PRO BONO
How to achieve work / life balance while you’re at work?
Macquarie staff speak up

A VOLUNTEERING HIGH
Rolling the sleeves up and plunging into produce

MONEY MATTERS
Kids benefit from 24-hour ice hockey party

WHO YOU GOING TO CALL?
Macquarie mentors
What we aim to achieve:
The Macquarie Group Foundation supports not-for-profit organisations around the world, predominantly in the locations in which Macquarie operates. Our work is significantly influenced by the activities of Macquarie staff and as such our key objectives are to:

• Support and encourage staff leadership and engagement in the communities where Macquarie staff live and work
• Contribute in skilled and sustainable ways to improve the performance and capacity of community organisations
• Build awareness of Macquarie Group staff activities and achievements in the community.

We seek to achieve these objectives by:

• Supporting staff-led community activities and matching Macquarie staff personal donations and fundraising efforts
• Directing targeted funding to innovative and well-run organisations where Macquarie staff are involved through volunteering, pro bono skills transfer and in-kind support
• Recognising staff leadership and community commitment through staff community awards and internal and external communications.
Chairman's letter

Staff contribution

The review of the year to 31 March 2012 focuses on how Macquarie staff contribute to communities around the world. Staff volunteering provides a range of services, fundraising, or partnerships in one of our Community Advisory Committees, which the Foundation is aligning the work with the interests and commitment of employees.

During the year, the Foundation and Macquarie staff contributed $A21.3 million to more than 1,200 community organisations around the world. The Foundation contributed $A12.5 million, while staff contribution was $A8.8 million. The Foundation is often supporting for $A8.8 million. This is a greater commitment by Macquarie staff.

With more than 50 per cent of Macquarie staff now based outside Australia, the Foundation is increasingly harnessing the interests of these staff to guide its international activities. A number of global partnerships are already in place, including the Trailwalker 2012. A number of global partnerships are already in place, including the Trailwalker 2012. Ongoing research by the Macquarie University in London,

Foundation partners (as at 30 June 2012)

• Australia Business Arts Foundation
• Australia Brandenburg Orchestra
• Bell Shakespeare
• Bond University
• Cape York Institute
• Centre for Social Impact (UNSW)
• Cape York Institute
• Centre for Social Impact (UNSW)
• Cape York Institute
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• Cape York Institute
• Centre for Social Impact (UNSW)
It’s all about our staff

Grassroots philanthropy
backed by corporate support

Foundation Head’s letter

When I joined the Macquarie Group Foundation two years ago, I quickly learned how integral staff are to the Foundation’s philanthropic program. Macquarie employees identify and initiate their own community engagement; they could easily dedicate countless hours to not-for-profits in their own local areas or spend significant amounts donating to and fundraising for charities important to them.

In the same way Macquarie enables its various businesses to identify and pursue opportunities within their area of expertise, subject to strong risk management controls, the Foundation encourages staff to discover and follow their own spheres of community interest.

It is staff who, in multiple cases have approached the Foundation with an idea, a passion, a connection that the Foundation has backed with a significant grant, or a matching financial contribution or even just an idea, a passion, a connection that the Foundation has backed with funding is directed to not-for-profit organisations with a connection to Macquarie staff and so we speak to a range of employees to discover their motivations, whether in volunteering, fundraising or providing pro bono service. Common themes emerged: that it was important to find or make the time to contribute; that volunteers often got more out of their community service than they put in; and, pleasingly, that the Foundation plays a significant role in enhancing these efforts.

I quickly learned how integral staff are to the Foundation’s philanthropic program. Macquarie’s backing of their charitable activities makes them proud to work at the company.

In 2012, the Foundation also attempted to measure, for the first time, the number of hours Macquarie staff contribute to the not-for-profit sector. It launched the CEO’s Global Community Challenge in April 2011, inviting staff to register their community activities on an internal website. This enabled staff volunteer time to be calculated, with more than 3,300 volunteer days registered during the seven-month competition period. As an incentive to register in the Challenge, a $A25,000 prize was awarded to the winning office, which was judged on a range of criteria including impact, sustainability, innovation and involvement of staff.

The challenge was a great success and has now been incorporated into the Foundation’s Staff in the Community Awards which recognises volunteering, fundraising, pro bono and community teamwork. The 2011 awards saw 12 individuals ($A10,000 for winning entries and $A2,000 for highly commended entries) and five teams ($A5,000 and $A2,000) receive awards for their work with community organisations.

This outstanding work many Macquarie staff undertake in the not-for-profit sector contributed to this year’s annual review being a little different to previous ones. The Foundation works to ensure that its funding is directed to not-for-profit organisations with a connection to Macquarie staff and so we spoke to a range of employees to discover their motivations, whether in volunteering, fundraising or providing pro bono service. Common themes emerged: that it was important to find or make the time to contribute; that volunteers often got more out of their community service than they put in; and, pleasingly, that the Foundation plays a significant role in enhancing these efforts.

I hope you enjoy their stories.

Lisa George
Global Head, Macquarie Group Foundation

Supporting staff

This Foundation actively supports Macquarie staff pursuing their own community interests. This provides benefits for both staff and community organisations and encourages individual involvement at a grassroots level.

Our initiatives include:

Macquarie Staff in the Community Awards
Each year through these awards, Macquarie recognises outstanding staff contributions to the community. Contributions include volunteering, pro bono work, fundraising and serving on the board or management committee of a not-for-profit organisation. Winners of each category receive a $A10,000 donation for their not-for-profit organisation, Highly Commended $A3,000 and the Team Award $A5,000. This Foundation also recognises offices which display teamwork or an outstanding contribution to the local community with a $A20,000 donation to an organisation nominated by that office.

Matching contributions
The Macquarie Group Foundation provides matching donations to not-for-profit organisations under its staff donation and fundraising support policy.

Staff participation support
Many Macquarie staff support not-for-profit organisations in an executive capacity. Where a staff member serves on the governing board of an organisation, the Foundation makes a one-off $A10,000 grant to that organisation in recognition of this service.

Long service grants
Each year, Macquarie staff reaching 10 years or 25 years service are asked to nominate a community organisation to whom the Foundation donates $A1,000 in recognition of their long service.

Community Advisory Committees
Committees have been formed in many of Macquarie’s offices and business units to look at staff volunteering and pro bono activities and to consider the events in which Macquarie should participate. They provide links back to their business groups on Foundation and community activities, enliven support and provide input into the strategic direction of the Foundation in the local community.
I wanted to make a meaningful contribution both professionally and through my pro bono activities.

– Jane Couchman

Marrying the professional with the philanthropic

Jane Couchman’s passion, enthusiasm and commitment to positive community change is contagious. Macquarie’s global compliance office director sweep projects along with an infectious, whirlwind dynamism. As a mentor to seven staff in Macquarie’s Banking and Financial Services group, a board director of the Rainbow Club of Australia (a charity which helps children with disabilities go swimming), and as an advisor to children’s literacy and mentoring not-for-profit the Sydney Story Factory, she is almost a poster woman for pro bono service.

Jane’s most recent community contribution is as a risk and governance mentor for Launchpad, a social enterprise founded by Melbourne-based David Dixon and Chantelle Baxter that sells low-cost, eco-friendly sanitary products to women and girls in Sierra Leone as well as a range of educational initiatives in that community. Jane’s 17-year legal, risk and compliance experience, including stints as general counsel at Perpetual and chief risk officer at BT, puts her in good stead to assist Launchpad which she says has been a genuine inspiration to work with.

“Chantelle and David are such evolved and mature human beings and it’s quite incredible given their age [27],” Jane says. “The way they’ve thought through their strategy is amazing. I’m using the Macquarie network to help them with their strategy and business plan to make it as effective as possible and then we’ll look longer term, working on how they will partner to deliver this extraordinary initiative.

“We have only worked together for a couple of months so far but I’ve been so impressed by the initiative and drive of these two incredible individuals.”

Jane became involved with Launchpad via the School for Social Entrepreneurs (SSE), a not-for-profit dedicated to the development and increased capacity of social entrepreneurs, which won the inaugural Macquarie Australian Social Innovation Award in 2010. This award – a $A100,000 grant – is designed to recognise and reward an Australian organisation or program aimed at meeting social needs through innovative solutions. SSE received $A50,000 over two years to support its operations, while six of its students were selected to receive Fellowships of $A10,000 each to develop their own social enterprises. Launchpad was one of these initiatives and when SSE held a workshop in partnership with Macquarie earlier this year seeking business mentors, Jane jumped at the chance.

“I really like mentoring people and there is a special sweet spot in working with David and Chantelle because there’s such a large element of social change in what they are doing. I was also particularly attracted to them because, as it’s a partnership concept, there’s a real trust and symbiotic element; you really have to feel your way through about how best to support each other to succeed. I love it.”

She is humble about her contribution with Launchpad so far but is clearly energised by all her pro bono involvement. “One of the reasons I came to Macquarie in November 2009 was because I wanted to be with an organisation that helped me to make a meaningful contribution both professionally and through my personal activities and also accommodated and supported my roles outside of Macquarie both with my family and the charities. I feel very lucky to be able to do that here.”
The School for Social Entrepreneurs’ Deputy CEO, Jessie Williams, says that Macquarie’s mentors have made a “profound impact” on the School’s entrepreneurs.

“The relationships, skills and networks that our social entrepreneurs have developed with the Macquarie mentors has assisted them both at an individual and an enterprise level. In turn, the mentors have the opportunity to share their expertise with a diverse and inspiring range of social entrepreneurs working to achieve social change in innovative ways,” she says.

Not all pro bono work needs to be at a strategic level and there are many examples of Macquarie staff who offer relatively straight forward technical or practical skills. Often, staff just need to be put in touch with a not-for-profit which needs such skills but can’t access them.

The Macquarie Group Foundation operates an internal service informing staff about charities who need particular assistance which is how Mike Quizon, from Macquarie’s Manila office, came to help the Hong Kong Refugee Advice Centre (HKRAC).

Mike heads up an IT team that provides technical writing, web content management and graphics services within Macquarie. He recently designed an invitation for a photo exhibit that was being held to raise money for HKRAC.

“It wouldn’t have known about it if it wasn’t for the Foundation and I was very excited to be able to do something pro bono for a charity,” he says. “It’s a topic close to my heart because of my Masters in International Relations I wrote a paper on IDPs [internally displaced person] so it wasn’t really hard for me to take on the task as I knew a lot about refugees already.

“I wasn’t aware that we can actually transfer our skills and knowledge that people in Hong Kong could tap into skills from people in the Philippines. It is inspiring that certain skills that come naturally to many Macquarie staff in Manila can help an organisation in that way.”

Mike Quizon, Market Operations and Technology, Manila

Macquarie staff are on approximately 150 not-for-profit boards around the world. Below is a selection of some of the community organisations benefiting from Macquarie employees’ professional skills.

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<thead>
<tr>
<th>Community organisation</th>
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<tr>
<td>Australian Ballet</td>
<td>Performing Arts</td>
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<td>Australian Youth Orchestras</td>
<td>Performing Arts</td>
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<td>Australian Major Performing Arts Group</td>
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<td>Big Brothers Big Sisters of Toronto</td>
<td>Education</td>
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<td>Brainwaves Australia</td>
<td>Health</td>
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<td>Children’s Hospital Foundation Australia for Medical Research</td>
<td>Education</td>
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<td>Children’s Kidney Fund (Hong Kong)</td>
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<td>Coastal Conservation Association (US)</td>
<td>Environment</td>
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<td>Coastal Centre Adventure Playground (UK)</td>
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<td>Olton Antiques (UK)</td>
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<td>Durban international Centre</td>
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<td>Earth Day Canada</td>
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<td>EPF - Educational Partnerships for Children (US)</td>
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<td>Friends of YWLI Lindy Dance (US)</td>
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<td>Hearing Foundation of Canada</td>
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<td>Houston Ballet Foundation (US)</td>
<td>Arts</td>
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<td>International World Trade Centre (Singapore)</td>
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<td>Juvenile Diabetes Research Foundation (Australia)</td>
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<td>La Casa Norte (US)</td>
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<td>Lea Thais Foundation (US)</td>
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<td>Maria A Wien Foundation (US)</td>
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<td>Matt’s Promise (US)</td>
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<td>Midnight Basketball Australia</td>
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<td>Movember Australia</td>
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<td>Murdoch Children’s Research Institute (Australia)</td>
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<td>Research Australia Limited</td>
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<td>Rebuilders International</td>
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<td>Richmond Hospital Foundation (Canada)</td>
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<td>Soup Spoon Theatre Company Canada</td>
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<td>Safe Haven Cambodia</td>
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<td>Salamander Project (US)</td>
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<td>The Bread &amp; Butter Project (Australia)</td>
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<td>The Women’s Foundation (Hong Kong)</td>
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<td>Youth Off The Streets (Australia)</td>
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<td>YWCA NSW (Australia)</td>
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The mentors have an opportunity to share their expertise with a diverse and inspiring range of social entrepreneurs.

– School for Social Entrepreneurs
When she was a teacher a few years ago at a disadvantaged school in Maryland, something that concerned Stacey Zupnick was bad weather preventing children from attending. Close to 100% of students relied on the breakfasts and lunches the school provided so she used to wonder what and whether the kids ate while stuck at home.

It is those children, or ones like them, that Stacey, from Macquarie’s New York office, thinks of when she heads out once a week in the sweltering heat or the freezing cold to scour local food markets for leftovers to feed hungry families.

Stacey volunteers for food rescue organisation City Harvest which needs people to walk around food markets held on different days of the week and ask sellers if they have any leftover perishables, such as vegetables, fruit and bread.

This produce is then bundled into plastic bags and immediately transported to the various charities with which City Harvest partners. There is also a large annual New York produce show City Harvest attends as well. “At the last one we rescued 50,000 pounds of food,” Stacey says. “It took about 30 volunteers working hard for two to three hours to collect this food which would otherwise go to waste. There’s a massive environmental benefit and it’s also really good for the farmers to know their food isn’t going to landfill.”

When Stacey joined Macquarie two years ago she approached the Macquarie Group Foundation about extending the company’s six-year partnership with City Harvest. Stacey wanted to mark City Harvest’s tenth year of operation in 2012 by maximising the fundraising campaign that coincided with its anniversary.

3,300 volunteer days were recorded between April and November 2011.
Volunteering

The Foundation has galvanised the staff to participate. Our office’s employees make significant contributions, not only financially, but also of their time and talent.

― Nancy Stermer

“With my teaching background I thought of field day that we used to do in school, where each day of the week has a different celebratory activity. I brainstormed some ideas with the Foundation and over a week, with Foundation matching, we raised almost $US30,000. City Harvest is really thrilled with it as well.

I love that I have something in my life that I’m so passionate about and I can bring that to other people who may not have had that experience.”

― Nancy Stermer

More than 450 different community activities were logged, reflecting a diversity of interests. Some of these included, for example:

• Regenerating native vegetation in state forests
• Shopping with disadvantaged youth for professional work attire
• Organising a fishing tournament for unwell children
• Socialising dogs being trained for bomb detection
• Recruiting local emergency workers
• Educating kids on fire safety
• Delivering meals to housebound people
• Constructing affordable housing
• Craneória – a social employer
• Regenerating beach sand dunes
• Teaching young students how to milk a cow
• Supporting an emergency food bank
• Funding a walking group for people with disabilities
• Re-building the roof of a community hall

Between April and November 2011, the Foundation piloted a campaign that invited staff to register the hours they volunteered with community organisations.

Whether it was volunteering in their own time for a chosen local community group, or with their immediate team or business division, the initiative recorded an amazing 25,124 hours of volunteering. It demonstrated the strong and sustained commitment Macquarie staff have to their communities.

More than 400 different community activities were logged, reflecting a diversity of interests. Some of these included, for example:

• Regenerating native vegetation in state forests
• Shopping with disadvantaged youth for professional work attire
• Socialising dogs being trained for bomb detection
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• Recruiting local emergency workers
• Educating kids on fire safety
• Delivering meals to housebound people
• Constructing affordable housing
• Craneória – a social employer
• Regenerating beach sand dunes
• Teaching young students how to milk a cow
• Supporting an emergency food bank
• Funding a walking group for people with disabilities
• Re-building the roof of a community hall
• Supporting a tango group for those with Parkinson’s disease

“Volunteering has been an experience that has really helped me to develop as a person,” Nancy sums up. “I have gained such valuable insights and I feel that we are doing something from our own walks of life can contribute, despite their obstacles. Volunteer work has also been a way to honour those people who’ve helped me along the way, especially when I’ve faced challenges.”

It’s a view that Macquarie employees around the world have to their communities.

"I love that I have something in my life that I’m so passionate about and I can bring that to other people who may not have had that experience."

― Stacey Zupnick

Stacey Zupnick, second from right, collecting food with a Macquarie team at the New York Produce Show.
In 2006, Harp Sandhu’s three-year-old nephew lost his life to leukemia. Harp’s own son was six months old at the time and the nephew’s passing had a profound effect on him. Watching his sister-in-law hold her son all day long knowing her baby didn’t have much time left made Harp want to do something in his nephew’s memory. And so Rink of Dreams was born – a 24-hour ice hockey marathon that raises money for a local charity that works with kids.

It took Harp, from Macquarie’s Victoria office in Canada, a little while to identify the right charity with which to partner. One day he was driving to work and heard a story on the radio about a little girl who’d been very ill with a brain tumour. She had recovered and local charity Help Fill A Dream Foundation had fulfilled her heart’s wish by organising for a fairy garden to be built in her backyard.

“I knew a good friend and colleague of mine, Kim Genereux, was on the board of Help Fill A Dream,” Harp recounts. “It’s a wonderful organisation that helps Vancouver Island children up to the age of 19 who face life-threatening conditions and their families — things like financial support during medical treatments, or the purchase of vital medical equipment or to help dreams come true for these children who face tremendous challenges.”

“Kim and I talked about it, he arranged a meeting with the board and I went in and pitched my idea. They really liked it. Kim really got behind me — well right beside me actually — and it went from there.”

With parents from India, ice hockey was not a sport that Harp had ever played as a child. “I’ve always been passionate about the game and played street hockey and ball hockey growing up but never learned how to skate.” The first time he laced up a pair of ice skates was around his thirtieth birthday, when he joined a group with similar backgrounds who were just starting out. “None of us could really skate but we had a great time. I fell in love with ice hockey then and started playing lots of it.”

For a company to have a policy saying if you legitimately raise or give money we will match that, that’s just amazing.

— Harp Sandhu

Worth their weight in fundraising
After only two years, Macquarie is one of the biggest sources of Help Fill A Dream’s revenue with Rink of Dreams its second biggest event. Including Macquarie Group Foundation matching, Harp and Kim have so far helped raise $188,000.

Harp says the Foundation’s support of his fundraising has been “incredibly impressive”. “For a company to have a policy saying if you legitimately raise or give money we will match that, that’s just amazing. It’s not there because it looks good or to gather business – it’s there because it should be. No-one does that.”

Will the tournament be back next year? Harp is readying himself for it already despite some nights awake until 3am preparing for it. “At one point during the last Rink of Dreams I could overhear a couple of firefighters from one of the municipalities. They didn’t know who I was but I heard them saying ‘man, that was a blast!’ and ‘so awesome’! So I think we’ll be doing it again.”

In 2012, Matt Nacard, from Macquarie’s Sydney office, also repeated a fundraising campaign he and his colleagues Tanya Branwhite and Tim Shaw initiated in 2011. Last year, 13 ‘Kilos4Kids’ teams, comprising 69 participants, competed to lose (or gain for those calorically challenged) the highest percentage of collective body weight across a four-week period. With a weight-in total of 6,130kg, the teams shed over 100kg and raised over $120,000 for two children’s charities, following matching by both the Macquarie Securities Australia business and the Foundation. In 2012, the Foundation again matched both the fundraisers and Macquarie Securities’ contribution, enabling approximately $130,000 to be split between three charities. The catalyst for Matt to drive the campaign this year was the five years he spent working as a property analyst in Asia. The extent of disadvantage and desperation he saw, particularly among children, made a deep impact on him. When he returned to Australia, he contacted the Macquarie Group Foundation for ideas on how he could help underprivileged kids.

The Foundation suggested KidsXpress, which provides arts therapy intervention for children and young teenagers who have faced loss or trauma, and the Aspiration Initiative which boosts the academic skills and resilience of talented Indigenous students. Matt joined the Board of KidsXpress with a view that he could help from a business/strategic planning perspective as well as by raising money. Matt undertook a personal fundraiser during his Christmas holidays, where he was sponsored for every hour of work he contributed to KidsXpress and two other charities, Inala (services for people with disabilities) and Batyr (promoting mental health awareness for young people). Matt was able to raise more than $17,000 in this way. “I don’t want to be on my death bed looking back on my life and thinking ‘I was just a handy research analyst’,” Matt says. “Without wanting to be too profound, I think it’s just increasingly about looking for a bit more meaning and trying to make a difference where I can.”

Fundraising

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– Matt Nacard

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For the 2012 Kilos4Kids campaign, Batyr was added to the recipient mix to broaden the types of people the money would assist as well as extend donations to charities at differing stages of development (Batyr is a start-up whose CEO Matt is mentoring). “What we’ve done so far is a good start – but I feel a lot more can be done.”

In 2011 the teams shed over 100kg and raised $120,000 for two children’s charities.

$120,000 -100kg

Matt Nacard, far right, holding the certificate acknowledging Macquarie’s fundraising support for KidsXpress.
Energy trader Richard King, from Macquarie’s London office, lives in Islington, not more than two miles from where he grew up in Hackney where his family still resides. But his home and working environments are a world away from Hackney, classed as one of the most deprived areas in the UK and where many of the young people who use mentoring charity ReachOut! live.

Having grown up in the area, Richard has been volunteering with ReachOut! since it started operating in London seven years ago. Each Wednesday afternoon during term time, at 5.30pm, he sets off to mentor a couple of 15-year-old boys, working with them on English or maths lessons for an hour before heading outside to help coach them football.

“You get to know the kids pretty well and we’re just there to provide them with a different adult role model really,” Richard says. “The idea is to give them someone they can ask questions of who’s not an authority figure and to show them a different type of work they’re not used to.”

Richard introduced ReachOut! to the Macquarie Group Foundation when he started working at Macquarie in 2006. The idea of extending mentoring opportunities to other Macquarie staff took hold and a good number of employees have volunteered.

The ReachOut experience is an excellent example of local mentoring, with Hackney on the doorstep of Macquarie’s London office. It provides young people from the area with role models who are geographically close as well as widen the range of their aspirations.

Richard, who won an ‘Outstanding Contribution’ award from ReachOut! earlier this year, finds mentoring a rewarding challenge, taking him out of his comfort zone and keeping him on his toes. “Some of the young people are really sharp and it’s quite a challenge to keep up with them. I think it’s good to remind yourself about what’s real in life.”

It’s a two-way street for human resources specialist Tracey Byrne in Macquarie’s Hong Kong office as well. In conjunction with the Macquarie Group Foundation, Tracey helped establish a mentoring partnership with Po Leung Kuk, a local not-for-profit providing a range of services to the disadvantaged. From a purely financial relationship, with Macquarie staff supporting scholarships for PLK young people to attend university, it is now a more holistic one; Macquarie employees mentor PLK graduates socially and professionally as well.

“Combining football training with education creates a really valuable experience for the young people.”

– ReachOut!

Once a year, Richard brings a group of the ReachOut! young people into Macquarie London’s trading floor to show them around. “They are pretty shocked to see all the computers and the size of our office,” he says. “I’ve made up some trading games, simple ones, so they can see the outcomes of trading actions – it’s just something a bit different.”

Pete Blackwell, ReachOut’s director, says it has been “fantastic” having Richard and other Macquarie mentors attend the program each week. “Combining football training with the educational aspect creates a really valuable experience for the young people we work with,” he says.

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LEADING the way

Macquarie’s LEADS program (Leadership, Education, Advancement, Development and Support) brings together the many Macquarie staff who share a willingness to help disadvantaged people attain a higher level of education and achieve more engaged and satisfying lives. Staff volunteering in a mentoring or educational capacity falls within this LEADS category.

As well as ReachOut! and Po Leung Kuk, other organisations Macquarie works with around the world include:

- Hackney Schools Mentoring Program (London)
- The Double Discovery Center at Columbia University (New York)
- Big Buddy Reading Program (Sydney, London, New York, Toronto, Hong Kong)
- School for Social Entrepreneurs (Sydney)
- Big Brothers Big Sisters (Toronto)

“When I first arrived in Hong Kong 18 months ago, I asked the Foundation about local initiatives and that’s when I first heard about Po Leung Kuk,” Tracey says. “The Foundation was keen to get some mentoring programs off the ground. I’m really involved in mentoring programs professionally so I think it was in that very first chat that we had our pens and paper out and were talking about what we could do. It was the right place, right time and the right conversation.

“The PLK kids we work with are on scholarships so some may think university is easy for them given the financial support they receive. But what people don’t realise is that due to their backgrounds, they don’t always have close family networks or adult role models. Like every other university student they can feel overwhelmed with coursework, for example, or not know what to wear or say in an interview – they just want someone they can talk to about these things.”

Tracey’s own background helped her understand the vital role that role model support can play. “My parents didn’t go to university or follow corporate careers, so I really valued having someone to talk to about coursework or career paths. People really do need that sounding board.”

Macquarie offers a three-hour session for 10 PLK graduates once a month over seven months. The first hour is spent chatting to their mentor with the following two hours focusing on practical skills (personal brand, presentation, resume writing and interview skills, as well as business and social etiquette). Off-site activities also take place to build relationships, including hiking and the movies.

“You can tangibly see the difference doing this makes,” Tracey says. “In our first program last year, initially there was no eye contact and the kids just spoke Cantonese because they weren’t sure of their abilities in English.

But by the end of the course, there was so much confidence! We found out a lot about them, and the key thing was they were more self-assured, making friends, initiating contact.”

In a sign that the relationships are not all one way, one Macquarie monitor has returned to the 2012 PLK program as she found her connection to her own 15-year-old son improved after she began talking to other teenagers last year.

For Tracey, while she enjoys being able to use her professional skills outside of Macquarie, she also enjoys the personal aspect. “We all need balance and it can be so easy to become tunnel visioned particularly in a place like Hong Kong which is so busy. [The program] is my balance – real conversations once a month about something other than ourselves and work demands. I also really like the kids, they’re great to hang out with. They’re a good reality check for everyone and it reminds me of some core values.”

Important qualities for mentors:

- The ability to listen and ask questions, but not tell mentees all the answers and what to do. Holding back from constantly advising what the mentees should do can be hard because people generally like to share what has made them successful – this may not always be the right approach for someone else.

- Patience. Understand that not everyone has the same drivers or motivations.

- Empathy. Put yourself in other people’s shoes and ask what do they need versus what do you want to give them.

The Foundation was keen to get some mentoring programs off the ground and you can tangibly see the difference they make.

– Tracey Byrne
Macquarie Sports

With the support of the Macquarie Group Foundation along with Macquarie businesses, Macquarie Sports provides free sporting clinics to more than 8,000 children a year in various locations around Australia. The program includes rugby league, rugby union, cricket, netball and basketball to children who may not otherwise have access to such sporting opportunities.

The objectives of Macquarie Sports’ programs are to promote the fitness and wellbeing of young people as well as provide positive sporting role models. Australian athletes including Liz Ellis, Nathan Hindmarsh and Matthew Hayden act as Macquarie Sports Ambassadors who coach and mentor at our various clinics. Macquarie Sports works with state and national sporting bodies, government bodies, schools and clubs to maximise its reach to school-age children. Following are some community clinic highlights from the year to 31 March 2012.

Cricket

In October 2011, Macquarie Sports hosted its annual Sydney cricket leadership day. Junior clubs and selected schools were invited to send two players who have displayed leadership qualities to the clinic. The 160 boys who attended, some travelling for up to three hours to participate, received tuition on all facets of the game, as well as public speaking training from media professional Andrew Coxsey. Participants benefited from the experience of the high calibre coaches who included former Australian cricketers Matthew Hayden, Stuart Clark, Andy Bichel and Dean Jones. At the clinic’s conclusion, the coaches continued to offer advice to the boys in a discussion forum, before finishing up with group photos and a barbecue.

In 2012, Macquarie Sports will again support the Tixi Ashes fundraising event held on the Tixi Islands off the coast of the Northern Territory. Macquarie Executive Director Guy Reynolds and the Hayden Way have been the driving forces behind this Tixi College initiative. Macquarie Sports acknowledges Guy’s significant involvement in this project; he has been instrumental in the establishment of a range of high-quality sustainability programs at the College. The Tixi Ashes event culminates in a cricket match where Tixi College students play alongside several Australian cricketing icons including Alan Border, Matthew Hayden and Michael Kasprowicz. Communities across the Tixi converge upon the event with all proceeds helping fund these sustainability programs.

In the lead up to the Tixi Ashes, Macquarie Sports also provides cricket clinics to local primary schools as well as sporting equipment. A total of $420,000 has been contributed to date with Foundation support.

Rugby league

During 2011, Macquarie Sports Ambassador and current Parramatta Eels Captain Nathan Hindmarsh, former West Tigers players Todd Payten and Taneale Turkel and former National Rugby League stars Trent Barrett and Luke Priddis visited various regional towns around Australia to lead rugby league clinics as part of our partnership with Australian Rugby League Development.

Basketball

In December 2011, Macquarie Sports hosted its annual Police Citizens Youth Clubs (PCYC) basketball leadership day. Former State League star Blake Hendricks, an employee of Macquarie Funds Group, along with senior Sydney Kings player BJ Carter and others, coached participants who were identified by PCYC officers as having excellent potential but limited access to high level coaching. For the young male and female participants, the program provided an insight into a professional basketball player’s average day. Physical testing included vertical leaps, strength and spag tests as well as skills-based development on shooting, passing and defence. The day concluded with participants watching the Sydney Kings compete against the Cairns Taipans.

Rugby union

In April 2011, Macquarie Sports hosted its annual community rugby union super clinic in conjunction with the Brumbies Super 15 rugby union team. This clinic is traditionally one of the biggest on the Macquarie Sports calendar. Junior clubs and selected NSW schools were invited to take part, with some clubs travelling for several hours to attend. Over 400 children registered to take part in the clinic which featured coaching by current and former Wallaby Matthew Burke and Brumbies Super 15 and development squad players. The children rotated through various skills stations, learning about defence, attack, passing and kicking. All children received a Macquarie Sports football and kicking tee as well as sought after autographs from the coaches.

It’s great to be working with Macquarie Sports as they continue to provide sporting opportunities for young children. Macquarie Sports understands the value of sport at a grassroots level and provides well structured and professional coaching clinics. I am pleased to be associated with Macquarie Sports as they continue to teach and encourage children to participate in sport in a fun and well organised environment.

Nathan Hindmarsh
Macquarie Sports Ambassador and Parramatta Eels Captain.
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