



2007 Annual Report



Our Board: Phil Ibbotson Company Secretary, Jos de Bruin CEO, Debbie Smith, Sandy Bucello, Rod Allen - President, Steve Miller, Jean Cowley - Vice President, Tim Chen, Rob De Sauty and Michael Daly. Retailer Board Guests (not present): Leigh Garrett – IGA Cooloongup, WA and Tony Smith – IGA Oatley, NSW



In the interests of our precious environment and taking a 'Going Green' approach, we have decided not to publish a separate Annual Report this year. We will publish our financial statements to our Website only.

I would like to thank the MGA Board of Directors for their wonderful commitment over the past 12 months. Our Board commitments have increased to levels never seen before at the MGA. Thank you for your commitment of time, thought leadership, traveling great distances and your dedication to growing the MGA into the national peak industry body.

I would like to express the Board's thanks to Jos de Bruin, our National CEO and his team of professionals who are passionate and dedicated to supporting and servicing our members in each state. They have achieved great progress in the past 12 months.

Jos has worked tirelessly since his appointment to ensure we have a true National offer and the resources to service all our members in a timely manner. He has exceeded the Board's expectations on all levels and has been a great help to me personally during this transition from a State to a National industry body.

Finally, thank you to our members who I encourage to make use of the many services the MGA offers to make your store more profitable and your work life easier.

The MGA is now a unique national industry employer association dedicated to you and your businesses – we are here to serve!

Rodney Allen
President MGA

CEO's Report

The financial year 2006 – 2007 can be accurately described as a year of significant change, not only for the MGA but also our national industry environment.

As part of the transition this year, the MGA has been well represented by former CEO Jennifer Flanagan on a number of committees and advisory groups namely, The Small Business Advisory Committee, appointed by the Minister for Small Business, The OH&S Advisory Committee, appointed by the Minister for WorkCover representing small businesses (supermarkets) in Victoria, The Liquor Licensing Advisory Council, appointed by the Minister for Consumer Affairs, National Association of Retail Grocers Australia and Australian Liquor Stores Association.

My role is to grow the Master Grocers Australia into a national industry specific employer organisation providing support and services to independent grocery and liquor retailers. With very strong and dedicated support from my Board and Company Secretary, we quickly developed a short term strategic expansion plan. This plan incorporated the MGA's Vision, Mission, Goals and Role in our industry and identified a number of workstreams that required the efforts of dedicated committees to workshop with clear outcomes in mind. These workstreams included Workplace Relations, Training, Membership Services, Industry Representation, Finance and the Constitution.

The MGA Brand has been renewed and refreshed to reflect a strong and modern organisation serving its members. Our well-read and highly credentialed Independent Retailer magazine and website have also been upgraded.

Workstream outcomes were quickly brought to life resulting in four core MGA member support service pillars being identified: Workplace Relations, Industry Training, Industry Representation and Industry Networking. MGA Staff numbers have grown to 12 including the appointment of Marie Brown, (Legal Counsel Workplace Relations) and Michael Russell, (National Training Manager), both of whom, will provide much needed industry specific expertise and build a strong, dedicated team of professionals to deliver the required service offer to our members.

One of the very first initiatives of the Board was to engage with Delbeato Young Research (DBY) to conduct a national industry research project. That is, research the owners of all grocery and liquor supermarkets in Australia with a view of understanding their exact business needs in the areas of

- **Workplace Relations**
- **Agreement Making**
- **Compliance**
- **Retail Training**
- **Trade association performance**
- **Store management**
- **Succession planning**