



OUR ANNUAL REPORT TO MEMBERS 2015 / 16

SANDBAG INC. 2015/16 ANNUAL REPORT

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WHAT WE DO

Creating Community Connections...



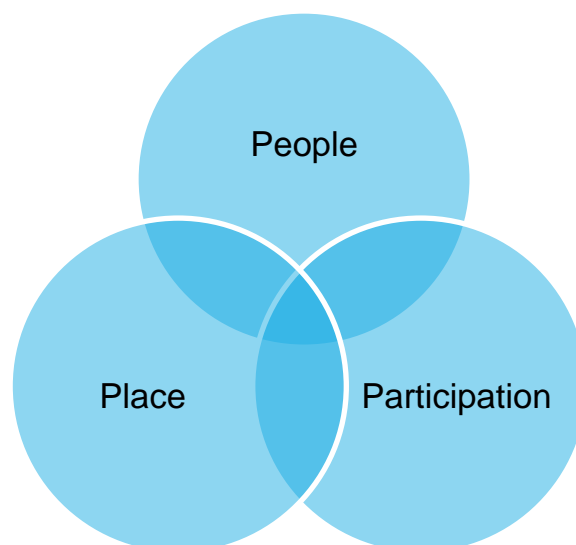
Sandgate and Bracken Ridge Action Group Inc. (known as SANDBAG) works to assist individuals, families and communities connect with opportunities and supports within the North Brisbane Area. With a particular focus on the most vulnerable and marginalised in our communities, the areas we work include:

- Domestic and Family Violence
- Disability Support and Connection
- Community Development and Capacity Building
- Education, Training and Employment
- Social Isolation and Mental Health
- Crisis Connection – Homelessness, Income Support, Legal Matters
- Business Enterprise

With physical locations at Sandgate and Bracken Ridge, the organisation works in an integrated way to identify and respond to needs. The importance of community is at the heart of our work and we strive to ensure individuals have opportunities and inclusive spaces for activity, participation and support, which strengthen their ability to connect, share and grow.

SANDBAG is well connected to other organisations and groups and we work collaboratively with others in a range of ways. If we are unable to provide the appropriate supports we connect you to those that can.

A valued part of the Brisbane North Community for 24 years, we are led by a skilled and diverse Board of Management that governs the organisation. A team of experienced and professional staff and volunteers manage the day-to-day operations. We all work together to ensure our work has meaning and impact for the individuals, families and communities we are here to support.



PRESIDENTS UPDATE



I want to begin by thanking all who contributed to another year in the life of SANDBAG and its many communities. SANDBAG's success this year is in no small part due to the enormous effort contributed by so many. As I step down from the role of President I will be handing over to Patrick Brown who has been Vice President over the past year. Given this will be my last President's report, I ask you to please bear with me if it is a little reflective as I would like to think aloud here about what it is I am handing to Patrick.

When I read back through previous annual reports, it is clear that SANDBAG has had quite a journey. Last year I said:

"SANDBAG has had some uncertain times, yet we have more than pulled through. We meet today confident in our future and knowing that, although we have had to make some tough decisions along the way, each decision has enabled us to position ourselves just that little bit more soundly, and ensure that we will be here for positive change into the future".

Today, it is evident that we are moving forward at a fast pace. SANDBAG is going from strength to strength. The Programs are strong, Board is strong, the staff are amazing, the volunteers do a wonderful job and the leadership from our CEO, Alisa Hall is strong. This is a huge achievement which we can all be very joyful about and which we can celebrate generously.

At this moment I can say confidently to Patrick that he inherits the role of President at a time when the organisation is not only strong but moving forward at a fast pace. In leading the organisation forward, Patrick and the Board will be guided by our Strategic Plan 2017 - 2020. It has been very clear to the Board that for its survival SANDBAG must grow. One of the ways of growing is geographically. SANDBAG already extends its footprint beyond 4017 to other neighbouring suburbs. Over time, those broader locations will generate a life of their own, and the SANDBAG we know today, will be more diverse, will have a broader range of stakeholders, and a wider repertoire of activities. It may even have a different name. So, I think we can say to Patrick and the Board that they are carrying forward a living, developing, diverse and dynamic entity – which will not always be easy to tame or manage but which will have embodied within it – great potential. Working with this entity will be rather like raising a gifted child – it will require love, nurture, hard work and discipline. Some of us here tonight, will feel a little sad about the changes that are happening. The known is comfortable, the unknown a little scary. Your voice however, remains important.

One of the things I feel very heartened about and excited by are community activities such as the Farm at Deagon Racecourse, Queensland Racing and the relation between SANDBAG and the communities that meet and grow things there. The possibilities of the Farm, SEED, Garden Gate and the amazing work SANDBAG is doing in the employment space are endless. I also feel joy that this community so strongly supports SANDBAG in providing Christmas lunch for people of the community who would otherwise spend that day alone. And, how can I not mention Unplugged and the amazing work that Garry and a whole team of volunteers do in making a truly local music event keep happening.

As I step down from the Board, an awareness that I carry with me is that SANDBAG operates in a very complex and changing environment. Governments are under pressure to change the

ways they fund and relate to organisations, competition is fierce, the pressures to corporatize, and become more business-like and the need to find funding in unlikely places becomes stronger. For an organisation like SANDBAG, that means walking between worlds – the increasingly pressurised world of tightly prescribed funded activities and the increasingly holistic world embraced by communities that want a different future for all of us. To me, this is SANDBAG's distinctive feature. It bridges these worlds and in doing so has a vibrancy that sets it apart. SANDBAG will grow, but it cannot be all things to all people. It can provide its communities with a space, an opportunity, information, but it will be up to us all to bring the life of community to the business of SANDBAG.

I am excited about some of the emerging changes in the world around us that are reflected too in the life of SANDBAG. Particularly, all of us are being asked to unsettle some old, outdated and taken for granted ideas, and open ourselves to a more inclusive way of being in the world. In the area of disability, for example, the shifts are not just shifts in how human services are delivered, they are shifts in how society operates. The more we can move towards a society which is geared to really seeing and believing in the uniqueness of each person, and organise our social structures so all can participate, the richer society will become. So the disability movement is a community movement as much as a service delivery movement. I am thinking too of the global movements that are producing untold numbers of refugees and how SANDBAG is building its commitment to enabling its communities to meet the challenges of that in a very hospitable way. I could go on, but you get the picture – the prejudice, stereotypes and the limiting beliefs that go with them, are everywhere around us - but in local communities there are real opportunities for change.

On behalf of the Board, I want to thank all who contribute to SANDBAG. Alisa and the staff, the many volunteers, Community Members, Businesses, Organisations, our local State Member Stirling Hinchliffe and Councillor Jared Cassidy. Together we have all made a difference, together we can make even more of a difference.

Thank you for your support during my time on the Board, and as I now step down, I invite you to endorse Patrick Brown as the new President. I know that he will do a splendid job.

CEO REMARKS



The environment continues to change at a rapid rate and SANDBAG is changing along with it to influence and advocate for a fair and inclusive community.

The *Forecasting the Future, Community Services in Queensland Summary Report* was released in 2016 by Deloitte Access Economics in partnership with the Community Services Industry Alliance and the Department of Communities, Child Safety and Disability. This report outlines the state of play for community services and emphasises the need for organisations and the industry to continue to evolve in order to meet the changing environment. Key Reforms in areas such as Domestic and Family Violence and Disability Support have the ability to significantly impact upon the way in which SANDBAG operates.





There is a need for organisations to diversify their revenue and increase their focus on cost effectiveness; shift to an outcomes focus, and focus on service integration, prevention and early intervention. As we continue to traverse these changing times SANDBAG is fortunate to have many strengths to play to. We have a range of programs and supports that can be offered in an integrated and coordinated way. We also have a long and strong focus on working in partnership with other organisations and groups to complement our response. Additionally we understand the strength of approaches, which focus on connecting people to place at the local level. There is now increasing evidence to support that these approaches are ideal in working with vulnerable people and communities as they focus on building their capacity and capability. We know that when people are connected in their community and have a sense of belonging, many of the consequences of social isolation and exclusion are addressed. Our long record of collaboration with other agencies and integration with our own resources, means that we have much to offer in the development of improved responses within our community and sector. We will continue to participate and support change, whilst looking for new opportunities and different approaches that support the work of the organisation.

This year there was a number of highlights for the organisation including the commencement of Skills and Pathway Programs; Increased focus on supporting Refugees and Asylum Seekers; Commitment of ongoing funding for long term programs; Continued growth of our Community Linking and Access Program for people with a disability and their families, and significant development of our internal systems to ensure the organisation and the supports we provide are done so in a way which meets a high quality standard. We were delighted in early 2016 to be awarded the Ted Tremayne Memorial Award as part of the Lilley Australia Day Awards. This was a wonderful public acknowledgement, which recognised the work and commitment of the organisation.

I would like to thank all of our partners who are working with us, including our local, state and federal government funders, other providers and supporters. Special thanks to our fantastic staff for their commitment to the organisation throughout the year. SANDBAG is fortunate to have so many wonderful and hard-working volunteers who provide an invaluable service to our organisation. We would simply be unable to function at the level we currently do without the support of our volunteers so please accept my sincere thanks. Thank you also to the Board for their continued leadership, guidance and support of the organisation and the work we do.

Alisa

SANDBAG BOARD

	<p>President – Dr Ann Ingamells</p> <p>Ann is an academic, most recently with Griffith University, and before that at QUT, UQ and Edith Cowan University. Her teaching, research and practice expertise is in community development. She has a Masters in Social Welfare, Diploma in Social Planning and Bachelor of Arts. She has a strong commitment to locally based, peoples organisations, and the work they can do in their local communities to build community strength and inclusion of diverse populations.</p> <p>Ann has been the President of SANDBAG for the past six years. She has been a local resident of Sandgate for the past 15 years.</p>
	<p>Vice Chair – Patrick Brown</p> <p>Patrick has been involved with the community sector for 10 years as a volunteer lawyer with several community legal centres including Caxton Legal Centre. His professional career has included in-house legal, governance and compliance roles with businesses in several industries, and prior to this, risk and business development roles in banking and finance. Patrick's qualifications include a Bachelor of Laws, Master of Laws and Graduate Diploma of Applied Finance and Investment. He is a member of the Queensland Law Society and Association of Corporate Counsel, a Fellow of the Financial Services Institute of Australasia, and a Justice of the Peace.</p> <p>Patrick has been a part of the SANDBAG Board for the past year. He grew up on the South side of Brisbane, and lived in Canberra and Sydney before migrating to the North side of Brisbane about 3 years ago.</p>
	<p>Treasurer – Michael Dolton</p> <p>Michael's professional work has been in Human Resources for a number of corporate and government organisations in Australia and the United Kingdom. He currently works as Senior Human Resources Business Partner for AECOM, an American engineering firm.</p> <p>Michael has been a part of the SANDBAG Board for the past year. He has lived in Shorncliffe for the past 4 years.</p>
	<p>Secretary – Sharyn Munro</p> <p>Sharyn's background is in libraries and administration. 2008 she went into business for herself as Sharyn Munro Virtual Assistance, providing administration services to small businesses and soloists in the local area and beyond. Sharyn has a diverse background in libraries and vastly different administration positions in a variety of industries.</p> <p>She has been involved with SANDBAG as a volunteer for several years, and on the SANDBAG Board since 2014. She has lived in Deagon since 2000 after moving from northern NSW and falling in love with the Sandgate area.</p>



Committee Member – David Gill

David holds legal and management qualifications. Over his career he has held a broad range of senior executive roles across industrial relations; HR management and academia including Director, Community Health Services, for the Department of Veterans' Affairs in NSW and CEO of the Royal Prince Alfred Hospital and Director of Operations for the Central Sydney Health Service. He subsequently moved to Queensland as the Director HR for the Queensland Police Service and later established his own HR management and recruitment consultancy.

David is an active volunteer with SANDBAG and has been on the SANDBAG Board for the past year. David lives in Sandgate, his extended family has lived in the 4017 area for over 20 years.



Committee Member – Emma Whitehead

Emma's working life has been spent predominantly in health services, in delivery, research, management and leadership roles, with the National Health Service in the UK, Non-Government Organisations in the USA, and State Health and not for profit organisations in Australia.

Many roles she has held reflect her passion around improving access and equity of service provision and improving services to meet needs. Emma's education is in Psychology and Public Health and Policy; Health Promotion and she has a postgraduate diploma in management.

Emma has been involved with the SANDBAG Board for the past 2 years. She moved to Brisbane from the UK in 2006 and lives with her children Alba and Esme, partner Mike, and his two children Jake and Jasmine, in Brighton.



Committee Member – Fiona Anderson

Fiona began her working life as a print journalist in Sydney with John Fairfax. She spent 10 years out of the paid workforce due to lack of disability support for her son. Following a move to Brisbane in 2009 Fiona managed the Queensland component of the Every Australian Counts campaign for the NDIS.

She also holds the part-time role of the Executive Officer for the Australian Advisory Board on Autism Spectrum Disorders and works with the National Disability Insurance Agency on strategic communications and engagement planning. Fiona is closely connected with people and groups throughout the disability sector in Queensland and across Australia, in person and via online groups.

Fiona has been on the Board of SANDBAG for the past two years. She lives in Sandgate within a three-generation family.

SOME OF THE FACES OF SANDBAG



FOR SAFE COMMUNITIES-DOMESTIC VIOLENCE



**2 Rebuilding
Groups**

**210 Phone
Support /
Safety Packs**

**1300 hours
counseling**

**115 Women,
14 Children**

The prevalence of domestic and family violence is at a saddening high within our communities. Whilst there is an increased focus on Domestic Violence and its impacts on individuals, families and the broader community, there is still a lot to be done. SANDBAG has been working in the area of Domestic and Family Violence for many years. Working within the broader system of support that individuals and families can access, specifically SANDBAG provides counseling and support to women and children who have experienced domestic and or family violence. We are also an active participant of networks and alliances including the Northside Alliance against Domestic Violence and the Brisbane North Local Level Alliance.

"We have been given the tools, skills and strategies to work together better as a family and we are now able to deal with our problems in a different way". Barb

"Kylie (Counselor) has enabled me to have some 'lightbulb' moments and their support has created a ripple on effect whereby I am emotionally able to support my girls". Sonya

As part of our broader community role, we are constantly engaged in different ways of working with the community be it businesses, other organisations, groups and individuals to identify how we can all individually and collectively take an active role in understanding and addressing Domestic and Family Violence. Activities such as Safety Awareness Workshops in collaboration with local police and community events and campaigns all form part of this work. Our annual Sandgate Peaceful Walk to raise awareness for the prevention of domestic and family violence, was again complemented by a Family and Community Day. This year's event saw brilliant collaboration from within the sector with many organisations and businesses partnering/sponsoring the event. The success of events like this lies with great community support of which this community is blessed with. For the 12th year we planted young saplings at Tinchy Tamba reserve, Bracken Ridge during our Tree Planting Ceremony with Cr Amanda Cooper. These trees are planted to remember those affected by domestic and family violence.



We look forward to continuing to work with individuals, families, the community and the sector to collectively create the change needed.

PARTICIPATION FOR ALL, NDIS HERE WE COME

The National Disability Insurance Scheme is currently being 'rolled-out' in Queensland with the Brisbane North Region set from July 2018. The Scheme will fundamentally alter the way organisations work and the way individuals and families can not only access but direct the supports that they require.

SANDBAG has been working in the disability area for over 10 years. Our key focus has always been on providing and facilitating opportunities for people with a disability to engage with and participate in their community. We work with individuals of all ages providing one on one planning and subsequent activity and opportunity at the person's direction and wishes. The types of activity vary but include all the ways that any individual participates in community. Be it organised classes, family meet ups, lunches and dinners, bush walking, sport and leisure or job interviews and employment activities. Our focus is about ensuring people with a disability participate and have access to the same opportunities and activities as everyone else.

30
Individuals
supported

Over 4000
hours of
Community
Access

We believe this focus sets SANDBAG up well for an NDIS future. As individuals and their families will have not only a say but a lead role in choosing what they require and how they would like it provided. It is therefore up to organisations like SANDBAG to meet this new environment.

Adopting an **ANYTHING, ANYTIME, ANYPLACE** attitude to the way our Community Linking and Access Service is run will assist us to offer a truly flexible, creative and individualised approach for people with a disability and their families.



SANDBAG are committed to raising awareness within the community of the NDIS and the opportunities this creates for communities to truly embrace people with a disability.

Working with businesses, organisations and individuals to identify how to create communities which are truly inclusive for all individuals and families is an extremely important focus for SANDBAG. One such activity was the *Fun for All Community Campaign* to raise funds to purchase an all abilities piece of playground equipment to go into a public park and play area. We were delighted to work with Remax and other businesses, organisations, groups and individuals to support this to become a reality.





"I first became involved with SANDBAG when I met Georgia (SANDBAG Community Linking Facilitator) who was supporting my housemate with community access activities. I asked my housemate what SANDBAG was like and she put me on to them who I then signed up with after a brief meeting or two as a client.

So far with my experience with SANDBAG has all been positive and my support workers have helped me achieve some of the goals I had first set for myself when I joined SANDBAG. With my short time with the service, I see that SANDBAG goes out of their way to see that clients are matched as best as they can with the right support worker".

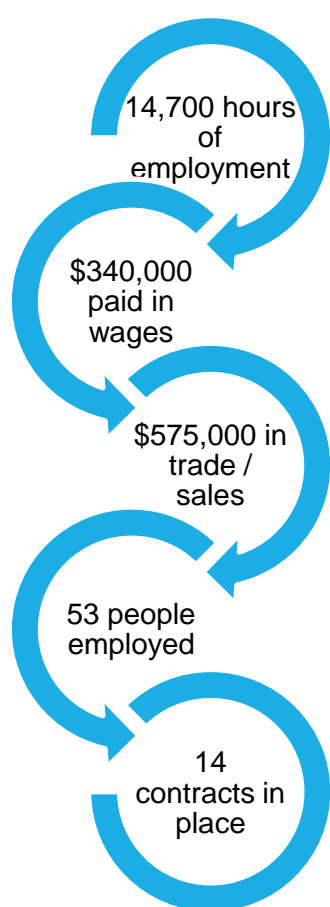
Working as a volunteer for SANDBAG has been very rewarding and has helped me engage more in my local community. My fellow volunteers who I have met, at the different events I have worked at, all seem to genuinely want good things for SANDBAG and it comes across in their dealings with the general public.

Mark Warren, Participant and Volunteer

DOING BUSINESS DIFFERENTLY

SANDBAG has embraced the need for community organisations to think creatively about how they do their work including how we ensure the organisation has a sustainable income base into the future. Importantly for SANDBAG this must be linked to ensuring the way in which we do this has a positive impact on those that we are here to support and assist. As a result the organisation has been engaged in Social Enterprise as a component of 'doing business' for many years. We continue to develop and mature our business skills in order to contribute to our ability to be here into the long term.

Cleaning and Greening North Brisbane



SANDBAG's Two Social Businesses, SEED Property and Parks Maintenance and The Garden Gate Community Nursery have had a big year. SEED continues to provide high quality services to customers within the Brisbane Area ranging from private businesses; non-government organisations; individual residents and state and local government. Being able to provide an avenue of direct employment for people who are marginalized or disadvantaged from the traditional labor market allows us to be an active part of the required options and opportunities for individuals. Having a Social Business also allows us to develop and nurture business-to-business relationships. This provides a unique opportunity as a community organisation to have connections, which advance not only the work we do but the way that we do it. We encourage businesses small and large to consider purchasing parks and property maintenance services through a Social Enterprise such as SEED, which allows them to access an essential service and also contribute to a social outcome for individuals.

The Garden Gate Community Nursery had a change of focus in 2015 with the decision to embed the operation of the nursery closer to the approach and work of the organisation. This means the nursery not only continues to provide a business offering to the community, but it has the ability to become an extension of our community supports. Whether this be workshops and activities for children with a disability; leadership roles by community volunteers or a unique venue space for functions and events. We look forward to continuing to evolve the way the nursery operates and how it compliments programs and supports.



SKILLING FOR THE FUTURE

Research and experience supports that when individuals engage in paid employment it has a significant impact on all parts of their life. SANDBAG has long held the belief that supporting people to engage in employment is a key ingredient in improving the overall social and emotional wellbeing of individuals. Finding opportunities that assist all people to identify and engage in skilling, development and pathway related activities continues to be a firm commitment of the organisation.

Building our Community

SANDBAG's Skilling and Pathway Programs provide an opportunity for people who are unemployed to re-engage with training, skills and employment development in a supportive way.

The *Building our Community* initiative saw individuals undertake a paid traineeship, gaining a Nationally Accredited Qualification, Certificate I Construction, alongside a range of job readiness and employment related skills and experiences. A core component included working in partnership with other community organisations and assisting them with important building works that their organisation required. This enabled us to not only build the capability of individuals but also of local organisations.

Our *Skilling Communities Locally for Employment Initiative* also commenced last year which focused on skilling future Disability Workers. Given the significant changes being driven through the roll out of the National Disability Insurance Scheme, the disability sector has a significant workforce shortage which creates opportunities for individuals. This was a part time program that provided participants with the Nationally Recognised Qualification, Cert III Individual Support (Disability) along with a mix of job readiness and industry specific workshops. Participants were also connected to organisations to undertake 'real work experience'.

There were a number of wonderful outcomes for individual participants with many not only securing employment but reporting a whole life change as a result of their participation in the program. Critical to this success has been providing a 'wrap around' level of support to ensure that individuals can maintain their participation; manage personal issues as they arise and begin to identify an alternate future with employment as a key component.



30
Graduate
Cert I
Construct

12 Graduate
Cert III Ind.
Support
(Disability)

6
Community
Building
Projects

70%
Employment
Outcomes



SUPPORTING AND BUILDING COMMUNITY

There are so many ways that SANDBAG works to connect and support individuals, families, groups and the community. The year was full of opportunities and activities be it, individual support when needed; an open and safe space to be to; or people coming together around a common and shared purpose to celebrate, learn and share friendships. The below is a mere snapshot of things that have been occurring.

Individuals and Families

SANDBAG continues to be a first point of contact for many local individuals and families who require support, information or connection to other services. This can be varied and range from intensive support and practical assistance through to connection with others within the safe and open environment of the Community Centre.

"Been coming here for a few months I find it a place of socializing, meet new people, getting to know a few things. They helped me in all aspects of my life. I've met some friends".
Floyd



Over 5000 connections / info and referral

Over 200 people active in groups

150 people attend Christmas Lunch

Over 1000 meals served

8 Community events = approx. 900 people

Enabling people to access and connect to supports provided directly by us or through partner organisations provides a level of practical assistance and support that individuals and families require at different points in their lives to build their capacity and capability. Supporting people's mental health and providing practical support for individuals and families who are homeless or at a risk of homelessness are areas of growing demand and need which SANDBAG supports.

Laundry and Shower Access

Form Clinic

Housing Support

1:1 support and group connect

Community Cafe and Paddy's Van

Computer Access - Job Search and Housing Applications

Referral and connection to services

Celebrating Multicultural Diversity

SANDBAG has long understood and valued the importance of inclusive and diverse communities. We strive for opportunities to connect individuals within the community to create a sense of belonging and inclusion.

In the last year we have increased our focus on how the organisation supports multicultural engagement and activity as part of our community connection work. Our Welcome Hub Program provides an umbrella to a range of activities with a particular emphasis on supporting refugees, asylum seekers and migrants. This work is a true collaboration and partnership with a range of organisations, groups and importantly community volunteers, who have been critical to the work. SANDBAG's Welcome Hub is now firmly established as a vehicle to support a continued focus on supporting and assisting multicultural engagement and focus.

Global Kitchen

In early 2016 through our Welcome Hub, SANDBAG began a new initiative, *Global Kitchen*. Global Kitchen facilitated the Sharing of Culture through Food via a monthly cooking class focusing on a different culture each time. The cuisines were very diverse and included Persian, Sri Lankan, Bhutanese and Sudanese. The cooking classes provided an opportunity for individuals to come together, share a lovely meal, learn about food and produce from other lands and importantly increase understanding and connection to people of other cultures. All the recipes and stories were captured along the way for collation into a cookbook late 2016.

The response to Global Kitchen has been strong from both cooks and community members who felt the experience helped them to increase connections; learn from each other and feel more engaged, welcomed and connected to their community.

"The food cooked at Global Kitchen was sensational and hearing the story of that lovely young Bhutanese girl who with her family had spent 23 years of her life in a Nepalese Refugee Camp, was for me a real eye opener as to what is going on in other parts of the world. Without this unique avenue I would be quite ignorant. Those stories on TV felt like that just stories. I had no comprehension of what it must be like to not live in a lucky country. By having these amazing, educational experiences, it has for me made what I see on TV real. Food does have that amazing ability to break down barriers and absolutely has the power to unify different cultures and communities."

Toni, Global Kitchen Participant



Abir's Story

Abir arrived in Australia in 2004 with her husband and their boys. They made the journey from Sudan after eight months in Egypt. The first year in Australia was hard for Abir, leaving behind her family. Abir's son who was six when they arrived, picked up English quickly and became her translator, helping her catch the bus, buy groceries and go to appointments. The family settled in Brisbane and loves it here. Their family has grown with two more children and another on its way.

Abir learnt to cook from her mother and older sisters and started cooking when she was eight years old. In Sudan women were responsible for the housework, cleaning, cooking and fetching water for the household. Since arriving in Australia, Immanuel and Abir share the housework. Immanuel is an advocate for helping each other so that everyone has some energy for the fun things. This change in attitude has also made its way back to Sudan with more men in the kitchen!



Creating Welcome in the Community

SANDBAG Celebrated Welcome Week this year with a number of community events and gatherings that were all about creating welcome within our community. This role of 'welcoming' is at the heart of the work that SANDBAG does. The organisation was created through the will of community members nearly 25 years ago and this core commitment to welcoming and connecting people to their place is at the heart of what we do.

As part of Welcome Week Festivities we worked closely with a range of partners within the local area to host gatherings and events including a Welcome Dinner, Gathering in the Community Nursery and Multicultural Lunch. SANDBAG produced a short video describing all the ways that the organisation 'welcomes' individuals and families to our communities. This was a wonderful way for people to participate and describe in their own words what is so important about connecting to place.



SANDBAG Groups-Friendships that last, Ladybirds Celebrate

SANDBAG auspices and supports a number of groups that come together for various reasons, around a range of issues or causes. These form a strong network of activity and or support in the local area.

Ladybirds was established 25 years ago when a group of women in the Bracken Ridge are identified a need for a women's social group. The group continues to meet socially to have morning tea, activity and or lunch. Over the 25 years many friendships have formed through the group, creating a strong support network for its participants. Many people have found support at Ladybirds after losing a partner or moving in to the area away from family and friends. The name Ladybirds first came about with discussion amongst some of the founding member about language from their hometown Manchester. Ladybirds is a combination of 'lady' as a term for an older women and 'birds' as a term for younger women. The group currently has about 20 members who are predominantly over 50 however welcomes women of all ages.



"Ladybirds is an opportunity for women to meet in a social environment where we don't have that neighborhood thing" Jenny

Power of Music–A Decade of Unplugged

What a year for SANDBAG's Unplugged Café. 2015 marked our 10th year of Unplugged and the December Café was a celebration to mark the wonderful legacy that has been created. Unplugged is a unique community event, which provides the opportunity for people to come together at the Community Centre, listen to musicians, comedians and actors and share some food together in a relaxed environment.

There is no rsvp; assigned seating or fancy stuff. It is a raw, true and authentic gathering of people who are interested in music and want to celebrate the diversity of entertainment the community has to offer. It is all about inclusion and diversity both within the audience and on stage.



Unplugged is a success because of the volunteers and long standing customers who attend and contribute in all kinds of ways. This enthusiastic group of volunteers and friends keep the show going with an ever-changing line-up of talent, in a relaxed and fun environment.



Learning and Growing, Green P Community Farm

The Community Farm is a partnership between SANDBAG and Queensland Racing, which allows people to 'get their hands dirty' and learn about and grow produce and food. About 30 families from Karen, Bhutanese and Nepalese communities have plots at the Farm and work alongside volunteers from the wider community. Families' farm produce to supplement their income and the general community plots grow produce for volunteers and the weekly market stall.



The Green P Community Farm held an Open Day in May 2016. It was a wonderful day, bursting with activity, colors and aromas. About 250 people attended and participated in tours of the farm; learnt about produce being grown, sampled food from cooking classes featuring Nepalese and Burmese Cultures and purchase herbs, plants and produce grown at the Farm. Green P Farm is a great example of a collaborative

community project, supported by organisations but driven by individuals and the community themselves.

"There are quite a few volunteers who learn to farm here, and also look after the other multicultural communities who use the farm as well. People are very happy with what they have success [at the farm]"
Hsakpaw – Karen Community Leader



OUR SUPPORTERS

SANDBAG would like to extend our appreciation to all our supporters in all their forms. Without them we would not be able to do what we do or be who we are.

This assistance comes in many forms including program and project funding and grants; active support from volunteers; trade contracts and sales from businesses organisations and individuals; donations of money, goods or services, and engagement and partnership from other organisations and groups

SANDBAG is proud to be associated with the following agencies, organisations, businesses and networks:

All About Living	Lendlease
Artrageous	Manor from Heaven
Australian Catholic University	McDonalds Bracken Ridge
Baptist Care Connect	Meals on Wheels, Sandgate
Blue Care, Sandgate	Mens Shed, Sandgate
Bracken Ridge Baptist Church	Mercy Community Services
Brighton Bulldogs	Multicultural Development Association
Brighton Health Campus	Nundah Neighborhood Centre
Brighton Roosters	North East Community Support Group
Brisbane City Council	Northside Alliance Against Domestic Violence
Brisbane Domestic Violence Service	Northside Alliance of Neighbourhood Centres
Brisbane North Local Level Alliance	Partners in Recovery
Brisbane North Primary Health Network	Police Citizens Youth Club, Sandgate
Brunnings	Qualtime
Burnie Brae	Queensland Government
Cardigan Bar	Queensland Police
Central Queensland University	Queensland Racing
Community Living Association	Queensland University of Technology
Deagon Bulk Meats	Sandgate Chamber of Commerce
Economic Development Queensland	Sandgate Pest Control
Endeavour Foundation	Share the Dignity
Goat Pie Guy	St Patricks College, Shorncliffe
GoodStart Early Learning	St Vincents de Paul
Green P Farm	TAFE, Brisbane North
HELP Enterprises	Town Hall Bakery, Sandgate
Holy Cross Laundry	University of Queensland
Housing Industry Association	Volunteer Marine Rescue
Jabiru Youth and Community Services	Woody Point Special School
Jeays Hardware	Zonta, Sandgate
Kim Alexander Builder	
Kurbingui Youth Development	
Kyabra Community Association	

TREASURERS REPORT, FINANCE STATEMENT

I'm pleased to present the Treasures report for the financial year ended 30 June 2016.

Financial Performance

At the beginning of the financial year the board adopted an investment budget, and through the diligence and hard work of the operational teams, SANDBAG achieved a financial result \$120,000 above our plan, albeit this was on the basis deficit of a budget.

SANDBAG's Community Services achieved a financial surplus of \$73, 715. This was achieved through effective delivery of contracted services; new grant revenue and increase donations.

Garden Gate and SEED achieved a financial deficit of \$76,361, which was slightly under projections. The last three months of operation The Garden Gate was cash flow positive with this trend expected to continue. SEED's margins continue to come under pressure and there is significant competition. SEED is looking to diversify its service offering where greater margins are achievable.

Balance sheet

SANDBAG (including Garden Gate & SEED), ended the financial year with total Assets of \$1,611,037 and total liabilities of \$573,541, which meant SANDBAG members' equity is \$1,037,496.

With the roll out of the NDIS we see opportunities to further build revenue streams beyond traditional grants and government contracts. However the NDIS will also be a much more competitive environment and we will need maintain our focus as non-traditional service providers look to our market. In order to ensure we remain viable we will continue to look for opportunities to provide those services outside of our traditional footprint to ensure sufficient scale.

It's critically important to remember there is a significant amount of effort and work done by our staff, members and volunteers that aren't reflected in our cost base and this will continue to be a source of strength.

Overall I'm satisfied with financial results, particularly given the current economic climate, and believe we are positioned for a strong FY17.

Michael Dolton

Treasurer

Sandgate And Bracken Ridge Action Group Inc.

53 905 821 076

**Audited Financial Statements
For the Year Ended 30 June 2016**

Prepared by
David Thornton CPA
26 September 2016

SANDBAG Inc.

Statement by Members of the Committee

The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in the Notes to the Financial Statements.

In the opinion of the committee the accompanying financial statements:

- 1 Presents a true and fair view of the financial position of SANDBAG Inc. as at 30 June 2016 and its performance for the year then ended.
- 2 At the date of this statement, there are reasonable grounds to believe that SANDBAG Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the committee and is signed for and on behalf of the committee by:

Ann Ingamells

President Name:

A. J. Ingamells

Michael Dolton

Treasurer Name:

[Signature]

Dated

Independent Audit Report

TO THE MEMBERS OF Sandgate and Bracken Ridge Action Group Inc.

Report on the financial report

I have audited the attached financial report, being a general purpose financial report of SANDBAG Inc. which comprises a Statement of Financial Position as at 30 June 2016, Statements of Profit or Loss and Other Comprehensive Income, Changes in Equity and Cash Flows for the year then ended, a summary of significant accounting policies, other explanatory notes and the Board of Management's declaration.

The responsibility of the Board of Management for the financial report

The Board of Management of the entity is responsible for the preparation and fair presentation of the financial report and has determined that the accounting policies described in Note 1 to the financial statements which form part of the financial report are appropriate to meet the financial reporting requirements of the entity and are appropriate to meet the needs of the members. The Board of Management's responsibility also includes establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's responsibility

My responsibility is to express an opinion on the financial report based on my audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. I conducted the audit in accordance with Australian auditing standards. These auditing standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by SANDBAG Inc., as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the Board of Management's financial reporting responsibilities. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

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

Independence

In conducting the audit, I have complied with the independence requirements of the Australian professional accounting bodies.

Auditor's opinion

In my opinion, the financial report gives a true and fair view of the financial position of SANDBAG Inc. as of 30 June 2016 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

David Thornton

David Thornton CPA
Unit 3, 2 Wills Street NORTH LAKES QLD 4509
26 September 2016



SANDBAG Inc.**Statement of Profit or Loss and Other Comprehensive Income
For the Year ended 30 June 2016**

	<i>Note</i>	<i>2016</i> \$	<i>2015</i> \$
Revenue	2	1,891,547	1,101,783
Other Income	4	83,799	220,594
Interest Received	2	14,405	10,053
Finance Costs	6	(4,593)	-
Employee Benefits Expense	3	(1,368,502)	(978,970)
Depreciation and Amortisation	3	(34,299)	(38,849)
Other Expenses	3	(589,340)	(388,215)
(Loss) for the Year before Income Tax		(6,983)	(73,606)
Income Tax Expense		-	-
(Loss) for the Year		(6,983)	(73,606)
Other Comprehensive Income for the Year, net of Income Tax		-	-
Other Comprehensive Income for the Year, net of Income Tax		-	-
Total Comprehensive (Loss) for the period		(6,983)	(73,606)

The accompanying notes form part of these financial statements. These financial statements been audited, and should be read in conjunction with the attached Audit Report.

SANDBAG Inc.
Statement of Financial Position
As at 30 June 2016

	Note	2016 \$	2015 \$
Current Assets			
Cash and Cash Equivalents	7	740,509	482,166
Trade and Other Receivables	8	82,018	194,341
Inventories	9	3,580	9,327
Financial Assets	8	60	2,516
Total Current Assets		826,168	688,350
Non-Current Assets			
Property, Plant and Equipment	11	838,428	867,527
Total Non-Current Assets		838,428	867,527
Total Assets		1,664,596	1,555,877
Current Liabilities			
Trade and Other Payables	12	89,757	47,727
Current Tax Liabilities	10	37,637	50,932
Provisions	13	122,038	88,337
Unexpended Grants	12	313,116	250,123
Total Current Liabilities		562,548	437,119
Non-Current Liabilities			
Financial Liabilities	14	58,718	57,528
Provisions	13	19,282	30,199
Total Non-Current Liabilities		78,000	87,727
Total Liabilities		640,548	524,846
Net Assets		1,024,048	1,031,031
Equity			
Reserves			
Reserves	15	444,968	444,968
Retained Profits	16	579,080	586,063
Total Equity		1,024,048	1,031,031

The accompanying notes form part of these financial statements. These financial statements been audited, and should be read in conjunction with the attached Audit Report.

SANDBAG Inc.
Statement of Changes in Equity
For the Year ended 30 June 2016

	<i>Note</i>	<i>Reserves</i> \$	<i>Retained Earnings</i> \$	<i>Total Equity</i> \$
Balance at 1 July 2014		444,968	659,669	1,104,637
Surplus for the year		-	(73,606)	(73,606)
Balance at 30 June 2015		444,968	586,063	1,031,031
Balance at 1 July 2015		444,968	586,063	1,031,031
(Deficit) for the year		-	(6,983)	(6,983)
Balance at 30 June 2016		444,968	579,080	1,024,048

The accompanying notes form part of these financial statements. These financial statements have not been subject to audit or review, and should be read in conjunction with the attached Compilation Report.

CONTACT INFORMATION



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Creating Community Connections



SANDBAG Inc.