IDEAL Placements

MACKAY AND THE WHITSUNDAYS

2018 Annual Report

IDEAL Placements Assoc. Inc.
MISSION
IDEAL Placements will provide quality services that improve the lives and increase quality of life and participation in an inclusive society.

VISION
Externally— to be the preferred service provider
Internally - To maintain accuracy and efficiency in the provision of service delivery

VALUES STATEMENT
We aim to encourage independence in our Clients and to give them self-confidence and accept responsibility for their decisions. We understand that independence requires a holistic approach and so we view each person individually. Independence requires integration of physical, emotional, social and environmental aspects of life.
We value knowledge and appreciate its role in assisting people to participate in decisions they make.

CONTENTS
About Us 3
Messages from
the Chair 5
the CEO 6
The Regional Manager 7
Employment Services Manager 8
NDIS Manager 10
Skilling Qld for Work 12
Amazing Employers 14
Snapshot 2017-2018 16
AGM Agenda 20
Minutes of 2017 AGM 21
IDEAL Placements Team 26
DEAL Placements is a Not for Profit Community organisation that has been helping people achieve their employment goals for over 20 years. With a fresh look to our logo and a reinvigorated marketing strategy, we are ensuring that we are reaching our customers no matter where they are in our region.

Established in 1996 to provide participants with choice of service delivery providers, IDEAL Placements has grown into a diverse and dynamic company that provides a wide range of services to people living in the Mackay, Whitsundays and surrounding areas.

Guided by our values of encouraging independence in our clients we focus on meeting individual needs while still providing choice and control. This helps our clients to make informed choices when considering employment options. IDEAL Placements delivers multiple programs across five office sites as well as flexible delivery options in outreach services to the more remote areas.

IDEAL Placements recognises that everyone has a right to be employed and works quickly to meet local employer needs in the changing market. We realise no matter how hard we work, we will not be effective if participants don’t choose us to provide the services they need.

We pride ourselves in meeting participant and employer needs. The last twelve months has again demonstrated that we can deliver what the region wants with the additional Transition to Work, NDIS and multiple Skilling Queenslanders for Work programs added to our already successful employment support programs.

We not only help employers with their recruitment needs but with a growing workforce of almost 70 staff, IDEAL Placements certainly contributes to Mackay’s low unemployment. We have increased our staff by over 25% in the last year and there is more growth on the horizon—exciting times.

Participants in the first 2017 Becoming a Worker (BAW) Program
Chairperson

Kate Bone is a solicitor at Beckey, Knight & Elliott Solicitors. Kate was admitted to practice as a solicitor in 2010, and being a Mackay local, returned to Mackay in 2014 after living in Canada and the United Kingdom for two (2) years. Kate works as a volunteer with the Mackay Community Legal Centre on a regular basis, providing members of the public with free legal advice. In her professional capacity, Kate is the President of the Mackay District Law Association and member of the Committee of the North Queensland Law Association. Kate has an active sporting life playing basketball in the Mackay competition. Kate has been a member of the Ideal Placements Governance Committee since 2015. She is compassionate and ready to assist those in need.

Treasurer

Andrew Duck has been working tirelessly as Treasurer on the committee since 2005. He brings to IDEAL, his experience as a CPA and diligently oversees the finances of the Agency. Andrew started as a cadet at Brown and Bird and is now a partner of the firm.

Secretary

Chris has been our Secretary since his election in 2013 and is very dedicated to IDEAL and its growth.

Committee Member

Tony has been serving on the Governance Committee since 2009 as the Employer Representative. Tony is the General Manager of Jennmar Queensland and comes from a Mechanical Engineering background. Jennmar Queensland employs approximately 50 people including 3 ex IDEAL Placements Participants. Tony’s management expertise provides a valuable contribution to the governance of the organisation.

Committee member

David Conway is the participant representative for IDEAL Placements. He has a wide knowledge of the disability sector and the NDIS. I have taken it upon myself to learn as much as I can about the NDIS as I can, as it personally helps me out, but also helps out anyone who may have questions regarding the scheme. I am a presenter for accident prevention and safety in the local schools. I also am an artist. I have experience in Environmental Management, Public Speaking, Motivational Speaking, Advocacy and as an access advisor.

CEO

Kathy Dine has been an employee of IDEAL Placements since 1999 taking over management of the agency in 2006. At that time the agency had 1 program Disability Employment Services with staff of 6 and 74 participants, today we have 5 programs including Disability employment, NDIS, Transition to Work, Ticket to Work and a training arm, we have over 500 participants and over 60 staff. To say the least this has been a huge growth period for both Kathy and IDEAL. Kathy is also a current committee member of the IDEAL governance committee along with other likeminded committees in her spare time.
A Message from the Chair

The agency is as busy as ever, with the new Disability Employment Program ESS, Ticket to work, Transition to work, Specialist Employment Programs and the NDIS. We continue to be strong, competing strongly with new providers in town.

We have seen changes to programs resulting in tougher compliance and more requirements not just for IDEAL Placements, but all providers. Issues would be expected with such big changes in such a small time, but our staff have continued to adapt as necessary ensuring our participants continue to receive the best possible support and services. The committee congratulates all staff on their perseverance and dedication to providing life-changing supports to our participants.

Our Transition to Work program is thriving and we are currently sitting at well over 100% of the target. Again, this is attributable to the hard-working staff and we can expect this program to continue to thrive.

Our training is really starting to take growth and IDEAL Placements has secured a larger premises to cater for this growth. NDIS will also utilise the larger building, with extra space to implement group programs. We are excited to see the extra space to facilitate additional group training and activities, which will be terrific for our participants and generate extra income. The larger premises will also be an invaluable advertising opportunity for the agency.

Our TV advertising and general marketing activities are going well, helping the agency to positively connect with our community and ensure IDEAL Placements remains competitive. Our website and Facebook have also had upgrades and are looking fantastic.

Turning to financials, our preparation and investment in previous years is now paying off and our financial position is strong. The committee will continue investing in the organisation and this will continue to provide great staff and great services to our participants.

On a personal note, everyone involved in IDEAL, should be extremely proud of your achievements. Our hard-working staff still remain our point of difference to other providers in town. Our dedicated and enthusiastic staff not only provide a better service to assist the people we serve, but the greater community in the benefits it attains from those efforts.

Thank you all.
Kate Bone
A Message from the CEO

The last twelve months for IDEAL Placements have seen decline and growth for the agency as is the case with many other agencies in Australia.

Transition to Work has been a great success for both participants and IDEAL with the program growing by 50% and well over department expected targeted outcomes achieved. Congratulations to the Transition to Work team.

The loss of our DMS program was upsetting and a number of clients transferred to other providers that were not happy about this so we will be working very hard to win this program back again next round.

One of IDEAL Placements strengths are confirmed by the 2017/2018 Employee Survey that indicated high levels of staff engagement, satisfaction and professional pride.

As a response to specific findings we have introduced new branding with a modern logo but not changing too much so we all still recognise the agency. Along with branding we have new uniforms, signs on all offices, television advertisements, new web page, social media forum and we are developing an appropriate staff reward and recognition program.

IDEAL Placements branding is the first step of a marketing strategy designed to ensure existing and potential clients are fully informed as to the choices and outcomes available to them.

In keeping with the 2017-18 Strategic Plan, and response to the roll out of the NDIS locally, the Governance Committee agreed to lease new facilities for our NDIS programs, and also to grow our Training arm at 24 Malcomson Street North Mackay. Over a few months the building and grounds have been renovated enabling existing and new clients to transition from previous venues that are no longer up to standard. This building will be well organised for our participants and mainstream community to utilise and we look forward to the benefits this building will bring to IDEAL and our clients. The new site will enable IDEAL Placements to offer an expanded range of programs to a greater client based on a more inclusive and community centred service philosophy.

Positively changing people’s lives by creating opportunity for business, Individuals and the community.

Kathy Dine
2018 Already?

Wow, hasn’t the time flown by. Since the last Annual General Meeting there have been a lot of changes to the agency and throughout the industry.

IDEAL Placements now deliver 1 Disability Employment Program and 1 Youth Employment Program.

I am currently assisting the organisation with standing in as the Operations Manager which has been a great challenge and learning time for myself and the staff. I have been working throughout the offices with external specialists and internally with staff to increase performance. We have all had to undertake a massive change and a lot of training. There are new targeted compliance requirements for participants who have mutual obligations along with many other changes.

With change comes new systems and we are currently working on implementing a new third party software to assist the staff as much as possible with compliance in the documentary requirements and to save time.

We have had over 60 employment placements since the last AGM in the Disability Employment Program and over 250 placements in the “Transition to Work” Youth Program which is amazing. The Transition to Work Youth Program has been succeeding at a very high level, at the last review we were sitting at over 200% of the expected performance outcomes. The Disability Employment Service star ratings where reset on 1st July, the new star ratings will not be out until 2019 so we are working towards achieving a high rating.

I want to take the time to say a massive thank you to all the staff, participants and committee for their hard work and dedication. I am so happy to work for a community focused organisation that has been servicing the area for such a long time.

Sam Dine
Employment Services Manager

I am pleased to provide the Employment Services Manager report for IDEAL Placements Assoc. Inc. for the 2018 Annual General Meeting.

My 2017 Report had a future focus as I had not been in my role as Employment Services Manager for very long at all. My declared focus for the Mackay and Sarina region, Employment Services, was to help position IDEAL as a one stop provider of employment solutions that was customer focussed and driven, with the able assistance of long term staff members and an experienced Management team.

In that first report, I said that we would provide inspiration and motivation to assist our valued customers to achieve meaningful long term employment by focusing on their ability, ambition and attitude. Well, that part hasn’t changed but everything else has!

The new Deed for DES has wrought some significant changes to funding levels, service provision and the way we do our business day to day – but as each change is understood and mastered, as we learn from past mistakes and grow as human service providers and as humans, one thing remains constant – IDEAL Placement’s commitment to helping our participants towards their best employment opportunity.

This year we said goodbye to some long term staff, and welcomed new team members in their place, with three new TTW team members and three new DES team members currently in the Mackay Sarina offices!

We have also been lucky enough to have the committee approved the position of Cultural Coordinator, ably filled by Paul Robinson. Paul is seated in the TTW team, but provides advice and support across programs, to assist participants who face barriers to employment which may be as a result of cultural diversity. This position is relatively new, but we are already making great connections in the Mackay Sarina community, and attracting a diverse range of participants through Paul’s drive and local knowledge and networks.

IDEAL’s Ticket to Work is another program approved by our committee which is doing very well, and is attracting the support and approval of Schools, employers and other local stakeholders. In this program young people who identify as having a significant disability who are still at school, are able to access prevocational preparation, work experience and job sampling, and then placement into a school based traineeship for their senior level of schooling. Last year we had five continuing participants in total, and this year we already have five participants commenced in their traineeships, with another five to be started very soon.

The above two programs indicate that IDEAL is always identifying new ways of engaging with our local community to provide avenues into employment.
Employment Services Manager cont.

We believe that everyone who wants to work should have an opportunity to do so, and our local business community is enriched financially and socially by increasing diversity in our workforce.

Thanks to the tireless work of our team, our participants and our employers, over 160 DES participants have been placed into a job over the last 12 months or so, and over 250 TTW participants have found employment whilst engaged in our program – that’s something worth being involved in, and I am grateful for the opportunity to work with amazing people, every day.

Nancee Myles

Client Representative Report

The past year has been a very successful year for IDEAL and its clients. I have visited the Mackay IDEAL office many times within the last year, talking to clients in the Transition to Work program, trainees doing the training programs, and clients in the DES program. All my visits had lots of stories of great support, good feedback about the staff, feeling very supported. I was also lucky enough to talk to a client who had a trial that day at a job, and got the job, they were ecstatic with the news, and couldn’t speak highly enough about IDEAL and its staff. Another extremely successful year for IDEAL, looking forward to more success in the future.

David

Training time at our new office
With another year of the National Disability Insurance Scheme (NDIS), IDEAL Placements has experienced rapid growth in all three areas – Service Delivery, Support Coordination and Plan Management. In 2016, we commenced with one full-time staff member and two support workers.

2 years on... our NDIS team has grown across both areas - Mackay and the Whitsundays. We now have

- 5 x Full-time staff
- 1 x Part-time staff
- 19 x Casual support staff
- 1 x Trainer – who conducts the successful Becoming a Worker (BAW) program

The financial management of the NDIS has been ably led by Sue Thompson. Her ongoing input and support has contributed to the growth of NDIS for IDEAL Placements.

The success of the NDIS is due to the commitment and support that my team gives to their participants. The support staff work closely with their participants and work on a person centred and strength-based approach. They ensure participants are working towards their individual NDIS goals and undertaking meaningful activities, including employment.

IDEAL Placements support participants who have an employment goal to work towards achieving that goal. As we are an employment specialist, we always focus on the strength-based approach of what the participants can do rather than what they can’t do! We continue this ethos under the NDIS.

Customised Employment Support

IDEAL Placements believes all people have the right to work. Customised Employment is an individualised approach to vocational and employment supports and service.

The goal of Customised Employment is to tailor meaningful employment/self-employment opportunities to fit the skills, interests, strengths, and support needs of the individual whilst meeting business and market requirements.

Support staff gather information about a customer’s individual interests, strengths, the types of support that are most effective, the skills the individual has, and the environments where this person is at their best. This information is gathered in a series of interviews, observations and activities that occur in a relaxed environments and that is typical to the individual.
Becoming a Worker (BAW) Program - Group Activity

IDEAL Placements has successfully conducted the Becoming a Worker program for 10 years and achieved successful outcomes by finding paid employment for the participants. Some of our successes include Tahlia who works as a Childcare Assistant at Walkerston Day Care Centre. Two other participants have gained work experience – Bayley at KC and Co coffee shop and Dan at BB Print stadium. If you log into our Facebook page, you can follow their journey into gaining skills to work towards independence and eventually, employment.

School Leaver Employment Support (SLES)

SLES is an early intervention approach for Year 12 school leavers with significant disability to support their transition from school to employment. These supports are designed to build the participants’ capacity to meet the access criteria and transition to DES. SLES supports are only available to participants who have been assessed as ineligible, or are unlikely to meet, access requirements to DES.

NDIS identifies support needs, to build independence. SLES builds a pathway to economic participation through, for example:

- Unpaid work experience to overcome barriers and build confidence
- Developing a working lifestyle – life skills to support transition to work

This NDIS funding to support school leavers to transition into employment is now assessed by the NDIS planners if you have an employment goal.

Supporting participants who are seeking employment to feel comfortable in their new role is part of the everyday practice for IDEAL Placements and the success of the participants gives us great satisfaction when they reach their NDIS goals.

There are exciting times ahead for IDEAL Placements with the expansion of the NDIS into new premises in Malcolmson St North Mackay. This building will be shared with the training team. We, as always, have a strong commitment to community services and this new facility will ensure positive outcomes for our participants.

Thank you to the NDIS team who has played an important role in supporting our participants to achieve their goals, inspirations and dreams.

Tracy Woods

Graduates from the first BAW class in 2017
Skilling Queenslanders for Work (SQW)

Round 1—First Start Traineeship (r2)

In supporting our own mission statement, IDEAL Placements embraces the opportunity provided to us through funding made available from the Skilling Queenslanders for Work program. In round 1 of funding opportunities for the year we were able to offer three trainees placements within the organisation. Harry commenced his traineeship in Community Services and has since moved onto a mechanical apprenticeship, David completed his traineeship in Business and relocated away from Mackay with family and Bayden moved onto University to further his studies. IDEAL Placements was very proud to be able to help all three position themselves better in the world of employment.

(L to R) Harry, David and Bayden)

Round 2—First Start Traineeship (R2)

IDEAL Placements was fortunate to be successful in the second round of Funding for Trainees last year. With defined programs on offer, we were able to offer three placements. One in Business and 2 in Community Services. They are placed in our NDIS and DES programs. Although not yet completed all trainees are progressing well with their studies and enjoying their experiences when helping participants with their goals.

(L to R) Angelique, Calista and Isabella)

Growing Employment Opportunities—(CQ3188)

With the NDIS moving into the Mackay region this has provided employment opportunities for many over the last two years. IDEAL partners with many Registered Training Organisations to deliver the training required to secure employment in the growing industry. “Growing Employment Opportunities” was a SQW funded program to support 15 participants through their accredited Cert III in Individual Support training, ongoing pastoral support with studies, pre-employment support and assistance to secure employment. As with all our programs, IDEAL Placements works tirelessly to assist people achieve their goal of getting a job. Even though this program is not due for completion until the end of this year—we have already achieved 106% of employment outcomes against our target. Participants in this group came from a wide variety of backgrounds and range in age from their early 20’s to mid 60’s. Age is certainly no barrier in this growing employment area. The joke of the class is that work gets in the way of study but everyone is enjoying the course, the simulation classes are realistic and they get to learn and earn—a great outcome for everyone.

(L to R) Jubilant participants
Magical Outcomes

Barry’s sister saw IDEAL Placements advertisement on Facebook and emailed Barry straight away with the information.

Barry booked a time to talk to Teena for information about the SQW program in Individual Support as he thought he would like to find out more about it.

Barry had been caring for his elderly mother for the past ten years and decided to improve his skills and expertise in this area. Barry worked at Porters Truss and Frame Centre and was a carpenter by trade.

This is a very big career shift for Barry and he is unleashing his potential and studying hard to become a support worker in the Community Services Industry.

Barry has hidden skills and volunteered to conduct a Drumbeats session with some of our clients. This proved a very successful exercise with all clients thoroughly enjoying the session (whilst also doing some incidental exercise – breathing and stretching) – Barry is keen to implement this into regular programs that IDEAL Placements offers to our NDIS participants.

We look forward to seeing what path this new career takes Barry down.
<table>
<thead>
<tr>
<th>OUR AMAZING EMPLOYERS</th>
<th></th>
<th>2017-2018</th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Advanced Tree Care MacKay</td>
<td>AL Hourigan Panel</td>
<td>Beating PTY LTD</td>
<td>All Electrical</td>
<td>All Jays</td>
</tr>
<tr>
<td>Apollo Hair Pty Ltd</td>
<td>Austral Hotel</td>
<td>Auto Corner</td>
<td>Barber Zone Sarina</td>
<td>BB Print</td>
</tr>
<tr>
<td>Beaumont Tiles</td>
<td>Benjamin Francis Hodder</td>
<td>Benny Hodder plumbing &amp; drainage</td>
<td>Bicycle Connections</td>
<td>Blacks Beach Tavern</td>
</tr>
<tr>
<td>Blue River Ice</td>
<td>Bob's Bags</td>
<td>Boost Juice</td>
<td>Borg Farm</td>
<td>BP Andergrove</td>
</tr>
<tr>
<td>Brodies Chicken &amp; Burgers Mackay</td>
<td>Brown and bird</td>
<td>Bus It</td>
<td>Cater Care (Mackay Airport)</td>
<td>CBD McGuire's Hotel</td>
</tr>
<tr>
<td>Chow In Mackay</td>
<td>Chubb Fire &amp; Security</td>
<td>CJ &amp; NE Borg</td>
<td>CM &amp; LJ Stehbs</td>
<td>Coles</td>
</tr>
<tr>
<td></td>
<td>Corestaff</td>
<td>Cougar Developments</td>
<td>CQ Manufacturing</td>
<td>CQ Nurse</td>
</tr>
<tr>
<td></td>
<td>Craig's Courier</td>
<td>Crusty's Bakery</td>
<td>DBMC Pty Ltd</td>
<td>Debra Brown Dental</td>
</tr>
<tr>
<td></td>
<td>Divert Asset Maintenance Services</td>
<td>Dog Gone Fencing</td>
<td>Dominoes Rural View</td>
<td>Dominos Pizza</td>
</tr>
<tr>
<td></td>
<td>Dog Gone Fencing</td>
<td>Donut King Canelands</td>
<td>EHW Technology</td>
<td>Eimeo Pub Hotel</td>
</tr>
<tr>
<td></td>
<td>Emmanuel Catholic Primary School</td>
<td>Enduring Memorials</td>
<td>Esquires Coffee</td>
<td>Evolution Group</td>
</tr>
<tr>
<td></td>
<td>Fusion 128</td>
<td>Fulton Hogan Industries Pty Ltd</td>
<td>Gallery Lounge and Bar</td>
<td>Gemini Mackay</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>General House Hold &amp; Commercial Cleaners</td>
<td>Gina T Hair and Beauty Mackay</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Global Food and Wine</td>
<td>Good Day Café</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Good Price Pharmacy</td>
<td>Good Shepherd lodge</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Guardian Real Estate Pty Ltd</td>
<td>Hayes</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Haynes Mechanical Pty Ltd</td>
<td>Healthcall</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Hotel Mackay</td>
<td>Hugh Reilly</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Hylands Panel Works</td>
<td>Iconic Lash &amp; Beauty</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>IGA The Avenue</td>
<td>Incredable</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>iTec Health Mackay</td>
<td>Jai-Cor Communication Solutions</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Jamie Ferguson Mechanical</td>
<td>Jason Ian White</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Jax Tyres</td>
<td>Jennchem Australia</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>JSIS Engineering Pty Ltd</td>
<td>Kookaburra's Store - Mirani</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>Langford's Hotel</td>
<td>Let's Do Greek</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>M&amp;H Deguara</td>
<td></td>
</tr>
<tr>
<td>MacFuel Injection</td>
<td>Palace Hotel</td>
<td>Tecside Group</td>
<td></td>
<td></td>
</tr>
<tr>
<td>------------------</td>
<td>--------------</td>
<td>---------------</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mackay City Auto Group</td>
<td>Pauly's Security Services</td>
<td>The Battery Store</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mackay Conveyor Equipment</td>
<td>PFD Foods</td>
<td>The Cutting Room</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mackay Fluid Power</td>
<td>Pioneer Cabinet Makers</td>
<td>The Gallery</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mackay Meat Wholesales</td>
<td>Porters Building Supplies</td>
<td>The Reject Shop Sarina</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mackay Office Equipment Pty Ltd</td>
<td>Prompt Personnel</td>
<td>The Trustee for JACOLE TRUST</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mackay Regional Council</td>
<td>Puma Energy Moranbah</td>
<td>Theiss</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mackay Safety Consultants Pty Ltd</td>
<td>Radke Accountants</td>
<td>Thomas Borthwicks &amp; Sons</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mackay Training &amp; Employment</td>
<td>Red Emperor Plastering</td>
<td>Thomas Plant Hire</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mackay Wholesale Meats</td>
<td>Red Rooster Canelands</td>
<td>Unique Mackay</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MADASSIA</td>
<td>Red Rooster Mt Pleasant</td>
<td>Vassalo's Construction</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Magic Hand Car Wash</td>
<td>RGM Maintenance Pty Ltd</td>
<td>Vella Civil earthmoving</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maria's Donkey</td>
<td>Richglen Maintenance Services</td>
<td>Viking Mechanical</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Masterwize One Cleaning Company</td>
<td>RT Components</td>
<td>Whitsunday Biscuit Factory</td>
<td></td>
<td></td>
</tr>
<tr>
<td>McDonalds</td>
<td>Rubicor Workforce</td>
<td>Windmill Motel</td>
<td></td>
<td></td>
</tr>
<tr>
<td>McDonalds Moranbah</td>
<td>Sarina Leagues Club Inc.</td>
<td>Wix Painting Services Pty Ltd</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MG &amp; HM Muston</td>
<td>Sarina State School</td>
<td>WK Place</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Millec Electrical Services</td>
<td>Serene Funerals</td>
<td>Workforce Solutions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Minecoat Plus Pty Ltd</td>
<td>Shakespeare Meats</td>
<td>Workpac Mackay</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mirani State School</td>
<td>Siv's Seafood Restaurant</td>
<td>Workpac Moranbah</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MJ&amp;HM Deguara</td>
<td>SM Unit Trust</td>
<td>Xin Chao Nails</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Morgan's Fish Bar</td>
<td>Smart HR Solutions</td>
<td>Yamadi</td>
<td></td>
<td></td>
</tr>
<tr>
<td>MRAEL</td>
<td>Sorbellos</td>
<td>Zammit Earthmoving</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Nathan Grech Farm</td>
<td>Strategic Media Partners</td>
<td>Zing Pop Culture</td>
<td></td>
<td></td>
</tr>
<tr>
<td>NBBC</td>
<td>Supa IGA (Sarina)</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Congratulations to Richard and Sue—10 years with IDEAL Placements. Both joined IDEAL Placements when we were situated in our one and only office in Sydney Street here in Mackay. With six offices now—Wow have they both contributed to some amazing growth and been apart of so many lives on their way to employment.

IDEAL Placements works closely with many organisations. We would like to recognise the following for their substantial support of our participants during the last financial year.

- YIRS One Stop Youth Shop
- George Street Neighbourhood Centre
- Next Step After Care
- Mudth Niyleta Corporation
- Headspace
- Central Queensland Youth Engagement Hub
- PCYC
- Aurora Training Institute
- Headspace
- Sarina Youth Centre
- Bowen Interagency Networking Group
- Bowen Flexicare
- Local High Schools
- Whitsunday Community Centre

**Australia Has a Diverse Labour Market**

Of all workers in Australia:

- 13.4% work in the health & social assistance industry
- 10.3% work in the retail industry
- 9.4% work in the construction industry

31% of employment is in regional areas

**It Can Be Hard to Find a Job Without Help**

1 in 3 employers know the successful job applicant, but only 3 out of 17 applicants are invited to interview.

Source:

The Next Generation of Employment Services: Discussion Paper
Dept. Jobs and Small Business
Hi my name is Tahlia and after doing a couple of weeks work experience at Walkerston day care centre, I now have a paid job. I am so excited about working there – the staff are amazing and I just love assisting all the little people in playing, making things, eating their lunches and putting them to sleep.

This has always been a goal of mine to work with children and I am so glad that IDEAL Placements organised this opportunity which now has lead into employment. I have been there now for 6 months.

Shiniqua always had her mind set on gaining a business traineeship. We decided to enrol her into a Business Administration course to hopefully kick-start her career in this industry.

With a bit of marketing and patience, Shiniqua landed herself a traineeship with ITEC Health Mackay where they provide services for people with disabilities, children, families and older people.

Lane commenced Transition to Work in the beginning of January; his life goal was to be a Baker and was hoping for an apprenticeship in the near future. Lane attended the Ready for Work Class and the Learner Licence Class in his first week with Transition to Work.

During this time he landed his first interview at IGA for full time employment. In this interview he applied what he learnt in his Ready for Work class, so at the end of the interview when the employer asked if he had any questions, he responded by asking when he would be hearing back from them. Immediately after this Lane was offered an interview with Crusty’s Bakery for an apprenticeship. Lane was offered both jobs and he went with the apprenticeship with Crusty’s Bakery.

Katrina is 23 years old and has lower limb deficiencies and anxiety. She lives at home with her mother and their animals.

Katrina is very interested in helping animals, is a wildlife warrior and cares for abandoned wildlife.

Through IDEAL Placements, Katrina now works 20 hours per week at Airlie Beach Eco Cabins doing cleaning and wildlife release.
Previous Award Recipients

IDEAL Placements proudly recognises clients and employers every year.

**DES Employers of the Year**
- 2000 Owen Fraser
- 2002 Taylors Hotel, Elkins Mini Mart
- 2004 Fishing World Mackay
- 2006 Coles Sydney Street, Bollivants
- 2008 Walkers Retravision
- 2009 Austchrome
- 2010 Enduring Memorials (Mackay)
- 2011 Hungry Jacks (Mackay)
- 2013 Kennards Hire (Mackay)
- 2014 Blacks Beach Tavern (Mackay)
- 2015 BB Print (Mackay)
- 2016 IGA The Avenue
- 2017 Chick-A-Dee Gourmet Food
- 2001 C Q Pathology, Batrosa
- 2003 St Francis Xavier School
- 2005 Jennmar QLD
- 2007 Cartridge World
- 2009 BiLo Supermarket
- 2011 McDonalds Bowen (Whitsundays)
- 2012 Advanced Whitsundays (Whitsundays)
- 2013 Barrier Reef Linen (Whitsundays)
- 2014 Backpackers by the Bay (Whitsundays)
- 2015 Bowen Flexicare (Whitsunday)
- 2016 JASCO Automotive
- 2017 Hooked on Hair (Whitsundays)

**DES Employees of the Year**
- 2001 Ray Wegner
- 2003 Stacey Paskins
- 2005 Chris Frazer
- 2007 Brian Hurren
- 2009 James Bailey
- 2011 Andrew Bennett (Mackay)
- 2012 Peter Millett (Mackay)
- 2013 Simon Brand (Mackay)
- 2014 John Stumbles (Mackay)
- 2015 John Mills
- 2016 Andrew Neville
- 2017 Mykka Hinton
- 2002 Michael Jamieson
- 2004 Tyson Wilson
- 2006 Galina Downman, Stewart Daniell
- 2008 Kim Bowden, Chad Johnston
- 2010 Amy Drew
- 2011 Daniel Dowson (Whitsunday)
- 2012 Doug Connors (Whitsunday)
- 2013 Brett Breeze (Whitsunday)
- 2014 Kevin Mooney (Whitsunday)
- 2015 Samantha Berghahn
- 2016 Sylvia Grewer
- 2017 Adam Nicholson (Whitsundays)

**Transition to Work Employees of the Year**
- 2016 Maureen Killeen
- 2017 Stacie Waddington

**Transition to Work Participant of the Year**
- 2016 Daniel White
- 2017 Taylor Burdon
<table>
<thead>
<tr>
<th>Year of Election</th>
<th>President</th>
<th>Treasurer</th>
<th>Secretary</th>
<th>Committee Members</th>
<th>Manager</th>
</tr>
</thead>
<tbody>
<tr>
<td>1995</td>
<td>Lance LeRay</td>
<td>Debbie Mills</td>
<td>Gail Toohey</td>
<td>Darren Sekac, Nicole Mackay, Grif Davies, Val Crawford, Debra Sutherland, Allan Sutherland</td>
<td>Diane Ware</td>
</tr>
<tr>
<td>1996</td>
<td>Lance LeRay</td>
<td>Laurence Manning</td>
<td>Gail Toohey</td>
<td>Margaret Chataway, Debra Mills, Jacqui Le Ray, Debra Sutherland, Frank Venselaar, Paul Rouse</td>
<td>Diane Ware</td>
</tr>
<tr>
<td>1998</td>
<td>Gail Toohey</td>
<td>Scott Penola</td>
<td>Tony Bennett</td>
<td>Terry Schiffke, Tony Orr, Jill Hasker, Bill Hasker, Rick Bentley, Kay Brodie</td>
<td>Katie Coombs</td>
</tr>
<tr>
<td>1999</td>
<td>Gail Toohey</td>
<td>Scott Penola</td>
<td>Tony Bennett</td>
<td>Tony Bennett, Tony Orr, Jill Hasker, Bill Hasker, Terry Schiffke, Rick Bentley, Kay Brodie</td>
<td>Katie Coombs</td>
</tr>
<tr>
<td>2000</td>
<td>Bill Hasker</td>
<td>Scott Penola</td>
<td>Tony Bennett</td>
<td>Kay Brodie, Ann Cameron, Jill Hasker, Leanne McDowall, Ross Cruikshank</td>
<td>Katie Coombs</td>
</tr>
<tr>
<td>2001</td>
<td>Bill Hasker</td>
<td>Scott Penola</td>
<td>Tony Bennett</td>
<td>Jill Hasker, Leanne McDowall, Rob Eacott, David Stratynski, Nick Bennett</td>
<td>Katie Coombs</td>
</tr>
<tr>
<td>2002</td>
<td>Nick Bennett</td>
<td>Scott Penola</td>
<td>Tony Bennett</td>
<td>Bill Hasker, Jill Hasker, David Stratynski, Leanne McDowall, Charlie Camilleri</td>
<td>Katie Sawtell</td>
</tr>
<tr>
<td>2003</td>
<td>Nick Bennett</td>
<td>Scott Penola</td>
<td>Tony Bennett</td>
<td>Bill Hasker Jill Hasker David Stratynski, Leanne McDowall Gordon Crane</td>
<td>Katie Sawtell</td>
</tr>
<tr>
<td>2004</td>
<td>Nick Bennett</td>
<td>Scott Penola</td>
<td>Tony Bennett</td>
<td>Bill Hasker, Jill Hasker, Neale Muller, Leanne McDowall, Richard Callaghan</td>
<td>Katie Sawtell</td>
</tr>
<tr>
<td>2005</td>
<td>Nick Bennett</td>
<td>Andrew Duck</td>
<td>Tony Bennett</td>
<td>Bill Hasker, Jill Hasker, Joni Scott, Richard Callaghan, Neale Muller</td>
<td>Katie Sawtell</td>
</tr>
<tr>
<td>2006</td>
<td>Neale Muller</td>
<td>Andrew Duck</td>
<td>Geoff Wilson</td>
<td>Bill Hasker, Jill Hasker, Craig Joy, Richard Callaghan, Nick Bennett</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2007</td>
<td>Neale Muller</td>
<td>Andrew Duck</td>
<td>Geoff Wilson</td>
<td>Bill Hasker, Jill Hasker, Craig Joy, Richard Callaghan, Nick Bennett, Joan Williamson, Peter McLaughlin</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2008</td>
<td>Neale Muller</td>
<td>Andrew Duck</td>
<td>Craig Joy</td>
<td>Bill Hasker, Jill Hasker, Geoff Wilson, Peter McLaughlin</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2009</td>
<td>Craig Joy</td>
<td>Andrew Duck</td>
<td>Julie Agnew</td>
<td>Bill Hasker, Jill Hasker, Geoff Wilson, Peter McLaughlin, Tony Steains, Neale Muller</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2010</td>
<td>Craig Joy</td>
<td>Andrew Duck</td>
<td>Julie Agnew</td>
<td>Bill Hasker, Jill Hasker, Peter Clarke, Tony Steains, Neale Muller, Peter McLaughlin, Kathy Dine</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2011</td>
<td>Craig Joy</td>
<td>Andrew Duck</td>
<td>Julie Agnew</td>
<td>Bill Hasker, Jill Hasker, Tony Steains, Neale Muller</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2012</td>
<td>Craig Joy</td>
<td>Andrew Duck</td>
<td>Julie Agnew</td>
<td>Bill Hasker, Jill Hasker, Tony Steains, Rodney Jones, Kathy Dine</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2013</td>
<td>Craig Joy</td>
<td>Andrew Duck</td>
<td>Chris Gibbs</td>
<td>Bill Hasker, Jill Hasker, Tony Steains, David Conway, Kathy Dine</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2014</td>
<td>Craig Joy</td>
<td>Andrew Duck</td>
<td>Chris Gibbs</td>
<td>Bill Hasker, Jill Hasker, Tony Steains, David Conway, Kathy Dine, Julie Boyd</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2015</td>
<td>Craig Joy</td>
<td>Andrew Duck</td>
<td>Chris Gibbs</td>
<td>Tony Steains, David Conway, Kathy Dine, Kate Bone</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2016</td>
<td>Craig Joy</td>
<td>Andrew Duck</td>
<td>Chris Gibbs</td>
<td>Tony Steains, David Conway, Kathy Dine, Kate Bone</td>
<td>Kathy Dine</td>
</tr>
<tr>
<td>2017</td>
<td>Kate Bone</td>
<td>Andrew Duck</td>
<td>Chris Gibbs</td>
<td>Tony Steains, Fran Mann, David Conway, Kathy Dine</td>
<td>Kathy Dine</td>
</tr>
</tbody>
</table>
Wednesday 26 September 2018

Welcome and Opening of Meeting

Apologies – as per register

Guest Speaker – David Young

Minutes of 2017 AGM

Business arising from 2017 AGM Minutes

Presidents Report

CEO Report

Participant Representative Report

Auditor’s Report

Committee Positions Declared Vacant

Nominations for Executive Members

Nominations for Committee Members

Appointment of Auditor

Presentation of Awards

Employee of the year

Employer of the year

Special Recognition Awards

Meeting Closed - Light Supper Served
IDEAL PLACEMENTS ASSOC. INC.
MINUTES OF THE 22nd ANNUAL GENERAL MEETING

DATE: Wednesday 27th September 2017

VENUE: Ocean International Hotel
2nd Floor in the Spinnakers Room
1 Bridge Road
South Mackay QLD 4740

The Meeting was opened at 6:12pm by Kathy Dine

APOLOGIES: Amanda Cam, Teresa Sutton, Quzie Fatnowna, Jim Thompson, Nick Breen, Torii Kelly, Casey White, Jodie Sweeney, Travis Morley, Kaye Gaylard, Geoff Liefem, AJ Minniecon, Kym Fletcher, Kameeka Mye, Rhonda Danastas, Melissa Green, Thomas Block, Cr Fran Mann, Cr Bonaventura, Jo Clinton, Marley Tudor, Joel Clinton

PRESENT: Kathy Dine, David Conway, Andrew Duck, Kate Bone, Tony Steains, Chris Gibbs, David Franklin, Karyn Power, Alf Maher, Ray Trotter, Carmen West, Cherry Streets, Jayni Norman, David Conway, Banitska Ford, Rhonda Danastas, Tonie Cooper, Sam Dine, Leanne Matheson, Nancee Myles, Tracy Woods, Charlie Bates, April Rogers, Casey White, Teena Szepanowski, Tamika Skinner, Sue Thompson, Stewart Larkings, Reinette Bowman, Alison Jones, Josh Crosby, Griffin Miles, Harry Malli-gan, Ray Ridden, Hayley Kaldwell, Cr Greg Williamson, Nekea Blagoev, Tanya Blagoev, Stacie Waddington, Annette Reilly, Bill Cooper, Charity Mudimu-Mombo + 1, Hayley Riddley, Hannah Murray, Jia Quakawoot, Makkah Hinton, Lyndon Hinton, Rikki Hinton, Don Lackenben

Motion: That the apologies list as announced be accepted,

Moved: Kathy Dine               Seconded: Reinette Bowman               Carried

Guest Speaker – Nekea Blegov

Nekea has been diagnosed as being on the autism spectrum. Nekea read out a heart felt poem that expressed her life, explained what she has gone through throughout her life. Nekea also wanted to inform those present that not everyone with autism are the same, they all have their own way of doing things and that they are their own person.

Minutes of the Previous Annual General Meeting

The Minutes of the 21st Annual General Meeting were provided to members and guests on arrival. Andrew Duck asked those present who were in attendance at the 2016 AGM to review the minutes and note any amendments. There were no amendments were bought forward.

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

The members were advised that the changes to the constitution that was voted on last year had been accepted by the Office of Fair Trading. Copies of the approved amended Constitution were available tonight at the registration desk.

Presentation of the President’s Report

Kate Bone presented the President’s report as printed in the 2017 Annual Report.

Kate has been on the committee for the past 2 years. Expressed how IDEAL and the programs that IDEAL has been running over the past year and that they have been tracking quite well. IDEAL Placements donated $40,000 to Orange Sky which is really great to see a Not for Profit organisation donating to another. The committee are all looking forward to see what the next year brings.

Motion: That the Presidents Report be accepted

Moved: Kate Bone Seconded: Tonie cooper Carried

Andrew Duck introduced Kathy Dine to Present the Chief Executive Officer’s Report

Presentation of the Chief Executive Officer’s Report

Kathy introduced her Report as printed in the 2017 Annual Report and invited attendees to read it at their leisure.

Kathy mentioned that the last year had been one of growth for IDEAL Placements. IDEAL now delivers other programs such as Transition to Work which is for participants who are between 15-21 years of age and NDIS (National Disability Insurance Scheme). Kathy announced that there will be many changes in 2018 with participants having more choice of which employment service they would like to attend. It will be exciting to see these changes when they come into effect. It has been a bit crowded but we are making it work. Kathy commented that she was grateful for the committee for helping with everything in the last twelve months and looking forward to a busy year in the future.

Motion: That the Chief Executive Officer’s Report be accepted.

Moved: Kathy Dine Seconded: Sue Thompson Carried

Andrew Duck introduced David Conway the Client Representative to give his Report

Participant Representative Report

David spoke highly of the work IDEAL Placements has been doing and what a fantastic job everyone has been doing, David has received a lot of positive feedback and expressed that he understands how hard everyone is working which is great to see.

Motion: That the Participant Representatives Report be accepted.

Moved: David Conway Seconded: Tamika Skinner Carried

Andrew Duck welcomed Laurence Manning from Manning Corporate Advice to present the 2017
Auditors Report

Presentation of the Auditor’s Report

Laurence asked members to refer to the Financial Report that was distributed to financial members. He informed everyone where they balance sheet, liabilities, income, expense etc. are located so everyone could have a look at the figures. He also expressed that IDEAL Placements has a very solid balance sheet. In this years financial there are a few new programs TTW and NDIS which are going really well.

Motion: The 2016-2017 auditors report is accepted.

Moved: Andrew Duck Seconded: Kathy Dine Carried

Committee Positions Declared Vacant

Alison Jones Declared all Committee positions vacant.

Nominations for Executive Committee Members

Nominations for Executive Committee positions were tabled

Alison Jones announced the following as the incoming 2017−2018 Executive Committee Members:

- President – Kate Bone Nominated: Andrew Duck Second: Tony Steains
- Treasurer – Andrew Duck Nominated: Sue Thompson Second: Quzie Fatnowna
- Secretary – Chris Gibbs Nominated: Kathy Dine Second: Sue Thompson

Nominations for Committee Members

Nominations for positions of Committee members were tabled. Alison Jones announced the following as the incoming 2017−2018 Committee Members

- Kathy Dine Nominated: Chris Gibbs Second: Kate Bone
- Fran Mann Nominated: Kate Bone Second: Kathy Dine
- Tony Steains Nominated: Quzie Fatnowna Second: Reinette Bowman
- David Conway- Client Rep Nominated: Nancee Myles Second: Bayden Barrett

All positions were accepted and the new committee were congratulated for taking on the roles for another year.

Appointment of the new Auditor

It was put forth by Andrew Duck that Manning Corporate be appointed auditor for the 2017−2018 financial year.

Motion: That Manning Corporate Advice be appointed the 2017-2018 financial auditor

Moved: Andrew Duck Seconded: Chris Gibbs Carried
Presentation of Awards

Teena Szepanowski presented the following awards;

**Employer of the Year (Mackay):** Chick-A-Dee Gourmet Food Bar  
**Employee of the Year (Mackay):** Mykka Hinton  
**Participant of the Year (Mackay):** Troy Williams  
**TTW Employee of the Year (Mackay):** Stacie Waddington  
**TTW Participant of the Year (Mackay):** Taylor Burdon

Whitsunday Manager Sam Dine presented the following awards;

**Employer of the Year (Whitsundays):** Hooked on Hair  
**Employee of the Year (Whitsundays):** Adam Nicholson  
**Participant the Year (Whitsundays):** Andrew Lovegrove

Special Awards were presented to:

**5 Years continuous employment:** Stacie Casado, Robert Moyle and Helen Pritchard

**10 Years continuous employment:** Daniel Powell and Errol Malcolm

**11 Years continuous employment:** Shaun Wotley

**13 Years continuous employment:** Gary Chetcuti

**15 Years continuous employment:** Bill Pascoe

Kathy Dine thanked the staff and committee for their support in the last year and presented each of the Committee members with a gift of appreciation for their contribution throughout the year.

Andrew Duck thanked the Chief Executive Officer Kathy Dine, current and new Committee Members for attending and their hard efforts they have contributed to IDEAL Placements, and extended thanks again to Nekea Blogov for coming in to be our guest speaker and for sharing her story with us all and all who attended and spoke on the importance of achieving goals.

With no further business, Andrew Duck declared the meeting closed at 7:54pm
My Story

Hi my name is David.

I have 2 beautiful children (beauty comes from the heart)


Jack is on the autistic spectrum and Jessee is an overachiever. I live with my partner in her home; Kath is a Nurse of some decades and works at Bowen and Proserpine Hospitals. I, like many others, have mental health issues which I personally address every day.

I went to Rehab 3 years ago to deal with drug and alcohol issues. This helped a great deal and was important in making me understand certain basic tools to use as I move forward. I love to laugh and I love making people laugh.

Since joining IDEAL Placements as a participant I completed the SEE Program with flying colors, built some amazing relationships this assisted me in gaining confidence to enter the workforce again. I became part of the IDEAL team as a support worker in the Whitsundays. I love my work and the difference that I am making. I attend the Men’s Shed, Boom Social mixers, and TAFE to assist people with tutoring when I have a spare moment.

I am currently studying Certificate III Community Services.
IDEAL Placements Team

Kathy Dine  Chief Executive Officer
Sue Thompson  Corporate Services Manager
Sam Dine  Regional Employment Manager
Nantce Miles  Employment Services Manager
Tracy Woods  NDIS Manager

Mackay Team

Alf  April  Angelique  Ashleigh  Calista  Carmen
Charlie  Cherry  David  Griffin  Harry  Isabella
Jayni  Jen  Jo  Kim  Kym  Lan
Leanne  Montana  Paul  Peta  Quzie  Ray
Reinette  Rhonda  Richard  Shelley  Stacie
Mackay Team cont.

Stewart  Tamika  Teena  Teresa  Tomie  Tyrone

Vivien

Whitsundays Team

Banitska  Jodie  Karyn  Nicole  Nikita

Support Workers

AJ  Amanda  Annette  Christina  Codey

David  Gail  Hannah  Jaspreet  Lareisha

Nicole  Nick  Patrick  Patrick  Paul

Rachel  Tracey  Trisha  Yvette  Ray
You can find us at …

**Mackay**
2/5 Peel Street  PO Box 1089  Mackay  QLD  4740
Ph: 07 4957 8177   Fax: 07 4957 8199
Email: admin@idealplacements.com.au

**Airlie Beach:**
Shop 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**
34 Chapman Street Proserpine  QLD 4800
Ph: 07 4945 2591
Email: admin@idealplacements.com.au