

Variety Queensland  
**2016**  
Annual Review



**variety**  
the children's charity®





## FOREWORD

BY OUR CHAIRMAN

# We love a challenge!

**O**f course, our challenge at Variety Queensland is to assist as many disadvantaged, sick or kids in need of help as we can. And we just love rising to the occasion.

Our 2016 year saw the conduct and support of 312 fundraising events by our many loyal and enthusiastic volunteer fundraisers. From morning teas to mountain climbs, horse racing to hiking - and of course our famous motoring events - all played their part in raising almost four and a half million dollars; all now utilised. A selection of these events are showcased later in this Review.

We also appreciate the results of another wonderful year of patronage by our friends in the business sector and our many private and regular donors.

I am well aware that organisations and individuals alike make sacrifices to continue to fund services for Variety children in need. I assure you that we honour your philanthropy and kindness by adhering to our long-standing credo of money in - money out. Variety Queensland has no large cash reserve or investments to tide us over from one year to the next. If a child is in need we do whatever it takes - within the bounds of good practice and stewardship - to provide relief.

Unfortunately, there are many more children and families requiring Variety services that there are funds available to pay for them. Herein lies our continuing challenge, and the reason why donated and generated funds are never dormant.

2015 and 2016 were challenging years. Income forecasts reflected a difficult fundraising environment, and it was necessary for us to lessen our business risk and work from a lower cost base. We carried vacancies for professional staff throughout 2016 and relied more than ever on the efforts of our magnificent volunteers to reduce event, fundraising and administrative costs.

I am pleased to report that this risk reduction strategy achieved the desired result. Fundraising income reduced only marginally, and we preserved the overall social impact we were pursuing; certainly more so than if we hadn't acted so carefully.

Organisationally, it left us in a stronger financial

position, with greater capability and better prepared to develop and implement a new strategic plan during the course of 2017.

I would like to thank everyone for their contribution throughout 2016. Members, event participants, donors, sponsors, volunteers, staff and the Board all provided passion and dedication when it was needed. I assure you that your efforts are deeply appreciated by the children and families who need it the most.

In practice though, we can't just consider the results of any single year. Although social circumstances, health care and lifestyles change over time, Variety in 2017 will continue to reflect the same characteristics it has since 1928. These will be familiar to anyone with a connection to Variety Queensland:

- Provide more services to our ever growing and deserving constituency.
- Introduce more corporate and individual supporters to Variety's work.
- Conduct fantastic, memorable, and successful events.
- Provide more support to the efforts of our volunteer fundraisers.
- Be a great place to work, to volunteer and to support.
- Reduce the time between children requiring support and obtaining the funds required for it.

2017 is also an opportunity to recommit Variety Queensland and its people to what we are really about: the value and potential of each child, and their inherent rights to a happy, healthy, dignified and productive life.

I'm sure we all look forward to the opportunity this gives us. Together we can have an impact beyond imagination!

**Ian Mackay**  
CHAIRMAN

## MEET LILA

her little face lights up whenever  
she hears singing

Lila is a little fighter. Early in her young life she was diagnosed with a rare disease that left her deaf in both ears, with no balance, low muscle tone and impaired vision.

To help her start walking, Variety provided intensive occupational therapy sessions. Within two months she was up on her feet and walking, as long as she could hold someone's hand.

Walking like this is one her favourite things to do and she is getting much stronger.

Variety also provided music therapy for Lila after she had two cochlear implants. These sessions helped her with listening and language skills. Now her little face lights up whenever she hears singing or a musical instrument.

Lila has come a long way in a very short time.



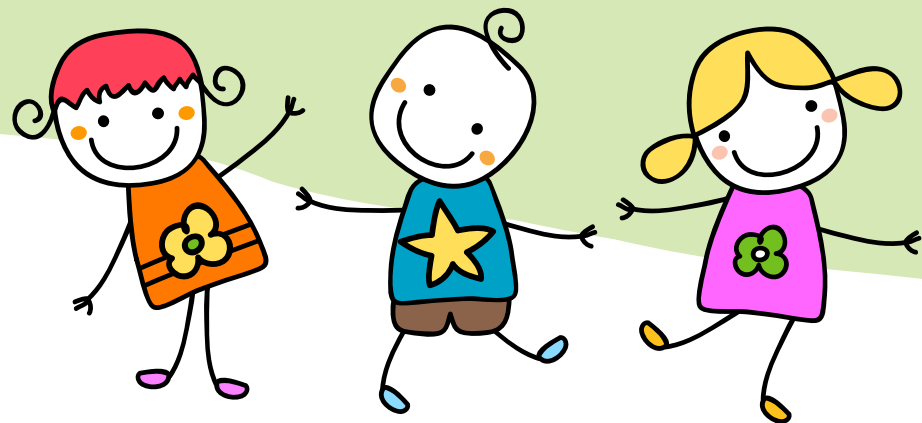
# All children are special, but we support the most vulnerable under three key programs.

All children are special. However, Variety – the Children's Charity of Queensland serves children who are less fortunate; children who live and grow up with a serious illness, disability or disadvantage. These special children require a very special kind of care.

Children with these conditions suffer enough, but this is inevitably followed by families struggling to afford and cope with complex treatments and therapy, mobility and medical devices, care and pain management.

In fact, raising a child with a serious illness or disability can cost a family between four and five times that of a child not living with one of these conditions. Financial strain, emotional stress, physical exhaustion and social isolation can further impact on families and their children's development, health, education and future.

Variety passionately believes that these children have the same rights to an enjoyable and productive life, just as all kids should. We promise that, no matter the condition or situation, we will do all within our power to prevent a child or family being left to carry on alone.



We seek to build them a future without boundaries,  
regardless of background or ability, under three key programs:

## Our Care program

delivers critical  
life-saving medical  
equipment and  
services, healthcare  
and well-being.

## Our Freedom program

delivers vital life-changing  
equipment and services  
for mobility, independence  
and social inclusion.

## Our Future program

delivers crucial life-  
enriching communication  
equipment and services,  
education and  
self-esteem.

## THE FACTS



Severe or profound limitation is defined as when a child is unable to move, communicate or care for themselves without the assistance of another person.

Statistics on this page are an amalgam of those reported or estimated in the following publications and reports: • Australian Bureau of Statistics Disability, Ageing and Carers Reports 2009, 2012 and 2015 • Price Waterhouse Coopers, 2011, 'Disability expectations - Investing in a better life, a stronger Australia' • Mothers and Babies reports, Various, 2013, NSW Department of Health • Birth Defects in Victoria reports, 2013, Victorian Department of Health Consultative Council on Obstetric & Paediatric Mortality & Morbidity • Congenital Anomalies in Queensland, 2013, Queensland Department of Health • The Telethon Institute for Child Health WA, Research



# VISION, MISSION AND VALUES

## Mission

The Variety mission is to empower children who are sick, disadvantaged or who have special needs to live, laugh and learn.

We achieve this by providing medical care and equipment, mobility aids, communication devices, learning systems and opportunities for fun and personal development beyond the reach of families.

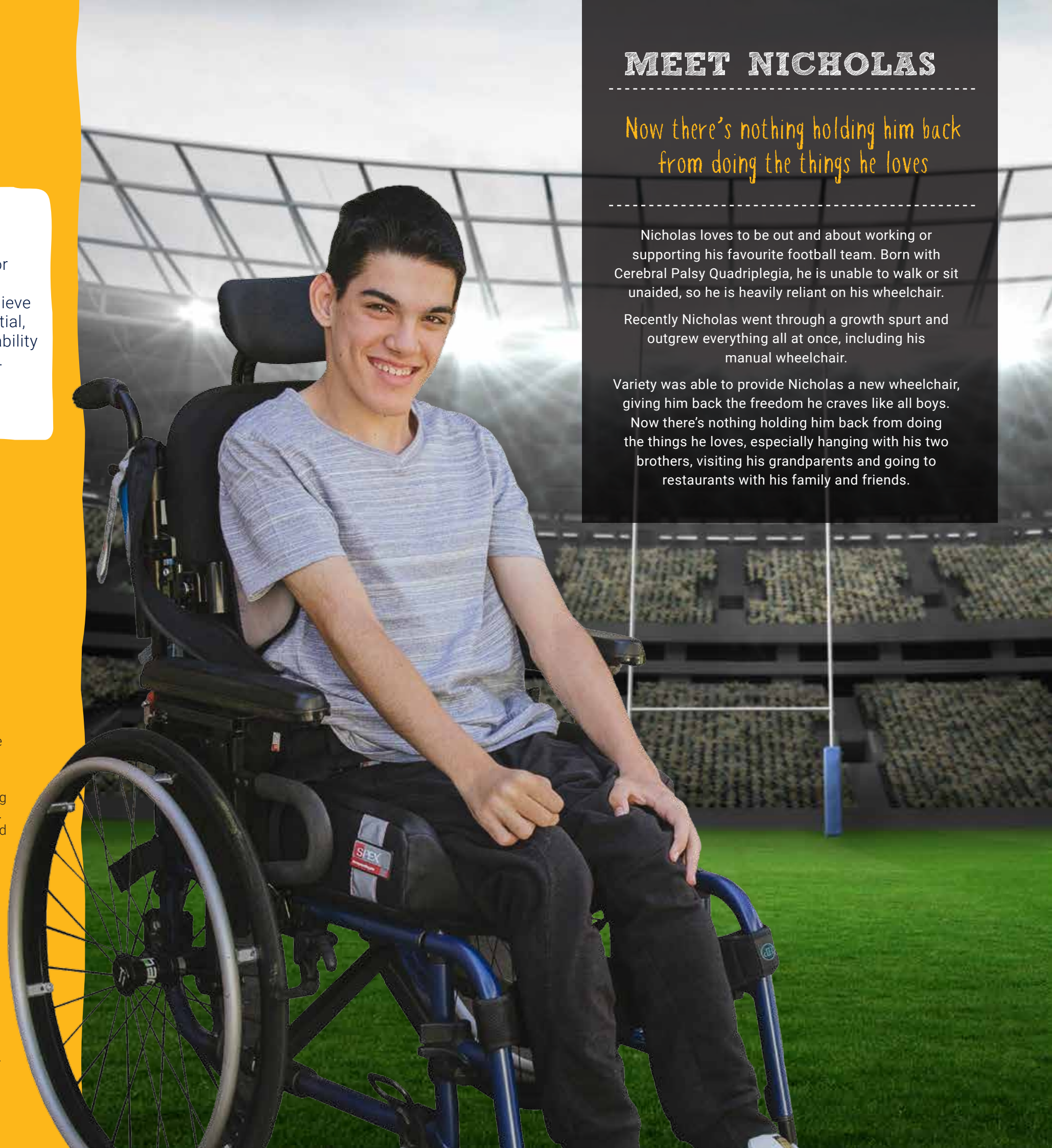
## Vision

Our vision is for all Australian children to achieve their full potential, regardless of ability or background.

## Our values

In every decision we take,  
and every move we make:

- 1 We value each child as an individual, with inherent rights to a happy, healthy, dignified and productive life. We will do everything in our power to assist all children in need to benefit from those rights.
- 2 We recognise that raising a child with a congenital or acquired injury, illness or disability is expensive, isolating and demanding. We will do all within our power to ensure that no family is left to carry on alone.
- 3 We understand that Variety is not the cause; its beneficiaries are. The activities we undertake, funds we raise, support we achieve and decisions we make are for the sole benefit of Variety children and families.
- 4 We acknowledge that families requesting support are likely to be experiencing anxiety and strain, and our relationships with them will take this into account. We will be guided by the individuality, delicacy and urgency of each child's and family's circumstances.
- 5 We value the donors and sponsors who generously provide the funds we need for our work. Our relations and communications with them, and the community at large, will be accurate, respectful and courteous.
- 6 We respect the profound and life-changing impact of our volunteer fundraisers and event participants. These wonderful people are at the heart of our organisation, and their commitment is the reason why Variety touches the lives of so many children and families.
- 7 We appreciate that enjoyment, laughter and positivity are the hallmarks of the bonds we share with each other and with those we support. Although our work is serious, we never forget the importance of having fun.



## MEET NICHOLAS

Now there's nothing holding him back  
from doing the things he loves

Nicholas loves to be out and about working or supporting his favourite football team. Born with Cerebral Palsy Quadriplegia, he is unable to walk or sit unaided, so he is heavily reliant on his wheelchair.

Recently Nicholas went through a growth spurt and outgrew everything all at once, including his manual wheelchair.

Variety was able to provide Nicholas a new wheelchair, giving him back the freedom he craves like all boys.

Now there's nothing holding him back from doing the things he loves, especially hanging with his two brothers, visiting his grandparents and going to restaurants with his family and friends.



# OUR GOVERNANCE

Variety Queensland Inc. is established as a charity under the Associations Incorporations Act (Queensland).

Variety Queensland is also a charity registered by the Australian Charities and Not-for-profits Commission, classified as a Public Benevolent Institution, is Income Tax exempt, has access to GST charity concessions, and is authorised as a Deductible Gift Recipient by the Australian Taxation Office.

## Board of Directors

<b>Ian Mackay</b> Since February 2006	<b>Ross Morgan</b> Since November 2015
<b>Peter Apel</b> Since November 2013	<b>Duncan Murray</b> Since June 2016
<b>John Colvin</b> Until February 2016	<b>Craig Purdy</b> Until December 2015
<b>Ben Cox</b> Since July 2016	<b>Paul Shumack</b> From September 1996
<b>Tamara Cross</b> Until December 2015	<b>James Stewart</b> Until December 2015
<b>Peter Ffrench</b> Until December 2015	<b>Anne Tunnecliffe</b> Until July 2016
<b>Nick Harwood</b> Since July 2016	<b>John Wadley</b> Until February 2016
	<b>Kim Wainwright</b> From March 2012

## Cause leadership and achieving the mission

Our Board of Directors are responsible for the actions, successes and impact of Variety Queensland. It does this as a group, relying on its combined knowledge and perspectives to make decisions that will create and deliver an inspiring future for children.

It is also the principal life support system for this mainly volunteer organisation spread across the state. Good decisions and priorities provide maximum client benefit and social impact, building and supporting teams of volunteers and fundraisers dedicated to creating that future.

## Stewardship, governance and legal responsibilities

The Board is likewise focused on the governance issues that guarantee our continued ability to achieve so much for Queensland children.

Organisational performance, legal compliance and risk mitigation are all determined through the Board's execution of seven principle duties:



## Independent advice

Each Board member has free access to professional advice on legal, financial and compliance matters.

## Voluntary service

Board members, with the exception of the CEO (a salaried officer) receive no remuneration for their services, and must meet all their own expenses on Variety business.

# REVENUE AND KEY PROGRAM EXPENDITURE

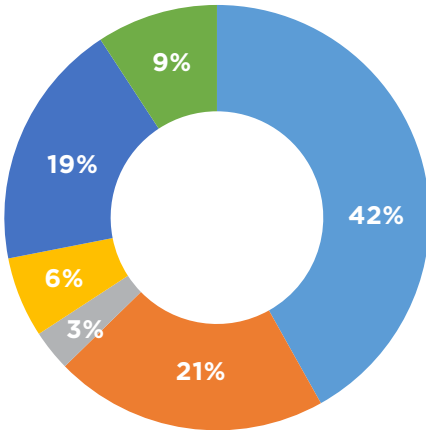
Variety Queensland's income from ordinary sources for 2015-2016 was \$4,415,423, a decrease of \$219,567 (4.9%) from Financial Year 2014-2015.

These graphs show where this income was sourced, and the services and support it funded.

During 2015-2016, expenditure was heavily weighted towards the Future program. Most of this was delivered through the very popular and successful Special Children's Christmas events and other out-of-home experiences for a record total of 6,000 children throughout metropolitan, regional and country Queensland.

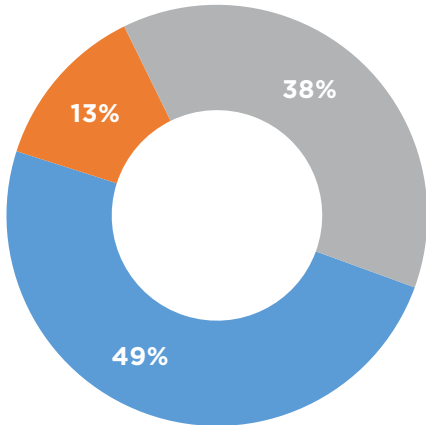
In addition to these services, special purpose grants were made across all three key programs.

INCOME FROM ORDINARY SOURCES



- 2016 Variety Bash
- Other motoring events
- Black tie events
- Corporate donations
- Contracted 3rd party fundraising
- Other fundraising

EXPENDITURE ON SERVICES AND SUPPORTS



- Special purpose grants against all programs
- Children's gifts and entertainment (Freedom program)
- Children's out-of-home experiences (Freedom program)

## MEET AMARA

*She is now able to convey her feelings and needs to her family and teachers.*

Amara is a happy girl with a huge smile and infectious laugh. She has a number of medical conditions and requires specialised equipment in order to sit comfortably and communicate.

Variety provided Amara with a seating system so she can now enjoy everything from sitting at the kitchen table with her family for meals, to playing with her younger sister.

When things get too much for Amara she likes to be rocked back and forth, so Variety also provided a rockerski the family can use to settle her.

Amara's communications require development, and she has especially benefited from the Variety iPad communications program. She is now able to convey her feelings and needs to her family and teachers.



# EVENTS & FUNDRAISING

## Variety Bash

The 2016 Variety Bash departed Warwick on Friday 30th September, with 130 vehicles and over 350 fun loving participants geared up for the ten day, 3000km journey. Bashers headed south into flood-stricken New South Wales, forcing route changes on nine of the ten days on the road. Alternately moving ahead of flood waters or waiting for them to recede added a level of complexity not experienced on previous Bashes.

This year's destination was the Australian motor racing capital of Bathurst, where many of the participants took a few days' rest amongst the octane-fuelled excitement of the Bathurst 1000.

In a phenomenal effort, these dedicated and generous people raised \$1.4 million for Queensland kids in need.



## Yamaha Variety Jet Trek

The Great Ocean Road Yamaha Variety Jet Trek began in Portland on Monday 29 February, with over 53 personal watercraft taking to the ocean.

With picture-perfect views of the Victorian coast for the next six days, 125 thrill seekers travelled east, visiting Warrnambool, Port Campbell, Lorne, Ocean Grove, Mornington, St Kilda, and finally concluding at Phillip Island.



## Variety ARB 4WD Explorer

This tour commenced in Charleville, Western Queensland on Monday 16 May with 57 well-prepared 4WD vehicles carrying 128 modern day explorers.

Over 14 days, this classic adventure saw participants travel along the Birdsville and Strzelecki Tracks to the magnificence of the Simpson desert. The final leg was south to the wine-making country of the Barossa Valley.

A wet summer meant that route selection was of paramount importance, but nothing dampened our spirits as we navigated through the outback, making friends and experiencing the outback joys of Thargomindah, Innamincka, Birdsville, Maree, Coober Pedy, and Wilpena Pound.





## Construction Industry Alliance Golf Day

The Construction Industry Alliance (CIA) is a group of local industry leaders supplying quality products and expert advice to the building industry.

Each member of the CIA shares common business and community values. Tightly bound relationships and a desire to contribute to the communities in which they operate motivates this business group to engage their networks in helping Variety kids.

The CIA golf day has been running for 10 years and has raised over \$200,000 for the kids of Queensland.



## Variety Ride 4 Kids

The Variety Ride 4 Kids event gets bigger and better each year, finding some of the best motorcycle-friendly routes in Queensland.

During March, 40 riders wound their way to Texas, on the Queensland and New South Wales border.

The famous Stockman Hotel was our rest and recovery point half way through the ride, then a return to Brisbane in spectacular riding weather.

Three of these weekend events were supported throughout the year – each one a fundraising success.



## Valentine's Day Ball

The hugely successful and unforgettable Variety Valentine's Ball was held on Saturday 13 February, raising over \$60,000 to help children in need across Queensland.

This spectacular event was Great Gatsby-themed in the exquisite setting of the Brisbane Tattersalls Club. A predominantly younger group of business professionals and their friends were treated to a four-piece 1920s swing band and dance-floor, roving performers, 'magical' guests, photographers, a monster raffle and a popular Fashions of the Night.

Organised by Variety volunteer Tyson Clarke and a coterie of helpers, the Valentine's Day ball set the benchmark for themed events to come.

## Triple Zero Ball

On Saturday 4 June, 500 emergency service workers, partners and guests joined in the fun of Brisbane's annual Triple-Zero Charity Ball.

This was the fifth time that police, paramedics, nurses and fire and rescue staff joined forces for the fun, glitz and glamour of this special night with a purpose.

The Ball has raised in excess of \$120,000 over that time, thanks to the efforts of the generous group of volunteers who organise the event each year.



## Miss World Australia Pageant

Yet another young Queenslander was crowned Miss World Australia at a glittering Melbourne ceremony on Friday 22 July 2016. Country girl Madeline Cowe fulfilled her dream and took the title in a stunning pageant and selection process.

Miss World Australia is the largest international pageant, and this year put Madeline's home town of Tully on the map.

As part of the pageant, all Miss World Australia contestants raised funds for Variety, with an impressive 2016 total of \$267,000.

Madeline is passionate about empowering young people and hopes to use her title to make a difference to the many kids in need of support.



## Variety Race Day

The inaugural Variety Race Day was held on 16 July 2016 thanks to the determination and resilience of volunteer fundraisers Scott Carter and Peter Evans.

Scott and Peter offered over a unique experience to over 100 guests. The excitement of live racing, the comfort of the privately-catered Birdcage and the desire to contribute to Variety children guaranteed this would be a successful day.

All the hard work paid off with \$20,000 raised at the event.

Guests eagerly await the next opportunity to experience this magical mix of fashion, sport, socialising and a wonderful cause.





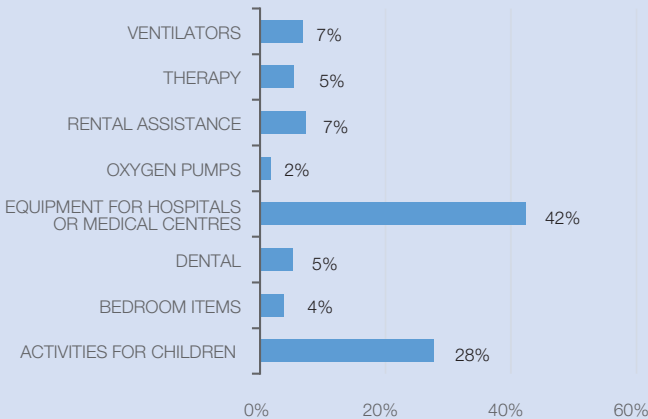
# SPECIFIC PURPOSE GRANTS

In addition to the supply of out-of-home experiences provided under the Future (life-enriching) program, Variety Queensland also provided 94 special purpose cash grants to families of 1,932 children with disabilities and their supporting organisations and institutions.

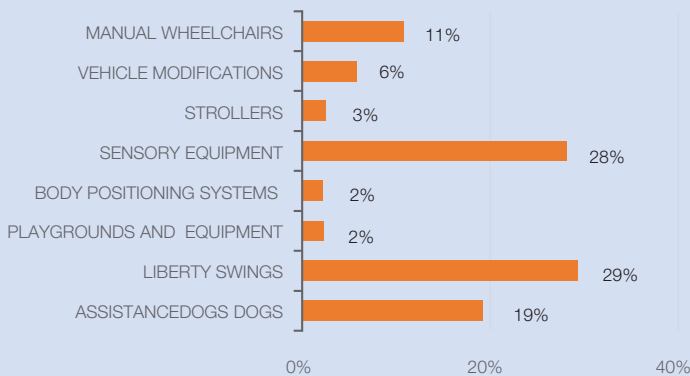
Individual grants made a significant impact on **82** children requiring personal medical and mobility equipment, training and education, pain management, transportation, assistance dogs and therapy. A further **12** special purpose grants were made to medical facilities, schools and local government in support of an estimated **1,850** children each year.

These charts show the detailed distribution of the grants under Variety Queensland's three key programs of Caring (life-saving), Freedom (life-changing) and Future (life-enriching).

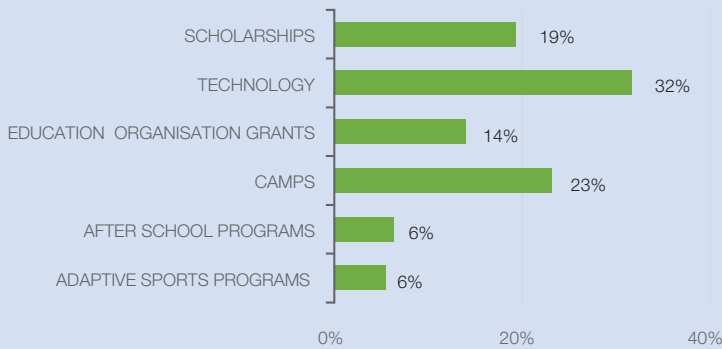
## Caring program (life saving) grants



## Freedom program (life changing) grants



## Future program (life enriching) grants



## MEET ANNIKA

Annika is a determined 14 year old girl living with Quadriplegic Cerebral Palsy

Annika suffers from continuous and debilitating back pain and increasingly restricted ranges of limb movement as a result of long periods spent sitting or lying.

Despite her challenges, Annika enjoys attending high school and in many ways she is much like other children her age.

However, the help that Annika now needed most was a very specialised powered wheelchair, with a standing function to regularly move her young body, help reduce her constant back pain and give her more freedom and confidence by provide life-altering physical therapy benefits and freedom. Financially this was simply out of reach for the family unfortunately.

This is where Variety – the Children's Charity was able to step in. Thanks to the generosity of many Variety supporters, Annika was granted her standing chair which has endless benefits to her quality and enjoyment of life.

Annika can now move herself into a standing position, which not only has health benefits for her but also emotional benefits like, being eye level with her peers and standing up for things like graduating from high school and attending her school formal which will all happen in the next few years as she transitions into young adulthood.



# OUR CORPORATE PARTNERS





Adams, Michael	Aguiar, Silvia	Aitken, Brooke	Akerley, K	Alamkara, Jeannie	Aichin, Michelle	Ale, Monica	Alex, Emmanuel	Allen, Ben	Allen, Alana	Allen, Cyrus	Allen, Ernie	Allen, Noel	Allen, Samantha	Allen, Trisha	Allinson, Jill	Allison, Mary	Allotta, Marie	Anderson, Angela	Anderson, Brian	Anderson, Colin	Anderson, Karen	Andre, Kris	Andreassen, Michael	Andrews, Bree	Andrews, Samantha	Anthony, Barbara	Anthony, Peter	Antoniol, John	Apel, Peter	Appleby, Victoria	Appleton, Roger	Apps, Trianna	Aquilina, Tony	Aquino, Mel	Arango, Sandra	Arlitsch, Eric	Armistead, Belinda	Armit, Sue	Armstrong, Flip	Armstrong, Jeffrey	Arnatt, Adrienne	Arnstall, Kirsty	Arvithis, Maree	Arvithis, Norma	Ashe, Kathy	Asmus, Ben	Atkinson, Brenda	Atkinson, Jennifer	Atkinson, Louise	Atkinson, Neville	Attnavee, Alan	Au Yang, Shu Xuan	Avis, Mark	Axelsen, Leanne	Azzopardi, Paul	Backway, Marcus	Backock, Kerrianne	Bagwill, Greg	Bailly, Darren	Bailey, Doug	Bain, Jeff	Bain, Sally	Baird, Kevin	Baker, Barry	Baker, Jayne	Baker, Jeffrey	Baker, Jonine	Baker, Marjorie	Bakonyi, Jenny	Balla, Dean	Bannister, Nick	Bantick, Michelle	Baquero, Michael	Barak, Shila	Barber, Graham	Barby, Stephanie	Barker, Elvira	Barker, Paul	Barnes, Ian	Barnes, Rhys	Barnett, Greg	Barnett, Clare	Barron, Matthew	Barry, Paul	Barry, William	Barry-Cotter, Bill	Bartlett, Andrew	Bartlett, Rebecca	Bartum, Todd	Bashford, Donna	Batchelor, Debbie	Batchelor, Maria	Bates, Robert	Bath, John	Battese, Donna	Battese, Jim	Batzloff, Geoff	Bauer, Daryl	Baxter, Greg	Baxter, Josh	Baxter, Laura	Bayliss, John	Beale, Robert	Beard, Ebony	Beare, Cameron	Beattie, Donna	Bell, Christie	Bell, Robert	Bellairs, David	Benington, Roy	Benn, Damien	Bennett, Carol	Bennett, Sue	Bennett, Trent	Benson, Andrew	Benstead, Ann-Maree	Bentley, Suzanne	Berry, Danielle	Berwick, Margaret	Best, Noel	Betts, Shendel	Bradford, Karl	Bradford, Kylee	Bradley, Blazenka	Bradley, Marc	Brady, Craig	Brady, Mat	Brady, Tanya	Bramich, David	Bramich, Robyn	Brandau-Stranks, Teresa	Bray, Donna	Brebner, Kathleen	Breed, Scott	Breen, Gail	Bretherton, Kathleen	Brett, Cathy	Brett, Tiffany	Brewer, Jason	Bridges, Trischa	Briddy, Gerry	Broadbent, Ryan	Brody, KB	Brogan, Fiona	Broogden, Jaye	Brogden, Richard	Brooker, Paul	Brooks, Tiffany	Brothers, Gordon	Brown, Colin	Brown, Duncan	Brown, Glenda	Brown, Melissa	Brown, Phillip	Brown, Rhys	Brownhill, Ray	Brownlee, Scott	Brownlee, Malcolm	Brunt, Athena	Bryan, Stacy	Bryant, Natalie	Bryant, Trevor	Bryer, Melissa	Bryer, Tim	Buckley, Melissa	Buckley, Robert	Bucknell, Brian	Budin, Lisa	Budworth, Albert	Bugeja, Mitch	Bull, David	Bull, Garrick	Bull, Gary	Bullpitt, Dennis	Bulmer, Tracey	Burgess, Janine	Burgess, Sharee	Burgi, Damian	Burgmann, Stuart	Burk, Robert	Burnett-Viv	Burns, Cameron	Burns, Helen	Burns, Shaun	Burrows, Georgina	Burton, Julie	Busk, Denise	Butler, Theodora	Butschek, Kurt	Butt, Greg	Buzacott, Richard	Bygate, Debbie	Cadyadi, Harry	Cahalana, Liesel	Caillaud, Lydia	Cain, Stacey	Caldar, Bruce	Callahan, Sandra	Cameron, Don	Cameron, Vanessa	Cameron-Smith, Alex	Campagna, Christian	Campbell, Ian	Campbell, Jo	Cannon, Joanne	Cansdale, Nicole	Cant, Graeme	Cantoni, Andrew	Cantor, Rebecca	Cardow, Ian	Carey, Clint	Carr, Alan	Carr, Megan	Carr, Michael	Carroll, Peter	Carrick, Jane	Carrroll, Joanie	Carroll, Lyn	Carson, Holly	Cartella, Linda	Carter, Michael	Carter, Scott	Cartledge, Heather	Caruso, Emma	Casey, John	Cassidy, Paul	Castle, Ryan	Castle, Tara	Cecil, Maurice	Challands, Ben	Chan, Sandy	Chandler, Kylie	Chan, Barry	Chaooura, Olga	Chapman, Jessica	Chapman, Luke	Chapman, Warren	Charlton, Brenton	Charlton, Russell	Chearer, Kristy	Chiappello, Rodney	Chicken, Lindsay	Childs, Christine	Chiu, Ella	Chiverton, Narelle	Chiverton, Peter	Choice, John	Christensen, Jeff	Clark, Craig	Clark, Mary	Clark, Mignon	Clarke, B	Clarke, Darren	Clarke, Emily	Clarke, Gavin	Clarke, John	Clarke, Joshua	Clarke, Wayne	Clegg, Rebecca	Clem, Daryl	Clements, John	Clissold, Kim	Cocup, Lucy	Codega, Selena	Coe, Rohan	Coghill, Jamee	Coker, Lisa	Cole, Rowan	Coleman, Michael	Coleman, Shane	Collins, David	Collins, David	Collins, Jeremy	Collins, Rod	Collins, Wendy	Colvin, Joel	Colvin, John	Colvin, Phil	Comben, Denise	Connie, John	Conheady, WB	Connolly, Chris	Conry, Mark	Constantin, Alexandra	Conway, Nikki	Cook, Cheryl	Cook, Gregory	Cook, Jason	Cook, Kathy	Cook, Lyn	Cook, Paul	Cooling, Amanda	Coombe, John	Cooper, Aniko	Cooper, Lyn	Cooper, Terry	Cooper, William	Corfield, Val	Corica, Sam	Corkill, Natalie	Corkill, Yasemin	Cornacchia, Lauren	Cornford, Debra	Cosh, Katie	Costantini, Isabella	Costello, James	Couch, John	Coventry, Peter	Cox, Andrew	Cox, Arthur	Cox, Brad	Cox, John	Cox, Petra	Coylie, Miranda	Coylie, Sherene	Covens, JA	Cracknell, Brett	Dand, Yvonne	Dangar, William	Daniels, Melissa	Danielle, Slater	Dare, Robyn	Davey, Marion	Davidson, Allan	Davidson, Andrew	Davidson, Janelle	Davidson, Luke	Davidson, Rachel	Davies, Jim	Davis, James	Davis, Lila	Davis, Michael	Davis, Peter	Davis, Robyn	Davis, Roy	Davis, Scott	Davis, Stephanie	Davis, Vaughn	Davui, Josefa	Davvis, Tim	Dawson, Andrew	Day, Madison-Lee	De Been, Chrissie	De Boer, Harry	De Brincat, Alita	De Jesus, Joy	De Jong, Martin	De Jong, Mick	De La Rue, Elise	De Vries, John	De Vries, Marcel	Deakin, Matthew	Deans, Marianne	Deas, Brian	Death, Mel	Deberdt, Rachel	Deegan, Matthew	Degan, Quito	Deighton, Greg	Deighton, Hilda	Deighton, Paula	DeJony, Lyn	Dela Cruz, Faith	Delandoro, Jared	Delaney, Shania	Dellcata, Joanne	Denham, Michael	Denina, Vic	Dennis, Russell	Dent, Greg	Desot, Heather	Desfosses, Jacqui	Desmarais, Jacki	Deutscher, Don	Devine, Chris	Devine, Inta	Devlin, Linda	Devlin, Maitland	Dewar, Jacqui	Dewley, Joanne	Di Tino, Maureen	Dickie, Shaun	Dickson, Greg	Dickson, Jerry	Dickson, John	Dickson, Tracey	Dillon, Charles	Dinnen, Paul	Diplock, Gabrielle	Disho, Saryu	Distefano, Michael	Dixon, Gary	Dixon, Pamela	Dixon, Susan	Doherty, Timothy	Craig, Timothy	Crain, Colin	Crawford, Chris	Crawford, Jeff	Crawford, Lee	Crawford, Lindy	Creese, Nick	Creevey, Amanda	Croft, Jon	Crone, Stuart	Cronin, Marli	Cross, Heather	Cross, Jackie	Cross, Jackie	Cross, Jeanine	Crossley, Dean	Crowder-Wilkinson, John	Crowther, Neville	Croyden, J	Cruikshank, Andrew	Cruikshank, Wayne	Culpo, Tina	Cumming, Grant	Cumming, Wendi	Curran, David	Curran, Linda	Curtis, David	Curtis, Megan	Curtis, Zoe	Cussen, Gerard	Dyer, Kirsten	Dyson-Holland, Sacha	Dzido, Michael	Ear, Eden	Earl, Amanda	Easson, Lauren	Edoe, Shane	Edmonds, Beverley	Edwards, Andrew	Edwards, Drew	Ehlers, Lawrie	Enrich, Steve	Eisemann, Sarnie	Elsmar, Azzam	Ellard, Carolyn	Elliot, Bob	Elliot, Paula	Elliott, Mark	Elliott, Patrick	Elliott, Troy	Ellis, Tonya	Elton, Angela	Emblen, Tory	Emerson, Anita	English, Rob	Ernst, Brett	Ernst, Pamela	Esparon, Sandra	Esterhuysen, Charles	Ethiraju, Shankar	Evans, Alan	Evans, Craig	Evans, Daniel	Evans, Janelle	Evans, Lindsay	Evans, Lucille	Evans, Peter	Evans, Sean	Everett, James	Everson, Dean	Exel, Martin	Fahey, Debra	Fallon, Martin	Family, Clark	Farrah, Teresa	Farrell, Charlotte	Farrell, Tony	Faulkner, Ben	Faulkner, Max	Faulkner, Nigel	Fay, Peter	Fay, Gregory	Feige, Bianca	Feige, Judith	Feige, Olaf	Fein, Sam	Fenech, Gavin	Fenech, Gavin	Ferguson, Emily	Ferguson, Noeline	Ferrari, Brett	Ferrary, Pollyanna	Ferrington, Ernie	Ferry, Deb	Field, Christopher	Field, Ian	Field, Kim	Fieldier, Kelly	Fieldsend, Mark	Fieldsend, Ross	Fifis, Dayna	Figg, Brendan	Filardi, Anthony	Filmer, Paul	Findlay, Susan	Fink, Thomas	Finucan, James	Fischer, S	Freney, Lynn	Friend, Bruce	Friend, George	Frosio, Craig	Frost, Natasha	Fry, Stephen	Fryer, Andrew	Fuda, Lorena	Fuge, Susan	Fuller, Tim	Furlong, David	Gabriel, Troy	Gafa, Leanne	Gaffney, Lorraine	Gahan, Larry	Galea, Mark	Gallina, Theresa	Galofaro, Dianne	Gambley, Christi	Gane, Elaine	Gane, Tracie	Gapes, Janine	Gardiner, Drew	Gardner, Harrison	Garland, Tanya	Garner, Tania	Gava, Angelo	Gava, Jason	Gava, Marika	Gava, Tilly	Gawith, Leigh	Geeves, Andrew	George, Thomas	George, Tony	German, Anton	Geronimo, Switzerly	Ghazaway, Mary	Glandonico, Pino	Giardina, Tom	Gibbons, Brian	Gibson, Ash	Gibson, Damian	Gibson, Jeff	Gibson, Tyjana	Gicquel, Stuart	Giddens, Geoff	Gidoomal, Maggie	Giffard, John	Gilbert, Anthony	Gillan, Terri-Anne	Gillard, Simon	Gillbanks, Graeme	Gillbanks, Linda	Givney, Adelle	Gleeson, Allison	Glencross, Anthony	Glogoski, Hannah	Glossop, Geoff	Gold, Darren	Good, Michael	Goodfellow, Karen	Goodridge, Nora	Goodwin, Jennifer	Goodwin, Michele	Goodwin, Nora	Goodwin, Paul	Goodwin, Rob	Goodwin, Ross	Gopal, Sean	Gordon, Rowan	Gordon, Trevor	Goskov, Jo-Anne	Gossow, William	Gould, Paul	Gower, Penny	Guarany, Raquel	Guarnieri, Imma	Guest, Stephanie	Guest, Tim	Guille, Michelle	Guraya, Amrik	Guy, Glenda	Habgood, Katherine	Hackett, Dave	Hackett, Sheryl	Hagberg, Nadia	Haines, Angela	Hale, Bev	Hall, Aimee	Hall, Deborah	Hall, Des	Hall, Matthew	Haller, Danielle	Hamilton, Robyn	Hamilton, Stan	Hammer, Rachel	Hampson, Patricia	Hampson, Renae	Hancock, Helen	Hanily, Carley	Hankin, Trici	Hanley, Wendy	Hann, Garry	Hanna, Alastair	Hanrahan, Penny	Hardin, Rowan	Harding, Matthew	Harich, Tanya	Harland, Kent	Harlock, Chris	Harlow, Jeff	Harney, Scott	Harper, Leonie	Harper, Rom	Harnes, Mark	Harris, Alison	Harris, Damon	Harris, David	Harris, Matthew	Harris, Rhonda	Harris, Roy	Harris, Wendy	Harrison, Jay	Harrison, Robyn	Harrison, Tracey	Hart, Heather	Hart, Matt	Hartman, Judy	Hawksworth, James	Haxworth, Caryl	Hay, Glen	Hay, Steve	Hayday, Belinda	Hayers, Sam	Hayes, Andrea	Hayes, Rodney	Hayman, Peter	Healey, Sue	Heard, Emma	Hedge, Brayden	Heil, Alexander	Heinemann, Justin	Hellowell, Scott	Henderson, Gemma	Henderson, Peter	Hendry, Julie	Henningsen, Narelle	Henry, Brendan	Henry, E. J.	Holmes, Noel	Holmes, Susanne	Holt, Richard	Holten, Jolene	Homewood, Tony	Honner, Rob	Hood, Kris	Hopkins, Edmund	Howood, Paul	Hordern, Robert	Horne, Gary	Hornick, Kim	Horsford, Darren	Horton, Phillip	Horvath, Joan	Horwood, Sylvia	Hourani, Khalid	Houston, Elizabeth	Houston, Kenneth	How, Bruce	Howard, Anne-Maree	Howard, Dion	Howard, Ken	Howden, Kathy	Howe, Joel	Howell, Warren	Hubbard, Ray	Hughes, Daniel	Hughes, Trent	Hume, David	Humphreys, Brendan	Hunt, Ann-Maree	Hunt, Gary	Hunt, Nadja	Hurley, Douglas	Hurley, Kevin	Hurst, Deborah	Hutchinson, David	Hyde, Peter	Ibbott, Lana	Iles, Stephen	Ingel, Michael	Innes, Brett	Interdonato, Gae	Irwin, Shane	Isles, Katherine	Itakura, Takashi	Jack, Grantley	Jackson, Leah	Jackson, Louisa	Jakins, Anita	James, Bruce	James, Daniel	James, Rachel	Jansen, Rachael	Janssen, Tara	Jenkins, Rodney	Jenner, Brooke	Jewell, Ian	Johns, Andrew	Johns, Caitlin	Johnson, Barry	Johnson, Bob	Johnson, Katie	Johnson, Pamela	Johnson, Peter	Johnson, Ray	Johnson, Lawrie	Johnson, Nathan	Johnson, Robert	Johnson, Tim	Johnston, Tony	Jones, Allan	Jones, Jennifer	Jones, Karen	Jones, Katrina	Jones, Margaret	Jones, Meryl	Jones, Patrick	Jones, Pete	Jones, R	Jones, Sarah	Jones, Vaughan	Jones, Vivian	Jones, Wendy	Jongebloed, Jude	Jordan, Natalie	Jorgensen, Chris	Jorgensen, Joanne	Jorgensen, Tess	Jorgensen-Smith, Tess	Joseph, Sibi	Josic, Milan	Jupp, David	Kalachion, Sonia	Kamine, Adam	Kane, Kelsey	Karatasas, Sam	Karlovic, Peter	Kashanchi, Ehsan	Kassulke, Kathy	Kazi, Naomi	Keane, Daniel	Kearton, Margaret	Keech, Robyn	Keegan, Max	Keegan, Trey	Keese, Louise	Kehoe, Myles	Kemp, Nicky	Kempster, Tim	Kennedy, Jim	Kenny, Jeanette	Kepper, Jason	Kerr, Glenda	Kerr, Lyle	Kerr, Rodney	Kershaw, Pauline	Kestles, Rob	Keys, Andrew	Khan, Ayub	Khan, Bana	Khan, Sana	Khan, Shereen	Khan, Sonny	Khan, Tara	Khan, Wasim	Kidd, Cameron	Killick, Lucy	Kim, Johnathan	Kim, Michelle	King, Brad	King, Paul	King, Toni	Kingston, Adam	Kinsela, Robert	Kintzel, Marianne	Kirby, William	Kirk, Kieran	Kirk, Lola	Kirkwood, Peter	Kite, Karen	Kleaze, Greg	Kleinitz, Gerard	Klatte, Derek	Kniese, Pamela	Knight, Ben	Knight, Heather	Knight, Laurence	Knight, Les	Knight, Paul	Knox, Jane	Koczorowski, Regan	Kopelowitz, Harold	Kopp, Robert	Korst, Ben	Kotrotsos, Nicholas	Kouniotis, Jim	Kowaidar, Ismail	Kritikos, Peter	Kruger, Geoff	Krumins, Carly	Kudlak, Sofia	Kukac, Mario	Kumar, Nikita	Kwacz, Robert	Kwon, Mark	La Castra, Robert	Lac, Neigsh	Lacaze, Ryan	Lahey, Rosslyn	Lainy, Ray	Lamb, Jeffrey	Lamont, Michelle	Lane, Rod	Langford, Jo	Langtry, Linda	Large, Graham	Larkin, Allan	Larkin, Annette	Latham, Neil	Latham, Louise	Latham, Norm	Latif, Denise	Laughton, Julie	Lauw, Sian	Lavin, Karen	Lawler, Sally	Lawrence, Harold	Lawton, Michael	Laycock, Michael	Lazarou, Nick	Le, Tan Dat	Leahy, Greg	Leather, Daniel	Ledger, Brian	Lee, Brian	Lee, Steven	Lee, Suzanne	Lee, Toni	Leeder, Morgan	Leeser, Lindsay	Leicht, Daniel	Lemura, Victor	Leslie, Sally	Leslie-Baldock, Amanda	Lewis, Annabel	Lewis, Ella	Lewis, Geoff	Lewis, Jodi	Lewis, Tumahn	Leys, Clinton	Li, Jing	Liang, Canna	Liardet, Frank	Lim, May	Lingard, Kimberley	Liontis, Marlene	Lisha, Brody	Lisle, Royale	Lisle, Trent	Little, Lisa	Little, Michael	Ljuba, Melinda	Lloyd, David	Lobegeier, Leon	Locke, Shaun	Lockhart, A	Lockhart, David	Lockyer, Chris	Lockyer, Graeme	Lockyer, Shannon	Lodock, Paul	Lodock, David	Loeskow, Kristy	Logan, Chantay	Loganimoce, Apikali	Lordan, Sandra	Lorosso, John	Louw, Will	Love, Bobby	Love, Cassandra	Love, David	Love, Jenni	Lozack, Robert	Lumsden, John	Lund, Simon	Lunsdon, Maddysen	Lusk, Terri	Lynch, Paul	Lynch, Paul	Lyons, H L R	Lyons, Justine	Lyons, Tara-Lee	Macdonald, Christine	MacDonald, Linda	MacDougall, David	Macgroaty, Robynne	Mackay, Bruce	Mackay, Cheryl	Mackay, Edward	Mackay, Ian	Mackay, Julie	Mackenzie, Deanne	MacLaine, Judith	Macleod, Ian	Madex, Anthony	Madex, Odella	Madsen, Val	Magaton, Mario	Maheoney, Joan	Maheoney, Tyrone	Maheony, John	Main, Shona	Makaua, Allan	Manicorco, Jane	Mann, Bree	Mann, Marissa	Mann, Morap	Manners, Stephen	Manning, Dennis	Manning, Kirstie	Manning, Laurie	Manolakis, Pam	Manzelmann, Henry	Marfleet, Brad	Margot, Margot	Margill, Heather	Marino, Dan	Markham, Eva	Markwell, Gavin	Markwell, Mena	Maron, Emmanuelle	Marques, Kathy	Marquis, George	Marriott, Craig	Marriott, Kelli	Marsden, Duncan	Marsden, Nikki	Marshall, David	Martheze, Carol	Martin, Elizabeth	Martin, Gayle	Martin, Janelle	Martin, Rica	Martin, Rowena	Masci, Michael	Mason, Mahdi	Mason, Mark	Mason, Sue	Mather, Simon	Mathiou, Sjaan	Matthews, Sue	Mavrolefteros, K	Maxwell, Clare	May, Matt	Mayfield, Andrew	Mayne, Jack	Mayne, Jordyn	McAlister, Vicki	McArthur, Peter	McArthur, Ross	McAuliffe, Travis	McCabe, Gregory	McCall, John	McCarroll, Joanna	McCarthy, Annette	McConochie, Shirely	McCrearon, Joanne	McCulloch, J D	McCutcheon, Gavin	McCutcheon, Kyle	McCutcheon, Margaret	McCutcheon, Warner	Mcdonald, Angus	McDonald, Arch	McDonald, David	McEwen, Telisha	McFarland, Elissa	McGill, Kenneth	McGrath, Katie	McGrath, Kim	McGrath, Trish	McHugh, Gerard	McInnes, Greta	McIntosh, Naree	McKay, Sandra	McKenna, Jodi	McKenna, Michael	McKenna, Wendy	McKenzie, Christopher	McKiey, Frank	McKinnon, Rod	McLaren, Angelina	McLean, Kristin	McLean, Victor	McLennan, Lachlan	McLeod, Janene	McLeod, Riaan	McLerie, Amy	McLuckie, Ross	McMahon, Kim	McMahon, William	McMaugh, Andrew	Mcmillan, Brian	Mcmonagle, Sean	McNally, Graham	McNally, Tony	McNamara, David	Mcnamara, Deanna	Mcnamara, Tim	McNaughton, Elizabeth	Mcneilly, Keri	McNeilly, Victoria	McPheil, Brendan	McPhele, Sarah	Meale, Philip	Mearns, Charron	Meier, Shayne	Melkileigh, Rebecca	Meina, Chrestin	Meinecke, Hartmut	Menary, Milson	Menso, Maria	Mercer, Ross	Merchant, Dinah	Meredith, Monte	Merritt, Hayley	Messer, Ryan	Mewburn, Michael	Middap, Simon	Mifsud, Michael	Millard, Michala	Miller, Graham	Miller, Jonathan	Miller, Sue	Mills, Darren	Mills, Glen	Milway, Bridgette	Minto, Laurie	Minuskin, Dianna	Miotto, Jennifer	Mitchell, Annelise	Mitchell, Craig	Mitchell, Lance	Mitchell, Leigh	Mitchell, Maureen	Mitchell, Samuel	Moloney, Holly	Moloney, June	O'Donnell, Adam	O'Halloran, Anthea	O'Hara-Smith, Shay	Oleary, Terry	Olma, Bellice	Olive, Anthony	Oliver, Brian	Oliver, Linda	Oliver, Rebecca	Oliver, Anita	Olsen, D P	O'Malley, Alison	Osullivan, Vanessa	O'Sullivan, Tricia	O'Toole, Vicki	Overton, Warren	Owens, Katherine	Oxford, Wayne	Padhiar, Manoj	Paquet, Kathryn	Pain, Matt	Painters, Sarri	Paleoudis, Anthony	Palmer, David	Pappagallo, Joy	Papps, Gordon	Parfitt, Wayne	Parker, Ann	Parkin, Adrian	Parkinson, Dorothy	Parnell, Luke	Parrish, Adam	Parsey, Sally	Partis, Liz	Partridge, Scott	Pascoe, Stephanie	Patch, Kristina	Paterson, Angela	Paterson, Catherine	Paterson, Debbie	Patton, Trevor	Paul, Brian	Pavey, Aidan	Payne, Angela	Peachey, Col	Pearce, Amanda	Pearce, Chad	Pearce, Riley	Pedersen, Damien	Peever, Janice	Peronace, Frank	Perry, Brad	Perry, Chris	Pershouse, Greg	Petersen, Thomas	Peterson, Alester	Petfield, Larissa	Petkovski, Zora	Pettigrew, Gordon	Pettinger, David	Petty, Dean	Phillips, Josh	Phillips, Dale	Phillips, Glenda	Phillips, Michael	Phillips, Nicholas	Phillips, Robyn	Phillips, Russell	Philpott, Tegan	Picken, Donna	Pickens, Trina	Picoto, Hayley	Pidcock, Anthony	Pidgeon, Katie	Pieper, Andrew	Pieterse, Sally	Pike, Trevor	Pillans, Carolyn	Pischetschler, Michael	Pither, Vivienne	Pittams, Bern	Pittas, Thomas	Plate, Audrey	Plate, Wayne	Plumb, Georgie	Plumley, Garreth	Polya, Michael	Pope, Harry	Porter, Bradley	Potent, Josh	Potter, Josh	Poulter, Jacky	Powell, David	Powell, Felicity	Power, Aaron	Power, Bill	Power, Jeff	Pratley, Wendy	Prentice, Kerryn	Preskey, Robert	Price, Mitch	Prothero, Katie	Pryce, Kylie	Purcell, Michael	Purdy, Simon	Pursell, Tracy	Quan, Steve	Quincey, Gail	Quinn, Carly	Quinn, Carly	Quinn, Dale	Quinn, Steve	Quinn, Tanya	Quinn, Terry	Quinn, Vicki	Quinn, Virginia	Smoothy, Kevin	Smyth, Vicki	Snowden, Sandy	Osullivan, Vanessa	O'Sullivan, Tricia	O'Toole, Vicki	Overton, Warren	Owens, Katherine	Oxford, Wayne	Padhiar, Manoj	Paquet, Kathryn	Pain, Matt	Painters, Sarri	Paleoudis, Anthony	Palmer, David	Pappagallo, Joy	Papps, Gordon	Parfitt, Wayne	Parker, Ann	Parkin, Adrian	Parkinson, Dorothy	Parnell, Luke	Parrish, Adam	Parsey, Sally	Partis, Liz	Partridge, Scott	Pascoe, Stephanie	Patch, Kristina	Paterson, Angela	Paterson, Catherine	Paterson, Debbie	Patton, Trevor	Pavel, Brian	Pavey, Aidan	Payne, Angela	Peachey, Col	Pearce, Amanda	Pearce, Chad	Pearce, Riley	Pedersen, Damien	Peever, Janice	Peronace, Frank	Perry, Brad	Perry, Chris	Pershouse, Greg	Petersen, Thomas	Peterson, Alester	Petfield, Larissa	Petkovski, Zora	Pettigrew, Gordon	Pettinger, David	Petty, Dean	Phillips, Josh	Phillips, Dale	Phillips, Glenda	Phillips, Michael	Phillips, Nicholas	Phillips, Robyn	Phillips, Russell	Philpott, Tegan	Picken, Donna	Pickens, Trina	Picoto, Hayley	Pidcock, Anthony	Pidgeon, Katie	Pieper, Andrew	Pieterse, Sally	Pike, Trevor	Pillans, Carolyn	Pischetschler, Michael	Pither, Vivienne	Pittams, Bern	Pittas, Thomas	Plate, Audrey	Plate, Wayne	Plumb, Georgie	Plumley, Garreth	Polya, Michael	Pope, Harry	Porter, Bradley	Potent, Josh	Potter, Josh	Poulter, Jacky	Powell, David	Powell, Felicity	Power, Aaron	Power, Bill	Power, Jeff	Pratley, Wendy	Prentice, Kerryn	Preskey, Robert	Price, Mitch	Prothero, Katie	Pryce, Kylie	Purcell, Michael	Purdy, Simon	Pursell, Tracy	Quan, Steve	Quincey, Gail	Quinn, Carly	Quinn, Carly	Quinn, Dale	Quinn, Steve	Quinn, Tanya	Quinn, Terry	Quinn, Vicki	Quinn, Virginia	Smoothy, Kevin	Smyth, Vicki	Snowden, Sandy	Osullivan, Vanessa	O'Sullivan, Tricia	O'Toole, Vicki	Overton, Warren	Owens, Katherine	Oxford, Wayne	Padhiar, Manoj	Paquet, Kathryn	Pain, Matt	Painters, Sarri	Paleoudis, Anthony	Palmer, David	Pappagallo, Joy	Papps, Gordon	Parfitt, Wayne	Parker, Ann	Parkin, Adrian	Parkinson, Dorothy	Parnell, Luke	Parrish, Adam	Parsey, Sally	Partis, Liz	Partridge, Scott	Pascoe, Stephanie	Patch, Kristina	Paterson, Angela	Paterson, Catherine	Paterson, Debbie	Patton, Trevor	Pavel, Brian	Pavey, Aidan	Payne, Angela	Peachey, Col	Pearce, Amanda	Pearce, Chad	Pearce, Riley	Pedersen, Damien	Peever, Janice	Peronace, Frank	Perry, Brad	Perry, Chris	Pershouse, Greg	Petersen, Thomas	Peterson, Alester	Petfield, Larissa	Petkovski, Zora	Pettigrew, Gordon	Pettinger, David	Petty, Dean	Phillips, Josh	Phillips, Dale	Phillips, Glenda	Phillips, Michael	Phillips, Nicholas	Phillips, Robyn	Phillips, Russell	Philpott, Tegan	Picken, Donna	Pickens, Trina	Picoto, Hayley	Pidcock, Anthony	Pidgeon, Katie	Pieper, Andrew
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**Variety - the Children's Charity of Queensland**  
Unit 1, 5 Ashtan Place, BANYO QLD 4014

07 3907 9300  
[info@varietyqld.org.au](mailto:info@varietyqld.org.au)  
[variety.org.au](http://variety.org.au)

ABN 35 940 541 014