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# Association of Massage Therapists

## Annual Report 2019



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# IN 2019, ON BEHALF OF OUR MEMBERS WE:



Ran the first official intake of our member mentoring scheme

Hosted 79 educational workshops, meetings and events in 16 locations across Australia



Finalised and launched a new strategic plan to guide our activities over the next five years

Reviewed and updated the AMT Code of Practice including rewriting the definition of massage therapy



Published weekly articles of interest on the AMT blog, reaching an average of 5000 unique visitors per month both locally and internationally, and published the second edition of the AMT yearbook

Provided advice and support on a range of practice-related issues, including industrial and employment issues



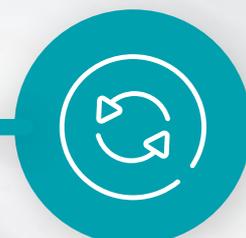
Engaged with over 100 Registered Training Organisations and represented the industry on the Complementary Health Industry Reference Committee under SkillsIQ

Engaged with 330 followers on Twitter with 103,000 impressions and 4000+ followers on Facebook, reaching an average of 80,000 users a month (1 million impressions)



Reviewed and updated our calendar of suggested events, informing members about a range of accessible and affordable professional development options

Made ongoing improvements to the AMT member portal to support members to maintain membership compliance



Represented AMT members to 38 private health insurance companies

## Governance

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AMT is governed by a Board of Directors, nominated and elected by the membership. Under the terms of the AMT constitution, there is no fixed period for directorships.



AMT Directors are bound by the AMT Constitution and the Board Code of Conduct. The position of Director is voluntary and unpaid.



AMT currently employs seven staff – five full time and two part time.



As a not-for-profit company, AMT is subject to the legal requirements of the Corporations Act (2001). The Association undergoes an annual company review and must report to the Australian Securities and Investments Commission.



The AMT Constitution is reviewed and updated on an ongoing basis. Changes to the constitution must be passed by Special Resolution at a General Meeting of the membership. Such changes require a 75% majority vote.



## Global Climate Strike, Sydney

On 20 September 2019, AMT closed the office to support youth in the Global Climate Strike.

## Chairperson's Message by Michelle McKerron



Since our last Annual Report, the AMT executive delivered the new Strategic Plan for 2019-2024. It has been the backbone for every decision we have had to make in this past year. We shaped the vision statement to place a greater emphasis on promoting massage therapy rather than professional self-interest. It states that 'Australians have access to safe, ethical and evidence informed massage therapy treatment within the health care system'.

We also confirmed the mission statement - 'to support members, professionalise practice, educate and inform the public and other healthcare professionals'.

And we confirmed the AMT values statement of

- Best practice
- Participation
- Leadership
- Openness
- Client focus.

Not only did this review ensure clarity and relevance, but it also allowed us to acknowledge the achievements from the previous plan. Most notably, members are reaping the benefits of the mentoring program.

Separate to this work, we noted the desperate need to reword the definition of massage therapy found in the AMT Code of Practice.

We have shifted the focus from an outdated description that fulfilled a private health fund's dream agenda, to one that encompasses the beliefs of members of the Association of Massage Therapists.

We now have a definition that will aid us in the development of new qualifications, or to use during negotiations with health funds and other advocacy work. Here it is:

**'The practice of massage therapy is the purposeful, respectful and evidence-informed application of touch, manual techniques and biopsychosocial care.'**

**As a client-centred framework it aims to:**

- **enhance health and wellbeing**
- **relieve pain**
- **provide emotional and physical relaxation**
- **reduce stress and alleviate the impacts of depression and anxiety**
- **prevent and repair injury**
- **rehabilitate and augment function.'**

Clearly one of the biggest and most exciting change that has happened was the reshaping of the program formerly known as the CEU system. It required a new name to allow members to identify and understand the degree of the shift of focus, from a points-based system, to a reflection and growth-based system. The title isn't radical to the ear but the meaning goes deep. The newly named Personal Development or PD system perfectly aligns with our values, vision and mission statements.

The onus is on us as therapists to follow our interests or the requirements of our individual practices to find relevant information, then reflect on it using the AMT-provided framework. After years of fielding questions about CEU certificates and receipts, we have unleashed this excellent new program that releases us from simply point counting.

One of the biggest ongoing projects that has been on the AMT agenda has been our mentoring program. With the inestimable assistance of the company 'Art of Mentoring', along with the internal experience of our program coordinators, Katie Snell and Wendy Winton, the mentoring program has already proved itself to be of radical benefit to AMT massage therapists, mentors, the industry and AMT itself as we look to shape the next generation of therapists and leaders. I would also like to offer my heartfelt thanks to the people who originally submitted and pushed for this idea to become a reality, particularly Jenny Richardson, Derek Zorzit and Annette Cassar.

Not to be overlooked, I would like to thank all of our mentors who have given up their time and put much effort into their mentees. Special thanks to those who have given their time to two rounds of the scheme - Malcolm Calcutt, Thea Dillon, Donna-Lee Greaves, Charles Hebert, Zee Jung and Colin Rossie. I hope you were all able to receive benefits as much as your mentees have.

While on the theme of gratitude, I'd like to spend a little time in this report naming names of people who have been working really hard on the face and behind the scenes of AMT. There are many people who are making the vibe a very positive one, and the experience of being an AMT member really worth engaging in.

I would like to thank the Head Office staff for a job well done over the past year, especially through some very challenging times.

I am very thankful for the fact that we have had a steady and positive Board representation over the past few years to complete the leadership team. The range of insights and skills this group brings to the executive have made decision making a real team effort.

And, on behalf of AMT, I would like to thank a few members and supporters in particular, who go above and beyond:

Sarah Fogarty and Leah Dwyer who are currently participating in the training package review.

Lisa Fiddes and Aran Bright who, even though they are not AMT members, are putting in a tonne of work and are very active, supportive voices within our closed Facebook group.

Liz Sharkey for keeping it real! In all her actions it is clear that Liz is dedicated to improving standards across the industry.

Sharon Livingstone, for her considered work on the AMT blog as well as frequently providing support and information to members over social media.

Lisa O'Shea and Corinne Farnes, coordinators who have helped us get some good workshop content up and running in their regions.

I'd also like to thank the members of AMT, as you have stood up and weathered some incredibly bad situations in the face of recent natural disasters. It has been an indescribable journey and each of us has their own story to tell. I would like to express my deep sorrow for any of our therapists who find themselves in unfortunate circumstances. It is our main endeavour to provide support to our therapists over the coming year, as we now face a once-in-a-century pandemic hard on the heels of those natural disasters.

So where to from here? AMT has only one choice, to continue to support members through this time. And if you look at our building blocks of the Vision, Mission and Value statements, and our reputation for not backing down when things get a bit difficult, then you will know and be able to rely on the fact that we will do everything within our power to do just that.

Covid-19 is now here, affecting us all. But AMT is ready to move forward, positively, into 2020.

## Secretary's Report by Katie Snell



Overall, 2019 was about propelling AMT into the future and improving the processes, services and support for AMT members. So let's start with some stats to ground this report. AMT membership continued to grow in 2019, with a 6% increase relative to 2018 (We had 3,220 members at the close of the year).

One of the key programs we delivered was the first official round of AMT's mentoring program, after our successful pilot in 2018/2019. The exit feedback surveys at the close of the program show a remarkable consistency of responses relating to increased feelings of connectedness and confidence. This is especially crucial given the somewhat magnified need right now to find trusted colleagues as a sounding board and support, during such tough times.

One of our mentees stated: 'I feel transformed and I'm loving it!' because her mentor wouldn't let her give up on her dreams. Several mentors commented on how great it was to be able to invest back into the profession.

The mentoring program has been an excellent way to engage our long-term experienced members, giving them a way to give back to AMT, contribute to the life and culture of the association, and feel included and valued. We are indebted to our senior members who are volunteering their time to support the scheme as mentors.

It has also provided much-needed support to students and recent graduates who encounter lots of challenges in getting established. Our hope is that it will ultimately impact on a key workforce development issue of dropouts within the first five years.

One of the particularly gratifying outcomes of last year's program was a rather unexpected but wonderful piece of news. One of our members, Maria Neilan, received a Mentor of the Year finalist award, as part of the International Day of Mentoring in January this year.

I would like to extend special thanks to Wendy Winton for co-managing the program with me.

Along with supporting the new 5-year strategic plan, one of the things that was happening in earnest throughout 2019 was the development of AMT's new professional development scheme. It was our job at head office to make sure that all the IT infrastructure was in place to support the administration and rollout of the new scheme. We are still ironing out a few small bugs as we go but there are now hundreds of members who have been rolled into the new system and many of them have started logging reflections.

Please remember that AMT staff will be there to support you through the transition to the new scheme and help with any questions you may have.

AMT also continues to review and update our calendar of suggested events twice a year, providing members with a range of accessible and affordable professional development options. Since releasing these suggested events, hundreds of members have completed online courses and reviewed podcasts in a range of health areas that they may not have previously considered like the Preventing and Understanding Dementia massive online courses which have been completed by 393 members.

There have been some changes in staff over the past year.

Last year, we farewelled Nicole Reed, who was with AMT for 3 years. Then, at the end of 2019, Valentine Guillemain - who most of you would have dealt with at some point over the past 7 years - gave her notice and finished up with us at the end of January. I'm extremely grateful for the hard work and dedication they both showed whilst at AMT and we wish them all the best.

In July 2019 we were extremely excited to welcome Shady Badawy, who won us over in his interview with his giggle! Shady is now the man who manages all our health fund listings which, as I am sure you can appreciate, is one hell of a job.

I want to thank Rema, Belinda, Shady and Rebecca for all their hard work I'm very grateful to be able to work with such an amazing supportive team in head office.

We are excited about delivering on the objectives articulated in the new strategic plan during the rest of 2020 and beyond, in spite of the extreme crisis we currently find ourselves managing.

Here is our report card for 2019, measuring our progress against the objectives in the new strategic plan.

#### **OBJECTIVE: Members are skilled, informed and engaged**

- AMT disseminated regular research highlights via the blog and Facebook.
- AMT continued to provide critical infrastructure to its regional networking groups to support member education and networking at an accessible price.
- AMT's annual conference and AGM featured presentations and workshops on a range of current topics.
- AMT engaged with members almost daily via social media channels, email and the AMT blog.
- AMT announced the roll out of our new reflection-based professional development scheme to be introduced in 2020.
- AMT committed to updating and disseminating our calendar of professional development suggestions twice a year, providing members access to a range of accessible online and affordable options.

#### **OBJECTIVE: Members are supported in clinical practice**

- AMT reviewed and updated the Code of Practice including rewriting the definition of massage therapy.
- AMT ran the first official intake of the Mentoring Program available for all AMT members
- AMT made ongoing improvements to the AMT member portal to support members to maintain membership compliance.
- AMT continued to upload practice templates, fact sheets, promotional resources and other clinic resources to the AMT website.
- AMT provided regular updates and breaking news on issues impacting practice via the AMT blog, email updates, the AMT website, Facebook and Twitter.
- AMT made evidence-informed resources available to members via the AMT blog, email updates, the AMT website, Facebook and Twitter.
- AMT continued to publish weekly updates and articles on the AMT blog that are broadly disseminated both nationally and internationally.
- AMT reaccredited with all private health funds.

#### **OBJECTIVE: Massage Therapy is an evidence-based health intervention**

- AMT disseminated regular research highlights via the AMT blog and social media.
- AMT gave financial support to research into the safety of pregnancy massage.

- AMT continued to build links with tertiary institutes to foster research partnerships.
- AMT's voice was represented on the Complementary Health Industry Reference Committee under Skills IQ. AMT was actively involved in drafting the 2020 industry forecast for complementary health, providing an evidence-informed rationale for qualification review and development.

#### **OBJECTIVE: Massage Therapy is recognised as a distinct healthcare intervention**

- AMT articulated a distinct Scope of Practice for massage therapy via the AMT Code of Practice.
- AMT reviewed and updated the Code of Practice including rewriting the definition of massage therapy.

#### **OBJECTIVE: Australians recognise massage therapy as a health service**

- AMT developed and published a consumer fact sheet on Why to choose an AMT-accredited massage therapist.
- AMT continued to make its classified research database publicly available via the AMT website.
- AMT made evidence-based resources and information available to the public via Facebook and Twitter. We reached between 5,000 – 30,000 people a week via our public Facebook page.
- AMT reaccredited with all private health funds

#### **OBJECTIVE: The practice of massage therapy in Australia is supported by a sustainable and coherent model for regulation**

- AMT wrote to Federal Health Minister, Greg Hunt, and COAG Health Ministers to outline the role that massage therapists can play in supporting the goals of the National Strategic Plan for Pain Management.
- AMT reviewed its position statement on regulation of the massage therapy industry.
- AMT ensured that its members continue to comply with our mandatory police check requirement.

#### **OBJECTIVE: The Australian public recognises the health benefits of Massage Therapy**

- AMT developed and published infographics on Massage and Persistent Pain, Massage and Osteoarthritis, Massage and Mental Health and Why choose an accredited AMT member.
- AMT continued to make its classified research database publicly available via the AMT website.
- AMT made evidence-based resources and information available to the public via Facebook and Twitter. We reached between 5,000 – 30,000 people a week via our public Facebook page.

#### **OBJECTIVE: Health practitioners recognise the benefits of Massage Therapy**

- AMT provided regular updates and breaking news on issues impacting practice via the AMT blog, email updates, the AMT website, Facebook and Twitter.

- AMT made evidence-informed resources available via the AMT blog, email updates, the AMT website, Facebook and Twitter.
- AMT continued to publish weekly updates and articles on the AMT blog that are broadly disseminated both nationally and internationally.
- AMT developed and published infographics on Massage and Persistent Pain, Massage and Osteoarthritis, Massage and Mental Health and Why choose an accredited AMT member.
- AMT continued to make its classified research database publicly available via the AMT website.
- Objective: Australians have the information, knowledge and resources to choose a qualified massage therapist
- AMT promoted members via its public Facebook page.
- AMT promoted members via its 'Find a Therapist' search facility on the AMT website.



**2019 Conference, Sunshine Coast**

## Treasurer's Report by Subhadra Gerard

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On 1 January last year AMT had a total equity of \$317,825. This figure is the difference between the value of our assets and the value of our liabilities.

Our overall revenue in 2019 was a touch over \$758,000, a decrease of \$14,000 on the previous year. This decrease was largely due to reduced revenue from the smaller regional conference (down 45% from 2018), and also reduced revenue from AMT workshops in 2019 (down 33%).

- Membership fees revenue was up by \$42,369
- Conference fees revenue was down by \$41,259
- Workshop fees revenue was also down by \$14,844

On the other side of the ledger, overall expenses came to approximately \$779,500, an increase of approximately \$42,500 on 2018. We paid \$985 in income tax, giving us an operating loss for 2019 of \$22,257.

- Wages and salaries payments went up \$58,838, largely due to increased staff hours. As the association grows, the workload increases
- Superannuation payments went up \$6,647, following the wages increases
- Annual leave payments went up \$13,417. There was a load of accrued leave floating around, and that needed to be reduced
- Mentoring expenses went up \$9,744. Program management costs had been staggered over two years, and we took a bigger hit in 2019.

AMT is a not-for-profit organisation. As such, it exists to provide a service to the community; the community of members and also the wider community.

The Australian Charities and Not-for-profits Commission says that:

“A not-for-profit is an organisation that does NOT operate for the profit, personal gain or the benefit of particular people; e.g. its members, the people who run it, or their friends or relatives. . .

A not-for-profit can make a profit, but any profit made must be used for its purposes. It can keep profits as long as there is a genuine reason for this, and it is to do with its purpose; e.g. to save up for a new project, new infrastructure, or to accumulate a reserve so it can continue to be sustainable.”

AMT can tick all three of those. Each year, membership revenue funds the costs of the suite of services provided to our members. These have been comprehensively detailed in the Chairperson and Secretary's reports.

# Statement of Comprehensive Income

for the year ended 31 December 2019

	Note	Dec 2019 \$	Dec 2018 \$
Revenue	2	758,167	772,184
Wages, contractors & superannuation	2	(518,011)	(446,757)
Depreciation and amortisation expenses	2	(20,571)	(20,965)
Other expenses from ordinary activities		(240,857)	(269,160)
<b>Profit/(Loss) before income tax</b>		(21,272)	35,302
Income tax expense	3	(985)	(1,082)
<b>Profit/(Loss) for the year</b>		(22,257)	34,220
<b>Other comprehensive income/(loss) for the year, net of tax</b>		-	-
<b>Total comprehensive income/(loss) for the year</b>		(22,257)	34,220
Total comprehensive income/(loss) attributable to members of the entity		(22,257)	34,220

# Statement of Financial Position

for the Financial Year ended 31 December 2019

	Note	Dec 2019	Dec 2018
		\$	\$
<b>ASSETS</b>			
CURRENT ASSETS			
CASH AND CASH EQUIVALENTS	4	309,123	319,580
Trade and other receivables	5	7,352	5,480
INVENTORIES	6	2,022	885
Other assets	7	27,099	28,358
TOTAL CURRENT ASSETS		345,596	354,303
NON-CURRENT ASSETS			
Other assets	7	11,000	11,000
Property, plant and equipment	8	63,393	59,964
TOTAL NON-CURRENT ASSETS		74,393	70,964
TOTAL ASSETS		419,989	425,267

## Statement of Financial Position (cont.)

for the Financial Year ended 31 December 2019

	Note	Dec 2019	Dec 2018
		\$	\$
<b>LIABILITIES</b>			
CURRENT LIABILITIES			
Trade and other payables	9	32,146	25,575
Provisions	10	68,358	64,740
TOTAL CURRENT LIABILITIES		100,504	90,315
NON-CURRENT LIABILITIES			
Provisions	10	23,917	17,127
TOTAL NON-CURRENT LIABILITIES		23,917	17,127
TOTAL LIABILITIES		124,421	107,442
NET ASSETS		295,568	317,825
<b>EQUITY</b>			
Retained earnings		317,825	283,605
Current year earnings		(22,257)	34,220
TOTAL EQUITY		295,568	317,825

# Statement of Changes in Equity

for the Financial Year ended 31 December 2019

	Retained Earnings	Total
	\$	\$
<b>Balance at 1 January 2018</b>	283,605	283,605
<b>Comprehensive income</b>		
Profit / (loss) for the year	34,220	34,220
Other comprehensive income	-	-
<b>Total comprehensive income</b>	317,825	317,825
<b>Balance at 31 December 2018</b>	317,825	317,825
<b>Comprehensive income</b>		
Profit / (loss) for the year	(22,257)	(22,257)
Other comprehensive income	-	-
<b>Total comprehensive income</b>	(22,257)	(22,257)
<b>Balance at 31 December 2019</b>	295,568	295,568

# Statement of Cash Flows

for the Financial Year ended 31 December 2019

	Note	Dec 2019 \$	Dec 2018 \$
<b>Cash flows from operating activities</b>			
Receipts from operations		752,861	768,208
Payments to suppliers and employees		(742,874)	(662,134)
Interest received		3,556	3,890
Income tax paid		-	-
Net cash generated from operating activities	11	13,543	79,959
<b>Cash flows from investing activities</b>			
Payment for plant and equipment		(24,000)	(37,135)
Net cash (used in) investing activities		(24,000)	(37,135)
Net increase/(decrease) in cash held		(10,457)	42,824
Cash at the beginning of the financial year		319,580	276,756
Cash at the end of the financial year		309,123	319,580

# Notes to the Financial Statements

for the Financial Year ended 31 December 2019

## Operating Profit or Loss

The operating profit or loss before income tax includes the following items of revenue and expense:

	2019	2018
	\$	\$
<b>Revenue</b>		
Membership fees	659,333	616,964
Conference fees	40,441	81,736
Advertising income	6,472	4,167
Workshops	29,496	44,340
Merchandise sales	5,558	3,252
Region meeting fees	10,356	12,590
Mentoring fees	2,591	4,545
Interest income	3,556	3,890
Other income	364	700
	758,167	772,184

## Notes to the Financial Statements (cont.)

	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
<b>Expenses</b>		
Conference fees	36,151	68,404
Audit fees	5,610	5,340
Depreciation	20,571	20,965
Raw materials and consumables used	630	2,985
Wages & salaries	418,473	359,635
Superannuation	44,323	37,676
Annual leave	47,891	34,474
Long service leave	7,323	14,973
Mentoring expenses	21,425	11,681
Rent	40,310	38,236
Insurance	4,416	4,350
All other expenses	132,316	138,163
	779,439	736,882
	736,882	703,223

## Notes to the Financial Statements (cont.)

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### Income Tax

The prima facie tax payable on profit before income tax is as follows:

	2019	2018
	\$	\$
Prima facie income tax payable on ordinary activities before income tax at 30% (2018: 30%)	(6,382)	10,266
Less:		
Tax effect of:		
– Non-taxable member income arising from the principle of mutuality	(7,367)	9,184
– Over/(under) provision prior year	-	-
Income tax attributable to entity	985	1,082

## Notes to the Financial Statements (cont.)

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### Cash and Cash Equivalents

	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Cash at Bank	277,264	273,708
Electronic Trading Account	31,357	45,313
Cash on Hand	502	559
	<b>309,123</b>	<b>319,580</b>

## Notes to the Financial Statements (cont.)

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### Trade and Other Receivables

	2019	2018
	\$	\$
Trade Debtors	8,380	5,480
ATO Refundable	232	-
	7,352	5,480

## Notes to the Financial Statements (cont.)

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### Inventories

	2019	2018
	\$	\$
Inventories	2,022	885
	2,022	885

## Notes to the Financial Statements (cont.)

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### Other Assets

	2019	2018
	\$	\$
<b>Current</b>		
Regional Meeting Accounts	22,645	20,678
Prepaid License Fees	4,453	7,680
	27,099	28,358
<b>Non-current</b>		
Lease Deposit (non-current)	11,000	11,000
	11,000	11,000

## Notes to the Financial Statements (cont.)

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### Plant and Equipment

	2019	2018
	\$	\$
At cost	198,331	216,812
Less accumulated depreciation	(134,938)	(156,848)
	63,393	59,964

## Notes to the Financial Statements (cont.)

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### Trade and Other Payables

	<b>2019</b>	<b>2018</b>
	<b>\$</b>	<b>\$</b>
Superannuation payable	11,366	9,339
GST payable	10,314	8,177
PAYG Instalment	284	290
PAYG withholding	10,180	7,769
	<b>32,146</b>	<b>25,575</b>

## Notes to the Financial Statements (cont.)

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### Provisions

	2019	2018
	\$	\$
<b>Current</b>		
Provisions for income tax	(307)	(392)
Provisions for annual leave	54,180	51,809
Provision for long service leave	13,855	13,323
	68,358	64,740
<b>Non-Current</b>		
Provision for long service leave	23,917	17,127
	23,917	17,127

## Notes to the Financial Statements (cont.)

### Cash Flow Information

	2019	2018
	\$	\$
Reconciliation of cash flow from operations with profit after tax		
Profit/(Loss) after income tax	(22,257)	34,220
Non-cash flows in profit:		
– Depreciation	20,571	20,965
Changes in assets and liabilities		
– (Increase)/decrease in trade and receivables	(1,872)	2,900
– (Increase)/decrease in inventories	(1,137)	7,348
– (Increase)/decrease in other assets	1,259	(10,339)
– (Decrease)/increase in trade and payables	2,029	(105)
– (Decrease)/increase in provisions	10,408	18,696
– (Decrease)/increase in tax liabilities	4,542	6,274
	13,543	79,959

# Notes to the Financial Statements (cont.)

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## **Entity Details**

The registered office and principal place of the company is:  
Association of Massage Therapists Ltd  
Suite 3.02, 22 – 36 Mountain Street, Ultimo, NSW, 2007

# Notes to the Financial Statements (cont.)

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## Related Party Transactions

### Key Management Personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the association, directly or indirectly, including its committee members, is considered key management personnel.

	2019	2018
	\$	\$
Key management personnel compensation:		
– short-term benefits	212,169	197,074
– post-employment benefits	19,829	18,526
	231,998	215,600

## The Board

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### **CHAIRPERSON**

Michelle McKerron

### **VICE-CHAIRPERSON**

Derek Zorzit

### **TREASURER**

Subhadra Gerard

### **DIRECTORS**

Kristy Baird  
Joanna Cotterall  
Peter Dave Moore

## Head Office Staff

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### **REBECCA BARNETT**

Chief Executive Officer

### **KATIE SNELL**

Operations Manager

### **VALENTINE GUILLEMIN**

Administration Officer

### **REMA ZOGABE**

Administration Officer

### **NICOLE REED**

Administration Officer

### **BELINDA BARRETT**

Administration Officer

### **SHADY BADAWY**

Administration Officer



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Established 1966

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