

IAP2 AUSTRALASIA

# ANNUAL REPORT 2022

including the Financial Report for the  
year ended 30 June 2022.



IAP2 Australasia proudly acknowledges Australia’s Aboriginal and Torres Strait Islander community and their rich culture and pays respect to their Elders past and present. We acknowledge Māori as tangata whenua and Treaty of Waitangi partners in Aotearoa New Zealand. We recognise these First Peoples as custodians of the land and water on which we rely.

We celebrate the diversity of our First Peoples and their enduring connection to the lands and waters of Australasia. We value the ongoing contribution of Aboriginal and Torres Strait Islander people and communities to Australian life, and Māori and Pasifika to Aotearoa New Zealand, and how this enriches us.

IAP2 Australasia embraces the spirit of reconciliation, working towards the equality of outcomes and ensuring an equal voice.

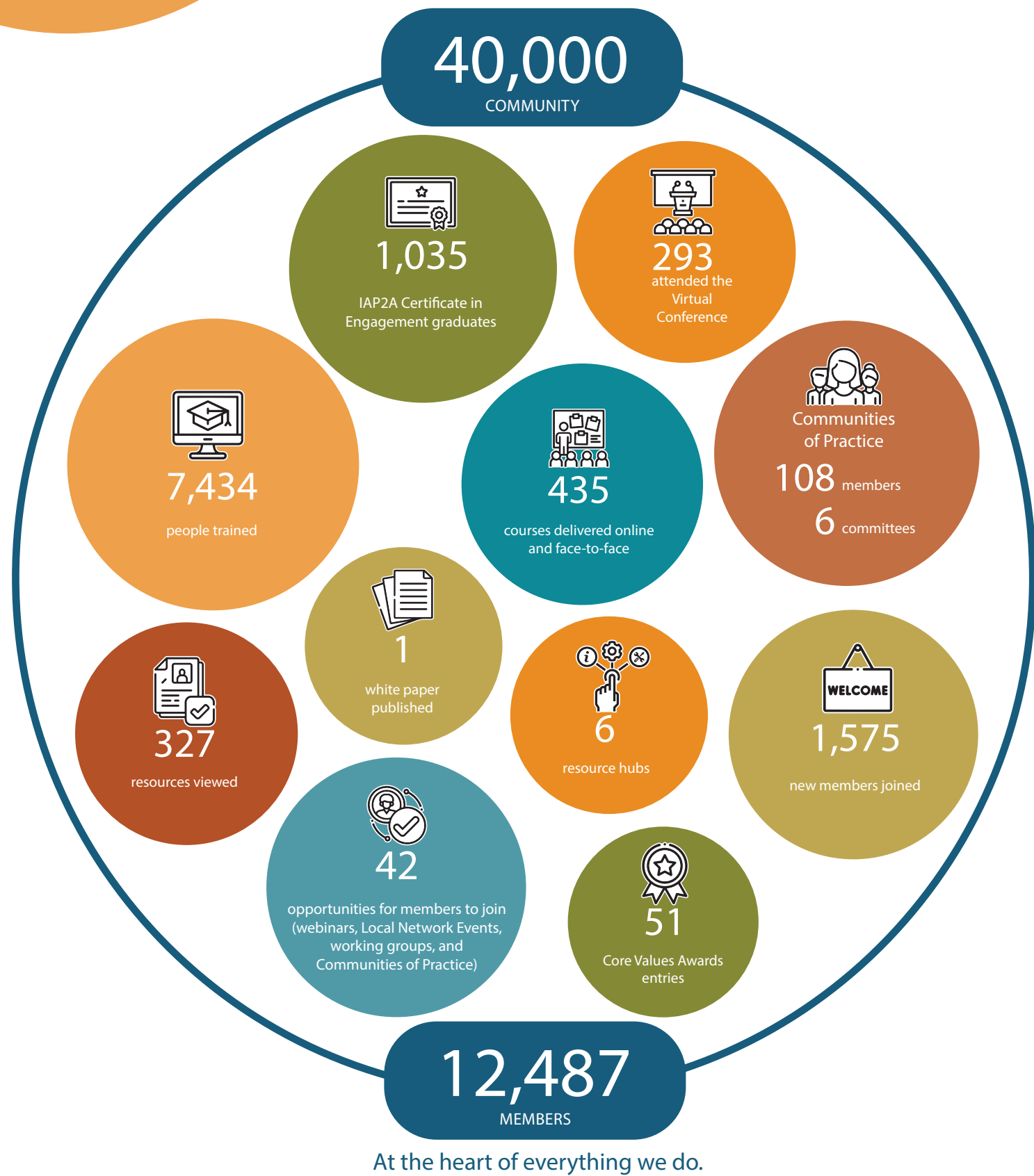


Table of contents

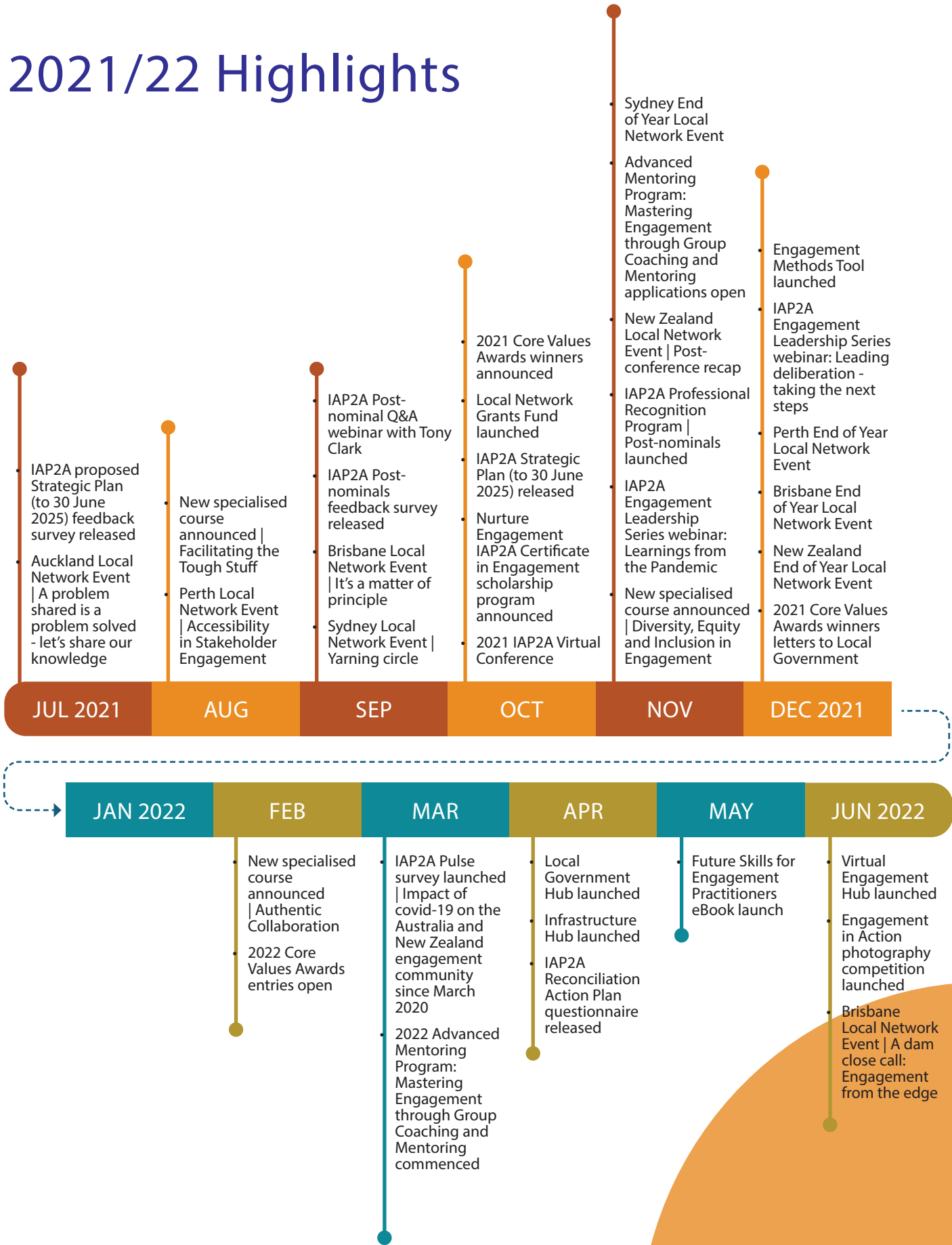
Member highlights	04
From the Chair and CEO	06
Who are we	12
Our strategic roadmap	14
Resource hubs	16
Engagement methods tool	<b>18</b>
Webinar recap	19
Professional recognition program	20
Honorary Fellows and Fellows	22
Local networks	24
Communities of practice	27
Nurture engagement scholarship program	28
Reconciliation action plan	29
Member stories	32
Future skills for engagement practitioners	36
2021 Core Values Awards - Organisation of the Year	38
2021 Conference	40
2021 - 2022 Training	46
Thank you	48
From our committees	50
Board of directors	54
Financial reports	56



# Member Highlights



# 2021/22 Highlights



# Message from...

## Tony Clark, IAP2 Australasia Chair

It is a pleasure to once again take this annual pause to reflect on another challenging year, but one with much to celebrate at IAP2 Australasia and the great strides being made towards the professionalisation and recognition of the engagement sector. This is being reflected in the continued increase in membership, with IAP2 Australasia now having more than 12,000 members.

There is genuine growth and recognition of the need for authentic engagement across a wide range of sectors and industries.

We are now entering a new post COVID world where traditional business practices have been challenged and re-written – engagement has not escaped. IAP2 Australasia has lifted to this new challenge, and we are stronger than ever with post-nominals being launched, a growing suite of online resource tools, and partnerships in the tertiary sector. Plus, we are in the process of revitalising our training offering, working with our global partners, to deliver new contemporary training that will have global accreditation with IAP2.

As an organisation we continue to grow and thrive. We have a growing membership up 1,575 on last year, our revenue has increased by 42% to \$4.98M restoring it to our pre-COVID growth expectations. Our team is growing, and we are delivering on member value and continuing to strive for excellence.

In line with our ongoing evolution, we have reviewed and updated our Mission statement;

*To champion engagement that improves environmental, social and governance outcomes*

We are now embarking on an updated approach to membership and will be pleased to share and involve our members in the coming 12 months in what that looks like. And we are working towards a new approach to advocacy to further embed engagement into all sectors of our community, launching off the successful work of showcasing the value of engagement over recent years.

I would like to thank my fellow board directors, Alistair Kingston, Jo Wilkins, Nathan Connors, Priscilla Steel, Penny Townley, Joel Levin, Michelle Barry and Litia Brighthouse-Fuavao, for their significant contribution over the last 12 months. I would also like to thank Marion Short our CEO and her team for the wonderful work they do on a daily basis for you, our members.

I am looking forward to an exciting 12 months ahead.



A handwritten signature in black ink, appearing to read 'Tony Clark'.

Tony Clark, Chair

## Marion Short, Chief Executive Officer

I'd like to reiterate Tony's sentiment that it is a pleasure to take a moment to reflect and celebrate the achievements of the past year. It has been a big one.

We are observing a genuine emerging recognition of the need for authentic engagement across a wide range of sectors and industries. We acknowledge that the investment in major infrastructure projects is playing a key role in driving engagement across Australasia and globally and will likely continue to do so for decades.

## *Vision: Authentic engagement, everyday*

### Overview of Progress and Achievements

We continue to achieve on delivering what you, as members, have told us matters to you most, these are: investing in the future of the profession, championing the evidence and value of Engagement, and providing trusted tools, resources, case studies and events. We are delighted to share with you the progress and achievements throughout the annual report (and you can find them on our website), including:

- Launch of the IAP2 Australasia Professional Recognition Program including the introduction of post-nominals.
- Continued investment in the Case Study Library led by the Research Working Group.
- Expansion of the Resource Hubs to also include the Local Government and Infrastructure sectors.
- Support for five Communities of Practice and the Young and Emerging Professionals Network.
- Launch of the Nurture Engagement Program, providing scholarships for NFPs to complete the Certificate in Engagement.
- Commissioned a white paper 'The Future Skills for Engagement Practitioners', authored by Sally Hussey.
- Launched our first Pulse survey to determine the impact of Covid-19 on the Australia and New Zealand engagement community. These Pulse surveys on topics impacting or influencing the engagement community will be undertaken regularly.
- Launched the online Engagement Methods Tool, with 70 methods to explore and consider. Plus, it is full of useful tips and advice on traps – and is free for members to subscribe to.
- A commitment to developing a Reconciliation Action Plan (RAP) is underway with a RAP Working Group playing an important role in guiding our journey to reconciliation.

- Establishing formal partnerships with universities to create tertiary education opportunities at post-graduate and master's level. A partnership with RMIT University has recently been announced, with more to come.
- Face-to-face Local Network events are re-emerging and a grant fund is available for our members to organise their own local networking events.
- In New Zealand, a series of face-to-face events is being introduced late 2022, We are also planning for the NZ Symposium at Te Papa, Wellington in March 2023.
- Return to our Conference in Melbourne for 2022.

### New Horizons

The evolution and growth of the engagement profession will continue to be supported as we introduce the new IAP2 Global Learning Pathway (GLP) to Australasia which has been adapted for the Australasia context. The GLP Australasia will be launched for the start of the 2023 academic year. As the peak body for the community and stakeholder engagement sector IAP2 Australasia is proud to provide contemporary, best-practice skills-based learning to people and organisations on what they need to know and do, so that they can successfully develop, deliver, and lead authentic engagement processes. We continue to receive feedback that our training improves performance on the job, as well as the quality of engagement processes and outcomes.

## Our Grateful Thanks

The great progress made over the past year would not have been possible without the hard work, dedication, and support of our Board members. They have done a significant amount of heavy lifting with our covid response plan and the introduction of the Global Learning Pathway - Australasia. I join Tony with a huge thank you to all of our directors.

Many thanks also to the vast number of members who volunteer their time as Core Values Awards Judges, IAP2A Research working group members, event presenters and organisers, Local Area Network Coordinators, Young and Emerging Professionals group members, Communities of Practice Chairs, Co-chairs and participants, and all other working group members.

Thank you to the IAP2 Australasia Trainers who contribute on so many levels to the ongoing success of IAP2 Australasia, and our Local Networks and Communities of Practice for their work into building and strengthening member networks.

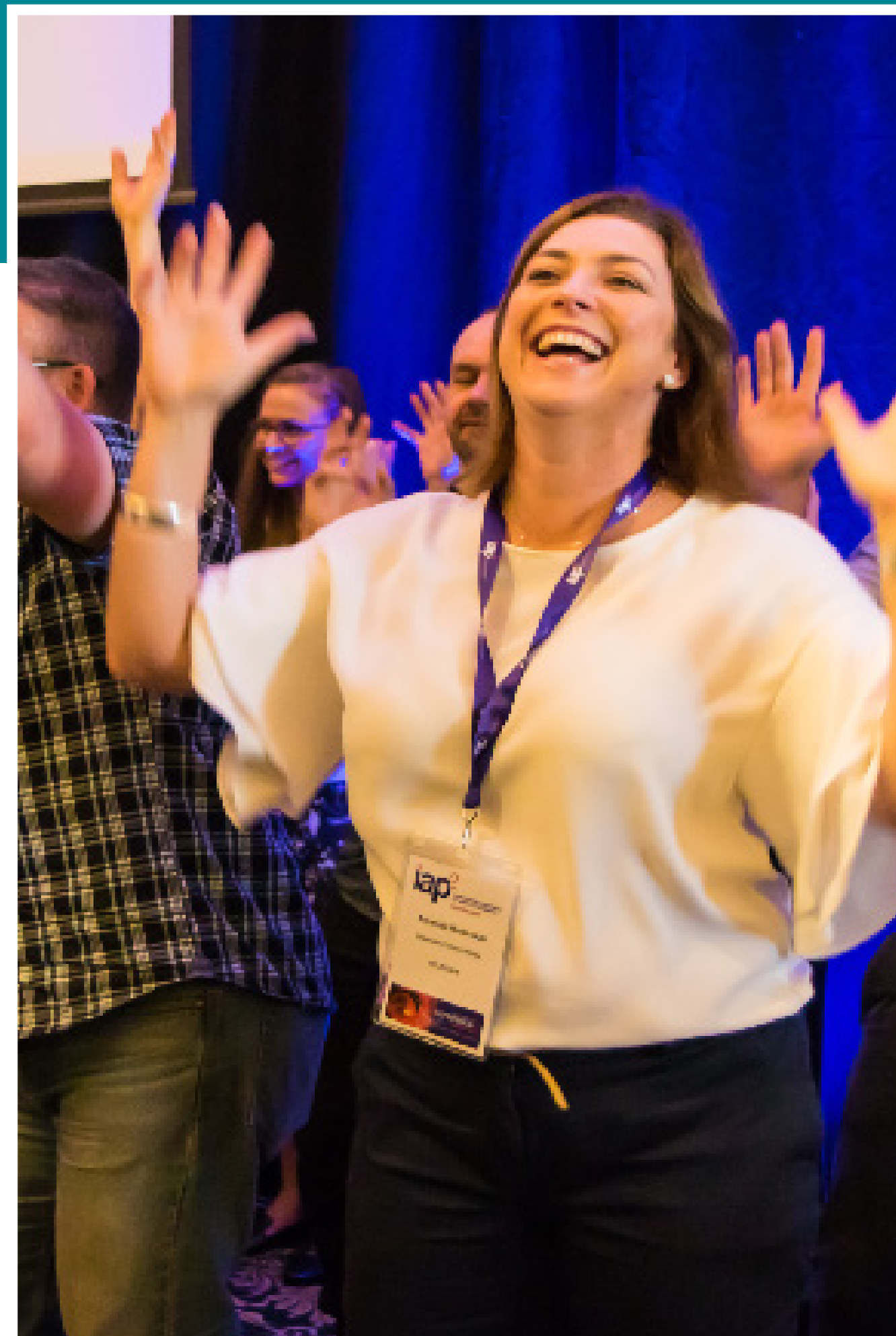
A sincere thank you is extended to organisations who have worked with IAP2 Australasia on important initiatives and projects throughout the year, and their patience with us as we built our knowledge of this new world. Thank you also to my small and mighty team for their dedication, enthusiasm, and hard work in another remarkable year and their always great 'can do' attitude.

We look forward to continuing the journey towards 'Authentic engagement, everyday' with you.



A handwritten signature in black ink that reads "Marion".

Marion Short, CEO





## Who are we....

As the peak body for the community and stakeholder engagement sector, IAP2 Australasia, believes that engagement, when done well, improves social, environmental and economic outcomes and increases trust in the democratic process.

IAP2 Australasia is proud to be recognised as an affiliate of the International Association for Public Participation (IAP2).

We are a member association incorporating individuals, governments, institutions and other entities that affect the public interest throughout the world.

As a not-for-profit organisation, our aim is to advance the community engagement profession by providing training in, and communicating the principles of, public participation and how to achieve effective community and stakeholder engagement (or public participation).

### IAP2 Australasia:

- Leads the national conversation on authentic community and stakeholder engagement.
- Advocates for genuine community and stakeholder engagement.
- Recognises, publishes and awards best-practice through the annual IAP2 Core Values Awards.
- Leads the professionalisation of the sector through education, events, professional development, research and standards.
- Collaborates with key strategic partners to pursue our research and advocacy agendas.



# OUR STRATEGIC ROADMAP

	FYE 2022	FYE 2022 (Actual)	FYE 2023
Total members	10,000	12,487	14,000
Retention rate	<div><div></div>55%</div>	<div><div></div>63%</div>	<div><div></div>65%</div>
Membership Revenue	\$550K	\$648K	\$700K
Payment to IAP2 Int	(\$275K)	(\$324K)	(\$350K)
New Member/Strategic initiatives	Improved member experience Consultancy Register Speakers Bureau Young and Emerging Professionals program Searchable library of valued resources Revised Local Area Network model	Improved member experience Young and Emerging Professionals program Searchable library of valued resources Revised Local Area Network model Grant fund launched	Improved events (ICT) Consultancy Register Speakers Bureau Continue to build library & resources
Advocacy	Showcase Engagement Empower members Provide tools & resources Research Agenda ROI project – stage 1	Showcase Engagement Empower members Provide tools & resources Research Agenda	Publish the influencing the decision-maker 'How to' guide. ROI project – stage 1
Prof Recognition Program (PRP)	Stage 1 - post-nominals	Stage 1 - post-nominals	Stage 2 - post-nominals Stage 1 – CPD
Future Learners Model	Stage 1 Digital Learning Strategy developed and implemented DEI principles included in all new offerings Develop Aboriginal & Torres Strait Islander Strategy, and Maori strategy by mid 2022	Stage 1 Digital Learning Strategy developed and implemented DEI principles included in all new offerings Develop Aboriginal & Torres Strait Islander Strategy, and Maori strategy by late 2022	Stage 2 Fit for purpose Digital Learning platform Develop and pilot other delivery modes DEI principles included in all new offerings Link to Professional Recognition Program Formal and Informal learning introduced
New learning opportunities	Up to three new targeted learning opportunities Launch Advanced Mentoring Program	Up to three new targeted learning opportunities: Deliberative Engagement   Facilitating the Tough Stuff   Diversity, Equity   Inclusion Authentic Collaboration Launch Advanced Mentoring Program	Up to three new targeted learning opportunities
Training Participants	5,000	7,434	7,500
Training revenue	\$3.3M	\$4M	\$4M
Conference attendees	380	317	350
Conference GP	Break even	\$4.5K	Break even
NZ Symp attendees	100	n/a	
NZ Symposium GP	Break even	n/a	(\$3K)
FYE surplus/(deficit)	(\$200K)	\$1.15M	(\$974K)
Employees (FTEs)	11.5	13.6	15
Member to FTE ratio	833	918	933



# Resource Hubs

As an international leader in public participation, IAP2 has developed tools that are widely used and acknowledged.

These include the Core Values for Public Participation for use in the development and implementation of public participation processes and the IAP2 Public Participation Spectrum which assists with the selection of the level of participation that defines the public's role in any community engagement program.

Additionally, the Quality Assurance Standard for Community and Stakeholder Engagement, is recognised as the international standard for public participation practice.

To complement these tools, IAP2 Australasia has a range of dedicated community engagement resource hubs to assist engagement practitioners:

## Local Government Hub

Engagement practitioners working in Local Government looking to enhance their organisational engagement practices, will find a wealth of articles, tools and resources on IAP2 Australasia's Local Government hub.

There are over 100 resources on the hub including examples of Community Engagement Policies and Frameworks; case studies; conference presentations; webinars; tools, templates and news articles from engagement professionals.

## Infrastructure Hub

Following on from the successful launch of our Local Government Hub, we also launched a dedicated Infrastructure Hub to help engagement practitioners in this sector.

The hub contains information on a number of individual case studies relating to the infrastructure industry; Conference and Symposium Presentations on various topics including the Infrastructure Engagement Excellence Framework; Policies, Strategies and Frameworks; Reports; Member only content and news articles from fellow practitioners.

[Visit the Infrastructure Hub](#)

[Visit the Local Government Hub](#)

[Visit the Virtual Engagement Hub](#)



## Virtual Engagement and COVID-19 Resources Hub

The Virtual Engagement Hub was launched off the back of our COVID-19 Hub, as this is an emerging and growing area in engagement, and becoming part of the 'norm' when developing engagement programs.

Practitioners will find a list of virtual engagement resources to help navigate the landscape, including past Conference presentations; reports; Member only content and a range of links to resources provided by both IAP2 Australasia and your fellow engagers.

## Natural Disaster Hub

A hub developed during Australia's 2019 - 2020 bushfire crisis, has now been expanded to house a range of resources to help engagement practitioners in the event of a natural disaster, such as; flooding, bushfires, earthquakes and cyclones.

## Diversity and Inclusion Hub

As engagers, we can play a critical role in prioritising and advocating for diversity, equality and inclusion. This hub includes a list of resources contributed by members over several years.

[Visit the Natural Disaster Hub](#)

[Visit the Diversity and Inclusion Hub](#)

# Engagement Methods Tool

IAP2 Australasia’s online destination for practitioner approved engagement methods.

If you have completed one of IAP2 Australasia’s key training modules – Engagement Methods – then you might know and regularly use the IAP2 Australasia Methods Matrix.

The matrix is a framework for engagement practitioners to identify which engagement methods may best suit your project’s scale and place on the IAP2 Spectrum.

And, we are pleased to announce that the methods matrix has been brought to life as an online tool, the Engagement Methods Tool.

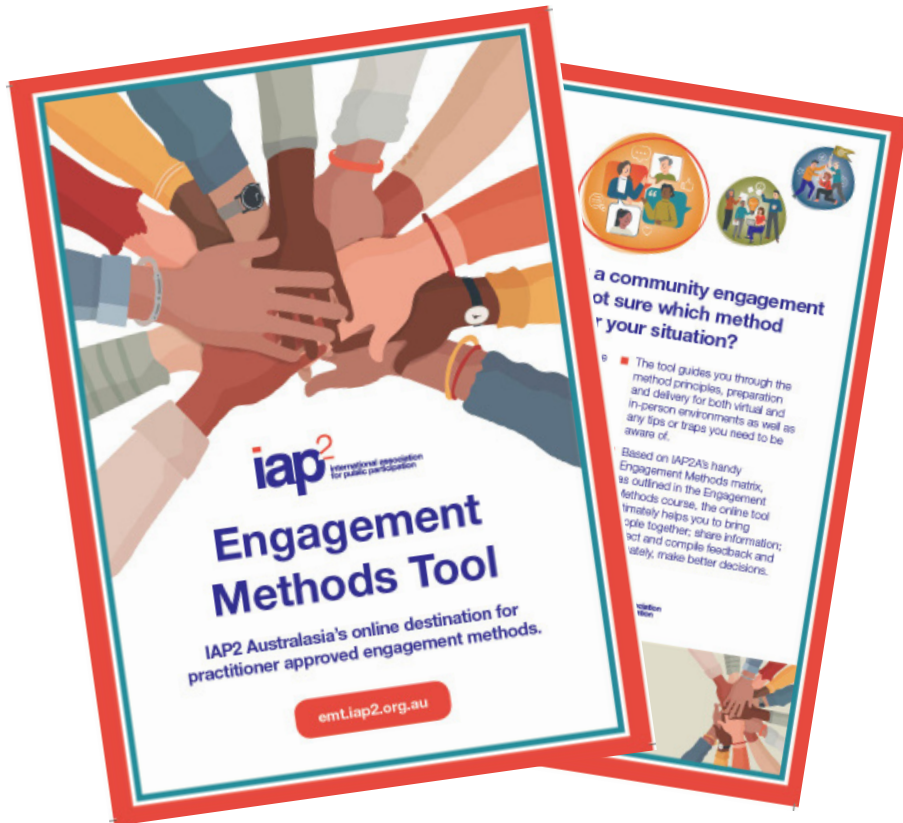
Discover 70 engagement methods that suit a variety of contexts, engagement objectives, levels of influence, budgets, scale and time available.

Explore the whole method database to get inspired. Or, apply our search filters to shortlist methods that are fit-for-purpose for your context.

The tool guides you through the method principles, preparation and delivery for both virtual and in-person environments as well as any tips or traps you need to be aware of.

The online tool helps you to bring people together; share information; collect and compile feedback and ultimately, make better decisions.

IAP2 Australasia members can access the Engagement Methods Tool for free.



# Webinar recap

Have you discovered IAP2 Australasia’s webinars? IAP2 Australasia members can recap on past webinars via IAP2 Australasia member resources library.

IAP2 Australasia held two informative and educational webinars, kickstarting our IAP2 Australasia Engagement Leadership Series, with almost 300 registered participants.

## Learnings from the Pandemic

Desley Renton, IAP2 Fellow and Nicola Mendleson, IAP2 Australasia Trainer, brought together engagement leads from across the Australian health sector to share what they have learned and what works, what the challenges are and how have they have overcome them.

The speakers reflected on their experience of the very best recent examples of engagement in the health sector in Australia and what they feel have been the MOST innovative.

Discussion focused on how engagement practitioners can best prepare for engaging in the COVID-era by incorporating practical learnings from the health sector into our day-to-day practice.

## Leading deliberation – taking the next steps

Victoria’s Local Government Act was updated in 2020 and required councils to use deliberative engagement when developing their key strategic documents which are all due over 2021/22. This has meant that all 79 councils across Victoria used deliberative engagement in the last 12 months, many for the first time.

This webinar debriefed on this revolution in council engagement. What did they learn, what worked, what didn’t, what insights can we all take forward to improve our engagement practice?

Discover the Engagement Methods Tool

Catch up on past webinars

# Professional Recognition Program

## IAP2 Australasia post-nominals are here!

Post-nominals are taking us to the next step in evolving professional recognition for IAP2 Australasia members. Many associations have post-nominals as they recognise the individual expertise of members. Bringing post-nominals to this profession is one more way for IAP2 Australasia to advocate for the engagement sector.

*To recap: IAP2 Australasia developed a post-nominals framework as part of a broader professional recognition program. We engaged with members on the proposed framework, closed the loop with members and have now announced that post-nominals are available for eligible members to use.*

### What is the professional recognition program?

Post-nominals – letters after your name, are a key way for broader networks to recognise your membership and standing of a profession.

The program has been developed through an evidence-based approach, consultation with subject matter experts and significant desk-top research, including reviews of other Australasian post-nominal programs.

### Post-nominals criteria

Depending on your current membership status and whether you've completed the IAP2 Australasia Certificate of Engagement (or Certificate of Public Participation), you'll be able to use one of the following:

- Associate: AIAP2
- Member: MIAP2
- Graduate: GIAP2

### Stage 2

#### Professional: PIAP2...coming 2023

Admission as a Professional is by application only and is to include references from a broad range of backgrounds – to be confirmed.

Professionals are required to have been a member for at least the last three consecutive years and have at least five years' engagement/P2 experience at a senior level.

Professionals must demonstrate and maintain they have the required skills, knowledge, experience and good standing and professionalism expected by IAP2 for the class of Professional (the Standards).

From time to time the Board may consider automatic entry to Professional to recognise exemplary practice and service, such as retiring Directors or major Core Value Award Winners, at their discretion.

To be eligible to renew membership with IAP2A into the class of Professional Member, an existing Professional Member must fulfil the CPD requirements and meet the Standards of this class.

### Fellow: FIAP2

Admission as a Fellow is by nomination to the Board of Directors only and is to include references from three current Fellows (all classes) or current or past Directors of IAP2A.

Fellows of IAP2 are any person who have been eminent in the field of engagement/P2 and who have provided distinguished service to IAP2 Australasia. Fellows are required to have been a member for at least the last three consecutive years.

Fellows must demonstrate and maintain they have the required skills, knowledge, experience and good standing and professionalism expected by IAP2 (the Standards).

From time to time the Board may consider automatic entry to Fellow to recognise exemplary practice and service, such as retiring Ambassadors and Directors.

### Honorary Fellow: HIAP2A

Admission as an Honorary Fellow is by invitation of the Board of Directors only.

Honorary Fellows of IAP2 are any person who has been eminent in the field of engagement/P2 and who has provided distinguished service to IAP2 Australasia and to engagement/P2 throughout Australasia (Affiliate Region) and/or globally.

Honorary Fellows are required to have been a member for at least the last five consecutive years.

Fellows must demonstrate and maintain they have the required skills, knowledge, experience and good standing and professionalism expected by IAP2 (the Standards).

[Learn more about the Professional Recognition Program](#)



# IAP2 Australasia Honorary Fellows and Fellows

IAP2 Australasia would simply not be where it is today without the significant and ongoing contribution of a small, and dedicated, group of members.

Leaders in engagement who have been passionate, visionary and incredibly hard working over many years to grow, shape and strengthen engagement practice in Australasia and IAP2.

With the introduction of post-nominals as part of IAP2 Australasia's Professional Recognition Program, we are delighted to announce the appointment of the following:

## Honorary Fellows

Anne Pattillo, Kylie Cochrane and Vivienne Twyford.

The award of Honorary Fellow is granted to a person who has been eminent in the field of engagement/P2 and who has provided distinguished service to IAP2 Australasia and to engagement/P2 throughout Australasia (Affiliate Region) and/or globally.

## Fellows

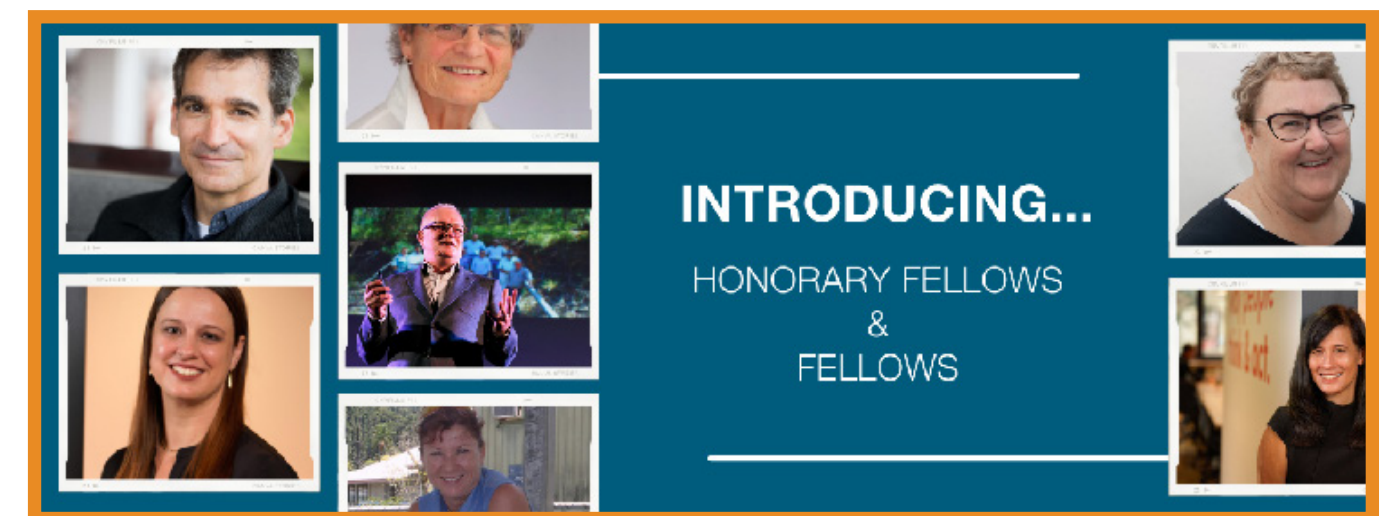
Abbie Jeffs, Alice Sherring, Amanda Newbery, Carol Hayward, Desley Renton, Jan Taylor, Jill Hannaford, Joel Levin, Kimbra White, Leisa Prowse, Lucy Cole-Edelstein, Margaret Harvie, Mark Ritch, Max Hardy, Michael Robertson, Michelle Feenan, Nicole Hunter, Sioux Campbell and Vivian Warren.

The award of Fellow is granted to a person who has been eminent in the field of engagement/P2 and who have provided distinguished service to IAP2 Australasia.

In particular, being appointed as a fellow honours that you have played a significant role in the IAP2 Australasia story which begins in 1998 when the question was asked at kitchen table meetings "Should we make an IAP2 here in Australia and New Zealand?" The answer of course was "Yes!" with the first IAP2 Australasia event held that same year and the first IAP2 Australasia conference the following year.

The early years were difficult, as the challenges of running a member association were felt and our pioneers nearly gave up. But they didn't and in 2002 the IAP2 Australasia Affiliate was officially launched with Vivien Twyford and Max Hardy the first IAP2 Australasia Trainers.

By 2003, IAP2 Australasia had a website, and two years later the first Core Values Awards were held in our region. 2006 saw the first staff member join (yes – up until now the organisation had been volunteer run!) and in 2009 the IAP2 Federation model was introduced. Shortly after, in 2011 we were "all grown up" where we achieved our first \$1m in revenue, employed more staff and established an office.



Registered as a Charity in 2012, IAP2 Australasia achieved over 1,000 members in 2013 and in 2014 a new strategy was established to move IAP2 Australasia out of financial deficit. The IAP2 Australasia Curriculum was established in 2014, followed by the Quality Assurance Standard in 2015. By 2017, membership had grown to over 3,000. In 2018, our first Participatory Budget was launched, further growth achieved in both membership and training participants throughout 2019, and 2020 of course witnessed a nimble pivot from face-to-face to virtual delivery of IAP2 Australasia Training.

And now, in 2022, IAP2 Australasia maintains over 12,000 members, an annual revenue greater than \$4M, 13 full time employees and 17 Trainers delivering our IAP2 Australasia Training to over 7,000 participants a year.

So, with this appointment we thank you our Honorary Fellows and Fellows for shaping IAP2 Australasia and being part of the story. We thank you for your wisdom, expertise, hard work and dedication to IAP2 Australasia and the engagement profession over the years.

Congratulations and once again our deepest thanks for the contribution made to strengthen and advance engagement in Australasia.

# Local Networks

The Local Networks program ensures the work of IAP2 Australasia is relevant and accessible to community and stakeholder engagement practitioners, no matter where they are. This work is bolstered by IAP2 Australasia’s active volunteer network, supporting local engagement practitioners by providing avenues for continued learning and sharing opportunities.



12  
Local Network Events



412  
Attendees

It is a credit to our Local Networks that their combined efforts, during a period where the community faced challenges arising from new COVID-19 variants, vaccine delays and seemingly endless lockdowns, resulted in a total of twelve IAP2 Australasia local virtual and in person network events attended by 412 participants, being held across Auckland, Sydney, Perth, Melbourne and Brisbane.



2022 Brisbane Local Network Event | A dam close call: Engagement from the edge

## Grant initiative launched

To further support the work of Local Networks across Australia and New Zealand, IAP2 Australasia introduced a new framework to facilitate events and activities with fellow engagers in their local areas, by establishing a Grants Fund. Funding is available for Local Networks to support events and activities such as seminars, webinars, professional development, hosted panel discussions and networking get togethers.

Find out more about Local Networks





2019 IAP2A Conference

## Communities of Practice

Communities of Practice groups, across five key industry verticals/segments of Infrastructure, Environment & Sustainability, Emergency Management, Health Services and Young & Emerging Practitioners, provide IAP2 Australasia members with a way to meet other practitioners within common areas of practice or expertise, extend networks, learn from each other, and share ideas and issues.

Members build their skills and knowledge, while providing a safe, confidential space for members to share their experiences and access a 'brains trust' to benefit from the learnings of others. A total of 108 persons registered for the Communities of Practice meetings, where the member-led chairs source speakers and presenters with relevant and topical content.

IAP2 Australasia's Young & Emerging Practitioners, a vibrant and energetic group that endeavours to support practitioners in the early stages of their career development, administered a survey mid 2022 to assist them in developing a meaningful program of activities and experiences to best meet the needs of this segment. The obtained feedback will culminate in some exciting learning and networking opportunities planned for the coming months.

Find out more about Communities of Practice



## Nurture Engagement Program

Nurture Engagement, a partnership program offering scholarships for virtual training, has been established by the IAP2 Australasia Board to support small not-for-profits by offering their staff and directors the opportunity to complete the IAP2 Australasia Certificate in Engagement.

The Program is open to charities and not-for-profit organisations who meet the specified criteria and that are accepted as program partners.

The inaugural intake round saw two program partners having been accepted as part of the program, each awarded three scholarships for virtual training. The successful program partners were:

- South Community Hub Inc. (SCH), a specialist cultural service provider delivering domestic and family violence (DFV) programs, community education and engagement initiatives that are responsive to emerging and identified needs of Culturally Linguistically diverse (CALD) communities; and
- Emerald City Kickball Inc., Australia's newest LGBTQIA+ friendly recreational sports league, honoured by Time Out magazine as Community and Culture Future Shapers.

[Find out more about the scholarship program](#)

## Reconciliation Action Plan

Inclusion, Transparency and Respect are the core values of IAP2 Australasia.

IAP2 Australasia has committed to developing a Reconciliation Action Plan (RAP) using the Reconciliation Australia action model that is seeing meaningful change in Australia by assisting organisations address reconciliation. This will be IAP2 Australasia's first RAP, falling under the 'Reflect' RAP, its objective being to prepare the organisation for future RAPs and reconciliation initiatives.

The Reconciliation Action Plan is a key project initiative of the Member Value Committee and forms part of the current IAP2 Australasia strategic plan, namely its strategy to *Recognise the diversity of the communities that our members work in and with, to support embedding authentic engagement by Respectfully and authentically developing an Aboriginal & Torres Strait Islander strategy and a Māori strategy by late 2022, to support our commitment to Diversity Equality and Inclusion.*

Developing our RAP is a long-term commitment that will require ongoing consideration and collaborative effort. To ensure our RAP creates meaningful and sustainable change, the newly established RAP Working Group will play an important role in guiding IAP2 Australasia's ongoing journey towards reconciliation through the creation and implementation of IAP2 Australasia's 'Reflect' Reconciliation Action Plan, guided by the unique knowledge and valuable experience from within our member community.

“Championing  
engagement that  
improves environmental,  
social and governance  
outcomes.”





## The myth of the quiet country life – engaging with our busy rural and regional communities.

Renée Madsen, Principal Consultant at Create & Evaluate, North Queensland.

Rolling green hills, or a wide open paddock. The breeze gently gusting through the silence. Maybe a Hills Hoist clothesline spinning slowly in a well-tended back yard, or an empty main street, with a couple of people meandering along and a few cars parked here and there. A big shady verandah, with a nice inviting chair for sitting down and surveying the quiet country all around, while you sip a hot tea or cold beer. How's the serenity?

If this is your idea of what it's like living in a rural or regional community, you'd be right some of the time, but not always! For many residents in these areas, the 'quiet country life' is a myth. Many people – IAP2A members among them – live in regional towns because we love the peace and quiet mentioned above. But to approach our engagement work with the idea that "people out there have all the time in the world" would be doing them – and our engagement practice – a big disservice.

Myth: "People in country towns have nothing to do"

Many people in country towns are incredibly busy, with multiple roles in the community that take up a huge amount of time and energy beyond everyday work, family and friends. The corner shop owner may also be a local government councillor, an accredited horseriding instructor, and a volunteer with the Country Women's Association, while helping to run her family's farm. The local community centre coordinator may have a second job as a police liaison officer, while volunteering his time to coach footy after work and on weekends, mentoring young people, and running an outdoor cinema on Friday nights.

Adding to this everyday busyness, at certain times of the year the social calendar is full of popular events that people plan to attend well in advance. For example, winter in western Queensland is the prime time for rodeos and other shindigs. People are also busy in the lead up to winter, either working extra hard on their property or business to ensure they can have a few days off for upcoming events, or putting in long hours as part of the event organising committees.

Factor in long distances – "it's only a 4 hour drive!" – and you have an intriguing challenge for engagement professionals – how do we attract these community members to our engagement events, or get them to commit to interviews or other information gathering exercises when they're so darn busy?

A few things to try.

Some suggestions if you're concerned about the availability of your regional community:

Piggyback off existing events. It sounds obvious, but it's surprising how many unrelated workshops, information sessions and other 'engagement events' roll through town without being aware of each other's existence. A good place to start is the local council's community development or recreation officer (if they have one), who will know if any other organisations are planning to visit around the same time you are. TAFE colleges, health services and state/regional sporting bodies are just some of the regular visitors to the regions, and it's worth seeing if you can join your events together to take advantage of people's interest and the fact that they've come into town (or 'up the street', in my local parlance!)

Have workshops at different times of the day – and think about offering childcare. If people are busy, they're going to find it hard to get to your workshop no matter what time it's on, but consider offering a choice of daytime and evening sessions to maximise the opportunities for people to attend. If logistics and legalities allow, consider on-site childcare for the duration of your workshop, so parents who have partners working away and no other family support can attend and be fully involved in the discussions.





Go where people are, and don't dismiss technology. Pub, paddock, Wednesday night sports training – all legitimate places to gather thoughts from people, without the need to make them come to a central venue with Powerpoint slides. Having said that, don't dismiss the use of technology just because you're in a remote area, or because the majority of your attendees are older people. Most rural towns have good phone reception, with the occasional black spot on the highways in between, and most people enjoy using interactive tools on their phone or reading the local WhatsApp and Facebook groups. If you're looking into online engagement, Skype can be a good choice for older people in remote areas as they are already used to talking to their grandchildren with it.

Build long term relationships. Approach your engagement with the intent to build a long-term relationship with the community and your key contacts there, beyond just the immediate project. Wherever possible, don't drive/fly in/out the same day. Stay overnight, get a feel for the place, talk to the locals. Yes, it will add time and dollars to your engagement budget, but the time and space to tell stories is key to building relationships, especially in First Nations communities.

Keep relationships going after you leave, and consider your contacts in the community a part of your network now. If you see resources or information they'd be interested in, pass it along. Follow their social media pages. Look for ways to support or assist the community as a thank you.

Building these long-term relationships is ultimately what will narrow the metaphorical distance between metropolitan and regional areas, and help our engagement work to create positive change, regardless of where people live.

*Renée Madsen is a freelance facilitator and engagement specialist based in Townsville, North Queensland. Born and raised in Townsville, with the added experience of living and working in capital cities across Australia, Renée believes in the power of collaboration to create positive change no matter where people live.*

Have your voice featured in Engagement Matters, contact us at:  
[info@iap2.org.au](mailto:info@iap2.org.au)



Sign up for the Engagement Matters e-newsletter





## What are the future skills for engagement practitioners?

Sally Hussey | Consultant Writer and Researcher

*Would unlocking stories of failed engagement evolve the practice of engagement in Australia today? This eBook outlines challenges and recommendations for future skills for practitioners.*

Community engagement in Australia today is at an impasse. Despite decades long professionalisation and its embeddedness in key functions of government, questions still surround just what it is. On the one hand, it's employed as a 'spray on solution' for governments and private industry alike. Under theorised, under researched, and with no formal vocational path, it seems to lack rigour. On the other hand, it is an empowering response to the current mistrust in government. Its interface with democracy underpins its practice and overarching work to empower people and communities to impact decisions that affect their everyday life.

But it deserves a more nuanced understanding than this binary permits. Especially given its increasing application across government and private organisations.

My new ebook, *Future Skills for Engagement Practitioners*, researched and written for IAP2 Australasia, provides a deeper reflection on the current state of the industry and the practice of community engagement in Australia today.

On a practical level, it questions the evolution of the practice: What might the future of community engagement look like? What are the future skills for engagement practitioners? On a theoretical and structural level, it confronts deeper issues: Is viewing engagement as an agent of democracy – the link between democracy and community good – doing a disservice to the evolution of the practice? Would unlocking stories of failed engagement evolve the practice of engagement in Australia today? Can a decolonising lens inform engagement processes without perpetuating marginalisation?

While questions around its practice more broadly feed into the professionalisation of public engagement, here they are filtered through the lens of the engagement practitioner. This serves to redress attention to this unique role and experience. For, where research space has been given to the professionalisation of public engagement, less so to the engagement practitioner.

Through a series of in-depth interviews, I glean insights from some of Australia's key actors – engagement scholars, consultants and practitioners working across public and private sectors with a wide range of experience.

Not only was I able to ask questions relating to their expertise, but I was able to gain a close-up look at unexplored aspects of engagement practice for the contemporary practitioner.

### Challenges facing engagement practitioners

In the eBook, I identify five fundamental challenges that face engagement practitioners today and test commonly-held assumptions of community engagement. Amongst other things, these challenges speak to:

- the imbalance in practitioner skills – the gap between emerging and established practitioners – and subsequent impact on the efficacy of engagement;
- the misalignment of engagement as communications, PR or journalism that has fed misconceptions of community engagement;
- and, with reforms around participatory engagement, the push toward models of engagement that have little bearing on engagement activities, impacting both practice and the way that these models are being perceived into the future.

As a counter-response, I provide eight recommendations for engagement practitioners to navigate an increasingly complex policy environment.

### Crisis in equity

Without question, in Australia, contemporary engagement practice is well evolved: a component of local democracy, it is now embedded in key functions of local governments and procedures of public administration and management practice.

But the increased visibility – indeed legislative prominence – of engagement raises questions around the quality of practice and democratic drivers of equity and inclusivity. Does the promise of engagement hold more authenticity than its practice? What assumptions do practitioners arriving at engagement from variety of professional backgrounds bring to the role? How do practitioners respond to increasing uncertainty, rapid change and endemic mistrust of governments?

One key area of recommendation in *Future Skills for Engagement Practitioners* is around equity and inclusion. Public engagement is one of the ways governments use to identify policy priorities in Indigenous contexts, for instance. But where outcomes are at odds with the kind of changes desired by Indigenous communities, it has, unfortunately, become 'a repetitive cycle.' The challenge is how engagement processes ensure the inclusion of the diversity of Indigenous communities to counter their marginalisation.

Indeed, the push toward deliberative engagement across developed countries speaks to governments engaging in deeper dialogue with communities – communities who are increasingly demanding it. The engagement profession, by comparison, is evolving in unforeseen ways. (We only need to turn to the disruption of the pandemic that upended traditional face-to-face engagement and rapid uptake of online methods.) It, like policies and governments, is shaped by a constant flux – not to mention the rise of citizen-led democracy and the necessary backlash against the numerous failings of liberal democracies evidenced by the lowest ebb of trust in governments across the developed world.

Equity in decision making and processes of inclusion are increasingly paramount. A salient case in point is marked by the incoming Prime Minister's acceptance speech, the first election victory speech to place Indigenous Peoples as central to incoming government's policies. This acknowledgement marks a turning point. Not only in Australian political history but in the tangible impact on future skills required for engagement practitioners.

Download a copy of the eBook

# Whakahekerau – Rakiātea Rautaki Tai: A community's vision for a resilient coast

2021 Core Values Awards Australasian Project of the Year Winner | Dunedin City Council, WSP

Beginning in 2019, the Dunedin City Council took its first steps in developing a forward-looking and community-oriented climate adaptation plan for the city's much-loved Whakahekerau – Rakiātea coast (St Clair – St Kilda coast). The primary objective of the St Clair – St Kilda Coastal Plan engagement was to work with the community to co-create a vision and climate adaptation plan for the St Clair – St Kilda coastline by;

- Understanding the community's collective values and aspirations for the area and
- Identifying management options that could support the sustainable management of the coast in line with the community's ambition for the area

The process provided a rare opportunity to support and empower the community to develop an ambitious plan for a truly special section of coastline. Through the process the team needed to capture the community's values, socialise management options and educate on coastal processes and climate change. The community was drawn in to consider the intergenerational risks and opportunities on offer which were fundamental to climate adaption objectives of the process. Along the way, the community's ongoing input was used to direct strategic thinking, steer funding on technical work and ultimately guide the development of the city's first climate adaptation plan. Public participation was pivotal to the change and will continue to be as the coastal plan is implemented over time. It has helped build trust between Council and community, overcome inertia in planning for coastal protection, and helped guide this highly valued stretch of coast towards long-term climate resilience and sustainability.

The engagement journey began with a period of critical review and reflection – this was not the first time that this community had been asked to provide input on this coastline. The team worked hard to review previous engagements, their results, lessons learnt and outcomes to date. This preparation was crucial to preparing staff for conversations that in many ways had been started, but in the community's eyes, left un-finished. The Engagement Plan was validated early with stakeholders and community groups to ensure we clearly understood how people wanted to be involved, and where and when would be best to include them. We started with the question 'What matters most?' to understand what people valued most about the coast, before working towards 'What could be done about it' to ensure a sustainable and lasting outcome for the coast and community.

A diverse range of methods were used to encourage participation in the process. A carefully devised and iterative programme incorporated both innovative engagement activities alongside tried and tested methods. Innovative engagement methods included printmaking sessions (art workshops) online multi-media and multi-criteria decision-making surveys.



Whakahekerau – Rakiātea Rautaki Tai: A community's vision for a resilient coast

These methods helped to diversify our set of engagement tools and mitigated several key engagement risks such as certain groups being under-represented, Covid-19 restricting face-to-face engagement and overcoming a history of distrust in decision making at the coast. Through the St Clair – St Kilda Coastal Plan engagement process we received feedback from more than 2000 individuals, with several thousand others also being reached. More than a dozen different engagement methods were used to source feedback and many more methods were used to advertise and supplement our engagement activities. We are proud of the number and diversity of groups and individuals engaged and of the strides we have made to build trust and integrate community ambition into a truly forward-looking plan for our city's much-loved coast.

During a time when local authorities and communities are grappling with the effects of coastal hazards and climate change, we feel that this engagement process has made significant contributions to the field of public participation. We have navigated a national Covid-19 related lockdown, retaining momentum and using delays as opportunities for iteration and improvement. We are proud to have been a part of this journey with our community and are committed to ongoing conversations and implementation of a plan that is well-informed and understood by our community.

Check out the Core Values Awards Case Studies





2021 IAP2A Conference Day 1 Keynote Presenter graphic.

## All wrapped up... 2021 IAP2 Australasia Conference

### Day 1 – The World is Changing. Are We?

What a strong start to the 2021 IAP2 Australasia Virtual Conference – Changing Landscapes. The theme of day one was The World is Changing. Are We? and looked at how, in a changing landscape, can the engagement profession adapt and respond to ensure diversity, equity and inclusion are a part of how we design, plan and evaluate engagement.

Thank you to Clarence Slockee for his Acknowledgement of Country and Ancestors, and to Chris Mene for leading us in with a Karakia blessing. Thank you Tasneem Chopra for an incredibly insightful keynote address and for sharing “Ubuntu – I am because we are”. And to all our other speakers who imparted their knowledge and wisdom today.

Here are some of the key learnings of the day, as shared by our attendees and participants:

- “remember to be versatile and adapt to your community constantly”
- “the importance of asking people how they want to be engaged”
- “I’m bummed that I only registered for Day 1! Today was brilliant!”
- “accessibility practice becoming mainstream practice – not splitting them up”
- “perspective – the idea of going to someone else’s table rather than being an engager at the table”
- “the importance of understanding the value of networks and communities and the valuable role they can play in shifting behaviours and attitudes”
- “the importance of trust in relationships, real trust not just a transactional relationship”
- “good engagement practice is so much more than a process and swanky tools and resources but rather the value of people centred requirements is so important”

Some of day one’s “aha” moments

- “give people plenty of time/space to respond for more thoughtful answers. Being comfortable with silence as a way to generate those more thoughtful responses”
- “the need to work on our relatability in our community engagements to support the participation of diverse stakeholders”
- “the importance of embedding good evaluation into practice”
- “it’s okay to take one step at a time as a way to improve what we do. Pause and appreciate the value of that one step”
- “given our reliance on them – remuneration levels of key advocacy groups”
- “love the theme throughout today – getting to know people, their backgrounds and the value of this”

Some new things our attendees will try after today:

- “take a cuppa to an online engagement (more personal and to reduce an (overly) formal style of digi-engagement”
- “work with representatives of different sectors of community to increase connection with diverse stakeholders for example Youth Council”
- “not being afraid to just giving it a go”

### Day 2 – Power and Polarisation

Day 2 of the IAP2 Australasia Virtual Conference saw us discuss some pretty big issues – starting with guest speaker Zoe Daniel who spoke about a topic very much on the engager’s radar: the trust gap and community engagement in an era of information manipulation.



2021 IAP2A Conference Day 2 Keynote Presenter graphic.



Thank you to all our speakers today who shared their experience with deliberation theory and practice; legislation and frustration; the role of the community and the role of the engager; and collaborating with key stakeholders. Plus everyone who jumped into roundtables and the end of day workshop to share their own experience or reflections.

Here are some of the key learnings that participants shared with us today:

- Democracy is very fragile – engagement is even more important.
- Don't discount the silent majority while seeking out the hard-to-find.
- Many observations of parallels with Zoe's US experience and with local media in Australia.
- The ongoing struggle with getting the communities attention.
- Lots of reminders of the importance of embedding engagement with early communication right from the beginning.
- People are more active, more alert and more outraged than they have ever been.
- Work with the media – choose the type of media and the journalist and invest time and effort to promote understanding.
- Loving hearing about the “screw-ups” as speakers generously share the good, the bad and the ugly at the conference – such important learnings for all of us.

### Day 3 – Being together...while apart

Today's sessions were all about bringing communities together, despite COVID and other challenges. (As well, maybe it feels like this week has also been about bringing the IAP2 Australasia family together – thank you to everyone who joined us live and contributed to the rich discussions in the chat.)

We are still wiping away the tears from our guest presenter Candy Chang's touching presentation – Emotional Infrastructure for the 21st Century. Earning a virtual standing ovation, Candy left us feeling moved and inspired.



2021 IAP2A Conference Day 3 Keynote Presenter graphic.



2021 IAP2A Conference Day 4 Keynote Presenter graphic.

Candy reminded us that people are coming to any public engagement process with a lifetime of experiences and deep emotional histories which shapes their fears, their opinions, their thoughts... understanding these experiences and approaching with empathy is key. She spoke about creating “infrastructure for the soul” and shared her projects which involved very tangible and human opportunities to engage. And overall she advised us to “be scrappy and roll with the punches”.

Other key things we took away from the day were:

- COVID has meant that we have had the opportunity to share learnings across borders, like never before.
- The onus is on us, as engagers, to provide a variety of ways to participate, and be as inclusive as possible.
- Public engagement provides a rare opportunity where we come together and connect as a community to help us understand each other in a more complex light.
- The city of tomorrow needs more public engagement.
- How might we design engagement that is built on deep empathy for the people we serve?
- The need to be agile and pop up in communities when the opportunity presents
- When we get engagement right, it can be a healing process.
- Take a fearlessness of failure into hybrid engagement. If we don't fail, we don't learn! Don't be afraid to show vulnerability. Be upfront that you are learning as you go.

And as Anne Patillo reminded us “keep twitching and pivoting [in your practice] – cause we've gotten good at it.”

Thank you to all our speakers, and thank you to Tiffany Tang who took us outside to share our communities!

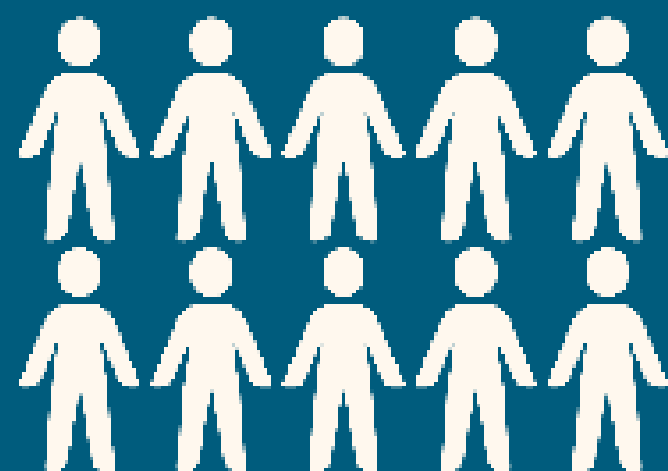
### Day 4 – Engaging for our Planet

Day 4 and the momentum and energy continued to build as we also drew together the threads emerging from the previous days. We started the day with guest presenter Dr Rebecca Huntley reflecting with us on how Australians are engaging with the issues around climate change as we concurrently go through social



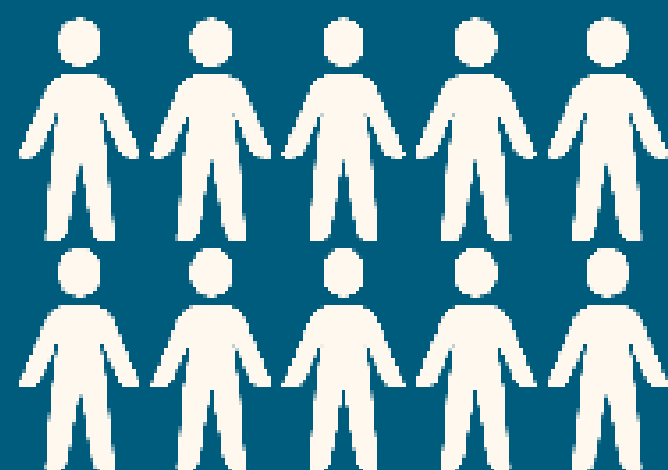






7,434

**Trained with IAP2A in  
2021- 2022**



## IAP2 Australasia Training | 2021-2022

IAP2 Australasia provides skill-based learning to people and organisations on what they need to know and do, so that they can successfully develop, deliver, and lead authentic engagement processes, and has been developed to meet the needs of the sector and industry.

We are proud to say that it remains the must-have engagement standard and is demanded by employers. It enables participants to achieve learning outcomes that improve performance on the job, as well as improve the quality of engagement processes and outcomes. It extends engagement knowledge and practice, and is delivered by our licensed trainers who are highly experienced Engagement Professionals.

With COVID restrictions continuing to fluctuate throughout 2021 and the rise in cases in 2022, IAP2 Australasia continued to focus on the digital delivery of courses to ensure that training always remained accessible during uncertain times.

### Specialised Courses

In 2021 and 2022, IAP2 Australasia continued rolling out limited edition specialised courses, including Deliberative Engagement, Facilitating the tough stuff, Diversity, Equity & Inclusion and Authentic Collaboration.

### Advanced Mentoring Program: Mastering Engagement through Group Coaching and Mentoring

The Inaugural Advanced Mentoring Program officially launched, with great success. The program involves participants selecting topics to cover, present research and findings, discuss challenges and solutions and have group mentoring from three experienced Mentors. The program is running well and will wrap up in November/December 2022.

[Find out more about training](#)

## Thank you...

A big thank you to our amazing group of trainers for supporting IAP2 Australasia.

Your hard work, expertise, dedication, and involvement as we progress, grow and navigate our way forward is appreciated by the many participants – past, present and future – completing IAP2 Australasia training.

Thank you:

- Julie Boucher
- Helen Christensen
- Martin De Los Rios
- Rachael Edginton
- Michelle Feenan
- Rob Gravestocks
- Keith Greaves
- Kate Henderson
- Darren Keenan
- Grace Leotta
- Joel Levin
- Nicola Mendleson
- Chris Mene
- Amanda Newbery
- Anne Pattillo
- Alice Sherring

*"Great course, great trainer. I would highly recommend this to others without hesitation."*

ENGAGEMENT ESSENTIALS PARTICIPANT,  
FEBRUARY 2022

*"I thoroughly enjoyed it as I do with all IAP2 training, a great big thank you for your work. It is a well thought out and structured module!"*

ENGAGEMENT DESIGN PARTICIPANT, FEBRUARY 2022

*"I usually struggle with online training but this was a great mix of trainer talking, interesting activities and participant input."*

ENGAGEMENT ESSENTIALS PARTICIPANT, FEBRUARY 2022

*"This is one of the best training courses I have attended - I was engaged for the entire two days. Thank you."*

ENGAGEMENT METHODS PARTICIPANT, MARCH 2022

*"So insightful and an amazing experience. I would recommend to anyone and everyone!"*

ENGAGEMENT ESSENTIALS PARTICIPANT, MARCH 2022

# From Our Committees

IAP2 Australasia has a strong and active volunteer network that delivers specialist programs, provides advice and insights on key issues, contributes their knowledge and know-how to committees and working groups, and participates in locally based activities and engagement for members

## Executive Committee

The Executive Committee, which comprises the Board Chair (Tony Clark), Deputy Chair (Alistair Kingston), Chair of the Governance, Finance & Risk Committee (Jo Wilkins) and the CEO supports the implementation of board decisions on behalf of the Board between Board meetings, which may include decisions on matters that require an urgent response.

Specifically, the Committee shall act as an advisor to the Board to assist the Board discharge its responsibilities relating to:

- IAP2 global relationships;
- Director recruitment and induction;
- Board evaluation; and
- Support for Management on key strategic initiatives that relate to IAP2 global relationships working within mandates agreed and endorsed by the board

## Governance, Finance & Risk Committee

The Board's Governance, Finance and Risk Committee comprises at least three Directors appointed by the Board. The current members of this Committee are Jo Wilkins (Chair), Melissa Creber, Nathan Connors and Tony Clark.

Meetings are held at least bi-monthly with a special meeting convened, generally in late August or early September, to consider, and make recommendations to the Board regarding IAP2 Australasia's annual financial statements.

Governance, Finance and Risk Committee assists the Board to discharge its duties with regard to financial disclosure and reporting, internal control, compliance and risk management, and the engagement, performance and independence of the external auditor.

The Committee consults routinely with IAP2 Australasia's external auditor and investment and other advisers. The review and oversight function undertaken by the Governance, Finance and Risk Committee promotes accountability and provides the Board with additional assurance regarding the quality and reliability of information used by the Board and the integrity of IAP2 Australasia's reporting and control systems.

## Practice Development Committee

In the strategic plan to 30 June 2025, IAP2 Australasia has three strategic goals, with top strategic goal being "Leading professional development, products and services". The Practice Development Committee is integral to supporting IAP2 Australasia to successfully achieve this goal.

The Committee comprises of three Directors, currently they are Tony Clark (Chair), Alistair Kingston and Priscilla Steel and up to two Trainers, currently Anne Pattillo and Alice Sherring who are not Directors. The objective of the Committee is to provide advice and assistance to the Board and Chief Executive Officer on IAP2A's professional development, products and services, including:

The Committee shall act as an advisor to the Board to assist the Board to successfully achieve the strategic goal of leading professional development, products and services, through:

- Ensuring the integrity of the IAP2A Curriculum, including:
  - Endorsing changes to the learning intent(s) and/or learning outcome(s);
  - Recommendations on new course offerings; and
  - Recommending the decommissioning of courses.
- Endorsing the development of new professional development products.

## Advocacy

IAP2 Australasia's advocacy strategy seeks to advance the value and recognition of the engagement profession by raising awareness of the value of engagement with key stakeholders. Key advocacy initiatives over the last year included:

- The COVID-19 Response (Management Measures) Legislation Bill: letter of support for urgent COVID-19 legislative changes to allow more time for environmental processes and engagement with Māori, stakeholders, and communities.
- Showcasing engagement excellence: We showcased the 2021 Core Values Awards winners and finalists to Ministers, Premiers and/or elected officials – to very positive responses and the acknowledgement of the value of authentic engagement.
- Tertiary partnerships: Strategic collaboration for community engagement education with RMIT, including Recognition of Prior Learning (RPL) for the IAP2 Australasia Certificate in Engagement. Others to be announced
- Congratulation letters to the new Prime Minister and targeted Ministers



# Advisory Committees

## Research Working Group

Emanuela Savini – Chair | Dr. Robyn Cochrane – Deputy Chair

The Research Working Group (RWG) is dedicated to furthering IAP2 Australasia’s commitment to becoming the ‘go-to organisation for resources, research and advice’.

The RWG comprises up to 12 members who contribute diverse skills, expertise and experience from the higher education, local government, state government and private sectors. In 2021, we welcomed four new members. As at 30 June 2022, RWG membership comprised Chair E Savini, Deputy Chair Dr R Cochrane, IAP2 Australasia Director P Townley and IAP2 Australasia Members C Hanley, B Kwan, K Lewis, Dr E Lopes McInnes, Dr R Mitchell, P Narsey, SJ Pierce, S Reeve, and M Spencer.

In 2021/2022 the RWG continued to undertake projects aligned with the Research Plan which included:

- Building on efforts from 2020/2021, continued support of the Case Study Library which aims to provide a valuable and practical resource for members. This involved refining the Case Study template in response to feedback from 2021 Core Values Award applicants, and commissioning three Case Studies.
- Undertaking research to inform the initial scoping and development of a briefing document for the Engagement Return on Investment Project.
- Participating in the IAP2 International Research Group.
- Presented on Deliberative Design at the 2021 IAP2 Australasia Conference (virtual).

In the coming year, the RWG will continue to focus on supporting the strategic priorities set by the Board, expanding strategies to build the Case Study Library, commissioning a series of Practitioner Notes, and exploring other channels to generate research outcomes for IAP2 Australasia members.

We would like to take this opportunity to thank RWG members for their contribution, time, and expert input over the past year. Our appreciation also goes to Magdalena Malota and Marion Short who provide invaluable support to the RWG.





## Thank you to our Board of Directors



**TONY CLARK**

IAP2 Australasia Chair,  
Director, State Trustees



**ALISTAIR KINGSTON**

IAP2 Australasia Deputy  
Chair, Executive General  
Manager, RPS, AAP  
Consultants



**MICHELE BARRY**

COVID Engagement  
Response Commander  
Public Housing & General  
Response, Department of  
Families, Fairness and  
Housing Victoria



**LITIA BRIGHOUSE-FUAVAO**

Senior Advisor Deliberative  
Democracy, Te Kaunihera o  
Tāmaki Makaurau/Auckland  
Council



**NATHAN CONNORS**

Director of Product  
Management, Granicus



**MELISSA CREBER**

Director Communication and  
Stakeholder Engagement,  
Aurecon



**JOEL LEVIN**

Principal Consultant and  
Managing Director, Aha!  
Consulting Australia



**PRISCILLA STEEL**

Technical Director,  
Engagement, GHD



**PENNY TOWNLEY**

Managing Director, Townley's  
Environment Services



**JO WILKINS**

Team Leader - Local  
Government Partnerships,  
Waka Kotahi NZ Transport  
Agency

[Learn more about the Board of Directors](#)



# Financial Report

**ABN 20 165 006 511**

**30 June 2022**

## Contents

	<b>Page</b>
Statement of Profit or Loss and Other Comprehensive Income	2
Statement of Financial Position	3
Statement of Changes in Equity	4
Statement of Cash Flows	4
Notes to the Financial Statements	5
Directors' Declaration	14
Independent Auditor's Report	15



# Statement of Profit or Loss and Other Comprehensive Income

for the year ended 30 June 2022

	Notes	2022 \$	2021 \$
Revenue	2	4,879,924	3,505,341
Expenses:			
Training and event costs		1,128,618	1,224,375
Governance expenses		53,853	24,387
Employment expenses		1,356,275	1,177,067
Royalty Fee paid	3	325,921	292,712
General expenses		825,823	426,115
Depreciation and amortisation expense		67,692	64,474
Total expenses		3,758,182	3,209,130
Surplus/(deficit) before income tax		1,121,742	296,211
Income tax expense	1h, 18	6,696	-
Surplus/(deficit) for the year attributable to members		1,115,046	296,211
Other comprehensive income for the year		-	-
<b>Total comprehensive income for the year attributable to members</b>		<b>1,115,046</b>	<b>296,211</b>

The accompanying notes form part of these financial statements.

# Statement of Financial Position

as at 30 June 2022

	Notes	2022 \$	2021 \$
<b>Current assets</b>			
Cash and cash equivalents	4	3,145,600	1,949,627
Trade and other receivables	5	124,907	131,421
Other current assets	6	42,865	68,854
Other financial assets	7	1,375,854	1,373,377
<b>Total current assets</b>		<b>4,689,226</b>	<b>3,523,279</b>
<b>Non current assets</b>			
Plant and equipment	8	16,096	14,450
Right-of-use assets	13	48,352	12,153
Intangible assets	9	105,717	148,002
<b>Total non current assets</b>		<b>170,165</b>	<b>174,605</b>
<b>Total assets</b>		<b>4,859,391</b>	<b>3,697,884</b>
<b>Current liabilities</b>			
Trade and other payables	10	1,229,359	1,233,945
Employee benefits	11	73,277	60,832
Lease liability and make good provision	13	24,851	20,123
<b>Total current liabilities</b>		<b>1,327,487</b>	<b>1,314,900</b>
<b>Non-current liabilities</b>			
Employee benefits	11	16,524	12,390
Lease liability	13	29,740	0
<b>Total non-current liabilities</b>		<b>46,264</b>	<b>12,390</b>
<b>Total liabilities</b>		<b>1,373,751</b>	<b>1,327,290</b>
<b>Net assets</b>		<b>3,485,640</b>	<b>2,370,594</b>
<b>Members' equity</b>			
Reserve	16	200,000	200,000
Retained earnings		3,285,640	2,170,594
<b>Total members' equity</b>		<b>3,485,640</b>	<b>2,370,594</b>

The accompanying notes form part of these financial statements.

# Statement of Changes in Equity

for the year ended 30 June 2022

	Notes	Special projects reserve	Foreign currency reserve	Retained earnings	Total
		\$	\$	\$	\$
<b>2021</b>					
Balance as at 1 July 2020		200,000	8,570	1,874,383	2,082,953
Surplus/(deficit)		-	-	296,211	296,211
Allocation to reserves		-	(8,570)	-	(8,570)
<b>Balance as at 30 June 2021</b>		<b>200,000</b>	<b>-</b>	<b>2,170,594</b>	<b>2,370,594</b>
<b>2022</b>					
Balance as at 1 July 2021		200,000	-	2,170,594	2,370,594
Surplus/(deficit)		-	-	1,115,046	1,115,046
<b>Balance as at 30 June 2022</b>		<b>200,000</b>	<b>-</b>	<b>3,285,640</b>	<b>3,485,640</b>

# Statement of Cash Flows

for the year ended 30 June 2022

	Notes	2022	2021
		\$	\$
<b>Cash flow from operating activities</b>			
Revenue and other receipts		5,129,113	3,864,057
Interest receipts		2,352	11,680
Interest paid		(1,920)	-
Income tax paid		(6,696)	-
Payments to employees and suppliers		(3,919,777)	(3,668,923)
<b>Net cash generated from operating activities</b>		<b>1,203,073</b>	<b>206,814</b>
<b>Cash flow from investing activities</b>			
(Payments) / proceeds for assets		(7,100)	(15,030)
<b>Net cash provided by (used in) investing activities</b>		<b>(7,100)</b>	<b>(15,030)</b>
<b>Net increase/(decrease) in cash</b>		<b>1,195,973</b>	<b>191,784</b>
Cash at the beginning of the year		1,949,627	1,757,843
<b>Cash held at the end of the year</b>	4	<b>3,145,600</b>	<b>1,949,627</b>

The accompanying notes form part of these financial statements.



## **Notes to the Financial Statements**

for the year ended 30 June 2022

### **1. Statement of significant accounting policies**

The financial statements cover International Association for Public Participation Australasia Ltd as an individual entity, which is a not-for-profit Company limited by guarantee that is incorporated and domiciled in Australia.

The financial statements were authorised for issue by the Directors as dated in the Directors Declaration.

Comparatives are consistent with prior years, unless otherwise stated.

#### **Basis of preparation**

International Association for Public Participation Australasia Ltd applies Australian Accounting Standards – Simplified Disclosure requirements as set out in *AASB 1060: General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities*. The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures and Interpretations issued by the Australian Accounting Standards Board (AASB) and the Australian Charities and Not-for-profits Commission Act 2012. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

In the previous year, the Company prepared general purpose financial statements in accordance with the Australian Accounting Standards – Reduced Disclosure Regime. There are no significant effects of the transition.

The financial statements, except for the cash flow information, have been prepared on an accrual basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

The functional and presentation currency is Australian dollars.

Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

#### **Accounting policies**

##### **a. Revenue**

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services.

Generally, the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

The revenue recognition policies for the principal revenue streams of the Company are:

##### **Membership revenue**

Membership revenue is recognised at the date of receipt and an adjustment is calculated each month for the prepaid component of the membership fee.

##### **Training courses revenue**

Training course revenue is recognised on the day that the training course is held. For training course that are run over a number of days, the revenue is recognised on the first day of the training course.

##### **Other revenue**

Other income is recognised on an accruals basis when the Company is entitled to it.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument. Interest revenue is recognised as it accrues, taking into account the effective yield on the financial asset. The gain or loss on disposal of non-current asset sales are recognised at the date control passes to the buyer, usually when an unconditional contract of sale is signed. The gain or loss on disposal is calculated as the difference between the carrying amount of the asset at the time of disposal and the net proceeds on disposal (including incidental costs).

All revenue is stated net of the amount of goods and services tax (GST).

## Notes to the Financial Statements

for the year ended 30 June 2022

### b. Intangible assets - website development

Website development is recorded at cost. Website development has a finite life and is carried at cost less accumulated amortisation and any impairment losses.

### c. Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount, and impairment losses are recognised either in profit or loss. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(j) for details of impairment). Plant and equipment that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

### Depreciation

The depreciable amount of all fixed assets is depreciated over the asset's useful life to the company commencing from the time the asset is held ready for use. Structural improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

Class of fixed asset	Depreciation rate
Fixtures & fittings	20%
Office equipment	20% – 50%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each balance sheet date. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount. Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise.

### d. Leases

At inception of a contract, the company assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Entity where the Entity is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially, the lease liability is measured at the present value of the lease payments still to be paid at commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Entity uses the incremental borrowing rate.

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease

The right-of-use assets comprise the initial measurement of the corresponding lease liability as mentioned above, any lease payments made at or before the commencement date as well as any initial direct costs. The subsequent measurement of the right-of-use assets is at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest. Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Entity anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

## **Notes to the Financial Statements**

for the year ended 30 June 2022

### **e. Financial instruments**

#### **Initial recognition and measurement**

Financial assets and financial liabilities are recognised when the company becomes a party to the contractual provisions to the instrument.

For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset. Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified 'at fair value through profit or loss' in which case transaction costs are expensed to profit or loss immediately.

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables and lease liabilities.

#### **Classification and subsequent measurement**

The company only has financial instruments that are measured at amortised cost using the effective interest rate method or cost. The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying value with a consequential recognition of an income or expense in the statement of comprehensive income.

#### **Impairment**

At each reporting date, the company assesses whether there is objective evidence that a financial instrument has been impaired. Impairment losses are recognised in the statement of comprehensive income.

### **f. Cash and cash equivalents**

Cash and cash equivalents include cash on hand; deposits held at-call with banks and other short-term highly liquid investments with original maturities of three months or less.

### **g. Goods and services tax (GST)**

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of expense. Receivables and payables in the statement of financial position are shown inclusive of GST. Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

### **h. Income tax**

The Company is liable for income tax on income generated from its New Zealand operations under the *Income Tax Act 2007 (New Zealand)* and a Provision for Tax has been raised against the income earned during the year ended 30 June 2022.

For its Australian based operations, the Company is exempt from income tax under Division 50 of the *Income Tax Assessment Act 1997 (Cth)* and no provision for tax has been raised for the year ended 30 June 2022.

### **i. Provisions**

Provisions are recognised when the company has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at reporting date.

### **j. Impairment of assets**

At the end of each reporting period, the company assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss.

Where it is not possible to estimate the recoverable amount of an individual asset, the company estimates the recoverable amount of the cash-generating unit to which the asset belongs.



## **Notes to the Financial Statements**

for the year ended 30 June 2022

### **k. Comparative figures**

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

### **l. Critical accounting estimates and judgments**

The directors evaluate estimates and judgments incorporated into the financial report based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

### **m. Employee benefits**

#### **Short-term employee benefits**

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The company's obligations for short-term employee benefits such as wages and salaries are recognised as a part of current trade and other payables in the statement of financial position.

#### **Other long-term employee benefits**

The company classifies employees' long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the company's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Upon the remeasurement of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss classified under employee benefits expense.

The company's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

### **n. Changes in foreign exchange rates**

A foreign currency transaction shall be recorded, on initial recognition in the functional currency, by applying to the foreign currency amount the spot exchange rate between the functional currency and the foreign currency at the date of the transaction. For practical reasons, an average rate for a month is used for all transactions in each foreign currency occurring during that period. However, if exchange rates fluctuate significantly, the use of the average rate for a period is inappropriate. At the end of each reporting period: foreign currency monetary items shall be translated using the closing rate; non-monetary items that are measured in terms of historical cost in a foreign currency shall be translated using the exchange rate at the date of the transaction; and non-monetary items that are measured at fair value in a foreign currency shall be translated using the exchange rates at the date when the fair value was measured.

### **o. Adoption of new and revised Accounting Standards**

The company has adopted *AASB 1060: General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* for the first time this reporting period. The Standard, which sets out a new separate disclosure Standard to be applied by all entities that are reporting under Tier 2 of the Differential Reporting Framework in *AASB 1053: Application of Tiers of Australian Accounting*, replaces the previous Reduced Disclosure Requirements (RDR framework). The application of this standard has resulted in reductions in disclosures compared to RDR in Revenue, Leases and Financial Instruments; however it has resulted in new and/or increased disclosures in areas such as Audit Fees and Related Parties.

## Notes to the Financial Statements

for the year ended 30 June 2022

### 2. Revenue

	2022	2021
	\$	\$
<b>Sales revenue</b>		
Event income	158,233	54,549
Membership income	648,515	585,426
Membership income adjustment for prepayments	(95,721)	(79,880)
Training income	4,078,317	2,608,686
<b>Other revenue</b>		
Interest	2,352	7,605
Other income	88,228	328,955
<b>Total revenue</b>	<b>4,879,924</b>	<b>3,505,341</b>

### 3. Royalty Fee paid

	Note	2022	2021
		\$	\$
Royalty Fee paid		325,921	292,712
<b>Total royalty fee paid</b>		<b>325,921</b>	<b>292,712</b>

The Company has entered an agreement with International Association for Public Participation Inc (a US-based entity) for a royalty fee to be paid, which is equivalent to 50% of membership fees received during the year.

### 4. Cash and cash equivalents

	Note	2022	2021
		\$	\$
Cash at bank and in hand - Australian		2,887,287	1,825,528
Cash at bank and in hand - New Zealand		258,313	124,099
<b>Total cash and cash equivalents</b>	<b>14</b>	<b>3,145,600</b>	<b>1,949,627</b>

### 5. Trade and other receivables

	Note	2022	2021
		\$	\$
Trade receivables		128,392	134,526
Provision for impairment		(3,485)	(3,485)
Accrued income		0	380
<b>Total trade and other receivables</b>		<b>124,907</b>	<b>131,421</b>
Total trade and other receivables		124,907	131,421
<b>Total Financial assets classified as trade and other receivables</b>	<b>14</b>	<b>124,907</b>	<b>131,421</b>

### 6. Other current assets

	Note	2022	2021
		\$	\$
Prepayments		42,865	68,854
<b>Total other current assets</b>	<b>14</b>	<b>42,865</b>	<b>68,854</b>

### 7. Other financial assets

	Note	2022	2021
		\$	\$
Term deposits		1,375,854	1,373,377
<b>Total other financial assets</b>	<b>14</b>	<b>1,375,854</b>	<b>1,373,377</b>

## Notes to the Financial Statements

for the year ended 30 June 2022

### 8. Plant and equipment

	Note	2022 \$	2021 \$
Office equipment & furniture at cost		5,428	5,428
Less accumulated depreciation		(5,428)	(5,428)
<b>Total plant and equipment</b>		<b>0</b>	<b>0</b>
Computer equipment at cost		22,130	15,030
Less accumulated depreciation		(6,034)	(580)
<b>Total computer equipment</b>		<b>16,096</b>	<b>14,450</b>
<b>Movements in carrying amounts</b>			
Balance at beginning of year		14,450	773
Additions (disposals)		7,100	15,030
Depreciation expense		(5,454)	(1,353)
<b>Carrying amount at end of year</b>		<b>16,096</b>	<b>14,450</b>

### 9. Intangible assets

	Note	2022 \$	2021 \$
Website & CRM at cost		211,431	211,431
Less accumulated amortisation		(105,715)	(63,429)
<b>Total intangible assets</b>		<b>105,716</b>	<b>148,002</b>
<b>Movements in carrying amounts</b>			
Balance at beginning of year		148,002	190,289
Amortisation expense		(42,286)	(42,287)
<b>Carrying amount at end of year</b>		<b>105,716</b>	<b>148,002</b>

### 10. Trade and other payables

	Note	2022 \$	2021 \$
Accounts payable		745,569	415,797
Payable to taxation authorities		101,017	39,586
Accrued employment expenses		17,739	35,706
Customer deposits		-	231,720
Prepaid membership income		350,609	387,099
Accrued expenses		12,000	10,800
Royalty payable		2,425	113,237
<b>Total trade and other payables</b>	<b>14</b>	<b>1,229,359</b>	<b>1,233,945</b>

### 11. Employee benefits

	Note	2022 \$	2021 \$
Annual leave		73,277	60,832
Long service leave		16,524	12,390
<b>Total employee benefits</b>		<b>89,801</b>	<b>73,222</b>

### 12. Auditor remuneration

	Note	2022 \$	2021 \$
Audit services		12,000	12,500
<b>Total auditor remuneration</b>		<b>12,000</b>	<b>12,500</b>



## Notes to the Financial Statements

for the year ended 30 June 2022

### 13. Leases

#### The Company as a lessee

##### Terms and conditions

The company sub-lease office space from Giuntabell Pty Ltd at Level 9, 9 Sherwood Road, Toowoong. QLD 4066. The sub-lease contains an annual pricing mechanism based on CPI Movements and a fixed 4% increase at each anniversary of the lease inception. The company renewed the sub-lease for additional optional 3- year term which commenced on 1 February 2022, and expires on 31 January 2025.

Right of Use Assets	2022 \$	2021 \$
Movement in the carrying amounts for right-of-use asset between the beginning and the end of the current financial year:		
Carrying amount at 1 July 2021	12,153	32,987
Additions	56,151	-
Disposal	(41,668)	-
Amortization	(19,952)	(20,834)
Amortization - disposals	41,668	-
Carrying amount as at 30 June 2022	48,352	12,153

#### Lease liabilities

The maturity analysis of lease liabilities based on contractual undiscounted cash flows is shown in the table below:

	< 1 year \$	1-5 years \$	Total undiscounted lease liabilities \$	Lease liabilities included in the Statement of Financial Position \$
Year ended 30 June 2021	16,471	-	16,471	16,471
Year ended 30 June 2022	20,650	30,457	51,107	49,590

#### Statement of Profit and Loss and Other Comprehensive income

The amounts recognised in the statement of profit and loss and other comprehensive income relating to leases where the company is a lessee are shown below:

	Note	2022 \$	2021 \$
Interest expense on lease liabilities		1,920	638
Amortisation of right-of-use asset		19,952	20,834
		21,872	21,472

#### Statement of Cashflows

Total cash outflow for lease	24,952	19,277
------------------------------	--------	--------

#### Statement of Financial Position

Lease liability	19,851	16,471
Provision for make good	5,000	3,652
<b>Total current lease liability</b>	<b>24,851</b>	<b>20,123</b>
Lease liability	29,740	-
<b>Total non-current lease liability</b>	<b>29,740</b>	<b>-</b>
<b>Total payable</b>	<b>49,591</b>	<b>16,471</b>

The initial sub-lease entered into by the company contained a provision for make good, which has been maintained at the same level upon the renewal of the sub-lease.

## Notes to the Financial Statements

for the year ended 30 June 2022

### 14. Financial risk management

The company's financial instruments consist mainly of deposits with banks, term deposits, accounts receivable and payables. The entity does not have any derivative instruments at 30 June 2022. The totals for each category of financial instruments are as follows:

	Note	2022 \$	2021 \$
<b>Financial assets</b>			
Cash and cash equivalents	4	3,145,600	1,949,627
Trade and other receivables	5	124,907	131,421
Other financial assets	7	1,375,854	1,373,377
<b>Total financial assets</b>		<b>4,646,361</b>	<b>3,454,425</b>
<b>Financial liabilities</b>			
Trade and other payables	10	1,229,359	1,233,945
<b>Total financial liabilities</b>		<b>1,229,359</b>	<b>1,233,945</b>

### 15. Related party transactions

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons. The details of each related party transaction in 2022 is as follows:

Details of transaction	Amount paid (received) 2022\$	Related member & position held with company	Related party & relationship	
Training royalties	(43,000)	Joel Levin (Director)	AHA Consulting (Director)	Continuing as Director
Amounts paid to AHA! Consulting for the delivery of training courses	58,534	Joel Levin (Director)	AHA Consulting (Director)	Continuing as Director
Governance Professional Development	(1,945)	Tony Clark (Director)	IAP2 International Board Member	Continuing as Director
Outsourcing of finance team	88,554	Nunzio Giunta (CFO)	Giuntabell Pty Ltd (Director)	Continues as outsourced Finance Team
Rental of Office Space	19,665	Nunzio Giunta (CFO)	Giuntabell Pty Ltd (Landlord)	Continues as Landlord
Governance Professional Development	1,996	Joanna, Wilkins	IAP2 International Board Member	Continuing as Director

### 16. Reserves

	Note	2022 \$	2021 \$
Special projects reserve		200,000	200,000
<b>Total reserves</b>		<b>200,000</b>	<b>200,000</b>

The special projects reserve has been set aside by the Directors for the funding of program development in future years.

## Notes to the Financial Statements

for the year ended 30 June 2022

### 17. Key management compensation

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the company, directly or indirectly, including any directors (whether executive or otherwise) of that entity is considered key management personnel. The totals of remuneration paid to key management personnel of the company during the year are as follows:

	2022	2021
	\$	\$
Compensation paid and payable	314,656	292,677
<b>Total key management compensation</b>	<b>314,656</b>	<b>292,677</b>

### 18. Income Tax Expense

During the year, the company received a tax assessment for its operations in New Zealand for the financial year ended 30 June 2021 of \$1,697. The income tax was paid during this financial year. Management have calculated a provision for income tax for the year ended 30 June 2022 being \$5,000.

	2022	2021
	\$	\$
Income tax expense	6,696	-

### 19. Governance expenses

Governance Expenses are the costs incurred by the company to hold Board meetings and the investment in Board development.

### 20. Contingent assets and contingent liabilities

#### Contingent assets

The company is not aware of any contingent assets as at 30 June 2022 (30 June 2021: None).

#### Contingent liabilities

The company is not aware of any contingent liabilities as at 30 June 2022 (30 June 2021: None).

### 21. Organisation details

The registered office of the company and principal place of business is Suite 902, level 9 Toowong Tower, 9 Sherwood Road, Toowong QLD 4066.

### 22. Events after reporting date

The impact of the Coronavirus (COVID-19) pandemic is ongoing and while it has been financially neutral for the company up to 30 June 2022 it is not practicable to estimate the potential impact, positive or negative, after the reporting date.

No other matter or circumstance has arisen since 30 June 2022 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

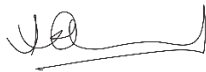


# Directors' Declaration

The directors of the registered entity declare that, in the directors' opinion:

1. The financial statements and notes, are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* and
  - a. comply with Australian Accounting Standards – Simplified Disclosure; and
  - b. give a true and fair view of the financial position of the registered entity as at 30 June 2022 and of its performance for the year ended on that date; and
2. There are reasonable grounds to believe that the registered entity will be able to pay its debts as and when they become due and payable.

This declaration is signed in accordance with subs 60.15(2) of the Australian Charities and Not-for-profits Commission Regulation 2013.



Tony Clark - Chair

Dated this 27th September 2022

## **Independent Audit Report to the members of International Association for Public Participation Australasia Ltd**

### **Report on the Audit of the Financial Report**

#### **Opinion**

We have audited the financial report of International Association for Public Participation Australasia Ltd (the Company), which comprises the statement of financial position as at 30 June 2022, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

In our opinion, the accompanying financial report of the Company is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) giving a true and fair view of the Company's financial position as at 30 June 2022 and of its financial performance for the year ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

#### **Basis for Opinion**

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the Company in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012*, and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### **Responsibilities of Directors for the Financial Report**

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Simplified Disclosure Standard and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at [https://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](https://www.auasb.gov.au/auditors_responsibilities/ar4.pdf). This description forms part of our auditor's report.



.....  
Murray McDonald  
Director, Audit & Assurance

27 September 2022

Brisbane



.....  
Moore Australia Audit (QLD/NNSW) Chartered  
Accountants





PO Box 618 Toowong QLD 4066  
AU: 1300 4ENGAGE (1300 436 424)  
NZ: 0800 4ENGAGE (0800 436 424)  
[info@iap2.org.au](mailto:info@iap2.org.au) | [iap2.org.au](http://iap2.org.au)