



Creating Community Connections

Annual Report 2016 / 2017

A Year of Accomplishment

VISION AND VALUES



VISION

Diverse and Resilient communities where people Connect, Share and Grow



MISSION

Reduce isolation and improve wellbeing by creating opportunities for participation and support



Inclusive - We actively seek difference and are open to new perspectives across all we do



VALUES

Integrity - We are guided by mutual respect and fairness and do everything to meet expectations and learn from our mistakes

Collaborative - We respect the knowledge and contributions of others and their ability to strengthen our work

Responsive - We listen and respond positively to the changing needs of community.



Priorities

1.
2.
3.



1. Build and Strengthen Communities

2. Excellence in Practice and Approach

3. Agile and Sustainable Organisation

OUR WORK

Activities and Programs

Community Support

- Domestic and Family Violence Counselling and Support
- General Counselling
- Multicultural Support and Connection
- 1:1 Individual Support
- Community Groups and Activities



Enterprise, Education and Employment

- Social Enterprise, SEED PPM
- Social Business, The Garden Gate Community Nursery
- Skills and Employment Programs
- Job Search and Resume Activities
- Learning for Fun

Invest in community

**SANDBAG Inc is a
community based
organisation that
creates connections
that strengthen and
support
individuals, families
and communities in
North Brisbane.**



A year in pictures



MESSAGE FROM CHAIR, PATRICK BROWN



It has been my honor to serve my first year as SANDBAG Chairperson and be involved with such an inspiring organisation and so many inspiring people. I was somewhat daunted taking over the role from previous Chair Ann Ingamells, but with the support of the wonderful SANDBAG community, I am confident that we made 2017 a success.

In late 2016 your CEO and board put together SANDBAG's strategic plan for 2017-2020 informed by the input of community and stakeholders. I believe this strategic plan positions SANDBAG strongly to take advantage of the opportunities before it, as well as manage the risks that invariably face any organisation. Through sound management of contracts and costs, SANDBAG has delivered a strong financial end of year position. This positions us well to take advantage of the changing environment, including but by no means limited to the National Disability Insurance Scheme.

SANDBAG has seen many achievements in 2017. A finalist in the Queensland Training Awards awards, which was a terrific testament to the innovation and dedication of Skills and Employment Team and the broader organisation.

The success of SANDBAG is truly a team effort. The tireless staff, the selfless volunteers, the dedicated SANDBAG board, community members, local businesses, State Member Stirling Hinchliffe and Councillor Jared Cassidy, and all of the other people who contribute in large and small ways to make SANDBAG successful. On behalf of the board I would like to acknowledge the leadership and vision of our CEO, Alisa Hall, who has skillfully guided the organisation to where we are, and positioned us to get to where we need to be. Thank you one and all.

I would like to acknowledge the Board for their leadership and commitment to the Vision of SANDBAG. Special mention to Michael Dolton who stepped down as Treasurer in 2017 and fellow Board member David Gill who contributes to SANDBAG in so many ways. His passion for assisting young people achieve their potential is remarkable.

The Board remains focused on implementing our strategic plan and working towards our vision of Diverse and Resilient Communities. These are exciting times and I very much look forward to continuing to play a role in SANDBAG's bright future.

Creating Community Connections

OUR IMPACT



6026

Hours
Disability
Support



36

Community
Access
Participants



1435

Hours
DV
Counseling



142

Women in
counseling
DV



28

Children in
counseling
DV



65

People in work
via
Jobs programs



14,724

Hours of support and
connection

8,962

People involved in
events/projects



12

Community
Projects -
Training



511

Phone
Assist.
DV



966

Food
Package
/ Meals



1652

Used
Facilities /
Amenities

STORIES OF

Skills and Training

Individuals who were unemployed or underemployed were provided with an opportunity to participate in a supported training and employment pathway initiative. This allowed them to gain a Nationally Accredited Qualification; valuable hands on experience; foundation and employability skills and importantly connection to future employers. The programs have been a huge success with wonderful outcomes for individuals and achievements for SANDBAG with being named as a top 3 finalist in the Queensland Training Awards. Participants were able to identify a range of employment pathways across the industries of:

- Cleaning
- Conservation and Land Management
- Construction
- Individual Support (Disability)



MATTHEW'S STORY

Mathew left school in 2013 part way through Year 10 and struggled to find long term sustainable employment. He had held several casual jobs but had a keen interest in construction which he got from his dad who was a carpenter by trade. During the traineeship, Mathew demonstrated a natural ability for the building industry and a great attitude, even when times were tough at home. As a result, Mathew was nominated our first ever trainee of the month award. With the help of SANDBAG Mathew applied for a carpentry apprenticeship with Redcliffe builder, Cameo Constructions. After a week's trial, Mathew was offered the job and commenced his apprenticeship in February 2017.

Matthew's story is an example of the incredible value of the SQW Program, changing lives one person at a time.



Participation

Participate!



Employment

SANDBAG's Social Enterprise SEED Parks and Property Maintenance continues to provide direct employment to those who have been excluded from the mainstream labour market.

SANDBAG has for many years understood the critically important role that employment plays for individuals in terms of their broader well being socially, emotionally and financially.

Ensuring all people have an opportunity to participate in employment has a significant multiplier effect for the individual personally as well as the broader economy and workforce.

SEED PPM offers employment - real work for real pay - within a supportive environment. Individuals are developed and nurtured to assist them to build or rebuild their employability and technical skills.

Offering quality services in the areas of Commercial Cleaning; Grounds Maintenance and Landscaping, SEED PPM has had a significant year of growth and achievement.

Following a community campaign SEED PPM purchased a new van as a direct result of sponsorship by local businesses and organisations. This allowed us to expand our service offerings to include carpet cleaning and build our trade portfolio.

\$615,142
in TRADE



25 Trade
Contracts



25 Employees
(supportive employment)

STORIES OF

Access and Diversity



EVERYBODY DANCE NOW!

The All Abilities Dance Movement weekly classes provide individuals from all ages and abilities a lively, interactive and fun opportunity to engage with music and movement with a skilled instructor. Carers and support workers find it hard to resist the pull of the music too!

DIVERSITY OF CULTURE - GLOBAL KITCHEN COOKBOOK RELEASE

The Sharing Culture through Food Project ran through 2016 and showcased the diversity and richness of the local area. Monthly cooking classes highlighted a range of cultures and cuisines with a cook from each country sharing their recipes and stories. It culminated in the production and launch of a cookbook featuring all cooks stories and recipes in a beautifully bound print. Connections and friendships were made across different cultural groups.

CHRISTMAS DAY CELEBRATIONS for ALL

Christmas Day lunch with SANDBAG has become somewhat of a tradition, now 12 years on. Over 150 people attended Christmas Day Lunch and Celebration at the Sandgate Community Centre on 25th December 2016. A true community affair where all individuals from all walks of life are included and connected to others. Planning and support for the event starts months before and is a manifestation of the spirit of community with volunteers and businesses all contributing to ensure it is a day to remember.



COMMUNITY ACCESS - People with a Disability

The mark of a community is how well all of its members are included and participate within it. SANDBAG believes that inclusion is vital not only for people with a disability and their families but also for the community itself. Assisting people 1:1 to engage with and participate in community in all its ways is a key focus of SANDBAG's work.

Inclusion

National Disability Insurance Scheme

The National Disability Insurance Scheme officially rolls out in the North Brisbane area on 1 July 2018 and SANDBAG has been getting ready!

We are working to ensure we are able to respond and meet the needs and desires of individuals and their families and or carers through this new funding mechanism. The NDIS requires organisations to be flexible and creative in their approach to meet the life goals of people with a disability. A small working party within the organisation has been meeting regularly to progress the range of things we need to do to:

- Changing our internal finance and information management systems to integrate with a new way of reporting and funding
- Engaging with our existing participants to assist them in understanding and getting ready for their own plan development
- Working with sector partners to advocate for the needs of individuals with minimal support networks
- Refreshing our marketing and engagement tools including our website
- Engaging with local leaders to guide and lead SANDBAG's work to ensure we are strongly connected to what individuals need and desire
- Working with sector partners to deliver information sessions to assist local community members to understand the NDIS and what it means for them
- Attained our provider number status to provide a range of supports under the NDIS

This work will be an ongoing process as we track towards the NDIS transition date.

OUR APPROACH - ANYTHING, ANYTIME, ANYWHERE!

Whilst many things will change, SANDBAG's commitment and strong belief in the contribution and inclusion of all individuals to community will continue to be the cornerstone of what we do and how we do it.

Inclusion

STORIES OF



Togetherhness and Unity

COMMUNITY EVENTS

Our annual Peaceful Walk to raise awareness for the prevention of domestic and family violence took a slightly different turn in 2017. Our community awareness walk through Sandgate Town Centre culminated in a candle lighting ceremony and was followed by a Community Conservation at Town Hall. Exploring the question “What is the Role of Community in the Prevention of Domestic Violence?” our audience engaged in a conversation with our panel around how community can take a more active role in preventing Domestic Violence.

COMMUNITY GROUPS

Supporting people to come together around issues and causes of importance to them is an important part of SANDBAG's approach. Providing an overarching umbrella of supports allows community groups to function independently without having to worry about things like insurance, access to venue and grant application support. Working developmentally is in our DNA and we believe builds community through community. Green Pea Community Farm is a partnership between Queensland Racing and SANDBAG. It utilises land within the Deagon Racetrack for the purpose of a community farm which is accessed and used by a range of community members to plant and grow crops and produce. A large number of family groups from a range of refugee backgrounds use the farm and work side by side with other community members to grow and share food.



BUILDING COMMUNITY

SANDBAG supported a local community campaign run by local Real Estate Agent, Remax to fundraise money to purchase an all abilities play carousel. The carousel was installed in Sandgate park and allows children with a disability to play alongside others within this community area.

Community

STORIES OF...



INDIVIDUAL COUNSELLING

We continue to provide individualised counselling for women and children who have been affected by domestic and family violence and general counselling for individuals who are experiencing a broad range of issues including grief and loss; anxiety and depression;

Providing this support allows individuals to slowly recover and re-engage in community from difficult experiences.

THERAPEUTIC GROUPS

Connecting people who have experienced domestic and or family violence to assist them to share, connect and grow together continues through our therapeutic groups, **REBUILDING AND RECHARGING**. These groups provide a vital avenue for women to rebuild their lives and that of their children following traumatic experiences of violence.

1:1 SUPPORT

Through the Community Centre we provide a vast range of supports to individuals who require it. This includes

- access to utilities (laundry, shower, phone, computer)
- referral and coordination of housing needs
- 'form clinic' to enable completion and lodgement of relevant applications and documents
- fortnightly community cafe
- access to foods and emergency relief vouchers
- connection to other community activities and services

NORTH BRISBANE MULTICULTURAL PEER SUPPORT NETWORK

Community organisations and interested community members come together regularly to identify and address the support needs of new arrivals to the North Brisbane Area. This collective works together to harness the resources and local area knowledge to best support individuals and families new to our community.

Support



Chair, Patrick Brown

I have been involved with the community sector for the last 8 years as a volunteer lawyer with several community legal centres including Caxton Legal Centre.

My 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. My qualifications include a Bachelor of Laws, Master of Laws and Graduate Diploma of Applied Finance and Investment. I am 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.

I 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.

Treasurer, Karen Powell

I am a CPA and hold a Bachelor of Commerce majoring in Accounting. I'm a finance professional with extensive experience in people management, change management and managing within a large, complex environment. I have been in senior management roles in diverse industries such as gambling, banking, mining, manufacturing and currently the State government. My experience has varied from managing the finance function from startup of a greenfields mining project to commencement of operations to currently managing a team of over 100 in 10 geographic locations providing shared services to the largest agency within the Qld state government.

I'm a lifelong Brisbane Northside resident having lived in a number of suburbs and have lived at Carseldine for the past 3 years. One of my interests is that I am passionate about improving domestic violence support within our community. I have been involved with SANDBAG for the past year, stepping in to the role of Treasurer in July 2017.

Secretary, Elizabeth Yarham

I grew up in Bald Hills and have lived in Brighton since 2002. Over the years I have volunteered twice at SANDBAG, firstly as Secretary with the SANDBAG Board (2003-2007) and again as Secretary to the SEED Sub-Committee (2010-2014). I'm also proud to have been a volunteer at Music by the Sea since 2002. I have been a member of Musica Antiqua Collegii (MAC) since January 2000; MAC is a community-based choir, which performs 3-4 concerts per year on the north side of Brisbane.

I have worked in the financial services industry for 30 years, and have sound experience in corporate secretarial responsibilities, operational risk management, compliance, training and business support. I completed a Graduate Diploma in Applied Corporate Governance in June 2013 and was elected Associate of The Institute of Chartered Secretaries and Administrators and Associate of the Governance Institute of Australia in September of that year.

Board Member, Sharyn Munro

I have lived in Deagon for more than 15 years after moving from northern NSW and falling in love with the Sandgate area. My background is in libraries and administration and in 2008 I went into business for myself, Sharyn Munro Virtual Assistance, providing administration services to small businesses and soloists in the local area and beyond.

I have a diverse background working in libraries and vastly different administration positions.

Sharyn has been involved with SANDBAG as a volunteer for several years, and has been on the SANDBAG Board for the past two years.

Board Member, Fiona Anderson

I have been involved with SANDBAG for the past 3 years. My involvement with an active community organisation was prompted when my family moved from Sydney to Brisbane, and we had to rebuild our lives in our new community. I have lived in Sandgate for nine years now within a three-generation family: my husband Richard, my children when they are home from university and interstate and my parents living part-time with the family when they are in Brisbane.

I work with the National Disability Insurance Agency managing stakeholder relations in one of the Qld regions. I have worked with the NDIA for the last 3.5 years in Qld and in the national office. This gives me an understanding of how communities can and do prosper and how people with disability and their families can thrive once they have NDIS reasonable and necessary funding to pay for the supports they need to be part of everyday community life. Sandbag has much to offer the community here, not just disability services but support with employment, skills acquisition, social relationships and just being part of community.

Board Member, David Gill

I hold both legal and management qualifications. Over my career I have 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

I subsequently moved to Queensland as the Director HR for the Queensland Police Service and later established my own HR management and recruitment consultancy. My extended family have lived in the 4017 area for over 20 years and he recently retired from full time work to become an active volunteer with SANDBAG.

FINANCES

SANDBAG Inc. has had a year of growth delivering on existing services, in particular our continued development and expansion of our Skills and Training Programs. The financial reports demonstrate the work of the organisation with a sound performance to manage costs, grow services and deliver on our strategic priorities. Whilst we are operating in a challenging environment the organisation has been able to capitalise on opportunities for growth and focus on operational efficiencies.

Donations exceeded our expectations and we thank all our supporters who assist us in our work. Income through our Social Enterprises were up by \$95,271 and operating costs were tightly managed. Additional grants were received for Skills and Training Programs and Multicultural Connection and Support Program. Our fee for service disability support continues to expand with an increase in client numbers.

Expenditure for the year is consistent with revenue. As a service organisation salaries and wages represent the largest component of expenditure. At year-end we had a surplus of \$93,206. The equity position at 30 June 2017 is \$1.1 million.

The community services environment continues to present challenges for a community organisation such as SANDBAG in terms of overall sustainability in the longer term. However the hard work of Board, Staff and supporters is clear in identifying opportunities both within our traditional service types and geographical locations and beyond and positions us well for the coming year.

The Board acknowledges the efforts of Michael Dolton (outgoing Treasurer) in assisting to stabilise the organisations operations through due diligence and a commitment to the organisations vision and mission.

The Board is confident that SANDBAG Inc. is in a sound fiscal position.

Karen Powell, Treasurer

FINANCES

SANDBAG Inc.

Statement of Profit and Loss and Other Comprehensive Income

For the Year ended 30 June 2017

	2017 \$	2016 \$
Revenue	2,226,105	1,891,547
Other Income	66,974	83,799
Interest Received	15,832	14,405
Finance Costs	(3,317)	(4,593)
Employee Benefits Expense	(1,867,064)	(1,368,502)
Depreciation and Amortisation	(31,522)	(34,299)
Other Expenses	(313,802)	(589,340)
(Loss) for the Year before Income Tax	93,206	(6,983)
Income Tax Expense	-	-
Profit/(Loss) for the Year	93,206	(6,983)
Other Comprehensive Income for the Year, net of Income Tax	-	-
Other Comprehensive Income for the Year, net of Income Tax	-	-
Total Comprehensive Income/(Loss) for the period	93,206	(6,983)

FINANCES

SANDBAG Inc.
Statement of Financial Position
As at 30 June 2017

	2017	2016
	\$	\$
Current Assets		
Cash and Cash Equivalents	1,407,134	740,509
Trade and Other Receivables	55,674	82,018
Inventories	8,748	3,580
Financial Assets	1,302	60
Total Current Assets	1,473,058	826,168
Non-Current Assets		
Property, Plant and Equipment	855,458	838,428
Total Non-Current Assets	855,458	838,428
Total Assets	2,328,516	1,664,596
Current Liabilities		
Trade and Other Payables	68,799	89,757
Current Tax Liabilities	97,422	37,637
Provisions	173,907	122,038
Unexpended Grants	816,472	313,116
Total Current Liabilities	1,156,599	562,548
Non-Current Liabilities		
Financial Liabilities	45,195	58,718
Provisions	9,467	19,282
Total Non-Current Liabilities	54,662	78,000
Total Liabilities	1,211,261	640,548
Net Assets	1,117,255	1,024,048
Equity		
Reserves		
Reserves	444,968	444,968
Retained Profits	672,287	579,080
Total Equity	1,117,255	1,024,048

THANKS.....

We can't and don't say it enough, our supporters come in in many guises. Some can be easily seen some are invisible but just as vital to who we are and what we do.

Whether partners, donors, volunteers, promoters or friends, we acknowledge and thank you all. SANDBAG would not be what it is without your engagement, connection, belief and contribution.

2nd Ave Realty Sandgate	B'bane Domestic Violence S'vice	East Coast A'ships
Aboriginal & Torres Islander Hlth	B'bane Nth Case Collab. Network	Elena Pearee
Metro North Hospital & Health	B'bane Nth Local Level Alliance	Emma and Lenore from Manor
Act for Kids	B'bane Nth Primary Hlth N'work	from Heaven
ACU	Burnie Brae	Felice Barbers
Aftercare	Canossa Private Hospital	Fran Chaplin
Albany Creek State High	Carers Queensland Australia	Front Porch Properties
Alison Baker	Caroline Wicks	Gabreilla Di Labio
All About Living Assoc.	Carrie Gage	Goat Pie Guy
All Trades Queensland	CARS	Goodstart
Amy Marais	Clear Horizons	Greenview Gardens
Anne Ingamells	Colleen McCarthy	Growcom
Anita Railton	Community Living Association	Hally's Carpentry & Joinery
Artrageous	Coralie Batchelder	Hannah Rawlings
Aspley Special School	CQU	Helen Masters
Australian Skills Group	Dave Martyn	Holy Cross Laundry
Bald Hills Bushies	David Gill	Housing Industry A'tion
Baptist Church Bracken Ridge	De Gee Group C'cial & D'tic Builders	Hutchinson Builders
Barbara Taylor	Deagon Bulk Meats	IBIS Club Sandgate
Bayscapes Landscaping	Dee Cochrane	Jabiru
Beth Batten	Designer Life	Jacqui Geary
Bill Fellows from St Vincent d Paul	Dianne Horner	Jaed Apartments
Boondall State School	Dominos Pizza Sandgate	Janet Lecky
Bric Housing		Jayd Davidson
Brighton Health Campus		Jessica Somerville
Brighton Wetlands Habitat Group		Julie Mckenzie
Brisbane City Council		
Brisbane City Council		
Councillor Jared Cassidy		

Josh and John (Sound Unplugged)	Partners in Recovery	Share the Dignity
Kamlesh Singh	Patricia Hyde	Sharon Bushnell
Kassi Cartia Designs	Patrick Scully	SNAP Fitness, Sandgate
Kayla Richardson	PCYC Sandgate	Spotless Cleaning
Keep Sandgate Beautiful Assoc.	Penfold Projects	St Patrick's College
Keryn Henry	Petals Bond Cleaning Services	St Vincent de Paul
Kids Capers Sandgate	Peter Collins	Stirling Hinchcliffe MP
Kim Alexander Builders	Pine Rivers Respite Centre	Susan Burnett
Kurbingui	PKA Products	TAFE Skillstech
L J Bouveng	Princes IGA Deagon	Tegan Bell
Lend Lease (Gateway Upgrade N'th)	Public Trustee	Terri Purkis
Lendlease	Qld Racing	The Smith Family
Lenore Stevenson	QPS	Timber & Building Materials
Marcus Wray	Qualtime Association	A'tion (TAMBA)
Margaret Sugden	Q'land Agricultural T'ning	Tiny Legends
Marist Youth Care	Colleges	Town Hall Bakery Sandgate
Mary Nelson	Q'land Small Business Council	Trevor Kemister
Mates in Construction (MIC)	Q'ders with Disability N'work	Typhoon Pressure Cleaning &
Matthew Cannell from Dunamis	QUT	Property Maintenance
Maycut Cabinet Makers	Ray White Nundah	UQ
McCormacks	Renee Boyle	Vanessa Van Der Werff
McDonalds Bracken Ridge	Richmond Fellowship	Volunteer Marine Rescue
Multicultural Dev. Assoc.	Robyn Baker	Association Brisbane
Meals on Wheels Sandgate	Robyn Spooner	Woody Point Special School
Meg Anderson	Rose Robertson	WPC Group
MEGT	Rosemary Mason	Yourtown
Michele Wilkie	Sandgate Historical Society	Zonta Club of Sandgate
Mike Crook	Sandgate PCYC	
Mitchelton Special School	Sandgate Pest Control	
Monica Stevenson	Sandgate Scouts	
MRAEL Apprenticeship Centre	Sandgate Sunset Run	
Nabeel Hawa	Shantell Hoenig	
Naema Abamacha		
Northside Alliance of N'hood Centres		
N'side Alliance Against Domestic Violence		
Nursery & Garden Industry Qld		
Pamela Smith		



A year in pictures





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