

A close-up photograph of several hands of different skin tones stacked on top of each other in a circle, symbolizing unity and community. The hands are positioned in the center-left of the frame, with fingers pointing towards the center. The background is a soft, out-of-focus blue and white.

Lawyers | **McCullough  
Robertson**



# Community Partnership Program

*A year in review*

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2017



We acknowledge the strengths, cultural diversity and stories of Australia's First Peoples.

In particular, we acknowledge all Australia's First Peoples and Traditional Owners of McCullough Robertson's four key locations – the Turrbal People and Jagera People in Brisbane, the Awabakal People in Newcastle, the Gadigal People of the Eora Nation in Sydney, the Wurundjeri People in Melbourne.

We pay our respect to all Elders past and present and to emerging leaders within Aboriginal and Torres Strait Islander communities.

## Acknowledgements

We warmly thank and acknowledge all of our community partners and everyone who has been a part of our collaborative effort in developing this report. Your passion, dedication and guidance has been invaluable.

This inaugural annual report was produced by McCullough Robertson's Business Development and Marketing team. If you have any questions or comments, please contact **Jodie Leckenby** on 07 3233 8584 or [jleckenby@mccullough.com.au](mailto:jleckenby@mccullough.com.au)

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## Welcome



“

*We understand that what we do today, how we act and interact with others, leaves an indelible mark on the future. As one of Australia's leading law firms, we have the ability, and the responsibility, to help address the most important issues facing our clients and our communities.*

I am delighted to share with you our inaugural community partnership report.

**McCullough Robertson is privileged to partner with a diverse range of not-for-profit organisations, people and charities who make a real difference in our community.**

We are proudly continuing the tradition started by our founder RJ McCullough with his hands on involvement in the community of Barcaldine, where we were established in 1926. In 2009 we formalised our commitment by establishing the McCullough Robertson Foundation.

Today, as we celebrate our 91st year, we proudly work with more than 120 community partners. We recognise that creating lasting change in our community requires long-term and genuine commitment, and that meaningful relationships must endure to build trust and focus our endeavours to support those who need it most.

We understand that our core business relies on the talent and skills of our people, which we can share with our community partners.

Again this year our partners and staff have generously given their time and resources, passionately getting behind a range of causes through our pro bono programs, mentoring initiatives and workplace giving contributions.

The stories in this report are testament to their spirit and commitment as well as the collective efforts of many others who have worked tirelessly behind the scenes to set a robust framework for our Community Partnership Program. I thank them for their commitment and look forward to continuing our journey making lasting, positive changes together.

**Dominic McGann**  
Chairman of Partners



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# A year of giving

**121**  
ORGANISATIONS  
SUPPORTED



PRO BONO TARGET  
PER LAWYER, PER YEAR  
**35 HOURS**



**944KM**  
CYCLED FOR CHARITY



**10 YRS**  
AWARDING STUDENT  
SCHOLARSHIPS THROUGH  
OUR PARTNERSHIP WITH QUT  
FACULTY OF LAW

**24** STAFF  
FUNDRAISING  
EVENTS  
HELD OVER TWO YEARS



**60** INDIGENOUS  
STUDENTS  
WELCOMED TO OUR SYDNEY OFFICE  
FOR LEGAL EMPOWERMENT SESSIONS  
OVER TWO YEARS



HIGHEST CONTRIBUTOR TO  
2017 DARKNESS TO DAYLIGHT,  
RAISING THE MOST FUNDS IN  
QUEENSLAND



**16 YRS**

HELPING VULNERABLE AND  
DISADVANTAGED QUEENSLANDERS  
SEEK ACCESS TO JUSTICE THROUGH  
OUR PARTNERSHIP WITH LAWRIGHT

**\$1 MILLION**

VALUE OF PRO BONO CONTRIBUTIONS  
RECOGNISED AS EQUIVALENT TO  
BILLABLE WORK PER YEAR



**\$125,642**

DISTRIBUTED TO ELIGIBLE CHARITIES  
THROUGH THE MCR FOUNDATION

**24** STAFF  
ON COMMUNITY  
BOARDS IN A PRO  
BONO CAPACITY

**25** YOUNG MCR  
LAWYERS

DONATING THEIR TIME TO  
HELP MAKE THE JUSTICE  
SYSTEM ACCESSIBLE TO ALL



STUDENT  
SCHOLARSHIPS  
AWARDED



**132 WKS**

OF CLEAN DRINKING WATER  
FOR A FAMILY IN ETHIOPIA,  
PROVIDED THROUGH OUR  
STAFF VACCINATION PROGRAM

**6** BRISBANE OPEN  
HOUSE PIC OF  
THE MONTH  
PHOTOS PROMOTED THROUGH  
MCR\_LAW INSTAGRAM

**300**

CHRISTMAS GIFTS BOUGHT AND  
WRAPPED FOR FAMILIES AFFECTED BY  
DOMESTIC VIOLENCE, POVERTY OR  
HOMELESSNESS

**1**

NEW HOME FOR  
HOMELESS AND  
AT-RISK YOUNG PEOPLE  
IN BLACKTOWN, NEW  
SOUTH WALES BUILT  
WITH OUR HELP

**\$10K**

DONATED TO WHITSUNDAY  
REGIONAL COUNCIL, HELPING  
REPAIR AND REBUILD THE  
COMMUNITY FOLLOWING  
CYCLONE DEBBIE



**620KM**

RUN, WALKED AND  
SWUM FOR CHARITY

**\$1**  
DONATED BY THE  
PARTNERSHIP FOR  
EVERY DOLLAR  
DONATED AT STAFF  
FUNDRAISING EVENTS



**2009**  
ESTABLISHED MCCULLOUGH  
ROBERTSON FOUNDATION

**330**  
ITEMS OF CORPORATE  
CLOTHING DONATED  
TO SUITED TO SUCCESS,  
HELPING PEOPLE THRIVE  
IN THEIR PERSONAL AND  
PROFESSIONAL LIVES

**35**  
OF OUR PEOPLE REGULARLY  
VOLUNTEER THEIR TIME  
AND TALENT TO COMMUNITY  
ORGANISATIONS

**100**

MEALS COOKED FOR RONALD  
MCDONALD HOUSE SOUTH  
EAST QUEENSLAND 'BAKE OFF',  
SUPPORTING SERIOUSLY ILL  
CHILDREN AND THEIR FAMILIES

Chapter one

# Our community commitment



Our approach to the community mirrors our commitment to our clients. We share our talents, our time and our resources to benefit the communities in which we live and work.

We are a fiercely independent, Australian-grown law firm that delivers more than just outcomes. We strive towards a diverse and inclusive environment that supports our values and creates a collaborative and innovative experience for our people, our clients and our community partners.

Our Community Partnership Program (CPP) is a framework through which we promote and embody these values, facilitating sustainable economic, social and cultural change in areas of the community most in need. We take a long-term approach to investing in our communities and, true to our nature, focus our efforts in areas where we can bring all of our resources to the table in a, more than dollars, or shared value approach.

## OUR CPP ACTIVITIES ARE MANY AND VARIED

Our commitment to the communities in which we live and work enables our people to find a stronger sense of purpose and meaning in what they do. Recognising that 'community' means different things to different people, we strive to provide a range of options for participation including volunteering and pro bono activities, mentoring, and fundraising initiatives and events.



## PRO BONO LEGAL SERVICES

Pro bono work is a core element of our community commitment and one of the key ways in which we build deeper relationships with our communities.

We take our commitment to providing pro bono legal services seriously and have adopted a formal pro bono target as a signatory of the Australian Pro Bono Centre's National Pro Bono Statement of Principles and Aspirational Target. We have been a signatory of this voluntary and aspirational target since 2009 and are making consistent improvements toward our target of at least 35 hours per lawyer per year.

Through our pro bono work we regularly respond to and contribute to the development of government policy affecting the not-for-profit sector and work with numerous peak bodies to support their advocacy work across a range of issues. We also establish charitable entities and provide advice on tax concession endorsement, employment and industrial relations, intellectual property, privacy and property.

We believe that our legal staff have a fundamental professional responsibility to conduct pro bono work as part of their everyday practice and, upholding the highest standard of service, strive to obtain positive and commercial outcomes for our pro bono clients.

## VOLUNTEERING AND DIRECTORSHIPS

Many of our people volunteer their time to make a difference in the community in a personal capacity, aligned to their own experiences.

We value and support the personal contributions of our employees in the community and proudly showcase some of their stories throughout this report. Many of our partners and staff also give their time and talents through participation in the community at a Board level.



## WORKPLACE GIVING

Our Dress Down Days and fundraising morning teas are a popular tradition across our offices, giving staff the opportunity to enrich people's lives in practical and tangible ways.

Importantly, the flexibility of our program allows employees to nominate beneficiary organisations and causes that they are passionate about. Charitable donations made through our Dress Down Days and fundraising morning teas are matched by the partnership on a 'dollar for dollar' basis.

We also support and encourage the efforts and generosity of our people through our Workplace Giving Program, which invites partners and staff to make tax deductible donations to the McCullough Robertson Foundation as a payroll deduction. Find out more about the McCullough Robertson Foundation on page 12.

**We give cash donations and sponsorships to allow organisations the freedom and flexibility to allocate funds where they are most needed.**

## DONATIONS AND SPONSORSHIPS

Outside our Workplace Giving Program, we actively support a range of community organisations, events and initiatives through financial and non-financial means.

We give cash donations and sponsorships to allow organisations the freedom and flexibility to allocate funds where they are most needed.

We also provide goods and services in-kind, which helps broaden our engagement with community partners and ensures continuity of support. Examples of in-kind support include use of our facilities to host meetings and events (which can include catering and video conferencing facilities), donations of furniture and equipment, giving drives through the provision of books, clothing and Christmas gifts, and profiling opportunities through our email signature, speaking opportunities at events and distribution of collateral.

## PROCUREMENT

We partner with our major suppliers as an additional avenue to support community organisations.

For example, our preferred supplier of stationery and office supplies, Staples Australia provides a rebate on each dollar spent, with funds going directly to not-for-profit and charitable organisations. In 2016/17 we contributed \$2,746 to Carers Queensland for its young carers program.

Our support will help to provide young carers with training and educational opportunities to help them to re-enter the workforce.

We also offer pro bono advice as part of some tenders to directly support the communities in which our clients operate. For example, our panel agreement with Gold Coast City Council provides a pro bono budget, which allows Council to use our resources for community building initiatives such as training for not-for-profits, mentoring in the local start-up community and legal service volunteering through the Gold Coast Community Legal Centre & Advice Bureau.

## HOW WE PROMOTE AND ENCOURAGE OUR COMMUNITY ETHOS

- ✓ Our strategy is to create a culture which values contributions to the communities in which we live and work.
- ✓ Our CPP Champions play an advocacy role, facilitating and encouraging greater awareness and engagement in community activities across the firm. They assist in developing pro bono proposals and requests, coordinate Dress Down Days and fundraising events and promote volunteering opportunities for individuals and groups within the firm.
- ✓ 'Generosity' is one of the firm's key values.
- ✓ In addition to adopting a formal pro bono target (as a signatory to the Australian Pro Bono Centre's Aspirational Target), we acknowledge all pro bono contributions as part of our annual performance review process and allocate over \$1 million per annum to recognise this work as equivalent to billable work.

## OUR COMMUNITY STRATEGY FOCUSES ON SEVEN KEY PILLARS



## MCCULLOUGH ROBERTSON FOUNDATION

In 2009 we established the McCullough Robertson Foundation, a Public Ancillary Fund, as a vehicle to support and formalise our charitable activities and fundraising.

The Foundation is managed by a corporate trustee with a small board comprising selected McCullough Robertson partners and staff.

The Foundation has its own legal and tax concession status separate to the partnership, through which it undertakes the firm's charitable giving and fundraising activities for the benefit of charities. The Foundation is a Deductible Gift Recipient and as such contributions to the Foundation are tax deductible for individuals who make a donation.

The Foundation receives and distributes:

- partner's charitable donations;
- staff charitable donations currently made on an ad hoc basis through particular appeals;
- partner and staff contributions through our Workplace Giving Program; and
- charitable donations from clients and the general public through fundraising activities.

Financial support directed through the Foundation is made available to identified and eligible charitable projects.

These projects are also commonly supported by the firm's pro bono program and where the project supports a charitable organisation or activity, our skillset in governance and strategic advice to boards and executives is applied on a pro bono basis to further build organisational capacity.

In 2016/17 a total of \$125,642 in financial support was directed through the McCullough Robertson Foundation across the contributions of the firm, individual partners, staff and clients. This represents a year on year increase in income to the Foundation and consequently, an increase in funds available for distribution to eligible charities.

The major beneficiaries of distributions made through the Foundation this year include:

- scholarships supporting Indigenous students from remote communities to attend boarding schools through Yalari Limited;
- scholarships and support to primary, secondary and tertiary aged Indigenous children and teachers through the Cathy Freeman Foundation;
- scholarships through University of Queensland and Queensland University of Technology in support of Indigenous law students;
- the Women & Change grant process benefiting SKiP (Support Kids in Pain), Orange Sky Laundry and Active Refugee & Migrant Integration in Australia; and
- the Bess Price Foundation, supporting local Indigenous education and capacity projects benefiting women and girls in remote Indigenous communities.

## Happy Birthday

To celebrate birthdays our people can choose to donate to the McCullough Robertson Foundation in lieu of a birthday gift from the partners of the firm.



Example of birthday card from the McCullough Robertson Foundation.

## RECOGNITION IN THE COMMUNITY



### Winner 2016 Open Minds Australia Workplace Award

McCullough Robertson was the proud recipient of the Open Minds large workplace award at the 2016 Queensland Mental Health Week Achievement Awards. This award celebrates our achievements in providing a range of mental health and well being initiatives to our staff across Australia, providing an inclusive work environment that is safe and supportive.

### Nomination 2016 Philanthropist of the Year Award

We were proud to be nominated for Philanthropist of the Year as part of the Queensland Community Foundations' 2016 Philanthropy Week. This award honours community members and organisations who make outstanding philanthropic contributions and encourage support for charities and community organisations operating throughout Queensland.



### Finalist 2017 QCF Photo Challenge

As part of 2017 Philanthropy Week, the Public Trustee sponsored Queensland Community Foundation's Photo Challenge, inviting photographers and not-for-profit organisations to come together, tell their stories and share their work.

We were proud to be named as a finalist for our entry 'It's a RAP' (shown below). Showcasing dancers from the Aboriginal and Islander Independent Community School and the Aboriginal Centre for the Performing Arts, our image pays tribute to the 2016 NAIDOC Week theme 'Songlines: a narrative of Australia'.



McCullough Robertson staff came together to celebrate the many histories, cultures and achievements of Australia's First Peoples during NAIDOC Week in July 2016. Photo taken by McCullough Robertson Software Development Manager David Anderson.



### WGEA Employer of Choice for Gender Equality

Our commitment to creating and promoting workforce diversity is recognised by our Workplace Gender Equality Agency (WGEA) Employer of Choice for Gender Equality citation held since 2014.



### Australian Legal Sector Alliance (AusLSA)

McCullough Robertson is one of eight Executive Members of AusLSA, a growing alliance of law firms and strategic partners who have chosen to work collaboratively to promote and increase sustainable practices across the legal sector. We are committed to working with our fellow members and key partners to share knowledge and experience aimed at addressing our shared sustainability values.

# Access to justice



A steady erosion of government funding over a generation has contributed to a situation in which hundreds of thousands of Australians are denied legal representation when in need. As legal practitioners we have a responsibility to improve access to justice for all members of society and have a long-standing and proud tradition of providing pro bono legal services and advocacy to facilitate this outcome.

## WHO WE SUPPORTED THIS YEAR

Association of Family and Conciliation Courts (Australian Chapter)

Caxton Legal Centre Inc

Julian Wagner Memorial Fund Inc

Justice Connect

LawRight

LGBTI Legal Service Inc

Micah Projects

Network of Alcohol and other Drugs Agencies

Resolution Institute

The Legal Forecast

United Nations Special Rapporteur on Torture

## JUSTICE FOR OUR MOST VULNERABLE

Through our long-term partnership with LawRight we've helped hundreds of vulnerable and disadvantaged Queenslanders who have significant and complex legal problems but cannot afford a private lawyer or who are ineligible for legal aid.

As a founding member of the Queensland Public Interest Law Clearing House (QPILCH), now known as LawRight, we accept pro bono legal matters referred from LawRight through a number of its clinics. In 2016/17 we committed \$165,000 to deliver services through LawRight's Homeless Persons' Legal Clinic and the Self Representation Service, which supports self-represented litigants in civil courts and tribunals.

McCullough Robertson Senior Associate Gabriella Ritchie is LawRight's Secretary and a member of its Management Committee. She says that the LawRight model ensures our services are channelled into the areas and to the clients who need it most.

In 2016 McCullough Robertson Systems Analyst Gill Scott visited LawRight's Brisbane office to provide IT training, which has proven to be an invaluable contribution to LawRight.

“

*The tips and tricks passed on by Gill make such a difference in our office. Our Self Representation Service, which incorporates three outreach offices, has already implemented some of the new-found knowledge including adapting their spread sheets to incorporate pivot tables that will enable easier reporting.*

Andrea de Smidt | Principal Solicitor, LawRight

### Our 16 year journey with LawRight



“

*Without our partner legal firms, clients can't secure housing, income and legal rights, participate confidently in the justice system or improve their well-being.*

LawRight

### In kind assistance for Community Legal Centres

We provide pro bono legal services and administrative support directly to LawRight and its Community Legal Centres, which operate under severe funding constraints.

We have negotiated lease arrangements, provided advice on employment contracts and tax issues, assisted with the drafting of privacy and other policies, obtained deductible gift recipient status and provided information about compliance issues and association matters. We have also donated office furniture and IT infrastructure, provided set up and maintenance for computer systems and assisted with ongoing training for staff.

### Involving our young lawyers

We believe that our legal staff have a fundamental professional responsibility to conduct pro bono work as part of their everyday practice and are proud to have, at any one time, up to 25 lawyers helping to make the legal system accessible to all Queenslanders.

**Our lawyers work directly with people who are experiencing homelessness or who are at risk of homelessness.**

### Helping the homeless

On any given night one in 200 Australians are homeless, including almost 20,000 Queenslanders. Despite broad attempts to reduce homelessness in Queensland, a shortage of public housing and high levels of domestic and family violence and mental illness continue to be major drivers.

Recognising that homeless people are among the community's most vulnerable groups, McCullough Robertson has worked with LawRight's Homeless Persons' Legal Clinic (HPLC) since its establishment in 2002. Starting with three clinics in Brisbane, the HPLC now operates through 17 locations across Brisbane and in Toowoomba, Townsville and Cairns.

Our lawyers work directly with people who are experiencing homelessness or who are at risk of homelessness. We help them address legal issues related to tenancy and housing and empower them to break the cycle of disadvantage and build self-reliance.



### MICHAEL'S STORY

**"I'll never forget my first experience providing pro bono legal services. As part of my internship with McCullough Robertson I met with a couple who were clients of LawRight's Self Representation Service for the Queensland Civil and Administrative Tribunal.**

The couple's rented apartment had experienced a mite infestation shortly after moving in. Their dog had become ill and they had lost about \$23,500 worth of personal property. I was struck by the imbalance of power between landlord and tenant, particularly when the tenant has little or no awareness of their legal rights.

Ever since then I have embraced the opportunity to use my skills to assist those who are disadvantaged in society. Through LawRight I was able to help a man who was embroiled in a complex Federal Court dispute with his bank. The case alleged serious claims against the bank including misleading and deceptive conduct, unconscionable conduct and breaches of the banking code. We were able to help the client reach settlement and receive the justice he deserved.

**Our society can be, and should be, better. It starts with us.**

Through the Homeless Persons' Legal Clinic I was able to assist a woman who had recently escaped a domestic violence situation. I helped her negotiate an affordable payment plan with creditors so she could manage her outstanding debt. She was incredibly grateful.

These experiences serve to remind me how fortunate I am to be able to help those who are experiencing hardship. As lawyers it is our civic duty to improve access to justice for those who are disadvantaged and unrepresented. Our society can be, and should be, better. It starts with us."

Michael Bidwell is a graduate lawyer in our Property, Planning and Finance group. He provides 2-3 hours of pro bono legal work through at least one LawRight clinic per month and about 2-5 hours of pro bono work per month for other clients.



## EMILE'S STORY

"When I joined McCullough Robertson as a graduate lawyer four years ago, I wondered whether I would truly have an opportunity to give back to the community. Very quickly, I was introduced to an array of options allowing me to use my legal education and growing skill base to help those less fortunate than myself. What appealed to me most was the opportunity to help improve access to justice for people who were going through a rough time.

The firm actively encouraged my involvement in its structured pro bono program, which included attending regular LawRight clinics. The opportunity to achieve meaningful outcomes for people who are struggling with the legal system has been incredibly rewarding both personally and professionally.

The opportunity to achieve meaningful outcomes for people who are struggling with the legal system has been incredibly rewarding.



Each year we come together with hundreds of our colleagues and peers across the legal profession to participate in LawRight's largest annual fundraising event, the Queensland Legal Walk.

This year more than 40 participants from our Brisbane office gathered at the Queen Elizabeth II Court Complex on George Street to pound the pavement for a five kilometre route along the Brisbane River. Our 2017 team received an honourable mention as one of the event's top three fundraisers, raising just over \$2,000 for LawRight.



Team McR at the 2017 Queensland Legal Walk.



Adding to the annual tradition is our morning tea where home-baked goods are traded for gold coin donations to LawRight. A big thank-you to our enthusiastic graduates Anna Mott, Amy Arbuckle, Bronte Shaddock, Eloise Jolly and Emma Brown who organised this year's fantastic events.



## BUILDING A WORLD THAT IS JUST AND FAIR

Since 2013 we have partnered with Justice Connect to help disadvantaged individuals access the legal system.

Justice Connect was formed when the Public Interest Law Clearing Houses PILCH NSW (established in 1992) and PILCH Vic (established in 1994) merged on 1 July 2013. Their aim is to help build a world that is just and fair – where systems are more accessible and accountable, rights are respected and advanced, and laws are fairer.

Justice Connect's unique contribution to this vision is to partner with pro bono lawyers to develop and strengthen pro bono capacity and strategically match this with unmet legal need. Entering into our fifth year, our partnership has seen McCullough Robertson lawyers provide timely, high quality pro bono legal services to individuals and not-for-profit organisations.



## RIGHTING HISTORIC WRONGS FOR LGBTI AUSTRALIANS

On 11 May 2017 the Queensland Government issued a formal apology to the people convicted under unjust laws against homosexual acts.

This apology was an important first step, leading to the introduction of legislation that has removed criminal convictions for consensual homosexual activity.

As volunteer Executive Director of the Lesbian, Gay, Bisexual, Trans, Intersex (LGBTI) Legal Service Inc., McCullough Robertson Lawyer Emile McPhee has been advocating for law reform and human rights in this area for three years. Homosexuality and consensual

homosexual activity was illegal in Queensland until the 1990s. This meant that people (particularly men) who engaged in consensual homosexual activity could be charged with a range of offences. This reform means that recorded convictions for consensual sexual activity can be erased from criminal records.

Starting in 2014, the path to reform has been a long one, commencing with a discussion paper that was put to the Queensland government and then to the Queensland Law Reform Commission. In May 2017 a Bill was introduced into Queensland Parliament. The Bill was returned to Parliament for a second reading and in October 2017, the Criminal Law (Historical Convictions Expungement) Bill 2017 was passed.

Recognising the difficulties faced by the LGBTI community, McCullough Robertson proudly supports the LGBTI Legal Service and the work it does to help the Queensland LGBTI community gain access to justice.

Established in 2010 as a not-for-profit and then unfunded community organisation, the Service relies heavily on volunteers and community support to provide social welfare services and legal advice to clients who have legal problems arising from their identification as LGBTI.



On 11 May 2017 Queensland Premier Anastacia Palaszczuk signed a Bill for laws to remove criminal convictions for consensual homosexual activity. McCullough Robertson Lawyer and volunteer Executive Director of LGBTI Legal Service Emile McPhee played a key role in advocating for law reform in this area and attended the signing.



These laws have left a legacy of shame and stigma on our community for too long. It's well and truly time for this legacy to be completely erased from the criminal histories of persecuted gays and lesbians. We welcome this historic moment which brings us one important step closer to equality.

Emile McPhee | Executive Director, LGBTI Legal Service

# Health and mental health



Good physical and mental health is central to human happiness and economic wellbeing. We support organisations that promote healthy, vibrant communities through prevention, improved access to health and mental health services and improved quality of life for people living with mental health issues, disease and disability.

## WHO WE SUPPORTED THIS YEAR

- |                                |   |   |
|--------------------------------|---|---|
| Advanced Breast Cancer Group   | Karuna                                    | Ronald McDonald House South East Queensland |
| Alzheimer's Australia (Qld)    | Legacy Brisbane                           | Smiling for Smiddy                          |
| Cerebral Palsy Alliance        | Leukaemia Foundation                      | Sunhaven Ltd                                |
| Children's Cancer Institute    | Life Sciences Queensland                  | The Rogue & Rouge Foundation                |
| Children's Hospital Foundation | Logan Child Friendly Community Consortium | Teen Challenge                              |
| Cystic Fibrosis                | Mental Illness Fellowship Queensland      | Towards International Medical Equality      |
| Deaf Services Queensland       | MJD Foundation                            | TRI Foundation                              |
| Epilepsy Queensland            | MS Queensland                             | True  |
| Guide Dogs Queensland          | Muscular Dystrophy Queensland             | Wandering Warriors                          |
| Healing Hooves                 | Q Future Community and Health Institute   | Waves of Wellness Foundation                |
| Hear and Say                   | Radio Lollipop                            |   |
| Hepatitis Queensland           |   |   |



## FIGHTING CHILDHOOD CANCER

Every year 950 Australian children and adolescents are diagnosed with cancer. Every week nearly three Australian children and adolescents die of cancer.



### Dare the boss

#### What is your boss's greatest fear? Heights? Snakes? Losing their hair?

In November 2016 Partner Alex Hutchens faced his greatest fear and dived with sharks (and no cage) to raise \$2,600 for the Children's Cancer Institute. This amount represents the cost of one Minimal Residual Disease test for a child fighting acute lymphoblastic leukaemia, the most common childhood cancer.



Alex Hutchens facing his fear and swimming with sharks, November 2016.

### Zero Childhood Cancer

In 2016/17 we committed \$10,000 to deliver pro bono legal assistance to help launch the pioneering Zero Childhood Cancer program. Led by Senior Associate William McCullough we reviewed the contracts for the sharing of research, intellectual property and data to support the program, which will revolutionise the way children with high-risk cancer are treated. The program will be led by scientists and clinicians from the Children's Cancer Institute and Sydney Children's Hospital in Randwick to provide a national personalised treatment program.

Sixty years ago, cancer was nearly always a death sentence for a child. Now eight out of 10 children survive. What made that huge difference? Medical research. As the only independent medical research institute in Australia wholly dedicated to childhood cancer, the role of the Children's Cancer Institute is vital.



### Endure for a Cure

In May 2016 a team of six riders from our Sydney office 'endured' 12 hours in the saddle to raise \$9,063 for the Children's Cancer Institute. The McCullough Robertson Partnership matched the funds contributed to this vital cause. Endure for a Cure is a unique closed-circuit team endurance cycling challenge held at the Sydney Motorsport Park Eastern Creek and professionally managed on-site by a cycling specialist team.



(L-R) Jeremy Perier, Will McCullough, Alex Hutchens, Amy Tin, Eliza Humble and Tom Hughes.

### Dress Down Day

In April 2016 our Brisbane office dedicated its monthly Dress Down Day and fundraising morning tea to Children's Cancer Institute. All funds raised were matched by the McCullough Robertson Partnership resulting in a total contribution of \$1,723.



## RIDING TO FIGHT MS

Sarah Leuenberger is part of our Finance team in the Brisbane office. Over the last six years Sarah has clocked up more than 610 kilometres in the saddle to raise money for those living with multiple sclerosis, including her mum.

Sarah started riding in the Brissie to the Bay, Queensland's largest charity bike ride, in 2012, cycling 50 kilometres from Musgrave Park in South Brisbane to Wynnum and back. In the following four years she took on the 100 kilometre challenge and in 2017, she tackled the big one – 160 kilometres!

So far Sarah has raised more than \$10,000 for the 23,000 Australians living with multiple sclerosis (MS), which includes her mum, Margaret.

Margaret was diagnosed with MS in her early 40s and has lived with the condition for 15 years. She has RRMS (Relapsing-

Remitting Multiple Sclerosis) which means she can be perfectly fine one minute and find her legs stop working the next. She never knows how long the relapse will last.

In May 2016 our staff threw their support behind Margaret and Sarah, donating much needed funds to MS Queensland through our monthly Dress Down Day and fundraising morning tea. This was matched by the McCullough Robertson Partnership resulting in a total contribution of \$1,700.

MS Queensland provides care, support and hope to ensure no one has to face MS alone. Funds raised by riders in the Brissie to the Bay help ensure people living with MS live as independent a life as possible. Funds also go toward finding a cure.



Sarah and her mum Margaret celebrate Sarah's 160 kilometre Brissie to the Bay bike ride in June 2017.

## Our people in the community



### Elissa O'Donohoe

RISK ASSISTANT, KNOWLEDGE AND LEGAL EXCELLENCE

Elissa's daughter Sasha suffered her first seizure the day after her 4th birthday. Elissa was understandably overwhelmed, trying to process her daughter's epilepsy.

When Elissa contacted Epilepsy Queensland for advice about equipment to keep her daughter safe, the community organisation was able to support Elissa's family on a broader level and help her through the difficult time.

That was three years ago. Now Elissa gives back to Epilepsy Queensland and Epilepsy Action Australia by assisting with their annual fundraising drives. As government funding decreases, the organisation relies more heavily on the community to enable it to provide services, which includes counselling, information and education, training and advocacy.

Elissa recalls the enormous amount of support her family received from Epilepsy Queensland following Sasha's diagnosis and is passionate about these services continuing in the community.

Sasha, who is now in grade two, has been seizure free since undergoing neurosurgery in February 2016. Doctors continue to monitor her progress and Epilepsy Queensland contacts Elissa regularly to check everything is OK.

Elissa visits Sasha's school to increase awareness and understanding about epilepsy among her peers. She reads 'The Lion's Secret' to her children's classes, a children's book about a lion who has epilepsy. The children discuss epilepsy, what it means and what to do if someone is having a seizure. The school also supports Elissa with her fundraising activities.



Elissa with her children



Find out more about Epilepsy Queensland [epilepsyqueensland.com.au](http://epilepsyqueensland.com.au)



## SWIMMING FOR SMIDDY

In 2006, Adam Smiddy passed away from an aggressive melanoma. He was just 26 years old, a talented triathlete and respected physiotherapist with the world at his feet.

His mates placed a stake in the ground and committed to the long road to fight cancer. Over the past ten years, the community has raised \$7 million to fund a range of potentially life-changing cancer research projects through the Mater Foundation.



*What started as a humble bike ride in memory of a mate has grown into a wonderful series of challenges. A circle of friends, with each of you bringing your own stories and your own passions.*

Mark 'Sharky' Smoothy  
Founder of Smiling for Smiddy

In August 2016 our Brisbane office dedicated its monthly Dress Down Day and fundraising morning tea to Smiling for Smiddy in support of Senior Associate Brittany Parker, who swam for nine hours through the night to raise vital funds for cancer research. All funds raised were matched by the McCullough Robertson Partnership resulting in a total contribution of \$875.

Brittany first participated in the Smiling for Smiddy 10 kilometre Swim Challenge in 2013. She doubled her effort to complete 20 kilometres in 2015 and, in 2016, completed 30 kilometres (600 laps of a 50 metre pool). Commencing her swim at midnight on Saturday 20 August, Brittany was in the pool at least five hours before the other swimmers arrived to complete their 10 kilometres.

The challenge is close to Brittany's heart, each year dedicating the swim to her father, who passed away from cancer on 21 August five years ago.



Founder of Smiling for Smiddy Mark 'Sharky' Smoothy with Brittany Parker at our Dress Down Day fundraising morning tea in August 2016.



## SUPPORTING FAMILIES LIVING WITH BLOOD CANCER

It's a devastating reality there are now 600,000 Australians living with blood cancer, while each and every day another 35 people will be diagnosed.

We're proud of our longstanding relationship with the Leukaemia Foundation, providing support through both pro bono legal advice and ten years of participation in World's Greatest Shave.



Our Christmas tree filled with baubles for the Leukaemia Foundation.



Our ten years of participation in World's Greatest Shave raised more than \$135,000 for the Leukaemia Foundation.

## Christmas baubles

For over 40 years the Leukaemia Foundation has provided free accommodation to patients and their families from rural or regional areas, enabling them to relocate to the city for months of treatment. The Foundation has 174 units across 18 locations nationally that offer families a much needed home-away-from-home while they go through the difficulty of blood cancer treatment.

As part of our participation in the Leukaemia Foundation's 2016 Christmas Appeal, our staff received a unique Leukaemia Foundation bauble as part of their Christmas gift. Our office Christmas trees were filled with the baubles and subsequently collected by the Foundation to decorate regional accommodation centres. Each bauble shared a message of hope and support for resident patients and their families.



## GIVING ACCESS TO LIFE-SAVING WATER

Through our workplace flu vaccination program we helped supply people living in Tigray, Ethiopia with clean drinking water free from water-borne diseases.

The provision of clean and hygienic drinking water reduces child mortality rates from water-borne diseases and allows girls to receive a proper education instead of spending their time collecting water. With 132 members of our team participating in the vaccination program we were able to provide a family with clean drinking water for 132 weeks.



## LENDING A HAND TO LEGACY

With no government funding Legacy relies on the support of the community to provide vital services to more than 70,000 families of Australian service men and women who made the ultimate sacrifice for their country.

In the lead up to Anzac Day in 2017 our Brisbane office dedicated its monthly Dress Down Day and fundraising morning tea to Legacy Brisbane. All funds raised were matched by the McCullough Robertson Partnership resulting in a total contribution of \$1,140.

Speaking at the morning tea, 20-year-old nursing and paramedic science student Brianna Anderson said Legacy stepped in to support her family when her father, an elite SAS soldier and police officer, was diagnosed with early onset dementia due to a military related concussion.

Brianna was six years old when her father received his diagnosis, 11 years old when he moved to a nursing home and 17 years old when he died. Her childhood memories include helping her mother clean up after her father left the taps running, feeding him lunch in the nursing home and helping him move around to prolong his mobility. As one might imagine it was a difficult time for her family.

Brianna said Legacy helped with the costs of schooling for her and her sister and provided much needed respite through the Legacy kids camps she attended. She is now giving back to the organisation that supported her family, attending camps, leadership retreats and charity balls as a Legacy Youth Leader.

McCullough Robertson has also worked with Legacy Brisbane as part of our workplace wellbeing program, gleaning insights around providing emotional support and understanding in the face of adversity.



(L-R) McCullough Robertson Partner Dean with Brianna Anderson and Legacy Brisbane CEO Brendan Cox at our Dress Down Day fundraising morning tea in April 2017.



*The team at McCullough Robertson have helped send children who have lost a parent on camps, allowing them to thrive together with peers who have had similar experiences. On behalf of those lost and those left behind, we thank you.*

Brendan Cox | CEO, Legacy Brisbane

## POWERING HEALTH AND WELLBEING IN THE WORKPLACE

On average we spend 30 percent of our lives at work, so creating a workplace that supports mental health and wellbeing makes sense.

For a number of years we have collaborated with Mental Illness Fellowship Queensland (MIFQ) as specialists in mental health to increase the skills and resilience of our people to better identify and effectively manage mental health issues when they arise. Together with MIFQ we have co-designed

programs that meet the needs of our organisation introducing a range of initiatives from lunchtime workshops around managing stress to the nationally accredited, two-day Mental Health First Aid course.

With growing recognition for the importance of mental health literacy in the workplace, McCullough Robertson helped MIFQ launch a new, fee-for-service business arm aimed at providing workplace mental health solutions to the NGO, Government and corporate sectors. Intuitis is supported by MIFQ's 30-year reputation and experience with all profits generated reinvested to fund MIFQ's work in the community.

### Queensland Mental Health Week Achievement Award

In 2016 we were the proud recipients of a Queensland Mental Health Week Achievement Award in the 'large workplace' category. We are grateful to Mental Illness Fellowship Queensland for nominating us in recognition of our mental health and wellbeing workplace initiatives and commitment to providing an inclusive work environment that is safe and supportive.



## HELPING THOSE AFFECTED BY MENTAL ILLNESS LIVE THE LIFE THEY CHOOSE

Mental illness is a significant issue affecting 20% of Australians each year.

Since 1985, Mental Illness Fellowship Queensland (MIFQ) has provided a personalised response to the needs of people living with mental illness, their families, friends and carers. MIFQ works in five communities across Queensland, supporting thousands of people each year.

We have a long-standing relationship with MIFQ and a shared commitment to pioneering innovative and quality services that help those affected by mental illness. We have provided pro bono legal advice on a range of matters, most recently enabling MIFQ to move to a Company Limited by Guarantee and enjoy hosting a range of MIFQ events in our Brisbane office.



*Mental Illness Fellowship Queensland is honoured to partner with the team at McCullough Robertson. We thank them for their continued support of our organisation and applaud them for the range of mental health and wellbeing initiatives that they have implemented for their staff. Together we look forward to a continued partnership, working towards mentally healthy workplaces throughout the country.*

Bob Steel | Chair, MIFQ



During Mental Health Week in 2016, we partnered with MIFQ to display in the reception area of our Brisbane office, a collection of works created by artists with a lived experience of mental illness. Included in the display was 'Bursting With Happiness' (pictured) by Febe Zylstra.

Photo credit: [www.artworkarchive.com/artwork/febe-zylstra/bursting-with-happiness](http://www.artworkarchive.com/artwork/febe-zylstra/bursting-with-happiness)

## Our people in the community

Marianne Lloyd-Morgan  
SENIOR ASSOCIATE, REAL ESTATE

When Marianne found out she was having not one but two babies, she immediately signed up to attend the Expectant Parent Information Session run by the Brisbane Multiple Birth Association (BMBA).

The information sessions were very helpful, boosting Marianne's confidence as a soon-to-be-mother of twins.

Marianne is now paying it forward as a volunteer for the organisation's Southside chapter, a role she took on when her girls, Isabella and Lillian, were six months old.

Marianne has now taken on the role of Secretary and fundraising coordinator at the BMBA, a busy job which includes attending monthly meetings, gathering submissions and preparing agendas and meeting minutes. She also assists the organisation with grant submissions, which provide new parents with free meals and a big box of nappies.

"Finding out you're having twins can be very overwhelming. The information sessions gave me and my husband the opportunity to meet other expectant parents and receive valuable advice about the challenges of parenting multiples."

Following the birth of her daughters, Marianne continued to receive support from BMBA and particularly enjoyed the playgroups, coffee catch-ups and social occasions with other families of multiples. She also acknowledges the support she receives from her family. Her parents generously accommodate them in a separate living space within their house and help look after the girls while Marianne and her husband continue their careers.



Marianne with her husband Rhys and two year old daughters, Isabella and Lillian (the girls are 12 months old in these photos).



# Community arts



Recognising investment in innovation and creativity as a sound business strategy, we look to the arts for inspiration and as a way to open our minds. Our support of the arts allows us to reflect, celebrate and enrich the lives of our communities, bringing diverse groups together who can learn from each other, regardless of age, background, sector or experience.

## WHO WE SUPPORTED THIS YEAR

Access Arts

Ausdance

BoardConnect

Brisbane Open House

Flipside Circus Association

Flying Arts Alliance

La Boite Theatre Company

Opera Queensland

Queensland Academy of Arts of Sciences

Queensland Poetry Festival

SunPAC

UPLIT (Brisbane Writers Festival)

## THE OPEN HOUSE

### CELEBRATING BRISBANE'S ARCHITECTURE

Held annually in conjunction with World Architecture Day, Brisbane Open House is a free public festival that celebrates Brisbane's architecture and offers behind-the-scenes access to 100 buildings across the city.

The weekend festival gives the community a rare opportunity to discover the hidden wealth of architecture, engineering and history in buildings and places around Brisbane city. Guided and self-guided tours encourage people to explore, re-examine and engage with Brisbane's built environment – opening eyes and minds to good design and curious spaces.

McCullough Robertson is a long-time supporter of Brisbane Open House, providing pro bono legal support, donations of IT equipment and sponsorship since the inaugural event launched in 2010.

With a passion for design, town planning and Brisbane's rich architectural heritage, McCullough Robertson Partner and planning and environment specialist Stuart Macnaughton has a long association with Brisbane Open House, including through his position on the Management Committee, held since 2013 and culminating in his appointment to the Brisbane Open House Board in February 2017.

Since 2013 we have proudly sponsored the Brisbane Open House Focus on Architecture Photography Competition. This initiative includes an overall competition, open to Brisbane Open House visitors who enjoy capturing the character and essence of buildings and spaces and, in the lead up to the festival, an Instagram 'Pic of the Month' competition.

In October 2016 McCullough Robertson Communications Manager Jodie Leckenby attended the wrap up cocktail event for Brisbane Open House and announced the winners of the overall competition, which are selected by a panel based on creativity, quality of photography and significance to architecture.



The overall winner in the open competition, Ben Blanche, was awarded a prize of \$1,000, donated by McCullough Robertson, for his photo that was taken at Lytton Quarantine Station.

## UPLIT | Brisbane Writers Festival

### CONNECTING QUEENSLAND THROUGH STORY

In 2017 Brisbane Writers Festival will celebrate 55 years of bringing ideas, debate and discussion to Brisbane.

First presented as the Warana Writers Convention in 1962, the festival has established a reputation as one of Australia's largest literary events, hosting over 300 events for more than 20,000 lovers of literature.

As a major partner and sponsor of the Brisbane Writers Festival, we are proud to support its hosting organisation UPLIT, providing pro bono legal support and donations of office furniture to help them in their endeavour to 'connect and enrich Queensland through story'.

As Chair of UPLIT, our Chairman of Partners Dominic McGann encourages the growth of Queensland's writing and reading communities and stimulating debate and discussion in the community around contemporary issues, an endeavour he is extremely passionate about.

In 2016, as part of the our annual sponsorship of the Brisbane Writers Festival, McCullough Robertson Partner John Kettle joined funnymen Alexei Sayle and Dave O'Neil, as well as Yassmin Abdel-Magied and debate moderator David Astle in the Great Debate, where Team Australia took on the world with a satirical discussion on ideas and politics.

Continuing with her active festival role, McCullough Robertson Senior Associate Siobhan Maloney performed emcee duties for the festival's opening keynote and several others on our team continued the volunteering tradition of helping throughout the weekend festival.



### OPERA QUEENSLAND

McCullough Robertson is proud to be a Major Partner of OperaQ, one of Australia's major performing arts companies.

Located in the heart of Brisbane's South Bank cultural precinct, OperaQ presents in a range of theatres and venues across Brisbane and tours extensively throughout regional Queensland, creating unique and innovative opportunities for regional artists and audiences to experience opera.



Gilbert & Sullivan's Ruddigore, or the Witch's Curse!

“

McCullough Robertson's support has empowered us to deliver extraordinary opera experiences to growing audiences, achieve sell out performances and undertake education and learning activities within the wider community. Strong partnerships are the reason Opera Queensland can bring inspiring productions and activities to life and we thank them for their continued commitment and support.

Nickie Warton | Partnerships Executive, Opera Queensland



## LA BOITE THEATRE COMPANY

La Boite holds a unique place in the hearts and minds of artists and audiences in Brisbane.

For 90 years, La Boite has represented the adventurous and alternative, with a strong focus on the development of new work and artists. The stories, ideas and voices of our city and country are many and varied and as such, La Boite seeks to represent and engage in this beautiful and rich diversity; the diversity of form, of ideas, ethnicity, gender – of identity.

McCullough Robertson is proud to be a Season Partner of La Boite with Senior Associate Richard Hundt contributing as Treasurer on its Board.



## ACCESS ARTS

For over 30 years Access Arts has worked to support people with a disability or disadvantage to pursue their artistic ambitions.

In 2016 they delivered 60 different activities to 1,500 participants and attracted record audiences totalling 32,000 people.

McCullough Robertson supports Access Arts with pro bono legal advice and, for many years, provided a permanent public site in our Brisbane office to showcase some of their artists' work. In 2016 McCullough Robertson Lawyer Stephanie Parkin was appointed to the Access Arts Management Committee, and immediately applied her skills to reviewing the organisation's Aboriginal and Torres Strait Islander Engagement Policy and intellectual property practice in the lead up to its Arts Queensland pitch.



Visual artist Belinda Peel.

## Our people in the community

### Russell Thirgood

PARTNER, PROJECTS AND INFRASTRUCTURE

Russell has a long history of humanitarian and community work, including with Amnesty International and as a pro bono lawyer for inmates on death row in Indonesia.

When Russell was appointed to the Board of Rosies in 2014 his application to work as a volunteer with the outreach van was fast-tracked. For the past three years Russell has enjoyed being part of this grassroots organisation which has become an integral part of the lives of those experiencing homelessness in the wider Brisbane area.

One Sunday each month Russell and a team of volunteers take their van and head out to share a cuppa and some conversation with some of the community's most vulnerable. Positioned at Emma Miller Place near Roma Street Parklands, Russell spends two hours chatting and connecting with the patrons over a warm drink and a bite to eat. Russell said he doesn't need to say much, finding that a caring, listening ear is often what brings the most comfort.

He fondly recalls one gentleman who had worked for the UN and NATO in crisis response following war and national disasters, leading teams in large scale clean ups which often involved the removal of bodies. He subsequently suffered post-traumatic stress disorder and a range of other mental health issues, which eventually led to homelessness.



"Rosies has been sharing friendship and creating belonging on the streets for 30 years. For the people we meet with, the Rosies van becomes an important part of their routine, providing them with unconditional friendship and a sense of worth and social connectedness."

The Brisbane van operates six nights a week at Roma Street Parkland in addition to dedicated vans in Cairns, Mareeba, Sunshine Coast, Gold Coast, Logan, Ipswich, Toowoomba and Wynnum Manly. Volunteers also run youth programs, visit adult and youth prisons and provide support to people facing court.

Rosies and the Australian Catholic University are undertaking research into the importance of friendship for Brisbane's homeless and Russell recently visited DePaul University in Chicago, which is running a similar project.

Support for Rosies runs deep at McR. We've also undertaken various forms of pro bono work and we regularly host the organisation's monthly board meetings in our Brisbane office.



Find out more about Rosies  
[rosies.org.au](http://rosies.org.au)

# Indigenous education and capacity



We work closely with Indigenous communities through our leading native title and cultural heritage practice and recognise our responsibility to help reduce the inequality experienced by Indigenous Australians. We focus our efforts on developing valued relationships and cultural awareness and supporting individuals and communities through targeted investment in education, mentoring, business engagement and economic development.

## WHO WE SUPPORTED THIS YEAR

- |   |  |
|---|--|
| Aboriginal Centre for the Performing Arts                                     | Many Rivers Microfinance Limited                                 |
| Aboriginal and Torres Strait Islander Dedicated Memorial Committee Queensland | North Queensland Regional Aboriginal Corporation Language Centre |
| ANTaR Qld   | Puuya Foundation   |
| Association of Independent Schools of NSW                                     | Queensland University of Technology                              |
| Bond University   | Toby Whaleboat   |
| Cathy Freeman Foundation  | University of Queensland   |
| Gomeri Narrabri People Limited  | Yalari   |
| Kurbingui Youth Development Ltd   |  |

## PRACTICAL BUSINESS SUPPORT FOR DISADVANTAGED AUSTRALIANS

Many Rivers provides practical business development support to Australians in disadvantaged contexts, with a special focus on Indigenous Australians in regional and remote communities.

McCullough Robertson is an active participant in the Many Rivers Mentoring program, which currently supports 43 clients throughout Australia. As mentors we share our knowledge and skills to encourage and motivate Many Rivers clients to achieve their business goals. Mentors and clients meet four hours per month either face to face or with technology.

We currently provide three mentors – Newcastle Special Counsel Kate Swain, Sydney Senior Associate Dung Lam and Brisbane Senior Associate Gabriella Ritchie, who have mentored clients in Sydney and the Hunter region for the last 12 months.

We also support Many Rivers through its key events. In June 2016 we hosted the Many Rivers Blue Care dinner at our Brisbane office and in November 2016, we hosted Many Rivers' Annual Update Event.

## OUR WORK IN LOCKHART RIVER

With a population of between 650 and 700 people, Lockhart River is recognised as one of the most remote, economically and socially disadvantaged communities in Australia.

We are fortunate to have built strong connections with the Lockhart River community, primarily through our work with the Puuya Foundation and more recently as a supporter of Bond University's Yarning Up program.



Lockhart River is an Aboriginal community situated on the eastern coast of Cape York Peninsula in Far North Queensland, about 800km north of Cairns.



The Puuya Foundation believe that with tailored, strategic support, the people of Lockhart River will create a healthy, successful and sustainable future for their community, enriching lives in the process.

Since its inception the Puuya Foundation has delivered many outcomes that have advanced the empowerment of the community, simultaneously making significant progress towards achieving their mission – the enhancement of quality of life for the people of Lockhart River. As the leadership skills of the community continue to be developed and enhanced, new opportunities for strategic, sustainable, game-changing projects will continue to grow.

We have provided pro bono legal support for the Puuya Foundation for many years – particularly around its leasing arrangements.

We also support the Foundation through its key events. In February 2017 we hosted a dinner at our Brisbane office and in May we hosted a table at the Foundation's inaugural Lockhart River Charity Gala, which featured an exclusive art auction of pieces by renowned and award-winning Aboriginal and Torres Strait Islander artists from Lockhart River. All proceeds from the art auction were directed to the Puuya Foundation and the Lockhart River community.



*The generosity of McCullough Robertson in providing us with pro bono legal advice has been invaluable. By supporting our work you have helped us put the decision-making back in the hands of the Lockhart River Aboriginal community. We truly appreciate the other means of support you have offered us including the use of your facilities, training opportunities and fundraising activities. It is through your help we are changing the lives of our children – from “in the belly” to school age, and helping parents get more involved in their child’s learning.*

Denise Hagan | Founder and Chief Executive Officer, Puuya Foundation



## YARNING UP IN LOCKHART RIVER

The award winning Yarning Up program was co-designed by Bond University's Pro Vice-Chancellor, Pathways and Partnerships, Catherine O'Sullivan and Regional Economic Solutions Executive Director Leann Wilson as part of Bond's Indigenous Education Strategy.

Commencing in 2014, the program invites a delegation of business leaders and educators from across Australia to participate in a five-day cultural immersion experience in a remote Indigenous community.

Our Chairman of Partners Dominic McGann proudly formed part of the 2016 delegation, travelling to the Far North Queensland township of Lockhart River to engage with Traditional Owners, Elders, community

leaders and families on a broad range of community issues such as health, justice, economic opportunities and art and culture.

The itinerary allowed participants to become immersed in the culture of the local people and develop a deeper understanding of the cross-cultural challenges faced by Indigenous people in Lockhart River.

“Increasing knowledge around Indigenous education and forming a deeper understanding of Indigenous culture is vitally important for businesses and educators,” said program founder Catherine O'Sullivan.

“There is no greater privilege in gaining this knowledge and experience than through the strength of an Indigenous community. This trip fosters a spirit of true collaboration, as well as forging vital connections with the community elders, leaders and educators who are striving to improve outcomes for the next generation.”

Dominic visited the Torres Strait Islands as part of Yarning Up's 2017 delegation. Find out more about his visit on page 43.



Dominic McGann (far left) proudly formed part of the 2016 Yarning Up delegation in Lockhart River.



## INSPIRING INDIGENOUS STUDENTS TO REACH THEIR FULL POTENTIAL IN SCHOOL

Indigenous students are significantly less likely to complete Year 12 than their non Indigenous peers.

With a focus on goal setting, school attendance and Year 12 completion, the Cathy Freeman Foundation started in 2007 with the aim to close the education gap between Indigenous and non Indigenous children, and help children realise their education potential. Today the Foundation supports 1,600 Indigenous children and their families in partnership with four remote Indigenous communities.

McCullough Robertson enjoys a multi-dimensional partnership with the Cathy Freeman Foundation, providing pro bono legal advice and support for its Horizons Program.



In May 2017 more than 30 students participated in Native Title law training in our Sydney office as part of the Cathy Freeman Foundation Horizons Program.

## City2Surf

In 2015 and 2016, McCullough Robertson joined more than 1,000 people on Team Freeman to run, walk, hike, cycle or swim and raise funds for the Cathy Freeman Foundation. More than 20 runners from our Sydney office competed in the annual Sydney City2Surf fun run, raising \$3,100 to help Indigenous children experience their potential in school and beyond.

## Sydney Horizons Program

The McCullough Robertson Foundation contributes \$15,000 per annum to the Cathy Freeman Foundation Sydney Horizons Program. The personal development program is designed to build resilience and provide school students with the tools to set and achieve their own goals and finish Year 12.

Each year the program gives 90 students a once in a lifetime opportunity to travel to Melbourne, Sydney or Canberra for a week long trip that balances fun and new experiences of city life with educational opportunities focused on positive mentoring and goal setting. For the last two years we have also provided legal empowerment sessions as part of the program, hosting up to 60 Indigenous students in our Sydney office for half day workshops.



## CREATING PATHWAYS FOR ASPIRING LAWYERS

Creating education and employment opportunities for young people through funding, work experience and mentoring is a very important part of our reconciliation strategy.

Education is a key factor in helping to close the social and economic gap faced by Aboriginal and Torres Strait Islander Peoples. McCullough Robertson provides opportunities for academically qualified students from diverse backgrounds who wish to pursue a career in law.

An important aspect of our scholarship programs is contact with McCullough Robertson, particularly through work experience placements and mentoring. Our aim is to provide pathways into a career in law, where Indigenous people are too often underrepresented.

We hope that through supporting promising Indigenous law students we will see an increase in the number of Indigenous law graduates and ultimately, more Indigenous lawyers in our profession.



### McCullough Robertson Law Scholarship for Aboriginal and Torres Strait Islander students

For 10 years the McCullough Robertson Foundation has worked in partnership with QUT's Faculty of Law to fund a number of scholarships that support and encourage Aboriginal and Torres Strait Islander students to study law.

Each scholarship provides financial assistance – one for a commencing student and one for a continuing student – as well as a range of networking and professional development opportunities to ensure students are supported from first year through to graduation.

*Pictured with Chairman of Partners Dominic McGann, Mikaela French celebrates her scholarship at a morning tea in our Brisbane office.*

In December 2016 we hosted a morning tea at our Brisbane office to celebrate our 2017 scholarship recipients – Joel Johnson (first year Bachelor of Laws (Hons)) and Mikaela French (second year Bachelor of Laws (Hons)).

Mikaela will commence in our intern program, which accepts university students in their pre-penultimate year and Joel will complete work experience with us in the coming months.



*McCullough Robertson's scholarship has allowed me to relocate from Cairns to Brisbane so I can continue my studies over the semester and throughout the summer break. It's also enabled me to connect with legal professionals at McCullough Robertson and has provided many networking opportunities.*

*Mikaela French | 2016 recipient of the McCullough Robertson Law Scholarship for Aboriginal and Torres Strait Islander students*



### McCullough Robertson Endowed Scholarship for Law Students

In 2014 the McCullough Robertson Foundation committed \$250,000 to encourage and support socially or economically disadvantaged Indigenous students to undertake studies in law at the University of Queensland. The scholarships are paid annually over five years to help students meet their living expenses while studying their degree. The scholarship criteria has recently broadened, with a view to expanding access to this support.

*Nick Frazer*



### Our journey with Nick

Currently in his final year at the University of Queensland, Nick Frazer will soon complete his Bachelor of Business Management/ Bachelor of Laws (Hons).

As a recipient of the McCullough Robertson University of Queensland endowed scholarship, Nick started his journey with McCullough Robertson in his third year of university.

Nick talks about his background, aspirations for the future and how his scholarship helped shape his early career.

"I'm a Kamilaroi man from Angourie in New South Wales. My people are from the North Western slopes, specifically the Quirindi and Tamworth areas in regional New South Wales. Growing up my Pop would tell me stories about his upbringing and the very different life he lived growing up in the country.

Hearing his stories definitely made me appreciate the opportunities I had been given and was a major factor in my decision to move to Brisbane and pursue a tertiary education.

My interest in law started when I was at high school. I realised how important law is in society, how far-reaching its effects are and I wanted to be able to do something about particular social injustices. Leaving Angourie to start my degree at the University of Queensland was difficult. A small, coastal village bordered by ocean and the Yuraygir National Park, Angourie could not be more different to Brisbane.

I was fortunate enough to be awarded the McCullough Robertson scholarship in my third, pre-penultimate and penultimate years of university. The scholarships have been a tremendous support financially, allowing me to live outside of my home town, without the support of my family, and afford everyday living costs such as rent, food, electricity as well as university expenses such as textbooks and student fees.

An unexpected benefit of the scholarship has been the opportunity to get my foot in the door at a leading, commercial law firm. McCullough Robertson has provided me with incredible opportunities to gain valuable, early career experience through a four-week internship, which I completed in my penultimate year of uni, two work experience placements and even a part-time job in the mailroom. The relationships I have built within the firm over the past four years were instrumental in my successful application to McCullough Robertson's 2018 Graduate Program.

When I turned 18 I became a member of Nungaroo Local Aboriginal Land Council and one day I hope to use my legal skills and experience to make a valuable contribution to my people. I feel very fortunate to be part of a firm that considers community work as fundamental to its purpose and I hope my journey encourages other young people from the regions to follow their dreams."

### QUT Law Society Indigenous Reconciliation Breakfast



*Each year we support this annual breakfast – through sponsorship, attendance or by hosting a table – which explores Indigenous reconciliation within the legal profession.*

### Nick's journey





## FORMALISING OUR COMMITMENT TO RECONCILIATION

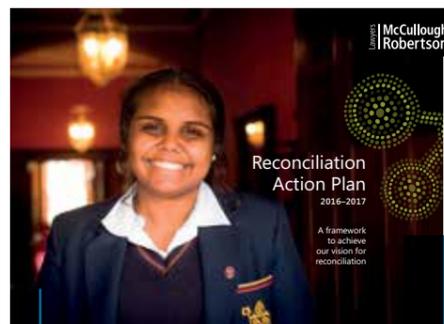
In 2016 we took the next logical step in our reconciliation journey, setting measurable targets as we build on our efforts to foster Indigenous relationships, respect and opportunities.

In developing our 2016-17 Reconciliation Action Plan (RAP) we drew on the networks of McCullough Robertson Lawyer Stephanie Parkin and Executive Director for Business Development and Innovation for Regional Economics Leann Wilson.

The Steering Committee is supported by a working group of legal and business support staff who are committed to advancing reconciliation with Aboriginal and Torres Strait Islander Peoples.

As an element of our RAP we commissioned a piece of Indigenous artwork from the Lockhart River region for display in the reception area of our Brisbane office. Walking Tracks was painted by emerging artist Thelma Hobson, from the Lockhart River Arts Centre. The artwork allows us to further promote understanding of the unique contribution, strengths, stories, and diversity of Aboriginal and Torres Strait Islander Peoples and their cultures and history.

A key part of our reconciliation strategy is encouraging our staff and partners to participate in activities that acknowledge and promote the unique contribution of Indigenous Australians. During NAIDOC Week we brought our offices together to celebrate the many histories, cultures and achievements of Australia's First Peoples. Inspired by the NAIDOC Week theme 'Songlines: a narrative of Australia', our interactive event featured live dance performances from the Aboriginal and Islander Independent Community School and the Aboriginal Centre for the Performing Arts. Staff also had the privilege of sharing traditional stories and art that carry significant spiritual and cultural connection to knowledge, customs and ceremony of many Aboriginal nations and Torres Strait Islander language groups.



Our 2016-17 Reconciliation Action Plan.



Our 2016 NAIDOC Week celebration.



## Our people in the community

Dominic McGann

CHAIRMAN OF PARTNERS  
PARTNER, PROJECTS AND INFRASTRUCTURE

On 3 June 1992, the High Court of Australia handed down its decision in the long-running case of Eddie 'Koiki' Mabo and his compatriots from the Torres Strait Island of Mer, recognising native title in Australia for the first time. The decision was and remains nation changing.

As a young lawyer with the then Queensland Government, Dominic McGann was heavily involved in the development of the Native Title Act 1993 and has followed the case with continuing interest. 30 years on, Dominic is recognised as one of Australia's leading experts in native title and cultural heritage and was honoured to mark the 25th anniversary of the ruling where it all began – on Mer Island.

Dominic enthusiastically accepted Bond University's invitation to join a small contingent of business and educational leaders for a five-day visit to Mer and Thursday Islands in the Torres Strait as part of its 2017 Yarning Up project. While Dominic is no stranger to life in Indigenous communities – his career taking him to some of Australia's most remote townships, he had not

had the privilege of visiting Mer Island. He described the opportunity as a pinnacle of his professional life – "one of those rare experiences that puts context around a lot of what you have done," he added.

Dominic said the opportunity to experience everyday life on Mer and Thursday Islands, building connections and learning from Traditional Owners, Elders, community leaders and families, will also lend context to his work going forward.

"Sharing knowledge through community engagement and participation are essential factors for social change. We learnt that we can only help solve these problems by listening to the mothers, fathers and grandparents of the Torres Strait Island communities. They know the issues; they know the solutions. They are simply asking us to help them make it happen."

"Yarning Up enables us to approach the community with particular perspectives and skill sets, which provides direction and a better sense of what more we can do. Every participant took away something different from their visit and have all identified varying opportunities for continued engagement – either on a professional or personal basis."

"From our perspective, McCullough Robertson has a strong commitment to the communities in which we live and work. Through projects such as the PNG Gas Project and the Peninsula Development Road we

have developed valued relationships with Indigenous communities and, through these relationships, we help to create sustainable solutions and meaningful outcomes based on the real needs of these communities."

Dominic also proudly formed part of the 2016 Yarning Up delegation, travelling to the Far North Queensland township of Lockhart River. Find out more about his visit on page 37.



# Regional and remote communities



With our history tied to Queensland's primary producers we have a special connection with rural and remote communities. We value the importance of these communities and believe geographic boundaries should not limit access to opportunities and services.

## WHO WE SUPPORTED THIS YEAR

Australian Regional & Remote Community Services

Blackheath & Thornburgh College

Cambooya Pty Ltd

Mackay Regional Council for Social Development

Red Earth Community Foundation

Renew Newcastle

Royal National Agricultural and Industrial Association of Queensland

Royal Flying Doctor Service – Queensland Section

Rural Press Club

Whitsunday Regional Council

Youth without Borders



## PROVIDING TERRITORIANS WITH SERVICES THAT ARE RESPONSIVE TO THEIR NEEDS

Australian Regional & Remote Community Services (ARRCS) was established in July 2014 as a new service group of UnitingCare Queensland to provide aged care and community services in the Northern Territory.

ARRCS operates eight residential care facilities with a combined capacity of 385 beds, and 11 community care programs in Darwin, Alice Springs, Tennant Creek, Katherine, Mutitjulu and Docker River. Some of the services are specifically for Indigenous Australians.

McCullough Robertson Strategic Adviser Heather Watson was a founding member of the ARRCS Board, following her departure as Chair of the UnitingCare Queensland Board in 2013. Heather served on this Board for nine years, including eight years as Chair, overseeing its transformation from when the health and community care services of the Church were first brought together in 2000, to the vibrant and cohesive organisation it is today.



## HELPING SAVE LIVES IN RURAL AND REMOTE QUEENSLAND

McCullough Robertson is proud to partner with the Royal Flying Doctor Service (RFDS), one of the largest and most comprehensive aeromedical organisations in the world, providing extensive primary health care and 24-hour emergency service to people over an area of 7.3 million square kilometres.

Our support for the Queensland Section helps to ensure the finest medical care is delivered to those that live, work and travel in the furthest corners of Queensland. This requires the latest in aviation, medical and communications technology, medical equipment, vital supplies such as medicines and consumables and the support of a vast number of volunteers and medical professionals. We have provided ongoing pro bono legal support for RFDS' philanthropic and operational priorities, including its growing bequest program and are exploring further opportunities around wills and estates planning.



In 2016 we supported the annual Wings for Life Gala Ball, hosting a table of 10 seats and donating legal services to the value of \$2,000 as a silent auction prize.



## REBUILDING THE WHITSUNDAYS

On Saturday 25 March 2017, a low in the Coral Sea formed into Tropical Cyclone Debbie. Intensifying to a Category 4 Severe Tropical Cyclone, Debbie crossed the coast near Airlie Beach, just north of Proserpine, at around 12.40pm on Tuesday 28 March.

Debbie unleashed destructive winds and heavy rainfall, causing significant damage and flooding in the Whitsunday region. Resulting in an estimated \$2.4 billion in damages, Debbie was labelled Australia's deadliest cyclone since Cyclone Tracy in 1974.

In Debbie's aftermath, McCullough Robertson donated \$10,000 to Whitsunday Regional Council. These funds will be used to repair and rebuild community buildings and facilities and expedite a wide range of infrastructure repair projects within the Whitsunday region.

Some major works are already underway to re-open popular community facilities such as the Airlie Beach Lagoon, Proserpine Show pavilion, Whitsunday and Bowen PCYCs and Shute Harbour.



Cyclone Debbie caused significant damage and flooding in the Whitsunday region.



## BUILDING A STRONGER SOUTH BURNETT

Struggling in the aftermath of two severe floods and faced with challenging socio-economic conditions, the Red Earth Community Foundation formed in 2011 to support grassroots community organisations in their efforts to secure the future of the South Burnett region.

McCullough Robertson has thrown its support behind the agricultural community, providing the Foundation with structuring and governance advice and supporting its submission to the Australian Charities and Not-for-Profits Commission. This legal support is provided on a part pro bono basis.

Additionally, in 2015 McCullough Robertson Strategic Adviser Heather Watson presented a full-day governance training course in Kingaroy. Aimed at South Burnett community leaders, the session covered legal and reporting requirements as well as privacy laws, structuring, governance standards, diversity and succession planning.

“

*Without funding from organisations like McCullough Robertson the Whitsundays would have had major challenges in recovering various community buildings and facilities.*

Whitsunday Regional Council

# Social inclusion and diversity



Our commitment to inclusion and diversity within our own workplace extends to our broader community. We value diversity and believe that every member of our community, regardless of gender, age, nationality, sexual orientation or socioeconomic profile, deserves to feel safe, secure and empowered to live free and fulfilling lives.

## WHO WE SUPPORTED THIS YEAR

- |  |  |   |  |
|--|--|---|--|
| Anglicare Southern Queensland              | English-Speaking Union                                     | Out for Australia                           | Variety – the Children's Charity         |
| Australian Gender Equality Council         | Girl Guides Australia                                      | Q Shelter                                   | White Ribbon Australia                   |
| Australian National Development Index      | Girl Guides Queensland                                     | Rosies                                      | Women's & Girls' Emergency Centre        |
| Australian Refugee & Migrant Care Services | InsideOutside Theatre Company                              | Salvation Army Queensland                   | Women's Legal Service                    |
| Australia's CEO Challenge                  | Lifeline Australia   | Social Impact Measurement Network Australia | Working Against Violence Support Service |
| BABI Youth & Family Service                | Marist180  | St Vincent de Paul Qld                      | yourtown                                 |
| Barnardos Gifts for Kids                   | Multifaith Academy for Chaplaincy and Community Ministries | Suited to Success                           | YMCA                                     |
| Buddha Birth Day Festival                  | National Affordable Housing Consortium                     | Sydney Gay and Lesbian Swimming Club        | YWCA Queensland                          |
| CHPs for QLD                               | Of One Mind (Women of the World Festival)                  | Taiwan Women's League of QLD                |  |
| Community Services Industry Alliance       |  | The Gowrie (Qld)                            |  |

## FORMING NEW ENTITIES TO MAKE A DIFFERENCE

### Australian Gender Equality Council

At McCullough Robertson we believe that equality, regardless of gender, is a fundamental human right and serves to better the economic and social conditions of women and Australia as a whole.

Recognising the need for a single, independent voice to drive gender equality across all sectors of the community in Australia, in August 2016 we committed \$20,000 to help establish the Australian Gender Equality Council (AGEC).

This collaboration of national industry and member based organisations will create pathways to gender equality in Australia by driving a cultural shift so that women and men have the same rights and opportunities across all sectors of the community, including economic participation and decision-making. In addition to advocating for gender equality in Australia, the Council's focus on developing research driven policy in the area of gender equality has far-reaching benefits for our own industry as well as our broader client industries.



*McCullough Robertson was instrumental in the formation of the Australian Gender Equality Council, providing structuring advice and guiding us through the regulatory maze governing not-for-profit organisations. It's imperative we have philosophical alignment with our service providers and, given McCullough Robertson's impressive track record for leading initiatives and engendering deep cultural change around equal opportunity, we are very proud to partner with them to bring this critical new entity to fruition.*

Ann-Maree David | President, Australian Women Lawyers



### Australian Refugee & Migrant Care Services

This new, independent charity traditionally operated under the auspices of Australian Care and Trauma Services. Based in the Brisbane suburb of Alderley, this dedicated group of people help refugees who face ill health, poverty, disadvantage, vulnerability and social isolation due to their inability to access services that the general population take for granted.

After four years it became clear the magnitude and nature of the needs in this area warranted a charity dedicated solely to this work. As a new, independent charity, Australian Refugee & Migrant Care Services (ARMCare) can continue to bridge the gap between their clients and service providers, supporting, enabling and empowering refugees to eventually manage their own social and economic needs.



McCullough Robertson Lawyers in Brisbane have very generously provided pro-bono services to set up the legal structure. We are very grateful for their wonderful contribution to helping us to help these very vulnerable families. Special thanks go to Lesleigh Mayes, who is doing the work. We recently heard that Lesleigh represented Australia as an Olympic swimmer in days gone by, but we already knew that she is a champion!

ARMCare  
Facebook page



## WHAT KIND OF AUSTRALIA DO WE WANT TO LIVE IN?

We all want to leave a positive legacy for the generations to come. But what should count as progress, and how can we measure how well we're succeeding?

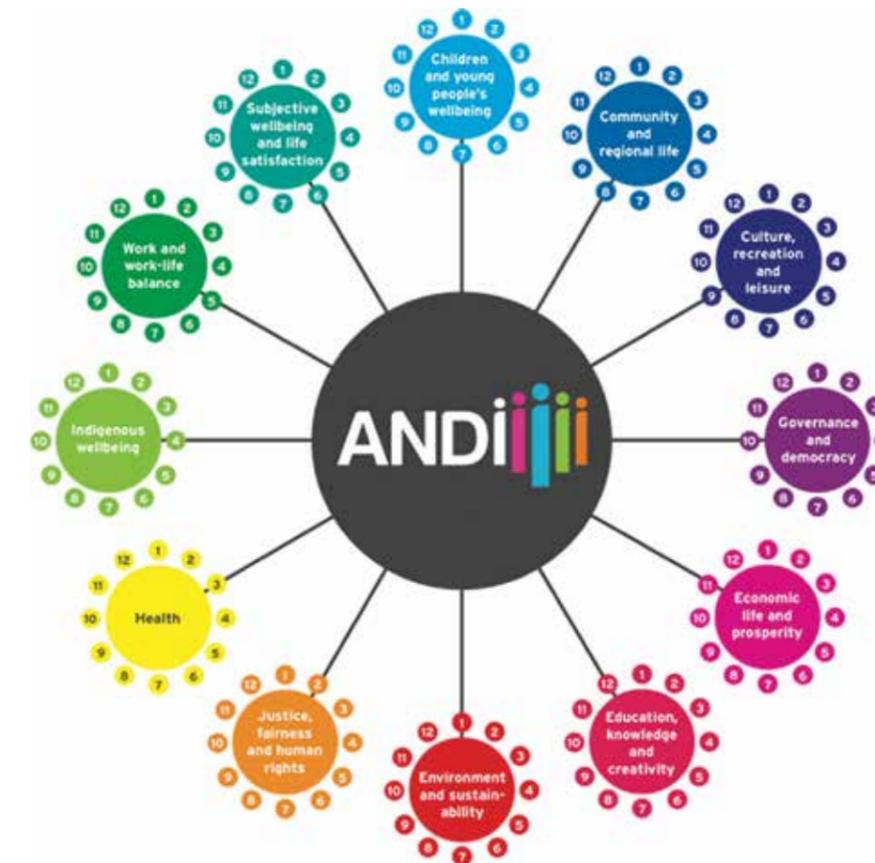
The Australian National Development Index (ANDI) is a holistic measure of national progress and wellbeing. As a community initiative the index collects and analyses the views of Australian people across many aspects of life, far beyond conventional economic measures.

McCullough Robertson is proud of its longstanding relationship with ANDI, providing pro bono legal advice around its establishment and incorporation as a company limited by guarantee in 2012.

Our Chairman of Partners Dominic McGann is a founding member of the Board of Directors and the current Chair of ANDI. McCullough Robertson has committed more than \$107,925 in pro bono legal support over the years, most recently in relation to a long-term research partnership with University of Melbourne.

We contribute to improving the lives of some of our community's most vulnerable groups and support the development and sustainability of diverse and resilient communities through economic empowerment and improved access to vital healthcare, support and social network services.

### ANDI Framework



## SMALL GESTURES CAN HAVE A BIG IMPACT

All Australians deserve to feel they belong, regardless of circumstances. Sadly, at a time of joy and excitement, many families affected by domestic violence, drug or alcohol abuse, poverty or homelessness are unable to celebrate Christmas.

For more than 10 years our Christmas giving trees have helped put a smile on the faces of our community's most vulnerable.

In the lead up to Christmas 2016 staff and partners from our Brisbane and Sydney offices bought and wrapped more than 300 gifts for our community partners Working Against Violence Support Service, Anglicare Southern Queensland and Barnados Gifts for Kids.

Our Newcastle office chose to support Variety – the Children's Charity as a bronze sponsor for its annual Variety Special Children's Christmas Party. Including gifts, activities and entertainment, the party gives sick, disadvantaged and special needs children a day they will never forget.

*Our Christmas giving trees in our Brisbane and Sydney offices.*



**Working Against Violence Support Service** operates in the Logan and Redlands communities to provide information, support and counselling to people, predominantly women and children, who are experiencing domestic and family violence.



**Anglicare Southern Queensland** provides homelessness services for women, children and families in Brisbane and south-east Queensland through supported accommodation as well as onsite and outreach support.



**Barnados Gifts for Kids** seeks donations from the community to ensure that Australia's most vulnerable children don't go without during the festive period.



**Variety – the Children's Charity** supports children and families who are facing many challenges through sickness, disadvantage or living with a disability.



We received some lovely messages from clients of Working Against Violence Support Service (WAVSS) following their Christmas party in 2016.

“

*I have no words to express my gratitude to the people at the law firm who donated these gifts. I can tell them that it brought tears to my eyes to see the happiness and excitement on the kids' faces.*

“

*I wasn't sleeping in the lead up to Christmas. The bills were piling up and I had no idea how I was going to give my kids a gift for Christmas. WAVSS hosted a Christmas party and gave out hundreds of donated gifts, one for every child at the party. For many of the kids (including my own) these gifts were the only ones they received that year, so I am forever grateful to WAVSS and the law firm who worked together to make this happen.*

“

*I couldn't believe that the lawyers who donated these gifts knew what my kids would like! It was as if they knew my family! It was clear that the gifts were bought and wrapped with love and thoughtfulness.*

We provided WAVSS with brand-new furniture that had been constructed by our partners in a 'flat-pack building' challenge. WAVSS donated this furniture to a family who had been impacted by domestic violence.

“

*My kids and I moved into our new house with very little furniture, as most of it had been broken. When WAVSS told me they had received brand-new furniture that we could have, I cried. My kids and I were able to sit and eat dinner together at a dining table, which meant the world to us. Thanks to WAVSS and the people who donated the dining table, chairs and our new TV unit, my kids and I have a real home again.*



## HELPING OVERCOME EMPLOYMENT BARRIERS

We have a long-term partnership with Suited to Success, a not-for-profit community organisation dedicated to helping people from all walks of life gain meaningful, lasting employment.

Relying on donations, volunteer resources and support from the community, Suited to Success provides personal and professional development and corporate clothing to support those challenged with employment barriers so they thrive in both work and life.

In addition to providing pro bono legal support over many years, in October 2016 our Brisbane and Sydney offices joined forces to generously donate more than 330 items of corporate clothing to help people on their journey towards career and personal development. We received suits, dresses, business shirts and blouses, knitwear, belts, ties, shoes and handbags, many of which were of high quality and had hardly been worn.



*Our Business Development and Marketing team sorted and packaged up more than 330 items of corporate clothing for Suited to Success.*

### Case study: RAYMOND'S STORY

Raymond was a long-term job seeker, applying for dozens of horticulture and aged care positions each week. Every rejection was a tremendous blow to Raymond's confidence, to the point where he could barely leave the house.

When Raymond was introduced to Suited to Success he hoped he would be offered a suitable outfit to wear to interviews. His expectations were absolutely surpassed. He was paired with a stylist, who not only

assisted him in find a great suit, but helped him feel relaxed and comfortable in his own skin.

Prior to visiting Suited to Success Raymond rarely shopped for clothes due to a lack in self-confidence. He attended job interviews wearing outfits scraped together from what he called 'chicken scratch'. Now, with his new suit, Raymond feels empowered and confident about what he sees in the mirror.

**A PLACE TO CALL HOME FOR HOMELESS AND AT-RISK YOUNG PEOPLE**

We were delighted to see the opening of PIF House on 11 August 2017, a new place for homeless and at-risk young people to call home.

Construction of the Blacktown house was funded and project-managed by the Property Industry Foundation with Frasers Property Australia providing design and construction services.

Our Sydney construction team was proud to be part of this exciting initiative, providing pro bono legal services around funding arrangements and contracts.

The home will be owned and operated by Marist180. Marist180 Residential Manager Natalie Chichmir said the home will provide up to a year's accommodation and counselling for young people aged 17 to 19. "The idea is once they leave here they're not relying on another organisation, they're independent," she said.



Blacktown House



**PREVENTING MEN'S VIOLENCE AGAINST WOMEN**

One in three Australian women have experienced physical or sexual violence perpetrated by someone known to them

McCullough Robertson leads by example within our organisation and in the broader community to achieve the social change necessary to prevent men's violence against women. Each year we partner with White Ribbon Australia to raise funds and awareness, and enhance conversation around this critical issue.



*Every night across Australia there are over 44,000 young people who are homeless. PIF House Blacktown is a great example of organisations coming together to make a tangible difference to the persistent problem of youth homelessness.*

Rosemary Smithson | CEO, Property Industry Foundation

As a Queensland Male Champion of Change our Chairman of Partners Dominic McGann is a strong advocate for engaging men in the prevention of violence against women. In 2014 we produced a video featuring male partners and staff taking an oath to never commit, excuse or remain silent about violence against women. In 2015 Dominic joined 12 of Queensland's most prominent business and community leaders in the Queensland Leaders Stand Up campaign for White Ribbon Day.

On White Ribbon Day we sell white ribbons throughout our offices and are regular attendees at the Legal Profession White Ribbon Breakfast. In 2015 we made a \$5,000 donation via the McCullough Robertson Foundation for the benefit of White Ribbon Australia.



Dominic also joins many of our partners and staff in the Darkness to Daylight challenge, a 110km relay held each May during domestic violence prevention month. In 2016 our team proudly contributed \$7,917 to the overall amount raised of \$120,418 and in 2017 we raised the most funds in Queensland with a total contribution of \$9,350 — well in excess of our goal of \$5,000.



In 2016 and 2017 Team McR ran through the night in the Darkness to Daylight Challenge.



**SUPPORTING COMMUNITY HOUSING IN QUEENSLAND**

A large majority of Queenslanders are experiencing housing stress and, for the first time, the proportion of people entering retirement with mortgages is increasing, not decreasing.

With a vision of a robust housing system that effectively meets the needs of vulnerable people in communities, Q Shelter supports the community housing sector through building the strength and capacity of individual organisations via effective application of training, resources, tools, facilitation and collaborative opportunities.



*We appreciate McCullough Robertson's commitment and dedication to the community housing and homeless sector, particularly the work the firm does in ensuring women from both the business and community services sector are well connected and engaged.*

*The success of the Women for Purpose lunch is a great example of McCullough Robertson's positive influence in the industry and the respect the firm engenders throughout the business and human services communities.*

Rachel Watson | Chair, Q Shelter



**EMERGENCY CARE FOR WOMEN AND GIRLS IN SYDNEY**

Women's & Girls' Emergency Centre provides personalised support to women and families in inner city Sydney who are homeless or at risk of homelessness.

In 2016 the Service assisted more than 1200 women from a variety of cultural backgrounds that may have been impacted by issues such as domestic violence, sexual assault, mental illness and drug and alcohol abuse.

In May 2017 our Sydney office dedicated its monthly Dress Down Day and fundraising morning tea to Women's & Girls' Emergency Centre. All funds raised were matched by the McCullough Robertson Partnership resulting in a total contribution of \$500.



**Thank you!**

Thank you for your financial donation to WAGEC, we are extremely grateful for your kindness and generosity.

Your desire to contribute and make a difference in the lives of women and families in need is truly inspirational and heart-warming.

Through supporting the work we do at WAGEC, you have made it possible for us to extend our services and in turn, make a difference to the lives of our clients.

Thank you again for your support and generosity.

Yours sincerely,

  
Helen Silvia  
Chief Executive Officer

www.wagec.org.au



## HELPING QUEENSLAND WOMEN SURVIVE AND THRIVE

The YWCA has been providing life-changing community services for Queensland women since 1888.

With a strong focus in the domestic and family violence space, the YWCA provides support services for women and children through critical life transitions, when their risk of harm or ongoing disadvantage is heightened. This includes the provision of crisis accommodation to women and children who are homeless or at risk of homelessness.

McCullough Robertson enjoys a long-term partnership with YWCA Queensland, providing pro bono legal assistance on a range of matters including the National Merger Project, a landmark project to bring about a single national YWCA in Australia. Lawyer Lara Rush and Senior Associate Melinda Peters are members of the organisation's advisory board, which we recently hosted for a full day workshop in our Brisbane office.

In June 2016 we dedicated our monthly Dress Down Day and fundraising morning tea to YWCA Queensland. All funds raised were matched by the McCullough Robertson Partnership resulting in a total contribution of \$960.

## SHOWCASING THE DIVERSITY OF AUSTRALIA'S MULTICULTURAL SOCIETY

Since 1997 the Buddha Birth Day Festival has grown to become one of Queensland's key cultural events attracting more than 200,000 visitors annually.

Organised by the devotees of the Chung Tian Temple and held at South Bank Parklands in April each year, the three-day event showcases the diversity of Australia's multicultural society and invites visitors of all ages, religions and cultural backgrounds to enjoy entertainment and activities in a relaxed environment.



*In the lead up to the Festival McCullough Robertson was delighted to participate in the official lighting of the lanterns ceremony. During the festival more than 2000 Chinese lanterns are displayed throughout the precinct.*

Aligned to our commitment to promote cultural diversity and celebrate our nation's multicultural community, McCullough Robertson has been a major sponsor of the Buddha Birth Day Festival since 2014.

In 2017 we extended our commitment to the festival, allocating an additional \$30,000 over three years to help fund the conversion of 2,000+ red lanterns to use energy efficient LED bulbs. The new bulbs use up to 90% less energy than conventional bulbs and contribute to the Festival's recognition for being the largest accredited Climate Friendly Event in the Southern Hemisphere.

As part of our closer relationship with the Chung Tian Temple, McCullough Robertson has offered pro bono legal support and entered into an arrangement with the venerables to host half day meditation retreats for our people. The retreats provide an opportunity for staff to learn meditation and mindfulness techniques as a tool to help manage stress in their everyday lives. They also provide another avenue for us to come together with our community and share knowledge for the benefit of all. The program has been very well received by all participants.

## Taiwan Women's League of Queensland

We also work closely with the Taiwan Women's League of Queensland Association, offering pro bono legal support and facilitating the involvement of women from non-English speaking backgrounds to help ensure their participation in activities facilitated by the Taiwan Women's League.

The Taiwan Women's League was established in 1995 to provide community education relating to Aus-Taiwan culture and promote the social position of women from non-English speaking backgrounds to reduce the risk of social isolation. To more readily facilitate its activities, the Taiwan Women's League has recently built its own clubhouse.

## Our people in the community

Emile McPhee  
LAWYER, FINANCE

Community work is in Emile's blood. As a young boy, his mum Judy would take him and his twin brother Oscar to evening sessions at Caxton Legal Centre where she was a long time volunteer. Emile and Oscar would 'help' their mum and it was this childhood experience that sparked Emile's interest in law and love of community work.

These days Emile juggles his role as a lawyer in our Finance team with pro bono and volunteer work for a variety of organisations, including the LGBTI Legal Service, where he is volunteer Executive Director.

Launched in 2010, the LGBTI Legal Service had been operating for just over two years when Emile was accepted as its new Executive Director. He had just graduated university and, as a member of the LGBTI community himself, was keen to pursue a role that would allow him to combine his love for volunteering with LGBTI advocacy work.

Recognising the difficulties faced by the LGBTI community, the Service facilitates access to justice through legal and social welfare services and provides legal education to increase community awareness of LGBTI legal rights and responsibilities. Emile says the bulk of the Service's work relates to family law, anti-discrimination law and employment relations.

Find out more about  
LGBTI Legal Service  
[lgbtilegalservice.org](http://lgbtilegalservice.org)



Domestic violence affects LGBTI couples just as much, if not more, as heterosexual couples but LGBTI victims are less likely to come forward and are therefore under-represented legally. From an employment perspective most of the LGBTI Legal Service's work involves community education and helping people address discrimination in the workplace.

The Service also advocates for LGBTI law reform and human rights and, in the last three years, has had great success with regard to laws around removing the 'gay panic' defence, equalising the age of consent, and allowing civil partnerships and same sex adoption. Find out more about the Services role in advocating for the introduction of legislation that can remove criminal convictions for consensual homosexual activity on page 19.

Outside of his work with LGBTI Legal Service, Emile is actively involved with both McCullough Robertson's Community Partnerships Program and the Foundation. His contribution to the community has not gone unnoticed. In 2016 he was named Activist of the Year at the 55th Annual Queen's Ball awards as part of the Brisbane Pride Festival and a finalist Young Gun of the Year at the Australian Law Awards. He was also named a finalist in the pro bono category of the Lawyers Weekly 30 Under 30 Awards for two consecutive years.



*(L-R) Queensland Attorney-General Yvette D'Ath, LGBTI Legal Service Executive Director Emile McPhee, Alan Raabe and Brisbane Pride Festival President Peter Black on 11 May 2017, when the Queensland Government issued a formal apology to the people convicted under unjust laws against homosexual acts.*

## Promoting philanthropy



The McCullough Roberson Foundation operates as a vehicle for clients and friends of the firm with particular philanthropic interests to set up their own sub fund. This allows them to utilise our Foundation structure to focus on 'giving' rather than administration.

### WHO WE SUPPORTED THIS YEAR

The Australian Centre for Philanthropy  
and Nonprofit Studies

Bess Price Foundation

Tim Fairfax Family Foundation

Women & Change



## WOMEN & CHANGE

Operating as a sub fund of the McCullough Robertson Foundation, Women & Change is Queensland's first 'giving circle', initiated by a group of Brisbane women who are all passionate about helping people and causes in the greatest need.

Previous recipients of Women & Change grants are Townsville Sexual Assault Support Service (2014), Outback Futures, Access Arts and Youth Advocacy Centre (2015) and SKiP (Support Kids in Pain), Orange Sky Laundry and Active Refugee & Migrant Integration in Australia (2016).

In 2017 Women & Change aims to again provide a grant of \$50,000 through the membership of at least 50 women who all contribute a \$1,000 donation. The organisation is supported by McCullough Robertson partners, managers and wives of partners who have personally contributed through individual memberships.

Our Brisbane office hosts many events for Women & Change including its grant awards night held in November each year.



The Women & Change project was recognised as a finalist in the 2015 Queensland Community Foundation's Philanthropist of the Year Awards.

## What is a giving circle?

The concept of giving circles was born in 2001 as a way for donors with common interests to pool their resources and collectively decide on a charity or cause to support. Giving circles generally involve a regular contribution from members of the circle and usually the same amount is given by everyone.

Giving circles focus on making a greater collective impact by giving bulk sums to one or very few charities and thereby maximise the impact of members' grants.

A giving circle can be an informal group of friends, an organised group with its own

bank account, or a legal vehicle such as a community foundation. Giving circles were traditionally aimed at promoting philanthropy among women and focused on providing sustainable solutions for people who lacked access to necessities like healthcare, quality shelter, education and job training.

Giving circles in the US have doubled over the last eight years, to reach more than 1,300 active giving circles. In Australia, most states have formed Impact100 groups, which pool annual donations of \$1,000 from 100 people to make large impact grants to local projects and charities collectively chosen by the donors.

## 2016 Women & Change grant recipients



**SKiP (Support Kids in Pain)** is Australia's first and only not-for-profit organisation to offer a free community-based pain management service to children and families struggling with chronic pain. Its mission is to provide children with the skills and knowledge to overcome persistent pain.



**Orange Sky Laundry** is the world's first free mobile laundry service for the homeless. Starting in the streets of Brisbane, Orange Sky has now grown to 14 services across Australia, doing over 5.8 tonnes of laundry every week. Most importantly, the organisation has over 1,100 hours of positive and genuine conversations with the homeless community every week.



**Active Refugee & Migrant Integration in Australia (ARMIA)** is committed to supporting the refugee and migrant community after the first five years of settlement in Australia. ARMIA promotes socio-economic participation for Australians from refugee and migrant backgrounds, helping to combat social isolation.

## Vision

To provide a supportive and empowering approach for women to experience philanthropy, whether it is for the first time, or in addition to their personal giving history.



## THE AUSTRALIAN CENTRE FOR PHILANTHROPY AND NONPROFIT STUDIES

McCullough Robertson is a long-term supporter of The Australian Centre for Philanthropy and Nonprofit Studies (ACPNS), a part of the QUT Business School providing a range of postgraduate courses for students pursuing careers in philanthropic and not-for-profit sectors.



On 30 June, Senior Associate Richard Hundt attended the 2017 ACPNS Prize Giving Ceremony to present Kylie Kingston with the McCullough Robertson academic prize. The prize is awarded to the graduate with the best overall performance in the Master of Business (Philanthropy and Nonprofit Studies).

# Environment and sustainability



At McCullough Robertson we recognise we have a responsibility to contribute to the sustainability of our environment as part of our purpose.

As one of seven Executive Members of the Australian Legal Sector Alliance (AusLSA), we actively promote and increase sustainable practices across the legal sector.

We develop and maintain a range of tools and resources to assist members to more easily reach their sustainability objectives and provide a framework for measuring, monitoring and reporting on our progress as individual firms and across the legal sector. In recent years we have contributed to the expanded scope of AusLSA's annual reporting to consider people, community and governance as material sustainability issues for the legal sector.

Our commitment to the environment extends beyond reducing our carbon footprint as a business. As a founder of the Australian Legal Sector Alliance we work collaboratively with our peers and stakeholders to inspire and facilitate sustainable practices across the legal sector more broadly.

Within our organisation, our environmental goals are to:

- consider sustainability in all relevant decision making processes
- reduce greenhouse gas emissions
- produce less waste and increase recycling
- become more efficient in the use of energy and water and reduce environmental impacts associated with their use
- actively participate in the promotion of sustainable practices in the legal sector
- encourage continual improvement practices

In line with AusLSA's reporting framework we conduct annual audits and report our activities and efforts to reduce our carbon footprint across electricity usage, business travel (and modes of transport), renewable electricity, waste and recycling, and paper consumption.



Our firm's environmental initiatives are coordinated by our Legal Environment Action Forum, known as LEAF.

LEAF proactively addresses ways our firm can deliver positive environmental outcomes for ourselves and our clients, endorsing processes and establishing metrics to track progress and educating staff to ensure engagement and awareness of initiatives. We are proud of our achievements to date, significantly reducing our emissions across our offices.

## POWER CONSUMPTION

Our electricity consumption per employee in 2016 was 1.59 tonnes CO<sub>2</sub>, which is well below the average for all firms of 2.01 tonnes CO<sub>2</sub>.

In 2015, we incorporated energy efficient measures into our Brisbane office refurbishment and Sydney office fitout. In Brisbane we reduced our overall space from 6,500sqm over five floors to 5,600sqm over four floors.

With fewer printers, photocopiers, kitchen appliances and lighting fixtures our new building design promotes greater energy

efficiency. The addition of an internal staircase connecting the floors has also reduced power consumption through decreased passenger lift use.

We reduced our lighting from 72W to 28W, which has reduced power consumed through lighting by 60%. The lights themselves are on PIR (person in room) sensor switching, which means they automatically turn off every night and 30 minutes after no motion is detected. We have removed 200 50W halogen down lights and replaced them with 12W LED down light fittings.

In all of our offices we use laptop computers, which use less power than desktop computers.

## BUSINESS TRAVEL

Our business travel emissions per employee in 2016 was 0.85 tonnes CO<sub>2</sub>, which is almost half of the average for all firms of 1.65 tonnes CO<sub>2</sub>.

Business travel (which includes flights and car travel) is currently the second largest source of carbon emissions behind building energy use.

We have endeavoured to improve environmental performance in this area by seeking alternatives (such as video conferencing) and managing travel more efficiently.



## RENEWABLE ELECTRICITY AND CARBON OFFSETS

Our joint venture business, Natural Carbon, is at the forefront of the transition towards 'net zero carbon' by 2050.

The company was established in 2014 to help landowners, pastoralists, and Indigenous groups develop carbon farming projects in Australia and achieve long-term economic and environmental benefits for their communities. Natural Carbon also works with leading organisations to generate alternative revenue streams in a climate friendly way and reduce their environmental impact.

Natural Carbon has built an impressive portfolio, managing over 1% of Australian landmass across 15 projects that will generate three million carbon abatement credits over the next 10 years. The evolution of Natural Carbon is a true growth story, affirmed by a commitment to develop another 5MT worth of projects in the next 18 months.

## RECYCLING AND WASTE MANAGEMENT

A typical office produces large volumes of waste. The good thing is that much of this office waste can be recycled, producing tangible environmental benefits through savings in energy, water and landfill space.

Across our offices, we recycle:

- paper and cardboard
- comingles (plastic, glass and metal)
- organics, and
- e-waste (including computers, printers, batteries, toners, phones and other communications equipment).

We have made improvements in waste management through better and more accessible recycling service such as Shred-X bins and battery waste collection points.

We are currently exploring options with our in-house catering service to encourage the use of reusable coffee cups, including gifting staff members with firm-branded 'keep cups'. All new and improved recycling services are introduced with staff education and awareness campaigns.

Our waste management practices also focus on the reduction and reuse of materials through behaviour, equipment and process changes. For example, we frequently donate computer equipment and furniture to community and charitable organisations.

## PAPER CONSUMPTION

Despite a longer term trend toward reduced paper consumption, the use of paper continues to be a necessary feature of providing legal services.

Our printing devices are defaulted to double-sided printing and the next challenge for the firm will be to expand the use of electronic discovery software, avoiding the need to commit documents to paper altogether.

## ADVOCATING FOR CHANGE

As part of our commitment to engaging the public and promoting best practice in the broader community, we participate in a number of industry events.

In 2016, this included the launch of AusLSAs Sustainability Project in Sydney, which looked at ways in which law firms can reduce their environmental footprint.

### Earth Hour

Each year our offices in Brisbane and Sydney participate in Earth Hour, a global phenomenon involving more than 35 countries, and an estimated 50-100 million people who turn off all non-essential lights in their houses and buildings for one hour.

By taking part in this symbolic event we acknowledge our commitment to actions that go beyond Earth Hour and which will benefit the planet in the year ahead.



McCullough Robertson  
Brisbane Office



McCullough Robertson  
Sydney Office





We are a fiercely independent, Australian-grown law firm that delivers more than just outcomes. We unlock new opportunities for our clients, creating meaningful and enduring partnerships for today, and tomorrow.

And it's because we're in it for the long-term that we can shift and grow with our clients, moving in step with their priorities. We truly believe it's our business to understand our clients and give them the support they need when they need it, because empowering them to go further is what drives us to go further.

In addition to nurturing our relationships, we do serious legal work and we do it well. For more than 90 years we have provided commercial solutions for our clients — individuals as well as organisations — to see them through their most critical challenges.

We use deep industry knowledge and foresight, combined with technical excellence, to provide the best possible outcome for all who work with us.

But there's more to our people than their strategic minds — it's what they have to offer outside the boardroom that makes McCullough Robertson truly special. We are entrenched in the communities in which we operate and take great pride in what can be achieved when you put people first. We are passionate champions of our business and even bigger champions of each other as we

create solutions worth celebrating. Solutions that challenge industry norms and contribute to shaping a future legacy for all legal professionals.

At McCullough Robertson, we know the law. We know it's important and we know how to work with it to reach the right outcome. We know that success for our clients is about more than just legal advice. That's why when you work with us, you get a team of professionals aligned with industries who understand it takes more than the law to move ahead.

## *Unlocking success. Together*

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