

2020 ANNUAL REPORT



**A GREAT ASSOCIATION
BECOMING EVEN GREATER**

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Cover image: Centenary Medallion designed by Zoe Sophios.

Notice of the Annual General Meeting of the Kytherian Association of Australia (KAA) and Kytherian Brotherhood of Australia (KBA)

Dear Member,

This is to advise you of the upcoming Annual General Meeting of the members of the KAA and KBA. The details of this meeting are as follows:

Date:	19 May 2021
Time:	7:00pm
Place:	Matraville Sports High School Anzac Parade, Chifley NSW 2036

This document includes:

- the agenda for this meeting,
- the 2020 Annual Report and.
- the minutes of the last Annual General Meeting

At the meeting, members will have the opportunity to:

- find out about the KAA's operations and finances,
- ask questions about the operations and finances of the KAA and
- speak about any items on the agenda

Some important information

Ask questions early

In order to provide as thorough a response as possible, please email us your questions ahead of the AGM to ask@kytherianassociation.com.au

The cut-off for pre-submitted questions will be Friday 14 May 2021.

COVID friendly environment

In order to comply with COVID-19 friendly practices, we ask members to please observe appropriate social distancing and sign in registration protocols that we've all become familiar with over the last year.

Proxies are not necessary but available

There is no practical reason for members to appoint a proxy as there will be no resolutions considered. Nonetheless, if a member wishes to appoint a proxy as a formality for another member to speak on their behalf, they can do so by emailing agm@kytherianassociation.com.au. This email must include:

- 1) the member's name, address and membership number and

- 2) the name of the Full Member they are nominating as their proxy and the proxy's address and member number.

Being cost conscious

2021 will be another difficult financial year. Almost all our revenue sources have been negatively impacted by COVID-19's economic impacts. For this reason, we have only mailed our Notice and Annual Report as per our normal newsletter mailing list. If members wish to receive an additional electronic or physical copy, please email our office at admin@kytherianassociation.com.au or call 9599 6998.

Regards,



Barbara Zantiotis
Secretary

AGM Agenda

Kytherian Brotherhood AGM Agenda	Targeted Time
Advice of no activities and rationale for AGM	7:00 pm
Minute silence for members who have passed	7:03 pm
Anticipated Close	7:04 pm
Kytherian Association of Australian AGM Agenda Item	Targeted Time
Welcome	7:04 pm
Accept Previous AGM minutes	7:05 pm
President's Report	7:05 – 7:10
Secretary's Report	7:10 – 7:15
Treasurer's Report	7:15 – 7:30
Kytherian Youth Association Report	7:30 - 7:35
Pre-submitted Questions	7:35 - 8:40
Questions from the Floor	
Life Member Nominations	8:40 - 8:50
Other Business	8:50 - 9:20
Anticipated Close	9:30 pm

President's Report

Dear Members,

2020 was an extraordinarily difficult year for our Association. COVID-19 did its best to hamper our connection with members and undermine our finances. However, our Association prevailed through good governance, volunteer energy and a focus on our future. Unlike many other charities, we did manage to hold both in-person and virtual events and maintained our financial strength.

We remain focussed on our key strategic priorities that we noted in the 2020 AGM -

- 1) To continue improving our governance framework,
- 2) To support our subcommittees and in particular leverage our Centenary to provide a legacy for future generations, and
- 3) To attract new members, with particular emphasis on our youth,

Thanks to our members and our fantastic volunteers, we had significant achievements on each.

Significant progress towards a modern governance approach

We also made significant progress on our governance in 2020. Some of the highlights include –

- Hosting our first ever virtual AGM,
- Producing the Association's most comprehensive Annual Report ever,
- Implementing important financial management process improvements to reduce cash handling and provide full electronic audit trails for all Association payments,
- Introducing a comprehensive employee handbook to support our staff with an appropriate operating framework for their role,
- Implementing COVID-19 safe practices at Kythera House and at functions and
- Introducing important policies and procedures such as a volunteers' agreement, conflict of interest policy and privacy policy.

Our financial management disciplines served us well as we had to face significant financial challenges in 2020 due to the COVID-19 crisis. All our revenues were dramatically reduced given that we were not able to host major events, bank deposit interest rates were at historic lows and the need to provide rent relief for our tenants. Despite these difficulties, we managed to deliver a small surplus. This is an extraordinary achievement for a charity like ours and was primarily due to prudent financial management and the government's JobKeeper assistance where two of our three staff were ultimately paid for by the government for nine of the twelve months in 2020. (See also Treasurer's report.)

Our governance improvement journey began in 2018 with the start of the redrafting efforts for our constitution. Over the last three years we have implemented increased transparency, a new constitution, new policy and procedures, new employment frameworks and new financial management practices. We now believe the bulk of the governance frameworks needed to support our organisation as a registered charity is largely done.

Of course the need to refine governance disciplines is ongoing. However, we believe that we have now set a foundation that will support our association as we embark on our second century and make it easier for future Boards.

New subcommittees and new volunteers creating a legacy for the future

We continued to deliver on our purpose throughout 2020 despite the COVID-19 challenges.

The Ladies Auxiliary New Year Cocktails, the Karavitiko and the Golf Day brought us together prior to COVID-19. Unfortunately, COVID-19 forced us to cancel dancing classes and our signature events like the Ball, Aroney Awards Dance, November Dance, Mother's Day High Tea and Melbourne Cup Lunch.

However, with some innovative thinking we were able to successfully host events such as -

- the liturgies for our patron saints including our first ever Facebook live cast for Agios Theodoros,
- gathering and promoting migrant stories for the international *Mile in My Shoes* exhibition hosted as part of the Festival of Sydney,
- hosting the wind turbine webinar with the Mayor of Kythera providing a comprehensive update on a key topic for many of our members,
- having our youth to represent us at the OXI Day celebration, and
- hosting a number of sold out art classes with Kytherian landscape paintings.

In addition, we were able to provide additional member benefits such as member discounts for Greek TV and books.

Together with the Nicholas Anthony Aroney Trust, we were also able to support important projects for posterity including the continuation of the digitisation of the Kastro archives and the building of the Panagia Myrtidiotissa and Agia Elesa chapels at Kogarah Church.

Importantly, as we committed at our 2020 AGM, we established the Centenary subcommittee. This amazing collection of volunteers have supported the progress of our 100 years history book with the author, Vasilios Vasilas, and worked tirelessly through a number of initiatives to appropriately mark and celebrate 2022 - our centenary year. Their work promises to leave a lasting legacy for our Association that will be remembered for many years to come. No doubt they will feature prominently throughout 2021 as we approach this important Association milestone.

A Mile in My Shoes – a unique opportunity that took our Kytherian stories to the world

A Mile in My Shoes is an international exhibition whose concept is to wear an immigrants shoes for 15 minutes, about the time it takes to walk a mile, and listen to their life story. Thanks to a member's donation, we were able to submit our Kytherian stories to be considered for the exhibition. Six member's immigration stories were submitted and while only one could be selected for the exhibition, the Australian National Maritime Museum was so impressed that they requested to use all six stories for their broader historical collection. George Alfieris' story was selected in the exhibition and was the only Greek-Australian story in the 35 total stories. The other stories will be published in the Museum's online and printed periodical. The 2021 autumn edition included member Emanuel Comino's extraordinary story.



A Mile in My Shoes was arguably our Association's most successful cultural outreach initiative where we were able to take our stories to mainstream Australia and beyond. Our stories were heard as part of the Sydney Festival and the National Maritime Museum, Australia's only national museum

responsible for immigration, recognised our Association on multiple occasions and in multiple settings, including the posters around Darling Harbour promoting the event. The Greek Australian media community were also impressed with our stories and initiatives with extensive coverage on SBS Radio and the Greek Herald in both Greek and English. Our stories are now part of the UK's Empathy Museum Mile in My Shoes permanent exhibition and part of the Australian National Maritime Museum archives for future generations across the world to access.

Our Library – A COVID-19 silver lining

Cataloguing the books in our library was on our “Projects to Do” list for many years. More staff capacity, JobKeeper and the amazing efforts of Rene Panagiotelis, our volunteer Librarian, meant that we were finally able to tackle this daunting task. We are now in a position where most of our book titles are electronically catalogued and can be easily searched and accessed by our members and researchers. When COVID-19 allows us to safely open our doors, members will be able to borrow books.

Rene is attracting new volunteers for this incredible initiative. Work continues on archiving periodicals, photos and other materials. And there's more exciting projects to come with the potential to collaborate with other Kytherian libraries and cultural institutions. This initiative will ultimately become one of our most important cultural outreach achievements. It will have a positive impact for future generations.

Migration Monument at Agia Pelagia – our next big initiative

In 2020 we announced our desire to erect a statue in Agia Pelagia, the place where our predecessors embarked on their immigration journey around the world. We have made significant progress on this front. The Mayor of Kythera has committed to two locations that can be used.



The Canberra, Queensland, California and New York Kytherian associations, the Friends of the Museums of Kythera and the Agia Pelagia Cultural Society have all committed to support the project.

An international competition for an artist to propose an appropriate statue/monument will commence in mid 2021. The monument will link with the proposed Agia Pelagia Immigration Museum which is currently in the process of gaining funding. Kytherians from around the world will have the opportunity to have their family's predecessors names incorporated into the work by making a modest \$100 contribution per name. We're planning to unveil the monument with appropriate celebrations in the Kytherian Summer of 2022 (COVID-19 permitting). Please see the back cover of this report for your opportunity to participate.

We are also currently exploring a similar project here in Australia. We're in discussions with the Australian National Maritime Museum to place a dedicated plaque for Kytherians at the Welcome Wall in Darling Harbour. The government has just designated the Welcome Wall as Australia's National Monument to Migration. Members will be able to make a tax deductible contribution and have their predecessor's names included on the plaque. This will be the first such dedicated plaque on Australia's national migration monument. We are conducting Expression of Interest in mid 2021 to determine the feasibility of such an endeavour. Please see inside the back cover of this report for more details.

Supporting our youth

While we are one of Australia's largest and most successful Greek – Australian associations with over 1300 members, we face demographic challenges. We were the first Board to conduct a comprehensive review of our membership and outlined in our 2019 Annual Report the degree by which our membership was ageing. Our older members are the custodians of our culture and values and we need to ensure our Association provides relevant avenues for them to remain involved.

At the same time we need to attract younger members so that we can hand over 100 years of positive legacy our Association has built. We have made a concerted effort to attract younger members and have more than tripled our young member numbers since 2017 with more young members joining every month. (see also Secretary's report)

The revitalised Kytherian Youth Association (KYA) is a positive sign for the future. They are enthusiastically attracting members, hosting functions and taking over our ceremonial obligations. The Association is supporting the KYA in every way possible by providing funds and guidance. I'm sure you, like me, are happy to see young faces laying wreaths for the 25th of March commemorations instead of seeing myself and other long time board members performing the rituals every year.



KYA President, Georgia Galanos, and Co-Treasurer, Michael Prineas, representing the Kytherian Association at the 200 Years of Greek Independence commemorations at the Martin Place Cenotaph

Indeed, I received a lot of positive feedback from other Greek Australian associations at the 200 years of Greek Independence commemorations on the fact that our youth were representing our Association at this sacred event. This was also, by far, the most viewed post on our Facebook site with over 1100 views, demonstrating that we have strong support from our community for promoting our youth.

We also launched our first ever Kytherian Youth Scholarship for young Kytherians between the ages of 18-22. We hope that the scholarship will entice young Kytherians to reflect on their heritage and become members. Congratulations to Andrea Conomos who was our inaugural scholarship awardee.

We will continue to support our youth in whatever way possible. I'm sure you all agree that this is an important priority for our Association.

Genealogy Club Update

As we advised at our 2020 AGM in June, Amalia Samios and Kalie Zervos want to change the relationship between 'Kytherian Genealogy' and the Association, and we were to commence good faith discussions

Between July and November there were a number of meetings and correspondences between the two parties. Unfortunately, we could not find common ground and we both agreed to progress to mediation.

In February 2021, we agreed to an alternative approach to mediation where both parties would meet together with our respective lawyers in another attempt to find common ground. This approach would potentially result in a more timely resolution and lower costs. The Board agreed with this approach. As at the writing of this report, the parties had a productive meeting on April 23rd and significant progress was made in terms of an agreed way forward.

The Board commits to advise members of the details of the proposed approach going forward at the AGM and via a joint statement.

Important Acknowledgements

I want to acknowledge the Centenary Committee, our first new subcommittee for many years. This group worked tirelessly throughout the COVID-19 crisis to plan our Centenary Year and help bring to life the Association's 100 years history book. The work that these volunteers have delivered over the last year will echo in our Association for generations. Thank You.

I also want to acknowledge Rene Panagiotelis who is leading our library enhancement efforts. Previous volunteers had left us with an extraordinary treasure of Greek Australian knowledge. Rene is helping make that treasure more broadly available to members and researchers. We are now on the verge of unleashing our library's potential and leave a lasting legacy to Kytherians and researchers around the world.

It would be remiss of me not to thank Deanna Matis, the outgoing President of the KYA. Deanna stepped up at a time when we were trying to resurrect our youth group. Unfortunately COVID-19 effectively put an end to their exciting 2020 plans. Nonetheless, Deanna held the team together and was able to successfully pass on the baton to Georgia Galanos and the rest of the new KYA committee who have started with enthusiasm and are planning a series of wonderful events.

I want to thank and acknowledge our subcommittees for remaining resilient throughout the COVID-19 crisis in 2020. They are now back in full swing planning and hosting the events and initiatives that

make a difference in our community. We are not the Association we all love and know without the tireless efforts of our various subcommittee volunteers.

And of course – I'd like to thank my Board colleagues for their efforts throughout the year. We've had a record number of Board meetings this year and countless volunteer hours were contributed for the benefit of our Association and our members. In particular, I'd like to thank the executives, Vice President Andrew Malanos, Treasurer Peter Tzannes and Secretary Barbara Zantiotis who have carried the majority of the workload over the last year.

I'd like to thank our members for their continuous engagement over the last three years. Your support and involvement makes us the envy of all Greek Australian associations. THANK YOU!!!

And to sign off in unison with the 200 year celebrations of Greek Independence, I would like to note

Zito The Kytherian Association of Australia
Zito Kythera
Zito Hellas

A handwritten signature in black ink, appearing to read 'Emmanuel Alfieris', written in a cursive style.

Emmanuel Alfieris
President

Secretary's Report

Dear Members,

I'm excited to be sharing my first Secretary's report with you all. This is my second term on the Board and my first term in an executive role. I feel honoured to be on the Board and privileged to be the Secretary and I promise to contribute in this role to the best of my abilities.

The constitution requires the Secretary of the day to provide a report outlining member numbers and how they compared to the previous year.

Membership numbers in 2020 showed continued growth and we reached the largest ever numbers in the Association's history - 1381. This was a tremendous achievement for 2020 and something we should all collectively be proud of. While the Board and subcommittees do a lot of work attracting and retaining members, it is ultimately you, the existing members, that make this a special organisation that people want to join and contribute to.

While our membership numbers remain very strong, in the interests of transparency, I would like to point out that our member numbers for the start of 2021 are slightly down. We believe this is mostly the result of the lack of events due to the COVID-19 restrictions. The majority of new membership applications normally occur in response to events and our dancing lessons. The lack of dancing lessons in particular was the key reason for a large drop-off in Associate Member numbers from 90 in 2020 to 71 in 2021. We believe membership numbers will pick up throughout 2021 as our events re-enter the community's calendar and excitement builds for our Centenary year celebrations in 2022.

<i>KAA Membership Profile</i>	2019	2020*	2021*
Full Members	1,271	1,291	1,230
<i>Life Members**</i>	95	95	91
Associate Members	87	90	71
Total Members	1,358	1,381	1,301

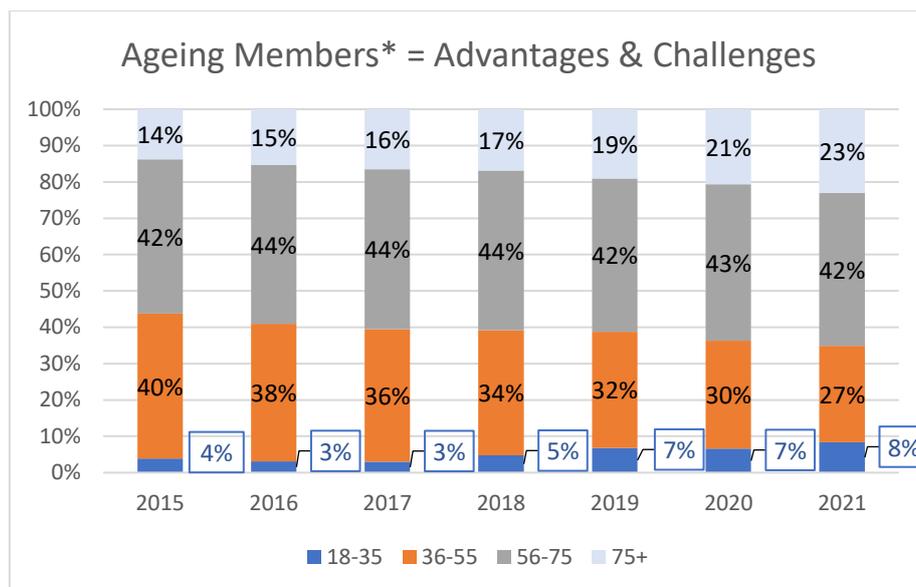
* As at March 31 of that year.

** Please note: In our 2019 Annual Report we inadvertently did not include 22 life members inducted since 2015. These individuals however were included in the Full Members total.

We're still getting older

Like many Greek Australian associations, we face a demographic challenge. Our members are getting older. My colleague and predecessor as Secretary, Andrew Malanos, noted this trend in the 2019 Annual Report. This trend continued in 2020.

Almost 2/3rds of our members are over the age of 56. This is the generation with direct family linkages to the island because they, their parents or their grandparents were born on Kythera and they heard the stories and felt the love for the island first hand. This is a fantastic advantage for our Association. Our older members are the custodians of the values, customs and stories that make us such a culturally rich organisation.



** We only have the birthdates of approximately half our members. However we believe this analysis is representative of our membership.*

At over 1300 members and almost 100 years old, our Association is one of Australia’s most successful organisations. Despite regularly receiving positive feedback from my peers in other similar associations, we cannot rest on our laurels.

Our older members are living treasures. The inheritance they leave our Association to pass down to the future generations will be in vain if we don’t expand our membership to younger individuals and young families.

We need to bring young families into our Association

If we want to have a vibrant membership for the next 100 years, we need to become relevant to young members.

Families with children attending our various events is part of the magic of our Association. Generations breaking bread, dancing and having fun together is part of our culture. Importantly, the age group that typically has children in the household (36-55 year olds), has fallen to under 30% of our membership in 2021 from 40% in 2015.

The fewer members with children means there are fewer young adults as potential members in the future.

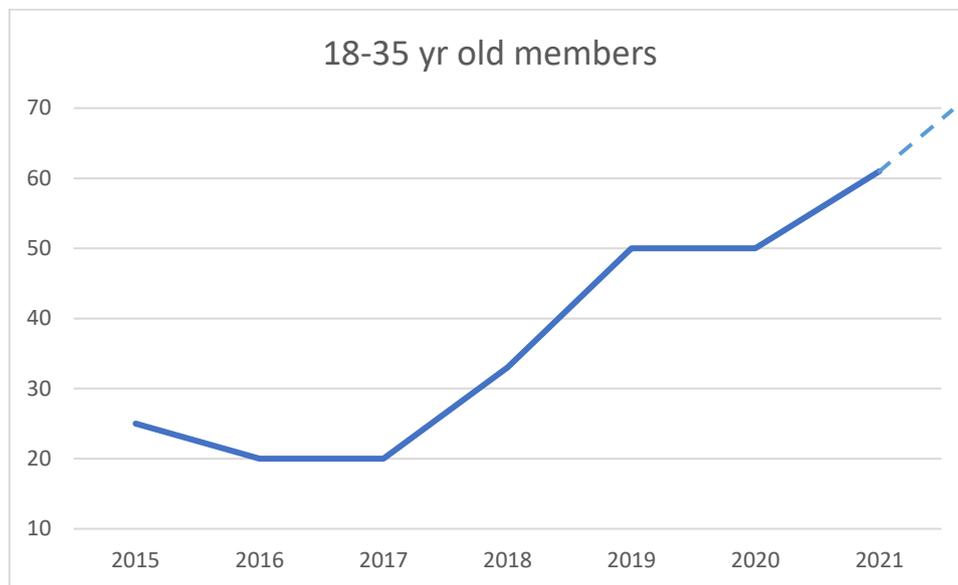
If you are a member aged between 55 and 75 you likely have children starting their own families. **I would like to ask you a favour.** Please encourage them to join the Association. By joining, their families will be part of a wonderful and enriching community with plenty of fun activities where they will learn about their culture and heritage.

The youth is our future. Still early days, but they’re coming back

Over the next ten years, future members will be 3rd, 4th, and 5th generation. We need to take action now so that our Association can be a relevant part of their lives. Attracting younger members has

been a Board priority and was one of our three strategic priorities outlined in the 2019 AGM. We have had some success but there is still more to do.

The number of members under the age of 35 years old was steadily declining until 2017. As at 31 March 2021, we had 61 members under 35 (more than triple the number in 2017). We anticipate being close to 100 young members by the end of 2021 given the revitalised KYA, new members that joined following the Nicholas Anthony Aroney Awards and a more active membership drive.



The Board and I ask you all to encourage young Kytherians to support the KYA with their initiatives and to also become members of the Association.

We've made it easier for members to renew

We implemented two major membership reforms to make membership applications and renewals more user friendly.

For the first time ever, memberships can now be renewed electronically. In November 2020, we introduced the ability for members to renew online through Trybooking. Filling in forms and mailing them is a tedious process for most members. Paper forms also add manual processing work for our office so our online membership renewal process is more user friendly for both members and staff.

Also in 2020, we introduced multi-year membership options. Members can now sign up for five years and receive a discount equivalent to one year's membership. This again makes remaining a member easier and rewards our members for long-term loyalty. We believe many members will take advantage of this feature as we have a very loyal membership. Approximately 2/3rds of our members have been members for more than eight years and we believe many will be interested in this new membership approach.

More member benefits

We're conscious that we need to provide value for members. Moving event ticketing to Trybooking makes it easier for us to offer member discounts and member-only events. Despite the COVID-19

restrictions, we were still able to host events with member ticket discounts (eg. the very popular art classes) and member-only events (Alice in Kytherland). The Board has asked all subcommittees to consider offering specific member advantages/discounts to their events and activities in 2021 and we anticipate many will do so.

Our most exciting new member benefit will be launched in 2021. Our library has now been electronically catalogued following some amazing volunteer leadership in 2020 from Rene Panagiotelis and with help from our staff. An electronic catalogue now allows us to make this a lending library for members. This new member benefit will be launched in 2021 and will be a unique benefit especially for our Greek speakers given that public libraries rarely carry Greek books.

In 2021, we will be launching a new website for the Association. The new website will have a comprehensive member portal. We are still finalising the features but at this stage we anticipate it will include the ability to update your membership details, access past newsletters and vote on resolutions, amongst other features.

A new Board following the 2020 AGM

In addition to my obligations under the constitution to provide a membership update, as Secretary, I feel it is also important to update members on all Board and role changes.

Our 2020 AGM was held on 17 June. Our forward-thinking constitution, approved by members in 2019, also provided us with the ability to conduct the AGM using technology. This was the Association's first virtual AGM where over 100 members participated both in person at Kythera House and via a Telephone Conference Zoom link. This was a complex IT and governance task and I would like to thank my Board colleagues for all the work they did to ensure we could conduct a compliant AGM in very difficult circumstances given the COVID-19 restrictions. In particular, I would like to thank the previous Secretary, Andrew Malanos, who had to step into the role in difficult circumstances for the Association in January 2020 and then had to address unprecedented COVID-19 complexities to host the AGM.

The AGM would normally have been held before the end of May as required by ASIC. However, due to COVID-19, ASIC granted an extension to all organisations with a May reporting date obligation hence we were able to hold our AGM on 17 June while still maintaining the integrity of the nominations process.

A Board election was not required as per our constitution (clause 39.5 h) as there were only 12 nominations for the 12 positions. Just prior to the AGM, Matina Zervos withdrew her nomination and resigned from the Board. The following 11 members were deemed duly elected to the new board on the night. (In parenthesis, the specific executive and other roles the Board subsequently voted upon).

- Emmanuel Alfieris (President/Chairman)
- Esther Calligeros
- Dr Dennis Cordato
- Maria Karedis (Cultural Officer)
- Dr Victor Kepreotis (Aroney Trust Liaison Officer, Representative on KythCare Board)
- Andrew Malanos (Vice President)

- Michael Mallos
- George Preneas
- Kathy Samios (Public Relations)
- Peter Tzannes (Treasurer)
- Barbara Zantiotis (Secretary)

Matina Zervos joined the Board in 2018 and stepped down in 2020. We thank Matina for her contribution and in particular for her role as Chair of the historic Constitutional Review Committee in 2019.

Maria Karedis and Dr Dennis Cordatos are new Board members. They bring with them a wealth of experience both as members and in their professional life. Maria has been a long time member of the Young Families Group subcommittee and brings a passion for engaging our youth. Dennis' medical knowledge was invaluable as we navigated COVID-19 complexities. Since joining the Association Board, Denis has also joined the KythCare Board and is able to share expert insights on the ageing.

Spiro Coolentianos was subsequently invited to join the board in August 2020 as per our Constitution's clause (39.6) to fill the 12th position on the Board. Spiro had previously served on the Board prior to work commitments taking him overseas. We're excited that a member with his professional calibre accepted our invitation to serve again.

You will note the Board met 14 times in 2020 compared to the normal 9-10. This was reflective of the extraordinary workload and issues the Board dealt with over the year. I would like thank my board colleagues for their commitment and the endless volunteering of their time and skills.

Thank You Members

I have received much support from members since becoming our Association's Secretary. The Board and I appreciate all the support we've received from members as we worked through the unprecedented 2020 COVID-19 restrictions and other organisational issues. I look forward to our 2021 AGM so that I may thank you in person.



Barbara Zantiotis

Secretary

Treasurer's Report

Dear Members,

Throughout 2020 we continued to exercise prudent financial management in very trying circumstances so that we could operate within our means and also protect the important financial endowment we inherited from our predecessors.

2020 was an extremely difficult year financially for our Association given COVID-19's economic impact. We were unable to hold events, our rental income was severely impacted and our bank accounts only earned very modest interest. We calibrated our financial decision with the aim to try and remain in the black in very difficult circumstances. The government's JobKeeper and small employers support was instrumental in us being able to achieve a small operating surplus of \$7,073 for 2020. This is truly a significant achievement as many charities across Australia experienced financial losses.

<i>Operating Financial Summary (\$)</i>	2020	2019	Difference
<u>Operations</u>			
Operating Revenues	157,517	346,161	-188,644
Operating Expenditure	255,853	411,634	-155,761
Net Operating Deficit	-98,336	-57,383	-32,863
<u>Investments</u>			
Net Rental Income	92,819	75,044	17,775
Interest Income	16,790	27,404	-10,614
Non-Operating Surplus	109,609	102,448	7,161
Total Net Surplus Before Donations	11,273	36,975	-25,702
Less Donations	4,200	20,000	-15,800
Total Net Surplus After Donations	7,073	76,975	-69,902

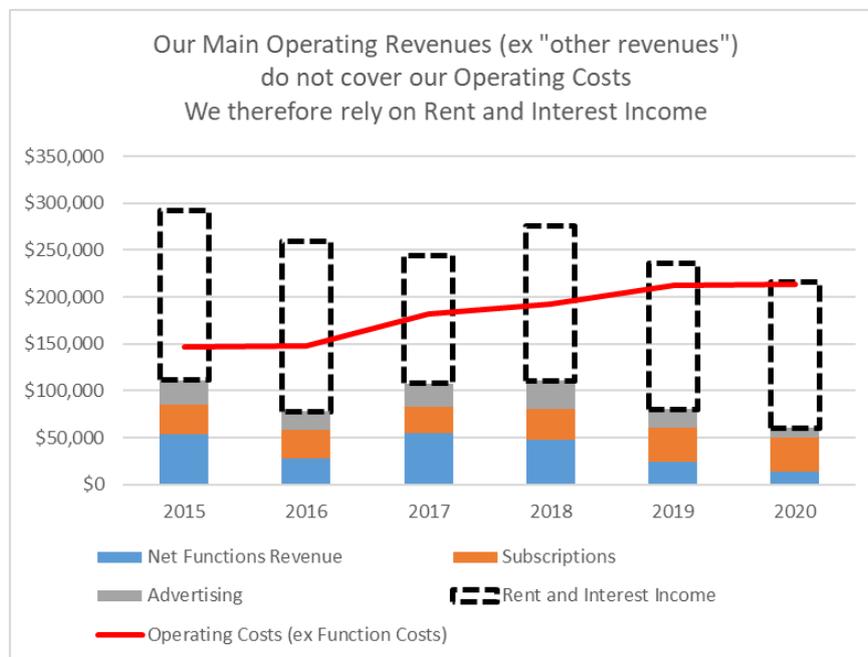
COVID had a significant financial impact on our income

As we mentioned at the 2019 AGM, the COVID-19 crisis impacted on our fund raising initiatives, our rent proceeds and our interest income.

In many ways, our operating income is similar to an events organisation who earn revenue from tickets, raffles and advertising. Like many organisations, we had to cancel most of our events in 2020 and therefore our revenues from these sources was severely curtailed. Many of our members are elderly and some have chronic conditions making them susceptible to COVID-19. In the interests of our members and the broader Australian community, we cancelled the Aroney Awards Dinner

Dance, the Mangrove Mountain excursion, the 4WD camping trip, the Ladies Auxiliary Mother’s Day High Tea, Friday Night Dancing, the November Dance and the Annual Ball.

Our operating revenues have never been enough to cover our operating expenses and we have always relied on our rental and interest rate income to fund our operations and make a modest surplus (see graph below)



COVID-19 also had a significant impact on our rental income. We followed the government’s compulsory code of conduct for rental relief during the crisis. This resulted in reduced rental income from our two properties albeit total rents in 2020 were higher than 2019 as Suite 2 was not rented for most of 2019). Indeed, the COVID-19 crisis was too much for our Suite 2 tenant (Yoga studio) and they have since closed their business and vacated the premises. Until we find new tenants, we are using the space for pop-up events such as the recently successful Evzones Collection photographic exhibition by Nick Bourdaniotis.

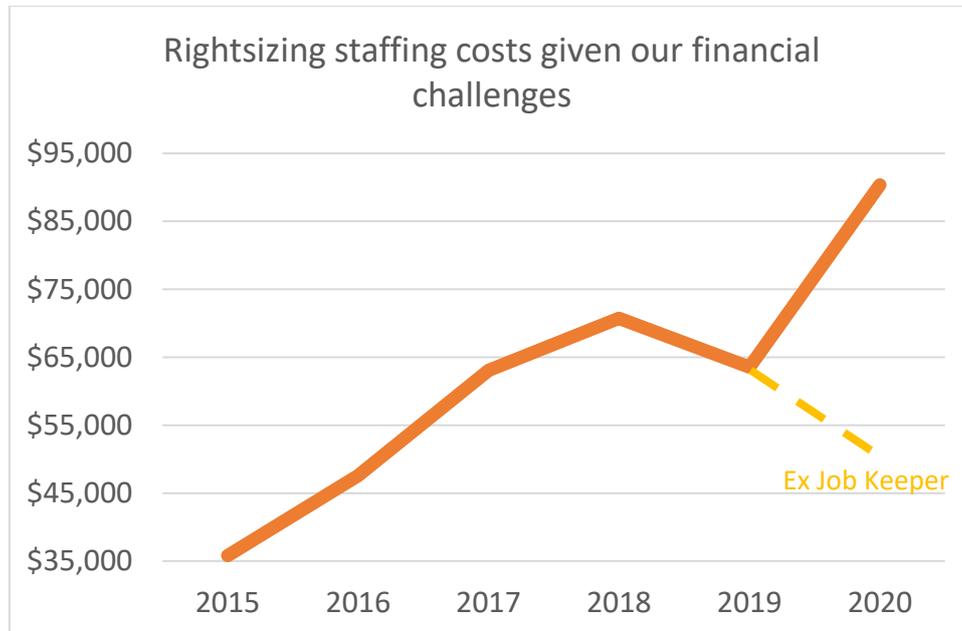
Interest rates fell even further from already historic low levels during 2020. Our bank deposit interest income also suffered as we earned less than 1.5% on average across all our bank accounts. We only earned \$16,790 for over \$1m in bank deposits.

Government support and prudent expense management helped us achieve an operating surplus

Our operating philosophy for 2020 was to achieve a modest surplus while still being able to deliver on our purpose as much as possible. Given that our income was severely reduced due to COVID-19, we reviewed all our expenses rather than increase membership dues.

Salaries were our largest expense in 2020. In the early stages of the crisis we were planning significant reductions in staff hours. However, from March 2020, the government’s JobKeeper program effectively covered the costs of two of our three staff members. Indeed the JobKeeper program actually allowed us to increase staff hours in 2020. These additional hours were allocated to important project work such as the AGM preparation, library cataloguing and book sales.

Indeed, thanks to JobKeeper, we spent the largest ever amount on salaries in 2020, \$90,363 (+55% vs \$58,348 in 2019). However, only \$48,363 was paid by the Association (vs \$58,348 in 2019) as the federal government contributed \$42,000 through JobKeeper. Therefore, in effect, we reduced the Association’s direct employment costs reduced by \$9,985 compared to 2019. Following the end of JobKeeper at the end of March 2021, we have reverted to more modest labour hours and salary expenses. We will continue to monitor our financial situation and make staffing hour decisions accordingly.



The newsletter represents our second largest controllable expense. Each newsletter costs between \$6,500 and \$8,000 in printing, mailing and labour costs. We normally aim for ten issues per year. In 2020, given the cancellation of events and the need to reduce expenses, we only distributed eight editions in 2020 by moving to bi-monthly issues from July 2020. We have continued this cycle in 2021 as our income remains modest. This year we also started a trial with the Greek Herald for them to do all the design work for our newsletter. The initial Feb/Mar issue demonstrated that we could produce a better quality newsletter with less labour effort from our staff. We will continue the trial to see if this will be a sustainable outcome going forward.

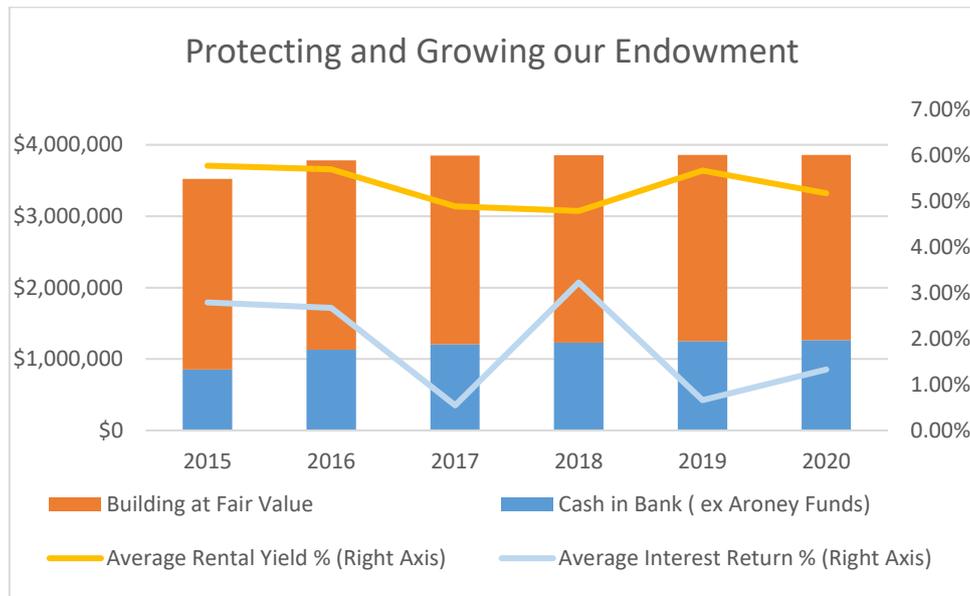
Protecting our financial endowment

Our Association was able to navigate through the COVID-19 crisis financial difficulties because of the confidence our financial endowment provided us. We had significant assets and cash balances to provide a financial safety net. Many charities faced significant hardship and some did not survive 2020 because they lacked the kind of financial strength our forebearers have provided our Association.

We do not take this safety net for granted and did not dip into our savings to fund our operations for 2020. As we committed at the 2020 AGM, we adjusted our operating expenses to ensure that we did not reduce the wealth we wish to hand over to the next generation. We have an obligation to protect this endowment.

Income from our rental properties has reduced significantly. However we expect this to recover in 2021 and beyond and hope to find new tenants for Suite 2 soon.

Bank interest income will remain modest for the foreseeable future. We are currently exploring the option of using most of our bank balances and some modest debt to purchase a strategic property that could deliver income and also allow us to potentially transition to new premises if it makes sense to sell our current Rockdale property and take advantage of increased market conditions. Of course no decision on this front will be made without extensive member consultation.



Given the expected low bank deposit rates over the medium term, we will start considering investing in another income producing property. Any such purchase would be subject to member approval as per our constitution. Like previous such purchases, we will be calling for an expression of interest for people interested in joining a building committee to determine the appropriate property profile we should consider. It will be a fitting addition to the Association as we celebrate our 100 years.

Aroney Trust initiatives continued despite COVID-19

The late Nicholas Anthony Aroney, an Association member and benefactor, bequeathed a significant estate for the benefit of Kytherian related projects. The Nicholas Anthony Aroney Trust (“Aroney Trust”) is a separate, unrelated legal entity from the Association and is managed by a Board of Trustees. The Aroney Trust and the Association retain a close relationship given that part of Nicholas Aroney’s wish was for our Association to be involved in grant submissions and distributions.

Therefore, in addition to hosting events, promoting our culture and making philanthropic contributions, we have an important role supporting Aroney Trust initiatives across a number of projects.

Like all major property owners, the Aroney Trust was not immune to the COVID-19 financial crisis. Nonetheless, they remained strong supporters of a number of initiatives. We received \$81,880 (vs \$164,000 in 2019) for Aroney Trust projects and, we disbursed \$81,246 (vs \$183,645 in 2019) for projects that had completed agreed milestones.

Some of the key 2020 initiatives funded by the Aroney Trust that we provided both administrative oversight and in some cases supported with co-contributions included –

- Continued support for the digitisation of the Kastro records,
- Support for the new Agia Elea and Panagia Myrtidiotissa chapels at Kogarah Church,
- Support for an initiative by Greek-Australians for Sculptures by the Sea to bring a Greek sculptor to exhibit
- Continued support for church rectification works on Kythera at Agios Dimitrios and Illariotisa
- Aroney Encouragement Awards for young Kytherians graduating from high school.

The funds received from the Aroney Trust are recognised in our Profit and Loss Statement in our statutory accounts. For this reason we separate out these funds when presenting our Annual Report so that members can more readily ascertain the Association's true operating financial position.

Enhanced financial governance will support our centenary year and beyond

We remain cautious for 2021 and hope that we will have clear financial tail winds to take us to our centenary year in 2022. We have already started making significant investments to mark 2022 and hope to make more. Regardless of the broader financial situation, we are confident we will be able to financially support a centenary year that is befitting our Association's history because we have strong financial disciplines in place.

We have implemented significant financial governance enhancements over the last three years. Financial reporting, cash handling, ticketing and project payment practices have been completely overhauled.

I'm particularly proud of the quality and transparency of our financial reporting to members. Many will remember the days when members would only receive the report on the night of the AGM. Members now receive a comprehensive financial and operating report weeks ahead of the AGM. This observation is not a criticism of prior committees. I'm on record for praising past committees and my predecessor Treasurer for their efforts and acknowledge that we have only been able to achieve this new level of financial governance because of the strong foundation they've provided.

Your Board and I will continue to work in the interests of the Association and to preserve our financial strength.



Peter Tzannes
Treasurer

Centenary Committee

The Centenary Committee has evolved to become an unstoppable powerhouse of energy, action and ideas. Throughout 2022, the team promises to deliver the most amazing year full of ceremony and celebration!

Our 100 year book has passed the half-way mark with a dedicated team working away behind the scenes to create a sensational 100 year history of the KAA. I have no doubt that there is a place for this book in every Kytherian home.



The 100 year commemorative medallion - a deal has been struck with the Royal Australian Mint to produce a limited-edition gold-plated medallion. These will be individually numbered and will definitely be in high demand.



The logo, designed by Despina Dimopoulos, will be featured everywhere throughout our centenary year. A range of clothing and branded merchandise will also be available for purchase in 2022.



“A Mile in My Shoes” was a resounding success immortalising six Kytherian migrations stories forever at Australia’s only national museum responsible for immigration - The Australian Maritime Museum. Our member, 88 year old George Alfieris, was the only Greek-Australian in the 35 migration stories featured in the exhibition and his story is now part of the international collection in perpetuity. The exhibition, part of the 2020 Festival of Sydney, was also a positive brand exercise for the Association as we were acknowledged as official supporters in all marketing material.

The migration monument is gaining support for construction in Kythera in 2022.

Every event during 2022 is to have a Centenary theme and you can be sure that the calendar will be packed with exciting events such as the 100 year book launch, the 100 year Ball and many other unique events.

The Centenary Committee

Back row: Kyrranne Thomas, Patricia Samios, Phylia Simos, Katina Comino, Rene Panagiotelis, Koula Tzannes, Sophia Poulos

Front Row: Esther Calligeros, Theo Poulos, Maria Notaras, Andrew Malanos (Chair), Kathy Samios,

Absent: Angelo Andrew, Stella Preneas



The Nicholas Anthony Aroney Library

Automation, Going 'Live' and much more ...

Activities 2020

This year saw the beginning of our journey towards an electronic library using Accessit, an automated library system that, amongst other amazing things, enables open public access to our catalogued records 24/7. Connectivity from your device is now easy anywhere in the world via the Accessit WebApp, our modern online catalogue.

The 2020 journey began with the accessioning of our book collection and currently more than 70% of the books have been uniquely identified, assigned spine labels and shelved in Dewey order. These are tiny steps as the library collection also consists of manuscripts, articles, photographs, video and audio recordings, periodicals, newspapers, artefacts and other memorabilia. Creating individual electronic records for the entire collection is a major undertaking and an ongoing and evolving project.

While our library serves as a specialised research hub on a wide range of Greek subject areas, we are particularly proud of our focus on Kytherian settlement in the diaspora and its place in the social history of Australia. We are also proud of other aspects of the migrant experience that are covered including Kytherian family histories, businesses, culture and traditions. Our resources can be used for recreational reading or for research and scholastic studies and this means we are both a lending and a reference library.

In 2020 we had the 1st Minute Book of the Kytherian Association of Australia professionally digitised and the result was outstanding. The first five Minutes have been posted on the KAA website homepage for everyone to access and read. These digitised records have already proven to be very valuable as an easily accessible research tool for the Centenary Book (due for release early next year). Of course, archives dealing with the history of the Kytherian Association of Australia are highly prized and we are always on the lookout for more.



The Nicholas Anthony Aroney Library acknowledges the leadership of George Vardas who brought about the development of its collection over many years. Also, a huge thank you to Kalie Zervos and Toulia Varipatis who showed a good deal of initiative by acquainting themselves not only with a new and unfamiliar software package, but also with the complicated process of importing bibliographic details to catalogue our books, while complying with industry standards. Due to the bilingual profile of the book collection, a degree of competence in both the spoken and written areas of Greek was also essential.

The Kytherian Association of Australia takes great pride in its important and intellectually valuable collection which is fairly unique amongst other Greek organisations in Australia.

Looking forward 2021

Facebook, photo tagging and citizen archiving

We are looking into various aspects of using our existing Kytherian Association Facebook account to invite public collaboration for identifying old photographs. Potentially, anyone could post their old photographs as well as comment on or identify (tag) people, dates and locations depicted in other photographs. The Kytherian community worldwide would be welcome to connect and contribute to our very own 'citizen archive' project.

Copyright, attribution and guidelines for users including handling errors will be looked into before we move forward with this project. Should this be successful, then collecting, identifying and cataloguing even more images for the Nicholas Anthony Aroney Library's digital collection would be a great reward.

Affiliations with libraries and museums worldwide

In order to maximise access to online collections and information, we aim to create affiliations with electronic Kytherian libraries and museums worldwide. This would be especially beneficial to the proposed Digital Migration Museum of Kythera at Agia Pelagia.

We are also seeking to raise our profile outside the Greek community and will eventually look into affiliations with the Royal Historic Society, Australian Museum Collections and Universities.

Volunteers

To create every opportunity for success, we require many hands and to this end we are calling for volunteers. Tasks could include searching, sorting, scanning and categorising paper documents and photographs. Whatever skills you have that could be of benefit along with a few hours of your time whenever possible would be greatly appreciated. Send an email *Subject: Library Volunteer* to admin@kytherianassociation.com.au and let us know if you can help.

Our library has never had a greater opportunity to reach out and draw the world closer to home. We are confident that our incentives will continue the proud tradition of promoting Kytherian culture and inspiring future generations.

Rene Panagiotelis, Library Technician *Rene Panagiotelis, Library Technician*



Ball Committee

For the first time in living memory, the Kytherian Ball had to be cancelled for 2020.

We had booked 16 May 2020 at Royal Randwick Racecourse for the 98th Annual Kytherian Debutante Ball but because of COVID-19 restrictions, we had to postpone until 21 November 2020.

Again it was decided that it was too risky with the virus still in the community and there were too many restrictions on dancing etc.

The Ball Committee has not been sitting around doing nothing. We were all very busy organising the next Debutante Ball to be held on 15 May 2021 with eleven Debutantes and partners and four page boys and four flower girls.

The Ball Committee would very much like to thank our gracious Matron of Honour from 2020, Mrs Maria Notaras, for continuing to be this year's Matron of Honour after putting up with several changes in her planning to accommodate the COVID-19 restrictions.

Thank you Maria.

Also, a big thank you to the Debutantes and their partners, page boys and flower girls from 2020 that have persisted with the commitment to this event for this year, and we apologise to those who could not continue to spend the time for practices and the Ball itself.

It is a big commitment from all concerned. From all of the participants and the organising committee, many hours are put in to ensure this gala event becomes the "night of nights" that these young adolescents, their families and friends and all the guests deserve.

We must also thank the Guest of Honour, Mr Peter Maneas, for making himself available from last year to be our inspiration and role model for this year.

Victor Kepreotis

2020 Ball Committee



Back Row (L-R): Mary Moutzouris, Erenie Bourdaniotis, Rene Samios, Vicki Conomos.

Front Row (L-R): Esther Calligeros, Matina Samios, Victor Kepreotis, Kathy Samios, Helen Kanaris.

Kytherian Football Club

The year of 2020 was an interesting year for all and was no different for our Kytherian Football team.

As always, the anticipation for the new winter football season commencing in April roused our teammates to commence early pre-season training to prepare for the upcoming competition. Unfortunately, the world had other plans and the competition was 'postponed' for a short period to await the impacts COVID-19 would have on the game and the community. A rollercoaster ensued with the competition proposed to start, then delayed, then to start again only to be once again delayed until eventually we had lost hope that the 2020 season would be cancelled completely. Fortunately, within the time of two weeks, the competition was to start and we scrambled to organise ourselves for the season.

The Kytherian FC All Age 11-aside competition began as you would expect, with a lot of cobwebs to dust off due to the long period without training or matches. The competition ran for a shortened 14 weeks against competitive teams each Sunday in the routine that has become common place for a number of Kytherians and non-Kytherians alike. Together with weekly training and officially sanctioned matches, the Kytherians played hard and finished mid table with a 5-0 win against one of the top four teams to take us out for 2020.

Overall morale was always positive with a number of our matches only conceded in the dying minutes of some matches due to our fitness disappearing in the hotter than normal conditions.

We now have our sights set on the 2021 season with the team moving up a division from last year and already with our first match under our belt. The team is looking strong and I have great hopes for another great season of Kytherian football.

This year's draw will hopefully be available to provide to the greater Kytherian community should you wish to attend any of our Sunday matches with my mobile number (Kosmas Tzannes 0419 039 349) always on hand if you would like more information about the Football Team.



Kytherian Four Wheel Drive & Recreation Club

The Kytherian 4WD & Recreation Club was started back in 1997 by John Tzannes, John Faros, Peter Notaras, Angelo Andrew and Peter Tzannes. The aim was to bring together our members and their families with various activities in the great Australian outdoors.



We have a good mix of young families as well as more mature people attending which makes for some very interesting conversations around the campfire thus spreading knowledge from generation to generation.

Over the years we have organised some amazing outings. The three main annual events we host are:

- The Annual Camping Trip
- The Golf Day and
- The Children's Christmas Picnic.

We were able to host the Golf Day before COVID-19 restrictions were imposed. Unfortunately, COVID-19 forced us to cancel the Camping Trip. We were able to host the Christmas Party, but even then, the Northern Beaches COVID-19 cluster the night before resulted in significantly lower numbers than we had catered for. There was a silver lining though. The food we cooked was taken to Newtown's St Constantine and Helen Soup Kitchen to feed the hungry and homeless that night.

We picked the Kokoda Track Memorial as a new venue for the 2020 Annual Christmas Picnic. It is an impressive venue with lots of advantages and we hope to host the 2021 picnic there again.

We are always looking for new ideas and people to be involved in the K4WD Club. Please feel free to contact any of our committee members if you wish to participate or express an opinion on our projects.



Kytherian Ladies Auxiliary

The year 2020 saw the Kytherian Ladies Auxiliary (KLA) reach the milestone of 50 years of continuous service to our community. We had planned to continue with a year of celebrations, following on from the success of the 50th Anniversary of the KLA Melbourne Cup Luncheon held at the Sheraton on the Park in November 2019.

The year started well with a cocktail event on 7 February 2020 at Neptunes, Brighton Le Sands. The function included canapes, cocktails, a Latin flair with bongo drums, much dancing and lots of fun.

As concerns rose regarding group gatherings and lockdowns commenced due to COVID-19, no formal functions were possible. However, our community maintained contact through the telephone, emails and the occasional Zoom meeting.

Now in 2021, with the opening up of venues, we are beginning to again organise functions for the wider Greek community.

We look forward to welcoming back our loyal supporters to these functions and can't wait to catch up with everyone to reminisce on the highs and lows of this past year.





Karavitiko Symposium

The 54th Karavitiko Symposium (begun in 1967) was held on 21 February, about a year after the COVID-19 pandemic shutdown. It is interesting to note that the 2020 Karavitiko Symposium was the first (and last) major Kytherian function held in 2020 and the 2021 Symposium was the first Kytherian function to be held since then.

Much has happened in the intervening time. We have witnessed suffering and economic hardship as a result of the pandemic. Greece has been hit hard, like much of Europe. In light of this, we continued our traditions as best we could, linking up with Kythera and Karavas via virtual means. The travel restrictions in place meant that most of us cannot travel there. We resolved to run an event that was simpler and more intimate in keeping with the COVID-19 restrictions and mindful of the government health requirements.



The day of the Karavitiko started with the liturgy at Kogarah Church to celebrate Agios Haralambos, the patron saint of Karavas. We had a small group of people attend the church service. Around one hundred and twenty people attended the luncheon to follow at The Kyle Bay, successfully bringing together Karavites, Kytherians, Greeks and friends. Our attendee numbers were restricted by request of the venue.

The theme of this year's Karavitiko was 'Our Parea'. It reflects the purpose of the Karavitiko Symposium which is to bring people together to share our experiences and our history. We invite speakers to talk about topics related to Karava and Kythera. We acknowledge those Karavites and their friends who have now passed on. We acknowledge those who have made a difference to Karava and to Karavites through the handing out of special certificates. BUT, most of all we want to have fun! We enjoy each other's company ('Our Parea'), in a nice place with lovely food and I think we hit that mark year after year!



The focus of the Karavitiko Symposium is not only fundraising. Our luncheon functions are very good value! The money we raise is from the generous support of our raffle and we rely on people's generosity to donate prizes and all the prizes at the event were donated.

The Karavitiko Symposium supports worthy charities which are involved in improving the Karavitiko and Kytherian culture and people. At the Karavitiko, we discussed the fundraising options that were being considered by the committee. We have a few ideas put forward for spending our funds including the Karavas Patrikio Scholi and Migration monument. If anyone has any ideas, please speak to the committee.

Thanks to last year's donation by Harry Magiros at our special auction, we have a healthy balance of around \$10,000. We set aside some of that money for our next event.

Last year, however, due to COVID-19, we were unable to progress on donating money to good causes. We are always looking for ideas on the best place to spend the funds raised at this event. In the past we spent money on the installation of mirrors on dangerous corners in Karava, which was a great benefit to locals and visitors.

On behalf of the Karavitiko Symposium committee, we would like to thank our attendees and our supporters of the Karavitiko, for making this a special event for all of us this year. Here are just a few...

- Thank you to Emmanuel Alfieris and Andrew Malanos for the update on the KAA projects and Centenary,
- Thank you to all those who donated prizes, including George and Gloria Dimopoulos who donated the BBQ for our first prize in the raffle,
- Congratulations to our certificate winners for their longstanding support of the Karavitiko- Stephen & Anna Zantiotis and Maria & Chris Bokos,
- Thank you to Vicky Poulos for decorating the Agios Haralambos icon and
- Thank you to our DJ Peter Cominos, our resident photographer, Victor Kepreotis and to Aphroditie Samios and Terasse Calligeros for helping on the day.

A big thank you to our dedicated committee who give up their time to organise this event - Marianne Casimatis, Sylvia Milis, Peter Poulos, Sophia Poulos, Theo Poulos, Kyrranne Thomas, Barbara Zantiotis and George Zantis, and a big thanks to the support of their families. Wishing that you continue to stay safe and well and we hope to see you at our next Karavitiko in 2022. The Karavitiko turns 55 next year, so this will be very special for us!

Sophia Poulos



Kytherian World Heritage Fund

The Kytherian World Heritage Fund (KWHF), our Association's in-house cultural content publishing house, was founded by George Poulos and the late Angelo Notaras OAM along with Angelo's business partner and brother, John Notaras.

Our mission is to preserve the Kytherian heritage for the benefit of Kytherians worldwide through the publishing of books in both the English and Greek language.

In upholding the objectives of the KWHF, we aim to continue to:

- raise funds to publish books in the Greek and English languages
- utilise the profits of all book sales to: finance, publish and stock more books and literature including translations where required; finance and support the kythera-family.net website; finance and support the preservation of Kytherian photography and realia, support special projects in limited numbers, and
- ensure the profits from the fund are only utilised for these purposes.

Thanks to the vision of the KWHF founders and the efforts of the KWHF committee, we have been able to in 2020 donate more than 1,500 books to the Kytherian and broader Greek community, and with your support generated \$4,933 in profits from book sales which will be used to fund current and future KWHF projects.



In 2020 the KWHF donated books to a variety of groups including the Greek Consulate of Sydney, Pontoxeniteas (Pontian Association), a number of Greek Orthodox parishes across Sydney and Wollongong, the Kytherian Brotherhood of Canberra & District, the Greek Welfare Centre of NSW, schools, KAA Christmas party attendees, and participants in the December book sale at Kythera House. In 2021 we plan to continue to donate books to interest groups and members, including most recently to attendees of the Karavitiko luncheon held on 21 February and nearly 700 copies of the National Geographic Kastellorizo book to a representative of the Castellorizian Association of NSW, Mr Dimitri Livisianos.



In 2021 we aim to broaden our activities and host book talks, participate in cultural festivals, celebrate the 200-year anniversary of the Greek Revolution and continue to stock and publish books that preserve and foster our Greek and Kytherian heritage. The support from our KAA Admin team – Kalie Zervos and Toula Varipatis - in promoting, administering and selling our stock, has been a key contributor to our efforts and we wanted to thank them. We also wanted to thank George Preneas for his tireless efforts as KWHF committee member in 2020. In 2021 we welcomed new KWHF committee members, George Vardas and Theo Poulos.

We look forward to welcoming you at our first talk for 2021, a presentation by Peter Prineas on his latest publication, Wild Colonial Greeks on Tuesday 25 May 2021 at Kythera House. Thank you to our members, the broader community and the Estate of the late Nicholas A. Aroney for your continued support of the KWHF and please check-out our range of nearly 100 titles including, books, CDs and DVDs on the KAA website at <https://www.kytherianassociation.com.au/books.html> and follow us on twitter @KytherianWHF. If you are interested in learning more please contact us via the KAA Office by emailing kwhf@kytherianassociation.com.au.

Matina Zervos (KWHF chair), Barbara Zantiotis, George Vardas and Theo Poulos
Kytherian World Heritage Fund Committee



Kytherian Young Families Group

The KYFG committee consists of the following dedicated mothers.



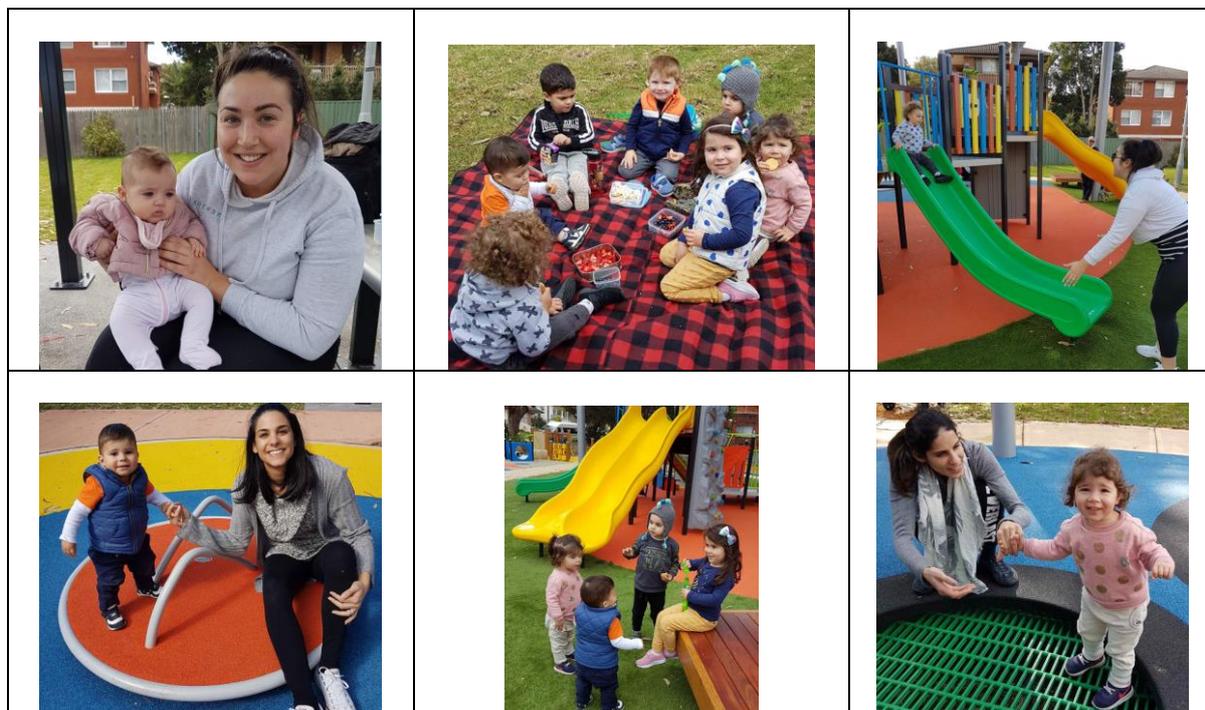
*(L-R): Marea Economos Vicki Frilingos, Maria Karedis, Stella Preneas, Alexis Arbolino, Kalliope Polyronis, Anna Manthopoulos
Absent: Kelly Andrews, Kathy Samios, Eleni Pitsi*

Our aim is to specifically cater to our youth (Kindergarten to High School).

We also have Mums and Bubs Group (babies to pre-schoolers - 0-5 years old) which is an informal playgroup where parents catch up over coffee whilst the children play together on the first Friday of the month at 10am. For details, see Facebook "Kytherian Mums n Bubs Group".

Due to COVID19 restrictions, no events were held, although it was good to see the children having fun at the Mums and Bubs gathering, prior to the COVID19 shut down – see below photos. We hope to resume our activities again soon. e.g. activity events, Ten Pin Bowling.

Welcome all supporters of KYFG. New members are always welcome and required to ensure the continuation of KYFG for our growing children. All help is appreciated even if you are only able to help for one function a year! Please contact Stella Preneas on 0478 647 773 or email us at kymg@kytherianassociation.com.au.



Kytherian Youth Association

2020 was the 'year of cancellation', and understandably so, therefore the KYA were unable to host any functions. Thanks to Scott and Gladys, we have been placed in a more fortunate position in 2021.

The newly-formed KYA committee enjoyed hosting their first function on March the 28th, 2021 at the premier nightspot, Bungalow 8, Barangaroo. More than 100 people (aged 18-28 years) enjoyed great food, drinks and music, fabulous company and beautiful views. The Loft at Bungalow 8 proved to be the perfect venue for the launch of the new KYA. In fact the venue was so ideal (and quite Covid safe with its huge open balcony) and due to all the positive feedback and interest, we are entertaining the idea of having a couple more 'Back to Bungalow 8' functions during the course of the year, so keep an eye on our Facebook page for details. (Facebook Page: Kytherian Youth Association KYA).



Since 'Paint and Sip' classes have become increasingly popular on Facebook over the last year, we thought we should host a class for our next event. Keep in mind that Picasso once said; 'Every child is an artist. The problem is how to remain an artist once we grow up'. Now while some of these classes doing the circuit may need an injection of creativity, we believe if you are given the opportunity to create, the inner artist in you will 'find' yourself, and hopefully 'lose' yourself at the same time. Of course, the class is open to tea toattlers and Espresso addicts too. Again, please see our Facebook page for further details.

Even though many of us enjoyed some fabulous home-cooked Greek meals during 2020, we found that some of our members are itching for a Greek Night Out. We are currently in the process of organising a Taverna night and will release details of this event very soon.

Some other ideas the KYA are toying with will possibly involve organising a 'HelloNowScream' Halloween event, in memory of all those that went before us on the KYA committee 30 years ago.

Apparently they had it in the cellar of that creepy castle “Curzon Hall”. We are currently hunting for a creepy venue around Sydney so we will keep you posted on that one.

Many years ago the KYA hosted yearly New Years Eve functions for well over 600 people. I am sure your parents will be able to tell you a story or two. We are entertaining the idea at present and would love some member feedback. While it’s hard to know with Covid if this event will even be possible, we would love to hear your thoughts as well as any suggestion you may have for future events. (Contact us via KYA Facebook Messenger)

Throughout the year we will continue to extend invitations to our events to other Greek societies. The more the merrier. In the meantime, if you haven’t signed up to become a member, do so now as we are currently offering free membership: KYA Free Membership Link:

<https://www.trybooking.com/BPPCA>



Financial Report

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED

ACN 000 263 954

FINANCIAL REPORT

For the year ended 31 December 2020

The following financial report has been prepared by our accountants, Kepco Accounting Services Pty Ltd, and audited by our Auditor, GS Siganos & Co Pty Ltd.

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED

(a company limited by guarantee)

Director's report

The directors of The Kytherian Association of Australia present this report for the year ended 31 December 2020.

Directors

The names of each person who has been a director during the year and to the date of this report are:

	Number Of Meetings Attended	Eligible To Attend
Alfieris, Emmanuel	14	14
Calligeros, Esther	13	14
Coolentianos Spiro *	5	5
Cordato, Dennis **	5	6
Karedis, Maria **	5	6
Kepreotis, Victor	14	14
Malanos, Andrew	14	14
Mallos, Michael	13	14
Poulos, Theo***	7	8
Preneas, George	13	14
Samios, Kathy	14	14
Tzannes, Peter	13	14
Zantiotis, Barbara	14	14
Zervos, Kalie***	8	8
Zervos, Matina***	8	8

Please Note:

* Spiro was invited to join the Board in July 2020

** New Board Members appointed following the June 2020 AGM

*** Stepped down from Board in June 2020 at the end of their term

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED
(a company limited by guarantee)

Information on directors

Your Board – Passion, Experience and Diversity

Andrew Malanos, Vice President



Andrew was elected on the Board in 2018. Andrew joined Kytherian Greek dancing classes at the YMCA in the 70s and old Kythera House in the 80s. He was the Treasurer of the Kytherian Youth Association (KYA) formed in 1982. This is why Andrew is such a strong supporter of Friday night Greek dancing and was so determined to see the restart of the KYA in 2017. Andrew is committee liaison for the recently revived KYA and Chairs the 100 Year Centenary Committee.

Andrew has a Bachelor of Science from UNSW in Environmental Chemistry and has a career spanning 33 years dedicated to risk management within the hazardous chemicals industry. Focussing on compliance, workplace health and safety, environmental protection and employee wellbeing, Andrew understands the importance of good governance and corporate social responsibility.

Andrew is married with four children and is a Queen's Scout.

Barbara Zantiotis - Secretary



Barbara is a passionate Kytherian and an active community organiser for various Association initiatives. She was elected to the Board in 2018 and has been a member of the Karavitiko and Ladies Auxiliary subcommittees since 2017 and the Kytherian World Heritage Fund since 2019.

With over 17 years policing experience, Barbara is currently a Sergeant with the NSW Police Force. Prior to policing, Barbara held various event management roles, including being a coordinator for the Hellenic Festival and worked in the construction and jewellery industries. Barbara has been community minded from a young age. She was a member of the Holy Cross Greek Orthodox Youth Association in Wollongong and the Greek Orthodox Archdiocese Central Youth Committee in the 90s. She has also volunteered for charitable organisations throughout her career. Barbara holds broad formal qualifications including a Bachelor of Policing, a Certificate 3 in Fitness (Gym Floor Instructor) and an Advanced Certificate in Biomedical Techniques. She is also a member of the Golden Key Honour Society for academic excellence.

Barbara has a daughter, Kyrani and son-in-law Brendan.

Dr Dennis Cordato



Dennis joined the Board in June 2020 and is also on the Board of KythCare. Dennis is a first-generation Greek-Australian who is proud of his heritage. Both his parents were born in Kythera, his father from Potamos and his mother from Fratsia. His wife is also of Greek heritage with both parents born in Sparta. Together they have strongly encouraged their two sons to speak Greek and appreciate their heritage.

Dennis grew up in Lakemba, attending Lakemba Public School and Belmore All Saints Greek Orthodox Church. He completed his HSC in 1982 having attended Punchbowl Boys High School.

Dennis completed a medical degree with first class honours in 1987 and began practicing as a specialist adult neurologist in 1995.

In 2001 he completed a PhD in neuropharmacology. Dennis is a staff specialist neurologist at Liverpool Hospital, is a community disability medicine neurologist in Kogarah and has private practice consulting rooms in Kogarah.

Dennis enjoys playing baseball, tennis and squash.

Emmanuel Alfieris, President



Emmanuel joined the Board in 2016 and was elected president in 2018. Emmanuel has volunteered in various capacities with the Association since he returned to Australia in 1989. Prior to joining the Board, he was actively involved with the KYA, Soccer Club and the 4WD & Recreation Club.

Emmanuel is currently an Executive Director with the Commonwealth Bank's Institutional Banking Division. His 25 year banking career spans leadership roles in government banking, international trade, transactional banking, corporate advisory and financial markets. He previously served on the Eastern Suburbs Football Board and on the Government's Board of Taxation expert panel.

Emmanuel has completed Harvard Business School's Executive Program, holds a Masters of Applied Finance and a Double Major in Finance and International Marketing. He is a Senior Certified Finance and Treasury Professional (Snr CFTP), a member of the Institute of Public Administration and a member of the Australian Institute of Company Directors.

Emmanuel is married with two children.

Esther Calligeros



Esther has been part of the Association's organisational fabric since her youth, due to her parents' strong involvement, her father, past President John Prineas, and mother, Anne, a long-standing member of the Ladies Auxiliary. Esther performed as part of the Kytherian Greek Dancers at the Opera House, Kytherian Ball 1973 and other concerts.

In 1978, to 1980, Esther was a strong KYA participant in Combined Greek Youth Sports Carnivals and events. From the early 1980's Esther was a founding member of Kytherian Basketball teams culminating in five Ladies and two Mens teams in 1987. Esther married Peter who also was a participant in Kytherian Basketball and Soccer including the Legends Soccer team. Esther joined the Board in 2000 at a time when our Association desperately needed members to step up and take governance responsibilities. She has served on the Ball Committee and Ladies Auxiliary subcommittees since 2001 and was a Greek Dancing organiser and subcommittee member for over 10 years while her sons John, James and George participated in Greek Dancing. Esther has a Bachelor of Pharmacy (Sydney University) and worked as a pharmacist. Currently Esther performs administration and book keeping roles for Garner's Medical Centre. She also has events experience beyond our Association and has been part of charitable fundraising Ball committees including Windgap and Estia.

Esther together with her husband Peter, are passionate about Kythera and their Kytherian heritage. They love visiting the island, swimming, exploring and learning about the history.

Esther would like to continue to ensure the Kytherian Association will flourish in the future for our children and grandchildren and looks forward to celebrating the 100-year Anniversary. She is now also a member of the Centenary Committee!

George Preneas



George joined the Board in 2017 following the passing of his mother-in-law, Violet Sandeman. Violet was a lifetime contributor to the Association and served many years on the committee. George felt a sincere obligation to follow her lead and honour her memory by also contributing. In addition to serving on the Committee, George is the convenor of the popular Tavli and Prefa Night monthly event at

Kythera House.

George was the quintessential Kytherian café owner and has managed a number of businesses over many years. Prior to owning and running his own businesses, George was a manager at Coles Myer's Red Rooster chain. He is currently an astute portfolio investor.

George is married to Stella and they have a son, Michael.

Kathy Samios



Kathy has been on the Board since 2002. She leads our Greek dancing activities and is an active member of both the Ladies Auxiliary and Ball subcommittees. For many years, she has been the event manager for both our Aroney Awards and November annual dances. Kathy was also a member of the Sydney 2014 Kytherian Symposium organising committee.

Kathy is a passionate community minded Kytherian. She was born in Uralla in the NSW New England tablelands and with the support of her parents, was an active participant in many local Greek and community activities in the region. She has remained an energetic community contributor ever since. Kathy is also an active contributor to many Hellenic charitable initiatives in Sydney and is a Director of both KythCare and the Hellenic Women of Sydney.

Kathy is married to George with two children, Penelope and Peter. Peter is married to Vicky who together have provided two loving grandchildren. Kathy and her family remain keen supporters of the Kytherian Association and Kathy has a particular interest in engaging the youth from the Kytherian and wider Greek communities in the various activities provided by the Association.

Maria Karides



Maria joined the Board in June 2020. Maria is passionate about our Association's committed members and keeping our younger generation close. She believes our youth are the pillars of the Association's future. Maria has come to this belief by observing our youth's enthusiasm through her 10+ years volunteering with the Kytherian Young Families Group.

Maria's four children, currently aged between 10 and 22, have been through every KAA rite of passage - play dates, page boys/girls, dancing, kids discos, movie nights, bowling, ball partners and now KYA events.

She joins the Board to provide a refreshing reminder that our younger members have great ideas that we need to support.

Maria was born in Cyprus, Kythera's Aphrodite sister island and is fluent in Greek. She loves Kythera and Kytherians, including her husband Greg whom she helps with his dry cleaning business.

Michael Mallos



Michael rejoined the Board in January 2020. Born in Kythera, Michael spent much of his youth in Logothetianika where he attended primary school. At 12 years of age, he embarked on a journey of a lifetime to Australia where he finished school, studied, married and raised a family.

Michael has been a member of the KAA committee since 1996 fulfilling roles such as Vice President, Secretary and Treasurer while also serving on the Ball and Greek Dancing subcommittees. He also has a special relationship with Santa Claus and ensures the great man's presence at the Annual Kytherian Christmas Party.

Michael studied Mechanical Engineering and worked at The University of New South Wales in both the School of Textile Technology and the School of Mining Engineering for over 30 years. Michael is now semi-retired, an ex-company director and is still a licensed builder. He has been involved in fundraisers for charities, including the Windgap Foundation.

Michael and his wife Carol have five children - Theodore, Matthew, Peter, Lucas and Marina - with 4 beautiful grandchildren and one on the way. Michael and his family visit Kythera every year for the European summer - except unfortunately, of course, when Covid restrictions are in place.

Peter Tzannes, Treasurer



Peter first joined the Board in 1986 and served until 1994. He re-joined the Board in 2018 as Treasurer.

Peter has been involved with the association for many years including with the Kytherian Youth and Greek Dancing. Peter played for the Kytherian soccer team and managed the team for 13 years.

Peter was also a foundation member of the Kytherian 4WD & Recreation Club and is still on that committee after 22 years. Peter was a foundation member and currently leads the Kytherian Association Wine Klub.

Peter went to the University of New England where he attained a Bachelor of Natural Resource Management. After university, Peter was a ranger with National Parks and Wildlife throughout NSW including three years in Kosciuszko National Park.

In addition to being a ranger, Peter has been a builder's labourer, an electrical lighting store manager and eventually worked for the NSW Police Force from 1982 until his retirement in 2017 with 35 years continuous service. Peter found his niche in information technology and was responsible for the design and implementation of the police IT infrastructure for major events such as the Bathurst races, World Youth Day and APEC. Before he retired, Peter designed and implemented the Force's state-wide WiFi network and was responsible for the design and support of the NSW Police data centres.

Peter is married to Gloria and they have three daughters, Politimi, Vasiliki and Kosmia.

Spiro Coolentianos



Spiro Coolentianos re-joined the board in July 2020 after previously serving on the board from 2006 to 2011. Spiro is a proud Kytherian of the Kytherian Association for the last 25 years including the KYA Soccer Team, Kytherian 4WD and Recreation Club and KAWK. Spiro is also a founding member of the Institute of Kytheraismos and is a member of the local Sydney committee.

In work, Spiro has been in the financial services industry for over 3 years and is currently employed as Global Head of Investment Operations for Zurich Insurance Group in Switzerland and is now based in Sydney after spending most of the last 10 years based in Switzerland and Hong Kong. Spiro resides in Randwick and is married to Maria (nee Mavromattis) with three children Christiana, Elly and Theo all of whom have participated and performed with the Friday night dancing group.

Dr Victor Leslie Kepreotis



Victor Leslie Kepreotis was born in 1952 to Leslie and Doreen Kepreotis. He has three younger brothers Peter, Steven and Paul. They all worked in their parent's fish and chips shop in Maroubra, Sydney.

Victor went to South Sydney High School in Maroubra, coming 2nd in his HSC in 1970 and Cadet Under Officer in the Cadets. Victor graduated from Sydney University in 1976 with a Bachelor of Dental Surgery and has worked in his Lakemba surgery since 1977.

He has also been on the Board of Governors of All Saints Grammar School at Belmore.

Victor joined the Kytherian Brotherhood of Australia Committee in 1982 and was Vice President of the social club for a few years. He found his Kytherian roots in 1982 on his first trip to Kythera with his widowed mother who was also part of the Kytherian Ladies Auxiliary. Victor became Secretary of the Brotherhood in 1997 and was President from 2000 until 2018. He oversaw the sale of the old Kythera House in 2003 and was the bidder for the purchase of the new Kythera House at Rockdale in 2009 with its refurbishment in 2012. He has been chairman of the Kytherian Ball Committee since 2000.

Victor married Kathy Kepreotis (nee Vardas) in 1983 and they have three children – Yana, Sacha and Joshua and four grandchildren - Elias, Maya, Olivia and Zoi.

Victor and his family all share a common love of Kythera.

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED
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Financial Report for the year ended 31 December 2020

Statement of Comprehensive Income	Note	<u>2020</u>	<u>2019</u>
Operating Profit/Less Rental and Interest Income			
- Rental and Interest Income	2	105,409	92,448
- KAA Operations & Support Activities	1	<u>(98,336)</u>	<u>(15,473)</u>
Total		7,073	76,975

Income Tax Refund Attributable Previous Years

Operating Profit/ (Loss)

After Income Tax	7,073	76,975
Total Profit/ (Loss) after Income Tax	<u>7,073</u>	<u>76,975</u>

Statement of Changes in Funds

	<u>General Fund</u>	<u>Revaluation \$</u>	
Balance at 31 December 2014	2,950,402	642,406	
Aroney Transactions	7,389		
Surplus from 2015 Operations	95,906		
Balance at 31 December 2015	3,053,697	642,406	
Surplus from 2016 Operations	240,557		
Aroney Transactions	(59,342)		
Balance at 31 December 2016	3,234,912	642,406	
Surplus from 2017 Operations	(4,219)		
Aroney Transactions	12,948		
Balance at 31 December 2017	3,243,641	642,406	
Surplus from 2018 Operations	8,484		
Aroney Transactions	10,847		
Balance at 31 December 2018	3,262,972	642,406	3,905,378
Surplus for 2019 Operations	76,975		
Aroney Transactions	(19,645)		
Balance at 31 December 2019	3,320,575	642,406	3,962,981
Surplus for 2020 Operations	7,073		
Aroney Transactions	634		
Balance at 31 December 2020	3,328,282	642,406	3,970,688

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED

Financial Report for the year ended 31 December 2020

Note:1 Detailed Income and Expenditure Statement of Association Operations

	<u>2020</u>	<u>2019</u>
Gross Income		
Advertising	10,233	19,229
Book Sales (Note A)	10,669	35,476
Cash Flow Boost	20,000	0
Jobkeeper	42,000	0
Social Functions (Inc Kytherian Ladies Auxiliary)	28,868	195,733
Raffle Receipts	0	19,774
Subscriptions	36,533	36,178
Sundry Income	571	6,951
Video Sales	1,255	6,344
Shipping collected	376	290
Soccer Registration fees	4,218	5,870
Project Support	0	5,108
Dividend income special purpose	2,112	3,055
Genealogy Income	<u>682</u>	<u>12,153</u>
	157,517	346,161
Less Expenditure		
Accountancy & Audit Fees	9,983	8,317
Advertising	0	6,064
Alarm System	3,882	0
Ball Program and Tickets	635	8,320
Bank Charges	1,071	1,732
Books KWHF – Stock value for sales and donations	9,302	-
Books KWHF – Book Storage	6,710	0
Bookkeeping Fees	832	0
Computer Hardware and Software Support	0	1,527
Subscriptions	6,241	2,744
Cleaning	764	938
KAA Project Contribution/Kogarah	15,000	0
Kytherian Family Net	1,544	0
Kytherian Ladies Auxiliary	288	42,852
Legal Services	5,000	8,194
Filing fees	161	269
Floral Tributes	2,295	5,827
Insurance	6,338	7,119
Internet & Website Expenses (Note B)	1,838	1,770
Soccer Registration Costs	3,554	7,660
Clubhouse supplies	2,654	4,547
Printing, Postage, Stationery and Newsletters	44,968	68,840
Employment costs (Note C)	90,363	58,348
Provision for LSL	158	3,371
Training	1,200	0
Greek Dancing (Above Aroney Contribution)	12,087	2,993
Dancing Costumes	0	-
Library items	134	40
Social Function Expense	26,178	153,888
Telephone	937	1,633
General / Office Expenses	208	699
Light and Power	1,528	1,936
Genealogy costs	<u>0</u>	<u>3,917</u>
Total Running Association Costs	\$(255,853)	\$(403,545)

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED
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Note A: 2019 Book sales to the value of \$30,740 reflect the sale of Lefcadio Hearn books in 2016 to Mitsubishi, that was recognised as income in December 2019.

Related Party Transactions

Note B: \$400 has been paid to Peter Samios (son of director Kathy Samios) for website hosting and website management. Kathy has not been involved in any decisions relating to this service.

Note C: Kaliopi Zervos was paid \$14,330 between 1/1/2020 and 30/6/2020 as an employee while also on the Board of Directors. This was for office management services performed above and beyond her duties as Director.

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED
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Financial Report for the year ended 31 December 2020

Note:3 Detailed Income and Expenditure Building Statement for:

	<u>2020</u>	<u>2019</u>
<u>- 24 KING STREET, ROCKDALE</u>		
Rental Income	133,995	147,447
Tenant Outgoings Contribution	<u>0</u>	<u>271</u>
Total Income	133,995	147,718
<u>Less Expenses</u>		
Accounting Costs	1,500	1,400
Bank Charges	120	130
Wages	5,200	5,200
Telephone	240	300
Council Rates	7,079	6,063
Water Rates	1,270	1,967
Repairs & Maintenance and Fire Inspection	1,680	4,541
Land Tax	1,007	1,013
Light & Power	1,390	1,700
Insurance	5,579	4,749
Depreciation	16,111	16,111
Awnings	<u>0</u>	<u>29,500</u>
Total Expense	<u>41,176</u>	<u>72,674</u>
Net Rental Surplus	92,819	75,044
Interest Income	<u>16,790</u>	<u>27,404</u>
Total Surplus Income	<u>109,609</u>	<u>102,448</u>
<u>Less Donations:</u>		
Estia	-	5,000
Greek Orthodox Parish Kogarah	3,200	-
Fire Appeal	1,000	-
Kythcare	<u>.....-</u>	<u>5,000</u>
Total Donations	<u>4,200</u>	<u>10,000</u>
24 King Street Income	<u>105,409</u>	<u>92,448</u>

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED
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Financial Report for the year ended 31st December 2020

Monies Received from Aroney Estate

	<u>2020</u>	<u>2019</u>
	\$	\$
- Kythera Family Net	-	15,000
Aus Charity Ball Canberra	-	10,000
Ilariotisa Church - Potamos	-	16,400
Agios Dimitrios - Kousanari	-	20,000
Sociology Project	-	10,000
Encouragement Awards	6,000	13,090
Greek Dancing	25,000	25,000
Elderly Kytherians	-	7,900
Brisbane Symposium 2019	-	25,000
Plateia Ammos	-	7,500
Agia Sophia - Paddington	-	10,000
Kastro Records – Digitisation/preservation costs	20,880	
Macquarie Uni – Greek Studies	5,000	
Sculpture by the Sea	5,000	
Kogarah Church – Construction 2 chapels	5,000	
Alexandros Kyriakopoulos – Musical Studies	5,000	
Seed Bank - Kytherian Flora	10,000	
Logothitianika School Repairs	<u>0</u>	<u>11,610</u>
Total Monies Received	<u>\$81,880</u>	<u>\$164,000</u>

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED
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Financial Report for the year ended 31st December 2020

Disbursements paid from Aroney Estate

	<u>2020</u>	<u>2019</u>
	\$	\$
Aroney Encouragement Awards and Books	-	10,300
Dancing	-	25,000
Aus Charity Ball Canberra	-	10,000
Digitalising - Interviews	-	4,637
Digitising / Kastro Records	14,890	-
Agios Dimitrios Church	5,992	14,208
Elderly Kytherians (JP)	-	7,900
Agia Sofia Caves	-	4,879
Kythera Family Net	973	3,402
Ilariotissa Church – Potamos	2,114	7,463
Aroney Kytherian Symposium	-	6,368
Brisbane Symposium 2019	-	25,000
Sculpture by the Sea	5,000	-
Kogarah Church – Construct 2 Chapels	5,000	-
Alexandros Kyriakopoulos Musical Studies	5,000	-
Provision for Movement in Aroney Fund expenditure	<u>42,277</u>	<u>44,488</u>
Total Disbursements	\$81,246	<u>\$183,645</u>
Total Surplus / (Deficit)	<u>\$ 634</u>	<u>\$ (19,645)</u>

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED
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Financial Report for the year ended 31 December 2020

Statement of Financial Position as at 31 December, 2020 (Balance Sheet)

	<u>2020</u>	<u>2019</u>
Current Assets		
Cash and cash equivalents	1,409,658	1,349,100
Trade and other receivables	26,048	13,650
Shares*	39,836	39,836
Total current assets	<u>1,475,542</u>	<u>1,402,586</u>
Non-current assets		
Buildings at fair value	2,593,723	2,609,834
Other assets – Books **	50,698	60,000
Total non – current assets	<u>2,644,421</u>	<u>2,669,834</u>
Total Assets	4,119,963	4,072,420
Current Liabilities		
Trade and other payables	4,664	7,105
Provision for Aroney Future expenditure	144,611	102,334
Total current liabilities	<u>149,275</u>	<u>109,439</u>
Total Liabilities	<u>149,275</u>	<u>109,439</u>
Net assets	<u>\$3,970,688</u>	<u>\$3, 962,981</u>

*These shares are purchased from special purpose member funds for member specific projects. They are valued at cost.

** A stocktake was done to record the books on hand as at end 2020. The value estimated at the time represented 10% of the retail value.
We have legal advice that notes we have partial ownership of Kytherian Genealogy Club assets however this has not as yet been valued.

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED

(a company limited by guarantee)

Financial Report for the year ended 31 December 2020

Bank Account Balances as at 31 December 2020

	<u>2020</u> \$	<u>2019</u> \$
KAA 611913	68,134	45,407
KAA World Heritage Fund 143685	79,634	84,781
KAA Credit Card	1,530	1,054
KAA Cash on Hand - Floats	1291	1,291
KAA Museum Archaeology Trust	2,215	2,215
KAA Smart 752709	21,455	21,421
KAA CBA Term Deposit	349,965	347,117
KAA Special Purpose 1099357	1,315	22,315
KAA Commsec Trading	6,274	4,795
KAA Ladies Auxiliary 933523	25,573	24,099
KAA Geneology Smartnet 1140185	18,596	23,701
KAA Soccer Team 723304	3,600	470
KAA Young Mothers	8,880	8,871
KAA 4WD 922005	7,036	4,540
KAA Term Deposit	305,793	301,570
KAA St George Term Deposit	347,044	338,250
KAA – Youth 1356559	2,070	2,063
Euro Foreign Currency	6,805	12,805
Kythcare Clearing Account	-673	-
Karavitiko Smart Net Acc 1621952	<u>8,510</u>	<u>0</u>
TOTAL KAA FUNDS	1,265,047	<u>1,246,766</u>
Aroney Trust (Note)	<u>144,611</u>	<u>102,334</u>
Total	1,409,658	\$1,349,100

Note:

This is a separate Bank Account.

Aroney funds will be disbursed in the upcoming period as per jobs allocated by the Trustee.

KYTHERIAN ASSOCIATION OF AUSTRALIA LIMITED
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Directors' declaration

The directors declare that in their opinion:

- a) The attached financial statements and notes thereto comply with Australian Accounting Standards.
- b) The attached financial statements and notes thereto give a true and fair view of the financial position and performance of the Kytherian Association of Australia.
- c) The attached financial statements and notes are in accordance with the corporation's act 2001 and the corporations Regulations 2001; and
- d) There are no reasonable grounds to believe the company will not be able to pay its debts as and when they become due and payable.

Signed in accordance with a resolution of the directors made pursuant to s.295 (5) of the corporations Act 2001.

On Behalf of the directors:



Emmanuel Alfieris (Director)

Dated: 21 / 04 / 2021



Peter Tzannes (Director)

Dated: 21 / 04 / 2021

I have audited the accompanying financial report, being a general purpose financial report, of Kytherian Association of Australia Limited which comprises the statement of financial position as at 31 December 2020, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the responsible persons' declaration.

In my opinion, the financial report of Kytherian Association of Australia Limited is in accordance with Division 60 of the Australian Charities and Not-for-Profits Commission Act 2012, including:

- (a) giving a true and fair view of the company's financial position as at 31 December 2020 and of its performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the Australian Charities and Not-for- profits Commission Regulation 2013.

Basis of Opinion

I conducted my audit in accordance with Australian Auditing Standards. My responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of my report. I am independent of the company in accordance with the auditor independence requirements of the Australian Charities and Not-for-Profits Commission Act 2012 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to my audit of the financial report in Australia. I have also fulfilled my other ethical responsibilities in accordance with the Code.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion

Emphasis of Matter – Basis of Accounting

I draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the responsible persons' financial reporting responsibilities under the ACNC Act 2012. As a result, the financial report may not be suitable for another purpose. My opinion is not modified in respect of this matter.

Responsibility of the Responsible Persons for the Financial Report

The responsible persons of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the ACNC Act 2012 and is appropriate to meet the needs of the members. The responsible persons' responsibility also includes such internal control as the responsible persons determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible persons are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible persons either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

The responsible persons are responsible for overseeing the registered company's financial reporting process.

Auditor's Responsibility for the Financial Report

My objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

A further description of our responsibilities for audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.



GEORGE SIGANOS CA
SIGANOS & CO PTY LTD

Date: 22nd April 2021
at 5 Bridge St Penhurst NSW 2222

PO Box 241 PENSHURST NSW 2222
5 Bridge Street PENSHURST NSW 2222
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*Liability limited by a scheme approved under Professional Standards Legislation
Siganos & Co Pty Ltd Auditing Services*

2020 AGM Minutes

MINUTES, ANNUAL GENERAL MEETING FOR 2020 CALENDAR YEAR

Kytherian Association of Australia (KAA)

Date: Wednesday 17th June, 2020

Venue: Kythera House, Level 1, 24 King Street, Rockdale, 2216 and Zoom
Teleconference

Kytherian Association of Australia (KAA) and The Kytherian Brotherhood of Australia (KBA) Quorum: 16 members were physically present due to Covid 19 restrictions and at least 69 identified members on line as at start of meeting making a minimum of 85 Members present. John Comino, Honorary Counsel confirmed have quorum to start the meeting.

7:20 pm Welcome and 1 Minutes silence, for KAA members and Kytherians who had passes away over the past year.

Apologies: Nil

The AGM of the Kytherian Brotherhood of Australia was declared open and closed by the Chair as there was nothing to declare.

The AGM of the KAA was then by declared Open by the Chairman and KAA president Emmanuel Alfieris.

The Chairman (Emmanuel Alfieris) explained why ASIC would take no Action if an Entity held an AGM using technology due to Covid.

Reference was made to the previous minutes on p53 of the Annual Report. Chairman asked if there were any amendments to minutes proposed. There being no amendments the minutes were deemed to be accepted.

A phone Number for Questions by text was issued to allow for questions without notice.

Presidents Report

The President/Chairman outlined the year's highlights being -

- 1/ Improved Corporate Governance
- 2/ Empowering the Sub committees
- 3/ Increasing Youth membership.

Other key points made

- The New Constitution was noted as a landmark event and the Constitutional Review Committee was thanked again
- This is a historic first virtual AGM for our Association. This was enabled by our new constitution and also by ASIC covid rules that enabled "flexible pragmatism" so that organisations like hours could comply with their legal obligations. For example we were normally meant to have our AGM before the end of May, however ASIC granted all organisation with a May deadline an extra month.
- The Board will host a conventional in-person EGM for members that wish to attend in person and ask questions on the Association's operations

- Many fabulous functions across all committee's at the rate of 1 per week, including restarting the Golf, the Ladies 50th, the Soccer's 40th
- 5200 facebook users
- Strong history of quality newsletters both past, present, and future.
- Program to Increase youth membership
- Special mention to Irene faros as matron of Honour
- Special mention of the Late Angelo Notaras
- Finally thanked all the Sub Committees

Secretaries Report

The secretary thanked the President on delivering a world class Annual Report, Providing strong leadership and always staying true to our mission statement found on the bottom of page two of the annual report. Our c1400 members should acknowledge a President who has made a great association even greater.

Our membership is at record levels, we have impressive active sub committees.

A vibrant youth association, and it is a thrill to see the youth taking KYA committee positions their parents from my generation of the KYA.

Looking at page 14, as our older members age and pass we need to encourage our youth to become members themselves, and we are providing various incentives to do this. This is the pathway to success,

As you can see on page 15, the real winner is our successful greek dancing program. It's the key and we should thank the Aroney trust for their continued support and our dedicated greek dancing teachers. This Year we introduced a 5th greek dancing class to provide for our university aged members. In the past this group would disappear after year 12.

The Board is dynamic and progressive. The outgoing Board was thanked for their efforts and the incoming board was welcomed.

Centenary News

The 100 year book is being written by the Historian and researcher Vasilis Vasilias. He has completed chapter 1, the 1920's. We expect the book to be released at the end of 2021.

The 100 year ball we expect to have record numbers, and we are holding a logo competition so please enter.

The back page outline entry conditions for a mile in my shoes competition.

An anonymous Kytherian donor has paid over \$10 000 to secure one of the 35 shoes available for an exhibition hosted by the Australian National Maritime Museum at Darling harbour. This is a once in a lifetime opportunity to submit your family story and we all have one.

I would like to hand over to the Treasure Peter Tzannes, but not before I acknowledge the huge hours Peter puts in, all as a volunteer.

Treasures Report

2019 has seen many changes to our organisation

We have had a new constitution approved by the members. This was a long time coming but absolutely essential to meet our governance requirements and obligations.

In 2018 we outlined some of the challenges we could see on the financial front for 2019. These included

- Replacement of Awning at a cost in excess of \$30K
- Unknown costs regarding the round 2 of the constitution. This was estimated at approx. \$50K which included estimates for unknown legal costs.

- Reduced function return at the ball due to low numbers in 2019. This normally provides an injection of approx. \$30K, but was envisaged to be break even in 2019
- These alone indicated a potential impact of over \$100K for the 2019 year

As a result of the possible impact of the before mentioned events, your committee developed strategies to assist in minimising the potential impacts. These included

- Reducing the newsletter publications from 12 to 10, a saving of between \$10K and \$12K on printing and postage
- Putting in place strategies to reduce staff wages burden on the association. Saving Approx \$7K

In addition to what has just been outlined:

- We were fortunate in that the constitution expenses were only approx. \$26K due mainly to a much-reduced expenditure on legal costs than initially expected. This was an amount of \$24K less than originally estimated
- The Ball made a small profit
- Finding a tenant for Suite 2 for the 6months which provided a \$15K injection

Your committee also brought in many fiscal management strategies to ensure that the Association better manages finances, expenditure and project overseeing and payments.

Improvements over past practices include -

- Payments via trybooking for events
- Budget assessment for functions and forecasting outcomes and scenarios. We now treat each event/function as an individual project and produce event and financial summaries for each one. This in turn enables transparency and provides opportunity to do post implementation reviews, that can show what we did right, and what we can do better.
- Event summaries of each function to show clearly what income and expenditure items exist for the function and balance the banking
- Minimise any cash payments where possible
- All project payments need to be accompanied by invoices/receipts description, before payment made
- No more third party payments or contra deals
- Proper accountability of all project receipts and payments

We are trying to establish a true baseline for correct financial reporting that will enable future committees clearer and transparent navigation through the accounting and reporting responsibilities they have.

We are correcting past practices to enable true and transparent representation. For example, the inclusion of the books as part of the asset reporting functions. These were omitted in the past.

Our aim for this year was to improve transparency and governance and we have certainly done that.

We now have tighter accountability and control over payments and expenditure

We are very confident that we are well on the way preparing the association for all future committees to be able to represent their members with confidence and transparency.

Treasurer noted that two accounts in the financials identified as

- KAA Smartnet 752709 was a buffer account
- KAA Smartnet 1140185 was used for Genealogy funds.

The treasurer also warned that the future would have its challenges with low interest rates on deposits, lower rents with rent relief and rent deferrals and no revenue from events.

Next, the President answered pre submitted questions.

Question: (Peter Vlandis) What was the cost of the Annual Report?

Answer: The report cost \$6500 ex GST for 986 copies. Prior to 2018, the Annual report was only available for those who attended the AGM, and they received it on the night. This usually was between 50-100 copies

Our members told us that they want to view and analyse the report and financials prior to the night to give them adequate time

Accordingly we have, since 2018, provided mail out to all registered newsletter recipients, as well as having additional copies if other members desired to have one. This means this year's print run was around 986

For the last year and this year we have been congratulated for the approach and standard of the Annual report.

Question: (Maria Tzannes) Is it not excessive that the Young Mothers Group hold over \$8,000 in their account?

Answer: Each subcommittee manages their affairs. Any payments made need to be authorised and co authorised. This involves 2 separate authorisers.

Question: (George Vardas) What was the cost of the new constitution?

Answer: The constitution update cost around \$26000 for printing postage and legal fees with around \$ 7000 for wages.

Question: How did we value KWF stock at \$60000?

Answer: A stocktake was done in May 2019 at several locations. The determined number of books was multiplied by the recommended retail price and then a 90% discount was applied leaving \$60000 agreed value. This approach was accepted by our auditors.

The majority of stock was moved to Bexley Storage.

Question: (George Vardas) How many life membership were sold the year prior to the change in constitution?

Answer: One. As per the provisions of the old constitution a life membership could be purchased for \$1000. It was for George Alfieris and was purchased as a Christmas gift by his father Emmanuel Alfieris (President). The President encouraged all members to buy multiyear membership for their children as it would be a fantastic gift and also support the Association.

Question: (Maria Tzannes) Can we have more information about the soccer club?

Answer: Cosma Tzannes, soccer club manager, will endeavour to improve reporting on their activities.

Question: (Roslyn Krouskos) How is cash handling managed?

Answer: We have minimised cash handling where possible such as using Trybooking and a credit/debit card terminal and will continue to reduce going forward. A cash receipt will always be issued.

Question: (George Vardas) What was the improved legal framework for Kythera Family.Net?

Answer: With the Aroney Trust support, an agreement was made with John Preneas where all the intellectual property and material on Kythera Family.Net would be given to the KAA in the event he ceased being involved with Kythera Family.Net. This would leave a legacy to the KAA for this great initiative that has been supported by the Aroney Trust and the KAA.

Questions without notice by Text.

Question: Is the KAA looking to buy another property?

Answer : Not at this time.

Question: (Tony Zaglas) What happened to the old \$1000 life membership?

Answer: That was in the old constitution. That option is now gone. We are considering 3 and 5 year memberships.

Question: (Tony Zaglas) Why not use Zoom or video for this AGM?

Answer: Zoom was indeed used for the AGM however we only used the telephone feature to make it easier for members without a computer and video facilities to participate.

Question: (Maria Sophios) Is the Genealogy subcommittee part of the KAA?

Answer: In February Amalia Samios and Kalie Zervos advised that they wanted to run the genealogy activities as a separate venture outside the KAA. There was no written agreement at the time the Genealogy Club was created. This makes it a very complicated. Both sides have sought legal advice and have agreed to enter into good faith discussions to determine if there can be an amicable way for the genealogy to be decoupled from the Association. We are also creating documents to avoid such complexities arising in the future.

Question: On the cancelation of the Aroney Awards due to Covid – will intended award recipients miss out?

Answer : No one will miss out, all entrants will be carried over to the next year.

Question: Why was Long Sevice Leave not provisioned for in the past?

Answer: There is no legal provision to do so. However the current Board thinks it prudent to include so there is transparency to members on a potential future obligation.

Question: Can second generation entrants submit to “A Mile in my shoes”?

Answer: They can but the chances of winning will be lower because the exhibition organisers prefer first person stories. We see many benefits from our involvement including recording stories from many generations and we think SBS will be there to record the events.

Question: (John Cominos) Where are we at with policy and procedures?

Answer: We are making progress, but we could do better. We acknowledge it is a responsibility of the Board.

Question: Why is Kythcare not listed in Annual Report?

Answer: Kythcare is completely Independent of the KAA but the KAA does have an Appointee on the Board.

Words of Encouragement: George G, former KAA treasurer.

Congratulated the Board for an outstanding Annual Report. With full updates on all the sub committees, out early enough to review and a fantastic job. This committee is moving forward in leaps and bounds.

The chairman thanked George for his kind words and confirmed that this committee is all about transparency.

There being no more questions The Chainman thanked the outgoing Board members Theo Poulos ,
Matina Zervos and Kallie Zervos.

Theo Polos was given special mention for years of service and the good idea of Virtual AGM.

Matina Zervos was given a special mention for her role as Chair of the Constitutional Review
Committee.

Kallie Zervos was given a special mention for her service since 2011 and her work on the newsletter.

The next order of Business was for the KAA appointed returning officer John Kepreotes to declare
the 11 Nominees, duly elected. 11 Nominees were -

- Emmanuel Alfieris
- Esther Calligeros
- Dr Dennis Cordato
- Maria Karedis
- Dr Victor Kepreotis
- Andrew Malanos
- Michael Mallos
- George Preneas
- Kathy Samios
- Peter Tzannes
- Barbara Zantiotis

There being no further business the meeting was closed at 8:55 pm with a count of at least 86
members present.

BE PART OF AN EXTRAORDINARY
ONCE IN A LIFE TIME OPPORTUNITY

A DEDICATED KYTHERIAN PANEL AT SYDNEY'S NATIONAL MONUMENT TO IMMIGRATION



YOUR FOREBEARERS NAMES ETCHED ON A UNIQUE
KYTHERIAN PANEL FOR FUTURE GENERATIONS

To mark the 100 Years since the founding of the Kytherian Association of Australia and the contribution 1st generation Kytherians have made to Australia, we're exploring the feasibility of a dedicated panel at Darling Harbour's Welcome Wall - now called Australia's Monument to Immigration.

The cost per entry is \$500 (tax deductible and can include more than one name) but we are hoping fund raising efforts will reduce the financial commitment required. We will need at least 200 entries.

EXPRESSIONS OF INTEREST: Please register your interest by email to Panel@kytherianassociation.com.au

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A MONUMENT **ON KYTHERA** **MARKING OUR** **MIGRATION** **STORY**

BE PART OF A HISTORIC INITIATIVE THAT WILL LEAVE A MARK FOR GENERATIONS TO COME

In the Kytherian summer of 2022 we aim to unveil a monument at Agia Pelagia dedicated to our migration story.

You will have an opportunity to leave a perpetual mark on this historic monument with the names of your predecessors that left the island to carve a new future in the Australia, America and beyond.

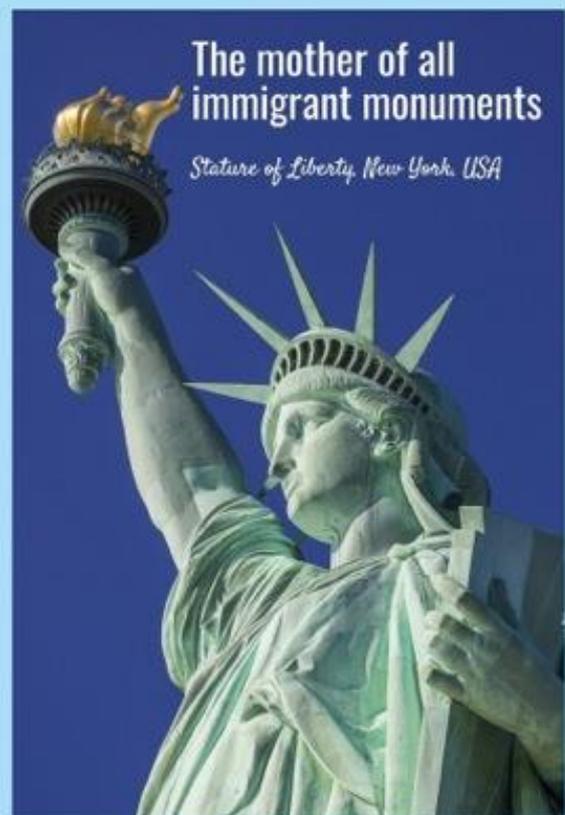
\$100 (AUD) per name

To incorporate the following on the monument

- Your forefather's/foremother's name
- Their family paratsoukli (nick name)
- The year they left Kythera

Visit TryBooking: <https://www.trybooking.com/BQPFA>

Or Scan Here



The mother of all
immigrant monuments

Statue of Liberty, New York, USA

FOOTNOTE:

Subject to the successful launch of the Agia Pelagia Immigration Museum, you may also have the ability to include the following for the Museum's Digital Records -

- A photo
- Name of their village
- Where they immigrated to
- A brief biography

We will contract you if this opportunity becomes available.