AMP’s Tomorrow Makers 2014
AMP invited Australians of all ages, from all walks of life, working across all fields of endeavour to take their great ideas and consuming passions to the next level.

The AMP Tomorrow Fund program uncovered some truly amazing Australians doing great things. Inspirational, driven people who just need the means to bring their dreams to life and who are creating a better tomorrow for everyone.

Meet AMP’s Tomorrow Makers 2014.
Steven Bancroft – sea rescue system inventor
Central Coast, New South Wales

Living on the coast, Steven has witnessed first-hand the trauma associated with ocean search and rescue efforts, including the tragic drowning of a local five-year-old. Combining his ingenuity and practical skills, he has developed The Chase – a search and rescue tracking device that uses new technology to accurately track a body at sea. Steven is using his AMP Tomorrow Fund to take The Chase to the next stage of development and manufacture: “There have been 110 drowning deaths in Australia in the past 12 months in the open water. The quick deployment of The Chase in any ocean-based scenario will increase the likelihood of a person being located swiftly, with minimal resources.”

Sonia Allan – medico-legal educator
Sydney, New South Wales

Sonia is an accomplished academic who has specialised in health and law for nearly two decades. She particularly focuses on biotechnology law, including the ethical and legal issues surrounding assisted reproduction, surrogacy, cloning and human genome research. Recognising the differences across jurisdictions in health law, both nationally and internationally, Sonia is developing an online resource that provides clear information to the community: “These areas of health have significant public interest, yet there is confusion concerning the law and policy across jurisdictions. This resource will provide a central place where the community can access important information.”

Adrian Appo – social entrepreneur
Shepparton, Victoria

After running one of Australia’s best Indigenous job-readiness organisations – which operates without government funding – Adrian is ready for his next challenge: setting up an organisation that helps Indigenous entrepreneurs run successful businesses. Adrian hopes to continue playing a role in closing the economic gap faced by Indigenous people: “While Australia rates second out of 187 countries in quality of life on the UN Human Development Index, for Indigenous Australians their quality of life rates at only 122. This is unacceptable and something needs to change. We need to move away from welfare dependency and focus on real wealth creation.”
Cloey Brackin – future early childhood educator  
Woodridge, Queensland

Eighteen-year-old Cloey has much to be proud of. Having spent most of her life in foster care, she has completed Year 12 and is also a youth leader and airforce cadet. Passionate about youth education and supporting others through the foster system, Cloey will use her AMP Tomorrow Fund grant to study a Diploma of Early Childhood Education: “Growing up in the foster system has shaped me as a person and allowed me to get a better life, instead of what was expected for me. I truly believe I have been bought up this way so I can make a difference and change other young peoples’ lives.”

Tamesha Cameron – poet
Perth, Western Australia

Tamesha has not had the easiest path in life, having been in care since age three. Spoken words do not come easily for the proudly Indigenous teenager, but in recent years she has discovered two forms of expression – art and poetry. The 16-year-old’s poems, in particular, are insightful and reflect her life experiences and compassionate nature. She will use her AMP Tomorrow Fund grant to develop her poetry and share it with a wider audience, especially other children in care: “My poems can inspire people who have been through the challenges I faced growing up.”

Adam Carnegie – special needs music educator
Doncaster East, Victoria

A week before Adam learned he would receive an AMP Tomorrow Fund grant, the former fire-fighter was recognised for his Black Saturday efforts. The honour was a reminder of how much his life has changed. In 2011 the father of Jake, who has Down Syndrome, decided to follow his heart. After studying music and business, he started a music program for children with special needs. The AMP Tomorrow Fund will help Adam buy instruments and expand Given To Groove: “For many kids, I’m the first person who brings music into their lives – and they love it.”
Matinetsa Chakawa – community carer
Malak, Northern Territory

Matinetsa and his family moved from Zimbabwe to Australia in 2007. He now lives in Darwin where he is a patient care assistant, working mainly with Indigenous patients with mental health and alcohol and other drugs (AOD) issues. Matinetsa’s AMP Tomorrow Fund grant will pay for his Diploma in Mental Health and AOD tuition fees: “There are more and more patients affected by drug and alcohol issues every day in the Northern Territory but simply not enough staff to help. I have a great desire to learn more so I can help more people deal with their issues in everyday life.”

Patrick Carroll Harris – sports coach and young leader
Chatswood, New South Wales

In Year 7, Patrick started to disengage from school and hang around with the ‘wrong crowd’. By his mid-teens he was well acquainted with the local police. Realising that he had to escape the negative cycle he was in, he moved to Queensland to take up farm work. It proved to be the making of him. Now 24, he has since set up a sport and movement business for children and piloted The Pride, a coaching program for young men. The grant will enable Patrick to take part in the Columba 1400 Gemini leadership-training program in Scotland: “With some hard work and the right support, I turned my life around – and I hope to give many more young men the same opportunity.”

Rob Caslick – engineer and social innovator
Pyrmont, New South Wales

In 2006, a blind woman opened Rob’s eyes to a new world. Impressed by her ability to guide him through a darkened building as part of Milan’s Dialogue in the Dark experience, the engineer and social innovator did a little research into blindness. Rob was surprised to learn that 90 per cent of people who are blind have light perception. So why didn’t public signs take advantage of this? This led Rob to hold an exhibition of backlit brailled signage with raised lettering and then design signs for Vision Australia in Melbourne. With AMP’s support, he can now produce moulds and develop a working prototype for his cSigns: “So far, it has cost a lot to make cSigns, but I’ll soon be able to market them worldwide and make it easier for people to find their way.”
Phia Damsma – accessible software designer
Robina, Queensland

Phia is a creative software designer who has a passion for empowering vision impaired children through technology. She created Ballyland, an early learning software program that teaches fine-motor computer skills to young children who are blind, including how to use touch technology without sight. With her grant, Phia will expand Ballyland into a complete educational tool with apps and interactive iBooks for tablets: “The whole purpose of this technology is to enable young children who are blind to learn and play together with other children, with or without a disability. There is no other software like Ballyland. It has huge potential to grow into something much bigger.”

Ryan Clark – basketballer
Beverley, South Australia

In October 2013, Ryan was set to fly to North Dakota to play college basketball. Then his family’s world collapsed when his mother suffered a stroke. The promising player decided to stay in Australia to provide financial and emotional support to his parents. Over the past year his mother, who is now in a nursing home, asked just one thing of him – to follow his passion and take up the part-scholarship in the US. The grant will help pay for Ryan’s living expenses and board so he can focus on studying, training and playing, and return home next year to visit his mother: “I’m so grateful my parents want me to have a go at my dream. This grant will give mum one less thing to worry about and help me to inspire more Aussie kids to play basketball.”

Philip Channells – inclusive dance advocate
Federal, New South Wales

Philip is one of Australia’s leading experts in inclusive dance practice. The first artistic director of an Australian dance company with a disability, he is passionate about supporting people in regional areas to excel in dance and performance. Philip does this through several initiatives, including The Corner Dance Lab and Residency Program for emerging and established artists and the Beyond Technique Residency skills development, professional development and performance-making projects: “I enjoy working with people with different bodies and different life experiences, and showcase our social fabric in ways that are meaningful, inspiring and inclusive of people with disability.”
Suat Dervish – medical researcher
Pemulwuy, New South Wales

Suat is an early-career researcher at Sydney’s Centenary Institute. His goal is to 3D-print life-saving organs to help people with a range of conditions – from diabetes to severe burns. In order to progress to the next stage of his research, he must develop and test a new medium for cell growth called hydrogel. Suat is using his grant to cover the costs associated with these tests: “I hope to define, sort and place phenotypically identified cells in specific spatial arrangements so we can eventually create an exact replica of a failed organ. The end goal is to reduce the disease burden in individuals where organ failure has occurred.”

Eddie Diamandi – film-maker
Brunswick, Victoria

Eddie cut his teeth as a film-maker at the School of Film and Television at the Victorian College of the Arts. There, he won numerous awards for two films, *Pierrot* and *Rigor Mortis*, which screened at festivals in Australia and overseas. His latest project, *Emily*, aims to throw a spotlight on the issue of adult illiteracy and the AMP Tomorrow Fund grant will make the film a reality: “Emily has a very subtle message weaved throughout – that it’s never too late to learn to read. I hope it motivates Australians to improve their literacy skills and bring them closer to loved ones by opening up the world of literature and poetry.”

Matthew Di Toro – UN youth delegate
Glen Waverley, Victoria

While most school-leavers are packing their bags for Schoolies Week, 18-year-old Matthew Di Toro is preparing to meet with international diplomats and delegates at The Hague International Model UN conference in the Netherlands. As one of 18 students chosen to represent Australia, Matthew’s AMP Tomorrow Fund grant will help fund his conference registration and associated travel costs: “I want to make a change in my future and pursue leadership positions that will make a difference. This conference will allow me to experience international diplomacy at its finest and give me the skills I need to engage with the greater community to help create the change that all people want to see in their world.”
Patrick Horn – sports coach and advocate
Melba, Australian Capital Territory

Patrick has gained so much from table tennis, including the opportunity to travel, make friends and build confidence. The Australian Paralympic Class 6 competitor, who has cerebral palsy, is determined to give other people with disability the chance to enjoy the sport. Patrick will use his AMP Tomorrow Fund grant to realise his dream of becoming a fully accredited specialised coach and share his love of the game: “Table tennis has helped me build mental resilience and stay active and I want others to have the same opportunity – to leave their disabilities at the door, keep fit and make friends along the way.”

Nicholas Gleeson – blind adventurer and advocate
Padstow, New South Wales

Nick lost his sight at seven when an automatic supermarket door struck his head, causing a retinal detachment. However, being blind has never held him back. He has raised two children with wife, Heather, who is also blind; climbed Mount Kilimanjaro; reached Everest Base Camp and completed the New York Marathon three times as well as the gruelling Comrades Marathon in Africa. Now an accessibility advocate and motivational speaker, Nick will use his AMP Tomorrow Fund grant to take on another challenge – trekking the Simpson Desert from Poeppel’s Corner to Birdsville: “I’m an ordinary person who has followed my dreams. I hope my trek will inspire Australians of all abilities to do the same.”

Penelope Dodd – community gardener
South Burnie, Tasmanain

Penelope believes that all people should have access to fresh food, no matter what their circumstances. She is passionate about eliminating food waste and acts as a bridge between farmers and local food producers with excess fruit and vegetables and families who are doing it tough. Her food hub allows the community to access free fresh food that would otherwise go to waste. Penelope also wants to teach people to grow their own meals and plans to launch a vegie box scheme to reach more families.
Donna Ifould – Aboriginal linguist
Broome, Western Australia

Donna Ifould is the only Indigenous linguist from the West Kimberley region of Australia. Her goal is to research and repair the Indigenous Dreamtime tracks and myths – the first time this has been undertaken by an Aboriginal linguist. Donna’s AMP Tomorrow Fund grant will help pay for research costs associated with her thesis: “I am so passionate about what I’m doing. Aboriginal languages and culture are the oldest in the world but are dying at a faster rate than any other. The world is an amazing place because of linguistic and cultural diversity and I have made a commitment to keep it alive.”

Alexandra Hulley – hammer thrower
Rouse Hill, New South Wales

Already holding the national championship crown for her age division, the 17-year-old hammer thrower has Commonwealth Games and Olympic gold in her sights – so much so that she clocks up thousands of kilometres a year getting to and from training. A silver medallist at the recent Nanjing Youth Olympics, Alexandra’s next stop on her path to Olympic gold will be the 2018 Commonwealth Games on the Gold Coast: “I hope to inspire others to be the best that they can be. I can safely say that when I win gold, all my tomorrows will have come at once.”

Kait Hudson – rock singer
Doonside, New South Wales

Kait started singing in high school and performing covers on YouTube. At the time, music was a way to escape bullies and other pressures. Now it’s a paying gig, alongside her childcare work. Kait fronts Pulse Mavens, a pop punk band from Western Sydney that’s gaining a reputation for high-energy performances. This grant will enable her to take the next step and release an EP and music video: “All I want to do is play and make Australia proud. I wasn’t rich or popular in school, but I’m living my dream and showing it is not impossible.”
Elise Jacques – ballerina
Bonbeach, Victoria

As a child, when people asked Elise what she wanted to be when she grew up the answer came easily: a ballerina. Now 18, she’s close to realising her life-long ambition. After nine years at the Australian Ballet School, Elise is ready to spread her wings. Several directors of European companies have expressed an interest in her, and Elise will use her AMP Tomorrow Fund grant to meet them: “I want to show the world what it means to be from Australia and bring back my knowledge to share with others.”

Michelle Jankovic – disability consultant
Berwick, Victoria

Michelle’s son Bailey was born eight weeks too soon. As a result, he underwent 16 operations on his bladder and hand. After countless hours sharing hospital waiting rooms with other parents, Michelle realised so many families were hungry for information. Drawing on her advertising experience, she created Helping Hand Is Here – an accessible website that connects and informs carers, people with disabilities and Victorian service providers. With AMP’s help, she plans to update and expand it: “I’ve been working towards this for three years and it’s grown into something greater. Connecting people to support across the nation would be a dream come true.”

Rebecca Jessen – writer
East Toowoomba, Queensland

Growing up in south-western Sydney, Rebecca was not encouraged to read at home – “I guess my mum was never encouraged to read, so this was passed on. I had to nurture the love of books myself.” At 21, Rebecca moved to Brisbane to pursue a literary career and study creative writing. She went on to win the State Library of Queensland Young Writers Award in 2012 and the Queensland Literary Award for Best Emerging Author in 2013 for Gap, her debut novel. The grant will help her complete a memoir of her teenage years: “This recognition means a lot as writing can feel like an invisible pursuit. It’s a validation.”
Daniel Kim – artist
Hornsby, New South Wales

Artist Daniel Kim is a founding member of the Studio ARTIST program, which provides professional development to artists with a disability. Primarily a painter, he has attended the program for almost a decade. After selecting his subject matter, Daniel works with a meditative focus and generally completes a painting in under a day. As his mother Joy explains, “Daniel is happy when he paints because he can speak through painting”. The AMP Tomorrow Fund grant will support him to work with a professional illustrator who will mentor him to become a commercial illustrator.

Trevor Johnston – linguist and Auslan expert
Surry Hills, New South Wales

In a way, Trevor has been studying the language of deaf Australians all his life. Born to deaf parents, and with five generations of deafness in his family, the Macquarie University Professor of Linguistics has been instrumental in researching, teaching, documenting and promoting Auslan. He coined the term Auslan, helped it gain recognition as a community language and wrote a groundbreaking sign language dictionary, which moved online. Trevor also created a digital archive of ‘real world’ Auslan. With AMP’s support, he is integrating the dictionary and archive into a single website: “The benefit will be improved access to language learning resources for deaf children, their teachers, parents and the wider community.”

Kaviya Kalyanasundaram – young inventor
Mitchell Park, South Australia

This 14-year-old is emerging as a promising inventor. A student at the Australian Science and Mathematics School in Adelaide, Kaviya has invented two electronic gadgets: a voice-controlled wheelchair to help elderly patients move around and a device that senses soil moisture levels and sends a text message alert to the grower if they are too low. Kaviya will use the grant to develop her working prototypes: “The AMP Tomorrow Fund will help me to build my gadgets and take them into the community to people like farmers and senior citizens who would directly benefit from my inventions.”
Sharlene Lea’uanae – screenwriter and future director
Mareeba, Queensland

At 25, Sharlene was a mum of three studying to become a social worker. When a friend passed away, she took in her three children. Caring for six children and studying didn’t allow her to be the mum she wanted, so she left university. Her closet writing turned into a career path when Screen Queensland visited town. Sharlene has since had two screenplays produced. With the youngest of her eight kids at school, she now has more time to write and support others. “When I went to school, being a screenwriter was not thought to be a ‘real job’. That’s why I’m passionate about encouraging people with that creative spark, that desire to write... I love it!”

Kristie Lahey – furniture designer and maker
New Farm, Queensland

With a background in marketing and creative industries, Kristie set up Nooko & Co – a furniture and lighting design practice and online store. She is passionate about producing her designs locally and promoting Australian-made products. Kristie is using her grant to open a small studio and workshop space to expand her range of products and promote the importance of local manufacturing: “Competing with low-cost imports and replica furniture is always our greatest challenge. I believe strongly in supporting the Australian design and manufacturing industries and feel we’re able to offer a product that holds onto the craft of furniture making within Australia.”

Darius Lane – medical researcher
Drummoyne, New South Wales

Darius is an early-career researcher at the University of Sydney. His research encompasses new ways to treat leukaemia and neuroblastoma, which account for 37 per cent of all childhood cancers. His AMP Tomorrow Fund grant will help him to continue assessing Vitamin C’s role as an anti-cancer agent that acts on cancer cell iron metabolism: “There is so much good science out there that doesn’t go ahead because of a lack of funding. This grant will allow me to continue improving the quality of life for cancer patients through the development of novel and selective treatment strategies with fewer side effects.”
Bree Meara-Hendy – opera singer
Zillmere, Queensland

Bree started singing lessons when she was a high school student in Toowoomba. Her teacher, a former opera singer, helped her to develop a love for classical music. After six years studying opera at the Queensland Conservatorium of Music, the mezzo soprano joined the Outcast Performing Arts company. The grant will enable Bree to travel to Europe for tuition in operatic singing, movement, historical dance and Italian: “It’s important for Australian opera companies to employ singers who have been exposed to the international scene – performers who are worldly, inspired, curious and playful, and passionate about creating a new age of opera in Australia.”

Shuan Hern Lee – piano prodigy
Dianella, Western Australia

Shuan Hern was just two when he climbed onto a piano stool for his first lesson. By nine he became the youngest person to gain an Associate Diploma in Piano Performance from Trinity College London – the first of many national and international accolades. Now 12, he has performed in Poland, the UK, Ukraine, Russia, Malaysia, Kazakhstan and stole the show on *Australia’s Got Talent*. Next year he will give a solo recital in Vienna and two major US piano competitions. A cellist, composer and singer, he wants to inspire more young people to appreciate classical music.

Cody Meakin – wheelchair rugby player
Bowen Hills, Queensland

At 17 Cody was a sporty Canberra Grammar boarder with the world at his feet. On a visit back to the Northern Territory, he asked a stranger for a lift home from a party. The driver lost control and Cody flew out of the ute’s tray and hit a power pole, rendering him a quadriplegic. During a long stint in rehab, he decided to put his energy into wheelchair rugby. The passion grew and he went on to win gold as part of the gutsy 2012 London Paralympic team. Now, the business student is training six days a week with the hope of making it to Rio in 2016. A new custom-made rugby chair will help him on his way: “I want to inspire people with disabilities to take up recreational activities that allow them to achieve.”
John O’Callaghan – urban planner and ideas bomber
Strathfield, New South Wales

John’s Ideas Bombing Sydney initiative is a new way of engaging people and fostering creativity with the ultimate aim of improving life in Sydney. Part meet-up, part pop-up, part talk series and community brainstorm, it focuses on unlocking creativity and creating a better living environment for everyone. The concept has now taken off across Australia and even internationally. The ideas generated are promoted on social media and presented to local government to incorporate into policy: “I believe it’s making an impact on the everyday lives of people who live, work and visit Sydney.”
Jared Sippel – rising cricket star
Redgate, Queensland
Jared is a promising young cricketer from a dairy farm in a drought-declared area. In 2014, the 14-year-old was the youngest player selected to represent Australia in the Schools Sport Australia Under 16 team. In order to make the team again and develop his skills, Jared must travel to carnivals around Queensland. The AMP Tomorrow Fund grant will assist with the travel and training costs associated with representative cricket.

Raschelle Sherwood – aspiring motorcycle champion
Worrigee, New South Wales
Raschelle dreams of being one of only six females in the country to have competed in Australia’s only national motorcycle racing championship. For someone who only started riding in 2013, she’s making short work of it. The youth worker on wheels won her first-ever race meet and has gone on to overcome personal barriers. The AMP Tomorrow Fund grant will help her to enter the 2015 Australasian Super-bike Championship, riding in the Kawasaki Ninja 300 Cup: “I always had the desire to ride. So one day, at 25, I tried it, loved it and haven’t looked back. Now I feel nothing can keep me from realising my dream!”

Cindy Schwenn – circus school owner
Conondale, Queensland
As the owner of Sylph Circus, a performance troupe and circus aerial school, Cindy teaches young circus performers the art of aerial apparatus, including trapeze and aerial ring. Since its launch in 2011, the number of participants has more than tripled. Cindy will use her grant to buy more safety equipment and rigging training to enable more young people to take part: “Students and their families say the circus not only increases their strength, fitness and flexibility but also their creativity and confidence, even affecting school results. Sylph Circus is my blossoming dream. For it to grow I need equipment, training and licensing so greater opportunities may unfold.”
AMP’s Tomorrow Makers 2014

**Susan Stanford – disability advocate**
Kingsley, Western Australia

In 1997, Susan burst out of the professional limits of her physiotherapy and education roles to take a fresh look at supporting people with disability and their families. Her experience living in remote Aboriginal communities helped drive this new, more connected approach to social issues. The AMP Tomorrow Fund grant will enable Susan to grow her Microboard model – a collective to support people with significant disability, health or ageing needs: “This work recalls our ancient, inner wiring for connection and relationship. We are healthiest and safest when we’re embedded in a strong, connected community.”

**Suresh Sundram – psychiatrist and medical researcher**
Parkville, Victoria

Suicide remains the leading cause of death for young Australian males, despite great efforts in recent years to raise awareness of mental health issues in the community. Suresh, who is based at the renowned Florey Institute of Neuroscience and Mental Health, is investigating markers for suicide risk and conducting research that could lead to better detection and treatment: “Eventually, I hope to develop a test that will provide clinicians with the ability to rationally decide on treatment and to actively intervene where required. It will give individuals and their families confidence to act where needed.”

**Hannah Tam – platform diver**
West Pennant Hills, New South Wales

Hannah is one of those naturally gifted athletes who can excel at several sports. A year ago, after having won state and national titles in gymnastics, Hannah took up platform diving. Now, the 14-year-old aims to represent Australia at the Commonwealth Games, World Championships and Olympics. The AMP Tomorrow Fund grant will help her to develop her diving skills so she can take on the world’s best: “I hope I can inspire other children to be involved in sport and particularly further promote Australia’s profile in the sport of platform diving.”
Will Tamblyn – software engineer and inventor
Parkside, South Australia

What started off as ‘a crazy idea in the shed’ has turned into an obsession for Will, whose dream is to commercialise his invention The Voxiebox – a 3D holographic projection system. Will says The Voxiebox is the realisation of decades of sci-fi promises and believes its biggest potential will be in holographic gaming consoles: “People have been dreaming about this sort of display technology since it was first thought about in Star Wars. I’ve been working on this project with a small yet amazing team and it’s incredible to think that what started out as a bit of fun could now be a game-changer.”

ShanShan Wang – industrial designer
Strathfield, New South Wales

ShanShan is an industrial designer specialising in user-centred design. Two years ago, at just 21, ShanShan’s skills and talent led her on a journey to develop Roam – the world’s lightest and most efficient oxygen system for patients with respiratory ailments, including asthma and chronic obstructive pulmonary disease (COPD). Her AMP Tomorrow Fund grant will help take Roam to the next stage of development: “This technology will revolutionise the way we use oxygen and cut the weight of a portable cylinder by at least half, spearheading an industry that hasn’t seen innovation in over a decade.”

Natalia Williams – future speech pathologist
Broken Hill, New South Wales

After high school, Natalia wanted to study speech pathology. But leaving Broken Hill, where her family has lived for four generations, was not an option and she found herself waitressing. One day she was urged to study by correspondence. Speech pathology wasn’t offered remotely, so she studied communications. Despite working for the ABC, in community services and teaching, she never shook off her original ambition. And as a mother of a child with autism, she understands the difficulties in accessing support services in remote areas: “With this grant, I will be able to make a real difference locally.”
Lily Wu – Chinese internship program founder
Willoughby, New South Wales

Following a work experience trip to China last year, 20-year-old university student Lily recognised the need for much better cultural understanding between Australian and Chinese business people. Through her program, Austern International, Lily now facilitates Chinese study tours for Australian students, covering work experience, language studies and business etiquette, to bridge the cultural gap. Lily is using her AMP Tomorrow Fund grant to help expand the program: “This program promotes greater work opportunities for the next generation of Australian leaders to adapt in a global environment and in a sensitive manner that promotes cultural harmony.”

Eric Yeung – social entrepreneur and IT expert
East Lindfield, New South Wales

Eric is part of the pioneering generation of IT professionals. Recognising the vast amount of experience and vision that his fellow retirees can collectively give back, in 2013 Eric started a pro bono technology consulting service, ATS (Assist-To-Succeed). His AMP Tomorrow Fund will help turn ATS into an incorporated social enterprise: “This grant will help me make a step change and magnify the effect ATS can have, allowing me to reach out to a wider community of social service providers and a wider group of volunteer consultants who are interested and willing to make their contribution.”