

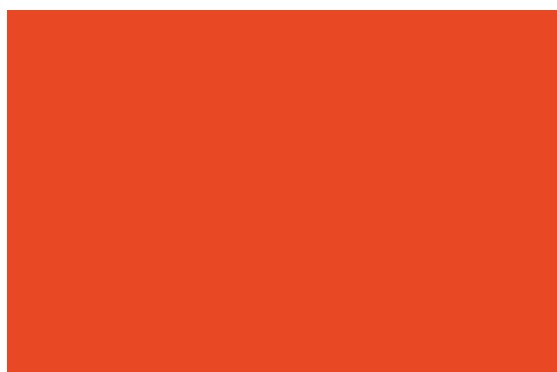


Company Overview

2016



INTRODUCTION



Introducing @leisure

@leisure is one of Australia's largest and leading **sport, leisure and open space** consultancies. We have been providing services to government, sports and the parks and land development industry for over 20 years.

We specialise in planning and designing public spaces and facilities to support active lifestyles and enhance leisure experiences.

We employ professionals from a range of disciplines including recreation, strategic and environmental planning, sports and project management, marketing, business, and landscape design. With its multidisciplinary team @leisure delivers a range of project types, including:

- Strategic plans for infrastructure and sport and recreation organisations
- Facility plans
- Feasibility studies and business cases
- Master plans and design projects
- Demand analyses
- Participation projections and market modelling
- Comprehensive stakeholder and community engagement programs

We are known for our consultative style, the ability to work co-operatively, rigorous methods and extensive research skills. Our community, staff and stakeholder engagement process is tailored to each individual project to ensure financial, social and environmental objectives are met.

We offer our clients the full range of skills needed to undertake projects efficiently, while providing the depth of knowledge necessary to ensure outcomes are practical to implement. By addressing the specific needs of key stakeholders and a wide range of user groups, we ensure that projects succeed on the ground.



SPECIALISTS IN

RECREATION PLANNING AND PARTICIPATION

- Participation and activation strategies
- Community surveys and market research
- Access and inclusion
- Recreation strategies and needs assessments
- Community infrastructure planning
- Community and stakeholder engagement plans

SPORT

- Feasibility studies and business cases
- Indoor and outdoor sport facility planning and design
- Strategic and business plans for sports organisations
- Demand projections and modelling
- Master plans and management plans
- Grounds management reviews
- Strategic Plans

SKATE / BMX / MTB

- Skate / BMX / scooter / MTB strategic plans
- Youth facility strategies
- Facility audits, risk assessments, retrofits
- Management plans
- Design concepts

OPEN SPACE

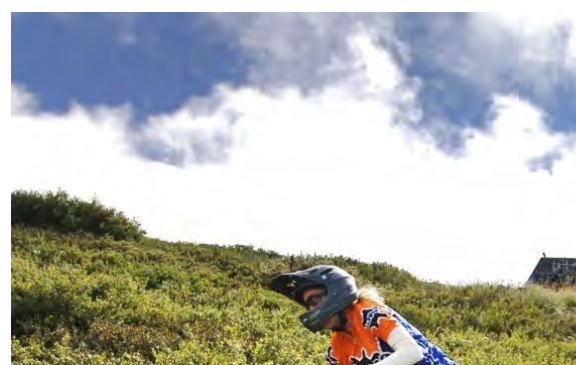
- Open space strategies
- Open space planning for new residential development and structure plans
- Peer reviews and expert witness statements
- Animal management plans and dog park designs
- GIS mapping and catchment analysis
- Master plans and designs
- Water based recreation plans

AQUATICS

- Aquatic feasibility and business cases
- Aquatic strategies and development plans
- Design input
- Business plans and management reviews
- Demand assessments and stakeholder engagement

TRAILS / CYCLING / WALKING

- Off-road trail strategies
- Off-road trail and path route-way planning
- Cycling, walking and equestrian strategies
- Off-road trails and path design



TRACK RECORD

"It's an excellent plan and I am very pleased with the result."

Janet Webb Road Safety / Active Transport Officer,
Melton City Council (Traffic School Business Plan)

"We are extremely happy with the Curtain Square report."

Mark Dornau Manager Environment & Recreation
Services, City of Yarra (Curtain Square: Review of Dog
Off-Leash Enclosure)

*"The Study was very well received...the RNS was adopted
unanimously by Council, and the Councillors were all very
pleased."*

Megan White Landscape Planner / Project Coordinator,
North Sydney Council (Recreation Needs Study)

*"The plan will greatly assist council officers and the
Showground user groups as a framework for its future
development."*

Wendy Daly Community and Recreation Officer, Rural
City of Wangaratta (Showgrounds Strategic Business
and Management Plan)

*"I think given the work that we've undertaken this year
partnering with health services on working in the
primary prevention of violence against women and our
intention to work more closely with female participation
in AFL, this document will provide sound evidence and
many examples of best practice to work more conscien-
tiously in this space."*

Jacinda Erich Recreation Inclusion Officer, Yarra Ranges
Shire Council (A Gender Lens for Leisure)

*"Overall, the response from the group was that it was a
great plan. Thank you for your efforts on what was a
very difficult topic and situation. It really hit the main
point proposed in the brief...thank you!"*

Marcus Forster Acting Manager Community and
Recreation, Rural City of Wangaratta (Showgrounds
Strategic Business and Management Plan)

*"Well done Sally. We wouldn't be taken seriously without
your advice and hard work. Sally has done a wonderful
job. It's a very detailed rationale for why we need a
stadium and demonstrates that we are serious. I have
sent it to the Director Community Programs. He was very
impressed."*

Phillip Stott, Committee Member, Collingwood
Basketball Association (Collingwood College Sports
Centre Business Case)

"An excellent document!"

Luke O'Brien CBA Stadium Management Committee,
Collingwood Basketball Stadium Business Case CBA

*"I was impressed with how inclusive it is... it looks great.
We do appreciate that you have put a lot of time into the
strategy, and more than originally anticipated, thanks for
that."*

Anthony Nelson, Strategic Projects Planner, East
Gippsland Shire (Trails Strategy)

*"I believe it is a quality document and closely aligns to Sport
and Recreations Project Brief. I feel the design work
undertaken for Greaves Reserve/ Showgrounds area is
really good. This documentation as well as the design
layout going forward will provide the necessary justification
and background for any proposed Regional Soccer facility
within the Greaves / Dandenong showgrounds precinct.
You put a very well argued case for the development and
you certainly were able to change my mind about the
preferred site."*

John Weeks, Former Team Leader Community Sport and
Recreation, City of Greater Dandenong (Soccer Hub
Feasibility, Concept & Business Plan)

*"@leisure was engaged by the City of Canada Bay to
prepare a Recreation Facilities Strategy. The purpose of the
Strategy was to determine the type of recreation facilities
that would be needed to meet future population demands.
The strategy was especially important to inform the
preparation of a new development contributions plan.
The team at @leisure have an excellent knowledge of the
recreation and leisure industries and provided strong
analysis and evidence to support their recommendations.
The staff from @leisure were a pleasure to work with, at all
times professional and worked cooperatively with council
staff to prepare the Strategy in a timely and efficient
manner. Council is very happy with the quality of the work
undertaken and would welcome the opportunity to work
with the @leisure team again in the future."*

Paul Dewar, Senior Strategic Planner, City of Canada Bay
(Recreation Facilities Strategy)

"Everything you provided was excellent!"

Steve McGrath, Open Space Planner, City of Whitehorse
(Boronia Rd Sports Concept Plan)

"As a whole it is fantastic and is exactly what we are after."
Nick Allen, Recreation & Leisure Coordinator, Shire of
Wyndham / East Kimberley (WA) (Kununurra Aquatic and
Recreation Centre – Business Plan and Design Concept)

*"Can I congratulate you on the study to date, you have done
a great job particularly on the consultation side given the
large number of stakeholders identified for this facility. It
has been great working with you and the team and
Baulkham Hills have done well to have you do their study."*
Alan Boyd, Senior Asset Engineer, Hornsby Shire Council
(Wisemans Ferry Boat Ramp Redesign)

*"@leisure's Regional Soccer Hub Feasibility Study and
Business Plan presentation went very well"*

Mark Doubleday, Director Community Services, City of
Greater Dandenong (Soccer Hub Feasibility, Concept &
Business Plan)

*"[@leisure's] response was timely and professional; there
was nothing more that I could've asked. The implementa-
tion plan was thorough, will withstand anything and was a
successful outcome"*

Fiona Morrison, Acting Manager Open Space, City of Ryde
Council (Ryde Sportsgrounds Best Value Review)

RECENT PROJECT EXPERIENCE

Sports Feasibility and Business Cases

Pembroke Park Business Case and Feasibility - **Sorell Council**

Memorial Pool Business Case and Cost Benefit Analysis -
Circular Head Council

Non-Council Sports Club Research Project -
Sport and Recreation Victoria

Regional Table Tennis Feasibility Study -
City of Greater Dandenong

Traffic School Business Plan – **City of Melton**

Norm Minns Oval Business Plan – **Rural City of Wangaratta**

Indoor Stadium Feasibility Study - **City of Stonnington**

Tatterson Park Soccer / Futsal Facility Business Case and

Economic Analysis - **City of Greater Dandenong**

Civic Reserve Recreation Centre - Business Plan - **Mornington Peninsula Shire**

Collingwood College Basketball Centre Business Case -
Collingwood Basketball Association

Gippsland Regional Sporting Complex Feasibility and Master -
Plan Stage 2 - **Wellington Shire Council**

Regional Sports Centre Feasibility, Concept and Business Plan
(indoor and outdoor) Stage 2 - **Tweed Shire Council**

Regional Soccer Hub Feasibility, Concept and Business Plan
(indoor and outdoor) - **City of Greater Dandenong**

Regional Indoor Hockey Facility Feasibility - **City of Banyule**

Municipal Cycle Sports Facility Feasibility - **City of Moreland**

Kununurra Leisure, Aquatic and Sport Facility Business Case -
Shire of Wyndham East Kimberley

Multi-sport Synthetic Field Feasibility Study -
Glenelg Shire Council

Alexandra Community Leisure Centre Redevelopment
Feasibility Study - **Murrindindi Shire Council**

Synthetic Hockey Facility Feasibility - **Gannawarra Shire Council**

Nyora Community Facility Feasibility and Scoping Study -
Nyora Recreation Reserve CoM

Preston City Oval Sport Facility Feasibility - **City of Darebin**

Yea Swimming Pool Redevelopment Feasibility -
Murrindindi Shire Council

Regional Aquatic and Netball Feasibility and Master Plan -
Yarra Ranges Shire

Premier Soccer Stadium Feasibility - **City of Darebin**

Synthetic Hockey Facility Feasibility -
Southern Grampians Shire Council and Glenelg Regional Hockey Association

Synthetic Hockey and Soccer Field Feasibility -
North Sydney Council

Indoor Sports and Aquatic Centre Feasibility -
Narrabri Shire Council

Launceston Regional Tennis Facility Feasibility -
Tennis Tasmania and City of Launceston

AAK Gymnastics Feasibility and Business Plan -
Varsity Gymnastics

Alexandra Showgrounds Multi Purpose Centre Feasibility -
Murrindindi Shire Council

Gymnastics Development Plan / Feasibility -
City of Warrnambool

Gymnastics Feasibility Study - **City of Whitehorse**



RECENT PROJECT EXPERIENCE

Sports Master / Concept Plans

Port Macquarie Outdoor Recreation Facilities Review –
Charles Sturt University

Bennettswood North Reserve Master Plan – Detailed
Pavilion Location - **City of Whitehorse**

Frederick Street Reserve Master Plan -
Waratah Wynyard Council

Stanley Showground Sports Master Plan -
Circular Head Council

Wynyard Sporting Precinct Master Plan -
Waratah Wynyard Council

Smithton Sporting Complex Master Plan -
Circular Head Council

The McGregor Playing Fields Master Plan –
Town of Port Hedland

South Hedland Sporting Complex Master Plan -
Town of Port Hedland

Eastern Edge Sports Reserve Master Plans -
Town Of Port Hedland

Western Edge Sports Reserve Master Plan -
Town of Port Hedland

Albert Park Master Plan - **Parks Victoria**

Port Hedland Community Planning (Open Space and
Infrastructure) Master Plan - **Town of Port Hedland**

Master Plan - Sporting Advice - **Malvern Primary**

Ardeer Green Activity Hub Master Plan - **City of Brimbank**

Regional Sport Precinct Development Plan -
District Council of Mount Barker

Showgrounds Master Plan -
District Council of Mount Barker

Showgrounds Strategic Plan - **Rural City of Wangaratta**

Toorak Park Precinct Plan - **City of Stonnington**

Newman Recreation Master Plan - **Shire of East Pilbara**

Boronia Road Sports Facilities Concept Plan -
City of Whitehorse

Bairnsdale Sport and Recreation Precinct Master Plan -
East Gippsland Shire Council

Debneys Park Master Plan - **City of Moonee Valley**

CB Smith Reserve Synthetic Soccer Facility - Site Evaluation -
City of Moreland

King George V Precinct Master Plan Update -
Glenorchy City Council

Shepparton Sports Precinct Design Concept -
City of Greater Shepparton

Bulgarra Public Open Space Master Plan - **Shire of Roebourne**

Coburg City Oval Reconfiguration Options - **City of Moreland**

Torquay North Civic Community Precinct Master Plan -
Surf Coast Shire

Bass Recreation Reserve Master Plan -
Bass Coast Shire Council

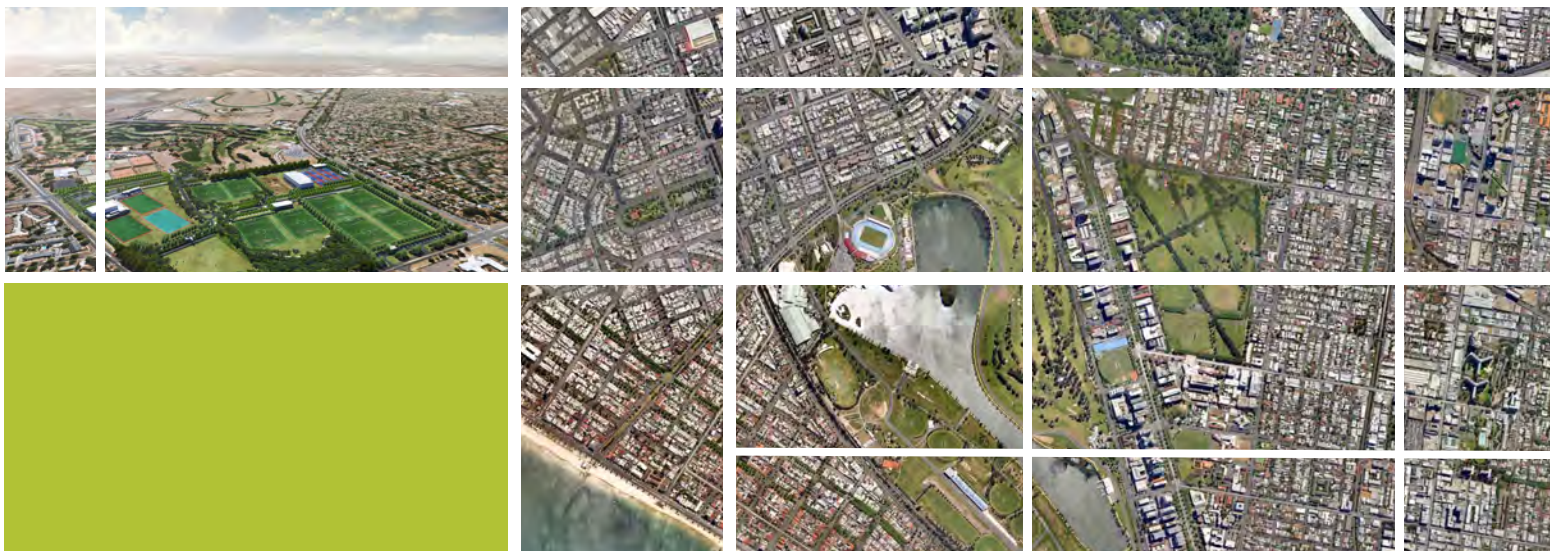
Soccer and Croquet Field Site Selection and Concept Plan -
East Gippsland Shire Council

Hillview Reserve Dromana BMX and Mountain Bike Park -
Mornington Peninsula Shire Council

Bennettswood North Reserve Concept Plan and Management
Plan - **City of Whitehorse**

Hazelwood North Sports Facility Due Diligence -
Latrobe City Council

Woolamai Racecourse Recreation Reserve Master Plan -
Bass Coast Shire Council



RECENT PROJECT EXPERIENCE

Recreation Strategies

Open Space, Sport and Recreation Plan 2016-2026 -
Waratah-Wynyard and Circular Head Councils

Recreation Needs Study - **North Sydney Council**

A Gender Lens For Leisure - **Knox City Council**

Open Space Recreational Needs Assessment - **Mosman Council**

Healthy Communities Plan 2014-23 - **Glenorchy City Council**

Recreation Facilities Strategy - **City of Canada Bay**

Recreation Strategy - **Bayside City Council**

Sport, Recreation and Activity Strategy - **City of Rockingham**

Active Women and Girls Strategy - **City of Moreland**

Recreation Plan - **Bass Coast Shire Council**

Recreation Plan - **Glenorchy City Council (TAS)**

Recreation Study Impact Assessment - **Melbourne Racing Club**

Recreation Asset Management Plan - **Gannawarra Shire Council**

Recreation Strategy Plan - **South Gippsland Shire Council**

Municipal Recreation Plan - **Indigo Shire Council**

Leisure Needs in M2030 Activity Centres - **City of Kingston**

Recreation Plan - **City of Newcastle**

Melbourne Recreation and Leisure (Active Melbourne) Strategy -
City of Melbourne

Kensington Recreation Needs Study - **City of Melbourne**

Regional Recreation and Sports Strategy - **City of Albury**

Strategic Leisure Services Action Plan - **City of Darebin**

Sport Facility Strategies

Sports Development Strategy -
Maribyrnong City Council

Lawn Bowls, Croquet and Tennis Plan -
City of Greater Dandenong

Sport and Recreation Facilities Plan (indoor and outdoor) -
City of Canada Bay

Future Directions: Soccer Plan - **City of Moonee Valley**

Active Sports Strategy Review -
Mornington Peninsula Shire Council

Tennis Facility Strategy - **City of Kingston**

Sport 2050 Strategic Plan - **City of Greater Shepparton**

North and West Metropolitan Regional Tennis Strategy -
Tennis Victoria

Play Space Strategies

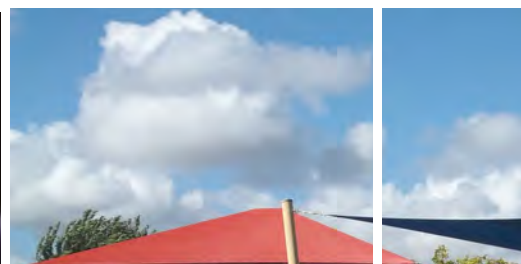
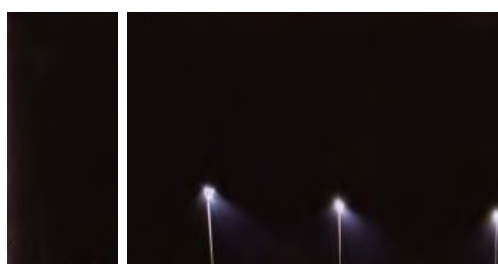
Play Space Strategy - **Wyndham City Council** Play Space
Strategy 2016 - 2026 -
Rural City of Wangaratta

Play Space Strategy - **Latrobe City Council** Play Space
Strategy - **Launceston City Council**

Sharing Elsternwick Park (People, Pets and Play) -
City of Bayside

Review of Playground Fencing and Dog Policy -
City of Sydney

Accessible Play Strategy - **City of Moonee Valley**



RECENT PROJECT EXPERIENCE

Sport Management Plans, Pricing & Occupancy Agreements

Kinder Gym Program Management Review -
Frankston City Council

Best Value Review – Sportsground management and allocation -
City of Ryde

Sportsground Management Strategy - **Penrith City Council**

Sportsground Management Plan -
Northern Sydney Regional Organisation of Councils (NSROC)

Boroondara Sportsground Allocation and Pricing Policy Review -
City of Boroondara

Fees and Charges Review - **City of Albury**

Leases and Licenses Policy Review - **Glenorchy City Council**

Sports Policy - **City of Newcastle**

Sportsground Allocation Procedure and Pricing Policy -
City of Boroondara

Review of Committees of Management -
Murrindindi Shire Council

No.1 Sportsground Lease and Sports Occupancy Agreements -
City of Newcastle

Review of Committee and Occupancy Agreements -
City of Glen Eira

Standard Licence Agreements for Specific Sports Codes -
City of Moreland

Sportsground Pricing Policy - **Parks and Leisure Australia**

Review of Sports Fees and Charges Policy -
Kingborough Council

Sports and Community Fees and Charges Policy -
City of Moreland

Review of Occupancy Agreements for all Community Facilities -
City of Moreland

Sports Administration and Fees Review - **City of Whitehorse**

Pricing Seminar - **Mornington Peninsula Shire Council**

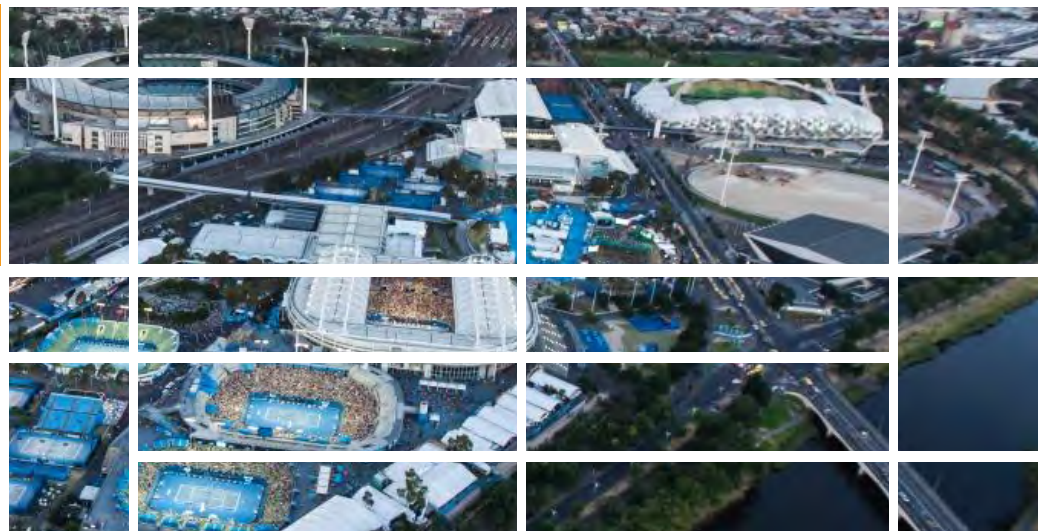
Sports Fees and Charges Policy - **Manningham City Council**

Review of Leases & Use Agreements for Community Tennis
Facilities - **City of Melbourne**

Review of the Rowing Occupancy Agreements -
City of Melbourne

Review of all Tennis and Lawn Bowls Clubs Occupancy
Agreements - **City of Melbourne**

Crown Land Rental Policy - **City of Melbourne**



RECENT PROJECT EXPERIENCE

Sports Planning and Management Strategies

State Facilities Plan - **Football Federation Victoria (FFV)**

Strategic Plan - **Eastern Recreation and Leisure Services**

Governance Review - **Table Tennis Victoria**

Strategic Plan - **Badminton Victoria**

Strategic Plan - **Softball Victoria**

State Rugby Union Centre at Glenferrie Oval -

Victorian Rugby Union Inc.

Victorian Tennis Participation Study - **Tennis Victoria**

Victorian Ice Sports Strategic Plan: Revised Action Plan
2009-2012 -

Ice Sports Victoria, and Sport and Recreation Victoria

North West Metropolitan Regional Tennis Facilities Plan -
Tennis Victoria

Strategic Marketing Plan - **Surf Life Saving Victoria**

Launceston Regional Tennis Centre Feasibility and
Management Plan - **Tennis Tasmania**

Input into Strategic Plan - **Bendigo Ice Centre**

Strategic Plan - **Bendigo Ice Skating Club**

Bacchus Marsh Racecourse Reserve Master Plan -
Harness Racing Vic.

Concept for New Parklands and Centre of Racecourse -
Melbourne Racing Club

Sports Development Plan - **Victorian Ice Racing Association**

Victorian Ice Sports Strategic Plan -
Ice Sports Victoria, and Sport and Recreation Victoria

Royal Park Tennis Strategic and Business Plan -
Royal Park Tennis Club

Strategic Plan for Lawn Bowls Victoria -
Sport & Recreation Victoria

Strategic Plan - **Victorian Amateur Fencing Association**

Market Research - Aggressive Inline Segment - **Skate Victoria**

AAK Gymnastics Feasibility and Business Plan -
Varsity Gymnastics



RECENT PROJECT EXPERIENCE

Open Space Strategies

Public Open Space Strategy - Stage 2 Needs Assessment - **Monash City Council**

Open Space, Recreation and Contributions Study – **Auburn Shire Council**

Open Space Strategy - **Launceston City Council**

Open Space Strategy - **Glenorchy City Council**

Integrated Open Space Plan - **The Hills Shire Council**

Open Space Strategy - **Macedon Ranges Shire Council**

Open Space Strategy - **Mitchell Shire Council**

Open Space Strategy (GIS layer, Precinct Analysis, Demand and Consultation Findings and Issues Papers) - **Wyndham City Council**

Open Space Plans Practice Note Advice - **Dept. of Planning and Community Development**

Open Space Strategy Finalisation and Implementation - **Moreland City Council**

Review of Open Space and Section 94 Plan - **Maitland City Council**

Open Space Strategy - **Casey City Council**

Open Space Plan Peer Review and Forum - **Bayside City Council**

Open Space Strategy Consultation and Survey -

Manningham City Council

Open Space Needs Analysis - **Maroondah City Council**

Open Space Strategy Implementation Plan - **Port Phillip City Council**

Open Space Plan Implementation - **Maribyrnong City Council**

Cradle Coast Regional Open Space Plan - **Sport & Recreation Tasmania**

Central Coast Open Space Plan - **Central Coast Council**

Open Space Strategy Brief - **Whitehorse City Council**

Open Space Plan Revision and Summary - **Maroondah City Council**

Open Space Strategy - **Port Phillip City Council**

Recreation and Open Space Plan - **Mitchell Shire Council**

Open Space Policy for Mitchell Shire Planning Scheme - **Mitchell Shire Council**

Open Space Strategy - **Coffs Harbour City Council**

Recreation and Open Space Plan - **Newcastle City Council**

Open Space Study & Active City Strategy M2030 - **Sport and Recreation Victoria**

Open Space Strategy - **South Gippsland Shire Council**

Recreation & Open Space Strategy - **Ararat Rural City**

Swan Hill Parks & Reserves Strategy - **Rural City of Swan Hill**

Open Space Strategy - **Hobsons Bay City Council**



RELEVANT PROJECT EXPERIENCE

Open Space, Peer Review and Expert Witness Statements

Open Space 2-4 Buckhurst St, Port Melbourne - Expert Witness - **Meinhardt**

Review of Provision of Open Space Proposed at 105 Smiths Lane (as part of Thompsons Rd Precinct Structure Plan) - **Beveridge Williams**

Swan Hill RC Amendment C40 Open Space Evidence – **Rural City of Swan Hill**

Shepparton North East Growth Corridor Open Space Review – **City of Greater Shepparton**

Open Space Plan Peer Review and Forum - **City of Bayside**

Murrumbateman Structure Plan- Open Space and Recreation Plan- **Yass Valley Shire Council**

Input into Growth Area Planning Framework: Unstructured Open Space - **City of Casey**

C21 Planning Amendment - Open Space Planning Input - **City of Casey**

Shepparton North East Growth Corridor Open Space Peer and Compliance Review - **City of Greater Shepparton**

Clyde North Precinct Structure Plan – Passive Open Space Expert Witness - **City of Casey**

Officer Structure Plan - Open Space Assessment - **Cardinia Shire Council**

Cotter Dam Precinct, Recreation and Open Space Planning Input - **GHD**

Cranbourne East Structure Plan - Open Space Peer Review - **Growth Areas Authority**

State Development Contributions Plan - Peer Review (Environment) for Growth Areas Authority - **Department of Sustainability & Environment**

Merinda Park Activity Centre Structure Plan - Open Space Input - **City of Casey**

Carlton Housing Redevelopment - Open Space Expert Witness Report - **Department of Human Services**

Chiquita Park - Open Space Planning Analysis and Expert Witness Report - **City of Kingston**

Casey Central Town Centre Structure Plan Study - **City of Casey**

Open Space Planning For Structure Plans / Residential Development Projects

Open Space Analysis Sunbury VU Campus - **Hansen Partnership / Hume City Council**

Spring Creek Growth Areas Plan – Open Space Plan - **Surf Coast Shire**

Review of Open Space in South Laverton- Laverton Urban Renewal Project - **City of Hobsons Bay**

Doveton / Eumemmerring Precinct - Open Space Review of School Sites - **City of Casey**

Shepparton South East Growth Corridor Development - Open Space and Recreation Plan - **City of Greater Shepparton**

Kilmore Structure Plan: Open Space Review - **Mitchell Shire Council**

Wallan Structure Plan – Open Space Review - **Mitchell Shire Council**

Open Space Assessment Of A Number Of Subdivision Plans And Proposals - **Shire of Mitchell**

State Development Contributions Plan – Open Space Catchment Analysis - **Department of Sustainability and Environment**

Knox Central Urban Design Framework: Open Space Assessment - **Hansen Partnership Pty Ltd**

Cairnlea Residential Development- Open Space Review - **City of Brimbank**

William Anglis Estate Residential Development -Open Space Review - **City of Brimbank**



RELEVANT PROJECT EXPERIENCE

Aquatic Feasibility and Facility Projects

Aquatics Consultancy Services -
Glenelg Shire Council

Gunyama Park and Green Square Aquatic Centre Planning and Design (in conjunction with Andrew Burges Architects/ Grimshaw/Taylor Cullity Lethlean) - **City of Sydney**

Hobart Aquatic Centre Fees and Charges Review –
City of Hobart

Yarra Leisure Service Review (Aquatics and indoor gym/fitness)
– Industry Benchmarking – **City of Yarra**

Yarra Leisure Service Review (Aquatics and indoor gym/fitness)
– Market Analysis – **City of Yarra**

Guidelines for Outdoor Seasonal Pools - Maintenance, Retrofitting, Refurbishment & Re-Building Input -
Aquatics Recreation Victoria

Corryong Swimming Pool Master Plan -
Shire of Towong

Corryong Swimming Pool Community Engagement -
Shire of Towong

Newman Recreation Facilities Master Plan (including aquatic facilities) - **Shire of East Pilbara**

Business Case and Concept for a Kununurra Aquatic and Leisure Facility - **Shire of Wyndham East Kimberley**

Business Case and Feasibility – Tweed Regional Sports Centre (including aquatic centre) - **Tweed Shire Council**

Business and Marketing Plan for a new Aquatic Centre -
Orange City Council

Regional Aquatic and Netball Precinct Feasibility and Master plan - **Yarra Ranges Shire**

Aquatic Facility Development Strategy and Strategic Technical Assessment - **Southern Grampians Shire Council**

Yea Swimming Pool Redevelopment Feasibility -
Murrindindi Shire Council

Aquatic Facilities Contract Specifications -
Glenelg Shire Council

Indoor Sports and Aquatic Centre Feasibility -
Narrabri Shire Council

Marketing Strategy - **Life Saving Victoria**

Aquatic Centre and Gym Expansion Feasibility Study -
Hurstville City Council

Swimming Pool & Leisure Facility Recurrent Cost Analysis -
Orange City Council

Indoor Sport and Recreation Facility and Feasibility Study -
Gungahlin Development Authority

Aquatics Strategy - **City of Newcastle**

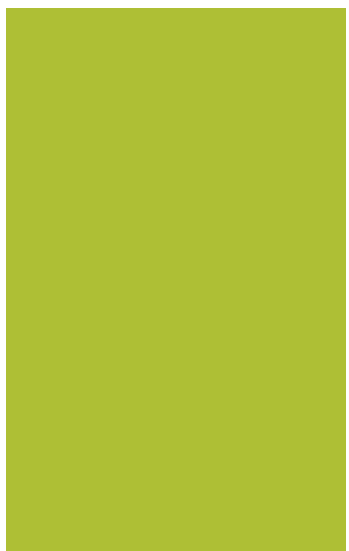
Alexandra & Yea Aquatic Facilities Development Plan & SRV Submission - **Murrindindi Shire Council**

Torquay Recreation & Cultural Facility Feasibility Study -
Surf Coast Shire

Specification for Altona & Laverton Aquatic Centres -
City of Hobsons Bay

Market Assessment, Redevelopment & Coordination of the Planning & Design of the North Melbourne Swimming Pool -
City of Melbourne

Specification for the Management of Queens Park Pool -
City of Moonee Valley



RELEVANT PROJECT EXPERIENCE

BMX and Skate Planning

Stan Riley BMX Track and Landscape Risk Assessment - **City of Monash**

Cycle and Skate Sports Strategy - **City of Whittlesea**

Bicentennial Park Regional Skate Park Design Concept - **City of Kingston**

Craigieburn Gardens BMX Track and Dirt Jumps Design Concept - **City of Hume**

Holland Park BMX Dirt Jumps - Risk Management Works - **City of Melbourne**

Holland Park BMX Redesign and Management Plan - Stage 2 - **City of Melbourne**

Harold Reid Reserve BMX Track Concept Plan - **Mornington Peninsula Shire Council**

Hillview Reserve Dromana BMX and Mountain Bike Park Master Plan - **Mornington Peninsula Shire Council**

Park Orchards BMX Track Risk Assessment - **Manningham City Council**

Risk Assessment of all Skate and BMX Parks - **Mitchell Shire Council**

Risk Assessment of Skate and BMX Facilities: Risk Management Series for Councils - **Civic Mutual Plus**

Thorpdale BMX Track Planning - **Baw Baw Shire Council**

Western Reserve BMX Track Design - **Mount Alexander Shire Council**

Assessment and Re-Design of Deanswood BMX Dirt Jumps - **Mornington Peninsula Shire Council**

BMX Track Design Coronet Bay - **Bass Coast Shire Council**

Dromana BMX Site Assessment - **Mornington Peninsula Shire Council**

Yea BMX Track Planning Advice - **Murrindindi Shire Council**

Seminar: Skate and BMX Management - **Parks and Leisure Association**

Skate and BMX Maintenance Checklists and Dirt Jumps Policy - **Mornington Peninsula Shire Council**

Woody Yaloak Skate & BMX Track Planning - **Golden Plains Shire Council**

Redesign of Brookland Green BMX Track - **City of Casey**

Unstructured Recreation Plan: Skate and BMX - **Hornsby Shire Council**

Review of Woody Yaloak BMX Dirt Jump Design and Inspection - Checklist - **Golden Plains Shire Council**

Skate and BMX Facility Management Plan and Maintenance - Checklists - **City of Maroondah**

Skate and BMX Strategy and Management Plans - **City of Maroondah**

East Burwood Reserve Mountain Bike Track Design - **City of Whitehorse**

Community Youth Activity Nodes - **Shire of Melton**

Elsternwick Skate and Bowls Rectification Work - **City of Bayside**

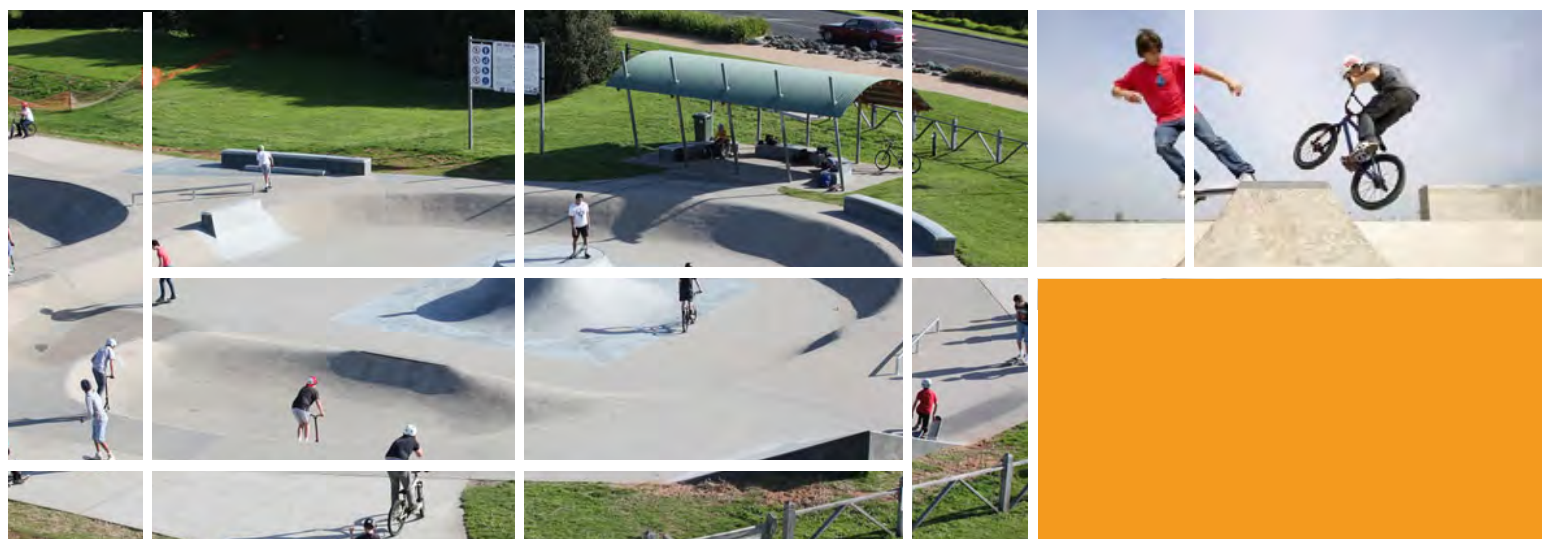
Sandringham BMX Site Selection and Dirt Jumps Design - **City of Bayside**

Bayside Dirt Jumps Area Planning and Management - **City of Bayside**

Hill 'n' Dale BMX Park Risk Assessment and Management Plan - **City of Boroondara**

Hill 'n' Dale Reserve Risk Assessment - **ASPECT Melbourne Pty Ltd**

Peer Review and Retrofit: Hill 'n' Dale BMX Track - **City of Boroondara**



RECENT PROJECT EXPERIENCE

Cycle and Trail Strategies

Newman Shared Paths and Recreation Facilities Map - **Shire of East Pilbara**

Identification and Audit of Regional Trails - **Moira Shire Council**

Recreation Trails Strategy and Guidelines - **Mitchell Shire Council**

Moreland Cycle Sport Feasibility - **City of Moreland**

Trails Strategy and Guidelines - **East Gippsland Shire Council**

Whitehorse Open Space and Bicycle Plan Project Brief - **City of Whitehorse**

Yarra Bend Dog Friendly Park Guidelines (including the Yarra Trail) - **Parks Victoria**

Dandenong Creek Trail Strategy - **Department of Planning and Environment**

Warburton Rail Trail Development Plan - **Shire of Lilydale**

Docklands Skate Routeways and Trails Strategy - **Dockland Authority**

Moonee Ponds Creek Landscape Improvement Project (in collaboration) with Land Design - **Melbourne Water, and cities of Melbourne and Moonee Valley**

Review of the Tan Track (around Botanic Gardens Melbourne) - **City of Melbourne**

Strategy and Route Way Planning (route planning as part of open space)

Shepparton North East Growth Corridor - Open Space and Recreation Plan - **City of Greater Shepparton**

Shepparton South East Growth Corridor - Open Space and Recreation Plan - **City of Greater Shepparton**

Kilmore Structure Plan Review - Open Space Elements - **Shire of Mitchell**

Shepparton North East Growth Corridor - Open Space and Recreation Plan - **City of Greater Shepparton**

Shepparton South East Growth Corridor - Open Space and Recreation Plan - **City of Greater Shepparton**

Kilmore Structure Plan Review - Open Space Elements - **Shire of Mitchell**

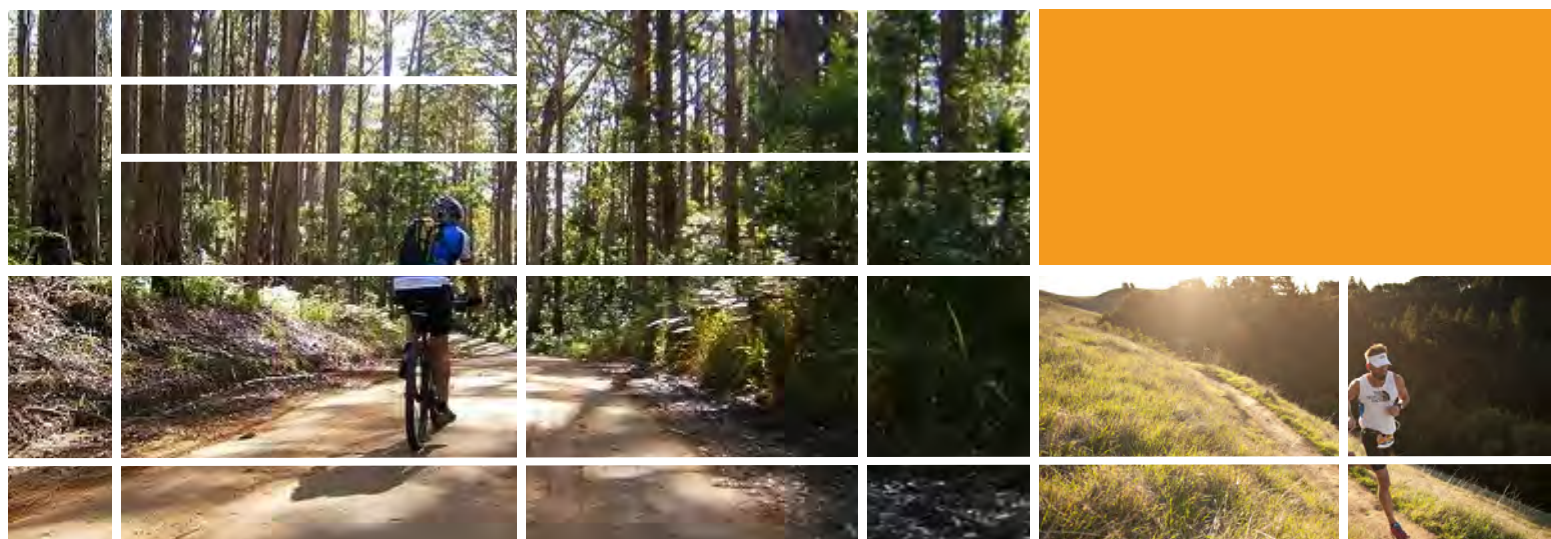
Wallan Structure Plan Review - **Shire of Mitchell**

Officer Structure Plan - Open Space and Off Road Trails - **Shire of Cardinia**

Cranbourne East Precinct Structure Plan Open Space Peer Review - **Growth Area Authority**

Clyde North Precinct Structure Plan - Open Space Assessment - **City of Casey**

Yarrawonga to Bundalong Foreshore Master Plan (in conjunction with Coomes Consulting) - **Moira Shire Council & Goulburn Murray Water**



RECENT PROJECT EXPERIENCE

Water Based Recreation

Docklands Fishing Strategy - **City of Melbourne**

Wisemans Ferry Boat Ramp Redesign - **Hornsby Shire Council**

Caulfield Racecourse: Park and Lake Facilities Design -
Melbourne Racing Club

Cradle Coast Regional Open Space Plan (included consideration of fish and boating) - **Sport and Recreation Tasmania**

Yarrawonga Bay Foreshore and Master Plan (included rowing, yachting, canoeing and water police facilities. (In conjunction with HBO) -
TAMS and ACT Planning Authority

Yarra Bend Parks Sports Facilities Plan (included casting pool) -
Parks Victoria

Sustainable Waterbased Recreation Facilities Plan - **Hornsby Shire**

Bass Coast Recreation Plan (included assessment of jetties and boat landing facilities) - **Bass Coast Shire**

Yarrawonga to Bundalong Foreshore Master Plan (in conjunction with Coomes Consulting) - **Moira Shire Council & Goulburn Murray Water**

Unstructured Recreation Strategy (included water based activities) -
Hornsby Shire

Elwood Foreshore Recreation Management Plan - **City of Port Phillip**

Recreational Fishing Project – Planning Day and Issues Paper -
Sport & Recreation Victoria

Recreational Waterways Strategy -
Goulburn Broken Catchment Management Authority

Accessible Fishing Feasibility Study - **Sport and Recreation Victoria**

Review of Surf Life Saving Clubs - **City of Port Phillip**

Narr Maen Reserve Development Plan (Wetlands) -
City of Maroondah

Newlands Arm (Gippsland Lakes) Water Ski Management Review -
Gippsland Ports

Moonee Ponds Creek Revival: Recreation Analysis -
City of Moreland, City of Moonee Valley and Melbourne Water

Fraser National Park & (Lake) Eildon State Park: Management Plan (In conjunction with Biosis Research) -
Department of Conservation and Natural Resources

Seminar Wet and Wild -
Guidelines for the Provision of Water Bodies in New Housing Estates

Guidelines For The Design In Inland Water Bodies -
Royal Life Saving Society

Dandenong Creek Recreation and Environmental Strategy -
Ministry for Planning and Environment Victoria

Yan Yean Reservoir Park: Recreation & Tourism Demand Analysis -
Melbourne Parks & Waterways

Review of Non-Powered Boating on the Yarra River -
City of Melbourne

Options for the Development of the Rowing Landing Stage on the Yarra River- **City of Melbourne**

Review of Rentals and Preparation of the Occupancy Agreements for Rowing Clubs on the Yarra River -
City of Melbourne



WHO WE ARE

Sally Jeavons

Principal Planner

- Grad Dip Market Modelling, Swinburne U.T.
- Grad Dip Recreation Planning, Canberra CAE
- BA (Geography), University Of New England

Sally has 30 years experience as a recreation planner and twenty years as a director of @leisure. She has held board positions on international leisure associations over many years. She has managed local government recreation departments and has worked as an employee of state government in planning, recreation and housing departments.

Sally has undertaken extensive work in market research, community engagement, open space planning methodology, facility, sports facility planning and feasibility management and design, as well access and inclusion. She has presented and published papers widely. Sally is a life member of Play Australia, and Parks and Leisure Australia. She was the recipient of the 2009 Frank Stewart Award for excellence and outstanding contribution to the field.

Sally is typically involved in all stages of the work and methodological aspects of projects as well as overall performance of each study team.



Shane Bruce

Business and Project Manager

- Higher Professional Diploma Sport and Leisure Management, Loughborough, UK
- BA ITT Hons Degree in Physical & Sport Education, St Marys University, UK

Shane brings a wealth of experience in operating and managing leisure and aquatic centres in Australia and the UK. He has previously held senior roles in public and private sector facilities and most recently held the position of Aquatics Team Leader in Frankston City Council.

In this role he was responsible for managing & developing daily operations, business performance and safeguarding the success of Frankston's Aquatics services. Shane has experience programming sport and leisure centres, producing delegated authority requests, developing business case proposals and accompanying budget forecasts, setting up and adhering to numerous health and safety initiatives and managing all aspects of human resource functions.

Shane's in-depth knowledge of marketing and commercial initiatives ensures the delivery of customer care consistent with robust brand standards. Shane's role at @leisure will be based particularly around analysis of trends, review of operations and business case development.



Michael Graham

Senior Sport and Recreation Planner

- Bachelor of Arts – Recreation Management, Victoria University.
- Graduate Certificate – Business Marketing, RMIT University.

An experienced aquatic and leisure facility manager, Michael has worked in the industry for the past 28 years with local government, Universities, the YMCA, RANS Management Group and the past 13 of these with Belgravia Leisure; an operator of aquatic and leisure facilities, sports stadiums, golf courses, day spas, alpine resorts and events centres. Most recently as General Manager – Programs, Michael was responsible for the national growth and development of programs.

Michael has extensive experience undertaking leisure centre performance audits across both large and small leisure facilities in Victoria, South Australia, Queensland and the UAE. Identifying and planning for improved financial performance has been a key to his success. He also has experience with facility design from the operators perspective; contract management; business improvement analysis and program implementation; business plans including marketing plans and environmental plans; budget preparation and management; staff recruitment, mentoring and performance reviews; Capital works programming and asset management; marketing, membership retention and sales.



WHO WE ARE

Daniel Willsmore

Senior Sport and Recreation Planner

- Dip of Management, Recreation Planning, NBIT and HM Leisure Planning
- Grad Dip Sport Business, Victoria University
- Dip of Applied Science (Horticulture), University of Melbourne

Daniel has in excess of 25 years experience in the sport and recreation industry across three states in Australia and in the UK. Daniel has experience in Recreation Planning, Event and Venue Operations, Sports and Recreation Development and Horticulture for both private and public organisations.

Previous to working with @leisure, Dan was a Recreation Planner for Kingborough City Council in Tasmania, where he undertook many projects such as developing a recreation facility strategy, planning and managing the implementation of an urban mountain bike park as well as numerous trails, playground and sport facility projects and preparation of numerous successful funding applications for large and small projects.

In his spare time, Daniel likes to participate in a range of activities such as kayaking, mountain biking and coaching his children's soccer teams.



Ross Parkhill

Business Analyst

- Masters of Engineering and Management, University of Strathclyde, United Kingdom

Ross is a qualified Business Analyst and PRINCE2 project manager who has experience working in a diverse range of industries both here and in the UK. Ross's experience includes successfully managing challenging projects across different business sectors, involving multiple stakeholders and external vendors, whilst delivering on both tight timescales and budgets.

Within @leisure, Ross has successfully project managed several sport/recreation needs assessments and facility feasibility studies.

Ross is an active sports participant and has coached both senior and junior soccer teams. His hands on experience in sport includes setting-up a club's junior soccer programme and managing various fund-raising initiatives for club development.

Ross's role in @leisure also includes testing the feasibility of facilities, preparing financial forecasts and writing business plans, these plans have been produced for sporting facilities like the Civic Reserve Recreation Centre Mornington, venues such as the Wangaratta Showgrounds and commercial entities like the Flemington Traders Association.



WHO WE ARE

Bruce Drummond

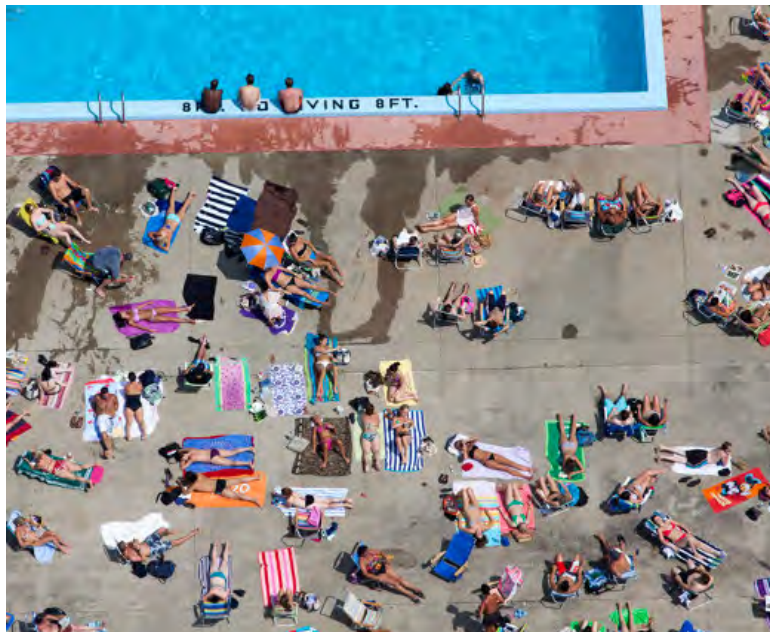
Open Space Planner

- Grad Dip Arts (Sociology) James Cook University
- Bachelor of Community Development and Planning, James Cook University

Bruce has fifteen years local government recreation and leisure experience. From greenfields precinct planning to urban renewal projects, Bruce has extensive experience in preparing community sporting and recreation infrastructure plans.

He has undertaken extensive work in qualitative and quantitative research methods, community engagement, open space planning, sports facility planning and business case development. Bruce has presented and published his work in industry forums and conferences throughout his career.

Outside work Bruce is an active member of his local sports community and committee and is a keen advocate for children's sports and recreation. Bruce will provide project management advice to clients and strives for excellence in client relationships.



Xavier Di Toro

Data Analyst (GIS)

- Bachelor of Applied Science in Multimedia Cartography, RMIT University

Xavier brings experience as a professionally qualified cartographer, with significant proficiency in GIS data collection, management, manipulation and project coordination. Having previously worked at Lonely Planet and mapping large European cities such as Rome, Xavier in more recent times has been working as a Risk Analyst where he manages several plans across hundreds of employees. In this role he was able to generate, analyse and report on large sets of data.

Xavier's primary role at @leisure is to prepare open space and recreation-related strategies including providing assessments of recreation participation and demographics, undertaking of community engagement, and assessment of open space and recreation supply at both a municipal and local level. Xavier has the ability to maintain GIS layers and produce mapping of open space and recreation facilities through ESRI ArcGIS, AutoCAD, JELMAP and MapInfo.

Rose Hashemi

Sport and Leisure Planner

- Master of Exercise Science, Tehran University
- Bachelor of Physical Education and Sport Science, Tehran University

Rose has 10 years experience in the sport and recreation industry as a sport administrator, recreation planner and exercise specialist.

She has previously held positions in Olympic Solidarity department of National Olympic Committee of Iran and recently has worked in Sport and Recreation department of local government as a sport administrator.

In this role, she was responsible for outdoor activities and recreation planning as well as event and festival management. In addition to that she has been managing many research teams in sport development. Rose has also published papers in scientific journals. Outside of work, Rose is a keen swimmer.

Alison Lynn

Recreation Administrator

- Bachelor of Arts/Commerce, Victoria University

Alison is a business administrative specialist with substantial experience at club level through the Footscray City Gymnastics Club. She was a key figure in implementing recent innovations and programs that saw the Footscray City Gymnastics Club win the Gymnastics Victoria 2015 club of the year.

Alison excels at administrative support procedures such as compiling and generating reports using Microsoft Office, formatting and distributing documents, undertaking document control and booking and organising meetings and workshops.

CORPORATE INFORMATION

Memberships and Affiliations

- Aquatic Recreation Victoria
- Australian Leisure Facilities Association
- Victorian Planning and Environmental Law Association (VPELA)
- Victorian Chamber of Commerce and Industry (VCCI)
- Australian and New Zealand Leisure Studies Association
- Australian Consultants in Access, Australia
- Institute of Public Works Engineering Australia (IPWEA)

Life Memberships

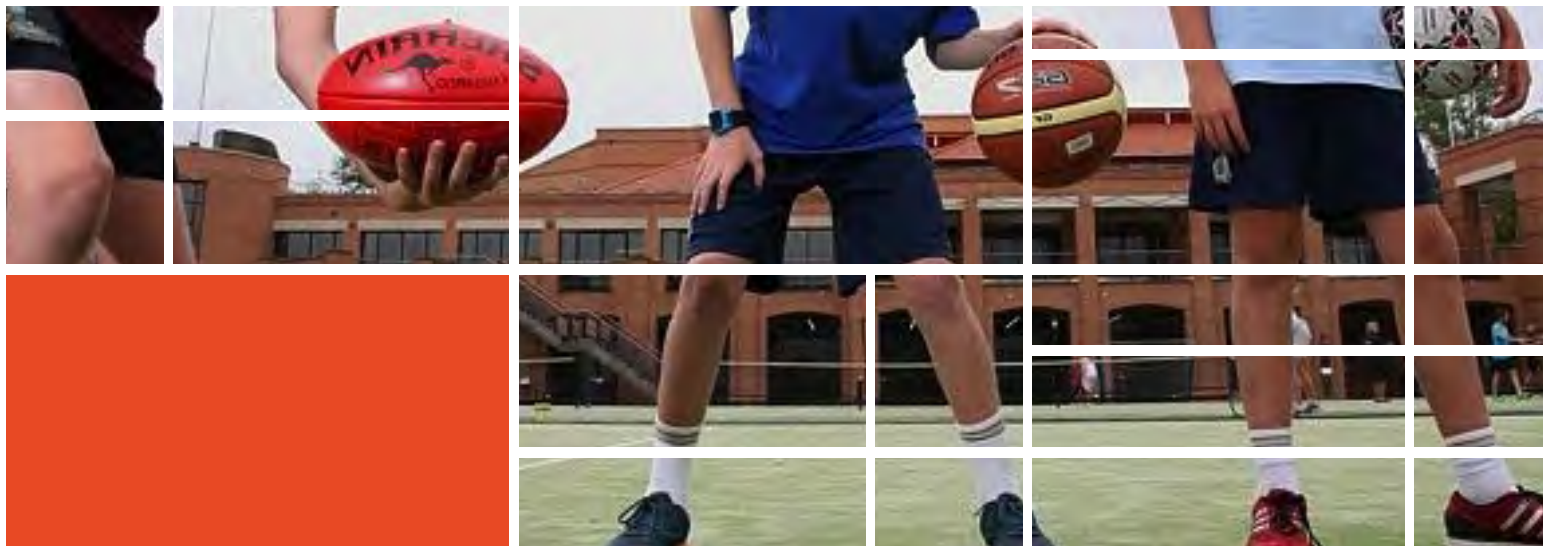
- Parks and Leisure Australia
- Play Australia

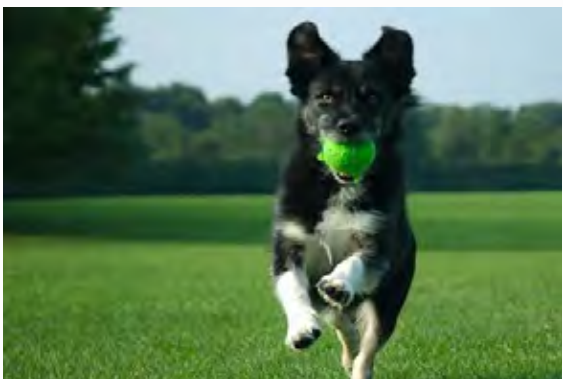
Insurance and Statutory Requirements

@leisure Planners Pty Ltd currently has:

<i>Insurance policy:</i>	<i>Company:</i>	<i>Policy number:</i>	<i>Policy value:</i>
Public Liability	QBE Insurance	41A584156BPK	\$20 million
Professional Indemnity	Lloyds, London	03PLL002847/04	\$5 million each and every claim
Workcover	CGU	12945124	Full cover

@leisure Planners Pty Ltd
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