

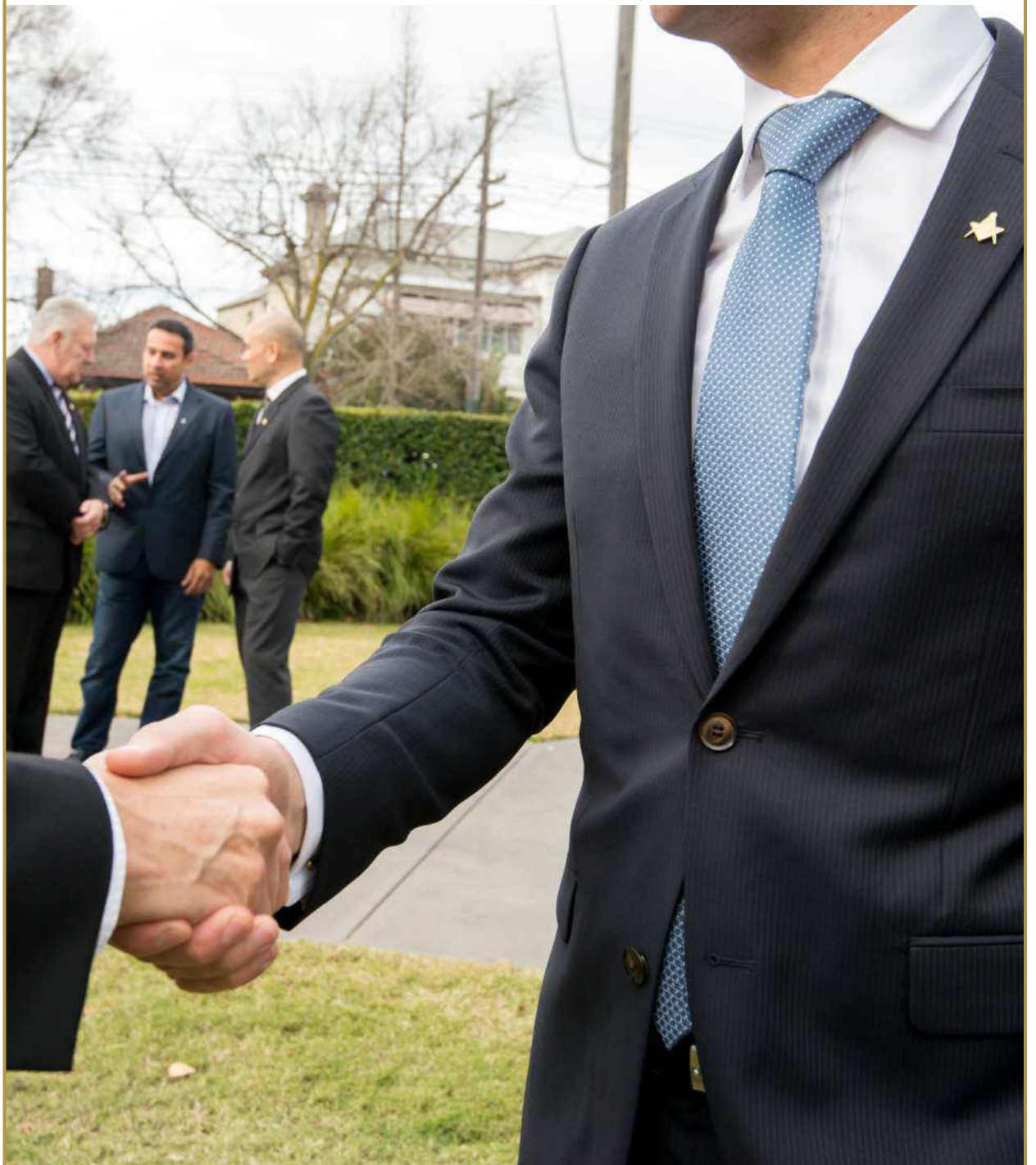
YEAR IN REVIEW

FMV

FREEMASONS VICTORIA

ANNUAL REPORT 2016 - 2017

THE UNITED GRAND LODGE OF ANTIENT, FREE AND ACCEPTED MASONS OF VICTORIA



Good men, supporting each other, their families and the community.

FMV | What We Stand For

Our Vision:
Freemasons Victoria will be recognised and respected as an organisation of good men who support each other, their families and the community.

Our Mission:
To be a meaningful and relevant organisation in the twenty-first century that empowers Lodges, members and the community by providing leadership, guidance and administrative support systems to ensure the perpetuity of Freemasonry in this State.

Our Principles

Masonic teaching is at the heart of Freemasons Victoria. Teaching is based on brotherly love, relief and truth and is enabled through ceremonial structure and a network of Lodges that reinforce these values and stimulate care, trust, empathy, respect, fellowships, networking, support and a generous community of compassion in which diversity is embraced.

Our Values

	Responsiveness <ul style="list-style-type: none"> • Providing honest, impartial and timely advice • Providing high quality services to our membership and the Victorian community • Identifying and promoting best practice
	Integrity <ul style="list-style-type: none"> • Being honest, open and transparent in our dealings • Using powers responsibly • Reporting improper conduct • Avoiding any real or apparent conflicts of interest • Striving to earn and sustain public trust of a high level
	Impartiality <ul style="list-style-type: none"> • Making decisions and providing advice on merit • Acting fairly and objectively • Implementing our policies and programs equitably
	Accountability <ul style="list-style-type: none"> • Working to clear objectives in a transparent manner • Owning problems by seeking solutions • Accepting responsibility for our decisions and actions • Seeking to achieve best use of resources • Submitting ourselves to appropriate scrutiny
	Respect <ul style="list-style-type: none"> • Treating others fairly and objectively • Resolving conflicts fairly and moving forward • Ensuring freedom from discrimination, harassment and bullying • Using views to improve outcomes on an ongoing basis
	Human Rights <ul style="list-style-type: none"> • Making decisions and providing advice consistent with human rights • Actively implementing, promoting and supporting human rights • Actively enabling care, compassion, dignity and pride
	Leadership <ul style="list-style-type: none"> • Demonstrating leadership by behaving professionally and actively implementing, promoting and supporting these values



CONTENTS

YEAR IN REVIEW 2016 - 2017

- 2 What We Stand For
- 4 An Organisation for Today's Man
- 5 Message from the Grand Master
- 6 Members of the Board of General Purposes
- 7 Message from the President of the Board of General Purposes
- 8 Executive Team
- 9 Message from the Chief Executive Officer
- 10 Setting our Five Strategic Objectives
- 12 Making the Difference
- 14 Property Portfolio
- 16 Governance
- 20 The Financial Year in Review
- 22 Reason to Engage
- 23 Our Supporters

YEAR IN REVIEW 2016 - 2017
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We invite your comments and feedback on our annual report — we aim to make this publication as interesting and appealing to our audience as possible. If you have any constructive feedback or comments on how we can improve your reading experience, please get in touch. Please keep your comments respectful and in line with the values of our organisation.

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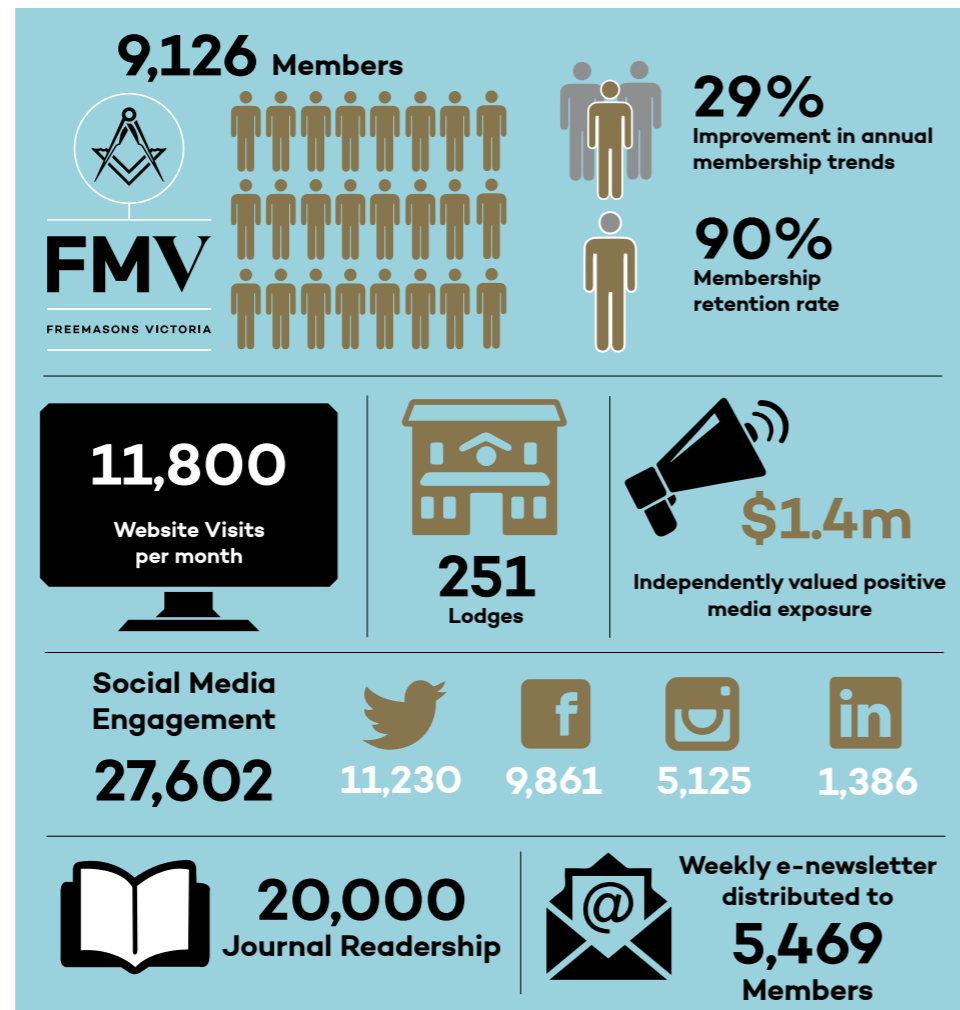

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FMV | An Organisation for Today's Man

The new FMV is Future-focused, Modern and Visible and most importantly an organisation of good men supporting each other, their families and the community.

The past year has been transformative for Freemasons Victoria. Supported by our members, we have asked difficult questions about our relevance to modern life. We have explored what it means to be a Freemason today, challenged our own and the community's perceptions of Freemasonry and determined that FMV should be a recognised "Third Place" where good men gather, share, lead and give back. Freemasons Victoria is committed to being an organisation for "Today's Man". We have built our own image of Today's Man in all his diversity, from all backgrounds, all ages and life stages. We know him as a good man with an open and enquiring mind, who respects experience, seeks wisdom, has the courage of his convictions and is a force for change. Our challenge – to ourselves, to our Lodges and to each of our members – is to be the change we want to see.

Reaching Out



Message from the Grand Master

Brethren. What a year we have shared. Let us take a moment to reflect on the journey so far.

We have crafted a new Strategic Plan and Vision for 2025, based on consultation, research and analysis, and we are forging a new future for Freemasons Victoria.

As is the norm with radical change, this has been a period of turbulence. Be assured that we have set a course that gives us optimism that our grandchildren and theirs will be able to enjoy the experience we have cherished.

In my travels across the State, I have urged our Lodges and our members to come on this journey with us. Our leadership is aligned, agile and accountable.

I urge you to stand with us, to stand together, to deliver the visionary Strategic Plan that you have set.

I extend my sincere thanks to my Grand Lodge Ceremonial Team, the Board of General Purposes, Committees and Volunteer Action Teams, volunteers, members and staff, and to our partners and families who have all contributed significantly to the impressive results we share in this, our very first published Annual Report of the new FMV.

MWBro. Don Reynolds, Grand Master

Progress is impossible without change, and those who cannot change their minds cannot change anything.

George Bernard Shaw



Freemasonry is a well-established and honourable fraternity. Its members have a strong sense of values and principles, which encourage them to provide social, benevolent, intellectual and moral guidance for the benefit of each other and their families. Through individual Lodges, Freemasonry conducts a number of ceremonies to new and existing members which are designed to reinforce these values, stimulate thinking and develop self-awareness. Lodges also provide fellowship, counselling, mentoring, friendship and tolerance with a philanthropic and community orientation. We are an organisation of good men, supporting each other, our families and the community.

MWBro. Don Reynolds, Grand Master

FMV Leadership

Members of the Board of General Purposes

6

The humble man makes room for progress, the proud man believes he is already there.

Ed Parker



DON REYNOLDS

Grand Master
Appointed Board Member since 2014
Don is a Developer and Semi-Retired



KEITH MURRAY

BSc, MRICS, AREIV, Licensed Estate Agent
Deputy Grand Master
Appointed Board Member since 2016, Elected from 2009-2015, President 2015-2016
Keith is a Property Consultant



CRAIG HEAD

M Bus (Acc), B Bus (Acc), CPA, FIPA, FFA MAICD
Vice President of the Board of General Purposes
Elected Board Member since 2015
Craig is Chief Financial Officer at Form 700 Group Pty Ltd and Director at Royal Freemasons Ltd



PETER W. ATKIN

MSc (Applied Math), BSc (Psych), BA (Phil), Member AIM, Member AITD, Senior Member ISA, Member IICA
Elected Board Member since 2014
Peter is Managing Director at PWA Group Pty Ltd



PETER CLARK

Elected Board Member since 2013
Peter is a retired Civil Engineering Design Manager for a Chemical Engineering Company, Uhde Shedden Pty Ltd



MATTEO DONATO

PhD, MComm, MBA, DipEng (Civil), AFAM
Elected Board Member since 2015
Dr. Matteo Donato is a Teaching Scholar at Deakin University



GARRY JAMES

BComm, CPA, ICAANZ
Grand Treasurer
Appointed Board Member since 2015
Garry is a Principal in the Chartered Accountants Firm, Kidmans Partners Pty Ltd.



BILL KEE

LL.B. (Bachelor of Laws)
Grand Registrar
Appointed Board Member since 2014, Appointed from 2005-2007, Elected from 2011-2014
Bill is a Legal Practitioner



CHRYS KYPREOS

AMFAA, Dip. Mortgage Lending, Licensed Estate Agent
Elected Board Member since 2017
Chrys is Managing Director at Ideal Finance Pty Ltd

Message from the President of the Board of General Purposes



RICHARD ELKINGTON

President of the Board of General Purposes
Elected Board Member since 2016
Richard is an Engineer, Director of East Gippsland Water, and Gippsland Ports, Chairman of both Fuel Plus International and Regional Development Australia, Gippsland

In this most productive year, your Board has navigated a course to achieve a 2025 vision to ensure that Freemasons Victoria remains a relevant institution.

The Board resolved to adopt the recommendations of the Structure and Operational Effectiveness Review and implement a significant change management project. Our engagement of an outstanding candidate as our new Chief Executive Officer, Jane Sydenham-Clarke, has resulted in a renewed policy and procedures framework, a contemporary organisational structure and embedded robust Strategic Planning processes.

We have committed to increased levels of transparency and openness and enabled unprecedented levels of member communication through more regular weekly e-newsletters, use of webinars and road shows across the State.

We have seen increased confidence in our approach to financial and property management confirmed by our auditors KPMG with respect to our pleasing financial result.

We have valued the close relationship with Grand Mark and Supreme Grand Chapter and our close ties with those bodies, and continued our support for all Masonic related Orders and Degrees.

My thanks to the members of the Board of General Purposes and in particular Vice President Craig Head. I warmly welcome new Board members Harry Pitaro, Chrys Kypreos and Michael Maher, and acknowledge the valued contribution of Bill Hayes, who as a recently retired Board Member continues to support us in various significant ways.

I am grateful to the many members of Committees and Volunteer Action Teams, our diverse membership and families and our community partners.

In particular, on behalf of the Board, I extend appreciation to the hard working FMV staff team, who have done us proud this year.

It is with great pleasure that I commend to you our very first Freemasons Victoria published Annual Report!

Richard Elkington, President of the Board of General Purposes



MICHAEL MAHER

Dip Human Resources, Dip Adv. Japanese, MAIIA
Elected Board Member since 2017
Michael is the Founder and CEO of Aged Care Development Network and SureComply



HARRY PITARO

B Bus (Marketing), Certificate (Logistics)
Elected Board Member since 2017
Harry is Principal at David Glass Co. Pty Ltd



FOTIOS SPIRIDONOS

BEng (Civil), MEngSc (Transport Planning), CMILT, MITE, MAITPM
Elected Board Member since 2011
Fotios is Manager of Campus Access and Transport at Monash University

7

FMV Leadership

Executive Team

8

A year ago Freemasons Victoria was confronted by challenges of sustainability and renewal. Since then, our members have boldly set us on a new course, to rebuild relevance and significance for Today's Man, his family and community. In the context of the Strategic Plan, our Executive Team is responsible for leading the delivery of the Operations Plan and outcomes defined as indicators of success.



DAYNE CARMICHAEL

B Bus

Manager, Property since April 2010

Dayne is responsible for Freemasons Victoria's property portfolio, where he manages the day to-day operations of properties and construction projects. A senior property executive with 15 years' experience in building operations and project management, Dayne has expertise in complex projects with multiple stakeholder interests including design, planning, project feasibility and management.



CHRISTINA CHIA

MBA, B Bus (Marketing and HRM), FIML, MAICD, FACHSM

Head of Marketing since May 2017

Christina is responsible for the marketing, communications and partnership strategies at Freemasons Victoria. She comes to FMV following a four year appointment as the Executive Officer at Royal Freemasons. An advocate for multiculturalism and social change, Christina serves on a number of Boards and is President of the Rotary Club of Manningham and Chair of the organising committee of Cooking For Charity Inc.



BRUCE COWIE

B Bus

Grand Secretary since March 2017

Bruce is responsible for providing Masonic advice, guidance and counsel across all FMV's portfolios; he advises the Grand Master, Senior Grand Officers and the CEO on matters related to the Constitutions and the practice of Freemasonry. Prior to FMV, Bruce was the Executive Officer at CHAMAR. Bruce's skills include leadership, management, risk, business analysis, training and banking.



ANDREW POWER

DCH, NLPMP, DipClinHyp, DipLC, NGH, AACHP

Head of Membership since January 2017

Initially the Marketing Manager, Andrew moved to the Head of Membership in January 2017, where he is responsible for innovative projects, member support systems, the member experience and delivery of the member value proposition. As a Board Director for the Australian Autism Association, Andrew is committed to the ongoing support and greater social awareness, compassion, and understanding.



FRANK WARNER

B Bus, FCA, MAICD

Manager, Corporate Services since February 2017

Frank leads the Finance, HR, IT, governance services and support for FMV, bringing diverse commercial experience across professional services in the private, government and not-for-profit sectors. He holds several Board positions including Treasurer/Secretary of Arts Project Australia.

Message from the Chief Executive Officer

The 2017-2025 Strategic Plan is evidence based and will be objectively evaluated. It will involve doing things differently, innovating and piloting new ideas. It will also involve protecting all that must be retained; there is so much in our history and heritage that we must treasure and protect. I acknowledge the contribution of so many who created the platforms from which we work, and in particular that of my predecessor, Peter Henshall, and I wish him happiness in his retirement.

A successful future depends on our open mindedness, engagement and support. I ask that you come with us, agile, aligned and accountable, that you play your role in creating a sustainable future for Freemasons Victoria.

For what has been an enlightening, inspiring and character building journey so far, I express my deepest appreciation to Richard Elkington President Board of General Purposes, Don Reynolds Grand Master, Keith Murray Deputy Grand Master and Board members for your generosity, courage and wisdom.

To the hard working staff of Freemasons Victoria, I salute your efforts and dedicate the spirit of this Annual Report to you in appreciation for the significance of your collective achievements.

Jane Sydenham-Clarke, Chief Executive Officer



JANE SYDENHAM-CLARKE

MA Comms, BA (Hons First Class), Fellow Leadership Victoria, GAICD

Chief Executive Officer since September 2016

Jane is accountable for the delivery of the strategic and operational plans for Freemasons Victoria.

The leader of award winning teams at Federation Square and the Southgate Arts and Leisure Precinct, Jane has particular interest in building communities through innovative engagement and communications.

Jane's many community contributions have included Chair of Health Issues Centre and Committee of Management Centre for Grief Education. She is the current Deputy Chair of the Victorian Tourism Awards Judges panel and national panellist.

Necessity is the mother of invention.

Plato

9

FMV Setting our Five Strategic Objectives

The data we have gathered around Today's Man has helped to identify how we can meet his needs.

#1 - Building the Brand for Today's Man

Planning for Freemasons Victoria's long-term future has been the core business this year, and in order to plan effectively, we first needed to know the views and aspirations of our current and future members. We enlisted market expertise, undertook literature reviews, focus groups and extensive member surveys to gather the data to inform our way forward.

We learnt that:

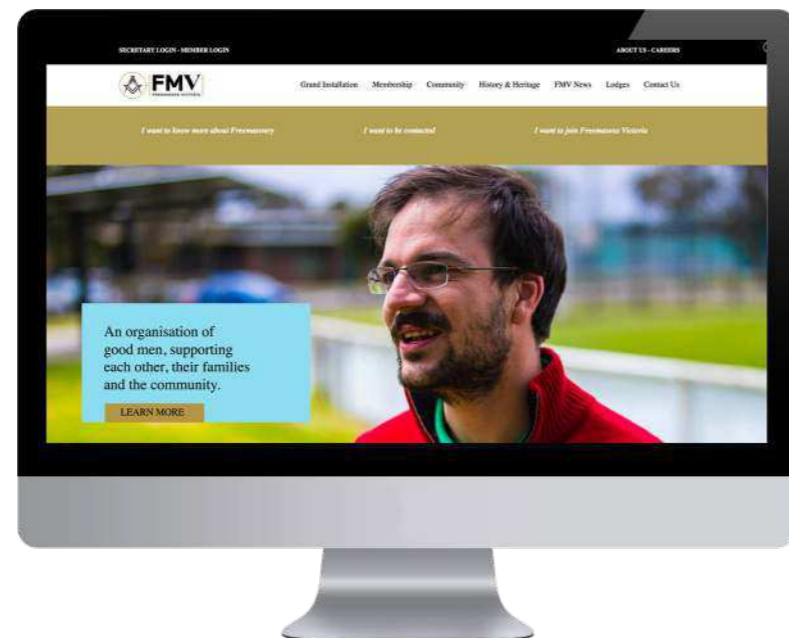
- FMV's values resonate with Today's Man BUT our current brand does not
- Our history and tradition is highly valued BUT our members want to modernise Lodge meetings to suit Today's Man
- We are diverse and inclusive BUT the public perception is that we are disconnected and secretive

The data showed us we must focus on:

<p>AWARENESS</p> <p>Need to build the brand, connect with relatives of Freemasons and engage women as influential decision makers in households.</p>	<p>THIRD PLACE</p> <p>Social connections naturally happen at home and at work, however for optimum health and well-being they also need to occur in a 'Third Place'.</p>	<p>AFFILIATION</p> <p>Men find it easier to make connections when they feel an affiliation with a group, understand its purpose and the outcome it will deliver to them.</p>	<p>CONFIDENCE</p> <p>When they feel isolated, men lack confidence to make and seek out important new connections.</p>
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Our new image, informed by these learnings, has been embraced by members and Lodges across the State. Fresh public and members' websites have been established and are exceeding our projections, with around 11,800 visits per month. The Weekly FMV e-newsletter, now reaching 5,469 member email addresses, is the flagship for our communications program, keeping us better connected with our membership and supported by webinars, videos, a helpdesk and strategic outreach consultations.

Media coverage has been elevated with substantial pieces published in the Herald Sun, The Age, local press, and on the ABC and commercial television, while in social media our followers have grown exponentially to 27,602 across Facebook, Twitter, Instagram and LinkedIn.



#2 - Attracting New Members

The Lodge Experience

Supporting our Lodges to become "member ready" has been a priority and through the Membership Volunteer Action Team (VAT) work has begun to improve administration and harmony in Lodges. The Masonic Knowledge VAT is working to improve experiences relating to Ritual and Ceremony, Education, and History and Heritage, while the Works VAT is overseeing the maintenance, improvement and development of our Masonic Centres.

Diversity and Inclusion

Freemasons Victoria is a diverse and inclusive organisation, and throughout the year we have been working to attract new members from our many multicultural communities. A focussed effort is underway with Victoria's Indian, Malaysian and Philippine communities in order to attract new membership.

Involving Partners and Families

Women are increasingly influential in deciding where family members spend their discretionary time and money. Freemasons Victoria has always welcomed partners and families and over the past year has committed to crafting our communications to connect with women decision makers.

Making a Difference

Today's Man wants to make a difference and our data has shown that helping in the community is one of the most highly recognised traits of Freemasonry. Our commitment over the past year has been to raise the philanthropic and active community involvement profile of Freemasons Victoria with members and the public.



#3 - Refining the Member Experience

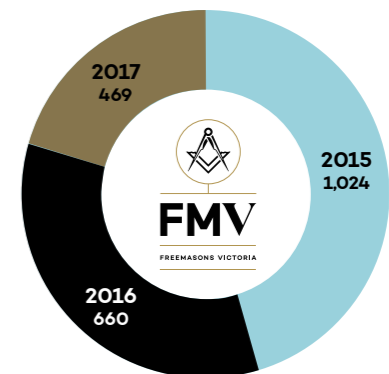
Retaining members has been a key priority and it has been gratifying to see a significant drop in the rate of attrition over the year, noting there was a net loss of 1,024 in 2015, 660 in 2016, and only 469 in 2017.

The reputation in Victoria for ceremonial excellence in our Lodges has been further enhanced this year by the efforts of the **Grand Lodge Ceremonial Team**. This team has been committed to working tirelessly throughout the State and to continuing the obligation to ritual, fellowship and the change program.

Work has been undertaken in developing a refreshed lifelong **Masonic Education** experience and already the new Map 0 (Introduction to Freemasonry) and Map 1 have been launched.

Our history and heritage is showcased through our **Library and Museum Collection** which has enabled engagement, exhibitions and public programs even while in temporary facilities at Royal Freemasons Homes, and behind the scenes much work continues in cataloging, protecting and sharing our precious treasures.

Slowing Annual Membership Reduction



FMV Making the Difference

12



13



#4 - Making the Difference

In partnership with the Freemasons Foundation Victoria Limited, we have supported major community initiatives including Think Pink, Monash Children's Hospital and Australian Prostate Cancer Research. Freemasons Victoria supported the Uncle Bob's collection for the Royal Children's Hospital Good Friday Appeal, Blue Ribbon, The Long Walk, Anzac Day and headspace were also beneficiaries of Freemasons' active involvement.

Lodges have invested in uplifting brotherly love. Men's Health Week focussed on improving physical and mental wellbeing. A suicide prevention campaign was launched at Queen's Hall, Parliament House, and the Grand Master reminded us to take five minutes to listen to a brother in need of support.

Work has been undertaken to reduce exclusions, and better engage with members in the Lodge of Transition to help them find a new Lodge and reconnect with Freemasons Victoria.

#5 - Strengthen the Organisation to Enable Change

The Grand Master describes our current change process as the greatest in the organisation's 128 year history. Constitutional change has enabled us to update our organisation's structure and operations and within this, staffing arrangements have been varied to better deliver the required outcomes. The 2017-2025 Strategic Plan has been confirmed following widespread consultation and analysis with our members and we are now better ready to tackle the challenges ahead. This term has seen our transition into a more agile, aligned and accountable organisation with a more contemporary management arrangement to support both business and Masonic functions.

A comprehensive review of organisational policies and procedures has resulted in a more modern approach and improved efficiencies and effectiveness across our management of risk, finances, records, occupational health and safety, human resources, and information technology, and work is ongoing.

In the vibrant property portfolio, The Eastbourne development is progressing and Bayside is scheduled for completion this year. Major developments are underway in Traralgon, Essendon, and Hamilton. It is pleasing that the essential services inspected in our properties during the year have been independently assessed as 100% compliant.



FMV Property Portfolio

Significant work is underway in our Property portfolio and building projects for the FY2016/17 included:

Traralgon

Development of a new Masonic Centre for the Latrobe Valley, with high visibility and links to the local community along with increased amenity for all members.



Essendon

This project has focused on internal refurbishment with an upgrade of all amenities, inclusion of a disability ramp and rear parking provisions.



Bairnsdale

The Centre, built in 1891, has been sensitively restored in keeping with its Heritage status. The project included upgrading the amenities, all lighting and the replacement of the upper room floor structure.



Hamilton

With care for its iconic status, this building has undergone an internal refurbishment, with major restoration works to the facade.



The Eastbourne (300 Albert Street East Melbourne)

In conjunction with developers, Mirvac, The Eastbourne project is progressing rapidly, with construction programmed for completion by the end of 2019.

Launched to the market in 2016 with 258 apartments for sale at prices truly reflecting the unique location and quality of the project. The dramatic design by leading architects, Bates Smart, excited the market, not only for its exterior but the wonderfully crafted interiors. To date, 235 apartments (91%) have sold and exchanged; an outstanding success.

The Buchan Group have been appointed as architects for the interiors of the organisation's new home situated on the corner of Victoria Parade and Eades Street. Spanning across three levels the new facility will reflect our history and meet our needs going forward.



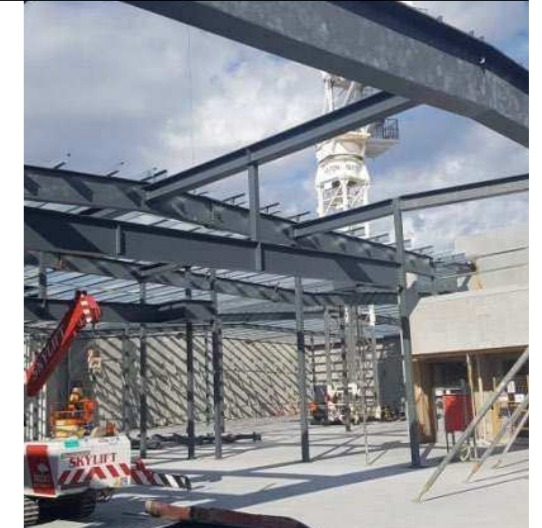
Bayside Masonic Centre

The new Bayside Masonic Centre is well under way with completion due at the end of 2017 and our first meetings to be held in early 2018. Not only as an exemplary home for Bayside Lodges but also a significant investment to generate long term returns for the benefit of the overall organisation.

With great presence fronting the Nepean Highway and highly visible from all points of the compass, the centre will be the dominant landmark of the area, highlighted by a 4m high Square and Compass at the building's highest point. Constructed over four levels, the final building includes as tenancies two showrooms, a 216-place childcare centre and lettable office space.

The Bayside Masonic Centre, on the top floor, comprises three Lodge rooms, a bar/lounge and a banquet room capable of holding 240 people or three rooms of 70 people, all supported by more than 100 car spaces.

The dedication of the centre is scheduled early next year.

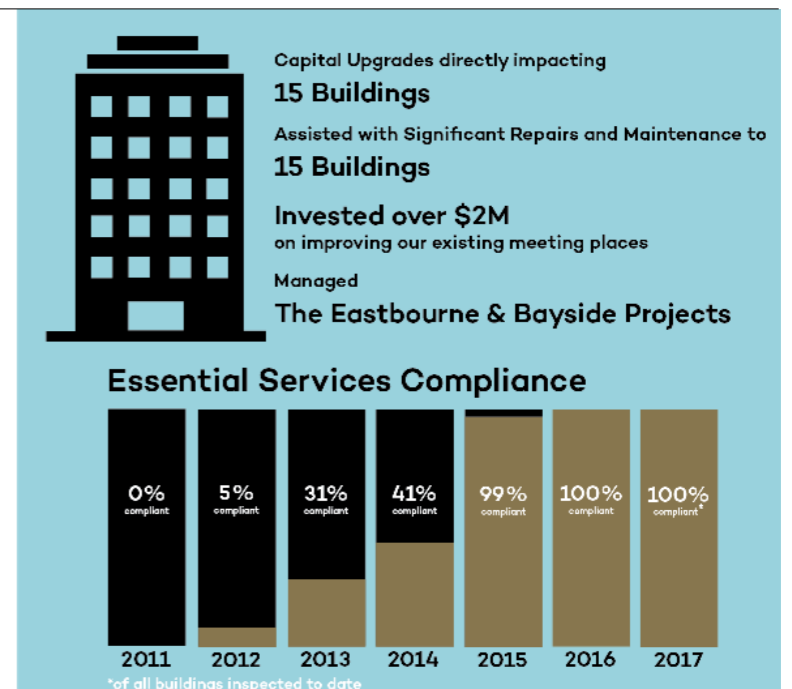


Freemasons Victoria's property portfolio is extensive and throughout the past year we have continued our commitment to our strategic objectives of improving Masonic Buildings.

In the period, we have invested in works to existing buildings and to the construction of new Masonic Centres.

We have sharpened our focus on facilities becoming more income-bearing, and successfully incorporated external tenants in redeveloped facilities, with the prospect of extending this model.

In addition, our risk management practices and essential safety systems within Masonic Centres have resulted in strong safety performance for the period; we remain committed to continuous improvement.



FMV Governance

Looking ahead, we expect to make further enhancements to improve connectivity with and support for members, in ways that are cost-effective and sustainable.

16

Human Resources

To better focus on the goals that have been set by our members, we have reorganised staffing and lines of reporting, redesigned staff roles and included key performance indicators to ensure we are aligned, agile and accountable. A refreshed set of human resource management policies and procedures have been developed providing the framework for managing people and associated risks. Coupled with these initiatives has been the introduction of development plans so that individuals and the organisation as a whole can grow capability from within, as well as stimulate desired behaviours across the organisation. We have also confirmed our key values and introduced a code of conduct for all representatives of Freemasons Victoria.



The FMV Staff Team, From back row, left to right:
Frank Warner, Manager, Corporate Services, **Dayne Carmichael**, Manager, Property, **Andrew Power**, Head of Membership, **Max Broad**, Membership Coordinator, **Graham Berry**, Lodge Support Manager, **Ben Quick**, Manager, Masonic Services, **Christina Chia**, Head of Marketing, **Jennifer Galea**, Finance Manager, **Julia Edwards**, Executive Assistant, **Jillian McAnally**, Receptionist, **Jane Sydenham-Clarke**, Chief Executive Officer, **Bruce Cowie**, Grand Secretary, **Samantha Fabry**, Collections Manager, **Emily Johnson**, Marketing and Communications Coordinator, **Natasha Hall**, Personal Assistant to the CEO. **Absent: Sarah Pratt**, Accounts Assistant

Finance

In conjunction with the Board of General Purposes and its Finance and Risk and Audit Committees, significant attention has been given to enhancing the financial sustainability of Freemasons Victoria, and optimising the anticipated benefits of key projects, including The Eastbourne development. Improving the rigour of financial management policies and reporting procedures has also been a focal point as we strive to strengthen governance practices within the organisation.

Information Technology

Freemasons Victoria utilises several key Information Technology platforms, and a combination of internal and externally-provided IT management services. Improving the effectiveness and efficient use of IT to support our key membership servicing activities and other operational requirements has been a priority throughout the year.

Looking ahead, we expect to make further enhancements to improve connectivity with and support for members, in ways that are cost-effective and sustainable.

The 13-member Board of General Purposes is the core leadership group for Freemasons Victoria, and is responsible for establishing and facilitating the corporate governance framework of UGLV, which includes the setting of strategic directions in line with its stated mission, vision and values, formulating policy, monitoring compliance and maintaining an effective system of internal controls.

In the period July 2016-June 2017, individual Board Members' attendance is recorded as follows:

Board of General Purposes		
Member	Number of meetings attended	Number of meetings held during the time member held office during the year
RWBro. R. Elkington	11	11
MWBro. D. Reynolds	10	11
RWBro. K. Murray	10	11
RWBro. P. Henshall (retired December 2016)	5	6
RWBro. G. James	11	11
RWBro. Kee	9	11
RWBro. W. Hayes (retired March 2017)	7	8
WBro. C. Head	9	11
WBro. F. Spiridonos	4	11
WBro. P. Atkin	8	11
VWBro. P. Clark	10	11
WBro. M. Donato	11	11
VWBro. H. Pitaro (appointed March 2017)	3	3
VWBro. C. Kypreos (appointed June 2017)	-	-
WBro. M. Maher (appointed June 2017)	-	-

17

Staffing

Oversight of staffing arrangements is provided by the Executive (Remuneration) Committee.

As at 30 June 2017, the number of full time equivalent (FTE) staff positions was 174, across the key functional areas of:

- Chief Executive Officer
- Grand Secretary
- Membership Services
- Marketing and Communications
- Property
- Corporate Services

Remuneration fell within the following bands:

\$0 - \$100,000	94 FTE
\$ 100,001 - 150,000	7 FTE
\$ 150,001 - 200,000	1 FTE

FMV Governance

Across the State, within and beyond our Lodges, these and so many more Freemasons are supporting each other, their families and the community.

18

We gratefully acknowledge the significant work undertaken by all our member volunteers including but not limited to:

Committees

Executive Committee

Chair: Richard Elkington
Garry James
Bill Kee
Keith Murray
Don Reynolds

Agenda (General) Committee

Chair: Richard Elkington
Garry James
Bill Kee
Myles King
Don Reynolds

Finance Committee

Chair: Garry James
Roy Alderton
Richard Elkington
Ron Forsyth
Neil Hart-Smith
Craig Head
Keith Murray
Nicholas Nerantzoulis
Don Reynolds

Risk & Audit Committee

Chair: David Heazlewood
Peter Clark
Richard Elkington
Felix Pintado (to March 2017)
Scott Trevethan
Graeme Wallace

Strategic Planning Committee

Chair: Richard Elkington
Peter Atkin
Craig Head
Keith Murray
Don Reynolds

Complaints Committee

Chair: John Molnar
John Chanter
Andrew Crozier-Durham
Mark Eadon
David Triplow
Ian Upjohn

Complaints Review Committee

Chair: John Evans
Peter Crick
Ron Fuchs
Rodger Marsden
Don Nicholls
Bob Orr
George Watson

Legal & Constitutional Committee Provisional

Chair: Bill Kee
Jack Aquilina
Peter Bryce
Matteo Donato
Garry Sebo

Inner Eastern Project Review Group

Chair: Peter Shellie
Ian Clark
Terry Lees
Norm Mentiplay

DBC Project Review Group

Chair: Matteo Donato
Peter Shellie

DBC Consultative Group

Chair: Keith Murray
Barry Brooks
Matteo Donato
Richard Elkington
Yuri Kurmaney
Sankar Nadeson
Garry Sebo
Taras Wolf

Volunteer Action Teams (VATs)

Works VAT

Chair: Peter Shellie
Keith Murray

Membership VAT

Chair: Felix Pintado
Simon Reynolds
Sashi Sanmugathas
Fotios Spiridonos

Masonic Knowledge VAT

Chair: Ian Buckingham
Bruce Carey
Brendan Kyne
Don Reynolds

Grand Lodge Ceremonial Team

Grand Team

MWBro. Don Reynolds	Grand Master
RWBro. Keith Murray	Deputy Grand Master
RWBro. David Blake	Senior Grand Warden
RWBro. Trevor Somerville	Junior Grand Warden
RWBro. Richard Elkington	President of the Board of General Purposes
RWBro. Bruce Cowie	Grand Secretary
VWBro. David Bloom	Grand Chaplain
VWBro. David Thompson	Grand Chaplain
RWBro. Garry James	Grand Treasurer
RWBro. Bill Kee	Grand Registrar
VWBro. Peter Shellie	Grand Superintendent of Works
VWBro. Bruce Carey	Grand Inspector of Workings
VWBro. Myles King	Grand Director of Ceremonies
RWBro. Roger Manderson	Grand Organist
WBro. Ian Goddard	Grand Herald
WBro. Barry Dyce	Deputy Grand Director of Ceremonies
WBro. John Patterson	Assistant Grand Director of Ceremonies
WBro. Graham Berry	Grand Pursuivant
WBro. Harry Blatt	Senior Grand Deacon
WBro. Geoff Paton	Senior Grand Deacon
WBro. Marco Siciliano	Senior Grand Deacon
WBro. Eddie Koene	Senior Grand Deacon
WBro. Peter Borland	Junior Grand Deacon
WBro. Terry Clifton	Junior Grand Deacon
WBro. Bill Sheahan	Junior Grand Deacon
WBro. Frank Lombardo	Junior Grand Deacon
WBro. Peter Caple	Grand Sword Bearer
WBro. Eddie Rodgers	Grand Sword Bearer
WBro. Ian Cross	Grand Sword Bearer
WBro. Peter Fuchs	Grand Sword Bearer
WBro. Max Coxhead	Grand Standard Bearer
WBro. Alex Michaelidis	Grand Standard Bearer
WBro. Ravi Rajan	Grand Standard Bearer
WBro. Tom Beecroft	Grand Standard Bearer
WBro. Robert Callant	Assistant Grand Pursuivant
WBro. Matteo Donato	Assistant Grand Pursuivant
WBro. Peter Barrand	Assistant Grand Pursuivant
WBro. Geoffrey Davey	Grand Steward
WBro. Adam Dymowski	Grand Steward
WBro. Andrew Farquhar	Grand Steward
WBro. Robert Heuston	Grand Steward
WBro. Daniel Jade	Grand Steward
WBro. Peter Gallagher	Grand Steward
WBro. Bill Lodge	Grand Steward
WBro. Alan Whitten	Grand Steward
WBro. Ian Thompson	Grand Steward
WBro. Greg Todio	Grand Steward
WBro. Alan Tyndall	Grand Steward
WBro. Rick Melnacis	Grand Steward
VWBro. Roy Robinson	Grand Tyler

Grand Lodge Organists

RWBro. Stan Edelsten
RWBro. Eddie Farrell
RWBro. Mark Gealer
RWBro. Wes Jolley
RWBro. Len Kirchner
RWBro. Brian McDowell
RWBro. Col Perkins
RWBro. Richard Skilbeck
RWBro. Clive Smith
VWBro. Peter Cain
VWBro. John Cantrill
VWBro. Don Hall
WBro. Alf Clements
WBro. Peter Dettmann
WBro. Neil Jarrott
WBro. Peter Dillon-Shallard
WBro. John Schneider
WBro. Jim Taylor

Grand Lodge Heralds

RWBro. Milton Alexandrakis
RWBro. Rod Lomax
RWBro. Robert Marks
RWBro. Jack Walker
VWBro. Ron Farrington
VWBro. John Freudenstein
VWBro. Warren Gilbert
VWBro. Jim Puohotau
VWBro. Ian Spargo
VWBro. Kevin Stewart
VWBro. Sammy Taylor
WBro. David Jones
WBro. Marc Law
WBro. Geoff Lowe
WBro. Chris Scott
Bro. Eric Cross
Bro. Don Moore

District Coordinators

Neil Gannon	North West District
John Patterson	South West District
Ken Crouch	Loddon District
Rodger Morden	Goulburn District
Chris Scott	Gippsland East District
Eddie Koene	Central Highlands District
Neil Thornton	Wimmera District
John Reygers	North East District
Glen Richards	Gippsland South/West District
Trevor Somerville	Bellarine Otway District
Peter Borland	Central District
Clive Hardeman	Bayside District
John Grieve	South East Mornington District
Lionel May	Monash Gully District
Peter Atkin	Maroonah District
Eric Williams	Northern District
Jeffrey Denison	Western District

Taskforce Executive

Chair: Merv Dyer
Russell Anthony
Gary Edwards
Hans Hannemann
Bernard Henry
Antoni Pisa
Alan Sewell
Vito Spicuzza



FMV | The Financial Year in Review

Membership

Revenue from member capitation fees amounted to: \$ 0.98m (2017), \$ 0.95m (2016). Rates have not been increased for 2017/18.

Investment Income

- With JB Were, the investment portfolio was critically reviewed in terms of asset allocation and financial performance during the year.
- The Finance Committee adopted a 60/40 income/growth split, leading to expected increases in income in 2017/18 and beyond.
- Regular consultation with JB Were will seek to optimise investment returns within the agreed risk profile of Freemasons Victoria.

Properties

• Belle Project, Station Street, Box Hill

FY 2016/17 recognises the final outcome of the project and net income of \$ 929m. Marketing and other costs of \$ 1.99m which could not be capitalised were expensed as incurred in prior years. At 30 June, the last 4 apartments remained to be sold and continue to be actively marketed.

• Bayside Masonic Centre, Nepean Highway, Gardenvale

Construction is progressing as planned to achieve practical completion by end 2017. The first key tenant will commence operations in early 2018. Fit out of the Masonic areas is progressing as planned.

• The Eastbourne, 300 Albert Street, East Melbourne

This project has significantly progressed and the current year financial statements reflect an uplift in value from \$33m (2012) to \$51m, representing the expected net result on completion. Accounting standards require this value to be reported as a Receivable rather than as a Property Asset and be recorded at its discounted value (\$47.893m).

The project will deliver a world class Masonic centre supported by commercial and residential tenancies. Currently fully funded by Mirvac, UGLV and Mirvac continue to seek improved outcomes and to reduce any ongoing market risk.

• Property Valuations

Properties were independently valued at 30 June 2017 and their 'fair value' adopted for financial reporting purposes, consistent with past practice. The most significant adjustment has been reduction of the value of the Inner Eastern Masonic Centre, Whitehorse Road, Box Hill by \$ 1.8m. The 'in use' value is notably higher after consideration of the \$ 4.1m spent on works to meet member needs/ Masonic purposes, and improved site value following purchase at \$ 5.3m.

Strategic Initiatives

The Board of General Purposes allocated \$ 1m to fund a range of strategic initiatives linked to achieving the outcomes of the Strategic Plan 2017-2025.

At 30 June 2017, \$ 0.44m had been spent on market research, branding and communications, member retention and strengthening the capacity for change of Freemasons Victoria.

The momentum achieved in 2016/17 will be supported by the incremental expenditure of \$ 0.56m on these and emerging initiatives in 2017/18.

FMV Financial Report

In the current year the consolidated financial position has been affected by the release of capitalised revenue and development expenses for the Station Street project, recognition of the non-current receivable associated with The Eastbourne project, and capitalised construction costs and borrowings related to the Bayside Masonic Centre project.

Consolidated Financial Position – at 30 June *

	2016 -17 \$ 000s	2015-16 \$ 000s
Current Assets	17,717	55,652
Non-current Assets	110,745	49,600
Total Assets	128,462	105,252
Current Liabilities	16,088	20,001
Non-current Liabilities	7,121	125
Total Liabilities	23,209	20,126
Net Assets	105,253	85,126

Consolidated Financial Position – Year ended 30 June *

	2016 -17 \$ 000s	2015-16 \$ 000s
Revenue – Membership	977	945
Development – Net	9,287	-
Other	3,616	6,735
Income	13,880	7,680
Employee expenses	1,944	1,657
Repairs, maintenance & Masonic Centre expenses	2,755	2,525
Professional fee expenses	445	408
Depreciation	443	475
Other expenses	6,262	3,603
Results from operating activities	2,031	(988)
Investment income	2,181	972
Interest expense	158	293
Net finance income	2,023	679
Profit (loss) before income tax	4,054	(309)
Income tax (expense)/benefit	(2,408)	319
Profit for the Year	1,646	10

* Consolidation of General Fund, Building Fund, Hospital Fund, Eastern Freemasonry, Southern Freemasonry, and Freemasons Ringwood.

Members can request the audited financial report from the Grand Secretary.

FMV Reason to Engage

Member Experience

In our Lodges, members can find their Third Place, where they are always welcome and feel they belong. In Lodge, members experience the grand ritual and ceremony of Freemasonry, enjoy diverse formal and informal fellowship and access unique experiences.

Personal Growth

Freemasonry can enable members to advance personally through self-development and leadership experiences. Members' personal journeys are influenced through the values of Freemasonry and these underpin their code of living.

Career Development

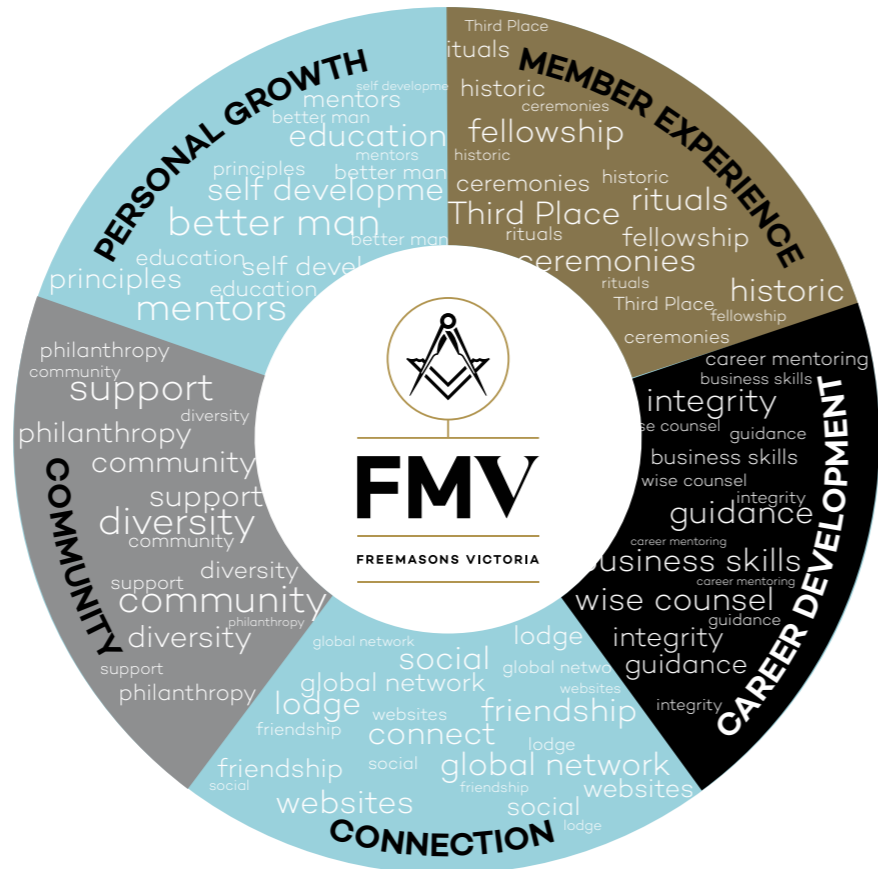
Members can build their personal brand as men of integrity and can develop life and business skills through trusted personal and professional networks. Guidance and counsel can be offered through career mentoring.

Connection

Lifelong members connect with other Masons at Lodge, social events, online and in social media, and support others' personal growth as a mentor. Freemasons Victoria enables access to interactive websites, forums and the FMV App, and provides opportunity to participate in the global network of 5 million Freemasons worldwide.

Community

Through major and grassroots projects, Freemasonry provides opportunities for members to directly contribute to a better community. Freemasons are leaders in local philanthropy, gifting \$2M annually to Victoria.

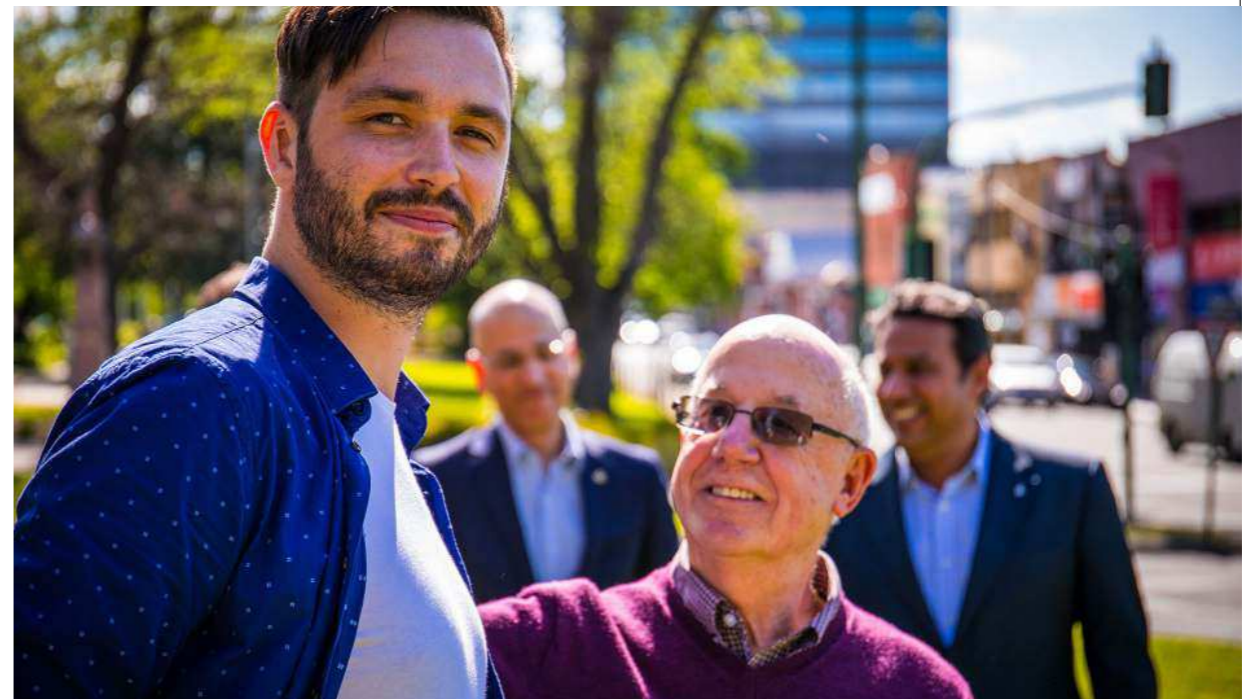


Our Supporters

We acknowledge the valuable work of:



Good men, supporting each other,
their families and the community.
FOR THE FUTURE










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