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About IDEAL Placements

IDEAL Placements is a Not for Profit community based organisation that has been assisting people identifying with disability, injury, illness or health condition to not only help them find the job of their choice but to help them keep that job by providing support in the workplace when needed.

IDEAL Placements was incorporated on 19 June 1995. As a dynamic organisation committed to supporting our participants in open employment, IDEAL Placements is constantly developing innovative programs to meet the diverse needs of our employers as well as contributing to the local community. We now have a presence in five locations across Central Queensland. Gaining and sustaining employment can be a journey to, or a destination reached and IDEAL Placements meets the needs of our participants no matter which pathway they choose. This is achieved within a framework that combines an integrated service delivery model, affiliated community partners and additional government initiatives. Participant strengths are leveraged by working collaboratively with these organisations and personalising services to individual needs. By working together more effectively and efficiently, we deliver more with less.

As a not-for-profit, IDEAL Placements constantly seeks to maximise the efficiency and effectiveness of operations while remaining passionate about improving the lives of people that experience barriers to gaining open employment. Celebrating our first 20 years of community service our founding purpose has remained constant: to provide quality employment services that improve the lives of people with disability.

We seek out others who share our vision and work together to build on successes that create better futures for many. We would like to thank everyone who has supported us over the last twenty years and as we navigate the new world of Disability Employment and NDIS look forward to the next twenty with excitement and anticipation.

By working together more effectively and efficiently we deliver more with less.
Our Mission

**IDEAL Placements will provide quality employment services that improve the lives of people with a disability.**

In keeping with our mission, IDEAL Placements offers a range of community services support, employment and training services which provide opportunities for people with a disability to reach their goals in their home life, work life and in community participation.

Our Vision

Externally — to be the preferred employment service for:
- People who require assistance to achieve their career goals
- Employers requiring effective employment solutions

Internally — committed to the realisation of the external vision by:
- Celebrating and respecting our diversity
- Acknowledging each other’s contributions
- Directing our efforts towards the goals and objectives rather than working for personal or parochial advantage
- Manage and lead by personal example

Our Values

We aim to encourage independence in our participants that requires integration of physical, emotional, social and environmental aspects. We understand independent employment requires a holistic approach on an individual basis to achieve independent integration.

The corporate values governing IDEAL Placements development will include the following:
- Promoting IDEAL Placements Code of Conduct ensuring staff apply the underlying intent in all activities undertaken
- Fostering a climate which encourages innovation and diligence amongst staff and rewards accordingly
Our Committee in Profile

Craig Joy
Joined the Committee in 2006 and in 2008 accepted the role as Secretary. Craig has held the position of Chairman since 2009.

Chris Gibbs
Has accepted the role of Secretary since his election in 2013 and held that position for the last two years

Andrew Duck
In 2005 Andrew was voted onto the Committee as Treasurer. This will be his tenth year supporting IDEAL Placements in that role.

Bill Hasker
Bill spent many hours supporting IDEAL Placements before officially joining the committee in 1998.

Jill Hasker
In 1997, Jill joined the Committee and has been an advocate for IDEAL Placements since.

Tony Steains
As an employer representative, Tony has been on the committee since 2009 and has employed many of IDEAL’s participants over the years

David Conway
David joined the committee in 2013 as the client representative. He conducts Focus Group Meetings every few months to gather feedback on the service participants receive from the Agency.

Kathy Dine
As IDEAL Placements CEO, Kathy informs the committee on changes to industry on operational activities.
Message from the Chairperson

Our region is experiencing trying times with the boom having now passed and business adjusting to a more normal scenario. This has of course impacted on our organisation and will continue to do so for the foreseeable future. Coupled with that, the looming changes to the national disability sector present their own challenges and changes for us to deal with. There can be no doubt that if our organisation does not change and adapt as these changes and challenges evolve, we will be in peril.

Fortunately for us, none of this is sudden or unanticipated. We have had years to prepare for the NDIS, and “the boom” has been on its way out for at least two years. Over the previous two financial years we have taken steps to prepare the organisation for the new world, and this has included appointing people to positions to lay the groundwork for what is to come. Most of what we have undertaken has produced little or no income, but was always an investment in the future. Consequently those years saw us in negative territory in terms of our budget.

The committee determined that while certain losses were sustainable while we transitioned to the new environment, it was not something that could be adequately overseen through the usual committee function, so a Budgetary Sub Committee was formed. The Sub Committee reviewed the initiatives being undertaken and developed costs projections and assessed our ability to instigate further measures. The Sub Committee held regular meetings until the relevant matters were sufficiently accommodated, at which point we reverted to dealing with budgetary matters solely through the regular committee, and the Budgetary Sub Committee was disbanded.

There have also been sundry changes, primarily to office rentals and associated matters, where significant savings have now been achieved. All in all, we are now in quite a satisfactory position. We have reduced our operating costs and overheads, we have people in place working on service provision under the new regime, and we have returned the budget to a positive position, as planned.

And while all that was going on, we have had the main body of staff working on the core business, so while much has occurred preparing for the future, in terms of overall service delivery it has largely been business as usual.

I believe that the committee and all staff can feel a justified sense of achievement and pride in the outcomes that have been achieved, the continued dedicated and enthusiastic support that has been provided to the people we exist to serve, and the greater community in the benefit it attains from those efforts.

Thank you all.

Craig Joy
Chairman
Message from the CEO

It is a very exciting time for IDEAL Placements with this year being our 20th Annual General Meeting. Over the last 20 years the industry has changed massively. I’ve been with IDEAL Placements since 1999 and this is my tenth year in management so I have seen major changes to the program over this time, some great some not so good. The focus has changed within the government and employment with participants now being very different from years gone.

IDEAL’s preparations started in 1995 with a Committee of eight. In 1996 the doors opened as an (ABI) Acquired Brain Injury specialist having only two full time (including the manager) and one part time staff members and about 37 participants. We started working out of one office in Mackay, over the 20 years we have grown to at the height 43 staff, 560 Participants and 5 offices from Sarina to Bowen and servicing the outer regions in our Employment Service Area.

With the changes in the industry over the years a lot of the participants with major disabilities are not eligible to attend our services anymore, so with the upcoming NDIS (National Disability Insurance Scheme) we are hoping to set up programs to assist in this area as well. Australia lags behind the rest of the world with employment of people with disabilities. Australia ranks 21st out of 29 in employment participation rates for people with a disability, so following our Mission Statement “IDEAL Placements will provide quality employment services that improve the lives of People with Disabilities” we plan to investigate all areas to support people with Disabilities to find employment if this is their goal.

IDEAL Placements welcomed Katie Bone to the IDEAL committee in the past year. Katie brings a Law background to the table and her youth has made a nice fresh change to IDEAL’s committee. This year will see the resignation of Bill and Jill Hasker after almost 20 tremendous years of contribution and dedication to IDEAL Placements. I personally, and I know everyone concerned would like to thank them as they will be sadly missed but we wish them well in their future ventures.

In the last year, two of the IDEAL offices have relocated, Mackay office to 5 Peel Street and the Cannonvale office just down the hall in the same building to Unit 18/230 Shute Harbour Road.

This year has been a wonderful year for agencies working together. Most of it we can put down to the upcoming NDIS but IDEAL has always tried to work with all other agencies to have as many networks for our participants to access as possible. In the past twelve months IDEAL have partnered with Headspace, MT&E, MIFNQ, Mackay Drop in Centre, Mental Health, Club house, Ozcare, Pink Day in the Valley and Incredibles just to name a few.

Kathy Dine

CEO
Message from the Operations Manager

What a year 2015 has already been. With the constant changes and developments in the disability and employment industries it is sometimes hard to keep up but as I reflect on a year gone by, the one thing that is at the forefront of my mind is the amazing people that contribute to this organisation. So I would like to start my report this year by thanking our Job Coordinators who work tirelessly with participants and employers to ensure that we are successful in gaining and maintaining employment. Their jobs are never easy but they show commitment and dedication to the organisation and participants in our programs. Thanks also to Pam, Sam and Kathy for their support to my role and to our administration team for the support that often goes unrecognised.

With the changes to our employment and labour market in Mackay, pushed by the downturn in the mining industry, we have seen a reduction in available positions in the region but have also experienced the hardship that businesses have faced over the last year with employing new and retaining their current staff. In 2014/2015, across all sites we placed 147 people into employment. Marketing is now a larger part of our job coordinators role and we are constantly looking at strategies to improve so we can increase placements. With the challenges that we have faced in the last twelve months, I am proud to report that there has been consistent improvement in our star ratings and this has continued so far into the 2015-2016 year.

This year we partnered with Pink Day in the Valley and donated $100 for every placement in the months of January to April 2015. We were able to donate $3900 during this time. We have also worked in marketing teams and focused on particular locations building our organisational profile within the region. Despite the reduction in the job market, we are still seeing some sites increasing in the star ratings that are released by the Department of Social Services on a quarterly basis.

We were successful in moving through the ESS reallocation in late 2014 which has concreted our delivery of this program potentially until 2018. Our program delivery and guidelines have seen significant changes driven by the Government agenda. These changes have included submission of monthly jobsearch records for participants, participation requirements for DSP recipients that are under 35 years of age and the introduction of the strengthening jobseeker compliance framework. We recognise that these changes have been extremely overwhelming for our participants but
hopefully with the support of their job coordinators they have a greater understanding of the reasons for these changes occurring.

The focus of 2015/2016 for IDEAL Placements has been diversification and we are starting to deliver new programs and partner with new organisations within the community. In particular, we have started hosting Work for the Dole projects, delivering additional support to the migrant community through the Community Learning Project and the Your Life, Your Choice program. We are also focusing on our preparation for the introduction of the National Disability Insurance Scheme. This diversification has allowed us to look at our staff and their strengths and has seen a number of our staff move into different roles to support these new programs. We have opened up to new partnerships with other community organisation and developed Memorandum of Understandings. Another year is over and change is imminent but as a team, can look forward to 2016 with excitement and anticipation.

“If everyone is moving forward together, then success takes care of itself.” – Henry Ford

Rhiannon Minniecon

Message from the Whitsunday’s Program Manager

As we move into another financial year it gives me great pleasure to present my Whitsunday Program Manager’s report for IDEAL Placements for our 2015 Annual General Meeting. Once again the year has passed without too many hiccups and as IDEAL moves into its 20th year and me into my 6th, I am glad to still be representing such a community focused organisation.

Throughout the past year we have completed multiple courses for the participants and also some being externally hosted to the public. This has increased the likelihood for employment and hopefully assists our participants to maintain employment.

Over the past year we have experienced so much thankfully most of it was positive. We have a whole new group of staff in the Whitsundays which is always exciting and it brings a new dynamic to the team. We have had some great job placements with some great employers over the past year. We have donated time and money into our local community not only to help out the local businesses and community but to give our participants further on the job experience to increase employability.

I would like to thank the ever changing IDEAL Whitsundays team for their efforts throughout the year. Without their high standards and work ethics we wouldn’t have had the same experiences and the compassionate nature that we have towards our job seekers and employers. We are very much looking forward to the year ahead to see how we can increase outcomes both departmental and personal development for our entire caseload. I want to personally thank both the Whitsundays staff for the hard work and dedication they have put into the work completed over the past year and also to the managers in Mackay for assisting myself and the staff in this area.

Sam Dine
**ATSJ Job Coordinator Report**

My role with IDEAL Placements is to work with the jobseekers that identify as Aboriginal and /or Torres Islander within the Disability Employment Program assisting them with preparing, gaining and sustaining employment. In this role, I have had the opportunity to work closely with the participants and their family members. I have particularly enjoyed providing support to participants and employers in the workplace after they have been placed.

Part of my role has been about networking with other organisations and community members which has allowed me to learn about other services and programs within the community which I have been able to refer my jobseekers to.

In 2014, IDEAL Placements participated in the NAIDOC celebrations through the Street March and attending the family day. It was a great opportunity for the Aboriginal and Torres Strait Islander community to come together to celebrate the culture and heritage.

This year I have started to also participate in the Your Life, Your Choice program as a support worker in addition to my work in the Disability Employment Program which I am thoroughly enjoying this opportunity. Through this work, I have started to complete my Certificate III in Disability as part of the program run by Cootharinga under the QLD Indigenous Training Strategy. As part of this training I also travelled to Townsville in April with three jobseekers from IDEAL Placements to complete Cultural Competency Training.

If there is any further assistance that I can provide for you or someone you know, please don’t hesitate to contact myself or Richard Kris at the IDEAL Placements Mackay office on (07)49578177.

**Client Representative Report**

It has been another good year at IDEAL Placements. With a participant representative meeting happening every three months, and although sometimes people don’t turn up, the participants who do attend have all good words about IDEAL Placements, which is a good thing. The participant representative group is run by me to gain feedback for the organisation, which is a handy way for feedback as I am not an employee, so they can talk to me about any issues they might be having.

The participants I have met throughout the past year have spoken very highly of ideal placements, and all have very good stories how ideal placements positively impacts their life and helps them out with the work that they are doing and the support that they receive.
Some Highlights from our Year

Pink Day in the Valley

With a target of 50 jobs not reached, IDEAL placements were still very excited to celebrate the 39 job placements that were achieved in a three month period earlier this year. The reason for the excitement was not only could we celebrate with the jobseekers on their successful placements but we were able to donate $3900.00 to the Pink Day in the Valley Foundation. IDEAL chose to support the local cancer charity as they support our local community by providing care, comfort and support to local cancer sufferers and their families.

NAIDOC Week

On 11 July 2014, team members AJ Minniecon and Brooke Ramsamy travelled through the streets in the IDEAL car which they had decorated for the NAIDOC Street march. AJ and Brooke also represented IDEAL Placements in attending the family day at the Showground after the procession.

Christmas Hampers

Each year IDEAL Placements give out Christmas hampers to some of our most needy job seekers. These hampers are filled mostly by the donations of staff members but 2014 hampers were complimented by the generosity of many supporters including businesses, community groups and Mackay locals. This has been a tradition for over five years and the staff looks forward each year to helping others enjoy the holiday season.
On the move...

The first half of 2015 saw our two main offices move to new locations. Both offer great location and facilities while meeting the needs of the business. Our teams have all settled in and business is operating as normal. As always, both offices are close to public transport and are accessible to all our participants.

Mackay – 5 Peel Street

Cannonvale – 18/230 Shute Harbour Road

Employer of Choice

IDEAL Placements boasts providing employment conditions to meet the needs of the team members. Apart for working conditions, as an organisation IDEAL is committed to work/life balance, diversity, employee engagement programs and supporting volunteer activities. Retaining staff in any market is difficult for even the best businesses. In the last year almost 25% of staff have availed themselves of the opportunity to work flexible hours enabling them to accommodate family needs.
Disability Employment Service (DES)
This is the core of IDEAL Placements activities and accounted for just close to 90% of our 2014-2015 income. Anyone with a disability, injury, illness or health condition may be referred to IDEAL Placements for assistance in preparing for, finding or keeping a job. IDEAL Placements delivers two programs under our DES banner. These are

- Disability Management Service - for job seekers with disability, injury or health condition who need assistance to find a job and occasional support to keep a job.
- Employment Support Service provides assistance to people with permanent disability and who need regular, ongoing support to keep a job.

Your Life Your Choice (YLYC)
YLYC provides the framework for how self-directed support operates in Queensland.

Self-directed support is a funding approach that enables people with disability and their families to have greater choice and control over the disability services they receive. It is a key part of preparing Queenslanders for the National Disability Insurance Scheme (NDIS).

When self-directing under Your Life Your Choice, a person with disability can buy disability services and supports for which they have been assessed — this assessment is done by Disability Services. The supports and services must be for their benefit, to assist with their disability and must align with the goals and priorities in their personal support plan.

Support for School Leavers (S4SL) Transitional Support
As part of the transition plan, North Queensland families of students eligible for disability services who left school in 2014 were invited to take part in a person centred planning for now, tomorrow and the future process. Participants were invited to consider such topics as

- Planning supports- one-on-one with a provider,
- Linking supports to community groups, organisations, networks or employment options,
- Peer mentoring

Using a strengths-based approach young people participating in this program were provided with the opportunity to identify their goals and aspirations and develop a lifelong plan to assist them to achieve.
Community Learning Program – Business and Communities Coming Together

IDEAL Placements believes that anyone who experiences barriers to employment should be able to access the support needed so they can be employed in the industry of their choice. Successful funding from the Queensland Department of Education, Training and Employment under the Community Learning Program provided the funds to deliver a much needed service to our Migrant Community. As part of the Great Skill, Real Opportunities initiative, the Community Learning Program fills a gap in the training marketplace by providing extra support and encouragement to learners by identifying effective interventions that will build their aspirations to begin a learning pathway through the provision of:

- Support to access to nationally recognised training
- Flexible learning and assessment styles
- Access to courses that build confidence and self esteem
- Encouragement to undertake training

Proudly funded and supported by the Queensland Government.

Sharing a few of our Success Stories

CALLUM –

Callum signed up as an eligible school leaver when he was in his final year of school with Mackay Christian College. Leanne Matheson assisted with preparing Callum for the workforce with regular appointments to gain pre-employment skills.

Callum commenced a work experience trial with Woolworths and after one shift they were happy with the skills that he had shown.

Callum commenced work with Woolworths in the following weeks working 3 days a week. Callum has been successfully working for Woolworths for 6 months and from his hard efforts has advanced up the ladder onto new tasks, becoming a more valuable asset with Woolworths.

Richard Kris visits the workplace on a regular basis to ensure that Callum is working efficiently and happy with his employment at Woolworths. Callum has bigger career aspirations – he has commenced university studies this is a great start and IDEAL Placements has every faith that the skills he will gain from working at Woolworths will assist his future employment options.
LEE (Bowen) -

Lee signed up with IDEAL Placements in July, Casey (IDEAL Placements staff member) and Lee had a discussion on the first appointment and Lee disclosed that she had found herself in a depressing state due to being unemployed for quite some time and having no luck with finding employment.

Lee went against her doctors wishes when she thought that now was not a good time to be looking for employment and came to us voluntarily. Over the weeks Lee was very proactive in looking for employment and would call IDEAL almost every day with where she had applied for and any interviews she may have received.

Casey also phoned Lee on a regular basis to advise of any advertised jobs which Lee was quick in applying for, going to see employers to hand deliver resume or the first one to put her hand up to volunteer for unpaid work experience.

Casey suggested to Lee that she go to a local disability organisation to put her name down to volunteer which Lee did. Lee completed the volunteer application package. The next thing you know Lee received a call from this organisation for a job interview and successfully gained paid employment and commenced work on 02/09/15.

Lee could not thank Casey and IDEAL Placements enough for all of the assistance provided, and commented that at her previous employment service she rarely was assisted in sourcing employment opportunities and she was overwhelmed with the assistance she received through Casey and IDEAL Placements.

Casey is working with Lees’ employer to increase hours. In the meantime Lee will be able to settle into a roster and get used to working with a team to support people with a disability. Lee is also looking into completing a Certificate IV in Disability and is looking forward to having a career and not just a job.

LAUREN – BB PRINT

Lauren has started working at BB Print where she is in a very comfortable environment doing tagging and stringing –her self-confidence has blossomed and she is interacting more socially with the other staff. There is not any pressure or stress put on Lauren to complete her tasks and she keeps saying to her mum how happy she is there and is becoming more independent. This will be long term employment for Lauren where she can also have opportunities to expand her skills, do more hours and become financially independent.
FRANK - PCYC

Frank joined our YLYC program in May and one of his goals was to gain employment. IDEAL Placements assisted Frank through the entire process of gaining employment at PCYC. With the support and assistance of his support worker Richard, Frank works every Thursday washing and cleaning the buses at PCYC. As you can see by the photos, Frank takes pride in his new job.

JACK –

To IDEAL Placements,

I would like to thank IDEAL Placements for their continued support for our son Jack. The staff has always been friendly, approachable and goes above and beyond to make sure that their clients are integrated into the workforce. Their continued support and understanding has boosted our son’s confidence and ability to become an independent young man and to be a valued part of our community.

Our job coordinator Leanne Matheson should be commended for her efforts at work and even in her own time to keep us all informed on Jack’s progress which proves it is not just a job to these staff members but a genuine compassion for helping their clients to achieve their life goals. Once again thank you to all the staff at IDEAL placements you are appreciated.

Gaye Streidl

PATRICK

Patrick joined our Your Life Your Choice (YLYC) program in July and one of his identified goals was to assist Patrick to leave the family home without an immediate family member. Within six weeks Patrick’s support worker, AJ Minniecon, has been able to not only support Patrick to leave his home but also walk on the beach and collect shells. A huge achievement for Patrick!
Recognising Milestones

Employing people with a disability make good sense but employment for the person with a disability can be life changing. Long term employment is an achievement for anyone and this year IDEAL Placements would like to congratulate some significant employment milestones that participants have achieved.

10 Years Working For the Same Employer
Gary Chetcuti  Chris Frazer

5 Years Working For the Same Employer
Daniel Powell  Jake Taylor

Grants Received

Gambling Community Benefit Fund - Round 86

$8908 - This equipment will allow IDEAL Placements to commence our transition from an office based (and restrictive) practice to a mobile practice where services can be delivered in many more areas.

Cloud technology has encouraged this expansion and along with portable technology, IP team members can now provide the service needed to our remote participants with the same level of technical quality as those who are seen in the offices.

Advocacy Matters

Did you know that from June 2016, advocacy funding falls under the NDIS umbrella? IDEAL Placements does and we are preparing to support participants in their assessments by ensuring that advocacy is not forgotten. NDIS will focus on “reasonable and necessary requirements” and may not include advocacy services. IDEAL will be linking in with all the changes so we can keep everyone informed. As always, we will be asking those difficult questions when needed and will continue to advocate for better services for those that need.
Community Partnerships

Applying a person centered approach to help our participants reach their goals would not be achievable without the working relationships we do have with other community service providers and likeminded organisations. IDEAL Placements would like to express our sincere thanks and gratification to the following organisation who work closely with us to make a difference to so many lives.

headspace

The headspace vision
- To improve young people’s mental, social and emotional well being

Novaskill is a not-for-profit organisation with 35 years’ experience in training, trainee and apprentice management excellence.
Employer Appreciation

Thank you to all of the employers who have worked with us whether it is:

- Employing a participant
- Hosting students for work experience or
- Allowing a group of our participants to come to your business for an industry tour.

We thank you for providing our participants with an opportunity to experience the “world of work” enabling them to contribute to community in their own right.
# Looking back - 20 Years

## Commitment from our Committee

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<th>Year of Election</th>
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<td>Julie Boyd</td>
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### Time Capsule

#### Funded Programs

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<td>DEN Uncapped and Capped Programs</td>
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<td>DES ESS and DMS Programs</td>
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#### Number of Staff

- **2001**: 10
- **2002**: 13
- **2003**: 15
- **2004**: 20
- **2005**: 25
- **2006**: 30
- **2007**: 35
- **2008**: 40
- **2009**: 45
- **2010**: 40
- **2011**: 35
- **2012**: 30
- **2013**: 25
- **2014**: 20
- **2015**: 15

#### Income and Expenses

- **2001**: $-20,000.00
- **2002**: $-30,000.00
- **2003**: $-40,000.00
- **2004**: $-50,000.00
- **2005**: $-60,000.00
- **2006**: $-70,000.00
- **2007**: $-80,000.00
- **2008**: $-90,000.00
- **2009**: $-100,000.00
- **2010**: $-110,000.00
- **2011**: $-120,000.00
- **2012**: $-130,000.00
- **2013**: $-140,000.00
- **2014**: $-150,000.00
- **2015**: $-160,000.00

#### Computer Expenses

- **2001**: $20,000.00
- **2002**: $30,000.00
- **2003**: $40,000.00
- **2004**: $50,000.00
- **2005**: $60,000.00
- **2006**: $70,000.00
- **2007**: $80,000.00
- **2008**: $90,000.00
- **2009**: $100,000.00
- **2010**: $110,000.00
- **2011**: $120,000.00
- **2012**: $130,000.00
- **2013**: $140,000.00
- **2014**: $150,000.00
- **2015**: $160,000.00

#### Office Locations

- **Bowen**
- **Proserpine**
- **Sarina**
- **Cannonvale**
- **Mackay**
- **Year**

### Additional Graphs

- **Graph 1**: Bar chart showing the number of staff from 2001 to 2015.
- **Graph 2**: Line chart showing income and expenses from 2001 to 2015.
- **Graph 3**: Bar chart showing computer expenses from 2001 to 2015.
Looking Forward

In the world of government funding, nothing is ever certain. Disability Employment Services have been reviewed constantly and over the last 10 years especially there have been significant changes. The industry has progressed from the Disability Open Employment (DOE) Capped Service, following on from that, an uncapped service was introduced. The capping referred to the number of participants that could be supported, not the services that were delivered to participants and employers. Both these services were restructured and retendered as the Disability Employment Network (DEN). With new governments comes new initiatives and we are currently working under the Disability Employment Service (DES) program with Employment Support Services (ESS) and Disability Management Services (DMS). IDEAL Placements remains the only service provider in our employment support area (ESA) that delivers both programs. IDEAL Placements has strategically invested in resources, both human and physical, to ensure we are well placed for any future funding options that are available through State or Federal departments.

Activities already in place for the 2015-2016 financial years are:

- NDIS
- Your Life Your Choice
- Work for the Dole
- School to Work Transition

National Disability Insurance Scheme (NDIS) Report

‘Choice and Control’ are the key words for people with a disability as Queensland moves towards the implementation of the National Disability Insurance Scheme (NDIS). Though the NDIS roll out will not commence in July 2016, an announcement confirming early launch sites with a commitment of $1.9 million to regional Queensland has recently been made. This is exciting news for Queensland as we have had to sit back and watch the trial sites in other States until now. If Mackay is chosen for a trial site, as an organisation we will need to prepare for the changes this will bring to all community organisations providing services for people with a disability.

In a blink of an eye, July 2016 will be upon us and there will be a whole new world of service provision for people with a disability. For the first time, people with a permanent and significant disability will have the control over their funding. For service providers, this will mean a consumer driven and competitive market. It is estimated that around 97,000 Queenslanders will be supported by the NDIS when fully implemented in 2019. This will also mean the work force will need 13 000 disability workers. IDEAL Placements, being a local service provider and working in the disability sector in the Mackay community since 1995, are well placed for the challenge. We understand how crucial it will be to link to other services and work collaboratively to support people with a disability through the changes as NDIS rolls out into Mackay. We have developed strong, sound working relationships with other services and this will ensure people with a disability are supported and guided through the NDIS roll out in Mackay. For updates on the NDIS roll out in Queensland please follow our posts on Facebook at IDEAL Placements Mackay and our website, www.idealplacements.com.au.

Tracy Woods – NDIS/YLYC Coordinator
Work for the Dole

The Federal Government Initiative “Work for the Dole” places job seekers in activities where they can gain skills and experience that give back to the community and can help them find a job. IDEAL Placements works closely with one of the Job Active providers, MAX Employment by hosting projects in the community. Work for the Dole projects help job seekers:

- develop the skills that employers want
- show they are ready to start work
- meet new people and make contacts who can be a referee
- get involved in their local community

Your Life Your Choice

Your Life Your Choice (YLYC) is a funding approach that enables people with a disability and their families to have greater choice and control over the supports they receive in the community to assist with day to day living. YLYC is a key part preparing Queenslanders for the National Disability Insurance Scheme (NDIS). YLYC is self-directed funding allocated by Disability Services.

IDEAL Placements has four participants with Disability Services funding who access our Your Life Your Choice program as a Host Provider. What an exciting time for our participants in the YLYC program! They are all working towards their goals, dreams and aspirations.

A big thank you to our two Your Life Your Choice support workers - AJ Minniecon and Richard Kris. Without their continued dedication and commitment to their participants, they would not have been able to achieve their goals and aspirations. The feedback from participants and families has been awesome. Well done!

With NDIS being implemented next year, there are exciting changes for all participants receiving Disability Services funding. IDEAL Placement will ensure how participants, families and carers are kept well-informed to assist them to navigate the new world of disability service provision.

As IDEAL Placements is a host provider, we can assist with the management of self-directed funding released by Disability Services. If you have a goal, dream or aspiration and need support to achieve it please contact IDEAL Placements to discuss eligibility and criteria for the program.

For our current and future participants, we look forward to providing ‘Better Choices, Improving Lives and Creating Futures’.

School to Work Transition

At IDEAL Placements we recognise that young people with a disability leaving school need additional assistance in preparing for employment. IDEAL Placements has invested heavily in our pre-employment program that it offers this throughout the year. The program is delivered by qualified trainers or as informal workshops where participants just want to improve their job seeking skills. Many school leavers with disability will go directly to employment, vocational educational and training, or higher education but for those who need additional support this is the IDEAL program to link into.
ANNUAL GENERAL MEETING 2015

AGENDA
Tuesday 22 September 2015

Welcome and Opening of Meeting

Welcome to Country

Apologies – as per register

Ordinary Business

Minutes of 2014 AGM
Business arising from 2013 AGM Minutes
Chairman’s Report
CEO Report
Client Representative Report
Guest Speaker -
Auditor’s Report
Committee Positions Declared Vacant
Nominations for Executive Members
Nominations for Committee Members
Appointment of 2015-2016 Auditor
Closing Comments – Bill Hasker

Special Business

Motion:

That approval be sought from the Office of Fair Trading to amend the Constitution of the Association as follows:

1. That Clause 4 – Classes of Membership be amended to include a Clause 4.3 establishing Life Memberships of the Association in the following terms:

   “Clause 4.3 The Management Committee may from time to time propose a person or persons for appointment as Life Members of the Association. The rights and entitlements of such appointment will be as determined by the Management Committee. Such proposal will become effective when ratified
by a General Meeting of the Association, and may be terminated in accordance with the rules relating to terminating ordinary memberships.”

2. That Clause 21 – Procedure at General Meeting be amended to correct an error at Clause 21.4 by inserting the word “be” so that it reads “business to be discussed” rather than the present “business to discussed”.

3. That Clause 24 – Alteration of Rules be amended to bring it in line with the current legislation. The constitution currently says that changes can only be made to the rules if they have previously been approved by the Department. The legislation says that approval can only be given if approval has previously been obtained at a General Meeting. The amendment proposed is therefore that the Constitution be amended at clause 24.2 to say: “Clause 24.2 However, no such amendment, rescission or addition will be valid until such time as the motion to change the Constitution has been approved by the Office of Fair Trading (or successor authority) in accordance with the Association Incorporation Act.”

4. That Clause 26 Funds and Accounts be amended to make clear that payments by the association need not be solely by cheque, and the increase the amount where two signatures are required when cheques are used, to two hundred dollars by amending clause 26.4 to read as follows:

“Clause 26.4 Amounts to be paid by the Association may be paid in any of the commercially acceptable and legal methods currently available and approved by the Management Committee. Where payment is to be made by cheque for an amount of two hundred dollars or more, the cheque must be signed by any two of the President, Secretary, Treasurer or other member nominated by the Management Committee.”

Moved: Christopher Gibbs - Secretary Seconded: Craig Joy - Chairman

Presentation of Awards

Employee of the year

Employer of the year

Special Recognition Awards

Meeting Closed

All members and guests invited to remain while a light supper is served.
IDEAL PLACEMENTS ASSOC. INC.

MINUTES OF THE 19TH ANNUAL GENERAL MEETING

DATE: Wednesday 17 September 2014

VENUE: Rosewood Room, Northern Beaches Bowls Club, Mackay.

The Meeting was opened at 6pm by Kathy Dine.

Kathy welcomed the attendees then handed over to the Chairman, Craig Joy, who announced the apologies and attendance lists.

APOLOGIES: George Christensen, Jackie Maxwell, Jim Thompson, Jeremy Audas, Kathy Farren-Price, Kim Montgomery, Tim Mulherin, Tony Steains

PRESENT: Amy Drew, Thomas Block, Nicola Orchard, Alison Jones, Rien Wilschut, James Bailey, David Conway, Craig Joy, Bill Hasker, Jill Hasker, Chris Gibbs, Andrew Duck, Amy Drew, Alf Maher, Brooke Ramsamy, Carmen West, Kathy Dine, Kym Fletcher, Lee-Anne Squibb, Leanne Matheson, Michelle Evans, Nathan Osborne, Pam Ackerman, Quzie Fatnowna, Ray Trotter, Rhiannon Minniecon, Rhonda Danastas, Richard Kris, Sam Dine, Sue Thompson, Nathalia Blomme, Casey White, Maria Pickett, AJ Minniecon, Stewart Larkings, Thomas Raines, Julie Hasker, Julie Boyd, Billy Pascoe, Don Leckenby, Paula Watts, Bernie Scott, Laurence Manning, Louise Christensen, John Hope, Carolyn Upton, Peter Upton, John Stumbles, Malinda Crozier

Motion: That the attendance and apologies lists as announced be accepted,

Moved: Craig Joy Seconded: Julie Hasker Carried

MINUTES OF THE PREVIOUS ANNUAL GENERAL MEETING

The Minutes of the 2013 Annual General Meeting were published in the 2014 Annual Report provided to attendees. Those present who were in attendance at the 2013 AGM were asked to review the minutes and note any amendments.

Motion: That the minutes be accepted as a true and accurate record of the meeting.

Moved: Sue Thompson Seconded: Nathan Osborne Carried

BUSINESS ARISING FROM THE MINUTES

Attendees were asked if there was any business arising from the minutes. No Business arose.

PRESENTATION OF THE PRESIDENT’S REPORT

Craig Joy referred attendees to the President’s Report, a copy of which is in the 2014 Annual Report. He spoke about the last year that has gone by and the changes which the organisation has faced, but reassurance was given that it is nothing IDEAL Placements cannot handle. Craig looks forward to the next year with the present committee and the challenges that come
with it as IDEAL are tendering and could lead our organisation in directions it has never yet explored. Despite all of the hurdles IDEAL Placements is still committed to supporting the community and helping people with a disability gain employment. He addressed that if there are any questions from his report he will be more than happy to discuss.

**Motion:** That the President’s Report be accepted.

**Moved:** Craig Joy  **Seconded:** Julie Hasker  **Carried**

**PRESENTATION OF THE CHIEF EXECUTIVE OFFICER’S REPORT**

Kathy Dine referred attendees to the CEO Report, a copy of which is in the 2014 Annual Report. She then spoke about IDEAL becoming more involved with the community and its local needs. Kathy introduced the new ATSI - Job coordinator - AJ Minniecon and noted he has established networks within the Aboriginal and Torres Strait Islander community gaining many referrals for clients to IDEAL Placements. Mackay has gained it’s highest job placement achievement reaching 50 placements in 3 months for the Mackay Office & around 20 placements in 3 months for Whitsunday offices. Kathy outlined successes in other programs including School to Work Transition –Your Life Your Choice, and the preparation for the National Disability Insurance Scheme (NDIS) Kathy spoke of a few successes in placements at the Northern beaches Bowls club of 6 of our clients and Blacks Beach tavern with ten of our clients being placed under Kym Fletchers direction. This is a great achievement and hopefully two of many.

Kathy then thanked our partners for the ongoing support we receive, the staff for their increasing efforts over the past year, the employers for continuing to give their support with our clients and last but not least The Committee for their personal time and guidance to Kathy.

**CLIENT REPRESENTATIVE REPORT**

David Conway is proud to announce IDEAL Placements will be the Major Sponsor the Mackay & District Spinal Injuries Association A2014 Charity Ball on the 15th November, IDEAL will be donating $10,000. Mackay & District Spinal Injuries Association are a not-for-profit organisation that specializes in spinal injuries and other physical disabilities and has been servicing the Mackay & District are.

**Guest Speaker** – Bernie Scott Manager of Incredables spoke about his relationship with IDEAL Placements, he commented that both business’ share similar goals in helping people within the community. With hopeful expansion of Incredables Bernie will be working closely with IDEAL Placements as a disability friendly workplace for clients.

**PRESENTATION OF THE AUDITOR’S REPORT**

The Chairman, Craig Joy, introduced Laurence Manning of Manning Corporate Advice to present the Auditor’s Report
Laurence referred to the 2014 financial report, notifying members of the strategic direction of the organisation and bringing to their attention that there is a healthy balance sheet. All financial members present were provided with a copy of the 2014 audited financial report.

**Motion:** That the Auditors Report be accepted.

**Moved:** Craig Joy    **Seconded:** Kathy Dine    **Carried**

**Appointment of the new Auditor**

It was put forth by Andrew Duck that Manning Corporate be appointed auditor for the 2014–2015 financial year on behalf of the Committee.

**Motion:** That Manning Corporate Advice be appointed the 2015 Auditor

**Moved:** Andrew Duck    **Seconded:** Craig Joy    **Carried**

**NOMINATIONS FOR EXECUTIVE COMMITTEE MEMBERS**

**Committee Positions Declared Vacant**

Kathy Dine declared all Committee positions vacant.

Nominations for Executive Committee positions were tabled

Kathy Dine announced the following as the incoming 2014–2015 Executive Committee Members:

- **President** – Craig Joy    Nominated: Kathy Dine    Second: Michelle Evans
- **Treasurer** – Andrew Duck    Nominated: Michelle Evans    Second: Craig Joy
- **Secretary** – Chris Gibbs    Nominated: Craig Joy    Second: Kathy Dine

**Nominations for Committee Members**

Nominations for positions of Committee members were tabled. Kathy Dine announced the following as the incoming 2014–2015 Committee Members

- **Jill Hasker**    Nominated: Kathy Dine    Second: Michelle Evans
- **Bill Hasker**    Nominated: Kathy Dine    Second: Michelle Evans
- **Kathy Dine**    Nominated: Craig Joy    Second: Michelle Evans
- **Tony Steains**    Nominated: Sue Thompson    Second: Michelle Evans
- **David Conway**    Nominated: Sue Thompson    Second: Quzie Fatnowna
- **Julie Boyd**    Nominated: Kathy Dine    Second: Michelle Evans
PRESENTATION OF AWARDS

Pam Ackerman presented the following:

**Employer of the Year (Mackay):** Blacks Beach Tavern

**Employer of the Year (Whitsundays):** Backpackers By The Bay

**Employee of the Year (Mackay):** John Stumbles

**Employee of the Year (Whitsundays):** Kevin Mooney

**Client of the Year (Mackay):** David Conway

**Client of the Year (Whitsundays):** Corey McNeily

**Social Award Mackay:** Incredibles Tip Shop

Peter Upton thanked IDEAL Placements for all their support over the years and will continue to be a disability friendly employer.

John Stumbles thanked Alf Maher, Sam Dine and Nathan Osborne for their support without them he would not be in the job he is today.

Kathy Dine presented each of the committee members with a gift in appreciation for their contribution throughout the year.

Craig thanked the Chief Executive Officer, committee members for their efforts throughout the year, and extended the thanks to all who attended.

**With no further business, the President declared the meeting closed at 6:50 pm**
Previous Award Recipients

IDEAL Placements proudly recognises clients and employers every year.

Previous Employers of the Year

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<td>2002</td>
<td>Taylors Hotel, Elkins Mini Mart</td>
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<td>2004</td>
<td>Fishing World Mackay</td>
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<td>2006</td>
<td>Coles Sydney Street, Bullivants</td>
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<td>2008</td>
<td>Walkers Retravision</td>
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<tr>
<td>2009</td>
<td>Austchrome</td>
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<td>2010</td>
<td>Enduring Memorials (Mackay)</td>
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<td>2011</td>
<td>Hungry Jacks (Mackay)</td>
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<td>2013</td>
<td>Kennards Hire (Mackay)</td>
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<td>2014</td>
<td>Blacks Beach Tavern (Mackay)</td>
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<td>C Q Pathology, Batrosa</td>
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<td>St Francis Xavier School</td>
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<td>2005</td>
<td>Jennmar QLD</td>
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<td>2007</td>
<td>Cartridge World</td>
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<td>BiLo Supermarket</td>
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<td>2011</td>
<td>McDonalds Bowen (Whitsundays)</td>
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<td>2012</td>
<td>Advanced Whitsundays (Whitsundays)</td>
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<td>2013</td>
<td>Barrier Reef Linen (Whitsundays)</td>
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<td>Backpackers By The Bay (Whitsundays)</td>
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Past Employees of the Year

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<td>Ray Wegner</td>
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<td>Stacey Paskins</td>
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<td>2005</td>
<td>Chris Frazer</td>
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<td>2007</td>
<td>Brian Hurren</td>
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<td>2009</td>
<td>James Bailey</td>
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<td>2011</td>
<td>Andrew Bennett (Mackay)</td>
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<td>2012</td>
<td>Peter Millett (Mackay)</td>
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<td>2013</td>
<td>Simon Brand (Mackay)</td>
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<td>2014</td>
<td>John Stumbles (Mackay)</td>
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<td>2002</td>
<td>Michael Jamieson</td>
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<td>Tyson Wilson</td>
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<td>2006</td>
<td>Galina Downman, Stewart Daniell</td>
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<td>2008</td>
<td>Kim Bowden, Chad Johnston</td>
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<td>Amy Drew</td>
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<td>2011</td>
<td>Daniel Dowson (Whitsunday)</td>
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<td>2012</td>
<td>Doug Connors (Whitsunday)</td>
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<td>2013</td>
<td>Brett Breeze</td>
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<td>2014</td>
<td>Kevin Mooney (Whitsundays)</td>
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Our People – Team 2014-2015

Our people are as different and diverse as the jobs they do. Across all offices staff, committee members and volunteers come together to help us achieve the goals of our participants.

Mackay Region

Kathy Dine
Chief Executive Officer

Rhiannon Minniecon
Operations Manager

Sue Thompson
Corporate Services Manager,

Pam Ackerman
Team Leader

AJ Minniecon
ATSI Job Coordinator

Alf Maher
Job Coordinator

Carmen West
Job Coordinator

Kim Dalton
Intake Coordinator

Kym Fletcher
Job Coordinator

Leanne Matheson
Job Coordinator

Lee-Anne Squibb
Job Coordinator

Michelle Evans
CEO PA and IT Officer

Quzie Fatnowna
Snr. Administration Coordinator

Ray Turner
Job Coordinator

Reinette Bowman
Administration Assistant

Rhonda Danastas
Job Coordinator

Richard Kris
Job Coordinator

Stewart Larkings
Job Coordinator

Tracy Woods
NDIS Coordinator

Tammy Hill
Cleaner

Whitsunday Region

Sam Dine
Program Manager

Casey White
Job Coordinator

Ella Stower
Job Coordinator

Graeme Shield
Job Coordinator

Pippa Carey
Administration Assistant

Staff Age Balance

Staff Cultural Diverse Balance

Staff Gender Balance
Mackay
Unit 2, 5 Peel Street Mackay QLD 4740
Ph: 07 4957 8177 Fax: 07 4957 8199 Email: admin@idealplacements.com.au

Cannonvale:
Suite 18, 228-230 Shute Harbor Road Cannonvale QLD 4802
Ph: 07 4948 2123 Fax: 07 4948 2218 Email: admin@idealplacements.com.au

Bowen
Shop 3/36 Powell Street Bowen QLD 4805
Ph: 07 4786 6729 Fax: 07 4786 6297 Email: admin@idealplacements.com.au

Sarina
3/33 Central Street Sarina QLD 4737
Ph: 07 4943 0594 Fax: 07 4943 1148 Email: admin@idealplacements.com.au

Proserpine
2/59 Main Street Proserpine QLD 4800
Ph: 07 4945 2591 Email: admin@idealplacements.com.au