

#### **WHO WE ARE**

For over 35 years Centacare Cairns, as a local organisation, has been providing social services to the Far North Queensland region. Over the years we have worked in range of areas from multicultural services, wellbeing, employment to aged care respite. Our underlying purpose being for a healthy and connected community that reflects and supports the dignity, equality and participation of all people.

At the heart of who we are as an organisation, we seek not only to support local Far North Queensland communities but work in way that recognises the uniqueness of our region. We are a social service, connecting people to wellness. During 2015 – 2016 we have sought to improve what we do and how we do it. In a year full of changes in services and leadership this has sometimes been a tough ask. But Centacare remains dedicated to being an organisation that continues to be present and focused on serving our community in a meaningful way.

With our new Executive Director in 2016, Anita Veivers and the departure of the wonderful Helga Biro, Centacare is committed as a social service organisation to the wellness of the community. We are reaching out further and talking to communities in which we work and creating better and stronger partnerships both locally but also nationally.

In this year's Annual Report we thank you, the individuals, communities, partners and funding bodies that have continued to not only believe in what we do but support us to achieve it.

## Action precedes motivation.

Brian

Centacare Counsellor



#### **BISHOP'S MESSAGE**

In this year of Mercy I would like to commend the work of Centacare in helping those who are most disadvantaged in our community on behalf of the diocese. I acknowledge and thank the staff and volunteers who give of themselves to help those in our community who most need our care and support.

Mercy... is generous, and gentle, and forgiving, and encouraging and courageous. It is ready to believe that people can change, that they can be better. It is ready to let go of angry judgments, and a desire for payback and a determination to make people suffer for their mistakes.

Centacare's values and practice principles are based on Catholic Social Teaching and with a view to the challenges ahead for social services these strong principles will support Centacare to continue its work with dignity and respect for all.

We take words from Pope Francis, Misericordiae Vultus to guide the work and service of Centacare Cairns into the future:

Mercy is the force that reawakens us to new life and instills in us the courage to look to the future with hope.

Yours truly in Christ,

† James Foley Bishop of Cairns

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### DIRECTOR REPORT

#### **Anita Veivers**

With another successful year supporting the Cairns community Centacare is still leading the way in promoting and fostering social justice through service. This year saw the retirement of Helga Biro after 23 years with the organisation, and almost 20 years in the leadership role. Helga was farewelled sadly in May with a gathering hosted by Bishop James Foley, however I was fortunate as the incoming Executive Director to have some time with Helga handing over not only her knowledge of the organisation, but her wise words too. The organisation leadership has undergone a refresh and with a new Strategic Plan

developed early in 2016 we are set to move forward from a strong base with an eye on the future.

I have joined Centacare with a long background in the disability sector in Cairns, working for ARC Disability Services for 23 years with over 20 years in the leadership role. I feel privileged to be trusted to lead Centacare into the future in a time of rapid change in the community sector, and look forward to the opportunity to take new directions and

broaden the reach of Centacare across our community. As someone who has worked closely with both Helga and Centacare over a number of years I have been surprised by the range of innovative and responsive services we offer which are having a hugely positive impact right across our region.

In the last year Centacare has supported 2830 members of the Far North Queensland Community through Mental Health and Wellbeing services, Multicultural Services, Social Support and Respite, with over 40,000 hours of support and assistance provided. We have partnered with many local State and National bodies to offer innovative programs such as Mustering Wellness, Journey to Jobs and the FNQ Peer Workforce Framework. This commitment to our community has seen Centacare continue to be recognised as a lead provider in the Cairns Social Services sector. Partnerships and working closely together are increasing in importance as we see a shift in government funding being directed more often to larger state or national organisations. This year we have worked closely with other Queensland Centacare and Catholic Care organisations, as well as maintaining links both locally and across the state with like-minded services.

The commitment of our staff really sets us apart and is key in Centacare being recognised as a lead provider at the forefront of innovation and social justice. Our staff have been invited to present at a number of State and International forums showcasing program delivery, a great reflection on them and their teams' hard work and dedication.

This year Multicultural services (previously known as Migrant Services) moved into the Aplin Street building, bringing the services closer together and allowing for even stronger

partnerships to develop across programs. Into the future we plan to use our expertise in the areas of Mental Health and Wellbeing to expand into new areas providing these services to people who have intellectual and cognitive impairments as well as focusing on the mental health of our Migrant communities. We hope to offer further social support opportunities to both people who have disabilities and those who are aging, and look to develop pathways into employment through continuation of skills based programs and promotion of of social enterprise.

I would like to take this opportunity to personally thank the staff both within Centacare and across the Diocese for welcoming me so warmly and the Parishes and Priests for continuing to promote and support the work of Centacare. It really is our staff who make the difference and ensure we achieve our purpose of social justice through service. With a dedicated team we are ready to take on the challenges ahead and continue to innovate and respond to our community.

Anita Veivers

**Executive Director** 

#### **OUR LEADERSHIP TEAM**



Gary Hubble Manager
Partners in Recovery, Counselling Services
gary.hubble@centacarecairns.org

"During the last year Centacare Cairns has led significant system reform activities within the mental health sector, positioning our organisation as one that not only embraces change, but is prepared to lead it.

Our values describe what we believe in, why we do things in a certain way, and form the basis of our leadership."



Jen Rapier Team Leader

Counselling jen.rapier@centacarecairns.org

"It is a privilege to be able to lead a team of such dedicated and skilled professionals. Despite employing different practices, all are consistently client focused and strive for the best outcomes for the people they work with. Often working with some of the most vulnerable people in our community and being allowed to be a part of their journey is what drives us all in the work we do."



Gillian Townsend Team Leader

Mental Health Resource Service gillian.townsend@centacarecairns.org

"Centacare represents compassion and the pursuit of social justice. The individual freedoms people make through their connection with Centacare adds to the greater growth and development of the Cairns community. Centacare can lead the way in service responses that are locally designed and driven"



Annette McKail Team Leader

Community Development annette.mckail@centacarecairns.org

"I have worked for Centacare for the past three years in multicultural services and enjoy the nature of working with a group of people from a variety of backgrounds and experiences."



Tracey John Manager

Multicultural Services tracey.john@centacarecairns.org

"I believe Centacare represents a safe space for our newly arrived refugees. It is somewhere they feel supported and empowered as they start their new life in Australia. An achievement from last year is that the team at Centacare Multicultural services has assisted around 150 people to settle in the Cairns region and provided opportunities for people from diverse backgrounds to connect and learn from each other during their settlement journey."



#### Charmaine McBrearty Team Leader

Humanitarian Settlement Services charmaine.mcbrearty@centacarecairns.org

"As a relatively new staff member at Centacare Cairns, I am inspired with the compassion and dedication demonstrated by our team to promote and advocate for inclusion in all corners of our diverse community."



#### Gudelia Mato Team Leader

Marlin Coast Respite gudelia.mato@centacarecairns.org

"The level of participation and happiness among our clients is very high. Every person is given the opportunity to participate in their own wellbeing. That's what Centacare is about to me, choice and wellbeing."



#### Anita Andacic Human Resource Advisor

Corporate Services anita.andacic@centacarecairns.org

"Over the past year, Human Resources have focused on increasing efficiency and facilitating an environment that fosters a caring, competent and creative workforce. As Centacare continues to integrate continuous improvement into strategic planning, Human Resources will play a critical role in ensuring that we have a high-performing and engaged workforce equipped to deliver results for future service delivery demands."



#### **Margaret Gulliford ICT & Quality Systems Coordinator**

Corporate Services margaret.gulliford@centacarecairns.org

"I have been fortunate to be involved in an organisation for over 13 years, that is always striving to improve itself. Centacare systems are developed to enable us to connect with the community of Cairns through social media, our website and word of mouth all with the hope of assisting in the wellbeing of our community."



#### Celestene Gear Manager

Corporate Services celestene.gear@centacarecairns.org

"I have worked for Centacare for almost 20 years keeping the finances firmly on track and ensuring the corporate services team support the operations of the organisation to make sure we can continue providing quality supports to our community."

### **SNAPSHOT**

What we do:

**MULTI-CULTURAL SERVICES** 

**SUPPORT** COUNSELLING **AGED CARE** 

SOCIAL SUPPORT & RESPITE

**MENTAL O HEALTH CX** 

**CARE CO-ORDINATION** 







**Our People:** 



**INCREDIBLE VOLUNTEERS** 

**EAGER STUDENTS** 

#### **Our vision:**

## DIGNITY EQUALITY PARTICIPATION

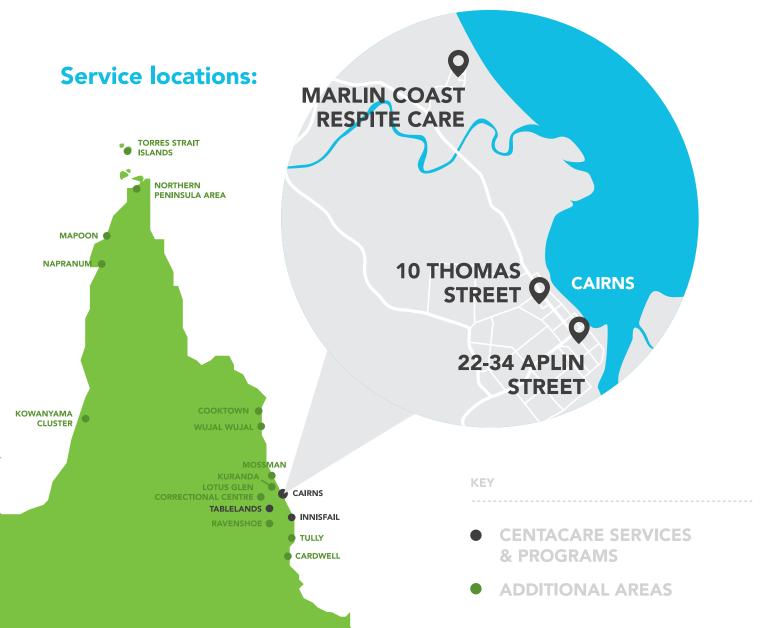
#### Our purpose:

## SOCIAL JUSTICE

#### **Our values:**

# ARE BASED ON THE PRINCIPLES OF CATHOLIC SOCIAL TEACHING





#### **OUR YEAR IN REVIEW**

## **Counselling creates better services for families**

Counselling has been one of the key services continuously offered by Centacare. Supporting individuals, families, children and organisation through challenging times and situations has been a central component of our work. This year counselling services continue to assist people in coping with issues such as relationships, trauma, family separation, violence and stress. The team includes registered psychologists and social workers, working across multiple modalities and frameworks.



## What is recovery coaching?

Recovery coaching is a form of personalised support that works with people to become stronger and more self-determined.

Recovery coaching at its heart is a mutual relationship with equal power between a coach and coachee. The effort is shaped around elements of learning, trying and stretching into new areas of life.

#### **Recovery coaching**

"...I came to a lot of self-realisations, it opened my mind to dealing with things or issues from a different perspective, I felt I had the support from staff and our group. There were no judgements. I felt comfortable, what a great environment. Thank you and I would recommend anyone to give it a go."

- Client feedback, Recovery Coaching

During the year, our Mental Health Resource Service undertook evaluation relating to the recovery coaching practices used with Curtin University. The purpose of the research was to further understand how recovery coaching has developed at Centacare and how it differs from usual or existing forms of service support. The research included interviews and research with people accessing the service.

#### Care co-ordination: PIR delivers new options

As the lead agency for Far North Queensland Partners in Recovery (FNQ PIR), Centacare has continued to develop better options for people with a lived experience of mental illness. In 2015 – 2016 Centacare, at its third year of FNQ PIR, lead the consortium based model of care co-ordination across the region. During this third year Centacare received notification of a 3 year extension to PIR as part of its transition to the NDIS. Centacare continues to work with 8 host agencies, 14 Support Facilitators / Remote Area Co-ordinators and a variety of community partnerships to ensure FNQ PIR continues with its previous successes. FNQ PIR during this same period approved the delivery of over 26 system improvement based projects across FNQ to provide better service and support options for people participating in PIR.





#### **Mustering Wellness**

This year took Centacare further west to the Gulf region of North Queensland. Over the last two years, Centacare has worked with the Gulf Cattlemen's Association (GCA) to provide additional resources to the existing Mustering Wellness program. This program seeks to improve mental health in the rural grazing industry and its communities through a community based approach. In collaboration with the Queensland Mental Health Commission a Centacare project officer undertook further development work with the GCA to upgrade resources and create better partnerships. The program continues with a bid for Movember funding in the 2016 - 2017 financial year.



#### **Journey to Jobs**

Under the Skilling Queenslanders for Work program, Multicultural Services in partnership with Breakthru People Solutions and TAFE North ran their first Certificate II in Horticulture. Seventeen migrants and former refugees completed the certificate along with extensive work experience and workshops designed to increase their capacity to find work in Australia. Several of the participants have gone on to find work with local businesses.

#### Bhutanese Girls Soccer Team

A number of young Bhutanese girls expressed a desire to play soccer and form their own team like the boys from their community. Multicultural Services worked with the girls to help connect them to local teams and sponsorship so that they could form a team and organise training and coaching. The girls then competed in the Bhutanese National Championships in Tasmania in 2016 after receiving sponsorship from Cairns West Rotary Club.

#### Inner Canvas Girls Group

Over 4 weeks last year, Centacare established the Inner Canvas program for girls. The expressive therapy group worked with 7 girls aged between 11 and 16 years to promote wellbeing through art and craft. Using creativity has had positive results with the girls increasing understanding of wellbeing, engagement not only with their peers and with our counsellors. The program is set to run again in 2016 -2017, with a program for boys to be added.



#### **A Family Reunited**

Being away from your family can be difficult, but being forced to leave your family is harder still. That was the case for Than Khaing Nu's husband when he fled Myanmar, Burma. His escape from the civil unrest meant not seeing his wife and his then 5 year old daughter May Su Hlaing for the past 13 years.

Over a decade after leaving, Than's husband re-settled in Cairns 2 years ago and this year the family were finally able to be together again.

Centacare helped the family through both the Settlement Grants Program (SGP) and Human Settlement Services (HSS) program prior to and following the family being reunited in 2016. This has meant not only the initial settlement of Than's husband but also working to secure housing as a family, enrolling May now 18 years old into TAFE Qld and other assistance in getting to know and navigate the Cairns community.

"Reuniting families, has to be one of the best parts of working in Centacare, it makes us part of something very human." Jessica Morel, Case Manager "We worked beside a family, which has a long road ahead of understanding and adapting to a new country and new community but also understanding each other again."

Than in being reunited with her husband is also aware of the work required as a family post reunification. "The key is good communication, we need to communicate as a family." As a family Than says their priorities are to further the education of May and "to live happily ever after". We hope you do.

#### Tara's story

"Tara's story is a feel good one of being able to mix and be accepted by her peers. Tara has not always been able to share with others as being the only child has its advantages and disadvantages. Since her commencement with Centacare she has grown up and has just blossomed with the help of Donna, Gudelia, Bill and all the staff. She just loves being part of this group and is just so happy when Friday comes as she knows Bill will come to get her on the bus. I am so proud of my girl for being open to change as it can be hard for any young person. Let alone a young adult with a disability.

Thank you to all the wonderful people at Marlin Coast Respite Centre for your dedication and perseverance. We need more days made available for these young people to mix and make new friends within the community."

- Gail Blandford, Tara's Mum





### Peer Workforce Framework

Over the last 3 years Centacare has worked for the development of the FNQ Peer Workforce Framework with the FNQ Mental Health Alliance. In 2015, a project officer was employed to guide the document which underpins the peer work values, industry expectations and employment conditions for organisations in the region. The result in 2016 is the final framework launched in October 2016 by the National Mental Health Commissioner Jackie Crowe. Commissioner Crowe assisted in the executive level consultation with key industry leaders in May 2016 to secure final feedback.

The final document will be available through our website or **www.peerworkforce.com.au**.

## Supporting Diversity: From Migrant to Multicultural services

In 2016, our migrant services program undertook a new direction, both in location and name. Our team moved from the Abbott Street office to the ground floor of Aplin Street in early 2016 and shortly after changed its name to multicultural services. This move represents our strategic direction to promote community inclusion. Cairns, as our major region, is multiculturally diverse. The shift in focus to community development work whilst maintaining the current Humanitarian Settlement Services (HSS) and Settlement Grants Program (SGP) has meant wider community engagement.

Centacare continues in its efforts to advocate for multiculturalism, acceptance and inclusion.





Having a laugh together. It really feels good. The sing-along is great, our feet tapping. Most of all the staff take wonderful care of us, so glad I came to you.

The friendliness from staff and the help Mum is getting from all of you. I am so happy that my Mum is enjoying her time with all her friends. Brings her back to life, thank you so much.

I used to work in a farm and never had any knowledge about these things, like how to raise children, so I'm really thankful to you that you have given me this knowledge.

Brita Parents Workshop client using self-reflection cards

Grandma enjoys her time there. Great communication with carers.

When we first arrived to Cairns, we were so tired, lost and weak. We needed someone to give us the strength to stand up and embrace life again.

I love coming to this centre – you are all like family to me and I would be lost without you.

Ms. Audrey O'Rourke Centacare Marlin Coast Respite client

It has been a privilege working with the coachees here and working in such a diverse and dynamic team who are truly remarkable.

Jenny
Previous employee





## What do you enjoy about working at Centacare?

The freedom to do my job in a way that is best for the people we work with. If we were too restricted I wouldn't be able to do my job properly. You can work creatively with what each individual person needs, everybody is different. My job is about trying to create different opportunities, away from the ones that got them into strife in the first place.

## How does your team support you in your role?

As a team we talk and liase about what is happening from a practice level. We have reflective practice team meetings where we can work stuff out together. I have a good team leader as well who supports me to do my job confidently.

## Is there anything in particular you would like to achieve in your current role?

I want to work myself out of a job. I mean that I would like things to improve so much in the

area I work in that people don't need a recovery coach or additional support. Secondly, I would say that I would like to make sure that my job continues to give people the space both mentally and physically to make changes in their lives. Thirdly, keep listening and learning.

#### **OUR PEOPLE**

Our people, whether as an employee or volunteer are central to what we do. As part of our key values we seek to prosper a creative, connected and valued workforce. This has been highlighted as a component of all aspects of quality management system and reflected in our current quality principles.

In 2015 – 2016 we continue to support a learning organisation though our induction, training and professional development processes. Our staff have as part of working with Centacare, the opportunity to develop their skills and knowledge as part of our adherence and commitment to ongoing learning.



Sometimes partnerships mean more than sponsorship, at Centacare we like not only to work with local businesses but work with businesses that offer their own expertise and compliment the work that we do.

Brandtree as a creative and design company located in Cairns has worked on many different branding, marketing and web development projects in the region. The partnership with Centacare initially was to apply design to some communications-based projects. Although what became clear was that the values and enthusiasm for change was key to the work undertaken by the company. Brandtree has collaborated with Centacare on projects such as Mustering Wellness, Hospital2Community, Representation at the Mental Health Review Tribunal and the FNQ Peer Workforce Framework. The partnership has been beneficial by allowing a new way of looking at design for social impact.

By applying a creative solution projects have increased engagement with the communities and people needing support. In talking with Nick Lyngcoln, Brandtree Owner, as to what the collaboration has meant for their business, it is clear that the partnership has had a benefit to the firm as well.

"For us to be working on these projects allows our creativity to have a higher meaning. When there is an outcome or success in these projects we are making a difference to people's lives and at a community level. "We definitely see this from a different perspective, creatively designers and marketers work in a different way. But it is a way that compliments and innovates social service practices."

#### WHERE TO FROM HERE?

#### **Looking Ahead**

Over the coming years Centacare as an organisation seeks to continue as a social service that is in touch with our region. Building on our history of promoting and advocating for better more accessible wellbeing services for all is part of future goals. Over the past year we have focused on the improvement of quality systems and processes to create better practices and services.

#### **Focusing on Wellbeing**

We are renewing our strategic direction towards a focus on wellbeing and connecting people. As an initiative across our organisation and we will be assessing the community need and changing priorities. In response to this, our aim is to develop and research over the coming year to evaluate our wellbeing effectiveness.

#### Café Culture

Our multicultural services have through their community development work created programs over the last few years which create and promote diversity. In 2016 – 2017 we will be rolling out our Cafe Culture series which will promote the heritage and experiences of our multicultural region.





#### **NDIS**

With the roll out of the National Disability Insurance Scheme (NDIS) on 1 July 2018, we understand the need to prepare and support transition into a new funding arrangement. In this regard we have taken steps to learn more about the needs of our own community and what services will be provided under NDIS. Currently, Centacare as the lead agency for the Partners In Recovery initiative has through structured training and strategic planning looked at how existing eligible participants will transition over the course of the next 3 years. Similarly, our Mental Health Resource Service and Marlin Coast Respite Care have further

assessed the existing services in relation to NDIS.

In 2016 – 2017, we will finalise our current strategic planning and explore options for further NDIS related services to be offered through all existing programs. Centacare has released information for our clients and the public as a guide to preparedness, and will continue to provide further updates throughout the period up to the NDIS roll out in Far North Queensland.



#### **NDIS AT A GLANCE**

#### What is NDIS?

#### Who is the NDIS for?

#### Why is this different?

#### What can NDIS help with?

- daily personal activities

#### When will this be available?

#### Am I or my family member eligible?

other related disabilities.

#### What can I do now?

Call Centacare for more information

#### More information on NDIS

Please go to: www.ndis.gov.au

Or contact Centacare Cairns on 07 4044 0130

#### **CORPORATE SERVICES**

As an employer, Centacare is committed to providing a workplace that is not only safe but improving to ensure our standard of services remains at a high evel.

#### **Quality Review**

During the period 2015 – 2016 the Quality Review Working Group was established to and procedures. This allowed for feedback from staff on the current organisational policies and procedures. This feedback formed part of the quality system review for the period 2015 -2016.

#### **HSQF**

Centacare undertook the Human Services Quality Framework Certification which assessed Framework standards. Certification was awarded in May 2016 as part of our ongoing commitment to better service practices.

#### Workplace Gender **Equality Agency (WGEA)**

As part of our values, Centacare supports and received in early 2016 the notification of compliance from the Workplace Gender Equality Agency.

#### **Community Connection**

Centacare seeks to provide better access to information regarding our services and for the local Far North Queensland community. Centacare worked with digital developers and

marketing strategies Brandtree during the year to develop a new website to be released in late 2016. This has led to improved understanding of better ways to connect through online platforms and social media. Centacare remains a member of Connecting Up

(www.connectingup.org) advisory groups via

#### **Streamlined Data**

Our Client Management Systems (Csnet) have been consolidated to allow for better record management processes and consistency across Centacare. This work is ongoing with more of our programs being added to Csnet with a

#### **Organisation Culture**

- Successful WHS audits carried out to ensure compliance and safety for staff and
- Prepared a Student Placement Plan to identify capacity and fit across the organisation
- Coordinated organisational training
- Commenced a review of the HR function with a view to revising the organisational HR framework
- Consultation with, and input from, relevant staff into upgrades in the Quality system

#### **QUALITY PRINCIPLES**

**Client focus:** Our focus is to meet client requirements and strive to exceed client expectations.

**Leadership:** Leaders at all levels have unity of purpose and direction to create conditions in which people are engaged in achieving the organisation's quality objectives.

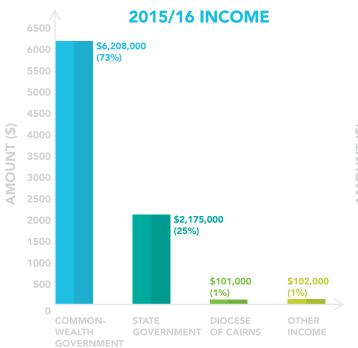
**Engagement of people:** Competent, empowered and engaged people throughout the organisation enhance our capability to create and deliver value.

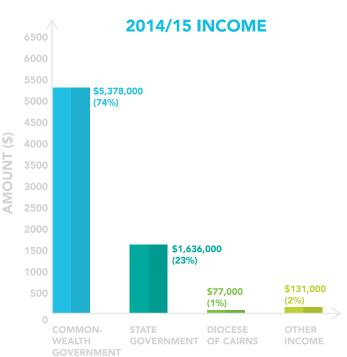
**Process approach:** Consistent and predictable results are achieved more effectively and efficiently when activities are understood and managed as interrelated processes that function as a coherent system.

**Improvement:** our organisation's success is achieved through an ongoing focus on improvement.

**Evidence-based decision making:** Our decisions are based on the analysis and evaluation of data and information which produces quality results.

**Relationship management:** We establish and promote collaborative relationships responding to opportunities and constraints to optimise outcomes.

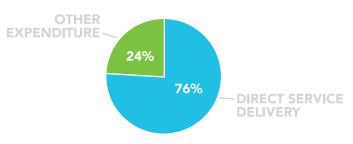




#### 2015/16 EXPENDITURE

# OTHER EXPENDITURE 24% 76% DIRECT SERVICE DELIVERY

#### 2014/15 EXPENDITURE



#### **THANK YOU**

#### **Funding Bodies 2015 / 2016:**

Centacare would like to acknowledge and thank the funding bodies that have worked with us throughout the year and continue to support the work we do:



## Australian Government Department of Health











Queensland Health

Department of Communities, Child Safety and Disability Services

Department of Education and Training

Multicultural Affairs Queensland

A big thank you to the following organisations, businesses and services that support or partner in the work we do:



design digital strategy



































#### **Partner With Us**

To become a community partner or donate please go to:

#### www.centacarecairns.org

At Centacare we don't believe in support just being financial we like to work with our local community to find better ways to do business and create social impact.

#### **MEMBERS OF:**

## **Community Services Industry Alliance**

#### **QLD Council of Social** Services

#### **Cairns Alliance of Social Services**

#### **Cairns Chamber of** Commerce

#### **CSSA (Catholic Social Services Australia**)





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www.centacarecairns.org

We are a quality accredited organisation.

@CentacareCairns www.facebook.com/CentacareCairns

The Roman Catholic Trust Corporation for the Diocese of Cairns trading as Centacare Cairns (ABN 12 506 083 505

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