

In this together 2021/2022

A year of recovery and innovation



Information & Education



**Service
Delivery**



**Advocacy &
Collaboration**

2021/22 AT A GLANCE



Annual HealthLine consumer calls **3,339**



Individual counselling sessions **1,096**



Number of nurses **8**



People supported by nurses **5,564**



Clients assisted onto NDIS **250**



New online education modules **2**



Support Groups: **44** in person, **15** online



Participants in information sessions **1,797**



Unique website page views **560,000**



People reached across social media channels



813,000

Vision our aspiration

A Parkinson's community empowered every step of the way.

Purpose what we do

We support, enable and advocate for and with people living with Parkinson's and their communities.

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Message from the Chair

The 2021-22 financial year was a period of both recovery and innovation for Parkinson's NSW. It was a year in which we had to deal with the final stages of the COVID pandemic, closely followed by devastating floods which impacted large numbers of our regional and rural Parkinson's community.

These factors also had a financial impact on our organisation, with a depressed stock market reducing the value of our investments and charitable giving falling below expectations.

As a result of these external conditions, Parkinson's NSW as a consolidated entity (including the Parkinson's Trust) declared a loss of \$1,207,916 for the year.

“ However, despite these issues, it was also a year of innovation – in terms of services, improved business processes and technology which is already driving greater efficiency. ”

We continued to invest in strengthening our infrastructure under the ongoing Five-year Strategic Plan in order to strengthen both administration and service delivery to the community we support.

Our skills-based Board also continued its work on governance, which in prior years had been identified as an area of risk at both Board and operational levels.

The Board's work on clarifying issues around Membership of the organisation was finally concluded at the 2021 Annual General Meeting when a new Constitution was voted in.

The Constitution clarifies the status and role of Members, emphasising that their key benefit is the ability to vote on matters before the Annual General Meeting.

Membership is not a requirement for receiving services and support from Parkinson's NSW.

I would particularly like to thank our Support Groups for their cooperation during the past year which enabled us to assist all to achieve financial compliance – thus removing a potential risk to the organisation as a whole.

“ It was also gratifying to see so many Groups emerging from the restrictions of the pandemic and beginning to meet face-to-face again. ”

Special thanks are also due to the Hon. John Watkins AO for his service to the Board and the NSW Parkinson's community over the past year. John's background made him uniquely qualified to be an ambassador for Parkinson's NSW – not only is he living with Parkinson's, but his career spanned the highest levels of politics and the not-for-profit sector. We will miss his advice and input.

In closing, I would like to extend my best wishes to our Parkinson's NSW staff who have persevered through a challenging year of operations which saw significant growth in service delivery.

My thanks also go to each Director who volunteers their time and expertise to support our organisation, and to our excellent management team who, with us, work towards providing people living with Parkinson's a better life, every step of the way.

Margaret Scott
Chair, Parkinson's NSW



Message from the CEO

Fiscal 2021-22 presented an exceptionally challenging operating environment for Parkinson's NSW.

In addition to maintaining the wellbeing and morale of staff and people we support, like all other Australian organisations we had to navigate a sluggish economy, ongoing COVID-19 restrictions and then rapidly changing healthcare and vaccination recommendations as the community eased back towards normality.

I'm pleased to report that we not only navigated these headwinds, but while doing so delivered increased services and support across the organisation. We saw service growth across Education, Parkinson's Specialist Nurses, the HealthLine, Support Groups, Counselling, NDIS Support Coordination, Digital & Marketing, and Advocacy.

We fell short of Fundraising targets and our investments lost value – just like many other not-for-profits operating under the same conditions. This resulted in a loss of \$569,550 for Parkinson's NSW as a charity.

“ However, as the economy recovers as the last COVID restrictions drop away, and we begin to see results from our increased advocacy for more government funding, I am more optimistic for the year ahead. ”

Our ongoing investments in technology infrastructure are already paying off in terms of increased efficiency and improved service delivery within a shorter time.

Other benefits from the new technologies are improved communications with staff and service delivery partners, and the ability to rapidly recognise and remedy any chokepoints in our service delivery, keeping the lid on costs. These new efficiencies should soon be seen reflected in our bottom line.

We are continuing to focus on fundraising and sustainability – particularly through exploring new alliances with other organisations in adjoining fields, joint advocacy programs, and partnerships with Government entities.

“ No report on the fiscal year would be complete without thanking every member of our staff for their dedication and perseverance during challenging times. ”

My thanks also go to Support Group Leadership Teams and participants who worked with us to gradually return to face-to-face meetings – while also maintaining the benefits of virtual meetings via Zoom.

Thank you also to our many supporters, partners and donors who continue to donate time and money generously to the Parkinson's cause. We all look forward to a more promising year ahead.

Jo-Anne Reeves
Chief Executive Officer



Information and referrals via HealthLine

The Parkinson's NSW HealthLine (1800 644 189) is the single point of contact for people living with Parkinson's, caregivers and family members who require evidence-based advice, information, and connection with essential services.

Over the past year, this service has received 3,085 phone enquiries – an increase of 34 percent over the prior fiscal year. It has also handled 381 email enquiries, and added 1,196 new clients to its roster, who now account for 39 percent of the total enquiries.



The HealthLine is staffed by two Parkinson's Registered Nurses who have a collective 70 years of professional experience.

In addition to post-graduate qualifications, their experience includes supporting people living with neurodegenerative diseases, aged care, aged care advocacy, community nursing, and nurse education.

Allied Health professionals are also part of the HealthLine team – including counsellors, social workers, and NDIS Support Coordinators.



Conditions people call about

- Parkinson's
- Progressive Supranuclear Palsy (PSP)
- Multiple System Atrophy (MSA)
- Corticobasal Degeneration (CBD)



Services the HealthLine can connect callers with

- Counselling
- Support Groups – Support Group Co-Ordinator
- Specialist Movement Disorder Neurologists
- Verified providers of Allied Health Services
- Parkinson's Clinics
- Community-based Parkinson's Specialist Nurses
- National Disability Insurance Scheme Advocacy
- National Disability Insurance Scheme Support Coordination



Other enquiries handled by the HealthLine include

- Parkinson's and employment – for both the employee and employer
- Travel insurance
- Holiday planning
- Accommodation
- Disability Pension
- Aged Care placement
- Aged Care Assessment
- Parkinson's research
- Planning hospital stays



Information packs the HealthLine can provide:

- Parkinson's Information Packs
- Newly Diagnosed Parkinson's Packs (available in both hard copy and digital formats)
- Parkinson's Medication Information
- Parkinson's Symptom Management
- Information on Advanced Therapies
- Information on Assistive Devices



Support Groups revive following COVID lockdowns

During the latter half of 2021-22, Support Groups were excited to emerge from lockdowns and resume face-to-face meetings.

Support Group participants gained a new appreciation of the value of being involved in a peer support program to form social connections and learn about local services and supports after being in isolation.

There has been ongoing focus on re-engaging with previous and returning Support Group participants and recruiting new participants.

Support Groups promote themselves in their local communities through fundraising activities (including Step Up for Parkinson's), fliers, community radio and community newspapers.

Parkinson's Community Heroes Awards

One such promotional opportunity was the Parkinson's Community Heroes Awards program, which ran for the second time this past year. This program involves Groups choosing a Parkinson's-friendly citizen or organisation from within its community to honour with a certificate and public recognition.

The 12 Support Groups which took advantage of this opportunity to generate publicity in their communities over the past year were:

- ✔ Ashfield
- ✔ Chinatown Bilingual
- ✔ Kiama
- ✔ Macarthur
- ✔ Nepean/Blue Mountains
- ✔ Southern Highlands
- ✔ Blacktown
- ✔ Coffs Harbour
- ✔ Lismore
- ✔ Narrabri
- ✔ Port Macquarie
- ✔ Tweed Heads

Leadership Team Visits to Support Groups

Parkinson's NSW Leadership Team members made more than 50 visits to Support Groups across NSW during the past year. In addition, our community-based Parkinson's Specialist Nurses attended 80 percent of the Support Group meetings held in their regions.

As of the end of the fiscal year, there were 44 functioning Support Groups including:

- ✔ Four Groups specifically for people living with Young Onset Parkinson's
- ✔ Fifteen Groups for caregivers
- ✔ Two for men living with Parkinson's
- ✔ One for women living with Parkinson's

In addition there are four Facebook Parkinson's communities:

- ✔ Support Group Online Community
- ✔ Support Group Leaders' Community
- ✔ Carers Online
- ✔ Young Onset Parkinson's Community

Online information sessions

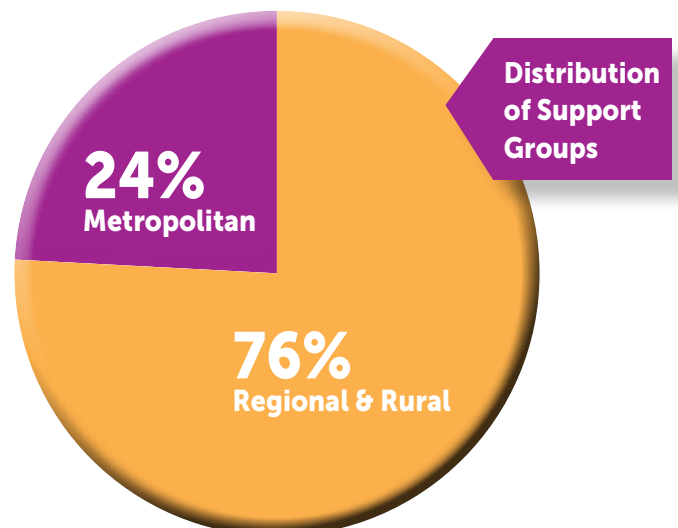
While Support Groups have resumed face-to-face meetings, Parkinson's NSW also remains in touch with participants in online information sessions. These sessions are open to anyone who would like to attend.

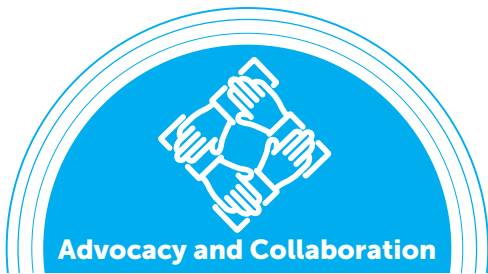


1,797 participants in **75** online information sessions

During the past year we hosted 75 online information sessions which were attended by 1,797 Support Group participants. The sessions covered a wide range of popular topics from allied health professionals, including:

- ✔ Carer Chat
- ✔ Young Onset – NDIS Support Coordination
- ✔ Deep Brain Stimulation and other Advanced Therapies
- ✔ Let's Talk Parkinson's (previously named InfoLine sessions)
- ✔ Fatigue
- ✔ Freezing of gait
- ✔ Medication review and management
- ✔ Oral care
- ✔ Sleep
- ✔ Anxiety & depression
- ✔ Constipation
- ✔ Pelvic floor and continence issues





Outreach through advocacy and collaboration

Over the past year, Parkinson's NSW was twice invited to participate in information evenings at Parliament House. The receptions were attended by MPs and their advisors from across the political spectrum and featured speeches from the Chair and CEO of Parkinson's NSW.

“The latest research tells us that there are already 69,600 people living with Parkinson's in New South Wales. If you add in caregivers and immediate family that brings the total of people affected by Parkinson's in some way to more than 200,000... and most of them are voters!”

“Parkinson's presents a major public health challenge that can't be ignored.”

Extract from speech to parliamentarians by Parkinson's NSW Chair, Margaret Scott

Mailing campaigns addressed every MP in NSW along with the State and Federal Health Ministers, requesting recurrent funding for the delivery of services to the Parkinson's community.

This is a priority because almost 90 percent of funding for Parkinson's NSW activities currently comes from fundraising. This is not sustainable.

Co-funded Parkinson's Specialist Nurses

There has been ongoing advocacy to the management of Local Health Districts (LHDs) across NSW where nurses are not yet placed. Our most recent success was the placement of a co-funded nurse based in Goulburn, within the Southern NSW LHD.

Advocacy with Support Groups

Parkinson's NSW encourages all Support Groups to engage in joint advocacy at their local level to raise the profile of Parkinson's in the community and enlist the support of MPs to make submissions to key Ministers.

A video message from the Chair on World Parkinson's Day was distributed via social media to raise the profile of the Parkinson's community across NSW.

Over the past fiscal year, Parkinson's NSW has also made formal written submissions to Government inquiries into:

- U The National Disability Insurance Scheme
- U Aged Care Quality and Safety
- U Regional, Rural and Remote Health

Nursing outreach

Community-based Parkinson's Specialist Nurses provide extensive outreach within their areas of operation to build collaborative relationships with local Support Groups and healthcare providers. Over the past year, these initiatives have included:

- U Working with Local Health Districts to establish nurse-led clinics enabling easier access to services for patients in regional and rural areas
- U Working with local hospitals on guidelines for assessment of Parkinson's patients
- U Liaising with Aged Care facilities to set up telehealth consultations with neurologists
- U Regional telehealth initiatives in partnership with Sydney hospitals
- U Planning for device-assisted therapies in Local Health District hospitals





Fundraising influences 12,000 individuals

While fundraising revenue was lower than budgeted due to the economic impacts of the COVID pandemic, Parkinson's NSW continued a high tempo of fundraising activities throughout the 2021-22 fiscal year.

During the reporting period under review, we garnered support from more than 12,000 individuals, companies, and foundations – together making nearly 21,000 financial transactions.

This resulted in a total of \$3,632,907 being raised to support the service delivery of Parkinson's NSW. This includes a one-off grant of \$650,000 from NSW Health to facilitate the development of an online education module and client database.



Regular Giving

Of these supporters **1,032** individuals have been regular givers – they have made **8,903** transactions valued at **\$243,341**.



Bequests

During the year we benefited from multiple bequests totalling **\$1,031,161**. We acknowledge the generosity of the following:

- ✓ Estate of the Late Grace Margaret Mason
- ✓ Estate of the Late Peter Lloyd Binnie
- ✓ Estate of the Late Leo De Bernardo
- ✓ Estate of the Late Colin George Eccles
- ✓ Estate of the Late Ruby Mavis Errington
- ✓ Estate of the Late Colleen Ferguson
- ✓ Estate of the Late Florence Josephine Fletcher
- ✓ Estate of the Late Otmar Leicht
- ✓ Estate of the Late John Charles Lonergan
- ✓ Estate of the Late Peter O'Shannessy
- ✓ Estate of the Late Josephine Simelius

We are also thankful for an Estate Trust Gift from the Keven Williams Trust.

Lottery

We first trialed a fundraising lottery in fiscal 2020-21. Since then, three lotteries have been held in the reporting period. They were supported by **6,147** people with **8774** transactions which raised **\$279,695**.

Community fundraising

Special thanks are due to Dean Laws & the Dean Team – Community fundraisers who have raised more than **\$100,000** through a series of fundraising events since fiscal 2020-21.

“ I have lived with Parkinson's disease since 2013. I have been training for and running marathons to raise money for Parkinson's NSW ever since.

Parkinson's is relentless – every second of every minute of every day, day and night; it just never stops. So I keep running for the cause. ”

Dean Laws



Parkinson's Specialist Nurse services continued to grow

Parkinson's Specialist Nurses provide clinical leadership and nursing care by:

- ✓ Providing professional person-centred care and support through clinics, home visits and telemedicine
- ✓ Undertaking medical assessments, developing medical plans, and liaising with GPs and Neurologists
- ✓ Connecting people living with Parkinson's with Allied Health
- ✓ Providing peer contact and community access for people who may not have the confidence to participate
- ✓ Ongoing research opportunities including palliative care, advanced therapies, and non-motor symptoms management
- ✓ Providing clinical leadership to other Parkinson's Nurses

New nurse appointed in Goulburn

In the final quarter of 2021-22, a new Parkinson's Specialist Nurse was appointed in Goulburn within the Southern NSW Local Health District. Lauren Hogan supports the Goulburn, Yass and Crookwell areas.

This appointment brings the total Parkinson's Specialist Nurse resources to 5.5 Full Time Equivalent (FTE) staff – a year-to-year increase of 0.9 FTE.

The other nurses are based in Coffs Harbour, Port Macquarie, the Tweed region, Hornsby, and the Shoalhaven region.

During the year in review, these nurses had 2,782 patients on their lists, including 550 new patients.



Nurses make 784 home visits

They conducted 552 nurse-patient consultations in hospitals and clinics, as well as making 784 home visits and participating in 228 neurological consultations.

Our nurses also supported 710 device-assisted therapies including Deep Brain Stimulation (DBS) and Duodopa and Apomorphine.

They were also very mobile, covering 36,700 kilometres of travel over the year in support of their Parkinson's communities.

The Telehealth program piloted with St Vincent's Hospital two years ago has continued to flourish. It now involves three Sydney hospitals and one regional hospital. Nurses participated in 79 telehealth consultations during the year.



784 home visits



552 clinical consultations



228 Neurological consultations



36,700 kilometers travelled



Education team continues to innovate

During 2021-22, a grant from the NSW Government enabled the Parkinson's NSW Education team to work with the internal Education Advisory Committee and Wavelength (an innovative learning solutions company) to develop two interactive, online education modules.

These were launched in March 2022 at Parliament House, Sydney.

Module 1: Introduction to Parkinson's and Module 2: Parkinson's in Aged Care are accessible via the Parkinson's NSW web site Education page.

They provide a detailed overview of Parkinson's and will inform health professionals involved in the care of people living with Parkinson's. An exercise module is also in development.

Once COVID restrictions were relaxed in October 2021, Parkinson's NSW started to prepare for a resumption of face-to-face delivery of information and education.

Newly Diagnosed Seminars

Two Newly Diagnosed Seminars were held over two days in December 2021 at North Ryde. These seminars are held in small groups limited to 14 people, providing opportunities for interaction between participants in a personal setting.

Speakers included staff from Parkinson's NSW and external health providers who provided important information to enable participants to understand more about Parkinson's – and how they can benefit from medication and treatments, the benefits of exercise and speech therapy, and social connections to help them live well.

Information Seminars

The organisation also delivered three Information Seminars for consumers in Bathurst, Tamworth, and Wollongong in the first half of 2022. Over 200 people attended the seminars including people living with Parkinson's, caregivers, and Allied Health professionals.

Feedback from the participants was positive with many enjoying being able to see and talk to people face-to-face after the isolation of the last two years while learning more about medications and new treatments.

General Practitioner Seminars

Parkinson's NSW also partnered with pharmaceutical companies to hold three General Practitioner seminars in Orange with Dr Rami Haddad, Tamworth with Dr Stephen Duma, and Wollongong with Dr Shoab Dal – all neurologists with a special interest in Parkinson's who discussed new treatments. These seminars were attended by General Practitioners, Allied Health professionals, and Geriatricians.



Counselling eases community concerns

During the year under review, the Counselling team remained at 1.5 Full Time Equivalent (FTE) professionals working across three locations in Sydney – War Memorial Hospital, Wolper Jewish Hospital and Parkinson’s NSW headquarters in North Ryde.

In the latter half of the year, people living with Parkinson’s, their caregivers and families were still in the process of emerging from lockdowns and voluntary withdrawals from social situations.

Therefore it is not surprising that the number of counselling sessions conducted by phone and video applications such as Zoom, Skype and FaceTime remained high over the year.



60 individual face-to-face counselling sessions



501 telephone counselling sessions



298 Skype and FaceTime counselling sessions

Year	Face to Face Sessions	Telephone sessions	Video sessions	Support Group Meetings
2020-2021	190	575	146	68
2021-2022	60	501	298	190

Including telephone follow-ups on individuals’ welfare there were 1,096 individual counselling sessions conducted during the year. This represents a 20 percent growth year-to-year.

In addition, Counsellors participated in 190 Support Group meetings. Questions raised at Group meetings included:

- u How do I cope with my anxiety?
- u My husband has been having terrible dreams which he wakes up from and wakes me. How do I deal with this?
- u I’m so frustrated that my husband/wife forgets to do the simplest things around the house. What can I do to get through to him/her?
- u How do I manage my guilt when I want to go out and leave my partner at home?
- u Am I a bad person for thinking of leaving my partner who has PD?

Common issues raised in individual counselling sessions included:

- u Anxiety, fear, and depression about the impact of COVID
- u Anxiety over loss of income
- u Partners adjusting to the role of carer
- u Grief around the loss of an equal partner
- u Anticipated grief and loss around putting a partner into aged care
- u Anxiety in observing changes in partner as Parkinson’s progresses
- u Anxiety around the loss of cognitive function, memory loss, slowness in thinking, tiredness, and inability to focus that comes with Parkinson’s
- u Carer burnout



Growth in NDIS Support Coordination and Advocacy

The NDIS Support Coordination team has increased its client base by 1200% over the past two fiscal years.

During 2020-21, our Parkinson's NDIS Advocate guided 114 people aged under 65 and living with Parkinson's through the complexities of applying for NDIS funding. During the year under review, that number increased to 200 new applications in addition to 250 people already assisted to gain NDIS support.



95% of NDIS participants have Occupational Therapy, Physiotherapy, Speech Therapy, and Domestic Assistance included in their packages.



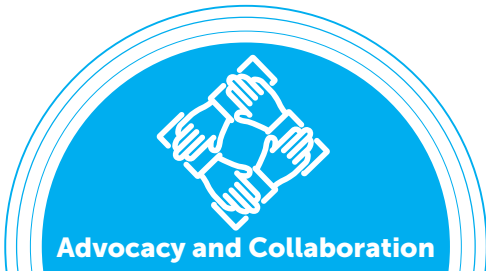
80% of participants have Exercise Physiology and specialised Parkinson's exercise programs included in their NDIS packages



85% of participants have assistance with transport included in their NDIS packages

Maitland Support Group presented a Community Hero Award to Walka Grange Lifestyle Village





Digital & Marketing team supports fundraising and advocacy

The key roles of the Digital & Marketing team over the past year have been to:

- Support fundraising
- Support advocacy for Government funding to help the organisation build greater sustainability
- Continue to keep the Parkinson's community informed about COVID-19 as the State navigated its way out of restrictions and lockdowns and provided vaccination advice
- Strengthen connections while people were socially isolated and unable to access their usual peer support via in-person Support Group meetings
- Keep the NSW Parkinson's community informed on the latest developments and breakthroughs around the disease, along with tips on living well with Parkinson's, diet, medications, and symptom management

Publications

Delivery of the monthly *InTouch* newsletter for Support Group participants was refined during the year to include monthly Electronic Direct Mail (EDM) distribution, supplemented by another electronic bulletin distributed on an as-required basis.

The *Stand by Me* magazine continued on its quarterly schedule during the year, delivered both as an EDM and in a limited hard copy print run.

The Parkinson's NSW web site was also revamped over the past year to make content clearer and more accessible to users of all levels of comfort with technology.

The web site experience was improved for mobile device users which saw a 121 percent increase in website engagement levels along with an almost doubling of the number of web pages viewed on mobile.

The refreshed web site saw a 126 percent increase in new visitors while attracting more than half a million unique page views.

Digital communications flourished during the year, with a 244 percent growth in email subscriptions with a retention rate of 96 percent.

Social media channels continued to grow and engage with a cross-section of opinion leaders, influencers, and the community. We reached 813,000 more people via social media channels.



More than **560,000** unique website page views



More than **813,000** people reached across our social media channels



69,270 minutes of video views

50/50 Online Raffle

Building on the success of previous years, the Digital & Marketing team ran three more 50/50 Online Raffles during 2021-22 with total cash 'pots' of \$30,000.

50/50 Online Raffle tickets were sold through a secure, purpose-built web site at \$10 each and the 'pot' for each raffle was split equally between the winner and Parkinson's NSW.

Step up for Parkinson's campaign

The *Step up for Parkinson's* fundraising campaign took place throughout May during the year under review. Participants were able to nominate who inspired them to raise funds and choose their level and type of activity to attract donations as they reached their targets.

The campaign raised \$125,135 to fund services for the NSW Parkinson's community. It also brought together friends, family, pets, and communities – and encouraged a healthy and active lifestyle.

A total of 241 people registered for the fundraiser and they attracted 1,634 donations. Several Support Groups entered as teams including Blacktown, Calvary Kogarah, Chatswood, Newcastle, Port Macquarie, and St George Sutherland.

The Campaign also included a digital honour wall that allowed participants to share why they were taking part in *Step Up for Parkinson's*.

Parkinson's NSW Board



Chair – Margaret Scott

Margaret Scott was appointed to the Board of Parkinson's NSW in November 2019 and Chair in February 2021. She has more than 30 years of experience in senior fundraising roles for a variety of health and disability related not-for-profit organisations. In addition, she has operated her own business as a fundraising consultant since 2013.



Deputy Chair – Steve Schiemer

Steve Schiemer was elected to the Board of Parkinson's NSW in October 2018. He is a fitness instructor and entrepreneur who is living with Parkinson's.

In addition to experiencing Parkinson's himself, Steve runs tailored fitness programs for other people living with the condition.



Director – Graeme Cartwright

Graeme Cartwright, an expert in finance and governance, was appointed as a Non-Executive Director to the Board of Parkinson's NSW in February 2022.

Graeme has over 20 years of experience in managing Australian share portfolios for industry super funds and governments. He has expertise in finance, governance, compliance, and audit.



Director – Janina Jancu

Janina Jancu was appointed to the Board of Parkinson's NSW in November 2019. She has more than 30 years of experience as a senior executive in the not-for-profit, government, and corporate sectors.

A qualified lawyer, Janina brings extensive experience in the areas of finance, risk management and corporate governance.



Director – Nicole Schleicher

Nicole Schleicher was appointed to the Board of Parkinson's NSW in November 2019. She has more than 20 years of experience in key roles within the not-for-profit sector.

Nicole has held program development, operational and policy management roles with The Smith Family, Baptist Community Services NSW, Wesley Mission, and The Benevolent Society. She is currently General Manager of National Services for RedKite.



Director – Rachel Tanny

Rachel Tanny was appointed to the Board of Parkinson's NSW in November 2021. She brings a deep understanding of both the aged care industry in Australia as it currently stands and insight into forthcoming changes.

Rachel holds a Diploma of Business Governance from the Institute of Community Directors Australia as well as a Juris Doctor from the University of Richmond.



Director - Roy Wakelin-King AM

Roy Wakelin-King is a passionate and committed leader who has held very senior positions across a range of government, private sector, and not-for-profit organisations.

Roy has extensive experience in executive leadership, with a highly successful career in transport and logistics, delivering multi-billion-dollar services and infrastructure programs, particularly for communities in regional NSW.

Board Meeting attendance record 2021/2022:

Name	July 21	Aug	Oct	Nov	AGM	Feb 22	Mar	May
Janina Jancu	✓	✓	✓	✓	✓	✓	✓	✓
Steve Schiemer	✓	✓	✓	✓	✓	✓	✓	✓
Nicole Schleicher	✓	✓	✓	✓	✓	✓	Approved Leave	✓
Margaret Scott	✓	✓	✓	✓	✓	✓	✓	✓
David Veness	✓	✓	✓	✓	✓	N/A	N/A	N/A
The Hon John Watkins AM	N/A	✓	✓	✓	✓	✓	✓	✓
Roy Wakelin-King AM	N/A	N/A	N/A	N/A	N/A	✓	✓	✓
Rachel Tanny	N/A	N/A	N/A	N/A	N/A	✓	✓	✓
Graeme Cartwright	N/A	N/A	N/A	N/A	N/A	N/A	✓	✓

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