



2013 ANNUAL REPORT

This Annual Report covers the period 1 July 2012 to 30 June 2013



The United Church in Australia, Presbytery of Canberra Region



National Accommodation, Recreation & Tourism Accredited

GREENHILLS CENTRE ANNUAL REPORT 2012/13

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NOTE: This Annual Report 2012/13 is provided for the information of the Uniting Church in Australia's Synod and Presbytery requirements, for the information of staff, guests and all Friends of Greenhills and in accordance with the *Greenhills Rules, Clause 3.15(a)*.

This report will be available in an abridged format – with no photographs or attachments – for electronic distribution to all the Friends of Greenhills, including volunteers, major clients and suppliers while a full version will be available in hard copy for those who request one. Please contact the Greenhills office on 62881074 or email bookings@greenhillscentre.com

INTRODUCTION

The Greenhills Centre, established in 1965, is a community facility of the Uniting Church in Australia, owned by the Synod of NSW/ACT and administered under the Presbytery of Canberra Region. Governance and management of the Centre operates through an appointed Board under the *Greenhills Centre Rules* established by Presbytery.

The Greenhills Centre provides group accommodation and conference facilities for up to 200 people, within a Christian environment. It is used by schools, youth and community groups, of all ages and from all over Australia and occasionally by overseas visitors. It is situated on approximately 6 hectares in a rural setting near the Murrumbidgee River in the Australian Capital Territory, with magnificent views towards the Brindabella Ranges.

Greenhills is a member of Christian Venues Association (CVA) of Australia and is accredited through the National Accommodation Recreation Tourism Accreditation (NARTA), Australian Tourism Quality Assured (T-QUAL) Accreditation scheme and the Five Leaf ECO-Award program.

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CHAIRPERSONS REPORT

“... to see lives enriched through memorable experiences.”

The *GREENHILLS STRATEGIC PLAN 2013* has spelt out that the vision guiding the actions and activities of the Greenhills Centre is to see lives enriched through memorable experiences. Also that our core purpose can be expressed as ‘to build communities’ in visiting groups, staff and volunteers through our service, hospitality, stewardship, partnerships and integrity.

These noble statements of purpose and vision are backed up by strategic direction statements and projects for ministry & hospitality, facilities & service, environment & community, and marketing & finances. Thus the achievements of the past year will be extended in the next three years of new initiatives and continuous improvements.

2012-13 was another good year of providing service to our guests, enhancing accommodation, improving the grounds and better governance. The work of the four board subcommittees in guiding many of these achievements and the administration by Executive Director Peter Badowski needs to be recognised as leading the achievements this past year. The dedication and application of managers Stephen & Kathy Schlenk, their staff, contractors and many volunteers in carrying out the services, operation and improvements has been critical to the success of this year.

The Executive Director’s Report and the Board Subcommittee reports that follow, list the main achievements in ministry, property development, marketing and governance that are underpinned by better financial management and accountability.

Reaccreditation by National Accommodation & Recreation Accreditation (NARTA) again this year and accreditation by T-QUAL, the Tourism Quality Council of Australia, both verify the high quality of Greenhills administration and operation. The preparation of a Draft Constitution, to more clearly define the authority and delegations of the Board and relationships with Presbytery and Synod is a further step in good governance.

Two features of the year, relating to our history and stewardship of Greenhills site and facilities, were the erection of signage and barriers around the Homestead Ruins and the very moving commemoration ceremony of the Ten Year Anniversary of the 2003 Bushfires. Our inheritance of this wonderful site, the input of our founders – especially Max Hill – and the grace of God in inspiring and leading us have been celebrated. “*Paula’s Story*” in the book ‘*Inspirational Stories of LIFE + FAITH*’ has documented this appreciation, especially from the 2003 bushfires recovery.

With accommodation figures again nearing 20 000 bed-nights, after a ‘GFC dip’ in the past two years, and extremely high customer service feedback – near 10/10 for both service and meals – plus the extensive improvements in accommodation rooms, cabins and facilities it is clear that Greenhills’ is continuing ***“... to see lives enriched through memorable experiences “***.

We have been greatly assisted this past year by special benefactors and volunteers, including:

- The volunteers on the Board and the Rotarians and Mens' Shed participants who have provided significant inputs to governance and property improvements throughout the year.
- Greenwood & Freehills, the GST expert lawyers, who through Partner Andrew Howe provided pro-bono advice on our GST status and options.
- Master Carpets (ACT), through Managing Director Richard Palmer, who provided carpeting throughout the Christie Units, Executive Director's office, auditorium stage, etc.
- Wholesale Sleeper Company (WSC), via Manager Murray Flakelar that donated the barrier materials for the Homestead Ruins.
- Phil Laird, who continued to provide valuable services, on a voluntary basis, in IT support of our computers, email and website.
- Pauline Hore CPA, who has provided the auditing of our Annual Financial Statements in 2012 and 2013.
- Robyn Hipkiss who donated copies and profits from her book *Inspirational Stories of LIFE + FAITH*

I am most grateful for the contributions and support provided by board members over this past year of significant achievements. We share our concerns and prayers for Genevieve Power as she recovers from a severe stroke. We have missed the expertise and contributions of Tara Munro-Mobbs in 2013 when she returned to full-time career. With the grace of God we will continue to be good stewards of the Greenhills Centre in the coming year.

Barry Howe
Board Chairperson

TREASURERS'S REPORT

Please find attached a summary of the Financial Statements for 2012-2013.

The income from bookings shows a modest improvement over the previous year and this has resulted in a surplus of \$74,126 which compares favorably to \$57,746 in 2011-2012 and \$41,108 in 2010-2011.

Greenhills uses surpluses to improve the facilities for clients. Greenhills is continually examining costs and charges to balance the provision of low cost accommodation to the community with the rising expectation of a higher standard of facilities. The surplus needs to be sufficient to maintain the levels of service but with reasonable prices for our clients.

A major project currently underway is the construction of a new Managers' Residence. This will be largely funded through a loan from Uniting Financial Services and will double our borrowings from \$450,000 to \$900,000. Greenhills will be able to service this debt but it will decrease future surpluses and will limit further borrowings.

Greenhills applied for a block of unleased Territory land that fronts Cotter Road to improve our options in relation to road frontage and land use within the site. This block is being incorporated into the main block but this has been a long complicated process and we are still clarifying our obligations in relation to the new consolidated lease. We will have to carefully consider our ability to service those obligations.

The Australian Government has recently formed the Australian Charities and Not-for-profits Commission (ACNC). There are three core areas of work: regulatory reform – including establishing the ACNC and introducing a new statutory definition of charity; tax reform – including reforming the regulation and taxation of the NFP sector; and funding reform – including streamlining government funding agreements and reporting requirements. Whilst Greenhills is not dependent on government funding, the other areas will likely impact Greenhills including additional reporting requirements but it is early days for all concerned.

The Board has examined the issue of Greenhills' GST-free status. On balance, it decided that Greenhills will charge GST from 1 January 2014. We will monitor this policy closely in the coming period to assess the impact on groups that use Greenhills.

The Synod of NSW and ACT has a policy that all banking be undertaken with Uniting Financial Services. Greenhills has completed the process of transferring all accounts to UFS.

Greenhills is financially viable and continues to meet its financial, legal and other obligations. There are challenges ahead but we are well positioned to face them.

I thank members of the Board, the Finance Subcommittee and the staff and volunteers of Greenhills for their effort and support over the past year.

John Bell
Treasurer

Greenhills Centre - Summary Financial Statements:

Income	2012-2013	2011-2012
Bookings	\$1,269,048	\$1,203,841
ACT Environment Grant	-\$3,592	\$3,592
Renewable Energy Credits	\$0	\$2,499
Miscellaneous Income	\$8,026	<u>\$8,831</u>
	\$1,277,074	\$1,218,763
Expenses		
Operating Expenses	\$1,070,024	\$1,047,244
Depreciation	<u>\$132,924</u>	<u>\$113,773</u>
	\$1,202,948	<u>\$1,161,017</u>
Surplus	\$74,126	\$57,746
Assets		
Current	\$382,364	\$377,243
Non-Current	<u>\$3,632,471</u>	<u>\$3,579,509</u>
	\$4,014,835	\$3,956,752
Liabilities		
Current	(15,080)	(\$15,737)
Non-Current	<u>\$456,526</u>	<u>\$473,226</u>
	<u>\$441,445</u>	<u>\$457,489</u>
Equity	\$3,573,389	\$3,499,263

Notes

1. The Greenhills Centre is a facility of The Uniting Church in Australia, Synod of NSW and the ACT, and is administered by the Canberra Region Presbytery.
2. Greenhills operates through a Board appointed under the Greenhills Rules established by the Presbytery. This special purpose financial report has been prepared to fulfill the Board's financial reporting requirements under the Rules.
3. The accounting policies used in the preparation of this special purpose financial report are consistent with the financial reporting requirements under the Rules, and with previous years' financial reports. These accounting policies are, in the opinion of the Board, appropriate to meet the needs of The Uniting Church in Australia and Greenhills.
4. The financial report has been prepared on a modified accrual basis of accounting including the historical cost convention and the going concern assumption.
5. The requirements of the accounting standards and other professional reporting requirements in Australia do not have mandatory application to Greenhills because it is not a reporting entity for these purposes.
6. Assets are shown at cost less accumulated depreciation based on the estimated life of the asset, with items less than \$1,000 being expensed. In the opinion of the Board, net fair value approximates this carrying value. Assets are regularly revalued for insurance purposes.
7. Land values are not included as Greenhills operates under special leases including purpose clauses "only for the purpose of educational programs, conferences, youth camps and recreational activity and such other related purpose as may be approved by the Minister in writing", "for the purpose of a group or organised camp", "residential purposes" and "asset protection zone". These leases may not have a realisable value if they need to be surrendered if Greenhills ceases to operate under these clauses.
8. Non-current liabilities are borrowings from Uniting Financial Services. Employment related provisions have not been raised as there are currently no long term employees.

AUDIT REPORT

To the Members of the Greenhills Conference Centre

Scope

I have audited the financial report of Greenhills Conference Centre as set out in the Profit and Loss and Balance Sheet attached. The Greenhills Conference Centre Finance Committee is responsible for the preparation and fair presentation of the financial report and have determined the accounting policies for the financial report. I have conducted an independent audit of the financial report in order to express an opinion on it to the members.

The Finance Committee is also responsible for establishing and maintaining internal controls relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error, selecting and applying appropriate accounting policies and making accounting estimates that are reasonable in the circumstance

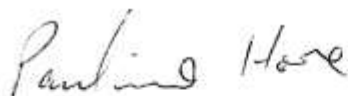
Auditor's Responsibility

My role is to express an opinion on the financial report based on my audit. The audit has been conducted in accordance with Australian Audit Standards to provide reasonable assurance whether the financial report is free of material misstatement. My procedures included examination of evidence supporting the amounts and other disclosures in the financial reports and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with Accounting Standards, other mandatory professional reporting requirements and the requirements of Greenhills Conference Centre so as to present a view which is consistent with my understanding of the organisation's financial position and the results of its operations.

The audit opinion expressed in this report has been formed on the above basis.

Audit Opinion

In my opinion the financial report presents fairly in accordance with applicable Accounting Standards, other mandatory professional reporting requirements and the requirements of Greenhills Conference Centre the financial position of Greenhills Conference Centre as at 30 June 2013 and the results of its operations for the year ended.



Pauline Hore JP(ACT); BEc; CPA
20 Ross Smith Cres
Scullin ACT 2614
8 September 2013

EXECUTIVE DIRECTOR'S REPORT

As I reflect on the past 12 months, and as evidenced by customer feedback, I am pleased to report that Greenhills has delivered services of an extremely high standard to our guests, with an increase of 2302 bed nights over the previous year, while still managing to focus on increased operational efficiencies. These have been realised through our ongoing commitment to process improvement, service delivery, compliance and close management of operational costs.

While our business environment in 2012/13 remained very competitive, we continued to make investments, demonstrating our commitment to delivering higher standards of service in a continually growing market. Statistics broadcast recently noted that approximately 18000 school children visit Canberra and its attractions every month.

2012 -13 has been another busy and demanding year at Greenhills. Our primary focus and substantial investment during the year was in marketing, continuing upgrades to our facilities, ministry and mission outreach to guests and local communities through service provided.

Areas that were given the highest priority were:

- Repair to a large section of road adjacent to the Cotter Centre at a cost of \$130K.
- Ongoing refurbishment of the Murrumbidgee Centre, this included internal painting of rooms, and replacement wardrobes and on a larger scale, the lounges located in C&D Blocks were converted into single bed ensuite rooms, providing four additional beds.
- The Christie Units have had a major makeover with new carpet, paint, curtains, and beds.
- Internal painting of the dining room and auditorium
- Planning work and approvals to commence construction of a new manager's residence on the existing site.
- A new Greenhills logo, website, three new brochures, and a Facebook page.
- Ensuring on going compliance with the new Work Health and Safety (WH&S) requirements, with ACT Health requirements, and *Working with Vulnerable People* legislation.
- The Ministry Mission and Communications Subcommittee is considering ways for Greenhills to have far greater community involvement and for communities to have greater access to Greenhills as well as looking into ways Greenhills can give back to the community.

Looking forward:

In order to make better use of available facilities and to keep Greenhills financially viable, we will be pursuing a wider range of avenues to increase the range and numbers of guests. Greenhills recently listed with the ACT Visitor Centre on Northbourne Avenue. It is anticipated that this will increase Christie Unit bed night numbers. We are continually improving and widening our marketing to attract broader sections of the community.

The ongoing of the upgrading of our facilities to maintain standards that continues to attract customers and make the experiences of return groups more pleasant. Accommodation improvements have been listed above. We will also endeavour to attract more day conferences.

We are also exploring a number of volunteer assisted projects;

- The possibility of forming a partnership with a community group that may be interested in establishing and operating a small community garden at Greenhills whereby some of the produce is to be donated to the disadvantaged within our community.
- The possible excavation and minor restoration work on the Greenhills homestead. The remaining arch is in danger of collapse if some restoration work is not undertaken soon. We would also like to clean up the site and make more of the building visible. We envisage that to be a long term project for a band of dedicated volunteers.

I would like to record a great vote of thanks to our Board for their continued support over the year. Special thanks to our Chairperson, Barry Howe for his dedication, hard work and support.

As managers and staff at Greenhills our aim remains

“to provide a five star experience at a one star price”.

Customer feedback indicates that we are well on the way to achieving this and I am very much looking forward to the coming year where we will continue our commitment to delivering our services

Peter Badowski
Executive Director

CAPITAL WORKS

The Capital Works Sub-Committee is one of a number of sub-committees established as a working group to facilitate decision making by the Board. It considers significant projects and has the following terms of reference –

1. Develop strategies for capital development
2. Review proposed capital works projects
3. Evaluate specific projects
4. Define scope, budgets and schedule for specific projects
5. Provide recommendations to the Board
6. Review implementation of specific projects against defined scope, budget and schedule
7. Provide progress reports to the Board

Membership comprises John Bell, Peter Badowski, Brian Carle, Genevieve Power and Harold Small.

During 2012-2013 the following projects were considered:

1. New Manager's Residence
As reported last year a decision was taken to demolish the existing residence and to rebuild a purpose built home on the same location. The design phase was completed and the development Application (DA) was approved by the planning authority, ACTPLA (April 2013) subject to a number of conditions. The project has been approved by both Presbytery and the Synod including approval of borrowings up to \$450,000. Competitive tenders were called and a contract with Shaw Living was signed May 2013. The Board formally approved the project as documented by the architect's plans setting a budget of \$450,000 with completion by 1 November 2013. Unfortunately there has been a considerable delay in addressing the conditions set by ACTPLA which prevented commencement of work during the reporting period. It is expected that the project will still be completed by November 2013.
2. Leaders Rooms in the Murrumbidgee Centre
As reported last year a decision was taken to convert the two existing lounges in the Murrumbidgee Centre into leaders' rooms. This work has been completed successfully at a cost of \$38,000 and now provides a more productive use of these rooms. Two quotations to extend A Block to provide an additional leader's room were well over the budget of \$40,000 and this part of the project is under review.
3. Repair of Roadway
As reported last year a decision was taken to repair the access road. This work was completed successfully at a cost of \$130,000.

Harold Small
Convenor

FINANCE AND COMPLIANCE

The role of the Finance and Compliance Committee is to assist the Greenhills Board to meet its corporate governance and oversight responsibilities in relation to finance, reporting, internal controls, risk management and audit.

The Committee comprises Don Gruber (Convenor), Barry Howe (Board Chairperson), John Bell (Treasurer), Tara Munro-Mobbs and Peter Badowski. It continues to act on an as needed basis rather than conducting regular formal meetings.

At the request of the Board, the Committee:

- Undertook a comprehensive review of the policies and procedures adopted by Greenhills to meet the requirements of the Goods and Services Tax legislation. Pro bono legal advice was sought from Greenwoods & Freehills in Sydney as to the complex compliance issues involved. The outcome was that Greenhills will move to operate on a fully GST pricing model from the end of 2013. The Committee appreciates the assistance of Andrew Howe of Greenwoods & Freehills in this review.
- Undertook a comprehensive review and rewrite of the Presbytery rules under which the Board is constituted and operates. This review resulted in a draft constitution being developed which better meets Synod requirements and better provides for the good governance of Greenhills. The revised document has been approved by the Board and passed to Synod with a view to its formal adoption in 2013-14. The Committee appreciates the kind assistance of Roger Kilham, Treasurer of the North Belconnen Uniting Church in this review process.
- Undertook reviews and made recommendations on Greenhills accommodation costs and pricing structure to ensure that the Centre continues to operate on a financially viable path.

The committee advised on the Greenhills budget for 2013-14 and continues to monitor the regular financial management reports against the approved.

A review of the draft policies and procedures manual commenced and will continue into the 2013-14 year.

Don Gruber
Convenor

MINISTRY, MISSION AND COMMUNICATIONS

This was the most active subcommittee over the past year, with Board Members Barry Howe, Rev. Alistair Christie, Rev. Duncan Macleod, Executive Director Peter Badowski, Customer Service Manager Kathy Schlenk and Customer Service Officers Kelly Arnold and Karen Hush partaking.

The *Greenhills Marketing Strategy 2012* and the subsequent *Market Action Plan A* adopted by the Board in April 2012 has guided the substantial developments over the past year; these include:

- Refocussing the quarterly *Greenhills UPDATE* publication on the interests of guests, and its distribution to a wider range of Friends of Greenhills.
- Improvements to all lounges, to enhance the experiences of guests.
- Upgrade and update the website and social media linkages.
- Upgrade the leaflets and other corporate image material.
- Become more actively involved with the organisations behind the school excursion market.
- Market the Christie Units to a wider public via ACT Visitor Centre and church publications.

All these actions have been carried out and extended by improvements to the Christie Units, new logo, letterhead and title blocks, adoption of Facebook and a new corporate image in the revised brochures – for group accommodation, conference facilities and Christie Units.

Sponsorship of the Presbytery of Canberra Region's revised quarterly publication *PERSPECTIVE* through advertisements and timing of *Greenhills UPDATE* for distribution at Presbytery meetings has increased our exposure to congregations. Recent discussions with ACT Visitor Centre will lead to greater usage of accommodation units, especially the Christie Units.

The major ministry event of this past year was the Ten Year Bushfires Commemoration Service held in January 2013. This outstanding service of remembrance, reflection and thanksgiving was attended by more than 100 guests, including Chief Minister Katy Gallagher and Greenhills Founder Max Hill, led by Rev. Alistair Christie, enhanced by the *Chain Reaction* youth choir from UCA Weston Creek and Youth With A Mission, and made poignant through the personal stories of Harold Small, Cyril Trezise, Alan Ashley and Clinton White. *Greenhills UPDATE – Summer 2013* has details and photos.



An extensive review of ministry opportunities available at Greenhills was carried out, responding to Kathy Schlenk's paper *Possible Ministry at Greenhills Centre* with its 36 examples of ministry activities experienced at Tatachilla, Gawler High School and Warrambui. 14 of these have been adopted for further development over the coming year. Many of these will implement the direction for ministry and hospitality set out in the *Greenhills Strategic Plan 2013* that states that:

"Over the next three years we will endeavour to extend the ministry of Greenhills through our hospitality, service and witness to clients and guests with enhanced facilities, careful stewardship of the local environment, and partnering with clients and the local community.

The Board has acknowledged the valuable contribution of Kelly Arnold in all of the marketing advances over the past two years, before her departure in May, and we are grateful to Robyn Hipkiss for inclusion of *Paula's Story* of the 2003 bushfire experiences at Greenhills in her latest book *Inspiring Stories, Life and Faith* and for the donations made from its sales.

Barry Howe
Convenor

ORGANISATION 2012-2013

Greenhills Board:

Chairperson	Barry Howe	Chairperson to December 2013. Appointed to December 2015
Honorary Secretary:	Harold Small	Appointed to December 2013
Honorary Treasurer:	John Bell	Appointed to December 2013
Members:	Brian Carle	Appointed to December 2013
	Rev. Alistair Christie	Appointed to December 2013
	Don Gruber	Appointed to December 2014
	Tara Munro-Mobbs	Appointed to December 2015
	Genevieve Power	Appointed to December 2015
	Rev. Duncan Macleod	Presbytery appointed ex-officio

Board Subcommittees:

The Executive Sub-committee;	Convenor – Barry Howe
Finance and Compliance Sub-committee:	Convenor – Don Gruber
Capital Works Sub-committee:	Convenor - Harold Small
Ministry, Mission and Communications Sub-committee:	Convenor – Barry Howe

Staff:

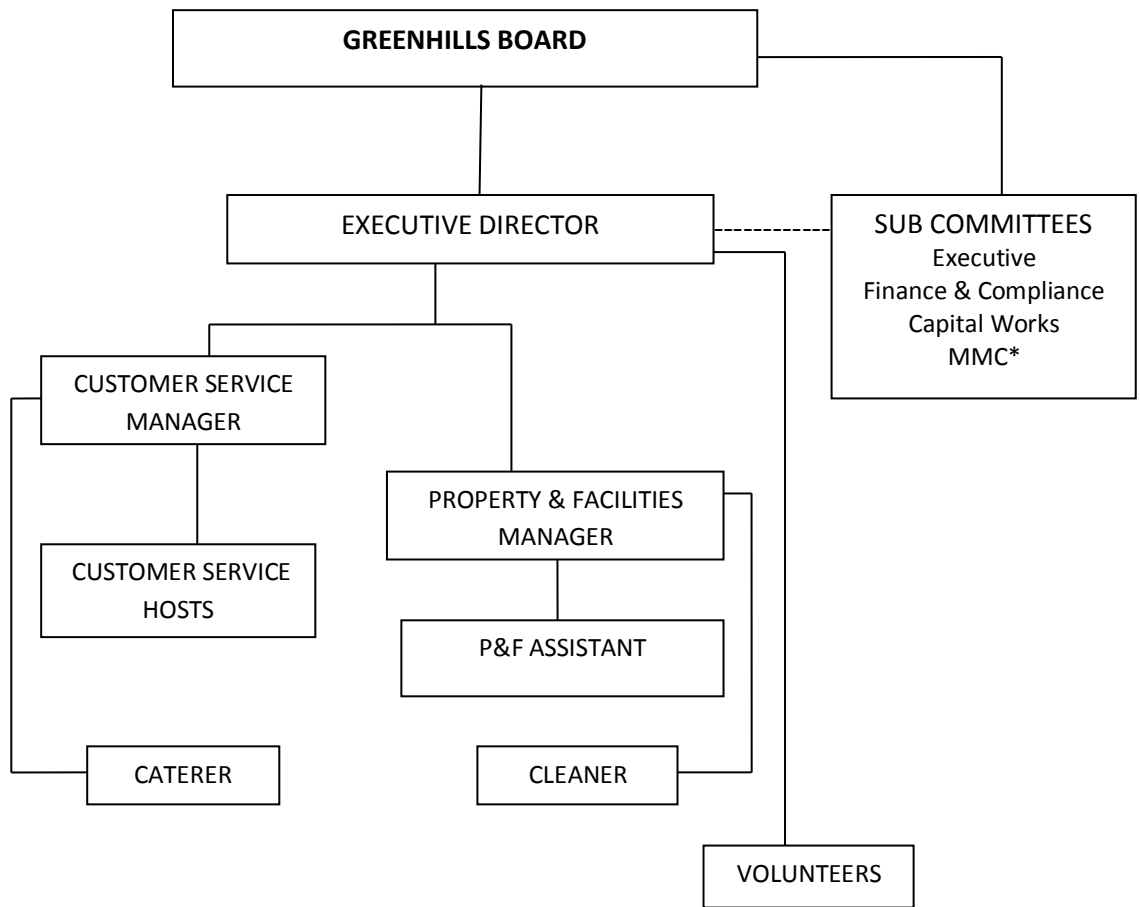
Executive Director:	Peter Badowski	Commenced May 2011
Facilities Manager:	Stephen Schlenk	Commenced Nov.2010
Customer Service Manager:	Kathy Schlenk	Commenced Nov. 2010
Office Assistant:	Karen Hush	Commenced May 2013
Customer Service Host:	Cherie Smeal	Commenced March 2011
Customer Service Host	Brett Morgan	Commenced August 2012
Maintenance Assistant:	Stewart Wood	Commenced March 2013

Contractors:

Catering: S&R Seafoods

Cleaning: VIP Cleaning Services

ORGANISATION STRUCTURE



*Ministry, Mission & Communications

OCCUPANCY AND CLIENT SATISFACTION

Occupancy:

For the 2012/13 Financial Year the monthly statistics for accommodation bookings are shown in the table below.

<u>OCCUPANCY FOR</u>													
<u>FY 2012-13</u>													
Month	<u>2012</u>						<u>2013</u>						<u>Totals</u>
	July	Aug	Sept	Oct	Nov	Dec	Jan	Feb	March	April	May	June	
Groups	15	19	19	21	15	2	7	10	12	8	15	15	158
Clients	681	879	830	936	749	157	184	785	779	272	930	717	7899
Bed-nights	2347	2547	1783	2228	1755	371	704	1323	2028	683	1787	2064	19620
Unit-nights*	4	4	13	12	9	0	14	6	2	9	2	8	83

*Unit-nights are calculated on those paid for separately and not those provided to coach drivers, teachers, etc. as part of a group booking.

Total numbers (bed-nights and groups) are up by 4.1% or 2300 bed-nights on the previous financial year, bookings remain strong for the 2013/14 financial year, with forecast bed-nights to be around 20500. Bookings are being taken through to 2017. Our overall occupancy rate was 35%.

Occupancy by category:

- Schools Groups – 76%
- Church/Community Groups – 20.5%
- Corporate – 1.0%
- Sporting Groups – 2%
- Family Groups – 0.5%

Client Satisfaction

Client* satisfaction is measured via *Customer Evaluation Reports* which are handed out on arrival and where possible collected prior to departure. Verbal praise, a large number of cards, certificates of appreciation, and email messages are also used to measure the level satisfaction. Another gauge is the high number of repeat bookings, which is currently about 90% of our total bookings. More importantly, is the extremely high number of bookings for the coming two years which is also being used as a primary indicator of client satisfaction.

*The terminology used for groups staying at Greenhills is **clients or client groups**, the individuals within groups are **guests**. The term customer covers both clients and guests.

RELATIONSHIPS WITH THE COMMUNITY

The Greenhills Centre has a broad, ongoing and growing relationship with a large number of people and groups who have used and contributed to the facilities over many years.

Our relationship with Presbytery of Canberra Region continues to be close and fruitful, especially through direct involvement in Presbytery governance by Board Members, Alistair Christie, Duncan Macleod, Harold Small and Barry Howe. Greenhills hosts a Presbytery meeting each year; supports the quarterly *Perspective* magazine through advertising and financially supports youth ministry and catering for presbytery meetings.

Over the past year, the Rotary Clubs of Canberra East, Canberra Weston Creek, Ginninderra, Canberra Burley Griffin and Gungahlin, have again supported four Rotary Working Bees that achieved great results in building and landscape improvements. Approximately fifty Rotarians have supported one or more of these working bees. A special Rotary Working Bee in November included 18 clients from Anglicare's Shaw Possibilities group for disabled people supported by 16 Rotarians and 3 Greenhills staff – see pictures below.



Community Working Bees in the autumn and spring were very well attended and supported by the Melba Mens' Shed. Up to thirty people attended each of these working bees and to share fellowship while making substantial improvements to property.

Relationships with ACT Government authorities remain cordial. Chief Minister, Katy Gallagher, attended the commemoration service marking 10 years since the Canberra bushfires. Correspondence and discussions with Land development Authority for consolidation of leases, and ACTPLA for construction of the manager's residence have continued.

The Mission Ministry & Communications Sub-committee is looking into ways to further our involvement in the Canberra community, give community groups greater access to Greenhills and identify ways Greenhills can give back to the community.

