



YOUTH REBUILDING
YOUNG LIVES
INSEARCH

ANNUAL **REPORT** 2015

FROM THE CEO

It's been a great honour to lead the Youth Insearch Foundation into its 30th years of operation. For this year marks an extraordinary achievement on the part of all the staff and volunteers involved over the years. The staff in head office who've administered the program; the youth leaders who've inspired the young people and ran the workshops; the adult leaders who've provided the oversight and expert sessions; the support adults who've been there when the young people needed them; the donors who've provided the funds we need to survive; and the journalists, politicians and celebrities who've provided the endorsement and publicity we need to pursue our mission. There are too many to name individually, however if we had to put a dollar value on their service it would run into hundreds of thousands.

I want every single one of them to know they're recognised for the contribution they've made. For there can be no doubt that without them we

wouldn't have had such a massive impact on rebuilding young lives. Young people from the most horrific backgrounds, leading the saddest lives, dealing with the hardest issues - domestic violence, sexual abuse, drug abuse, death, suicide, homelessness - young people destined for the human scrapheap. We've found them at their lowest points, and inspired them to discover meaning and purpose in their lives. Impressively, by the end of this year, we'll have helped 30,000 young people discover their true potential in this way.

Amongst these pages, you'll find stories of the young people we've helped. I know they'll inspire you, as they've inspired us, to want to help another 30,000 young people better their lives. We believe that change is possible, we see the results almost daily in our programs. Moreover, we know they, in fact we all, deserve better. As it stands, we're on track to make that happen. You'll see in this report we've helped 623 young people through 19 workshops and operated around 230 support group sessions.

We've employed 4 new staff, to expand our reach and the number of young people we assist yearly, supported by a 35% growth in revenues.

The coming year 2015/2016 promises to be as exciting, with 30th birthday celebrations planned in November, and the institution of a new strategic plan to guide the next 5 years of exceptional service. I thank you for your ongoing support and look forward to what we are going to achieve together over the next 12 months.

Heath Ducker

CEO



OUR MISSION

*"To empower **young** people to take control of their lives, by giving them the opportunity and skills to develop their self-esteem and play a positive role in society."*

OUR VISION

*"To be available to every **young** person in Australia."*





OUR OBJECTIVES

- ⇒ ***To reduce crime, violence, drug & alcohol abuse, self-harm and suicide in young people.***
- ⇒ ***To relieve suffering and helplessness of young people affected by family breakdown, domestic violence, sexual abuse, bullying, grief and loss.***
- ⇒ ***To enhance young peoples' self-esteem, by empowering them to take control of their lives***
- ⇒ ***To break the cycle of family breakdown, by giving young people the skills to being a successful parent***
- ⇒ ***To teach young people the positive values of life***
- ⇒ ***To teach young people the value of education, increasing school retention and employability***



THE NEED

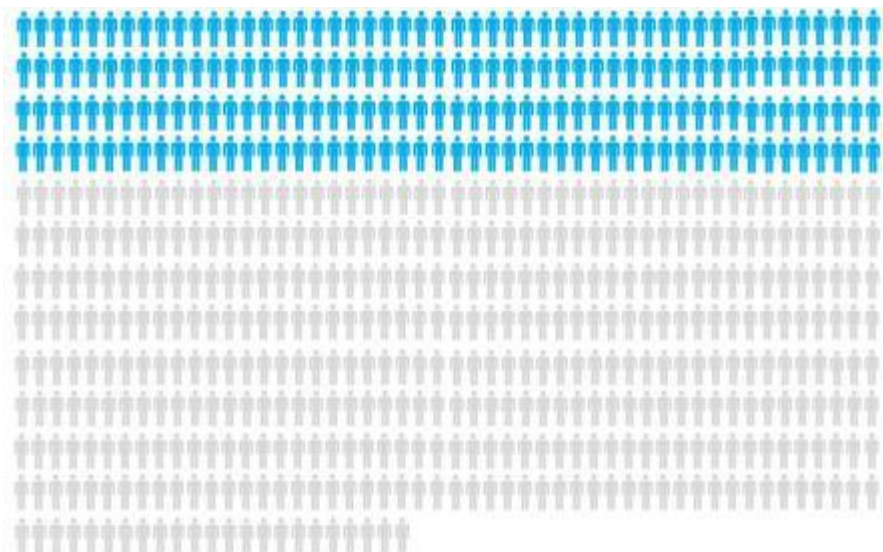
Many young people in Australia today are impacted by problems stemming from poverty, broken homes, domestic violence, sexual, physical & emotional abuse, grief and loss.

As a consequence, they struggle with education, employment, homelessness and mental health; often turning to suicide, self-harm, drug & alcohol abuse, crime and violence.

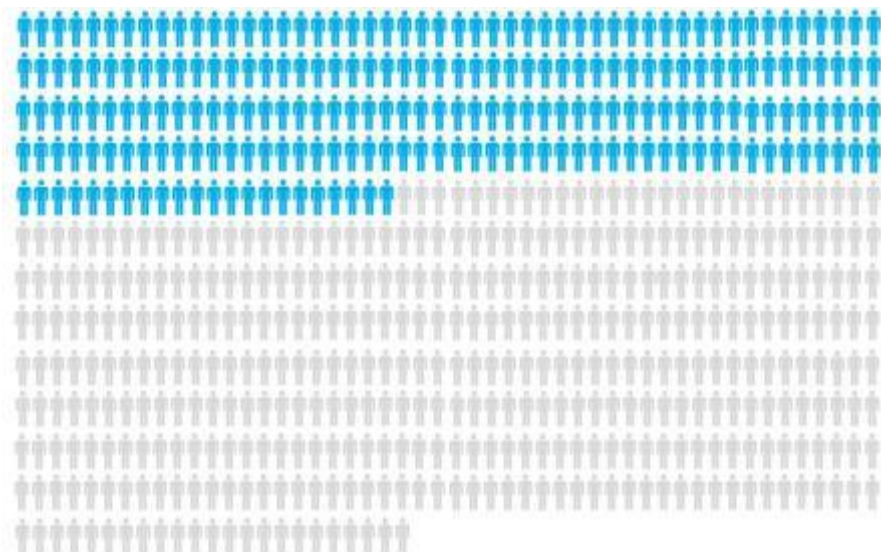
This has the potential to impact them long term, often into the next generation. There is a need for programs that intervene early and assist at-risk young people to improve their lives.

In FYE 2015, **623 YOUNG PEOPLE** participated in the Youth Insearch program and out of these:

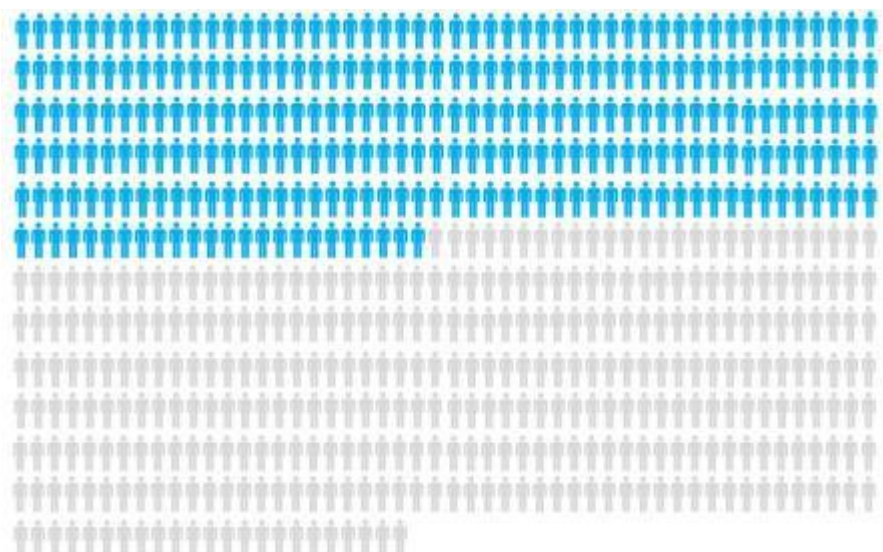
1 IN 2 WERE VICTIMS OF **PHYSICAL** ABUSE



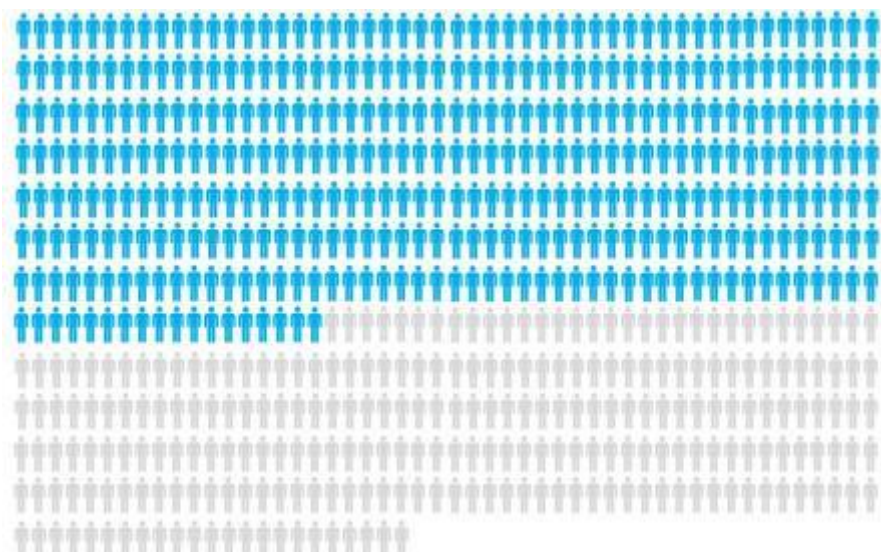
1 IN 4 WERE VICTIMS OF **FAMILY** VIOLENCE



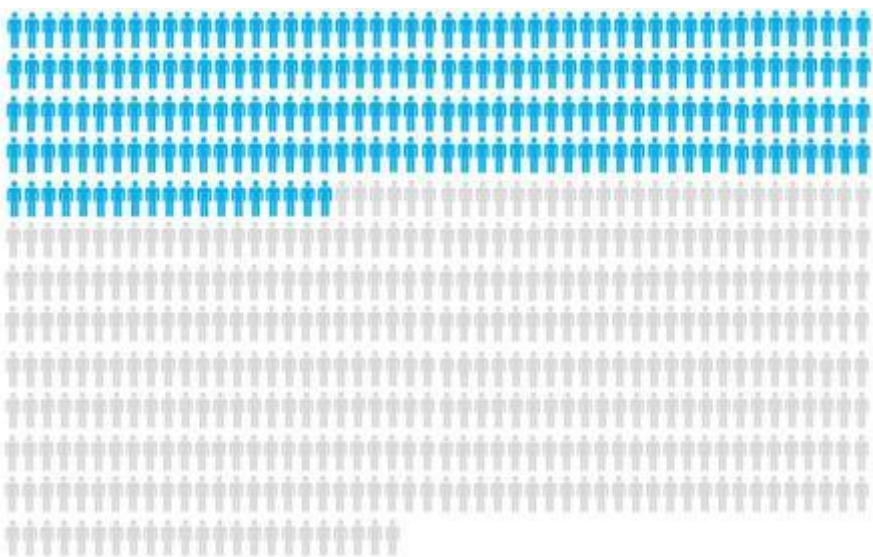
1 IN 3 WERE VICTIMS OF **SEXUAL** ABUSE



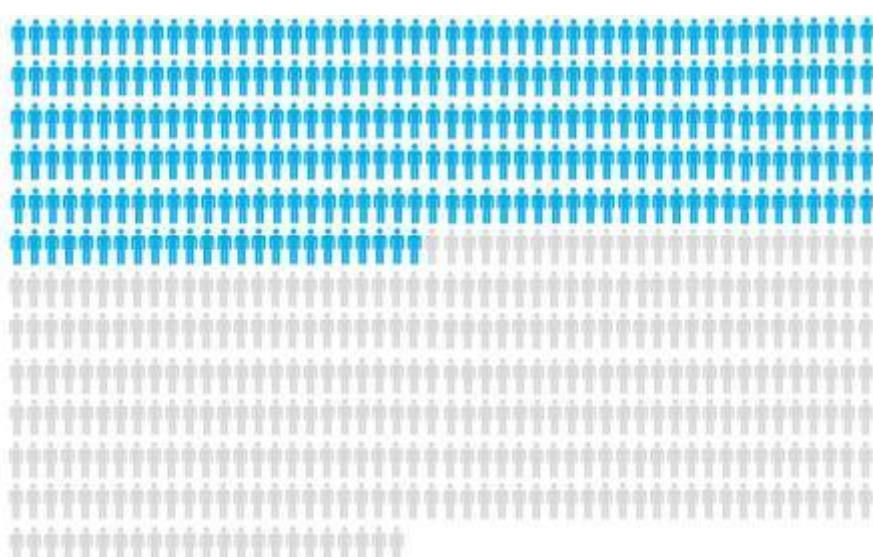
2 IN 3 WERE VICTIMS OF **EMOTIONAL** TRAUMA



1 IN 3 WERE DEALING WITH **FAMILY** BREAKUP



1 IN 2 WERE **BEING** BULLIED





THE SOLUTION

The solution has come from the young people themselves who with the founder devised the program in 1985.

They identified their need to:

- ⇒ Have the opportunity to talk about their issues and concerns in a truly caring and trusting environment.
- ⇒ Be listened to and affirmed by their peers, thereby getting a sense that they are not alone.
- ⇒ Have the opportunity to gain insight into their own lives by listening to the experiences of others.
- ⇒ Be part of the solution

OUR PROGRAM

The Youth Insearch Program was developed based on the principles above and refined over time. It is a proven comprehensive early intervention program of counselling, support and empowerment for at risk young people aged 14-20 delivered through weekend workshops, support groups, peer leadership & support, role modeling, individual mentoring and the creation of positive peer support networks.

The program works by allowing young people to confront and deal with the reality of the pain in their lives. By drawing on the resources of other young people that have experienced the same issues, and addressing the real problem or underlying issue, the young people seek positive alternatives within themselves, turning away from a life of despair and destructive behaviour. The program intervenes early allowing young people to deal with their issues as they start to appear.

WEEKEND WORKSHOPS

The first step in the Youth Insearch program is completed by attendance at a Youth Insearch weekend workshop. The workshops are a 48 hour retreat commencing at 6pm on a Friday and concluding at 3pm on a Sunday. They involve highly structured therapeutic group work processes. They are administered by extensively trained youth leaders, adult facilitators and a clinical supervisor.

A typical workshop consists of approximately 65 young people, 10 to 15 support adults, plus the team. Topics explored at the workshops include communication, self-esteem, trust, family conflict & dysfunction, neglect, domestic violence, drug & alcohol abuse, sexual assault, physical & emotional abuse, grief & loss, self-harm & suicide, adolescent health, sexuality and bullying. This year Youth Insearch conducted 19 weekend workshops supporting 623 young people across New South Wales, Victoria and Queensland.

In Victoria, 5 workshops were held at Rawson Village. Participants attended from areas including Bairnsdale, Sale, Morwell, Maffra, Deniliquin and Melbourne.

In New South Wales, four workshops were held at Lake Keepit, one held at Morrisett and one at Yarramundi. Participant groups attended from areas including Sydney, the Central Coast, Port Macquarie, Tamworth, Armidale, Gulgong

Gunnedah, Inverell, Moree, Coonamble and Coonabarabran.

In Queensland, four programs were held at Duckadang and four in Bundaberg. Participant groups attended from areas including Bundaberg, Hervey Bay, Maryborough, Gympie, Sunshine Coast, Deception Bay, Caboolture, Dalby, Chinchilla, Miles, Brisbane and the Gold Coast.



MOLLIE'S STORY

Before Youth Insearch I was a very disrespectful teenager who took drugs, stole things from people and very rarely went to school.



*"I learned to
respect others
and myself"*

I first went to a Youth Insearch camp when I was 15 years old and I was never the same person again. Every camp I went to helped me with different issues I faced; I learned to respect others and myself, I was able to stop taking drugs

and stated going back to school.

I was able to realise I was becoming someone I didn't want to be and with the help and support of my family and my Youth Insearch family, I was able to change things.

It's now been 5 years since my first camp and everything has changed. I finished my year 12 at school, I became a Youth Insearch leader, I've been a part of the local Youth Council and spoke on topics at Youth Parliament at the Melbourne Parliament House.

I'm now working in a Secondary school helping young people and I plan on doing it for a while. Youth Insearch has given tools and support for myself and other young people to change our lives.

SUPPORT GROUPS

Between the weekend workshops the young people attend weekly support groups in their local area. The support groups are held within a few days of each workshop and then at the same time and place each week.

Young people are not eligible to attend the workshops unless they have a support group to attend following the workshop and agree to attend a minimum of three support group meetings.

Support groups continue the process of positive change. They ensure a structured means by which participants can integrate their new awareness with the reality of their situation.

As the workshops are generally held every four to six weeks this enables the young person to remain connected between the workshops.

In 2015 weekly support groups were held in over 20 locations across Greater Sydney, Melbourne and Brisbane; and the New England, Gippsland, Wide Bay Burnett and the Western Downs.



LEADERSHIP TRAINING

The Youth Insearch program is delivered by extensively trained Youth & Adult Leaders who are held in very high regard.

YOUTH LEADERS are past participants in the program and are positive and real examples to the young participants of what is possible despite a negative background. They play a key role in the delivery of the program.

They are responsible for the administration of the weekend workshops and support groups and facilitate various sessions.

They also sit on the Program Council which oversees the design and administration of the program. They have the final say on any changes to the program and on the selection and assessment of Youth Insearch Leaders.

ADULT LEADERS are from services who work with the young people in a professional capacity or general members of the community with a demonstrated

commitment to the program.

The Adult Leaders perform an oversight role on the weekend and facilitate the more in depth sessions. They recognise the need to be supportive without being intrusive.

Youth Insearch Leaders undergo an intensive 12 month training course consisting of:

- ⇒ 2 separate week-long residential workshops
- ⇒ 12 months of practical training and assessment in the Youth Insearch program

Youth Insearch has high level corporates and professional trainers donate their time to conduct this training.

In September 2014 Youth Insearch conducted the final week of Leaders Training for the 20 trainees of the 2014 cohort.

In April 2015 the first week of training was conducted with the new cohort. A field of 16 new trainees selected from across Queensland, New South Wales and Victoria.

LEADERS GRADUATION

On the 13th of April, 42 trainee leaders travelled to Government House in Sydney to be accredited as Youth Insearch Leaders.

His Excellency David Hurley commended the young people on the work they have put in throughout the training period and congratulated them on their triumph over adversity and their commitment to giving back to the program that empowered them to make the changes in their lives.

At the ceremony Gary Rothwell, Chairman of Youth Insearch's Board congratulated the leaders on their achievement and Jen Bullers, graduating leader told of her inspirational turn-around and gave a vote of thanks.

His Excellency also presented Ron Carr OAM with a certificate of appreciation for the eighteen years of service he has given to the Youth Insearch Program and the young people of Tamworth. Youth Insearch is in good hands with this fine cohort of graduates.



LAURA'S STORY

My name is Laura May and I am 17 years old.

I have been involved with Youth Insearch for nearly three years now and have just completed the training to become a Trainee Leader on camps.

Before Youth Insearch my life wasn't good. My situation itself wasn't bad but it was how I dealt with it and the fact that I didn't have confidence in myself to deal with anything that life threw at me.

Up until I was nine years old my life was normal, my family was great – we moved a lot but I loved it and I had fun playing with my brothers and sisters on properties and just usual kid stuff. However in grade four I started to get bullied by the older kids in my joint grade four and five class

They didn't call me names but they did something that I think is worse. They ignored me – pretended I didn't exist. This went on for three years. They made me feel unwanted, unloved and most of all every single word they didn't say to me or every time they looked through me they took a piece of my confidence away.

They took all of my confidence away until I went to High School and I didn't even know it.

During grades eight and nine; I was fine. I wasn't

overly happy but I was alright. I had friends and I was doing well at school. Then halfway through grade nine my parents told me that they were getting a divorce.

I knew it wasn't my fault and that there was nothing I could have done but with the divorce came bitterness from both sides and my older sister and brother took either my mum or dad's side. I felt like I had to be the peacekeeper and look after my younger brother and sister.



During grade nine my grades started dropping and I started to feel like that I was not good enough. Which caused me to stop trying and my attendance dropped over time.

"I felt like I had to be the peacekeeper "

The toughest thing on my confidence was the knowledge that I was smarter than my grades were showing. All through primary school I was a straight 'A' student and even got the school Dux Award in grade seven for my involvement in fundraisers and my focus on school work. They took all of my confidence away until I went to High School and I didn't even know it.

My grades had dropped to 'D's and 'E's by grade ten and I had decided to drop out. Luckily I wasn't legally allowed to leave until I was fifteen and had a job. Two weeks before I was to leave school, I lost my job which meant that I had to stay at school until I got another one.

It was at that point that someone mentioned Youth Insearch to me and suggested that I go on this camp. I was desperately trying to improve my situation because I was sick of being unhappy all of the time and I just wanted to reach the point where I had dealt with my issues.

So I went on the camp and a few after that one and I loved it. As time went on I realised that I was starting to smile again and wanting to spend more time with family and friends instead of isolating myself in my room reading about other people's lives to take my mind off my own life.

The best thing about Youth Insearch for me was that I learnt that I wasn't alone in the world. That there were other people who were facing similar problems as myself. I also learnt that it wasn't what happened in life that mattered but how you react to it.

It has taken a lot of work on my part and the support of my friends and family but I have reignited my drive and passion for life with Youth Insearch's help.

With the confidence in my own abilities that I have gained over the last couple of years I have been able to secure a place for myself at Griffith's University to study a Bachelor in Psychological Science to start my life in a world of my own making.

I now have also found my passion for helping others who have been knocked around by life and are needing people around them who will love and support them through their journey to become the best they can be.

OUR RESULTS

Youth Insearch results are impressive and widely acclaimed. There have been thousands of remarkable turnarounds in young people's behaviour and attitudes to life as a result of their involvement in the Youth Insearch program. This is supported by four independent reviews and our internal statistics.

In terms of independent reviews, the Australian Institute of Family Studies (2009) found, "cumulative data from independent reviews and program evaluations evidence the program has a success rate of 80% in that most young people return to their communities challenged for change and the results are long lasting" (pg.6).

The Urbis (2003) review (commissioned by the NSW State Government) found positive outcomes across multiple behaviour and well-being measures and that the program had a sustained positive impact on these issues over time.

This included significantly:

- ⇒ Less trouble with police and crime (83%)
- ⇒ Higher self-esteem (65% immediately, increasing to 76%, 6 months after)
- ⇒ Improved family relationships (70%)
- ⇒ Reduced suicidal thoughts and attempts (65% no longer suicidal, 80% no more suicide attempts)
- ⇒ Reduced alcohol and drug use (66% increase in not drinking, 71% no longer using drugs)
- ⇒ Better attendance and attitude to education (for 58%)

OUTCOMES FOR OUR YOUNG PEOPLE

8 out of 10

No Longer Felt Suicidal



7 out of 10

Stopped Physical Violence



5 out of 10

Stopped Committing Crimes



8 out of 10

Stopped or Reduced Drug Use



6 out of 10

Stopped or Reduced Alcohol Use



Our internal statistics are taken from evaluation forms participants complete following their first weekend workshops and subsequent workshops.

In 2015 the results from the evaluations were:

- ⇒ 28% had reduced their alcohol consumption and another 28% had given up drinking altogether.
- ⇒ 25% had reduced their illegal drug use and another 42% had given up using altogether.
- ⇒ 67% had stopped being physical violent.
- ⇒ 79% no longer felt suicidal
- ⇒ 49% stopped committing crimes.

OUR STAFF

CHIEF EXECUTIVE OFFICER

HEATH DUCKER

Heath brings to Youth Insearch both his experience as a participant in the program and professional expertise.

Heath has worked as; a Lawyer for a top 10 law firm; for the NSW Attorney General and in Human Rights Law in India



GENERAL MANAGER

STEPHEN LEWIN

After a 17 year career in the NSW Government, Stephen Lewin has taken up the position of General Manager. Stephen has led teams delivering direct care and clinical services.



STATE COORDINATOR VICTORIA

SHARON SCHOFIELD

In 2005 Sharon set up Youth Insearch in Victoria. Sharon worked and volunteered for Youth Insearch for the last 12 years. volunteers for Make-A-Wish and Youth Referral and Independent Persons Program.



STATE COORDINATOR QUEENSLAND

JENNIE LINTON

In 2005 Sharon set up Youth Insearch in Victoria. Sharon worked and volunteered for Youth Insearch for the last 12 years. volunteers for Make-A-Wish and Youth Referral and Independent Persons Program.



WDYH COORDINATOR

VICKI SAVAGE

After 10 years teaching at Chinchilla High School Vicki is trying a different career in Youth Work. Vicki has taken on the roll as Western Downs Youth Hub Coordinator.



COMMUNITY COORDINATOR

HEATHER CUMMINGS

Heather is based in Wide Bay Burnett QLD. She has worked as a behavioural teacher and youth worker, supporting young people and their families who are facing challenges.



COMMUNITY COORDINATOR

DAVID ALLARD

David is based in New England in NSW. He has worked as a Youth Worker across NSW and QLD, in case management, crisis care and advocacy. Previously David had a career in graphic design.



COMMUNITY COORDINATOR

MAREE MAY

Maree is based in Gippsland VIC, she is new to the community services sector. After raising four children, she completed her student placement position with Youth Insearch.



OFFICE MANAGER

ASHLEY BRCIC

Ashley has worked at Youth Insearch for three years in administration and has been promoted to Office Manager in Head Office. She is keen to coordinate improving and automating of workflows.



ADMINISTRATION ASSISTANT

MARIA AXALAN

Maria has a background in Social Science and has previously worked in the Employment Services Industry. In previous years she has worked in partnership with Headspace.



CHLOE'S STORY

Before Youth Insearch I would always hide in what I thought was my own little world, my home life has always consisted of abuse physically and verbally. I've been pulled around by my hair nearly ran over by my mother, sexually abused by what was a close friend.

Since being introduced to Youth Insearch it's shown me that no one is alone, it's made me

become the person I am today , it's given me strength to move forward and look at the positives in life.

I truly believe if it wasn't for Youth Insearch, completing Year 12 would never had happened, I wouldn't be in the position I'm in at work. I am now the a Duty Manager at Red Rooster. I've also become an accredited leader for this amazing program, Youth Insearch.

OUR BOARD

CHAIRMAN

GARRY ROTHWELL

Garry is the owner and Managing Director of Winten Property Group. Winten is one of Australia's most established private development companies. Garry and Winten have received many property industry awards over the years and notably, in 2011, Garry was honoured by the Urban Taskforce of Australia as the "Property Person of the Year".



TREASURER

ANDREW GREGORY, MAppFin, B Comm (IB, HRM), GAICD

Andrew is an experienced Finance Executive & Company Director, holding senior roles in both the commercial and human resource functions of a professional wealth manager, credit union and private health insurer. Currently the Head of Financial Planning for Hillross Financial Services, Andrew's background is in managing the growth and professionalism of AMP's Private Wealth Management businesses. Andrew is also a Company Director of a medium sized Private Health Insurer Peoplecare and a former Company Director of Quay Credit Union.



SECRETARY

HIS HONOR MAGISTRATE MALCOLM MCPHERSON

Malcom McPherson was appointed as NSW Deputy State Coroner in 2006. Malcolm's previous positions include: 1972 Appointed as Coroner for the State of New South Wales; 1987 Admitted as a Solicitor of the Supreme Court of NSW, 1991 Appointed Magistrate in New South Wales. Malcom has heard many juvenile criminal cases while on circuit. Malcom was responsible for establishing Youth Insearch in regional NSW in 2000.



ALBERTO DONATI, DDIntM (Fin), B.B.A (Acc)

Alberto has a Bachelor of Business Administration (specialization in Accounting) from LUISS University in Rome (Italy) and a Double Masters Degree in International Management from Fudan University in Shanghai (China). In 2011 Alberto moved to Sydney from Italy to join DiaSorin Group as Financial Accountant for the Australian subsidiary.



JARED GOODWIN

Jared has been involved with Youth Insearch for over 18 years. Jared has been involved in all aspects of the organisation, as a participant, youth leader, adult leader and support adult and former employee. Jared has held senior management positions at his former employer and is currently a senior business development manager with Bowermans Office Furniture and Maybell Group.



ALAN KUCZYNSKI

Alan started Australia's first integrated marketing communications company DDB. Alan acquired APM Training Institute which he developed into one of Australia's highest regarded private Business Colleges. Alan now runs a consultancy, as a trainer, facilitator, mentor and business advisor. Alan is a fellow, board member and vice president of the Australian Marketing Institute, fellow of the Institute of Sport, board member and chair of the marketing committee of the NSW Sports Federation, and board member of the Australasian Promotional Marketing Association. Alan has 19 years of experience in Youth Insearch as a facilitator, trainer and board member.



ROBERT SMITH

Robert has recently rejoined the Board after having served on the Board for 9 years. Robert is the owner of Halix Pty Ltd prominent property developers based in Manly in NSW. Robert is a leading member of the Manly community serving as President of the Manly Chamber of Commerce from 1997-2001, and 2005 to present, on several Manly Council subcommittees, as a Director of the Manly Golf Club, and previously as Vice President of the Urban Development Institute.



WILLIAM GILL

William is a business analyst and consultant and holds senior management positions. William is currently head of mergers and acquisitions at ECONomics Group. William's roles include Commercial Manager at Kyoto Energy Group and CEO of Wind Corporation Australia. William has 35 years in these senior management positions.



JODIE SANGSTER

Jodie has over 17 years' experience in data driven-marketing and advertising. Jodie is the CEO of the Association for Data-Driven Marketing & Advertising (ADMA). Jodie also serves as the chair of Global DMA, an organisation that represents, supports and brings together over 30 marketing associations from around the globe. Prior to joining ADMA, Jodie held senior executive roles in sales and marketing in New York and the United Kingdom. Jodie holds a Bachelor of Laws from Kingston University and a Masters of Laws from University College London



A STAFF PERSPECTIVE

We give young people a hand up not a hand out, empowering them towards those futures they so rightly deserve.

"Never look down on anybody unless you're helping them up"

In April 2015 seven new trainees attended the first stage of Leaders Training and have certainly done themselves proud with conducting their first sessions at the weekend workshops.

We have also had several of our young people involved in the Wellington Shire Youth Council in many projects including Youth Parliament and volunteering at many community events.

There has been expo's, information days and fundraising events and five programs held at Rawson Village,

None of this of course is possible without the

continued support of our Volunteers, Leaders and Support People as well as all the Knitters for our love wraps and those agencies that refer and of course those that donate funding to make it all possible.

Some quotes from our young people returning from a program sum it all up really

"On camp I learnt there are other people like me and I belong somewhere"

"I got motivation, happiness and realisation of what I've already achieved"

"What I got out of Youth Insearch is that I have a higher self-esteem, I even helped and gave advice to another person and they said they liked it which made me feel good because I got to help someone"

Sharon Schofield – Victorian State Coordinator

THANK YOU TO OUR SUPPORTERS

Thyne Reid Foundation	Australian Government	Lions International
Rotary Interantional	RogenSi	Winten Property Group
Allan Kuczinski	Benita Collings	World Games
Heliflite	James Wilkinson	Charlie Lynn
Greg Meyer	Roth Charitable Foundation	Optus Community Grants
Lewis, Robert	Smith Charitable Fund	Tenix Foundation
Matana Foundation Pty Ltd	Rockey, Peter R	The Rodney & Judith O'Neil Foundation
Alfred Felton Bequest Trust	Woolley Charitable Trust	NRMA Ltd
The Marian & E.H. Flack Trust	ANZ Staff Foundation	Pierce Armstrong Foundation Pty Ltd
Besen Family Foundation	Diasorin Australia Pty Ltd	Clift, H D
Kel & Rosie Day Foundation	West Leagues Club	Katoomba RSL All Services Club
Wylie, Robert John	AMP Foundation	Lions Club of Sussex Inlet
Hunter Hall International	Rotary Club of Pennant Hills	Middletop, Robert
Gadens Lawyers	Coventry, Mrs MA	Rotary Club of Ku-ring-gai
Williams, Ross & Kathleen	Cox, Carol	Rich, Mrs Gail

Apex Club of Chinchilla Inc.	Cullen, Francis	Soukup, Jennifer & George
Ashgrove/The Gap Lions Club In	Drouin Anglicare Church	Stockland Retail Community Grants
Clemesha, Robert C	Forde, Marty and Judy	Vandervaere, Rene E
Tabak, Rosemary & Michael	Hallaran, Roger	Titley, Peter
Queensland Blue Light Disco Assoc	Douglas, Kylie	Thorn, Margaret
Rotary Club of Bundaberg Sunrise	Eldershaw, John M	Kuczynski, Alan
QLD Gympie Movie Night	Gill, Mrs Hung-Ying Foong	Borundia, Manohar
Walker, KM	Lions Club of Pine Rivers	Roberts, Patricia
Lions Club of Burleigh Heads, Inc.	Lysaght, Tim Royse	Rotary Club of Penrith Valley
Rotary Club of Gunnedah	Mackay, Donald	Phillips, Allison
Anonymous Donor	Penney, Doreen	Journey with Spirit Inc.
Lakeside Rockers	Quarisa, Iva	Smith, Gordon
Myers, Luke	St John, Jeremy	Baker, Kenneth
Forrester, Betsy and Keith	Davidson, Mr Ralph	James, Felicity
Johnson, Veronica G	Hardham, Adrienne	Mansfield, Jeff
Walker, R & K	Lioness Club of Buderim	McLachlan, C S
Miller, Richard	Lions Club of Moree	Warden, Mrs S A
Nightingale, Paul	Hollingworth, J & K	Wilson, Brenda
Zulman, Jeffrey	MacDermid, John	Wilson, Greg

Chandler, Mal
Emmett, Anthony
Fatkin, Mrs Jean
Harris, Wayne and Marja
Dunlop, Ian
Murray, James
O'Brien, Paul
Rogg, Walter
MacCallum, Donna
McRae, Bruce & Lynn
Murphy, Pamela
Nelson, Margaret
Proctor, Andrew
Paul, Warren
Dixon, Nancy S
Smith, Val
Coney, Margaret J
Cannell, J & K
Gammo, Andrew
Kay, Mr Jimi E
Allen, Jodie
Band, Jean Vivianne
Barrie, Mrs E M

Mierisch, Bob & Judy
Planner, John & Dorothy
Smith, Lindsey
Bear, John
Adamson, Neil
Agresta, Sandra
Beer, Mrs Elizabeth
Collings, Benita
Crawford, Paul
Dally, Ann
Dixon, David
Dixon, Nancy
Dunstan, Robyn
Wilkinson, Mrs E.M.
Goodey, Brian
Kelly, C A
Liew, Iamm
Madeley, Barbara
Mitchell, MS MR
Parry, Mrs Winifred
Reynolds, Mr J R
Rollinson, Bernice
Edwards, Helen

Hall, Joan Campbell
Large, Susan
Fung, Chi Lam
Gibbs, E E
Griffiths, Ms LM
Hammond, LF
Holden, Robin
Jones, Mr. George
Kinsella, Doreen
Kok, Daphne
Seddon, Faye
Sonter, Valmai
Whiting, Maxine
Wilson, W G
White, Pauline & Richard
White, Phil
Wood, Monica
Slattery, Carol
Smart, Robyn F
Brealey, Ms J
Christensen, Sandie
Vines, Dr. Peter
Webb, WG & DE

Bramham, Richard
Maynard, Ian
Sampson, Karen
Attar, Ruth
Castrission, Kathy
Ducker, Heath
White, Colette
Fricke, Max

Goddard, Barry & Janet
McKenzie, Moya
Becker, Melita
Bombora Pools PTY LTD
Curry, Ronald
Henretty, Alma J
Palmer, Janice

Reay, Miss Christine
Lawrence, George
Ali, Kim
Bludzius, Lois
Kors, Sally J
Stares, Samantha
Tombs, Amanda

