



leisure networks
annual report

2019



we are

COTTON:01





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the chairman's report

Twelve months ago, I was able to report that past investments in Leisure Networks' future were bearing fruit and that "we are not only achieving our goals, we are exceeding them." It is with great pleasure that I can confirm this trend to have continued. Against a budgeted operating profit of just over \$62,000, we returned an actual surplus of well over \$170,000, which is a truly remarkable achievement by any measure.

The ongoing development of the NDIS has continued to be the main growth opportunity for the organisation, with significant revenue streams flowing from Information, Linkages and Capacity Building projects, the development of an In-Home Support Service in Barwon and - most of all - our Financial Plan Management Services. Strong results in these areas have enabled continuing refinement of the services we are offering in Melbourne's north, but also seeded a new service in Werribee, and your Board remains optimistic that these Leisure Networks' hubs will be able to show the benefits in the year ahead from current levels of investment.

Success, however, has not been limited to our Disability Support Services, but has also been evident across our sport, health and recreation sectors. This conforms with the Association's Strategic Plan and, as I have remarked before, represents a skilled leveraging of Leisure Networks' business model, market knowledge and expertise. No other organisation offers such an integrated range of services and it is our diversity - and cross linkages - that makes Leisure Networks unique in the field.

None of this would be possible, however, without the energy, grit and professionalism of our wonderful complement of staff members, most ably led by our outstanding CEO, Libby, and her exceptional colleagues in the Executive Management Team. On behalf of the Board, but also of every person and organisation receiving Leisure Networks' support, I extend sincere thanks and congratulations for the hard work and commitment demonstrated by each one of them throughout the reporting period. Like an AFL Club that has successfully re-signed its star forward, the Board is delighted that it has just re-signed Libby for a further contract and we all are looking forward to a record goal haul in the year ahead!

It is without apology that I will say here again that Leisure Networks is lucky to have a great Board comprised of unpaid, community volunteers with an astonishing array of skills and experience. Each member plays a part, offering a rich vein of constructive, critical advice for management.

Always assiduous in their oversight and processing of data and information, Directors have been unstinting in their donations of time and expertise and are warmly thanked for everything that they do. In this regard, I particularly want to highlight the Chairs of the Board's Sub Committees and the Deputy Chair, Damian Poel, for the additional work that they take on.

Operating outside scheduled meetings, these Directors act as sounding boards and subject matter experts for the Executive Management Team and I know that they are highly valued in these roles. I also want to acknowledge our new Directors this year - Vanessa and Kate - who are already bringing fresh insights to our table. Thank you, one and all.

As is so often the case, an Annual General Meeting is when we come together to say goodbye to people who have played an extraordinary part in Leisure Networks' growth and development. This time we are farewelling Clive Fitts and Howard Randall and it is hard to know where to start in describing the huge contribution made by these giants of the Board. Clive invariably brings an eagle eye to the financial reports, constantly processing, testing and confirming each month's figures, demonstrating as he does so a practised leader's ability to go to the heart of an issue. Howard has been a stalwart without equal in the area of digital development, constantly exhorting Management and the Board to find opportunity and new efficiencies in the world of technology. He has moreover been the inaugural Chair of the Service Quality Committee, and has laid a critical set of foundations for future work in this area. Both have served the organisation for many years and deserve the warmest and most sincere accolades for everything they have done.

This is my final report as Chairman, and I would like to thank the entire Leisure Networks family for the support I have been given over the years. I was elected Chairman in November 2009, so it has been a long run - but more than that, it has been a great privilege. A few years ago, in my annual report, I wrote:

“ whatever the future holds, we will be driven by our values and a relentless determination to always work to the highest ethical and commercial standards ”

I think they are good words with which to sign off and I do so offering my certainty that these same sentiments will continue to be the cornerstone of everything that Leisure Networks does.

Bryan Woodford OAM, Chairman



the CEO's report

The last 12 months have been exciting and rewarding at Leisure Networks. At 30 June 2019 we had a workforce of 135 staff compared to 20 staff when I arrived in March 2013 and to 140 people on writing this report in the final months of 2019.

So, how and why is this growth occurring?

Well firstly, it is the very clear strategic direction of our Board that Leisure Networks increases its impact within the community. This means both expanding the services and programs we provide and expanding the areas in which we work. Our services include direct disability support, support coordination and financial plan management services as well as our funded programs and consultancies working with community sport, local governments and state sporting bodies.

Our newest office in Werribee, which opened in January 2019 is making a significant difference for this community, offering new programs and supports for people with NDIS funding. Our strong partnerships with Wyndham City Council had also enabled us to activate many of their new community spaces and infrastructure and helping connect more people with their community and promote inclusive programs. Our teams across the Geelong and North & East Melbourne suburbs are all offering more services and programs for NDIS customers and our sport and council partners come from every corner of metropolitan Melbourne and beyond.

Our state-wide service of Financial Plan Management is growing exponentially, enabling increased choice and control of NDIS funding for over 1000 customers.

So to the second question – how is this occurring?

The “how” is all about our people. I am fortunate to be CEO of an organisation which is deeply committed to enabling and celebrating a fantastic workplace culture. Our people at Leisure Networks bring their whole selves to their work. Our team know that their work matters and that each day they contribute to something so much bigger than their individual role. It's our collective efforts that are the real magic!

Motivated, engaged and passionate people are what creates our culture, along with a strong sense of shared purpose. Our people know they make a difference and our customers, stakeholders and partners see this when they engage with Leisure Networks people.

Continuing to grow our impact would not be possible without ongoing recruitment of new team members. Our main referral source for new team members comes from existing team members and our culture is the main reason that people apply for a role with Leisure Networks and why people stay.

Please enjoy our 2018/19 Annual Report and highlights of our year. None of this could be achieved without the support and guidance provided by our Board and the dedication, professionalism and commitment of every Leisure Networks team member.

In writing my 7th CEO Report I would like to sincerely thank Bryan Woodford OAM who retires as Chairman at our AGM. I will be forever grateful to Bryan for employing me as CEO in 2013 and for his unwavering support, his deep intellect and his humble approach to leadership. Thank you Bryan.

“ I am fortunate to be CEO of an organisation which is deeply committed to enabling and celebrating a fantastic workplace culture.”

Libby Mears, Chief Executive Officer



our board

Bryan Woodford OAM - *Chairman* Shannon Landers - *Director* Clive Fitts - *Director*
 Damian Poel - *Deputy Chair* Kate Russell - *Director* Howard Randall - *Director*
 Vanessa Schernickau - *Director* Adrian Hart - *Director* Simone Bellears - *Director*





recognising excellence

Hard to believe where the last 12 months have gone! Walking into the 2018 AGM, I was just happy to be nominated, let alone be the recipient of the Woodford Award.

Starting at Leisure Networks in the middle of 2017, I've been extremely fortunate to have many excellent leaders within the organisation around me that have always been willing to impart their knowledge and provide direction. As a person you're constantly evolving and being a member of Leisure Networks has certainly enabled me to sharpen my skill set.

Being able to create sport and active recreation opportunities for people with a disability has taken me on a fantastic journey. Sport has the ability to be a vehicle for change and opportunity. This has been

most evident with the creation of the Geelong Dragons All Abilities Footy Team. The comradery of the team and support of the community has been nothing short of sensational but I've enjoyed nothing more than seeing a player develop their skills off the field just as much as their on field abilities.

Growing up in a small country town in the Wimmera, there were plenty of leaders in my community creating opportunities for a group of enthusiastic individuals striving to be the best version of themselves. That's what I'm trying to emulate at Leisure Networks.

I'm excited to see what the future holds with the next crop of Leisure Networks leaders coming through.

Tim Downes, Woodford Award Recipient 2018

107

older adults

got active and participated in physical activity programs

all abilities sporting programs attracted over

187

participants

9

strategic plans

with sporting clubs delivered

118

participants

took part in the regions first football and netball carnival held in April at Kardinia Park and GMHBA stadium

13

courses delivered

and over **243** people trained in Responsible Serving of Alcohol

facilitating and delivering community

development projects for

7

all abilities sports program

were run throughout the year

12

local governments in Metro Melbourne

8

successful funding submissions

were lodged

gender equality

CHANGE OUR GAME

through our partnerships, we supported



487 women and girls to participate in local physical activity programs



networking opportunities for **309** people who attended our **women in sport breakfasts** held in Geelong and Melton



women's career sponsorship through association with the AFLW Geelong Cats and the City Of Greater Geelong Women in Community Life Award



Clubs, community groups, local councils and state sporting associations to develop **gender equity action plans**

Did you know in 1997, **44%** of state funded sporting bodies had **40%** female board members and in July 2019, **97%** of sporting bodies have **40%** female board members!



Leisure Networks

growth



79,000 people have transitioned to **NDIS** in Victoria of whom **1683** have chosen to be supported by **Leisure Networks**. That's a **59%** increase on last year equating to a market share of **2.2%** state-wide!

we provided

21,222

hours of Support Coordination

38,123

hours of Social/Skill Building Groups

56,491

hours of Individual Support provided

6,760

hours of In-Home Support (Russell Street)

789

financial plan management customers

350

holiday experiences





we are engaged!

I would recommend Leisure Networks as a great place to work
96% of us agree



we are aligned!

I know how my work contributes to the goals of Leisure Networks
96% of us agree



we are confident!

I know what I need to do to be successful in my role
93% of us agree



we are enabled!

I have access to the things I need to do my job well
84% of us agree



strong leadership!

My Team Leader/Manager is a great role model for employees
86% of us agree



development opportunities!

Leisure Networks is a great company for me to make a contribution to my development
83% of us agree



we feel socially connected!

Leisure Networks really allows us to make a positive difference
95% of us agree



our team!

our team grew over the year from 98 to 135

#culturefirst

Leisure Networks has had another successful year when it comes to its “People and Culture”. We have worked with relentless passion to be #culturefirst and an employer of choice. This has allowed us to continue to attract and retain passionate, high performing staff who align with Leisure Networks’ values – relevant, creative and trusted – a rapid scale.

We have continued to focus on people data and insights to drive performance, leadership and employee experience via the Culture Amp platform. We have invested in our people leaders with Managers and Team Leaders participating in the Leisure Networks’ Leadership, Learning and Development Program, facilitated by Matt Connell from Workplace Conflict Resolution. We have introduced the Leisure Networks Competency Model, which details the competencies that are deemed most critical for the future success of Leisure Networks. The Leisure Networks Competency Model has infused day to day staff behaviour with strategic relevance.

Leisure Networks People & Culture function has been given the resources, opportunities and platform required for strategic impact and it has resulted in positive feedback from our staff.

Our team is more engaged in their work at Leisure Networks than ever before. This has seen an improvement in business performance, as well as people’s lives – both our staff and our customers. We have created a workplace that supports our staff to cultivate their purpose (their “why”), and to build supportive interpersonal relationships all in the service of making an impact – “to connect people with their community”.

Pip Jankowski, Head of People and Culture

Thankyou for allowing me to become a part of your families journey towards the best life for your daughter.

For sharing her experiences and the positive impact new networks bring. It is a joy to feel like a presence not a voice

Thank you for your genuine courage and incredible faith in making the most of every day and every opportunity

Thankyou for coming into our office and sharing your story. From that day I have never looked at an invoice the same way.

Thank you for giving me a new and deeper perspective on life and its simplicity.

Thankyou for making me laugh without words and for brightening up my day.

At our training day in February, we asked our staff to write a note to someone who has made a difference in their role at Leisure Networks,

these are their words...

Thank-you for
trusting me
with supporting
your child

Thank you for trusting me
to be a part of your lives.
Your generosity and
kindness reminds me
of why I am passionate
about empowerment

I wanted to thank you
for sharing your time
with me, I think you
are absolutely amazing!
Thankyou for trusting
me to support you, I
have such a great time
when we are together!

THANK YOU FOR OPENING UP TO
ME ABOUT YOUR FEELINGS.

IT IS IMPORTANT TO HAVE SOMEONE
TO TALK TO AND I WILL ALWAYS
TRY MY VERY BEST TO HAVE AN
OPEN EAR FOR YOU AND YOUR
FAMILY WHEN YOU NEED IT

Thank you for being
friendly, respectful
and understanding
over the course
of this plan.

Thank you for sharing
your situation with
me so that I could
understand the impact
the providers were
having in your world.
With this I feel I can
assist you with your
FPM service.



the PROOF is in the PEOPLE

Over the past six years a tangible change has taken place in the Barwon region, one of the first launch sites of the National Disability Insurance Scheme (NDIS), said Libby Mears, CEO of Geelong-based Leisure Networks.

“When I was appointed CEO of disability service provider Leisure Networks three months prior to the NDIS trial in 2013, I had no idea it would have such a positive impact on the lives of so many people.

“The scheme has been life-changing: people with disability are far more connected and visible within their community, with greater opportunities for working, recreation and developing new skills and friendships.”

The NDIS has been described as Australia’s most significant social reform since Medicare was introduced in 1975.

One of the basic tenets of the NDIS is choice and control, whereby government funding no longer goes directly to disability service providers but instead to NDIS participants, giving them decision-making power about their care and support.

Leisure Networks has provided services for people with disability for more than 30 years, and has developed a strong reputation for its skilled, engaged staff and array of services, from in-home care to recreational programs. They now offer a range of supports and services Victoria-wide.

The organisation provides opportunities for people to connect with their community in a variety of ways including participation in sport and recreation, skill-building, and an array of social and leisure activities.

Innovative social programs range from all-abilities football and soccer, holidays and weekends away and path to employment programs to Living Well, which includes anything from cooking lessons and acting classes to swimming and bushwalking.

“Leisure Networks are experts in providing NDIS support so that people with a disability can do all the things in life that are important to them, and experienced staff are carefully matched with the person they support,” said Mears.

“Everyone should have the opportunity to live a life doing things that are important to them, and the NDIS provides the mechanism for people with disability to be able to do that. For many, this was simply not possible prior to the introduction of the NDIS.”

“Six years on, there are so many positive and powerful stories of remarkable lifestyle changes; some have a longed-for job, a group of friends, the opportunity to go on holidays. Things we all take for granted are now accessible to people with disability.”

Leisure Networks also offers clients and their families expertise in support coordination, which helps participants put their NDIS plan into action, including linking with local supports and services, as well as financial plan management to assist clients obtain the best outcome from their NDIS plan.

“The NDIS is all about individual choice, and we have opened our eyes and ears to what is important to people, built service models around that, and continue to be flexible in developing service provision based around choice,” said Mears.

“The NDIS is our one shot to change our country; for the first time people with disability have the same rights as everyone else, and this is so important.

“The Barwon region has been at the forefront of this incredibly important reform, and the transformation of so many lives is evident. People are becoming more aware of what inclusion looks like. Imagine what the entire country could look like in another six-years’ time.”

Sandy Guy - Journalist



awesome customer experience

Understand needs, customer centric services, brand building, leadership in quality

- Building on our customer promise, 6 Pillars of Customer Success Framework has been drafted
- Customer listening rooms designed and are in trial mode
- Customer and Board conversation conducted
- Building strong brand recognition through updating new font and new logo to reflect LN brand energy
- Continuing a strong presence and engagement rates on social media channels
- Sponsorship opportunities building brand awareness – Geelong Dragons FIDA Football Team, and a focus on career sponsorship through association with the AFLW Geelong Cats and the City Of Greater Geelong Women in Community Life – Building Gender Equity award



being our best

Lead #culturefirst, proactive staff engagement, professional development and empowered staff

- Competency Model developed and shared with all staff at team day with continued roll out to new recruits at LN orientation
- Competencies embedded in job descriptions, interview guides, performance discussions and individual feedback
- Pulse Survey completed in July, sharing results to teams across September 84% engagement score – highest to date (4 years)
- Continue with development programs for all people leaders – 3x Sessions completed (Prevention of Bullying, Harassment and Discrimination in the Workplace, Creating a Positive Workplace Culture and Performance Management)



here to stay

Expand NDIS and Sport, Recreation and Health, adopt commercial principles, strategic governance planning

- A New office was opened in February along with a family fun day held to celebrate the opening in Wyndham
- Continued organic growth of Financial Plan Management customers
- Successful development and implementation of Wyndham TotALLY Active project
- Successful application of Mini Movers project (physical literacy program for kindergarten kids)
- Successful application Power to Pedal project (bike riding for kids with autism)
- Successful application and implementation of Wyndham active aging project



out in front

New technologies and programs, leadership in industry representation, strong stakeholder relationships

- Customer Satisfaction Survey completed in Feb and July by 50 LN customers, randomly sampled across all programs in the Melbourne and Barwon services. *"Leisure Networks helps me to stay connected to my family, friends and community"* – 90% either **Completely Agree or agree**
- New customer engagement team structure was established
- IT review was completed and employment of business systems analyst to review all systems
- Continued testing of new ideas and pilot programs – School leavers employment supports (SLES) program service model revised to offer a group training model in addition to the 1:1



our transform 2020 highlights



nurturing friendships

Both Rosie English and Cassie Tanis, begun using Leisure Networks services upon sharing similar goals of wanting to improve their social skills, make new friends, increase their confidence and improve their health and wellbeing. Our recreation and leisure programs encourage friendships, offer fun and new experiences and increase capacity in a person's everyday life.

Wanting to take steps to reach their goals both Rosie and Cassie attended the interstate trip to Cairns, a trip designed to help meet new people and build relationship skills, and from there a very special friendship blossomed!

Upon their return from Cairns they connected through facebook and begun organising social catch ups outside of Leisure Networks' activities and soon found how much they had in common and how much they enjoyed each others company, not to mention their social calendars being jam packed with fun events to attend together.

“ our trip to Cairns helped bring our shyness out and helped us to talk to more people ”

– Cassie

Whilst the girls live an hour apart, through the support of their families, this has not stopped them from spending time together.

Friends play important roles in our lives. They can make us laugh, lift our spirits, and give us information or advice. The girls both say that what they love about their friendship is the number of things they have in common and the ease and confidence that they both feel when talking to each other, being able to be open and honest and talk about anything they want to... even boys!

“Cassie is so down to earth, she is really nice and lots of fun ”

– Rosie

They talk on the phone most weeks, support each other through life's ups and downs, but most of all they love just laughing and having fun together.

Looking ahead to 2020, and using the skills and confidence they have gained through their supported social activities with Leisure Networks, the next goal for the girls is to do a road trip down the Surf Coast when Rosie gets her licence so they can enjoy their first fully independent holiday.

Good friendships can positively impact a person's health and well-being, enhance their quality of life, and provide greater community connections all of which both Rosie and Cassie have experienced over the last 12 months as a result of their very special friendship.

Thanks to the girls for sharing their story with us and we look forward to the many selfies ahead!



being valued

and making a contribution

School Leavers Employment Supports (SLES) was first introduced to Leisure Networks in 2017, where we started with two customers. Fast-forward to 2019, we now have 15 customers, who amongst them use Leisure Networks for over 130 hours of support each week. Leisure Networks prides itself on providing customers with a personalised approach to the support, taking the time to create an individualised program that takes into account the job skills that each customer feels they need to build on, the customers likes and interests, as well as the days and times that suit the customer to implement their SLES program.

Leisure Networks have highly skilled and outcome driven support workers that work hard to get the best out of the customers and provide a positive experience.

Each customer is matched with a support worker who best suits their needs and skill set. Getting the right support workers for the customer is the key to a successful SLES program. Leisure Networks ensures all support workers are supported and provided with the tools needed to do their job to their best ability.

Leisure Networks combines both mainstream work experience and 1:1 job skills sessions to get the most out of the customers' SLES funding. Work experience is tailored to the customer, taking into account close proximity to the customer's home and their job interests. Customers are provided with several different work experience opportunities to allow for exposure to different jobs, environments and people. The 1:1 job skills sessions focus on job skills that the customer has



identified as needing to develop and build on. These skills cover a range of topics such as travel training, resume writing, communication skills and money handling.

Our customers are placed in a wide variety of work experience positions, ranging from supermarkets, City of Greater Geelong, nurseries, Bunnings, Big W, schools and pet shops, just to name a few. Each of these placements have taken into account the customers' needs and interests, to create a positive learning experience. The feedback we receive from employees is extremely positive, and relationships continue to grow between employees and Leisure Networks.

It is hoped through work experience our SLES customers will be able to learn and develop new skills to the point where they may be employed by the work experience provider. This has been the case with Brent Smith. Brent has been doing work experience at the Geelong Golf Course, and has developed his skills to such an impressive level, that they have offered him 3hrs of work per week on the full award wage. This is a great outcome for Brent and shows the importance of finding the right work experience position for our SLES customers.

This year saw the development of the new job skill building group, Path to Employment. This provides the

teachings of job skills in a small group setting, where a different job skill is the focus for each week. The group is based at the Armstrong Creek Community Hub, and is open to all Leisure Networks customers with an employment goal. The program runs for a term, however, each term differs slightly to allow for customer continuation should they wish to return.

Through their SLES programs at Leisure Networks, our customers have improved their skills beyond expectations. We have customers who have increased their confidence and social skills, where they now call Leisure Networks independently, send emails from their own email account for the first time in their life, and confidently interact with their work colleagues at their work experience placements.

Customers who had previously no engagement outside of the family home and were isolated, are now participating in community job skills building activities, work experience and increasing their confidence to trust people and try new things that they previously did not have the knowledge of and access to. Our support workers provide such an important role in being positive role models and gently guiding SLES customers to succeed in their employment aspirations.





Geelong Dragons Footy and much more...

The power and positive impacts of playing team sports are endless, and the benefits reach wider than what is visible to the eye. The opportunity to experience the magnitude of benefits that sport and being part of a team have to offer have not always been easily accessible to people with a disability. In partnership with some key organisations and individuals, Leisure Networks has played a vital role in creating programs that not only provide people with a disability the opportunity to play the game but to also develop powerful off field experiences too. Just one example being the Geelong Dragons.

The Geelong Dragons was established in 2018 with a total of 39 participants with one team playing in the Western Country Conference of the Football Integration Development Association (FIDA) League. In 2019, the Geelong Dragons playing group increased to 67 and a second team was added to play within the Division 2 of the Metro Conference FIDA Competition. The increase of player numbers is a testament to not just the need for the program but also the quality of delivery of the program. The growth of the Geelong Dragons and the impact on the Geelong community and surroundings will only continue to increase going into 2020.

a place to belong



Matt Dawson – Coach, Geelong Dragons Western Country Conference Team

“Being a coach, mentor and role model within the Bell Park “Geelong Dragons” Football Club is an incredibly humbling and grounding experience. At the “Geelong Dragons” we promote community, friendship and skill development and teach all of our players what it takes to build and create a culture that is inclusive for all.

As a primary school teacher within the special education community I have seen first-hand the impact the FIDA program has had on many of our students and the future impact it will have on younger kids and their families. I often have students come to me at school telling me they can’t wait to play on the weekend and asking me where they are lining up on Sunday which speaks volumes about the impact the Geelong Dragons and Australian Rules Football has on the players.

I would encourage anyone with or without a disability to come down, get involved and experience something incredible”.

A Host Club Perspective

Glenn Brown, Bell Park Football and Netball Club

“In response to a request from AFL Barwon, The Bell Park Sport and Recreation Club offered to partner with Leisure Networks and host an All Abilities football team for the 2018 season.

Adopting an All Abilities component to the club has been an exciting and richly rewarding initiative. There is a fresh vibrancy emanating from having new members playing football for the pure enjoyment of sport and embracing the concept of belonging to a team in a supportive club environment.

The core benefit for our club however, is the knowledge that we are helping to give over sixty previously disadvantaged footballers the opportunity to play the sport they love and feel valued as team and club members”.

The outstanding success experienced in growth of numbers, individual accolades, a grand final appearance and a local carnival win in just two years, evidences the effectiveness of the organisation. Without doubt, the most significant achievement of this project, is easily identified in the increasing levels of self-confidence, physical skills and independence of the very eager participants.

Although wary of stretching already limited financial and social capital, the club was happy to provide training facilities, a home ground and a generous share of equipment.

Constant active support took the form of undertaking roles at training/match days, ensuring access to a safe playing surface and clean rooms, the availability of a trainer, extended canteen hours and a willingness to be flexible with scheduling.

Club members also provided regular barbecues for players and supporters, and were proactive in seeking out sponsorship and grant opportunities.

The club input was manageable because of the enormous organisational workload undertaken by Tim Downes and Tegan Curwood. Their role ensured that communication and expectations were always clear and that there was ready access to whatever support, reassurance and encouragement was needed.

The association with ‘The Geelong Dragon’ brand has lifted the club profile through regular exposure in the Geelong Advertiser and the ‘Be Dragons’ documentary, screened nationwide is a six-part Foxtel series. Bell Park’s hard-earned reputation for social justice activity over a sixty year history, has been strongly enhanced through the Leisure Networks partnership.





our work can't happen without **great partners...**

afl barwon | australian drug foundation | barwon child youth and family | barwon health

bellarine community health | colac otway shire | deakin cats community centre

department of health and human services | department of justice | disability sport and recreation

diversitat | everyday independence | G21 health & wellbeing pillar | g21 regional alliance

G21 sport & recreation pillar | geelong connected communities | geelong football club

geelong football umpires association | give where you live | golden plains shire | city of greater geelong

banyule council harmony centre | harwood andrews | iramoo community centre | james atkins

kardinia park stadium trust | manor lakes community centre | melton city council

national disability insurance agency | national disability services | office of women in sport

borough of queenscliffe | regional development victoria | regional sport victoria | st mary's sporting club

sport australia | sport and recreation victoria | surfcoast shire | valid | vichealth | vicsport

women's health and wellbeing barwon south west | wyndham city council

whitehorse community resource centre