



# ANNUAL REVIEW 2021

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*I couldn't possibly stop working with my mentee because she deserves support. She is intelligent, well organised, very thoughtful, and resilient. She has got real courage to persevere through quite difficult times. We are quite different people, but we managed to work out a rapport. I feel very lucky to be working with her.*

**Bob Santamaria, Kilfinan Mentor**

# ABOUT US

**We match for-purpose leaders with mentors through a process that begins with genuine empathy and deep understanding.**

## OUR PURPOSE

Kilfinan Australia creates executive-level mentorships with the purpose of sparking knowledge, connections, and growth. We match for-purpose leaders with mentors through a process that begins with genuine empathy and deep understanding; it is deliberate, discrete and brimming with potential.

We are the preeminent for-purpose CEO mentoring community and the only organisation providing pro bono mentoring to the social sector. Since our inception in 2014, Kilfinan has matched over 380 mentorships across Australia. Mentees come from a diverse range of for-purpose organisations, varying from small grassroots groups through to large, well-established charities.

## OUR MENTORS

Our pool of 200 mentors are distinguished leaders drawn from the very best of corporate, public, and social sector Australia. They embody a spirit of generosity and empathy, providing the equivalent of \$1.5 million in pro bono support per annum to the social sector.

Kilfinan undertakes a unique, whole-of-person approach when matching to ensure the very best outcomes for each mentee and mentor. Building long-lasting relationships between people is the key to our collective success. The mentorships provide a confidential, trusted space where areas of concern, ways of working, connections, growth, and values can all be discussed and shared.

## OUR VISION

We give leaders a unique pathway to grow the social sector in Australia by weaving together the best minds of the social, public and private sectors. We help build collective understanding of challenges and solutions, strengthening the nation's ability to help those in need.





**382** *Mentorships matched*

**228** *Active mentorships  
in FY20-21*

**68** *New mentorships  
in FY20-21*

**213** *Volunteer mentors*

**8** *Events  
in FY20-21*

**242** *Event participants*

**\$1.5M** *Pro bono equivalent\* contributed by Kilfinan mentors  
in FY20-21*

**\$6.16M** *Pro bono equivalent\* contributed by Kilfinan mentors*

*\* Pro bono contribution calculation: number of mentorships per FY x average number of meetings per FY year x 1.5 hours of professional mentoring, based on a conservative hourly rate of \$550/hr*

## LETTER FROM THE CEO



***We have been able to connect for-purpose CEOs in new regions with trusted advisors across Australia, with no one seeking the support of a trusted mentor being turned away.***

Dear supporters and stakeholders,

For-purpose CEOs are truly in a league of their own, representing some of Australia's best talent. Through the challenges of late, I've observed first-hand the ongoing tenacity, commitment, skill, and resourcefulness of our mentee community.

Being a CEO has always been a lonely job, but the pandemic and its associated lockdowns have imposed more isolation on all of us than ever before. Leaders have been working alone for large periods of time, planning ahead in the midst of significant uncertainty and making tough decisions for their organisations. They have had to bring their teams along with them through this period, even though their staff have been (and in many cases still are) working remotely. In the face of this, Kilfinan mentees have demonstrated their ability to be adaptable and resilient, stepping up to resolve crisis after crisis.

We could not be more thankful to our mentors who have invested themselves in the success and continuity of their mentorships this year. I've heard from many of Kilfinan's mentees how invaluable this ongoing counsel and support has been.

While nothing will ever replace the power of a face-to-face relationship, the broad adoption of technology has played a large part in continuing to build these relationships over the year. It has shown that geography is no longer a barrier for us to make the best possible matches. We have been able to connect for-purpose CEOs in new regions with trusted advisors across Australia, with no one seeking the support of a trusted mentor being turned away.

Our sector's leaders have a fundamental desire to grow, achieve and thrive. Kilfinan is deeply invested in enabling this community capability now and into the future. We are reinforcing our strengths through growing our own capacity, innovating to amplify our impact, and focusing on our sustainability so we can continue to provide our critical service free of charge.

None of this would be possible without the generous support and commitment from our funders and partners, to whom we are enormously appreciative. While we can't know what's ahead of us, we do know we can rely on the strength and spirit of generosity within our community. Thank you all for your commitment to building a stronger sector, together.

*Beth Weatherly*  
*Chief Executive Officer*



## CHAIR'S MESSAGE

Voluntary effort is the foundation of Kilfinan Australia. Our work facilitates the generous pro bono provision of valuable time by experienced people to those who lead Australia's community organisations.

Kilfinan Australia was built upon the initiative and voluntary effort over a long period by Marion Webster and Rosemary Grieve, its founders. Rosemary and Marion remain with us as board members, having handed the critical tasks of matching our mentors and mentees to two people of great experience and capability, Maree Davidson and Lesley Podesta. It is a credit to the work of Marion and Rosemary that we could attract people of such standing to take on Kilfinan Australia's key tasks.

Another milestone during the year was the retirement of our Chair, Rebecca McGrath. Rebecca's commitment and enthusiasm for Kilfinan Australia's purpose was a great source of energy and direction and her efforts were critical to Kilfinan Australia's ability to achieve its present state of maturity. Rebecca set a high standard for her successor.

Georgie Harman has joined our Board as a director, bringing a fresh set of perspectives from her impressive career and active experience in her role as CEO of Beyond Blue.

Our CEO, Beth Weatherly, has made great progress in her first year with Kilfinan Australia and provides us with confident leadership in navigating to our next stages of development.

We have been gratified by the tangible measures of value in Kilfinan Australia's work that comes through the continuing commitment of so many volunteers and the overwhelmingly positive feedback of both mentees and mentors. It is a great credit to all involved that we are able to deliver, effectively and efficiently, a highly valued voluntary service to an increasing breadth of Australian community purposes.

I'd like especially to thank our financial supporters, who make this service possible, and look forward to our continued engagement with them.

*Michael Gill*  
Chair



***It is a great credit to all involved that we are able to deliver, effectively and efficiently, a highly valued voluntary service to an increasing breadth of Australian community purposes.***

# 2021 YEAR IN REVIEW

**Kilfinan has continued to focus on enabling our community to thrive and has reimagined our way of working.**

## YEAR IN REVIEW

Today's social sector leaders are facing some of the most challenging times of their careers. The pressure on these leaders is immense, causing some to feel overwhelmed, burnt out, and stressed. Reduced funding, coupled with the increased demand for services, has been a recipe for exhaustion. And with most government support soon to end, the demand for charitable services is likely to rise even further.

## MENTORSHIP GROWTH

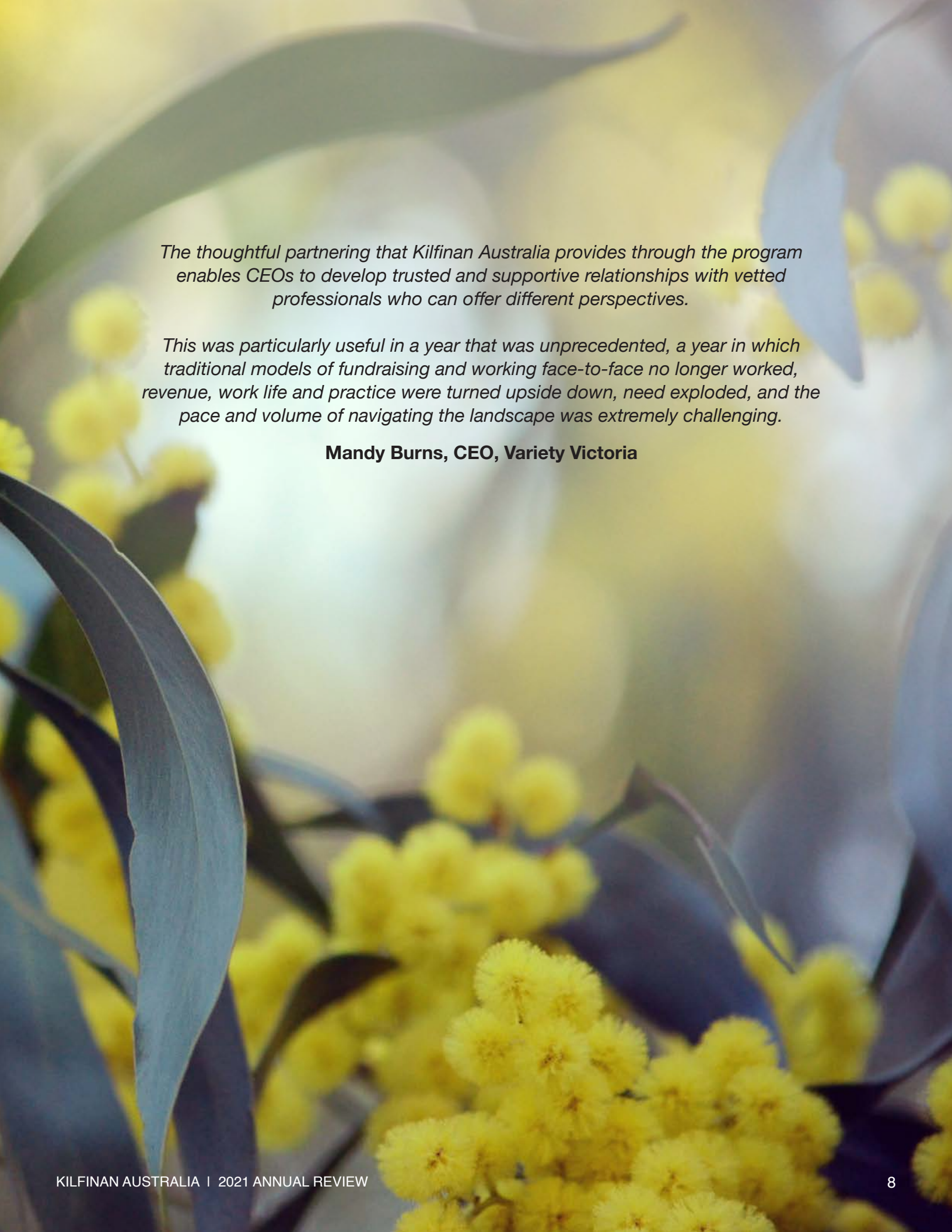
Kilfinan Australia has continued to invest in for-purpose CEOs, fortifying them as they meet the challenges of the day as well as look to the long term. Kilfinan mentors have stepped up to ensure their important mentorships continued, even though face-to-face contact in many states has been impossible for much of the year. The number of mentorships during this period has continued to grow and these relationships have had a profound impact on the leaders in the sector.

## MENTEE AND MENTOR EVENTS

Kilfinan has continued to focus on enabling our community to thrive and has reimagined our way of working. Mentee events have become more targeted, covering real world issues and the changing situations in the sector. This year, we ran skill building events for our mentees on embedding a culture of philanthropy, navigating collaboration and partnerships, and a three-part series on leading through the employee lifecycle. Feedback from mentees who attended was overwhelmingly positive. We brought our mentors together for two online forums to discuss their mentorships, sector trends, and recovery from the impact of COVID. Both mentor events were the best attended to date, with illuminating discussions between mentors from across Australia.

## LOOKING TO THE FUTURE

There is no blueprint for the future after the pandemic, but it has shown us that to survive and thrive we all need to be highly adaptable, more agile, and act faster than we thought possible. Our mentors will continue to provide knowledge, connection and lasting value to mentees as they move into the next phase. Our mentees will have a deeper confidence in their skills and abilities to discover new possibilities and different futures to those they had previously imagined, and Kilfinan Australia will continue to provide trusted, independent mentors to the for-purpose community into the future.



*The thoughtful partnering that Kilfinan Australia provides through the program enables CEOs to develop trusted and supportive relationships with vetted professionals who can offer different perspectives.*

*This was particularly useful in a year that was unprecedented, a year in which traditional models of fundraising and working face-to-face no longer worked, revenue, work life and practice were turned upside down, need exploded, and the pace and volume of navigating the landscape was extremely challenging.*

**Mandy Burns, CEO, Variety Victoria**



*I will be forever grateful for the Kilfinan program and being matched with my mentor; I could not have asked for better. She embodies the type of leader I hope to become one day.*

**Tamara Newlands, CEO, eChildhood**

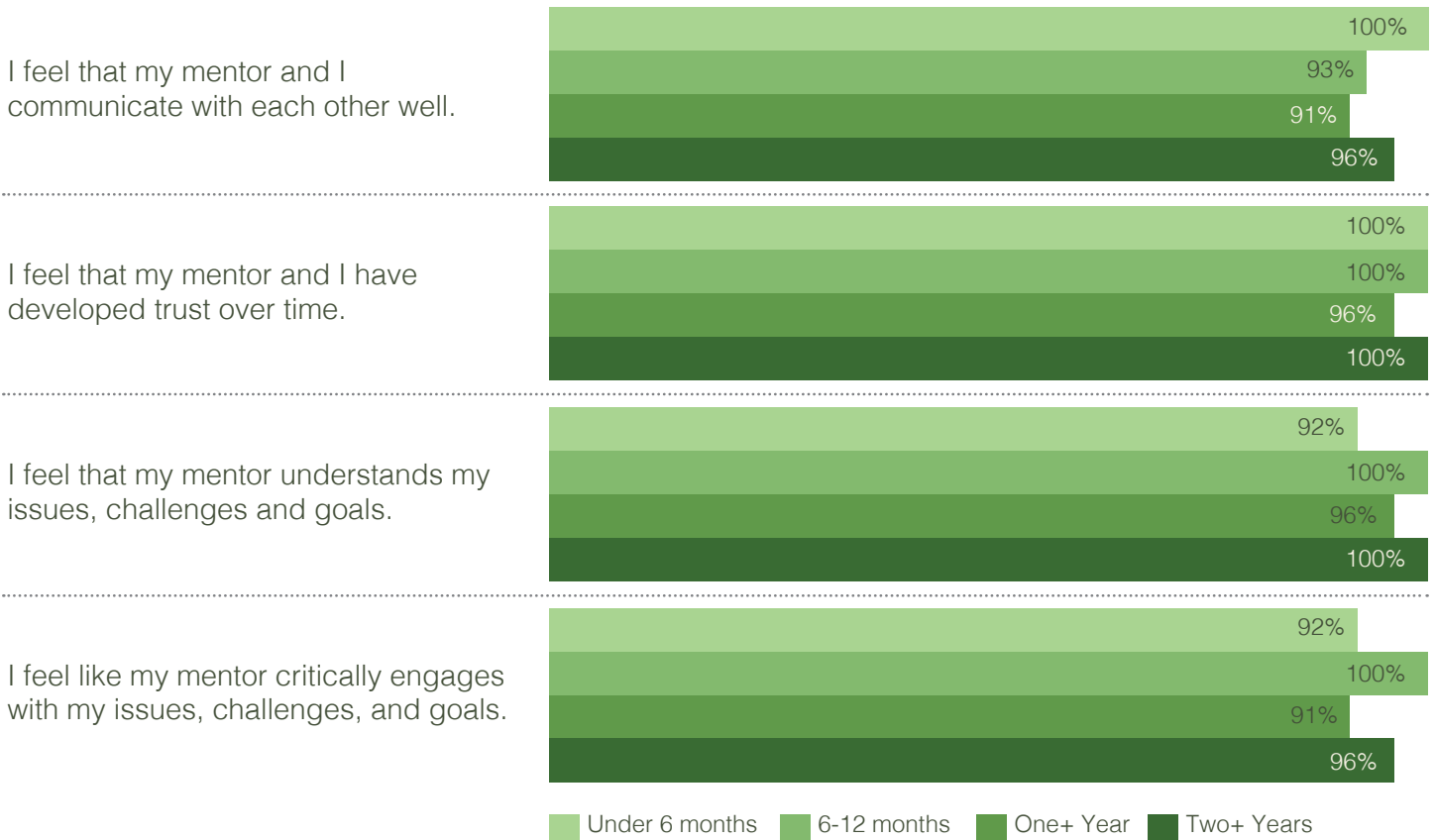
# OUR IMPACT

**Kilfinan’s expertise lies in our considerable insight into the needs, challenges, and unique pressures faced by for-purpose CEOs.**

## MATCH QUALITY

Kilfinan’s expertise lies in our considerable insight into the needs, challenges, and unique pressures faced by for-purpose CEOs, and we understand that the “match” is where success begins.

Our mentors and mentees are carefully matched, using a detailed process to align the needs and personal style of each CEO with the skills, experience and preferences of the mentor. Mentees at all stages of their mentorships report overwhelming levels of satisfaction with the quality of their match.



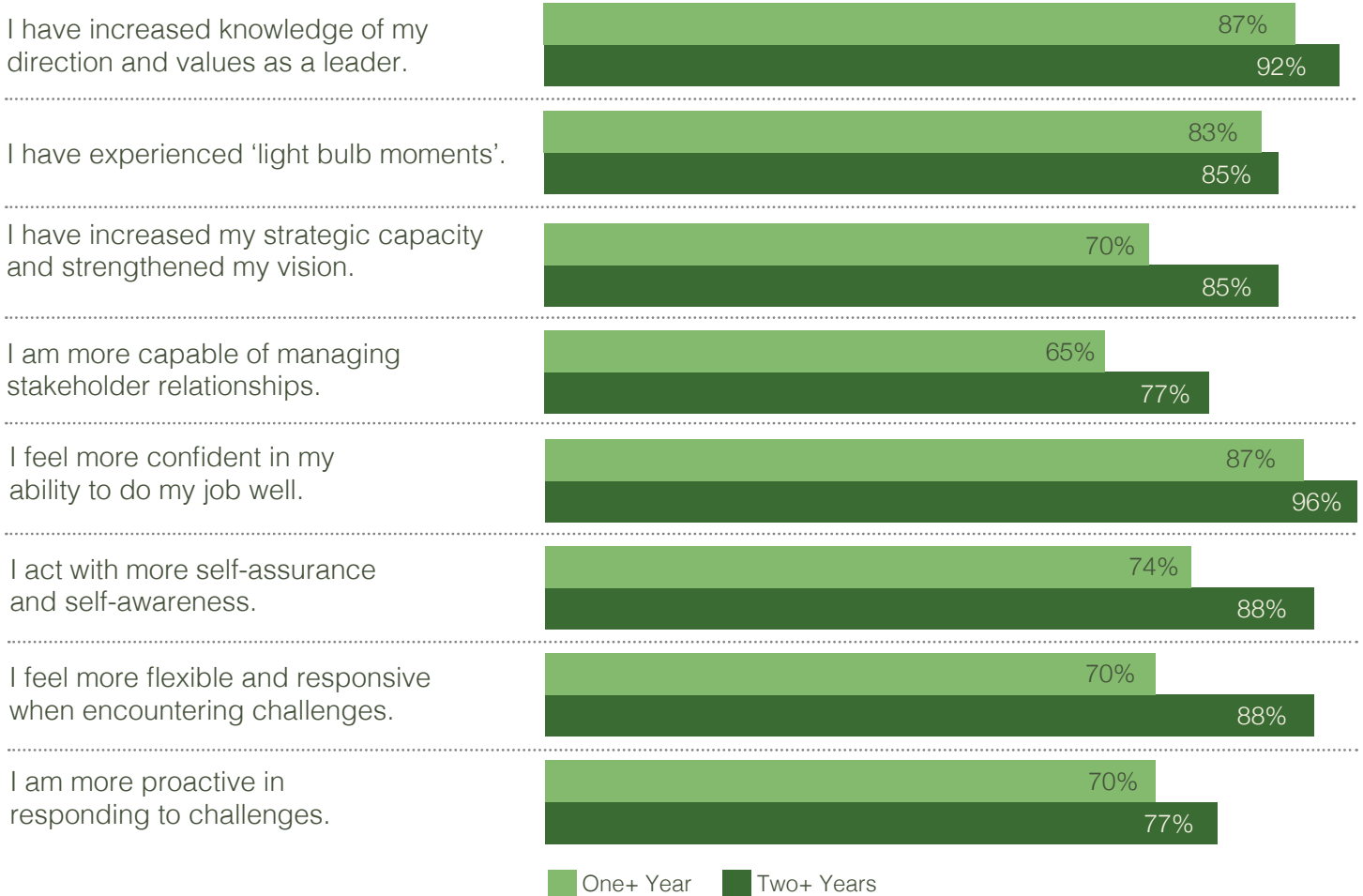
*Data indicates the percentage of mentees who “Agreed” or “Strongly Agreed” with the statements, segmented by length of time they have been engaged in their mentorships.*

# For-purpose CEOs are experiencing real change in their leadership – strengthening their vision, strategic capacity, and confidence.

## MENTEE OUTCOMES

Our 2021 Impact Report is testament to the generosity, experience, and commitment of our mentors, and the tenacity and brilliance of our mentees. Through our mentoring program, for-purpose CEOs are experiencing real change in their leadership – strengthening their vision, strategic capacity, and confidence. This work is more important than ever, so that they can be at their absolute best supporting communities in need.

[Read the full report on our website.](#)



Data indicates the percentage of mentees who "Agreed" or "Strongly Agreed" with the statements, segmented by length of time they have been engaged in their mentorships.

*I didn't realise how much I needed the external regular support until I had it in place. Prior to working with Kilfinan I was relying on my Board and co-founder, but my mentor is a welcome change in perspective and is always upping my thinking to a new level.*

**Zoe Black, CEO, Happy Paws Happy Hearts**

# CASE STUDY

Kilfinan Australia Mentee

Michelle Crawford,  
CEO, Concern Australia



Kilfinan Australia Mentor

Lindsay Tanner  
Special Advisor,  
Lazard Australia

***He is a great gift. Very patient. I also value his relatability. I would have thought someone of his experience might not relate to some of my concerns, but he always does, quickly and with great insight.***



## MICHELLE:

This is my first CEO role. Previously I was a deputy CEO for nine years and very passionate about the work. So, I wanted to set up a strong support structure as I stepped up to CEO. From the moment I reached out to Kilfinan they've been more than generous. They offered a pure professional mentoring opportunity. I explored a few other options, but they were very expensive, and I wasn't impressed by any stretch.

Kilfinan has stayed true as an invaluable resource I can tap into through my relationship with Lindsay. I'm still amazed how many of my colleagues don't know about Kilfinan.

I first met Lindsay at his office. I remember the overwhelming view, that expanse of city and sky. He was very friendly and down to earth, but I was intimidated by his profile, his background, who he was. As I've journeyed and matured as a CEO, I've come to understand I don't need to be intimidated. Lindsay's been consistent – continually respectful and professional in a warm, welcoming way.

He is a great gift. Very patient. I also value his relatability. I would have thought someone of his experience might not relate to some of my concerns, but he always does, quickly and with great insight. The other thing is his availability. If I were to text him now and say, 'Any chance of a chat?', he'd reply by morning without question. I know he's there in my corner as a great critical friend.

But we haven't become friends, which I think is good. There's a professionalism about our relationship. We're focused on what I need to do in my job and do it well. I also value reciprocity in our professional connection. Lindsay organised a major forum about relational thinking and asked me to speak at the forum – I was absolutely pleased and honoured to be able to give back to him in that way. Similarly, he asked me to read and give my opinion on his last book, because it centred on homelessness. Again, that was wonderful. I don't for one minute see the relationship as one-way traffic. I respect him so much and value the reciprocity of a professional connection very highly.

One of the things that's been so impactful about his mentoring is that he taps into the whole person. Both in his reflections of his leadership journey, but also understanding the need for me to embrace every aspect of what makes me lead, not just the technical side. I have a very fond memory of Lindsay and I listening to a ten-minute Elton John piano piece. We sat in that same room, looking out at the view. I remember sitting there loving the music thinking: who gets to do this? Sit in the space with someone so wise and experienced and share this kind of moment. He probably doesn't realise what a gift it was – validating the whole person, embracing different aspects of who you are. I sometimes walk away from our meetings and think: ah, that's what he was getting at. He's so respectful, he doesn't point it out to you.



**LINDSAY:**

Michelle runs a substantial charitable organisation and has significant previous experience in senior roles, but

the critical thing and the dominant thread throughout our relationship is that she was a first-time CEO. She had classic challenges associated with being new: setup of the Board and Board relationships; entrenched long-term staff, people who are obviously good operators but very comfortable in their silos.

In a funny kind of way there are relevant parallels to my experience as a Union Secretary, similar-sized organisation, similar kind of volatile dynamics that tend to create challenges you wouldn't have in a middle-sized business, where there is usually a relatively stable operating framework. In not-for-profits there are always other variables that tend to complicate life, like government legislation and internal warfare. The issue for Michelle that was apparent from day one is a bit of imposter syndrome. Oh my God, I'm a CEO, am I the right person, am I good enough, can I do this?

***The great value of the mentor relationship in my view is that the mentee has the ability to be absolutely honest and frank about everything.***

My mindset as a mentor is always: where is the sweet spot where I can add value? In Michelle's case it's been confidence. I've been able to act as a reference point – you're doing very well and the kind of speed bumps and dramas you're encountering are perfectly normal. No big deal, you should back yourself and understand that. My main value-add has been to reinforce she's heading in the right direction, not to redirect her. Your gut feeling is correct, that's the right way to proceed, but you could think about this. It's providing an indirect benchmark that says, what I'm doing here is probably right.

I suspect that gradually over our journey together the affirmation I've delivered has led to her seeing she's pretty good at this. Because Michelle has great assets – a warm manner and style. She's clearly a genuine person who's intellectually rigorous but not in a threatening way – all good ingredients for leadership. What needed bolstering was a sense of authority. The great value of the mentor relationship in my view is that the mentee has the ability to be absolutely honest and frank about everything. In Michelle's case, to take up a highly pressured, challenging role and have someone to unload on and be completely open with about all the dilemmas and challenges you're wrestling with and get calm with hopefully sensible insights and advice is invaluable.

One of the things I've learned is that nobody is actually anything by themselves. I can look back on my own career and appreciate the assistance I've received from individuals. I'm now in a position to do that for others who are interested. I've had a lot of interaction with small and middle-sized not-for-profit organisations, but from an external perspective. I've had less exposure to the internal workings. The people, the dynamics, how they interact, the challenges they face, the ever-present dramas about funding and donors and ethical dilemmas. It's been interesting to get a three-dimensional understanding of what actually happens inside these organisations.

A slightly bigger picture observation about why I like mentoring is it's an incredibly efficient way for me to fulfil what I see as a responsibility to give back – to pass on the baton. The ratio of benefit delivered to time expended and effort expended is off the scale. It means I'm getting directly to the heart of challenges relatively quickly. I've had plenty of requests to sit on not-for-profit Boards, but I've declined. The mentoring fostered by Kilfinan is high value – an excellent way of contributing that isn't going to take over your life.

***A slightly bigger picture observation about why I like mentoring is it's an incredibly efficient way for me to fulfil what I see as a responsibility to give back – to pass the baton. The ratio of benefit delivered to time and effort expended is off the scale.***

# CASE STUDY

Kilfinan Australia Mentee

Deb Childs  
CEO, Helping Minds



Kilfinan Australia Mentor

Dr Vanessa Guthrie AO  
Non-Executive Director

***Really, I aspire to be like her. We'll discuss situations and she can relate it back to things that have happened in her career. She is very wise in her words and thoughtful. It's not an automatic response. She really thinks and works through situations with me.***



**DEB:**

I heard about Kilfinan through a fellow CEO. She had a mentor through Kilfinan, and she recommended it. I've been lucky in that I've had a very supportive Chair of the Board but it's good to have someone with independence. After being in the role for a few years, I wanted a different point of view. Being a CEO can be a lonely role; you are at the top of an organisation, so you don't have peers on the same level as you. Externally you can find peers, but there are some things you can't discuss with other CEOs. However, a confidential mentorship changes that and gives you the ability to be quite open.

Moving from corporate to the NFP sector I thought it was going to be very community and people focused, and it is – to a degree. However, it is still business. You are still running a commercial enterprise, you have to generate income to be sustainable, you have staff and of course you've still got personalities to manage and navigate.

I am very impressed by Vanessa. She's a successful executive and director – calm, balanced and level-headed. She's a very warm person with so much experience and knowledge, she's very trustworthy. Really, I aspire to be like her. We'll discuss situations and she can relate it back to things that have happened in her career. She is very wise in her words and thoughtful. It's not an automatic response. She really thinks and works through situations with me.

The work Vanessa and I have done is to assist me to gain confidence. The way others look at me was not the way I was looking at myself. Vanessa has helped me gain a quiet confidence in my own ability. She really helped me navigate a new environment, adjusting to other's expectations and shifting my expectations. Indirectly, the mentoring has helped strengthen the organisation.

You don't know what you don't know. A mentor can help. She's helped me look at situations with a different lens. It's really good to have a sounding board, someone who has walked in these shoes and understand what has worked in other sectors. For me, it's having that time out from the day-to-day role to look from an external perspective at what's going on in my day-to-day so I can look for better ways of doing things. I wish I had known of Kilfinan earlier as it would have benefited me to have worked with a mentor earlier in my career.

With Kilfinan, you have the opportunity to have a conversation about what your needs are and then find someone who could help you grow. It's opening doors to new opportunities and working with people that you might not have the opportunity to meet. It allows equal opportunity, to be honest. I've spent most of my life hitting my head on the glass ceiling and Kilfinan helped me rise up with my mentor. It levels the playing field.



**VANESSA:**

I started with Deb a little over two years ago. It's been such a smooth and simple mentoring relationship. She

knows what she needs to do. She's clever, she's intellectual, she's strategic, she thinks things through and is patient in executing her plans. She just didn't have the confidence.

We started with how to work with the Board and moved onto the organisation, including having derailleurs in the team and how that can distract from delivering on the organisation's objectives. Now she's been in a position to build a really strong relationship with the Board, bringing her people along with her, and that allowed her to work on the strategy. She's been very patient and very strategic about building and preserving relationships. She's such a delight to work with – very thoughtful, very respectful of people.

The coronavirus pandemic has really shifted our community. In Deb's case, her world exploded. The demand for services more than doubled with not much more revenue. She was doing 80-hour weeks and was constantly on. So, I would ask her 'When is it going to stop?' We started working on leadership style and the role model she was setting for her people – especially working such long hours.

***She's worked on the things that matter, that make her successful. She has created change in the organisation without creating disruption, and her strategic thinking is coming to the fore now. I think the organisation has changed and is in a better place because she's in a better place and she's the leader.***

She's still high energy but she has a much calmer, directed energy and drive than before. She's worked on the things that matter, that make her successful. She has created change in the organisation without creating disruption, and her strategic thinking is coming to the fore now. She's thinking much bigger picture. I think the organisation has changed and is in a better place because she's in a better place and she's the leader.

***Watching people do fabulous things and knowing you were some small part of it. This is all why I'm doing this. It's been incredibly rewarding for me – far more than I anticipated.***

The role of the mentor is to challenge the mentee, push them to think, ask the unobvious question, to support and build confidence and encourage at a more personal level. Often CEOs have all the tools, knowledge and experience but not the personal insight or confidence. What my mentors have done for me is to hold up a mirror. They challenge the scope and boundaries, removing unconscious biases and encourage at a personal level. It's a lonely place being a CEO. You need to have great belief in your purpose.

When I first met her, one of her comments to me was 'I've been here three years. I don't want to go but maybe my time is done' and yet she's come back to the role with renewed passion and vigour with a bigger picture strategy. She's really embraced that there's more to be done – and her Board is backing her renewed strategy which gives her even more confidence to get on with it. It's been incredibly rewarding for me to watch her grow.

Watching people do fabulous things and knowing you were some small part of it. This is all why I'm doing this. It's been incredibly rewarding for me – far more than I anticipated. I value the trust and openness we have with each other. Deb is happy to openly share her fears and be vulnerable. She trusts me to help her. It's a gift she's given me. I've learned about myself that I've got more to offer than I thought I did. That I deeply enjoy helping someone else. I didn't realise that was so important to me. It's an invisible fingerprint you leave on people's lives.

*My mentor didn't come from my world and we had different values, but not in a difficult or challenging way. He had completely fresh eyes and ears to what I was thinking and saying, and he was invested in my success. It gave me a whole other lens I could put across my thinking and challenge a whole range of assumptions that I held. This ultimately gave me more confidence that I had actually interrogated my way of thinking and allowed me to form more robust ideas around my values.*

*It's a huge privilege having somebody outside your world who is interested in helping you. You always need to learn. It doesn't matter how experienced you are, you always need someone who can bring a sharpness and freshness to your thinking.*

**Sarah Davies, CEO, Alannah and Madeline Foundation**

# OUR PEOPLE

## BOARD MEMBERS

Michael Gill	Chair
Rosemary Grieve	Joint Founding Director
Marion Webster OAM	Joint Founding Director
John Ashby	Director
Mike Ihlein	Director
Sandie de Wolf AM	Director
Georgie Harman	Director
Rebecca McGrath	Director (retired)

## TEAM

Beth Weatherly	Chief Executive Officer
Lesley Podesta	Mentoring Relationship Manager
Maree Davidson AM	Mentoring Relationship Manager
Rosanna Spanio	General Manager
Lauren De Ross	Administrative Officer

Kilfinan Australia is registered as a company limited by guarantee with ASIC and also as a charity with the ACNC. With headquarters in Melbourne, Kilfinan Australia operates nationally across Australia. It is governed by a board of directors who volunteer their time and skills.

Kilfinan Australia's team is comprised of five part-time staff. This year, we were thrilled to welcome Lesley Podesta and Maree Davidson AM to Kilfinan Australia as Mentoring Relationship Managers. We could not have wished for two more capable, experienced, and well-networked individuals to join our team. They join our community of over 200 volunteer mentors and nearly 400 mentees and mentee alumni in stewarding Kilfinan Australia into its next stage in development.

Our founders Rosemary Grieve and Marion Webster OAM, whose pro-bono work with Kilfinan is valued at \$180,000 per annum, have now stepped away from operational matters. This move represents a significant milestone in Kilfinan's ongoing growth and maturity. We have all been the beneficiaries of their vision, commitment, and determination to build and grow Kilfinan over the last seven years and are grateful for their ongoing support and guidance as board directors.

## FOUNDERS

For more than 30 years, **Rosemary Grieve** has been working as a consultant with the boards of major corporations and statutory bodies and with senior executives in complex global organisations.

The focus of her business in Australia has been board and executive team reviews and the development and coaching of senior executives and non-executive directors. Rosemary is active in the for-purpose sector consulting with Boards and mentoring CEOs. Rosemary's academic qualifications include an MBA from Yale University School of Management, a MSW from Washington University and a BA (Psychology) from the University of Melbourne.



**Marion Webster OAM** has a long involvement in the for-purpose and philanthropic sectors, both in Australia and internationally. Founding director of Philanthropy Australia, a founding Trustee and Chair of Australian Communities Foundation and now its patron, CEO of the Community Foundation Network in the UK, a founding Trustee of Auckland Communities Foundation, a founder and Chair of Fitted for Work, Marion currently is the inaugural Chair of WomenCAN. She has worked in the areas of child, family, and migrant welfare and advocacy. In 2004, she was awarded an OAM for her services to philanthropy and the community.



# OUR MENTORS

Kilfinan is indebted to the contributions of the following distinguished mentors who actively engage with and support our CEO community.

## A-C

Terry Agnew  
Patty Akopiantz  
Patrick Allaway  
Peter Allen  
Vicki Allen  
Rick Allert AO  
Suzanne Ardagh  
John Ashby  
John Atkins AO  
Grant Bailey  
Christine Bartlett  
Sally Basser  
Susan Beling  
Fiona Bennett  
Fabio Bertola  
Penny Bingham-Hall  
Barry Bloch  
Andrew Bousie  
Cath Bowtell  
Duncan Boyle  
Leigh Bracken  
Norah Breekveldt  
Dov Brener  
Bruce Brook  
Malcolm Broomhead AO  
Lara Bruhns  
Anna Buduls AO  
Alberto Calderon  
Dale Calhoun  
Anthony Callinan  
Elizabeth Carr  
Andrew Clark  
Cameron Clyne  
Steven Cole  
Peter Coleman  
Tony Concannon  
Helen Conway  
Frank Cooper AO  
Simon Cowen  
David Craig  
John Craven  
Ewen Crouch AM

## D-F

Diana D'Ambra  
Eric d'Indy  
Gerard Dalbosco  
Mark Daniel  
Maree Davidson AM  
Alison de Groot  
Sandie de Wolf AM

Jennifer Douglas  
Judith Downes  
Vicki Doyle  
Jayne Dullard  
Tonianne Dwyer  
Erica Edmands  
Greg Evans  
Jim Eve  
Joanne Farrell  
Christine Feldmanis  
Jane Fenton AM  
Karen Fifer  
Joan Fitzpatrick  
Anne Flanagan  
Mark Ford  
Nancy Fox  
Andrew Friars

## G-I

Andrea Galgoczi-Kratochvil  
Jann Gardner  
Nicholas Gaynor  
Michael Gill  
Anne Giugni  
John Gleeson  
Debra Goldfinch  
Dennis Goldner AM  
Jack Goodacre  
Beth Gordon  
Scott Grimley  
Dr Vanessa Guthrie AO  
Tim Hammon  
Margaret Haseltine  
David Hayward  
Michaela Healey  
Dr Michael Henry AM  
Paul Hill  
Kathy Hirschfeld AM  
Peter Hodgett  
Evelyn Horton  
Graham Hubbard  
Trevor Hunt  
Tony Hyams AM  
Michael Ihlein  
Launa Inman  
Shirley In't Veld

## J-L

Lynne Jensen  
Paul Jensen  
Greg Johnson  
Jane Keating  
Joanne Kirker

Daniel Kleijn  
Marius Kloppers  
Mark Laidlaw  
Peter Lamell  
David Larocca  
Deanna Lomas  
Anne Loveridge

## M-O

Heith Mackay-Cruise  
Dav Mather  
Arturo Mauleon  
Louise McCann  
Marie McDonald  
Ian McGill  
Rebecca McGrath  
Bruce Miller AO  
Paul Mulraney CSC  
Steven Munchenberg  
Anne Myers  
Alistair Mytton  
Helen Nash  
Jane Nash  
Michael Neilson  
Dr Robert Nethercote  
Tony Noonan  
Mick O'Brien  
Nicole O'Connor  
Shane O'Hare  
Tony Osmond

## P-R

Karen Penrose  
Alan Plumb  
Tim Poole  
John Poulson  
Sanjay Prasad  
Andrew Price  
Geoff Price  
Brian Purdy  
Ingrid Puzey  
Chris Raine  
Ashley Reid  
Greg Ridder  
Geoff Roberts  
Sue Robertson  
Peter Rohan  
Elana Rubin

## S-U

Rachel Sansom  
Bob Santamaria  
Dr Nora Scheinkestel

Margie Seale  
Dr Ruth Shean  
Julie Simon  
Mark Sinderberry  
Jane W Smith AO  
Dr Erica Smyth AC  
Marion Stanway  
Debra Stirling  
Karen Stoffels  
Dr Natalia Streltsova  
Matthew Stubbs  
Meredith Sussex  
Gregory Sutherland  
Annette Swann  
Lindsay Tanner  
Paul Takac  
David Thodey AO  
Janet Torney  
Jonathan Tribe

## V-Z

Mark Valena  
Gary Veale  
Karen Vella  
Mary Verschuer  
Mario Villa  
Trudy Vonhoff  
John Warburton  
Robyn Watts  
Alistair Webster  
Marion Webster OAM  
Michael Webster  
Rosalie Wilkie  
Penny Winn  
Lotty Wright  
Russell Yardley  
Heather Zampatti  
Wayne Zekulich  
Prof. Gianin Zogg

## Specialist Mentors

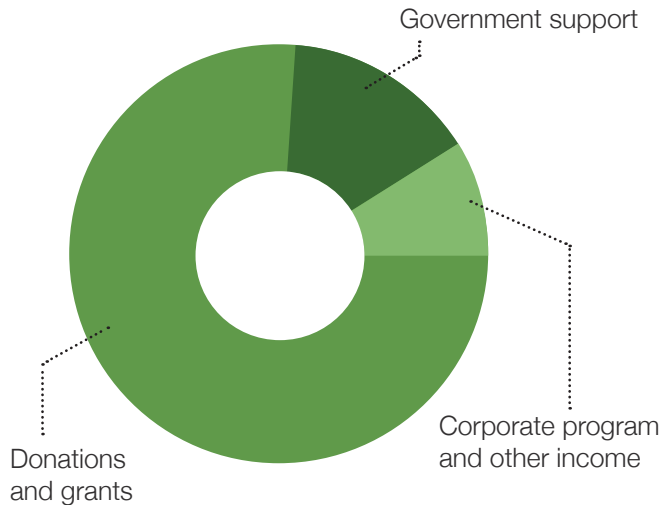
Winsome Bernard  
Cara Campbell  
Amitabh Das Gupta  
Stephen Feneley  
Glenn Garnaut  
Michael Georgeff  
Susan Harry  
Alison McClelland AM  
Jac Phillips  
Catherine Sherrington  
Jane Stuchberry

# FY20-21 FINANCIALS

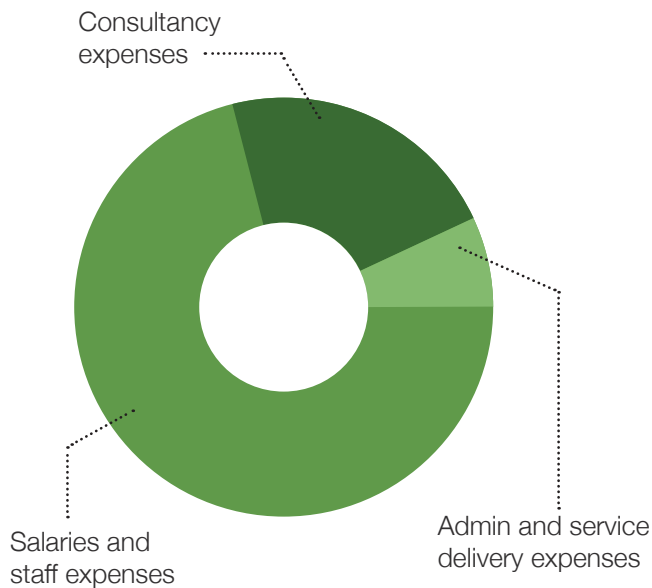
These accounts are an extract from our audited annual financial statements for FY 20-21.

The full report is available on our website:

[www.kilfinanaustralia.org.au](http://www.kilfinanaustralia.org.au)



	2021 \$	2020 \$
<b>REVENUE</b>		
Donations	14,684	-
Grants	275,000	250,000
Interest Income	141	1,060
ATO Cashflow Boost	21,209	11,939
JobKeeper Subsidy	27,000	12,000
Victorian Government Support	10,000	10,000
Corporate Program	32,000	3,000
<b>TOTAL REVENUE</b>	<b>380,034</b>	<b>287,999</b>



	2021 \$	2020 \$
<b>OPERATING EXPENSES</b>		
Accounting Fees	1,320	1,250
Audit Fees	450	450
Bookkeeping Fees	6,945	6,013
Computer & Software Expenses	6,883	2,460
Consulting Expenses	29,806	26,664
Filing Fees	87	-
General Expenses	836	174
Insurance	1,921	1,776
Marketing & Communications	19,200	16,800
Postage, Printing & Stationery	32	173
Recruitment Expenses	5,819	-
Subscriptions	4,284	1,805
Superannuation	14,747	15,054
Travel	-	12,620
Wages & Salaries	156,370	170,652
Workcover	563	1,035
<b>TOTAL OPERATING EXPENSES</b>	<b>249,263</b>	<b>256,926</b>

<b>SURPLUS</b>	<b>130,771</b>	<b>31,073</b>
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<b>EQUITY</b>	<b>463,145</b>	<b>332,374</b>
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# ACKNOWLEDGEMENTS

Kilfinan Australia is flourishing thanks to the mentors who volunteer their time and our sponsors who ensure our services can continue into the future. We continue to be heartened by the community support.

## OUR FUNDERS

The support and services we offer social sector leaders would not be possible without the assistance of our funders and donors. We would like to extend our gratitude to Grow Corp Foundation, the Baker Foundation, the Sidney Myer Foundation, Equity Trustees, RE Ross Trust, the Goodman Foundation, and all of the individuals who have donated for their generous support.

## OUR PARTNERS AND ALLIANCES

Greater funding and more partners mean that we are able to reach more CEOs and organisations. We are grateful for the support of the following corporate and community alliances.



# HOW YOU CAN HELP

**A mentorship is a gift that keeps giving over a lifetime.**

## SUPPORT KILFINAN

By supporting Kilfinan Australia you are helping us provide pro-bono mentorships to the leaders of Australia's social sector. A mentorship is a gift that keeps giving over a lifetime. It builds the leadership skills and resilience needed to navigate the immense challenges experienced by for-purpose leaders.

If you would like to contribute to our ongoing sustainability and vision, please consider [making a regular donation](#) to Kilfinan Australia. If tax deductibility is a barrier for you, please [get in touch](#). We are able to provide a tax invoice at a contribution level of your choosing.

## BECOME A MENTOR


Kilfinan Australia matches experienced mentors with CEOs. We spend significant time reviewing and interviewing potential mentors and mentees before we recommend a potential match. Our commitment is to provide both people with an opportunity to enjoy a rewarding, enriching experience.

Our mentors come from many fields but their main qualification is a breadth and depth of experience, wisdom, an open mind, and a commitment to support the leaders of charities and for-purpose organisations. We welcome expressions of interest from people who wish to be considered as potential mentors. We would be happy to receive your [enquiry](#) and assess your suitability to join the Kilfinan mentor group.

## BECOME A PARTNER

While mentors donate their time and experience, investment is needed to facilitate the executive matching process and grow the program. Without this support, we would miss the opportunity to help CEOs and their mentors learn and grow from shared experience and connection. Please [contact Kilfinan](#) directly for a confidential discussion on how partnerships could work.





*My expectations were massively over-achieved. I was very happy to take part in the program even though I hadn't done any mentoring in the not for profit sector historically. My initial intuition was that it was going to be a one-way street – a complete transfer from mentor to mentee. But as I've said to a number of people, there is an equal flow of value across the table.*

*Whatever benefit my mentee got, I got an equal amount coming back the other way. The program is a great credit to Kilfinan Australia.*

**Tim Poole, Kilfinan Mentor**