



Annual Report

2017/2018

Achievements and Celebrations



VISION

Diverse and Resilient communities where people Connect, Share and Grow

MISSION

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

VALUES

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

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. Build and Strengthen Communities
2. Excellence in Practice and Approach
3. Agile and Sustainable Organisation

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



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 support
- Learning for Fun

Invest in community



MESSAGE FROM CHAIR / ACTING CHAIR; PATRICK BROWN / FIONA ANDERSON PRESIDENT'S REPORT 2018

This 2017-2018 SANDBAG Board President's report has been a joint effort between me as Vice President and acting President following President Patrick Brown's decision to step down from the Board in September.

2017/2018 has been another successful year for SANDBAG, and I would like to thank all of those involved with the organisation.

Maggie Daunt was appointed as CEO in May 2018, having been with SANDBAG for many years. Maggie has continued to work with great commitment and tenacity to take the organisation forward. Alisa Hall stepped down from the CEO role in early 2018, and I also thank Alisa for her commitment and dedication to SANDBAG.

At last year's Annual General Meeting, Fiona Smith joined the board, alongside the existing board members Patrick Brown, Sharyn Munro, David Gill, Karen Powell and me. During the year, David Gill and Karen Powell and President Patrick Brown stepped down from the board and Andrew Hooper-Nguyen joined. I would like to thank each and every one of the current and former board members, all of whom are volunteers, for their contribution over the course of 2017/2018.

I would also like to express my gratitude to all of the staff, volunteers, members and other community stakeholders for their contribution to SANDBAG.

Preparation for two new initiatives (the National Disability Insurance Scheme and Disability Employment Service) were advanced during 2017/2018, ahead of their commencement on 1 July 2018. I am confident that these initiatives will be a success and that SANDBAG is well-positioned to continue to prosper and serve our community in a changing funding environment.

The NDIS in particular is a significant change to funding, as we move from block-funded payments quarterly in advance by the State government to individual payments upon completion of delivery of service from NDIS participants' funds.

The NDIS as a historic economic and social reform, is of course also a significant improvement for people with disability, who under the NDIS are able to exercise choice and control in their choice and use of one or more providers of services to assist them to progress their goals as well as support their everyday inclusion in all aspects of community. I would also like to recognise the efforts of those involved with each of SANDBAG's existing programs.

In late 2016, the CEO and Board put together SANDBAG's strategic plan for 2017-2020. I am pleased to report that good progress has been made during 2017/2018 towards implementing the plan. SANDBAG has continued to perform well financially, with a surplus of \$117,533 for the financial year. This was achieved through a combination of sound financial management and strategic decisions, whilst ensuring the organisation maintained its commitment to its core values.

SANDBAG was fortunate to have Patrick Brown to support the Board as president for the last 2 years. After 3 years on the board, Patrick decided to step down at this 2018 Annual General Meeting. Patrick has asked me to extend his very best wishes to the incoming Board of SANDBAG, to SANDBAG CEO Maggie and the hard-working team, and to the entire SANDBAG community.

As Vice President I also have decided not to renominate for a SANDBAG Board position at this 2018 AGM. Weekly interstate travel and increasing family commitments unfortunately do not leave me sufficient time to support SANDBAG in the way it deserves. Like Patrick I have greatly enjoyed working with SANDBAG staff, volunteers, the Board and the local community over the last 4 years, especially as we support the rollout of the NDIS in our community. I thank you all for your effort, energy and enthusiasm to serve your community.

Fiona Anderson

Acting President

OUR IMPACT



6432

Hours
Disability
Support



40

Community
Access
Participants



1504

Hours
DV
Counselling



275

Women in
DV Counselling



78

Children in
DV Counselling



403

QPS Referrals
for DV Support

Creating Community Connections



100

People in work via
jobs programs



15100

Hours of Support &
Connection



9114

People involved in
Events/Projects



25

Community
Projects/Training



1161

Food Packages/Meals
distributed



1203

Use of
Facilities/Amenities

Creating Community Connections

STORIES OF

Skills and Training

Individuals who were unemployed or underemployed were provided with an opportunity to participate in supported training and employment pathways. This allowed them to gain a Nationally Accredited Qualification, valuable hands on experience, foundation and employability skills and connect to future employers. The programs have been a huge success, with participants able to identify a range of employment pathways across the industries of:

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

Byron's Story of Change

Byron commenced the SANDBAG Certificate 1 in Construction traineeship after years of under-employment and a not so healthy lifestyle. Now with a partner and young son to support, he was determined to secure a pathway to full time work. As part of the traineeship, Byron undertook work experience on the Lend Lease Gateway Upgrade North project working with Penfold Projects. He was instantly noticed by his supervisors for his initiative and hard work and successfully applied for a full time Parks and Garden Apprenticeship with Penfold Projects. He continues to gain valuable skills and experience whilst having job security to support his family.

Employment

SANDBAG has, for many years, understood the critically important role that employment plays for individuals in terms of their broader wellbeing 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. SANDBAG's Social Enterprise SEED Parks and Property Maintenance continued to provide direct employment to those who faced barriers to employment.

Offering quality services in the areas of Commercial Cleaning; Grounds Maintenance and Landscaping, SEED PPM has had a significant year of achievement, securing multiple new and existing contracts. The supportive environment of SEED has created the strongest positive impact on our workers.

In January the Department of Social Services advised that we were successful in becoming a Disability Employment Service to take effect on 1st July. We have been busy setting up this service, recruiting experienced and passionate staff committed to outcomes for each and every individual client. SANDBAG will ensure that all clients to this service will be provided with personalised support as well as provided opportunities to link with various other programs and services within SANDBAG. We are very excited to be able to offer this service and look forward to reporting to you further next year.

Participation

STORIES OF

Access and Diversity

DANCE LIKE NO-ONE'S WATCHING

Weekly Dance Therapy classes provided individuals from all ages and abilities a lively, interactive and fun opportunity to engage with music and movement with a trained dance therapist. Carers and support workers love to join in too; with staff from our Sandgate office often talked into dancing with the group as well – the tunes and laughter are hard to resist.

CULTURAL DIVERSITY

Community engagement with individuals from culturally diverse backgrounds has been of particular focus for SANDBAG. Our facilitation of the North Brisbane Multicultural Peer Support and Collaboration Network allowed for an active network of organisations and community volunteers focusing on responding to and advocating for multicultural communities, including refugees in north Brisbane.

Events held through the year embraced cultural diversity, with our 'Multicultural Unplugged' Café being a fantastic display of culture and inclusion in our community. The Sandgate Community Centre was jam packed for this event which was designed to provide new arrivals, people of refugee and CALD backgrounds, with the opportunity to showcase their cultures through food, music and performances.

CHRISTMAS DAY 4017 STYLE

Christmas Day lunch with SANDBAG has occurred now for 13 years. Given the overwhelming number of people in 2016, this year in 2017, we partnered with the Brighton Health Campus to accommodate approximately 180 individuals and Qualtime who provided us with a mini bus to shuttle people there. Christmas Day was celebrated with true community spirit and through the generosity of many community donations and volunteers. Individuals from all walks of life were included and connected with others. For some it was their first Christmas in Australia! Planning for the event starts many months beforehand and is a reflection of the kindness and inclusivity within the community.

COMMUNITY ACCESS – People with Disability

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 is a key focus of our work. SANDBAG has developed the SIT project (Sandbag's Inclusability Team). Members on the SIT team are people with a disability who consult with us to ensure we continue to provide ethical, accessible, responsive, inclusive and relevant support and services to people with a disability.

NATIONAL DISABILITY INSURANCE SCHEME

Preparations for the NDIS within SANDBAG were ongoing through the year in readiness for the official roll out in the North of Brisbane on 1st July 2018.

SANDBAG has maintained its approach of ANYTHING, ANYTIME, ANYWHERE!

Whilst there will be many changes heading into the NDIS, SANDBAG's commitment and strong belief in the contribution and inclusion of all individuals to community will continue to be at the centre of what we do.

Inclusion

STORIES OF

Togetherness and Unity

COMMUNITY EVENTS

SANDBAG's 23+ year traditional Peaceful Walk and Candle Lighting ceremony to highlight Domestic Violence Prevention Month was again successful in bringing people from all walks of life together. This year the walk was done in reverse.... we started at the Einbunpin Lagoon walking through Sandgate Town Centre to the Sandgate Magistrates Court where the candle lighting ceremony was held. Following this we launched the "4017 Says NO to DV" campaign which involves the distribution of stickers for bins and cars throughout the community. To assist us in learning more about what we can do, guest speakers from Griffith University's Bystander Intervention Program joined us to give the community some tips on what can be done when you witness domestic violence. The sticker campaign continued throughout the year.

COMMUNITY GROUPS

Supporting people to come together around issues and cause of importance to them is an integral 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 assistance. Community Development is at the core of SANDBAG's practice and we believe in building community through community.

GREEN P COMMUNITY FARM

The Green P Farm has been an ongoing partnership between Queensland Racing and SANDBAG. The farm utilizes land within the Deagon Racecourse 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. Plots have been allocated to a significant number of family groups from a range of multicultural backgrounds, some who have come to Australia as refugees. The farm participants work side by side with other community members to grow and share food. There is also a community plot which is tended to by volunteers, the produce of which is sold predominantly to local cafes and restaurants.

PEOPLE OF THE 4017

The People of the 4017 project sought to engage with various community members across the 4017 postcode area through social media. A project Facebook page was created entitled "People of the 4017" and SANDBAG reached out to members of the local community to come forward to be interviewed about their lived experiences.

The project uncovered and shared the diversity, skills, knowledge, strengths, and at times barriers for people that exist within the 4017 community. By conducting this project via social media an opportunity was provided for individuals viewing these stories to reflect upon and consider their fellow community members. Interviews and photos with participating community members were regularly published along with some snapshots of points of interest in the local community to spark conversations.

The page went "live" on the 20th September 2017 and with the last post posted on the 11th May 2018; the page garnered 588 "likes" during this period and 612 "followers". The stories shared engaged 44,835 Facebook users weekly and had a weekly reach of 224,178.

Community

STORIES OF

Listening

INDIVIDUAL COUNSELLING

SANDBAG continues to provide counselling for women and children who have been affected by domestic and family violence, together with general counselling for individuals who are experiencing a broad range of issues including grief and loss; anxiety and depression.

We were fortunate to be able to collaborate with a local psychologist to provide on-site, bulk billed services to participants of our Sandgate Community Centre. Providing this support allowed greater opportunity for individuals to slowly recover and re-engage in community from difficult experiences.

THERAPEUTIC GROUPS

Our REBUILDING and RECHARGING groups for women who have experienced domestic and family violence continued to allow women time to connect, share and grow together. These groups provide opportunities for women to rebuild their lives and that of their children following the trauma of domestic and family violence.

We were able to provide groups for children as well this year centered on self-esteem and healthy relationships. The aims of such groups are to increase personal safety and build resilience for the children.

1:1 SUPPORT

Through the Community Centres we provide a vast range of supports to individuals, including:

- access to utilities (laundry, shower, phone, computer)
- referral and coordination of unmet needs (housing, financial, social)
- assistance with completion and/or lodgement of forms and documents
- fortnightly Community Café
- access to food parcels and emergency relief referrals
- connection to community activities and services



Support

MEET THE 2018/2019 BOARD NOMINEES

PRESIDENT: **ARKADII (ARCHIE) ITSIKSON**

I have extensive experience as Chairperson of several associations and committees over the last 20 years and can offer practical and rational guidance in several key areas to Board Members of Sandbag. Understanding the role of Chairperson is crucial to the successful running of a Board. I have professional experience as a small business owner in Sandgate which has given me excellent communication skills with people at all levels.

I am eager to offer my experience and knowledge to benefit the community. I have supported Sandbag over the last 10 years and am aware of the current organisational structure.



VICE PRESIDENT: **ROD HILLMAN**



I am local and want to contribute to this community. Currently I lead a not for profit organisation focusing on ecotourism and environmental awareness.

My skills and experience include governance, not for profit managerial and business development.



TREASURER: **TEGAN HOOPER**

I live in the local community and feel my business experience could assist Sandbag.



SECRETARY: **TBA**



GENERAL MEMBER: **NICHOLAS HORN**

I have 20 years of experience working in the Financial Services Industry in the UK and Australia. My career includes significant time spent as investor and investment adviser for both large corporations and individuals. For the past 10 years, I have assumed senior Risk Management roles, reviewing and implementing means to manage the investment and operational risks of heavily regulated entities such as Governments, Superannuation Funds, Banks and Insurers.

I take pride in simplifying complex matters, aiding businesses to operate in a practical manner with clear direction. I holds a Bachelor of Science Degree in Mathematics and Economics from the University of London and is am a qualified Financial Adviser.



Integrity

GENERAL MEMBER: DAVID GILL



As a former SANDBAG Board Member and volunteer, I have both management and legal tertiary qualifications - held several senior management positions prior to moving to the Sandgate area in 1994. This included the positions of Director, Community Services and Deputy Commissioner with the Department of Veterans' Affairs (NSW); General Manager, Royal Prince Alfred Hospital, Deputy CEO/Director Operations for the Central Sydney Health Service and Director Human Resources with the Australian National University and both the NSW and Queensland Police Services.

I have also held several Ministerial/Public Office appointments including those of Board Member, Redcliffe Area Health Board; Assessor, Queensland Civil & Administrative Tribunal; Community Member, Performance and Professional Standards Panels, Australian Health Practitioners Regulation Agency and am currently a Member of the Councillor Conduct Review Panel, Brisbane City Council.

In 2002 I established my own HR/Executive Recruitment consultancy in Brisbane which operated on a fully commercial basis until mid-2016 and I coordinated most of SANDBAG's senior appointments on a pro bono basis during my time as a volunteer.

Earlier this year my volunteer work with SANDBAG was recognised through a Brisbane City Council/Lions Club Australia Day 2018 Community Group Award.



GENERAL MEMBER: DR. SANDRA WOODBRIDGE



I have spent over 25 years working in Not for Profit Organisations and over 17 years teaching Human Services and Social Work students as well as being a Committee Member on NFP committees. I believe this knowledge and skills will complement the Board and the values and strategic directions of Sandbag. Attention to the issues of governance are a particular interest to me.



GENERAL MEMBER: NICOLA DUHIG



I grew up in the 4017 area and now enjoy the community and lifestyle of this area and find it a wonderful place to raise a young family. I realise I am in a fortunate position and would like to contribute by using my marketing and communication skills to help an established community organisation.

I have worked in large corporates, not for profits and medium sized businesses to develop brand marketing activities, websites, and social and research strategies. Utilising those skills to help Sandbag build a stronger and clearer presence in the community is an area I am very interested in.



Vision

FINANCES

SANDBAG Inc. has had a year of growth delivering on existing services. The financial reports demonstrate the work of the organisation with a sound performance to manage costs, grow services and deliver on strategic priorities. Whilst we are operating in a challenging environment the organisation has been able to capitalise on opportunities for growth and focus on building a sound financial 'buffer' pending the future changes to service to commercial delivery, in particular in relation to the rollout of the National Disability Insurance Scheme and Disability Employment Service.

Donations exceeded our expectations and we thank all our supporters who assist us in our work. Income through our Social Enterprises were up by \$77,700.00 with operating costs being tightly managed. Additional grants were received for Skills and Training Programs and our fee for service disability support continued 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 \$117,533.00. The equity position at 30 June 2018 is \$1,234,788.

Challenges continue to present themselves within the ever changing environment of community services in terms of overall sustainability for the longer term. The hard work of Board, Staff and supporters is clear in identifying opportunities both within our traditional service types and geographical locations and beyond thus positioning us well for the coming year.

The Board acknowledges the efforts of Karen Powell (outgoing Treasurer) in assisting to stabilise the organisation's operations through due diligence and a commitment to the organisation's vision and mission. The Board is confident that SANDBAG Inc. is in a sound fiscal position.

Lin Rosney
Finance Lead
B.Bus CPA

PROFIT & LOSS

SANDBAG Inc.

Statement of Profit or Loss and Other Comprehensive Income For the Year ended 30 June 2018

	Note	2018 \$	2017 \$
Revenue	2	2,762,935	2,226,105
Other Income	4	121,982	66,974
Interest Received	2	18,058	15,832
Finance Costs	6	(2,177)	(3,317)
Employee Benefits Expense	3	(2,222,846)	(1,867,064)
Depreciation and Amortisation	3	(27,423)	(31,522)
Other Expenses	3	(532,997)	(313,802)
(Loss) for the Year before Income Tax		117,533	93,206
Income Tax Expense	1 (i)	-	-
Profit/(Loss) for the Year		117,533	93,206
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		117,533	93,206

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.

STATEMENT OF FINANCIAL POSITION

SANDBAG Inc. Statement of Financial Position As at 30 June 2018

	Note	2018 \$	2017 \$
Current Assets			
Cash and Cash Equivalents	7	1,411,804	1,407,134
Trade and Other Receivables	8	107,028	55,874
Inventories	9	1,710	8,748
Financial Assets	8	24,431	1,302
Total Current Assets		1,544,973	1,473,058
Non-Current Assets			
Property, Plant and Equipment	11	884,152	855,458
Total Non-Current Assets		884,152	855,458
Total Assets		2,429,125	2,328,516
Current Liabilities			
Trade and Other Payables	12	70,190	68,799
Current Tax Liabilities	10	84,328	97,422
Provisions	13	153,776	173,907
Unexpended Grants	12	832,844	816,472
Total Current Liabilities		1,141,138	1,156,599
Non-Current Liabilities			
Financial Liabilities	14	30,558	45,195
Provisions	13	22,641	9,467
Total Non-Current Liabilities		53,198	54,662
Total Liabilities		1,194,337	1,211,261
Net Assets		1,234,788	1,117,255
Equity			
Reserves			
Reserves	15	444,968	444,968
Retained Profits	16	789,820	672,287
Total Equity		1,234,788	1,117,255

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.



THANKS.....

We can't say it enough; our supporters come in many guises, some can be easily seen and some are invisible but are 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, and this community, would not be what it is without your engagement, connection, belief and contribution*.

ATSI Health	Bunnings Carseldine	Hair Aid
ACT for Kids	Burnie Brae	Hannah Rawlings
Aust. Catholic University	BusQ Super	Helen Masters
Aftercare	Carers Queensland	Holy Cross Laundry
Alison Baker	Caroline Wicks	Housing Industry Association
All About Living Assoc.	Chisholm Refuge	Intraining Systems
Ann Ingamells	Christmas Volunteers	IBIS Club Sandgate
Anita Railton	CitySmart	Jabiru
Artrageous	Colleen McCarthy	Jacqui Geary
Aspley Special School	Community Living Association	Janet Lecky
Australian Skills Group	Connie Healy	Jayd Davidson
Baaia	Coralie Batchelder	Jeay's Hardware
Bald Hills Bushies	Central Qld University	Jessica Somerville
Baptist Church Bracken Ridge	Cr Amanda Cooper	Joel Warburton
Barbara Taylor	Cr Jared Cassidy	Julie McKenzie
Bernadette Scalora	Darren Sakaio	Jo Robertson
Beryl Thompson	Dave Martyn	Jo Walters
Beth Batten	David Gill	John Banbrick
Boondall State School	Deagon Bulk Meats	Josh Culcross
Bramble Place	Dee Cochrane	Julie Lenton
Bric Housing	Dept of Agriculture & Fisheries	Kamlesh Singh
Brighton Health Campus	Designer Life	Kassi Cartia Designs
Brighton Wetlands Habitat Group	Dianne Horner	Keep Sandgate Beautiful
Brisbane City Council	East Coast Apprenticeships	Keryn Henry
Busy at Work	Electric Avenue	Kim Alexander builders
Brisbane Domestic Violence Service	Elena Pearee	Kurbingui
Brisbane North Case Collaborative Network	Ella Doneman	Lendlease
Brisbane Northside Youth Justice	Goodstart	Lidija Javanovich
Bris North Local Level Alliance	Gwen Demnar	Lifestyle Homes and Renovations
Bris. North Primary Health Network	Heather Murr	Lyn Stabler
	Hedge Landscapes	Ludmila Doneman
	Growcom	

Manna from Heaven	Princes IGA Deagon	St John Fisher College
Marcus Wray	Public Trustee	St Patrick's College
Mark Warren	Qld Police Service	St Vincent de Paul
Mary Nelson	Qualtime	Suzanne Allan
Marylyn Byles	Qld Agricultural Training Colleges	Stirling Hinchliffe MP
Mates in Construction	Queensland Small Business Council	Suited for Success
McCormacks	Queenslanders with Disability Network	Susie Jay
McDonalds Bracken Ridge	Qi Campbell	Tegan Bell
Michelle Milkie	QSEC	Terri Purkis
Metro North Hospital and Health	QUT	Terry Byles
Movetime	Racing Queensland	Timber & Building Materials Association (TAMBA)
Multicultural Development Association	Renee Boyle	Toni Stuart
Meals on Wheels Sandgate	Rose Robertson	Town Hall Bakery
MEGT	Rosemary Mason	Trevor Kemister
Mike Crook	Ross Plumbing	TURSA Employment
Mustafa Al-Ward	Sailability	UQ
Nabeel Hawa	Sandgate Historical Society	Viet Street Eat
Nathan Markula	Sandgate Pest Control	Virginia State School
Northside Alliance of Neighborhood Centres	Sandgate Sunset Run	Volunteer Marine Rescue Assoc
Northside Alliance Against Domestic Violence	Sandra Hammond	Voodoo Yoga
Nursery & Garden Industry Qld	SCOPE (DSQ)	Wired Owl
Oz Harvest	Shantell Hoenig	Woody Point Special School
Partners in Recovery	Share the Dignity	WPC Group
PCYC Sandgate	Sharon Bushnell	Yoga Grin
PCYC Zillmere	Sandgate Fishmongers	Yourtown
Penfolds Projects	Sandgate District State High School	Youth Justice (Northside)
Peter Allan	Satori Organics	Zonta Club of Sandgate
Peter Collins	Shorncliffe State School	99.7 Bridge FM
PKA Products	Skyline Landscape Maintenance	<i>*If we have not managed to capture you or your organisation please accept our sincerest apologies and feel free to let us know so we can update our records.</i>
Po Childs	SNAP Fitness, Sandgate	
Poolwerx Wavell Heights	Sonya Frost	



Creating Community Connections