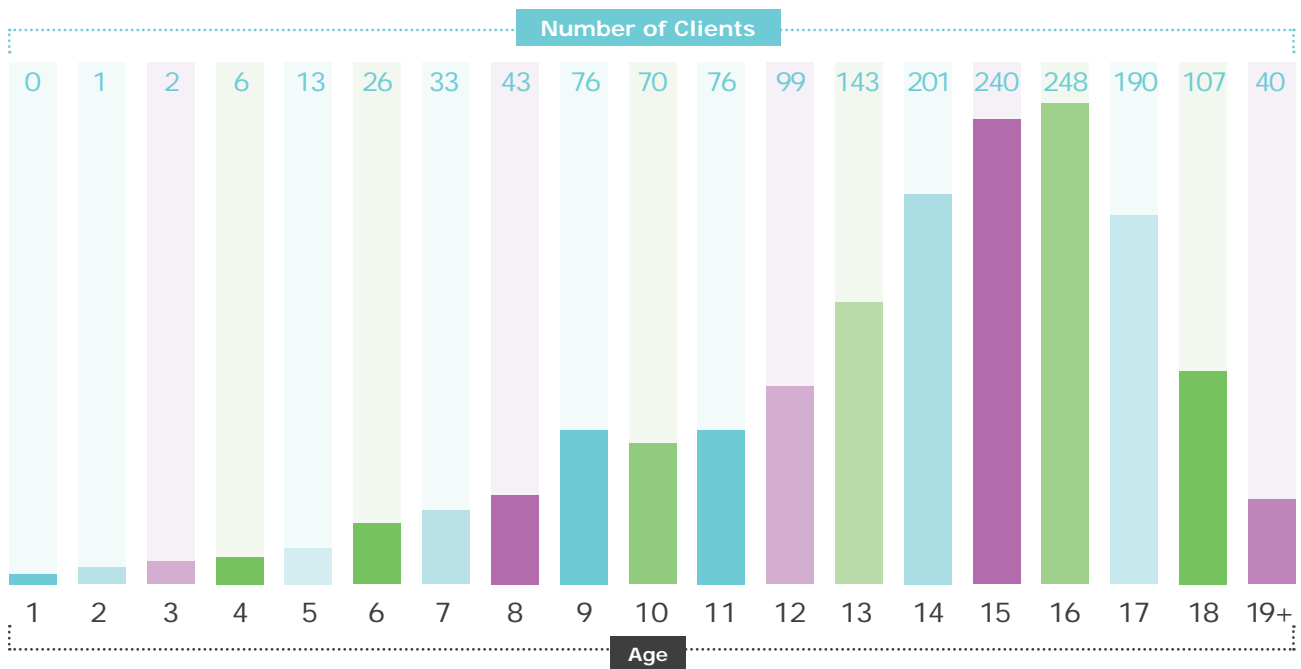
Referral by gender



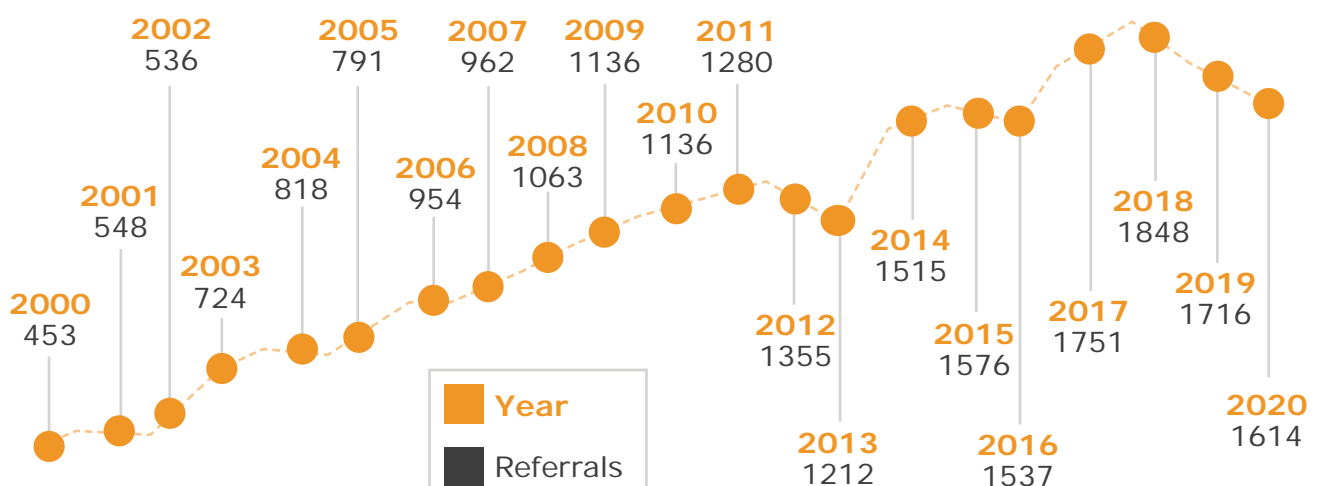
Referral by witness type



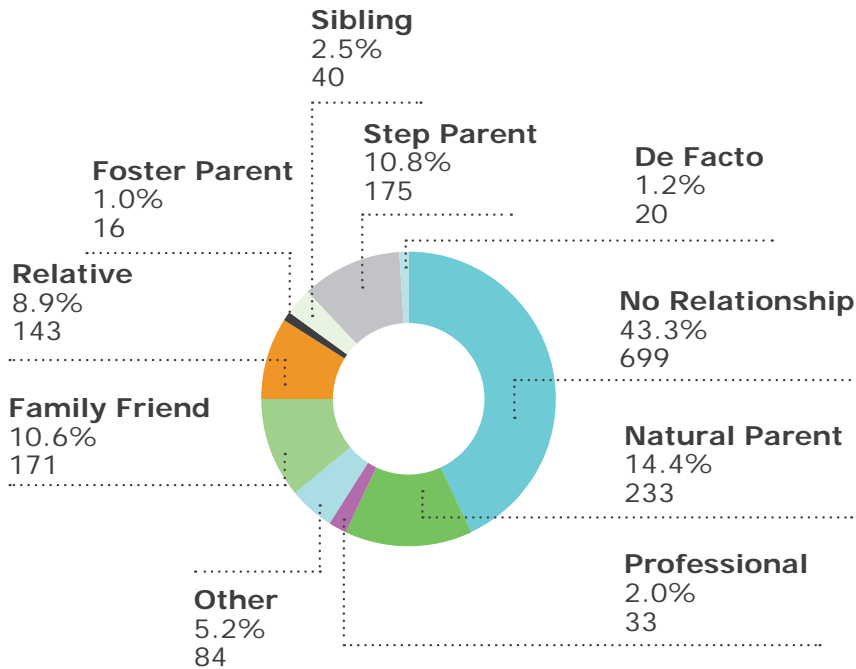
Referral by age



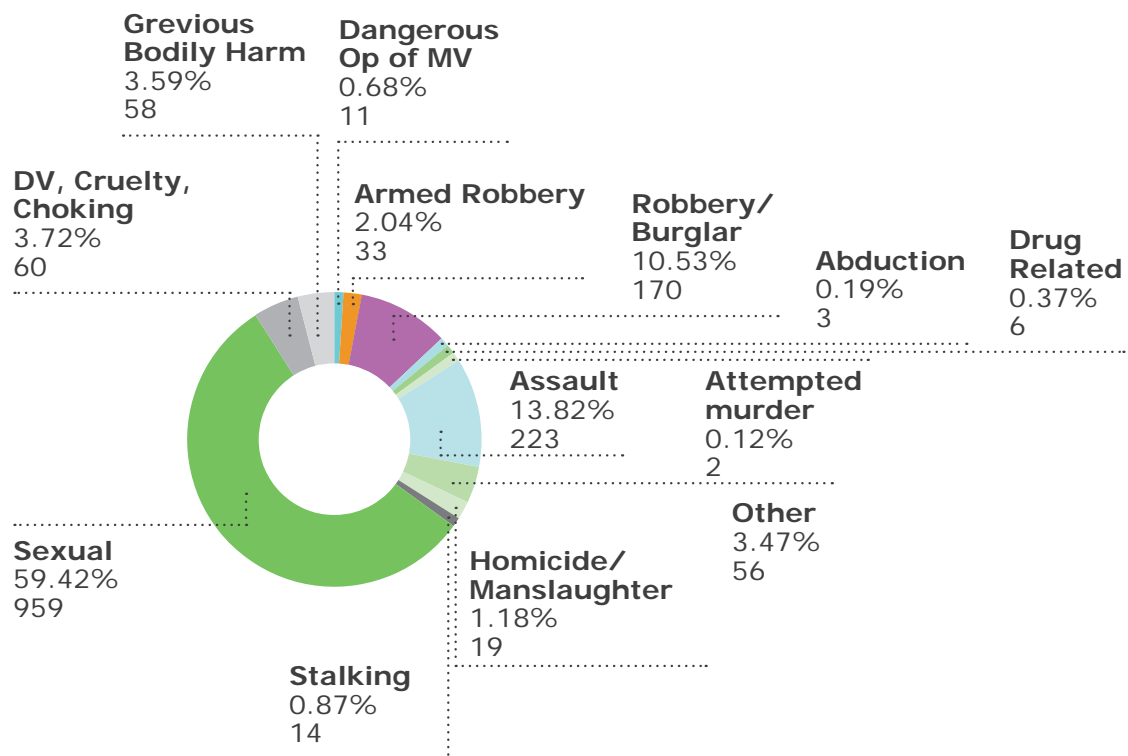
Referrals trends



Referrals by relationship



Referrals by charge



The Highlights of 2019-2020

Online Volunteer Information Portal

As we move away from paper-based processes, the Volunteer Information Portal (VIP) will provide online access and case management tools to our volunteers and staff.

With secure online access to our central database, volunteers will be able to access records and update case information in real-time, no longer relying on paper and sending files to/from the office.

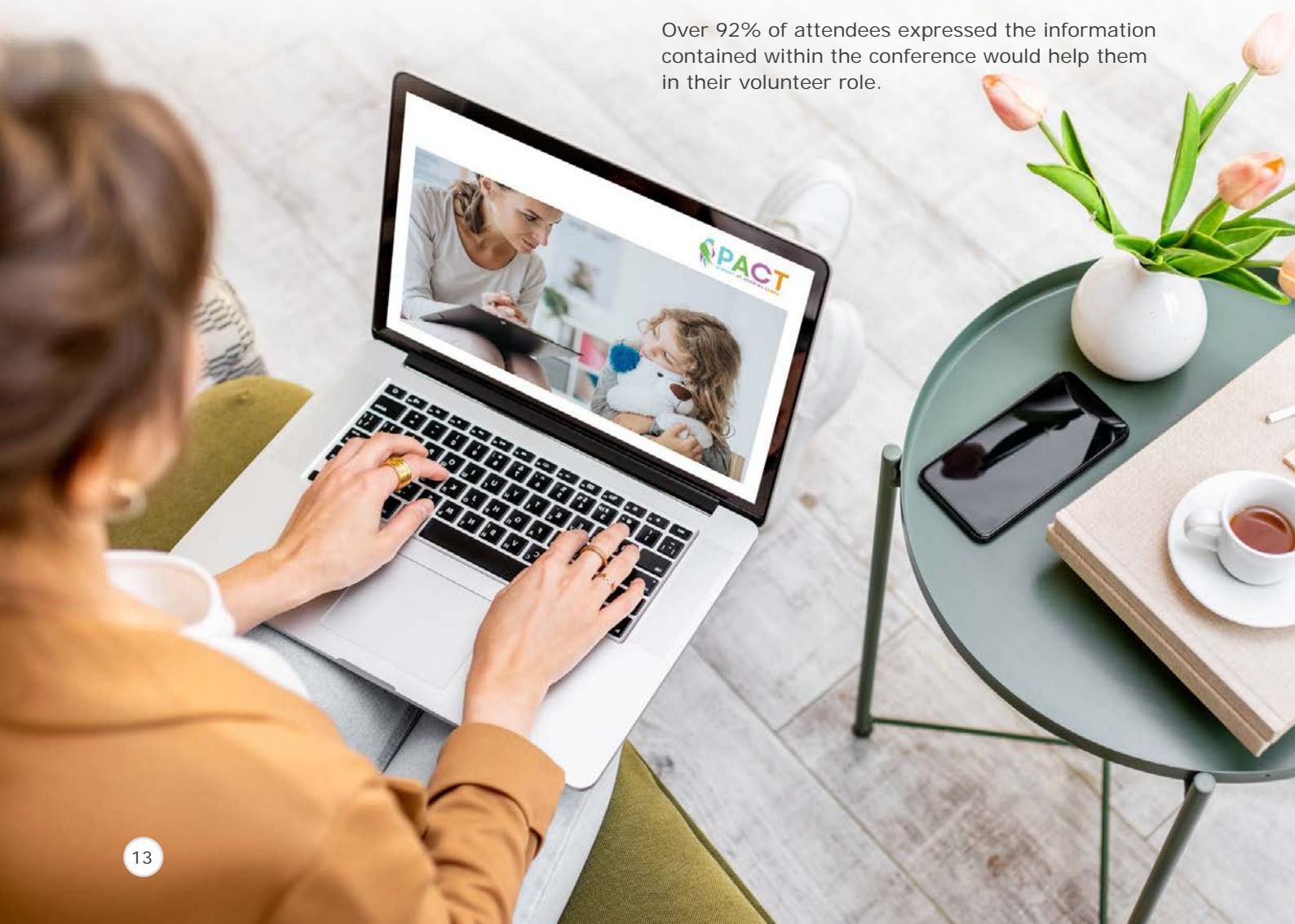
Giving volunteers information at their fingertips, improving data security, reducing administration work and increasing our organisational productivity, as at 30 June, VIP was in testing and scheduled for launch in October 2020.

Volunteer Conference

The opportunity to invite all of our volunteers to meet together for a two-day conference held in Brisbane was a highlight for everyone that attended. With a volunteer network that covers the whole state, it's easy to feel isolated when supporting children in remote and rural locations. Our conference is just one way we enhance the culture of PACT, support our volunteers with training and development opportunities, build awareness of the sector and create a network volunteers they can call upon as needed.

This year our conference theme was "Wellbeing, Recovery and Inclusion". QPS generously donated a venue large enough to accommodate us all and a series of guest speakers provided information to help increase our knowledge, skills and awareness that will help us as we support children.

Over 92% of attendees expressed the information contained within the conference would help them in their volunteer role.





COVID-19

As the risk of the COVID-19 pandemic came to light in early January, planning started to allow staff to work from home as the necessary IT systems and equipment was set up. Alternative methods of service delivery were also considered and pandemic plans created.

Between February and mid-May frontline service delivery was substantially reduced as the CEO and Board acted to ensure the health and safety of our volunteers.

Given the importance of PACT's support to vulnerable children, our processes were changed to balance the competing aims of supporting vulnerable children and ensuring the welfare of our volunteers. For this reason, some of our standard services, such as routine home visits, were suspended.

As part of a 'case by case' approach, child victims of sexual crimes generally continued to receive support while they gave evidence in court, although this wasn't possible in all cases.

Suspending services illustrated the importance of PACT to the justice system. Anecdotal evidence and updates we received suggests as much as 25% of cases involving a support person chosen by the family because PACT was unavailable, received objections from the defence counsel. In these cases, staff from government departments and police officers were called upon to support the child, which significantly increased their workloads.

One silver lining was the set-up of monthly online volunteer meetings that allows our regional and remote volunteers to join in the updates and discussions, feel more connected with our organisation and build a network amongst the other volunteers.

Volunteer Recruitment

We recruited volunteers from around the state, including rural and remote areas, to alleviate our high-caseloads and plan for growth in the future.

Our recruitment process was improved and greater consideration was given to the skills and experience of people expressing an interest in joining PACT. After receiving the expressions of interest, applications were reviewed and suitable candidates progressed to a telephone interview with the Volunteer Coordinator.

A subsequent meeting with an existing volunteer was arranged to aid their understanding of the role and gain additional feedback, before a final one-hour interview was conducted.

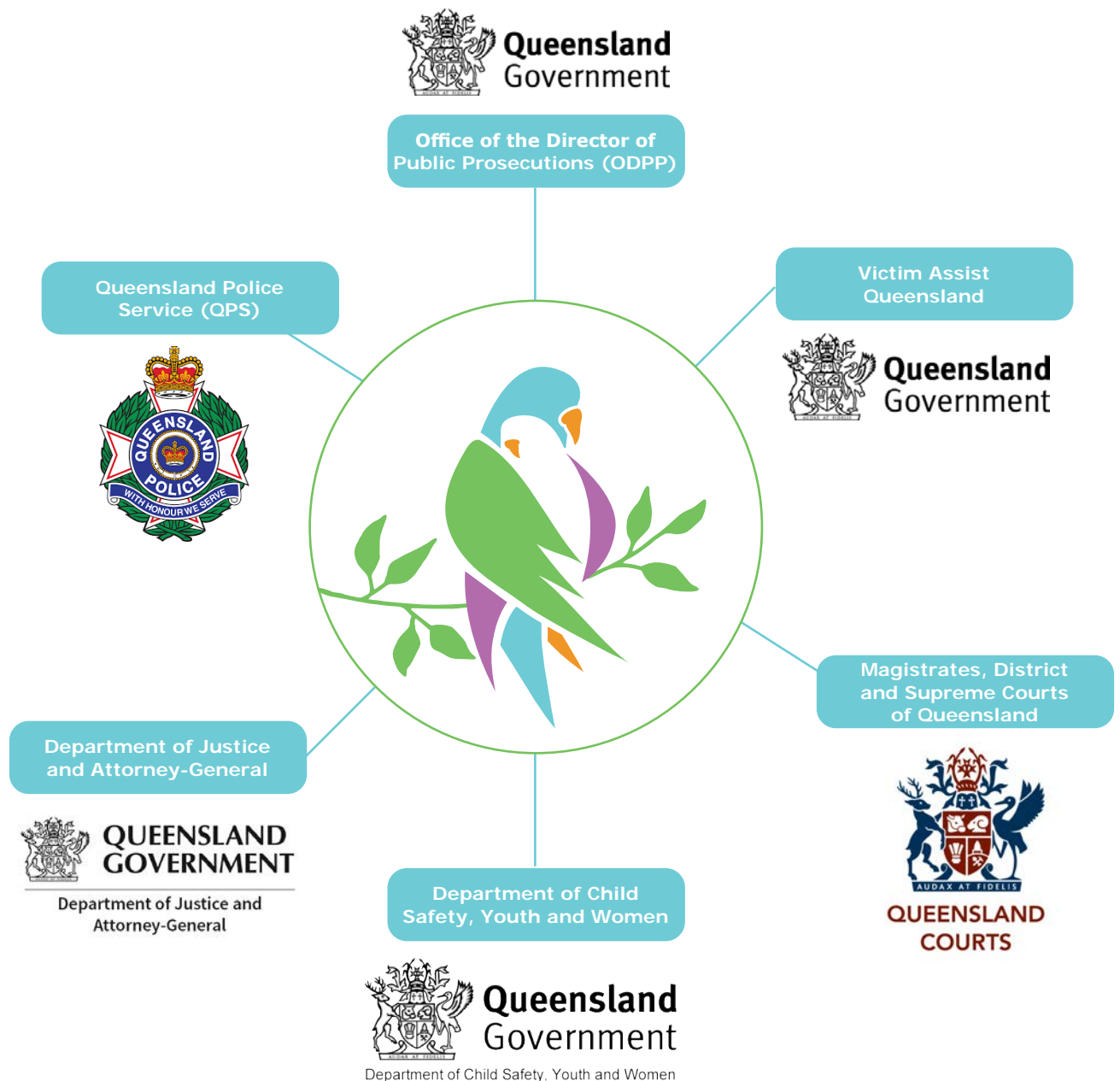
The successful applicants began their induction training, were assigned an experienced volunteer as a mentor, and 'shadowed' another volunteer until they can demonstrate the skills/knowledge to support children on their own.

Finance and Audit

An audit by PKF Brisbane illustrated our professional financial management, which offers additional reassurance to our donors and funders.

Acknowledging our Stakeholders

The work PACT and its volunteers do could not be achieved without the vital relationships with Queensland Police Service (QPS), the Office of the Director of Public Prosecutions (ODPP) and their Victim Liaison Officers (VLO), and Victim Assist Queensland (VAQ). **We acknowledge these organisations and their senior leaders for their continued support and dedication to child protection.**





Our Gratitude for your Ongoing Support

We would also like to specifically mention the following people who have gone over and above our hopes, having "gone the extra mile" to make a difference to PACT, the children we support and the justice system.

CHIEF JUDGE KERRY O'BRIEN	FRANCES CHATTERTON Victim Liaison Officer Townsville	LEEANNE SMITH Victim Liaison Officer Ipswich	JACKSON WHITE Grant Thornton	JAMES HORROCKS QPS PACT Liaison Officer	JESSICA PRICE Victim Liaison Officer Rockhampton
JUDGE REID Brisbane Courts	ANDREW WALKLATE A/Principal Crown Prosecutor, Townsville Chambers	KERRY LANSLEY QPS Caboolture	PAUL WILMSHURST Victim Liaison Officer Gold Coast	PETA VERVOORN Victim Liaison Officer Brisbane	STACEY CRISTALDI Practice Manager, ODDP
STUART MCDOWALL Grant Thornton	THE DONALD AND JOAN WILSON FOUNDATION	TODD FULLER QC Deputy Director ODDP	VAN NGUYEN Victim Liaison Officer Brisbane	JULIE STEEL Executive Director Supreme District and Land Courts Service	

Three key organisations have also offered amazing support to PACT this year



Justine and Mick Milazzo M & M Property

For their continuous support and financial donations showing their passion for helping child victims.

The Donald and Joan Wilson Foundation

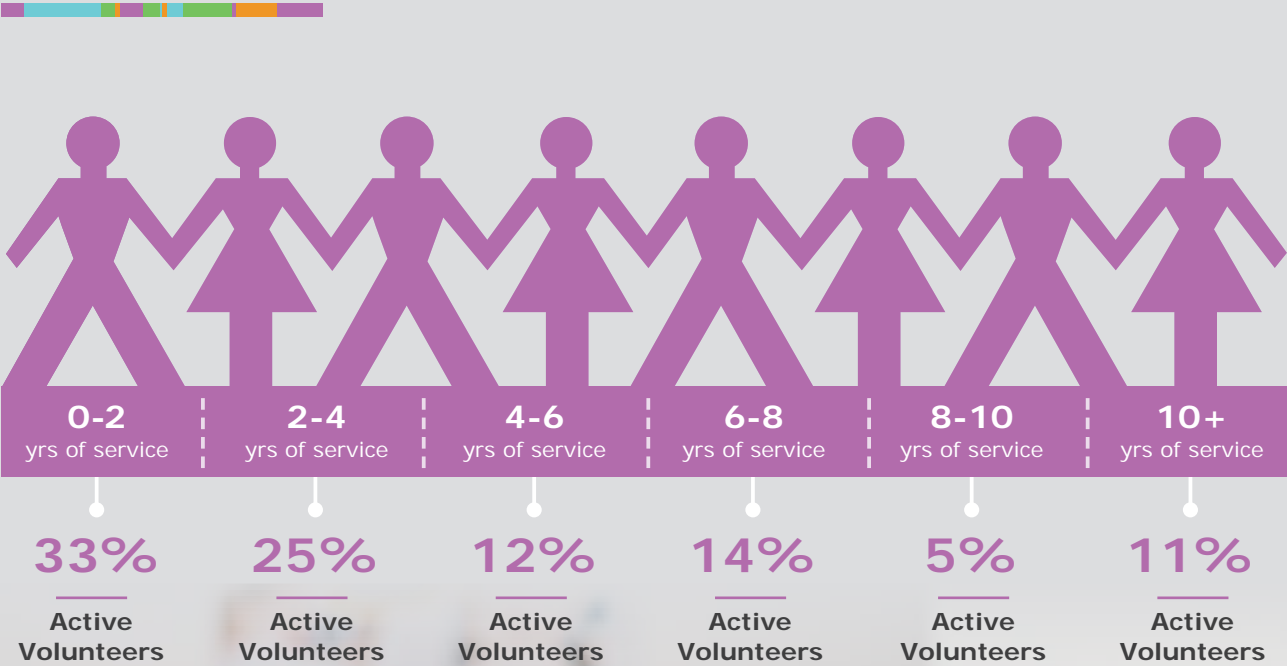
Provided a generous grant that we are investing in specific resources and services for children. The foundation's continued support, faith in our purpose and their desire to make a difference to children is truly appreciated.

Grant Thornton

Are working to help better define PACT's social return on investment, which will be important as we seek to secure long-term funding and explore helping more children in other jurisdictions.

Undertaking this work on a pro bono basis is truly appreciated, as is the team's thoroughness and effort in supporting our mission, while retaining their independence and rigour during the process.







Volunteer Service Awards

PACT remains firmly grateful for the exceptional contribution of our volunteers. The following are the service milestones and those volunteers that have reached them.

1yr

Ann Johnson

Sue Jarvis

Trish Knox-Pearce

Benita Mayze

Julieanne McQueen

Susan Noonan

Vicki Bell

Diane O'Shea

Evelyn Batfay

Sonya Wagensveld

Roslyn Scott

5yrs

Clement Ching

Rae Duggan

Shirley Stark

Olwen Schubert

Jacqui Heppleston

Annie Pickstock

Jennifer Bocock

Katrina O'Hara

10yrs

Linda Doncaster

Virginia Shipp

Jan Brown

The PACT Board and Executive Officer



John McDiarmid, Chief Executive Officer

John has broad experience having worked in the private, government and not-for-profit sectors. Specialising in strategic planning, building stakeholder relationships and managing change from business improvement, John is using his 'numbers brain', people skills and technical knowledge here in PACT.

John's early career included working as a financial analyst, economist and programmer for Thompson Reuters, before moving onto senior management roles within superannuation and financial planning companies. After a period restructuring an aged care provider and an employment services provider, John later worked in executive positions within customer services, workers compensation and corporate service areas.

Outside of work, John is an active father to two slightly spoilt girls and enjoys martial arts, gymnastics, wakeboarding, skateboarding and flowriding. John is quick to point out he doesn't bounce like he used to though, so it might be time to start acting his age...



Alexandra Marks, Chairperson

Alexandra was a previous committee member of NAPCAN Australia and a general Board Member of PACT. She has also worked as a committee member of the Child Protection Week Committee.

Professionally, Alexandra has been a barrister in Queensland for 13 years practising in all jurisdictions. She previously worked as a solicitor for more than 11 years in Queensland, New South Wales and Victoria. She is a member of the Queensland Bar Association Professional Conduct Committee and Bar Practice Course Committee and provides pro bono assistance to a number of not for profit organisations.

She is a passionate advocate for children's rights and has volunteered as Chair of PACT for almost 8 years.



Allan Peachey, Treasurer

Allan has recently retired from paid work after a lengthy career in the banking and stock broking sectors. Allan was a qualified Psychologist and though the formal registration has lapsed, continues to use his insights and experience to guide PACT's strategic and operational direction. He is a trained Lifeline Counsellor and participates on a junior sporting organisation Committee.

Having worked at an executive level at Commonwealth Bank, he has held a range of Board of Director roles for over 16 years and brings to PACT experience across a range of diverse sectors. In addition, Allan is a PACT volunteer so understands the tremendous rewards, complexity and challenges that arise as a volunteer who support children through the court process.



Melanie Mayne-Wilson, Secretary

Melanie Mayne-Wilson, GAICD, is the General Manager, Marketing and Fundraising for the Royal Flying Doctor Service (South Eastern). She was previously the Queensland State Manager for the Australian Institute of Company Directors, the largest governance Institute in the world, with over 45,000 members and a mission to strengthen society through world-class governance.

Melanie is a communication, public affairs and reputational risk specialist with over twenty years of experience in senior executive roles guiding boards and executive teams through periods of significant change, to protect and enhance their corporate reputation and social license to operate.



Jan Brown Board Member and Volunteer Liaison

Jan joined PACT as a Volunteer in June 2010 and has served in a variety of roles over the last 10 years. She supports induction training for new volunteers, is a Group Team Leader, current Board Member and represents PACT on a number of forums. Prior to her work with PACT Jan's background as a Social Researcher, working primarily at The University of Queensland in the Department of Social and Preventative Medicine,



saw her work with sections of the community when they were at their most vulnerable.

Jan also volunteers at the historical Franciscan Friary at Brookfield, where she has served in various positions on their Advisory Committee. She has been a long-time advocate of Children's Rights and sees volunteering with PACT as an opportunity to play some small part.



Detective Inspector Stephen Blanchfield, General Member

Stephen has almost 30 years policing experience, with more than 20 years as an investigator. Stephen has worked in regional two-person stations and in challenging urban areas. He commenced in the specialised field of child protection in 1991. He worked in Homicide, Child and Sexual Assault and, Fraud and Cyber Crime. He was Investigations Leader into the murder of Daniel Morcombe. He was instrumental in implementing the QPS Investigative Interviewing Strategy, traveling to the UK in 2014 to undertake training and becoming one of the first QPS members to be an Interview Advisor.

In December 2015 he was promoted to Detective Inspector, Major and Organised Crime Squad, South Eastern Region. In October 2018 he returned to child protection as Operations Manager, Child Trauma and Sexual Crime Unit, State Crime Command.



Teresa Knapp, General Member

Teresa Knapp has now retired after a background in finance and administration, working in small to Corporate size companies as well as latterly owning a successful medium size manufacturing company with her husband for 12 years.

Teresa was a Child Witness Support Volunteer and Trainer for PACT for 10 years, attending and supporting the needs of child victims traversing through the Court system whilst gaining a wealth of knowledge of the Criminal Justice System and the parties involved. Teresa joined the PACT Board in 2014 and is also a volunteer speaker for Beyond Blue. She became a Beyond Blue speaker to share her experiences of mental health conditions, with audiences as part of her commitment to encourage and offer hope to those who are afflicted by mental health conditions.



Catherine Lee, Board Member

An accomplished OHS Management Consultant, Certified Occupational Health and Safety Professional (Australian Institute of Health and Safety) and Occupational Health Nurse, Catherine assists organisations achieve their strategic objectives through cultural change and business improvement.

She holds a Graduate Diploma in Occupational Health and Safety (with distinction) a Graduate Certificate in Management and is an accredited Occupational Health and Safety Management Systems Auditor (Exemplar Global), Fire Safety Advisor (Queensland Fire and Emergency Service) and Licensed Private Investigator (Queensland Government).

Catherine is a full member of the Australian Institute of Company Directors and the Australian Institute of Management Consultants and uses coaching and mentoring skills to work with senior executives and frontline managers to develop safety leadership skills, as well as coaching and mentoring junior health and safety professionals as a registered mentor with the Australian Institute of Health and Safety.

Catherine is Director and one of the founding partners of Lethbridge Piper and Associates which was established in 2014. Having led high performing, multi-disciplinary occupational health and safety teams across a diverse range of organisations and industries and worked in senior roles in the private, not-for-profit and public sectors, Catherine has established a solid reputation for risk management, leading change and business improvement.



Amanda O'Brien

Amanda is the Deputy Principal Registrar of the Supreme and District Courts in Brisbane. She holds qualifications in law and in justice administration and was admitted to practice as a solicitor of the Supreme Court of Queensland in 2003. Commencing her career with the Department of Justice over 30 years ago, Amanda has extensive experience in courts management, justice administration and in legal practice and procedure. She has held a variety of positions with Court Services Queensland and with the Office of the Director of Public Prosecutions in Brisbane and in regional Queensland.



Financial Statement

FOR THE YEAR ENDED 30 JUNE 2020

	2020	2019
REVENUE	\$	\$
Grant Income	581,010	557,513
Burrell Investment Income	42,031	46,166
Donations	55,768	65,670
Interest Received - bank	553	2,615
Membership Fees	54	191
Cash Flow Boost	25,292	-
Other income	3,558	2,034
TOTAL REVENUE	708,266	674,189
EXPENSES		
Audit Fees	4,550	4,400
Burrell Management Fees	2,924	2,876
Board Governance	2,704	6,686
Client Resources	1,388	2,247
Computer Expenses	15,825	56,057
Depreciation	2,972	3,503
Functions	5,334	3,103
Insurance	4,615	4,582
Miscellaneous	7,315	2,014
Motor Vehicle Expenses	3,029	2,840
Printing, Postage and Stationery	30,088	21,692
Staff Expenses	440,714	506,313
Staff Recruitment	10,285	7,500
Telephone	383	206
Staff Travel and Accommodation Expenses	2,116	1,768
Volunteer Expenses	64,621	53,610
TOTAL EXPENSES	598,863	679,397
SURPLUS/(DEFICIT) BEFORE INCOME TAX	109,403	(5,208)
INCOME TAX EXPENSE	-	-
SURPLUS FOR THE YEAR	109,403	(5,208)
OTHER COMPREHENSIVE INCOME		
Net change in fair value of investments	(132,905)	(5,022)
Transfer to retained earnings on disposal of investments	33,131	27,880
TOTAL OTHER COMPREHENSIVE INCOME FOR THE YEAR	(99,774)	22,858
TOTAL COMPREHENSIVE INCOME FOR THE YEAR	9,629	17,650





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