



Company Overview

2020



INTRODUCTION



Introducing @leisure

@leisure is one of Australia's 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, and business. 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 conscientiously 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 implementation 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)

RELEVANT PROJECT EXPERIENCE

Sport and Recreation Feasibility and Business Cases

Torquay Multiuse Synthetic Indoor Sports Facility Business Case - Surf Coast Shire Council

WORLD Sports Precinct Economic Impact Statement - East Gippsland Shire Council

Merricks Station Ground Feasibility Study - Shire of Mornington Peninsula

Indoor Sports Centre Redevelopment Feasibility - City of Swan Hill

Niagara Park Stadium Feasibility - Central Coast Council

Regional Equestrian Facility Feasibility - Shire of South Gippsland

Arkininstall Regional Sports Precinct Operating and Financial Model - NSW Department of Education and Tweed Shire

Synthetic Hockey Pitch Business Case - Benalla Hockey Club

Northern Launceston Community Recreation Hub Feasibility and Business Case - City of Launceston

Alexandra Park Upgrade Business Case - Mornington Football Club

Indoor Sports Facility Feasibility - Shire of Moorabool

Indoor Sports Facility Feasibility - City of Whitehorse

South East Regional Sports Complex Business Case and Cost Benefit Analysis - City of Clarence

Community Indoor Sports Hub Feasibility - St Mathews Pymble

Collingwood College Indoor Sports Centre Feasibility - City of Yarra and Sport and Recreation Victoria

Mildura Waves Competitive Neutrality Review - Mildura Rural City

Yarra Bend Park Sports Facilities Feasibility Study - Parks Victoria and Sport and Recreation Victoria

Sports Facility Feasibility - Black Rock Primary School

Indoor Sports Stadium Business Case - Northcote High School

Pembroke Park Indoor Sports and Aquatics Centre Business Case and Master Plan Review - Sorell Council

Regional Table Tennis Feasibility Study - City of Greater Dandenong

Indoor Netball Centre Feasibility and Business Case - City of Stonnington

Tatterson Park Soccer / Futsal Facility Business Case and Economic Analysis - City of Greater Dandenong

Collingwood College Basketball Centre Business Case - Collingwood Basketball Association

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

Feasibility Design and Business Case for the Arkininstall Park Regional Sports Centre - Tweed Shire

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

Indoor Hockey State Facility Business Case and Feasibility - City of Banyule and Hockey Victoria

Sport and Recreation Business Plans

Traffic School Business Plan - City of Melton

Civic Reserve Indoor Sports Centre Business Plan - Mornington Peninsula Shire

Arkininstall Park Sports Centre Feasibility Design and Business Plan - Tweed Shire

Racecourse Road Shopping Centre Business Plan 2014-2018 - Flemington Traders Association

Union Road Shopping Centre Business Plan 2014-2018 - Union Road Traders Association

Centre Way Shopping Centre Business Plan 2014-2018 - Centre Way Traders Association

Norm Minns Oval Business Plan - Rural City of Wangaratta

KG5 Sports Precinct Business Plan Brief - City of Glenorchy

Review of Mornington Tennis Club Business Plan - Mornington Peninsula Shire

Strategic Business Plan - Royal Park Tennis Club

Bushfield Reserve Master Plan and Business Plan - City of Warrnambool

Albert Park Hockey and Tennis Facility Marketing and Business Plan - City of Port Philip



RELEVANT PROJECT EXPERIENCE

Sports Master / Concept Plans

Swan Hill Showground and Alan Garden Site Development Plan - Swan Hill Rural Council

Phillip Island Recreation Hub Master Plan - Bass Coast Shire

Geilston Bay Sports Precinct Master Plan - Clarence City Council

Cornelian Bay Master Plan - City of Hobart

Elwood Foreshore Fitness Equipment - City of Port Philip

Debneys Park Sports Master Plan - MSG Architects

Stawell Parks Precinct Plan - Northern Grampians Shire

Bayview Secondary College and Clarendon Vale Oval Master Plan - City of Clarence

Dubbo Showground Master Plan - Dubbo Regional Council

Bulli Showground Needs Assessment and Master Plan - City of Wollongong

Albury Wodonga Regional Equestrian Centre Master Plan - Albury City

Bayside Sandringham Family Leisure Centre Facility Review and Master Plan - City of Bayside

Ainslie Park Reserve Enhancement Plan - City of Maroondah

Sport Feasibility Master Plan - St Augustines Keilor

Dru Point Bicentennial Park Landscape Master Plan - Kingborough Council

Collingwood Indoor Sports Facility Feasibility and Concept Design - City of Yarra and Sport and Recreation Victoria

Albury Showgrounds Master Plan - Albury City

Seven Mile Beach Sports Precinct Master Plan - City of Clarence

ANZAC Sports Precinct and War Memorial Master Plan - City of Clarence

Pembroke Park Indoor sports and Aquatics Centre Business Case and Master Plan Review - Sorell Council

Albert Park Master Plan (in conjunction with Hansen Partnership) - Parks Victoria

Somerset Sports and Recreation Precinct Masterplan - Waratah-Wynyard Council

Port Macquarie Outdoor Recreation Facilities Master Plan 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

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

Ardeer Green Activity Hub Master Plan - City of Brimbank

Showgrounds Master Plan - District Council of Mount Barker

Master Plan - Sporting Advice - Malvern Primary School

Regional Sport Precinct Development Plan - District Council of Mount Barker

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

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

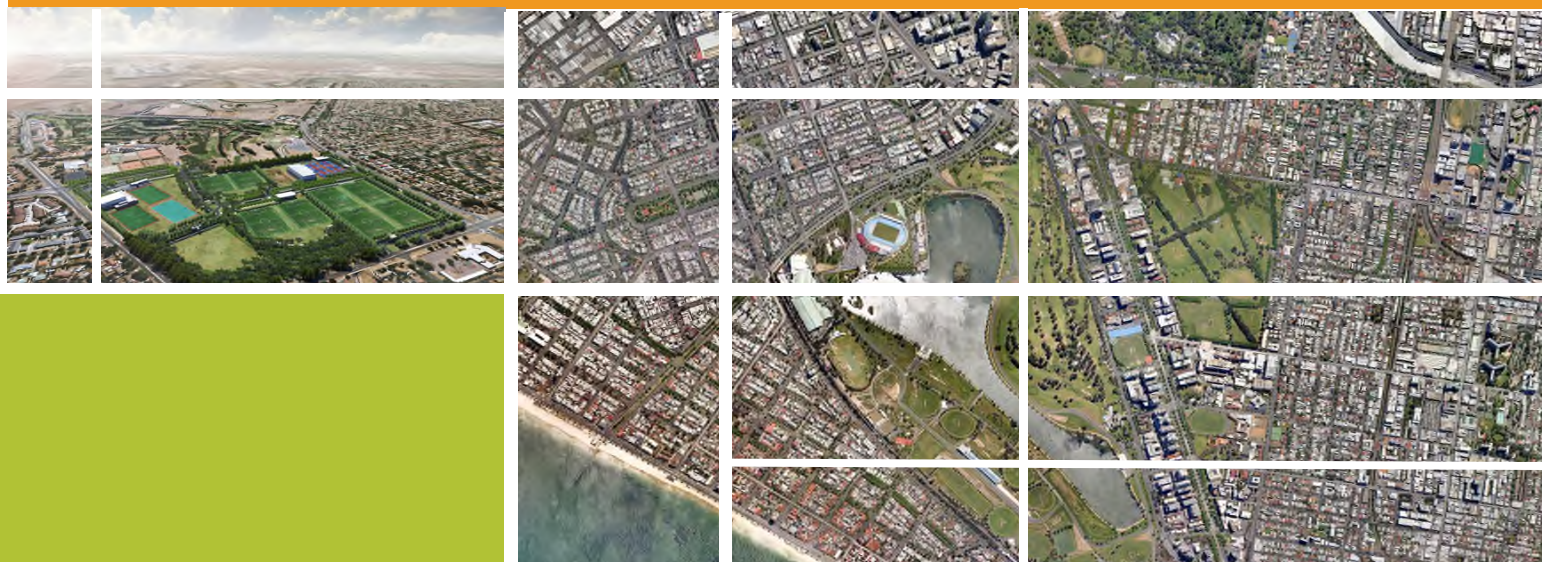
Bairnsdale Sport and Recreation Precinct Master Plan - East Gippsland Shire Council

Debneys Park Master Plan - City of Moonee Valley

Bacchus Marsh Racecourse Reserve Master Plan - Harness Racing Vic.

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

King George V Precinct Master Plan Update - City of Glenorchy



RELEVANT PROJECT EXPERIENCE

Recreation Strategies

Strategic Sport and Active Recreation Plan - **Caulfield Racecourse Trust**

Sport and Recreation Strategy - **George Town Council**

Brimbank Youth Recreation Facility Engagement - **Brimbank City Council**

Leisure Facilities Planning Tool - **City of Whittlesea**

Recreation Plan - **Mildura Rural City**

Recreation Plan - **King Island Shire**

Metro Parks Active Recreation Investment Strategy - **Parks Victoria**

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, Maroondah and Yarra Ranges Councils**

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

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

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

Recreation Strategy - **City of Bayside**

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**

Play Space Strategies

Demographic and Demand Analysis - Play Strategy - **Kurringai Council**

Play Space Strategy - **Golden Plains Shire**

Regional Playground Market Analysis - **City of Perth**

Play Space Strategy - **Wyndham City Council**

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

Play Space Strategy - **Latrobe City Council**

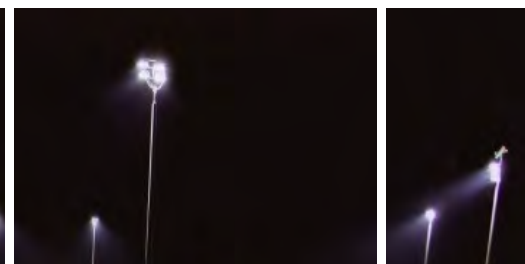
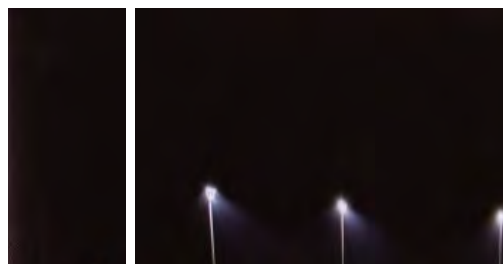
Play Space Strategy - **Launceston City Council**

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 Mooney Valley**

'I can play too' Accessible Play Space Guide - **PLAY Victoria and Sport and Recreation Victoria**



RELEVANT PROJECT EXPERIENCE

Sport Management Plans, Pricing & Occupancy Agreements

Mont Albert Reserve Lacrosse Ball Escape Assessment - City of Whitehorse

Occupancy Agreement Review and Issues Paper - Waratah-Wynyard and Circular Head Councils

Doone Kennedy Hobart Aquatic Centre Pricing and Occupancy Review - City of Hobart

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

Review of Leases and Licenses Policy Review - Glenorchy City Council

Sports Policy - City of Newcastle

Sports Facility Suitability Audit - City of Whitehorse

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

Sport Facility Strategies

Sport and Recreation Strategy - George Town Council

Sport and Physical Activity Plan - Staff Engagement - City of Casey

Sports Development Strategy - City of Maribyrnong

Bungendore Sports Field Provision Analysis - Palarang Council

Sport Recreation and Aquatic Facilities Review - Charles Sturt University

Sports and Field Asset Condition Plan - City of Maribyrnong

Active Sports Strategy Review - Mornington Peninsula Shire

Sport and Recreation Facilities Plan - City of Canada Bay

Sport 2050 Strategic Plan - City of Greater Shepparton

Aireys Inlet Sport and Recreation Infrastructure Strategy - Surf Coast Shire

Yarra Bend Sports Facility Strategy - Cities of Darebin, Yarra, Boroondara, and Parks Victoria

Active Sports Strategy - Mornington Peninsula Shire

Future Sports and Recreation Facility Needs - City of Melbourne

Elphin Sports Precinct Planning Strategy - City of Launceston

Sports Development Plan - Youth at Risk - City of Greater Dandenong



RELEVANT PROJECT EXPERIENCE

Open Space Strategies

Gisborne South and Riddells Creek Open Space Assessments - Macedon Ranges Shire Council

Recreation Open Space and Play Strategy - Derwent Valley Council

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

Metropolitan Park Sport and Recreation Investment Strategy - Parks Victoria

Wentworth Point Local Open Space and Recreation Assessment - Billbergia Group

Open Space Strategy - City of Clarence

Open Space Needs Assessment Dingley Village - City of Kingston

Public Open Space Strategy - City of Monash

Open Space, Recreation and Contributions Study - Auburn Shire Council

Open Space Strategy - City of Launceston

Open Space Strategy - City of Glenorchy

Integrated Open Space Plan - The Hills Shire

Open Space Strategy - Shire of Macedon Ranges

Open Space Strategy - Shire of Mitchell

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

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

Open Space Strategy Finalisation and Implementation - City of Moreland

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

Open Space Strategy - City of Casey

Open Space Plan Peer Review and Forum - City of Bayside

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 - City of Whitehorse

Open Space Plan Revision and Summary - City of Maroondah

Open Space Strategy - City of Port Phillip

Recreation and Open Space Plan - Shire of Mitchell

Open Space Policy for Mitchell Shire Planning Scheme - Shire of Mitchell

Open Space Strategy - City of Coffs Harbour

Recreation and Open Space Plan - City of Newcastle

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

Open Space Strategy - South Gippsland Shire

Recreation & Open Space Strategy - Ararat Rural City

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

Open Space Strategy - City of Hobsons Bay



RELEVANT PROJECT EXPERIENCE

Open Space, Peer Review and Expert Witness

93-119 Kavanagh Street Southbank Open Space Evidence - City of Melbourne

Precinct 15. Altona North Open Space Expert Witness - City of Hobsons Bay

Kingswood Golf Course Peer Review of Open Space and Indoor Recreation - City of Kingston

Open Space 2-4 Buckhurst Street, 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 - Shire of Cardinia

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

Open Space Planning For Structure Plans / Residential Development Projects

Smiths Lane Clyde North, Recreation and Open Space Planning Input to Landscape Design - Mirvac

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

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 - Shire of Mitchell

Wallan Structure Plan – Open Space Review - Shire of Mitchell

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

Showground Projects

Swan Hill Showground and Alan Garden Site Development Plan - Swan Hill Rural Council

Dubbo Showgrounds Master Plan - Dubbo Regional Council

Bulli Showgrounds Needs Assessment and Master Plan - Wollongong City Council

Albury Showgrounds Master Plan - Albury Showground Trust

Frederick Street Reserve Master Plan - Waratah-Wynyard Council

Wynyard Showgrounds Master Plan - Waratah-Wynyard Council

Stanley Showground Master Plan - Circular Head Shire

Dandenong Regional Soccer Hub Concept and Business Plan at Dandenong Showgrounds - City of Greater Dandenong

Yea Showgrounds and Recreation Reserve Development Plan - Shire of Murrindindi

Mt Barker Showground Master Plan - Mt Barker District Council

Wangaratta Showgrounds Strategic Plan and Norm Minns Oval Business Plan - Rural City of Wangaratta

Alexandra Showgrounds and Recreation Reserve Development Plan - Shire of Murrindindi

Wonthaggi Recreation Reserve Master Plan (includes showgrounds) - Bass Coast Shire

Foster Showgrounds Master Plan - South Gippsland Shire

Akoonah Park Beaconfield (Showground) Open Space Development, Cost Benefit Analysis - Parks Victoria

Bacchus Marsh Racecourse Reserve and Showground Master Plan - Harness Racing Victoria and Moorabool Shire

Swan Hill Parks and Reserves Management Strategy - (Development Options for the Swan Hill Showground) - Rural City of Swan Hill

Alexandra Showgrounds Multi-Purpose Centre Feasibility - Murrindindi Shire

Development Options for Seymour Showground (as part of Open space Strategy) - Mitchell Shire

Other Equestrian Projects

Merricks Station Ground Covered Equestrian Feasibility Study - Shire of Mornington Peninsula

Regional Equestrian Facilities Feasibility - South Gippsland Shire

Albury Wodonga Regional Equestrian Centre Feasibility and Master Plan - Albury Wodonga Development Corporation

Pembroke Regional Park Feasibility and Master Plan Review (including equestrian centre) - Sorrell Council

McGregor Reserve Master Plan Port Hedland (incorporating Port Hedland Racecourse) - Town of Port Hedland

Newman Recreation Master Plan (incorporating the racecourse and equestrian facilities) - East Pilbara Shire

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

Murrumbateman Township Structure Plan Advice on Equestrian Trail and Open Space Design - Yass Valley Shire Council & HBO & EMTB

Equestrian Industry Study - Sport and Recreation Victoria and Equestrian Federation of Victoria

Yackandandah Sports Park Master Plan (including dressage facility and cross country trails) - Indigo Shire Council

National Equestrian Centre Facility Feasibility and Business Case - Dept. of Premier and Cabinet / WPNEC

Woolamai Racecourse Recreation Reserve Master Plan - Bass Coast Shire

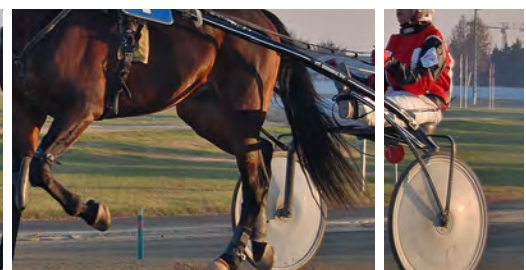
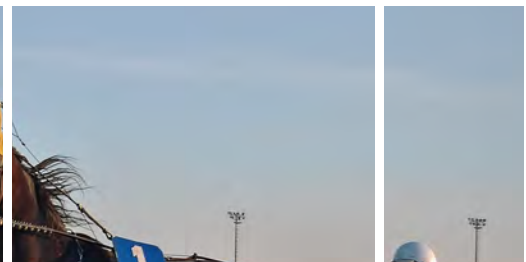
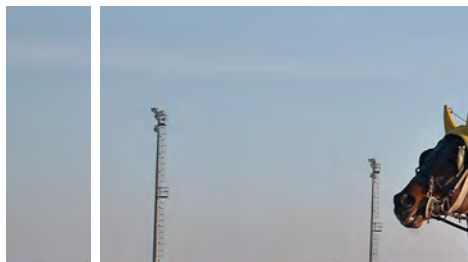
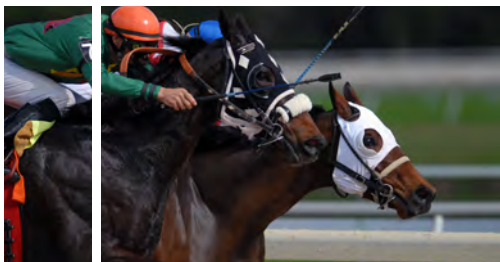
Regional Equestrian Strategy - Cardinia Shire and City of Casey

Quambee Reserve Master Plan (Dressage and Show Jumping Arena) - City of Maroondah

Pioneer Reserve Master Plan Bright (Cross Country Course & Dressage Arena) - Alpine Shire

Advice on Cannons Creek Reserve Master Plan for Equestrian Use - Cannons Creek Reserve Management Committee

Strategic Plan - Riding for the Disabled Victoria



RELEVANT PROJECT EXPERIENCE

BMX and Skate Planning

Noble Park Skate Park Management and Risk Assessment - City of Greater Dandenong

SkyLane Childrens Bicycle Park - in conjunction with Jeavons Landscape Architects

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

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

Park Orchards BMX Track Risk Assessment - City of Manningham

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

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

Thorpdale BMX Track Planning - Shire of Baw Baw

Western Reserve BMX Track Design - Shire of Mount Alexander

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

BMX Track Design Coronet Bay - Bass Coast Shire

Dromana BMX Site Assessment - Mornington Peninsula Shire

Yea BMX Track Planning Advice - Shire of Murrindindi

Seminar: Skate and BMX Management - Parks and Leisure Association

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

Woody Yaloak Skate & BMX Track Planning - Golden Plains Shire

Redesign of Brookland Green BMX Track - City of Casey

Unstructured Recreation Plan: Skate and BMX - Hornsby Shire

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

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

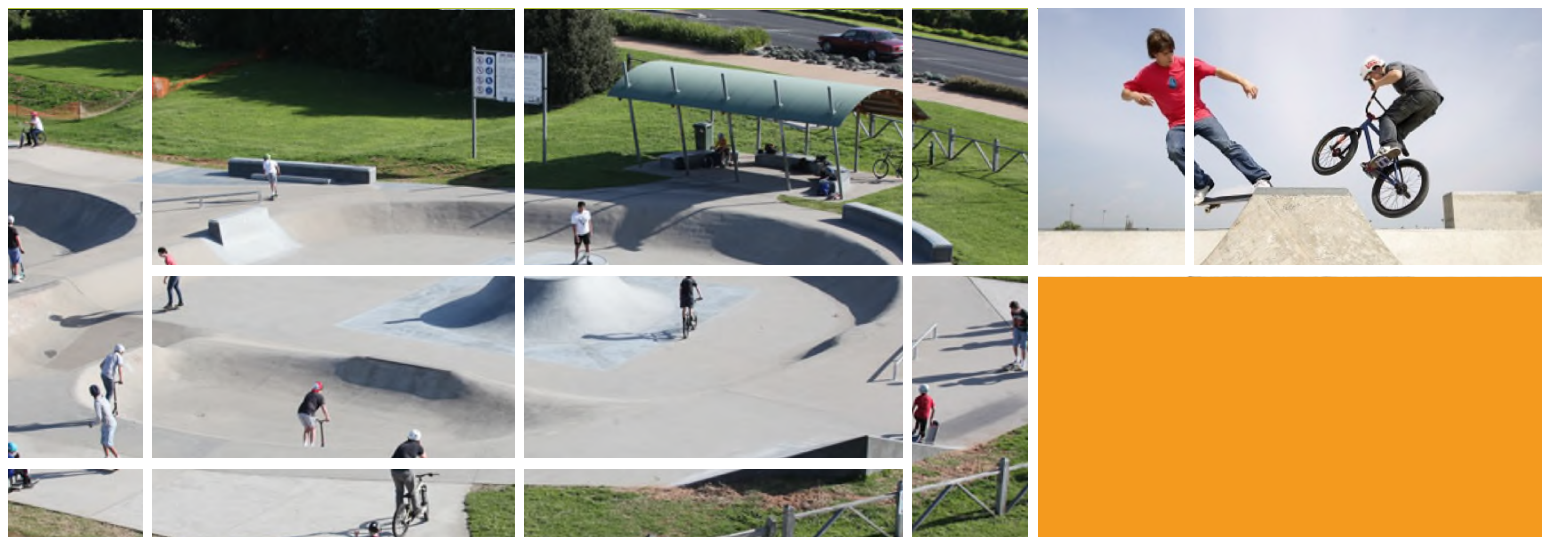
Community Youth Activity Nodes - Shire of Melton

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



RELEVANT PROJECT EXPERIENCE

Cycle and Trail Strategies

Cycling and Walking Strategy - Rural City of Wangaratta
Newman Shared Paths and Recreation Facilities Map - Shire of East Pilbara
Cycle and Skate Sports Strategy - City of Whittlesea
Identification and Audit of Regional Trails - Shire of Moira
Recreation Trails Strategy and Guidelines - Shire of Mitchell
Moreland Cycle Sport Feasibility - City of Moreland
Trails Strategy and Guidelines - East Gippsland Shire
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
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) - Shire of Moira & Goulburn Murray Water



RELEVANT PROJECT EXPERIENCE

Aquatic Feasibility and Facility Projects

Nagambie Water Play Area Feasibility Study - **Shire of Strathbogie**

Aquatic Facility and Sport Stadium Management Review -
Cootamundra Gundagai Regional Council

Stawell Sports and Aquatic Centre Feasibility Study - **Northern
Grampians Shire Council**

Hydrotherapy Feasibility - **City of Bayside**

Gosford Olympic Pool Feasibility and Design Concept - **Central
Coast Council**

Aquatic Facility Design Concept - **Shire of Moorabool**

Aquatics Feasibility Study - **Shire of Moorabool**

Mildura Waves Competitive Neutrality Review - **Mildura Rural City**

Whittlesea Swimming Pool Upgrade Feasibility - **City of Whittlesea**

Hydrotherapy Facility Feasibility - **Shire of Campaspe**

Management of the Operation of the Swimming Pools 2017-2018 -
West Coast Council

West Coast Aquatic Facilities Strategy - **West Coast Council**

Portland Leisure and Aquatic Centre Feasibility Study - including
Business Plan and Concept Design - **Shire of Glenelg**

Short Term Aquatic Demand Strategy - **City of Wyndham**

Review of Seymour War Memorial Outdoor Pool (in conjunction
with Jeavons Landscape Architects) - **Shire of Mitchell**

Pembroke Park Indoor Sports and Aquatics Centre Business Case
and Master Plan Review - **Sorell Council**

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

Sport, Recreation and Aquatics Facility Review - **Charles Sturt
University**

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**

Corroyong 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 - **City of Wyndham**

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

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

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

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

Yea Swimming Pool Redevelopment Feasibility - **Shire of
Murrindindi**

Aquatic Facilities Contract Specifications - **Shire of Glenelg**

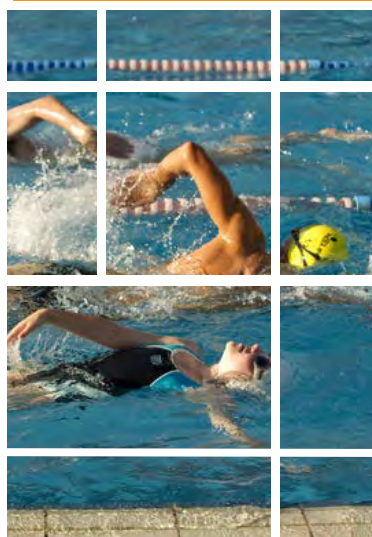
Indoor Sports and Aquatic Centre Feasibility - **Narrabri Shire**

Marketing Strategy - **Life Saving Victoria**

Aquatic Centre and Gym Expansion Feasibility Study -
Hurstville City

Swimming Pool & Leisure Facility Recurrent Cost Analysis - **City
of Orange**

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



RELEVANT PROJECT EXPERIENCE

Water Based Recreation

Water Safety Management Review - Piers and Jetties - Parks Victoria

Water Safety Management Review - Lakes, Rivers and Waterfalls - Parks Victoria

Docklands Fishing Strategy - City of Melbourne

Wisemans Ferry Boat Ramp Redesign - Hornsby Shire

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

Yarralumla 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



RELEVANT PROJECT EXPERIENCE

Strategic Plans for Sports Organisations

Synthetic Hockey Pitch Business Case - Benalla Hockey Club

Alexandra Park Upgrade Business Case - Mornington Football Club

Mont Albert Reserve Lacrosse Ball Escape Assessment - City of Whitehorse

State Football Facility 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

Strategic Marketing Plan - Surf Life Saving Victoria

Launceston Regional Tennis Centre 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

Sport Specific Strategies

State Football Facility Strategy - Football Federation Victoria

Football Lawn Bowls and Croquet Plan - City of Greater Dandenong

Tennis Plan - City of Greater Dandenong

Soccer Development Plan - Mornington Peninsula Shire

Future Directions: Soccer Plan - City of Moonee Valley

Tennis Facility Strategy - City of Kingston

Tennis Facility Strategy - Southern Grampians Shire

North West Metropolitan Regional Tennis Facilities Plan - Tennis Victoria

Tennis Development Plan - Southern Grampians Shire

Council Gymnastics Development Plan - City of Warnambool

Gymnastics Development Plan - City of Greater Shepparton

Cricket and Football Strategy - City of Whittlesea



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.



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



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.



WHO WE ARE

Diana Barrie

Senior Sport and Recreation Planner

- Graduate Certificate Planning - RMIT
- Graduate Diploma Recreation Planning - Canberra CAE
- Bachelor of Arts (Geography) - UNSW

Diana has over 30 years' experience in recreation and tourism planning and project management of infrastructure projects for State Governments in NSW and Victoria. The last 10 years was involvement with State and Local governments for major regional infrastructure projects with a focus on tourism. These included regional trail networks (rail trails and their evaluation), overseeing funding for tourism infrastructure works such as the redevelopment of the Hepburn Bathhouse, Flagstaff Hill Museum and many other regional tourism attractions including showgrounds.

Whilst working in Sport and Recreation, Diana specialised in the area of indoor sports facilities (specifically swimming pools) for both local government and the international sphere, as part of the Infrastructure Team for Melbourne's Bid for the Olympic Games.



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.



Briar Sefo

Project Manager and Planner

- Master of Business (Sports Management), Deakin University
- Bachelor of Law/Arts(Political Science), University of Waikato

Briar is a recent addition to the @leisure team.

Briar has ten years experience in planning and project management. She is an experienced sports Project Manager with a background in sports, law and governance. Briar has established success in a wide range of strategic outcomes and has significant experience with policy development planning assessments and governance best practice frameworks, with a strong work ethic to achieve cohesion and stakeholder goals.

Briar was most recently employed by Athletics Australia as a Project Manager, where she was involved in the development and implementation of the AA strategic plan.

She also has over three years' experience as a Paralegal with Rigby Cooke and Maddocks Lawyers, where she specialised in planning and environment issues and S173 planning agreements for Councils.

Briar is an accomplished track and field athlete.



WHO WE ARE

Nele Roose

GIS and Document Manager

• Bachelor of Topography – Hogeschool Gent, Belgium

Nele has over 10 years experience in a range of business, and data related capacities. She has considerable experience in digital mapping, cartography and Geographic Information Systems and previously worked for an international digital mapping data company. She has held several positions in the company related to process improvements, training and information systems.

Nele has considerable experience in the preparation of and manipulation of GIS layers and data. Since joining @leisure, she has undertaken GIS mapping for a number of open space and sport and recreation strategies and feasibility studies.

Nele is also responsible for the design of documents and document templates.



Adrian Dixon

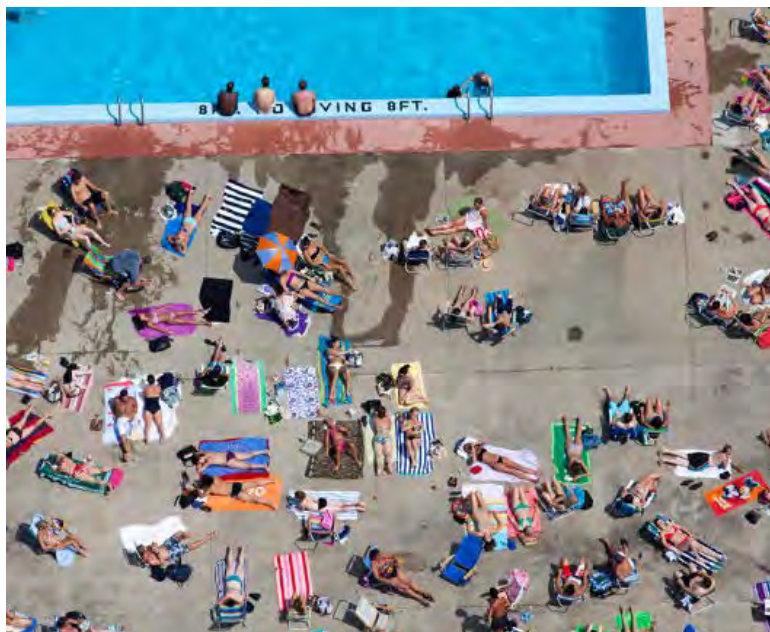
Project & Business Administration Officer

• Bachelor of Sport & Recreation Management/Business Management - Victoria University
• Master of Sport Business Integrity - Victoria University

Adrian holds qualifications in a double degree in Sport & Recreation Management/Business Management, as well as a Master of Sport Business Integrity Degree, both studied at Victoria University. Prior to joining at @leisure, Adrian worked for the Coburg Football Club, who currently play in the VFL competition, where he held roles and responsibilities working in logistics, football operations and digital/social media.

Adrian's experience includes administration and operations, logistics, digital/social Media, facility management and data management.

Adrian's role with @leisure includes project administration, and data collection and analysis.



Chloe Dimond

Recreation Planning and Administration Assistant

• Bachelor of Sport & Recreation Management – Victoria University

A recent addition to the @leisure team, Chloe recently completed a Bachelor of Sport Management at Victoria University, where she undertook units in both Outdoor Education and Active Communities. Chloe has been a camp leader on numerous camps for Halls Outdoor Education (Wombat Corner Camp) and Arbutus Hayo-Went-Ha in Michigan.

Prior to joining @leisure, Chloe worked for the Melbourne Football Club in their events and fundraising team where she was responsible for coordinating the annual online auction, the Melbourne Auction Spectacular.



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)
- World Leisure (World Leisure Association)
- Sports, Play and Construction Association
- International Play Association (IPA)

Life Memberships

- Parks and Leisure Australia
- Play Australia

Insurance and Statutory Requirements

@leisure Planners Pty Ltd currently has:

Insurance policy:	Company:	Policy number:	Policy value:
Public Liability	QBE Insurance	41A584156BPK	\$20 million
Professional Indemnity	Lloyds, London	03PLL002847/04	\$10 million each and every claim
Workcover	CGU	12945124	Full cover

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