



Annual Report 2023

including the Financial Report
for the year ended 30 June 2023.



IAP2 Australasia acknowledges the Traditional Custodians of the various lands and waters of Australia on which we work, live and champion engagement. We pay our respects to Elders past, and present, and to today's First Nations communities. We recognise and celebrate the diversity of Aboriginal and Torres Strait Islander peoples and their ongoing cultures and connections to their Country, and support their efforts for self-determination and rights.

In recognition of our presence in Aotearoa – New Zealand, we acknowledge Māori as tangata whenua and Treaty of Waitangi partners.

Contents

About the International Association for Public Participation (IAP2)	5
Who we are	5
What we do	5
Message from the Chair	6
Message from the CEO	7
Strategic Plan Roadmap	9
IAP2 Australasia Highlights	11
A Quick Snapshot	12
The Board	14
Our Executive	15
Meet a Member: Boffa Miskell Team	16
Advocacy Initiatives	18
Meet a Member: Regan Powell and Matt Davies	19
Education	21
IAP2 Australasia Conference	21
New Zealand Symposium	22
Hidden Gems of Engagement across Aotearoa	23
2022 Core Values Awards	24
Thank you to our Trainers	24
Meet a Member: Gabrielle Martinovich	25

Contents *continued*

Engagement	28
Local Area Networks	28
Communities of Practice	29
IAP2 Australasia Community and Stakeholder Engagement Leaders Retreat	30
Meet a Member: Sarah MacCormick	31
Committees, Advisory and Working Groups	34
Executive Committee	34
Governance, Finance and Risk Committee	34
Practice Development Committee	34
Reconciliation Action Plan Working Group	35
Research Working Group	35
Financial Report	36



**Championing engagement that
improves environmental, social and
governance outcomes and increases
trust in the democratic process.**

About the International Association for Public Participation (IAP2)

The International Association for Public Participation (IAP2) champions the world's largest community of engagement professionals and seeks to promote and improve the practice of community and stakeholder engagement globally.

As an international leader in public participation, IAP2 has developed tools that are widely used and acknowledged. These are the [IAP2 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. The Spectrum is widely used and is quoted in most community engagement manuals. Additionally, there is the [IAP2 Quality Assurance Standard for Community and Stakeholder Engagement](#), which is recognised as the international standard for public participation practice.

IAP2 Australasia has over 14,000 members throughout Australia and New Zealand – and is committed to championing engagement that improves environmental, social and governance outcomes.

Who we are

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).

The Australasian Affiliate, created by a handful of far-sighted, dedicated individuals in 1998 is one of the largest and fastest growing regions of the International Association.

With the implementation of a new governance structure in 2013, a new IAP2 Australasia Ltd Constitution was developed.

What we do

IAP2 Australasia:

- Leads the national conversation on authentic community and stakeholder engagement.
- Advocates for genuine community and stakeholder engagement in alignment with the IAP2 Quality Assurance Standard for 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.

Message from the Chair



It is with great pride and pleasure that I am able to commend our 2022-2023 Annual Report. The last 12 months have witnessed significant achievements in a range of areas, including continued growth in our membership, advancement in the professionalism of our practice, financial performance and stability and quality offered to our members.

Our focus as always is on adding value to our members and leading our practice through the development of quality services, training, advocacy, and recognition of the tangible contribution that good quality engagement can provide.

The focus of First Nations people recognition across the country is an important milestone. The board have unanimously supported the Uluru Statement from the Heart and the Voice to Parliament. At its core, this embodies our Core Values of the critical importance that genuine engagement leads to better outcomes. We are also proud to have commenced our first Reconciliation Action Plan (RAP) and are looking forward to developing specific new courses around indigenous and other issues.

Carrying on this theme, IAP2 is now advocating through lobbying and engagement to further recognise IAP2 Quality Standards and engagement practices with the Commonwealth Government. As the engagement leaders in Australasia, we are actively working to embed good engagement practice into guidelines, policy and legislation to deliver better outcomes for our practice and our community.

As we look to the future, we will be facing many new challenges. We will need to ensure that our practice is contemporary

and is meeting the needs of our rapidly changing communities, workplaces, and the global environment.

Issues, including Artificial Intelligence, will impact every facet of our workplace and engagement will not be spared – we will be working hard to ensure we meet these challenges head on to capture the opportunities that inevitably come with change.

On behalf of the board and all our members I also want to take this opportunity to convey our sincere thanks to Marion Short and the dedicated small team of staff that work so hard and tirelessly. Delivering a new curriculum, implementing post-nominals, updating ICT platforms, supporting trainers, organising amazing events and so much more.

To my fellow directors, it has been an honour to lead such a group of dedicated individuals on our journey as we have professionalised our governance practice – change is not easy. I wish to take this opportunity to thank Joel Levin and Priscilla Steel who are retiring from the board and publicly thank you for your contribution to IAP2 Australasia and the practice.

In conclusion, I am excited for our future as a practice. We are moving forward with courage and confidence, understanding that change, while exciting, can sometimes be difficult. To our members, thank you for your continuing support and we are all looking forward to a successful and productive 2023-2024.

Tony Clark
IAP2 Australasia Chair

Message from the CEO



The financial year ending 30 June 2023 was a year of investment at IAP2 Australasia, which is continuing into the current financial year. It was a year that we were able to invest in new initiatives for our members, a new curriculum for Australasia and the underlying resources to support a growing membership and engagement sector with greater confidence as we have all adapted to the COVID normal era.

We now have over 14,000 members across Australia and New Zealand, being almost 13% growth – which we believe reflects the growing recognition and value of the work you do as an engagement professional and the difference you make.

Investment in member initiatives

The team at IAP2 Australasia really clicked into gear to deliver on a suite of member initiatives that had been in the pipeline. This included the [IAP2 Australasia post nominals program](#), the launch of the online [Consultancy Register](#) and [Speakers Bureau](#), and the release of a further e-book '[Community Influence in Public Decision-making](#)' the second in our thought leadership series.

We hosted our inaugural Leaders Retreat at Uluru ([read the report here](#)), where the IAP2 Australasian Board announced their support for the Uluru Statement from the Heart and the [Voice to Parliament](#) and commenced our 'Reflect' Reconciliation Action Plan (a very special thank you to our working group).

And we engaged a government relations adviser to support us to achieve our strategic goal of 'Engagement embedded into policy and regulatory frameworks' by developing our Advocacy Strategy and [important resources](#) (including a podcast on Spotify). The strategy and resources

assist our members to also advocate for engagement, as well as to support us in our advocacy efforts – and we are pleased with our early traction.

It was a delight to finally be in the same room as our members with a successful and vibrant conference in Melbourne and the NZ Symposium at the incredible Te Papa Museum in Wellington.

Investment in a new curriculum

We launched a significant project this year, the [new curriculum for IAP2 Australasia](#). This builds on the value and reputation we have gained over the years. This project sits under the strategic goal 'Leading professional development, products and services'. The new curriculum compliments the IAP2 International Global Learning Pathway and includes newly developed and revised content to ensure the curriculum is relevant for Australasia and our practice.

We worked with a number of Subject Matter Experts, who are themselves highly experienced and highly regarded engagement practitioners throughout Australasia and are dedicated to enhancing and improving engagement practice for current and future professionals.

The new curriculum is now well in the market, and we are currently scoping four new courses to further strengthen and advance engagement practice that we expect to launch in the next 12 months.

The investment in the new curriculum also required our IAP2 Australasia trainers to relicence – a significant and time-consuming piece of work and we are very grateful to them for all their efforts and feedback on the curriculum.

Investment in capacity and capability building

We continue to invest in building capacity and capability within our organisation. The ongoing investment in ICT is one of the strategies to achieve the strategic goal of 'Excellent Organisational Health'. There is a continuous investment in our CRM platform (Salesforce), and after a comprehensive needs and technical analysis we invested in a new Learning Management System which will enable us to really bring our Future Learners Model to life. Plus, we also invested in a new ICT Finance Stack. It is fair to say it was a very ambitious year of investment.

Our little team continues to grow, with additional staff to support member services and events, and the appointment of a Chief Operating Officer to manage the increasing operating activities and project management workload that comes from growth and supports achievement of our ambitious Strategic Plan. This key strategic appointment enables the CEO to increase focus on Advocacy.

Financial Result

Our financial results for the financial year ending 30 June 2023 reflects the high level of investment made by IAP2 Australasia. Revenue increased by just over 8% to \$5,311,225 with expenses of \$5,545,755 resulting in an operating deficit of (\$234,530).

The member's equity position is now \$3,256,110 with a cash position of \$3,390,394. This enables IAP2 Australasia to continue to invest in key strategic initiatives to achieve the Strategic Plan.

Our grateful thanks

The significant investment and progress over the past year would not have been possible without the support of our Board members – I am grateful for your guidance. I join Tony with a huge thank you to all of our directors.

Many thanks also to the vast number of members who volunteered their time as Core Values Awards Judges, working group members (Research and Reconciliation Action Plan), 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 to 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 contribution to advancing and strengthening engagement practice.

Thank you also to my small and mighty team for their dedication, enthusiasm, and hard work in another ambitious year and their always great 'can do' attitude. They are truly amazing and I am so grateful that I am part of their team.

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

Marion Short

Chief Executive Officer, IAP2 Australasia

Our Strategic Roadmap

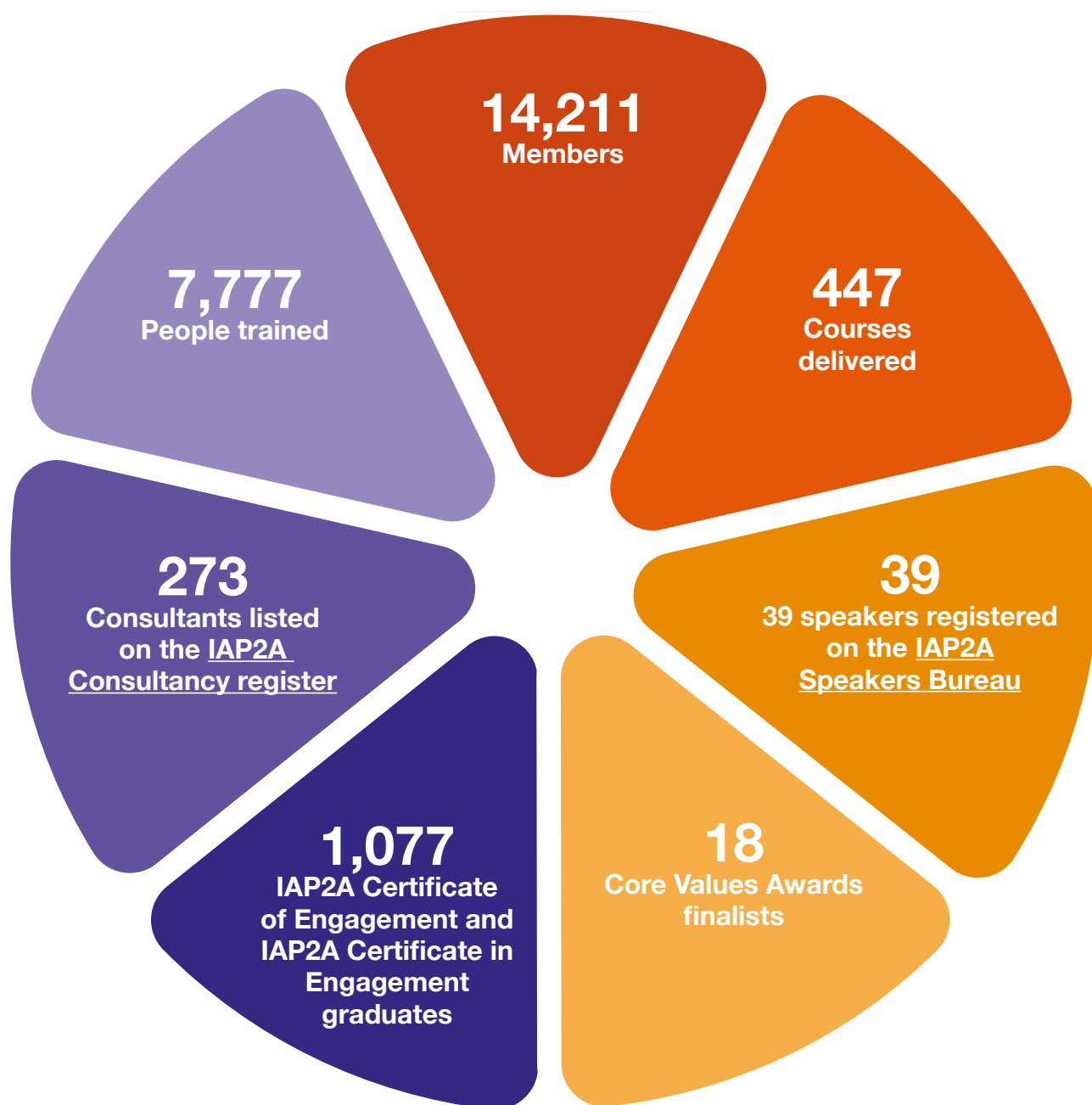
View the Strategic Plan at iap2.org.au

	FYE 2022	FYE 2023
Total Members	12,487	14,211
Retention Rate	63%	65%
Membership Revenue	\$648K	\$871K
Payment to IAP2 Int	(\$324K)	(\$350K)
New Member/ Strategic Initiatives	Improved member experience Launch Young & Emerging Professionals program Build searchable library of valued resources Launch revised Local Area Network model and grant fund	Launch Consultancy Register & Speakers Bureau Launch Tertiary Partnerships Develop contemporary membership model Develop Reconciliation Action Plan 'Reflect' Plan
Advocacy	Showcase engagement Empower members Provide tools & resources Develop research agenda Publish annual white paper	Develop Advocacy Strategy Publish the Influencing the Decision-maker 'How to' guide Launch Case Study Library Launch Practice Notes
Prof Recognition Program (PRP)	Stage 1 - post-nominals	Stage 2 - post-nominals Stage 1 – CPD
Future Learners Model	Stage 1 Digital Learning Strategy developed and implemented Launch online Engagement Methods Tool	Stage 2 Launch fit for purpose Digital Learning platform DEI principles included in all new offerings Formal and informal learning
New Learning Opportunities	Up to three new targeted learning opportunities: • Deliberative Engagement • Diversity, Equity & Inclusion • Authentic Collaboration Launch Advanced Mentoring Program	Up to three new targeted learning opportunities: • Launch new curriculum • Facilitating the Tough Stuff • Data Management for Engagement
Training Participants	7,434	7,777
Training Revenue	\$4M	\$3.8M
Conference Attendees	317	376
Conference GP	\$4.5K	Break even
NZ Symp Attendees	N/A	124
NZ Symposium GP	Break even	Break even
FYE Surplus/(Deficit)	\$1.15M	(\$230K)
Employees (FTEs)	14.6	14.4
Member to FTE Ratio	833	987

Our Strategic Roadmap *continued*

	FYE 2024	FYE 2025
Total Members	15,000	16,500
Retention Rate	62%	65%
Membership Revenue	\$960K	\$1.1M
Payment to IAP2 Int	(\$300K)	(\$300K)
New Member/ Strategic Initiatives	Develop Thought Leadership Event Series Introduce improved event management platform (ICT) Launch contemporary membership model Implement Reconciliation Action Plan 'Reflect' Plan My Career Tool - feasibility study	Member Value Analysis completed Launch Plan My Career tool Develop IAP2 Assessment Tool (tick) Develop Tertiary Accreditation program – stage 1 Develop Young & Emerging Practitioners program
Advocacy	Implement and resource Advocacy Strategy Invest in research agenda	Embed Advocacy Strategy Suite of tools and resources available for member-led advocacy
Prof Recognition Program (PRP)	Stage 2 – CPD	Full Professional Recognition Program in place (post-noms and CPD)
Future Learners Model	Stage 3 Expand suite of tools and resources to support learners and the profession Develop Aboriginal & Torres Strait Islander strategy, and Māori strategy.	Stage 4 Review and consider other products and service offerings Multi-mode and just in time learning opportunities – feasibility study Consider Standards based assessments for learners
New Learning Opportunities	Up to three new targeted learning opportunities Consider formal program for the advanced practitioner	Up to three new targeted learning opportunities
Training Participants	8,250	8,500
Training Revenue	\$4.08M	\$4.5M
Conference Attendees	350	400
Conference GP	10%	10%
NZ Symp Attendees	100	130
NZ Symposium GP	10%	10%
FYE Surplus/(Deficit)	(\$938K)	\$500K
Employees (FTEs)	16.4	18
Member to FTE Ratio	914	917

IAP2 Australasia Highlights



Advocacy

IAP2A adopted a resolution to 'support the Uluru Statement from the Heart and the Indigenous Voice to Parliament' – a first for IAP2A.

Tertiary Partnerships

IAP2A partnerships with RMIT University and University of Canberra to create tertiary education opportunities for the engagement practice.

New Curriculum

Launched to ensure that IAP2A remains at the forefront of contemporary engagement practice – [IAP2A Certificate of Engagement](#).

A Quick Snapshot

14,211 Total Members

1,618 New Members Joined

Total memberships by category:



Students
3.3%



Small Business
6%



Individual
68.6%



Corporate
20%

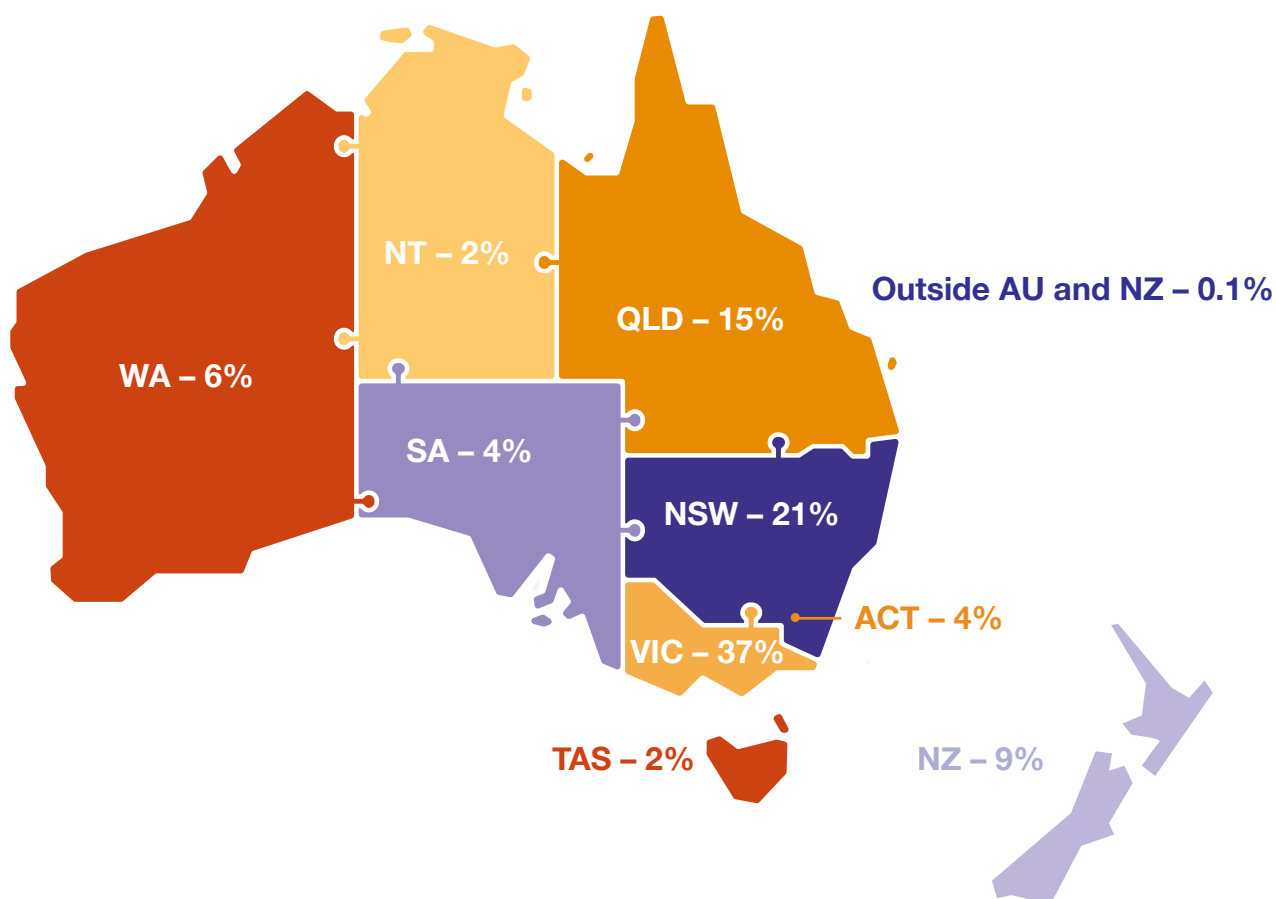


Sole Practitioner
1.5%



Other
0.6%

Where our members' practise:





Communities of Practice
57 members and
6 committees.



27 Opportunities
for members to join
(18 webinars and Local
Network Events, 2 working
groups, 6 Communities of
Practice and 1 Core Values
Awards panel.



52 Entries
into the 2022 Core
Values Awards.



337 Resources
available in the IAP2A
Resource Library.



376 Professionals
at the annual
IAP2A Conference.



124 Professionals
at the New Zealand
Symposium.



2 Thought Leadership
Series papers published.



6 Resource Hubs



209,583 Social Media
followers.

The Board



Tony Clark
IAP2 Australasia
Chair



Alistair Kingston
IAP2 Australasia
Deputy Chair



Michele Barry



Melissa Creber



Helen Grant



Tim Holmes



Priscilla Steel



Jo Wilkins

Learn more about the IAP2 Australasia Board members at iap2.org.au.

Our Executive

Marion Short Chief Executive Officer

A transformational leader with 15 years' experience as a CEO in the not-for-profit sector, coupled with extensive senior management experience in the private sector and 20 years' experience working within collaborative models.

Under her leadership, IAP2 Australasia focused on delivering a suite of valued initiatives to members which has resulted in tremendous growth, membership has more than tripled to over 14,000 and revenues have likewise increased.

Marion has an MBA from Henley Management College, UK. She has been married to Kevin for over 30 years and is enormously proud of her two adult sons.

A resourceful optimist, she grew up in the Northern Territory, and much of her life has been shaped by her dad's words "well it can't be that hard".

Janny Stacey Chief Operating Officer

Janny has worked in private, public and not-for-profit enterprises across a wide range of sectors. A seasoned professional, Janny enjoys challenges associated with leading diverse and dynamic teams through change and complex transformation for large organisations, just as she does with smaller enterprises.

Her strength is in working with people to optimise organisation performance and in building infrastructure to maximise outcomes across large regions nationally and internationally.

Magdalena Malota Membership Manager

Magdalena's responsibilities extend to developing and leading the membership strategies to grow IAP2 Australasia's membership base and ensure you get the most out of being a member.

She has over 15 years' experience across membership, professional services, and research organisations. Prior to joining IAP2 Australasia, she spent 13 years at The Law Society of New South Wales, one of the largest and most resilient voluntary direct membership legal associations internationally, where she held a number of roles, including as Executive Director (Corporate and Member Services), and as the General Manager of The Law Association for Asia and the Pacific, a regional membership association that advocates for the interests and concerns of the Asia-Pacific legal profession.

Originally from Sydney, she moved to Brisbane, following the move up north in the wake of COVID. She lives with her husband, daughter, their cat, Tea Party, and dog Chilli.

Erin Bray Marketing and Sales Manager

Erin's responsibilities include developing the overarching Marketing and Sales strategy for IAP2 Australasia to grow the brand in Australasia while achieving sales targets across the organisation.

She has over 30 years' experience across private, government and corporate organisations. Prior to joining IAP2 Australasia, she was the Global Head of Marketing at Law In Order, a legal technology company where she spearheaded their global marketing strategy. She also held key leadership positions at a number of membership associations including General Manager, Marketing and Membership at the Financial Services Institute of Australasia and General Manager, Marketing and Engagement at the Queensland Law Society.

Meet a Member: Boffa Miskell Team

Working with IAP2 to raise the profile of our engagement capability

The Boffa Miskell's Dunedin team led a local engagement network session on the theme of 'Our Changing Future'. Rachael Eaton, Senior Principal, helped to organise the event in partnership with IAP2 Australasia and facilitated the session at the Otago Museum.

The session was part of the #IAP2conversationseries and Boffa Miskell sponsored the event together with GHD. Attendees included Dunedin City Council, Otago Regional Council, Kainga Ora and other local engagement practitioners.

The line-up of speakers included Sam Parsons, Boffa Miskell Climate Change Specialist, and Jonathan Rowe, Programme Manager for South Dunedin Future at Dunedin City Council as the keynote speaker.

One of the most significant changes likely to occur in Dunedin's social and physical

landscape will be delivered through South Dunedin Future a joint Dunedin City Council and Otago Regional Council Project.

Located on historically reclaimed coastal wetlands with a groundwater table less than half a metre in some areas, the low-lying modern South Dunedin is particularly vulnerable to the effects of sea-level rise and heavy rainfall events. With about 13,500 people and 1,500 businesses calling the area home, proactive planning is required in the face of a series of near-term climate change risks.

Jonathan Rowe discussed the climate change risks faced in South Dunedin and the need to develop a climate change adaption strategy for that part of the city, he acknowledged this would involve detailed technical work and extensive community engagement over coming years.

"Jonathan's key messages were that dealing with the impacts of climate change will be a complex process, with lots of uncertainties as the area grapples with impacts of climate hazards" says Sam Parsons. "Engaging people in the development of the adaptation process will be critical to deliver the right outcomes."

"Jonathan's key message was that dealing with the impacts of climate change will be a complex process, with lots of uncertainties as the area grapples with impacts of climate hazards."

“We’re experiencing a lot of change in Dunedin, with projects on the horizon such as the new Dunedin Hospital, roll out of a new landfill, resource recovery park and waste collection system, and upgrades to the central city and road network.”



Socially-driven processes, such as the Dynamic Adaptive Planning Pathways approach, are critical in supporting communities through the often-difficult journey. In highly exposed coastal locations like South Dunedin, the long-term requirements to deliver a managed retreat away from the vulnerable coastal zone challenges community values and peoples' attachment to place.

Better outcomes can be achieved by facilitating a transparent process in which stakeholders can identify the community values that are to be upheld and co-design adaptation options, in response to the challenging issues presented by climate change.

The major takeaway for the team was that time – often years - is needed to build trust and respect with communities and that engagement isn't a one-off event. Climate change adaptation involves complex issues and a range of emotions. Time is needed to help shift the conversations from outcry to acknowledgement, acceptance, and participation in our changing future.

Rachael was delighted by the turnout on the day and the conversations it provoked.

“We’re experiencing a lot of change in Dunedin, with projects on the horizon such as the new Dunedin Hospital, roll out of a new landfill, resource recovery park and waste collection system, and upgrades to the central city and road network,” says Rachael.

“Together with the climate change adaptation planning work that is happening in South Dunedin there are many quite difficult conversations happening within our communities. To achieve the best outcome for our community it's important that local engagement practitioners share knowledge and learnings. We plan to hold these sessions regularly.”

Advocacy Initiatives

Unlocking the power of advocacy to advance public participation in Australia and New Zealand

IAP2 Australasia: Championing Engagement

In 2022-23, IAP2 Australasia developed a new advocacy strategy to advance the recognition of the engagement sector, and to support the realisation of the strategic goal *‘Engagement embedded into policy and regulatory frameworks’*. The advocacy strategy includes the appointment of engagement professionals in technical advisory bodies to government to ensure engagement is considered at the strategic policy level, seeks to have engagement as a legislative or regulatory requirement, and aims to build a stronger partnership with the Australian Public Service to build capacity to undertake meaningful engagement.

Specifically, we have:

- Facilitated a workshop between the APS Reform Office and IAP2 members to provide feedback on the principles to be embedded into the APS Charter of Engagement and Partnerships.
- Participated in APS Reform Office stakeholder engagement activities.
- Met regularly with the APS Reform Office to provide feedback on their proposed Purpose Statement, discuss APS capability and to refine the Charter of Engagement and Partnerships.
- Made a submission to the Review of Community Engagement Practices undertaken by the Australian Energy Infrastructure Commissioner.
- Made a submission to the National Urban Policy.

- Participated in the Australian Government Urban Policy Consultation Network.
- Met with the offices of Minister Catherine King and Minister Chris Bowen to discuss engagement practice in urban and regional policy, and in energy infrastructure.

Energy Ministers across Australia are also working towards a set of nationally agreed principles for stakeholder engagement for renewable energy infrastructure projects. IAP2 Australasia is engaging with State and Territory energy Ministers regarding the development of these principles.

Supporting the Voice to Parliament

IAP2 Australasia proudly supports a First Nations Voice to Parliament and its historic referendum on constitutional recognition of Australia’s First Nations people. The principles underpinning the Voice to Parliament aligns with the IAP2 Core Values.

The Uluru Statement from the Heart has come from an engagement process led by our Indigenous Australians. The participatory process which has led to the Voice must be respected and acknowledged and IAP2A commends and celebrates the process of engagement which was genuine and authentic.

To contribute to authentic engagement on the debate, IAP2 has shared an [educational series around The Indigenous Voice to Parliament](#), to help ensure members are well informed and educated on the referendum and to encourage members to deepen their engagement with their local First Nations communities.

Meet a Member: Regan Powell and Matt Davies

Storytelling in spatial planning has never been more important

As a communications and engagement professional in spatial planning projects, your role as chief storyteller is crucial. It's not just about presenting information; it involves working with technical experts to explain the challenges, opportunities, and trade-offs that need to be considered in the future. Communities now expect more input into the future of their spaces, making your role even more essential for project success.

So, what is spatial planning?

Spatial planning is a fairly new process in New Zealand but is becoming more well known as councils across the country begin carrying out their own spatial planning processes.

Put simply, a spatial plan is a blueprint for a district, sub-region or region that provides the foundation for future planning and investment. It considers topics such as growth, housing, the economy, the

environment, heritage, culture collectively and maps out the future spatial distribution of activities e.g. where growth should occur.

A spatial plan is the umbrella that sits across all other plans (transport plans, environment plans, economic wellbeing plans) and provides the overall direction for an area.

Last year, the Government passed The Spatial Planning Act 2023 as part of the resource management law reform requiring spatial planning at a regional level.

However, many local councils are getting ahead of the game and creating their own sub-regional and district wide spatial plans to map out what the future of their villages, towns and cities could look like in 30+ years' time.

Getting the community involved

It is always tricky getting the community involved in a project that isn't a new bridge,



In March 2023, Waipā District Council held 15 events in 11 towns and villages across the district to gather feedback from residents on what was most important to them for the future.



Waipā District Council staff speak with residents in Ngāhinapōuri during the first round of community engagement for Ahu Ake - Waipā Community Spatial Plan.

highway or community facility. People are generally concerned about the ‘here and now’ and it can be difficult to elicit meaningful feedback on something that is more than 30 years away.

That, and the fact that we are living in an engagement heavy environment where communities are frequently being asked for their feedback on various Council led projects and it is not uncommon to hear ‘I already told Council what I think, why hasn’t anything happened?’.

So, how do we create meaningful engagement in the spatial planning process? We tell a story - one that people want to be part of – and through that story we create a space where Council is able to work collaboratively with its communities to shape what the future looks like.

Storytelling and spatial planning in action

Engaging with the community to participate in the spatial planning process requires creative, effective, and simple messaging and the use of great tools. Luckily, we have a number of those at our fingertips for both online and face-to-face engagement.

In the online engagement space, useful tools include StoryMaps and Social Pinpoint which are used for gathering and sharing information in a way that is interactive and easy to understand.

Ahu Ake – Waipā Community Spatial Plan is a great example of where StoryMaps was used early on in engagement to help create an understanding about the purpose and function of a spatial plan and share a range of possible future scenarios with stakeholders and the wider community.

However, while digital feedback is important, face-to-face engagement (kanohi te kanohi), is still number one when it comes to really engaging with communities and having meaningful conversations. Even with the impact of COVID-19, people still value the opportunity to speak to decision makers and experts in person.

As part of the first round of engagement for Ahu Ake – Waipā Community Spatial Plan, the project team held 15 events in 11 towns and villages across the district where residents were able to share their ideas. A useful tool to help facilitate these discussions was a 5x5m floor map on which residents could take a ‘tour’ across the district and discuss the different issues and opportunities at play with councillors and staff.

Check out www.ahuakewaipa.nz for more information on how Waipā District Council is carrying out their spatial planning process.

Community input in spatial plans is vital

All good spatial plans at their core should be built on meaningful engagement with the communities about whom they are for.

Overcoming engagement challenges in spatial planning will require a combination of digital and face to face methods and above all, a great story that will take people on a visual journey, so they are able to see the change they are helping to shape.

Education

Key Highlights

IAP2 Australasia Conference

26 - 28 October 2022, Melbourne Convention and Exhibition Centre, Victoria

376 community engagement and communications professionals came together to explore the theme 'Brave. New. World'

The 2022 conference provided a platform for dialogue, innovative approaches, and forward-looking concepts that align with global topics such as diversity, equity, and inclusion, climate change, globalisation, the ongoing lessons from a worldwide pandemic, and shifts in political landscapes.





New Zealand Symposium

21 – 22 March 2023, Te Papa, Wellington.

124 practitioners gathered in Te Papa, Wellington for the New Zealand Symposium.

The theme ‘Clarity through Ambiguity?’ provided the opportunity for community engagement professionals to learn, share and discuss how, as practitioners, we can support communities and organisations to engage in informed and equitable participation, when the only constant is change.



Hidden Gems of Engagement across Aotearoa

Focusing on people and practice, with localised content, the Hidden Gems events across New Zealand provided a new opportunity for practitioners to honour and learn from leaders of the practice, share knowledge, and discuss contemporary issues in partner, community and stakeholder engagement.

From Bay of Plenty to Dunedin, Christchurch and Auckland, topics of interest comprised:

- A Masterclass by Chris Mene on Conflict and Engagement;
- Our Changing Future; the keynote was delivered by Jonathan Rowe. He was accompanied by a panel comprising Gemma Greenshields, Sam Parsons, Ian Telfer, and Stephen Douglass, with Rachael Eaton serving as the moderator;
- Outrage and Conflict; Chris Mene led as the keynote speaker, addressing the importance of effective pre-engagement techniques to prevent unnecessary engagement in the future. The discussion panel featured Claire Fletcher, Katy McRae, and Jeanine Foster, under the skilled moderation of Janet Luxton.



Furthermore, our 'Future Conversations' segment was highlighted by a keynote address from Helen Grant. She was joined in discussion by panelists Annie Ferguson, Rachel Blundell, and Jeff Valenzuela, with Kathryn Martin facilitating as the moderator.





2022 Core Values Awards

Thank you once again to everyone who participated in the 2022 Core Values Awards. Every year, we have the privilege of witnessing a collection of incredible projects submitted by such skilled professionals. In 2022, we received 52 entries, from which 18 remarkable finalists were selected.

Congratulations to all the finalists and winners, with an enthusiastic acknowledgment for the Australasian Project of the Year Award Winner: Far North District Council, for their remarkable project, Te Hiku o te Ika Revitalisation.

Far North District Council's Te Hiku o te Ika Revitalisation Project is delivering exceptional community development outcomes through empowering local communities to deliver a programme of 81 urban improvement initiatives.

Take a look at the [Core Values Awards Case Studies](#).



Thank you to our Trainers

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

Your hard work, dedication, expertise, and involvement is appreciated by IAP2 Australasia and of course 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
Grace Leotta
Joel Levin
Nicola Mendleson
Chris Mene
Amanda Newbery
Anne Pattillo
Alice Sherring
Nathan Williams

Meet a Member: Gabrielle Martinovich

Facilitating engagement for a climate positive world with Gabrielle Martinovich, Director at CreativePivot, NSW

There is little doubt that sustainability is important to stakeholders and ESG claims are driving our engagement. The recent [IPSOS Climate Change Report](#) highlights renewable energy as the environmental issue Australians would like to see most action on, however confidence in the energy transition leading to positive outcomes appears to be waning.

So, what does facilitating engagement for a climate positive world look like in our everyday engagement practice?

Ditch the greenwashing, transparency is critical – and it's uncomfortable

At its simplest, greenwashing is where there is a gap between the environmental claim you make and the action you take.

At the other end of the spectrum, greenwashing is the use of vague and unclear terms – green, eco-friendly, responsible. And in the middle are claims that are absolute or unsubstantiated – 100% plastics free, zero emissions.

Many of our projects are investing in emissions reduction programs, tree planting or switching the focus to lower carbon options. However, for many of our stakeholders such an investment is small compared to business as usual.



In March 2023 ASIC released its first scan of the Australian market which places greater scrutiny on greenwashing and taking action to protect consumers. Following a scan of 247 businesses they found 57 per cent had made concerning claims about environmental credentials. Most recently infringement notices were issued to a [renewable energy company](#) in relation to statements and images contained in two ASX announcements which claimed that electricity produced would be carbon neutral.

The credibility of ESG claims relies heavily on transparency – of emissions, production methods and legacy options. Traditionally we have at times avoided talking about the things that detract from the work in progress which often creates a tension that can be difficult to resolve. No longer can we rely on stakeholders not to dig deep into the details or green statements to be accepted as given. Our engagement has to be clear upfront about what we can do, where we will focus our attention and how we will reconcile the rest.

Build your technical competence

ESG is complex and it's technical – and whether we like it or not we need to be technically competent. We need to be able to join the conversations with legal, corporate affairs and sustainability teams to navigate these issues in order to find the best project outcomes.

Even though our main aim is to harness community participation and engage stakeholders, we need to be climate-literate in net zero, carbon neutral and how carbon accounting and offsetting work. It's important as practitioners we understand the nuances so we can close the gap between claim and action in our engagement activities and avoid potential greenwashing.

Embed climate in our engagement strategy

If you can't support your project with details and a clear plan – don't say it. The purpose of the strategy is to generate long-term value. Your credibility is in the detail –

“We need to be able to join the conversations with legal, corporate affairs and sustainability teams to navigate these issues in order to find the best project outcomes.”



announcing emissions reduction without an accompanying plan and transparency of how your tracking doesn't cut it. For example, when talking to our stakeholders and communities we can't say we're going to stop servicing fossil fuel customers at a community consultation only to have project teams and clients continue to do so.

Other evolving areas of sustainability focus are biodiversity, human capital, and human rights. We now need to factor in nature as a partner, be disaster prepared and keep an eye on the human impacts of our projects.

Projects that leverage learnings early and align to best practice in developing infrastructure assets will be best placed in the transition to a more sustainable and equitable future.

Governance beyond the compliance

In our projects we work with a range of governance frameworks such as ESG, Sustainability Development Goals and B Corp. Whichever we choose, the role of climate governance is to make locally implementable decisions that fit within climate action, including within the objectives of international agreements such as the Paris Agreement.

As engagement practitioners we are constantly pulled in many directions - by project teams, industry, clients, and community.

Governance is also about the choices we make that impact this myriad of stakeholders. Ultimately, we need to engage all stakeholders, and not just the loudest ones, to have conversations and participate in decisions which enable the best possible outcome for everyone.

In an ever-changing crisis of bushfires, floods, and El Nino, we need to continue to seek the opportunities in these risks. Facilitating engagement for a climate positive world is no longer a question of can we, we must.

“Ultimately, we need to engage all stakeholders, and not just the loudest ones, to have conversations and participate in decisions which enable the best possible outcome for everyone.”

Engagement

Local Area Networks

Fourteen (14) Local Network Events were held across both Australia and New Zealand, attended by 481 members.

Our activities commenced with a Sydney Young & Emerging Practitioner (YEPs) Networking Event hosted by Urbis. The main theme, *'The Power of Engagement – Creating Great Places, Shaped by People'*, underscored the significant influence a career in engagement can bring to regions and communities. A Brisbane based YEPs event followed with an informative *'Ask an Expert'* session, which tackled diverse topics ranging from engagement tools and strategies to managing client relationships.

Across various cities in New Zealand, including Christchurch, Dunedin, Tauranga, and Auckland, the *'Hidden Gems of Engagement across Aotearoa - Future Conversations'* series was conducted, earning significant appreciation.

The year concluded with a Sydney RPS hosted innovative session focusing on digital tools, including Virtual Reality, and their role in enhancing project engagement, education, and comprehension.

2023 began with a notable Canberra event in collaboration with the ACT Government.

Under the theme *'Ideas for Engaging in Our City'*, a distinguished panel shared their expertise and insights. Rockhampton's debut Local Network Event garnered much interest, with participants indulging in an informal discussion spanning from stakeholder management tools to community consultation strategies, with a keen emphasis on the challenges faced by engagement professionals and potential mitigation measures.

Another impactful Canberra event was hosted in association with Communication Link, delving deep into the essence of inclusive engagement, and amplifying the significance of comprehensive understanding and representation.

Our esteemed board members, Jo Wilkins, Helen Grant, and Priscilla Steel organised a meet-up in Auckland, acquainting members with the latest from IAP2 Australasia and engaging in meaningful conversations about the sector.





“The series provides YEPs with consistent, regular access to experienced communications and engagement professionals, and the chance to ask advice on specific areas or challenges.”

Communities of Practice

Our Communities of Practice continue to meet to discuss the latest topics and challenges hitting the engagement sector.

Topics of note include:

- Comms - plain English comms of date to non-technical audience.
- Case studies - Core Values Award Winner Tomorrow Together.
- Kimberley Flood Engagement.
- The Voice referendum and what it means for our engagement practice.

Young and Emerging Professionals

The Young and Emerging Professionals (YEPs) launched the “Armchair Expert Series”, a monthly 30-minute webinar followed by a Q&A session, catered to up-and-coming communications and engagement professionals.

The series kicked off with engagement legend, Kylie Cochrane, speaking on Engaging in Political Environments.



IAP2 Australasia Community and Stakeholder Engagement Leaders Retreat

We held our first retreat for Community and Stakeholder Engagement Leaders, 31 May – 2 June, in Uluru, Northern Territory.

Insights, connection and reflection were on theme at the retreat attended by 31 IAP2 Australasia members.

Sharing their experiences and insights, attendees took a deep dive into conversations and assisted in creating industry positioning statements around a variety of topics including:

- Unlocking the Power of Advocacy.
- Engaging with diverse communities.
- First Nations engagement.
- Technology and accessibility.
- Community organising and advocacy.
- Inclusive governance; and
- Measuring and evaluating community engagement.

Thank you, Amy Hubbard, for expertly facilitating these important conversations and for preparing the [summary report](#).



Meet a Member: Sarah MacCormick

Te Whau Pathway: Engaging through change

Even through the unprecedented disruption of the past few years, the principles of good engagement have stayed the same. Ultimately, it's about taking your community on a journey by understanding them and their unique context. In the Te Whau project, Auckland Council and Beca had the opportunity to put these principles into action while evolving our methods to fit a Covid context.

Te Whau Pathway project is a shared cycling and walking pathway in West Auckland. It is being delivered in partnership through local authorities, iwi, and a community trust. The Pathway will provide an accessible, safe, and more convenient 12km route for pedestrians and cyclists to access greenspaces and community facilities.

Community and stakeholder engagement on Te Whau Pathway was delivered late-2021 and early-2022 in an environment characterised by wide-spread disruption. Many reading this will remember Auckland moving in and out of COVID-19 lockdowns,

which meant the Project team's well-planned face-to-face engagement was no longer appropriate.

Despite the disruption, the Project continued. We took deliberate steps to make sure as many people could have their say on this transformative project even if we couldn't talk with them face-to-face. We focused on three key principles: understanding the community; involving community members in early planning; and using new engagement methods.

Doing the work to understand the community.

Our first step was to understand the community to ensure that engagement would reach the right people, and that messaging would be well-understood. We gathered Statistics New Zealand Census data for communities along the route, to understand their demographic make-up.

Among other insights, this data highlighted there are many people who identify as Chinese along the pathway route.



Involving community members in engagement planning

A Community Liaison Group made up of representatives from the community was set up early in the Project. The group met regularly with the design team and received project updates. They acted as champions for the project in the community and were a valuable sounding board. The group was instrumental in testing the wider public consultation process before implementation.

We took the Statistics New Zealand Census data to the Group early in the planning process, which helped test and expand our methods. We identified an opportunity to advertise and engage on WeChat (the most popular Chinese-language messaging app, with over a billion monthly users). Because of our collaboration with the Group, we received useful and high-quality feedback through a social media platform the team did not originally have access to, and a significant number of responses from the Chinese community.

Using new engagement methods

Before the 2021 COVID-19 lockdowns we had planned for public drop-in sessions, websites, surveys, and feedback forms. The lockdowns that affected the project



were announced with very little lead time and meant we needed to engage 100% online. We added some new engagement methods to our plan including Artificial Intelligence alongside the more traditional methods which included an online and hard copy feedback form.

FranklyAI (Frankly) is an interactive conversational agent which ‘chatted’ with respondents while they answered the consultation questions. A Social Pinpoint site was also set up for the project, which enabled people to view the entire project alignment on an interactive map and then click through to more detailed plans of each section. The Social Pinpoint site also allows users to ‘post’ feedback about a given location by clicking on that location.

We linked the two tools for a unique user experience. Clicking on an icon on Social Pinpoint would prompt Frankly to ask for feedback on certain elements of the design. Users could jump between the two tools, for example giving quick feedback by dropping pins on the map, and then providing more detailed feedback on a particular element by chatting to Frankly.

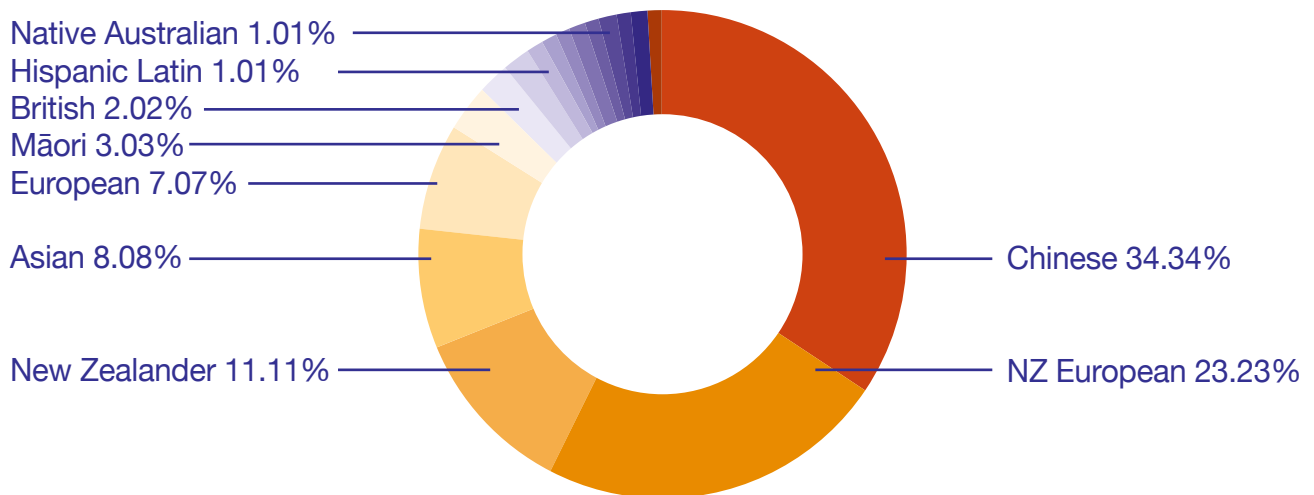
“The group met regularly with the design team and received project updates. They acted as champions for the project in the community and were a valuable sounding board.”

There were tangible benefits to the project by using Social Pinpoint and Frankly in this way:

1. Many young people were attracted to have their say. The 16–30 year-old cohort was the largest among Social Pinpoint users, whereas the largest age bracket for the traditional online feedback form was 35–55. Those aged 55 and older made up just under a third of respondents.
2. A Mandarin translation added to the chatbot (coupled with our engagement over WeChat) meant one third of

respondents on Social Pinpoint identified as Chinese compared to one third of respondents of the traditional online survey who identified as European which reflected more of the demographic make-up of the community.

Overall, we were delighted with the results of the engagement. While such extensive lockdowns are (hopefully) a thing of the past, this engagement process has taught us the value of understanding the community and having a range of methods and tools at your disposal.



Committees, Advisory and Working Groups

Executive Committee

Tony Clark (Chair)

Alistair Kingston

Marion Short

Joanna Wilkins

Governance, Finance and Risk Committee

Tony Clark

Melissa Creber

Priscilla Steel

Joanna Wilkins (Chair)

Practice Development Committee

Michele Barry

Tim Holmes (Chair)

Alistair Kingston

Anne Pattillo

Alice Sherring



Reconciliation Action Plan Working Group

Mike Butler
Professional services and advocacy of the first cultures of Australia, UrbOriginal, (Chair)

Lance Brooks
Founder & Managing Director, Brooks Community Engagement

Alistair Kingston
Executive General Manager, RPS | Australia Asia Pacific (Director)

Sarah Wilcox
Communications and Engagement Consultant, Cooee Communities

Marion Short
Chief Executive Manager (IAP2A representative)

Magdalena Malota
Membership Manager (IAP2A representative)

Research Working Group

Emanuela Savini *(Chair)*

Dr Robyn Cochrane *(Deputy Chair)*

Clare Hanley

Billy Kwan

Kate Lewis

Dr Robyn Mitchell

Dr Edilene Lopes McInnes

Priya Narsey

Sarah Joy Pierce

Stu Reeve

Marion Short *(CEO)*

Merryn Spencer





Financial Report

ABN 20 165 006 511

30 June 2023

Contents

	Page
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 2023

	Notes	2023 \$	2022 \$
Revenue	2	5,311,225	4,879,924
Expenses:			
Training and event costs		1,541,813	1,128,618
Governance expenses		146,432	53,853
Employment expenses		1,759,165	1,356,275
Royalty Fee paid	3	350,143	325,921
General expenses		1,675,622	825,823
Depreciation and amortisation expense		72,580	67,692
Total expenses		5,545,755	3,758,182
Surplus/(deficit) before income tax		(234,530)	1,121,742
Income tax expense	1h, 18	(5,000)	6,696
Surplus/(deficit) for the year attributable to members		(229,530)	1,115,046
Other comprehensive income for the year		-	-
Total comprehensive income for the year attributable to members		(229,530)	1,115,046

The accompanying notes form part of these financial statements.

Statement of Financial Position

as at 30 June 2023

	Notes	2023 \$	2022 \$
Current assets			
Cash and cash equivalents	4	3,390,394	3,145,600
Trade and other receivables	5	748,488	124,907
Other current assets	6	48,567	42,865
Other financial assets	7	1,383,111	1,375,854
Total current assets		5,570,560	4,689,226
Non current assets			
Plant and equipment	8	20,236	16,096
Right-of-use assets	13	32,184	48,352
Intangible assets	9	63,430	105,717
Total non current assets		115,850	170,165
Total assets		5,686,410	4,859,391
Current liabilities			
Trade and other payables	10	2,291,800	1,229,359
Employee benefits	11	69,888	73,277
Lease liability and make good provision	13	26,728	24,851
Total current liabilities		2,388,416	1,327,487
Non-current liabilities			
Employee benefits	11	28,657	16,524
Lease liability	13	13,227	29,740
Total non-current liabilities		41,884	46,264
Total liabilities		2,430,300	1,373,751
Net assets		3,256,110	3,485,640
Members' equity			
Reserve	16	200,000	200,000
Retained earnings		3,056,110	3,285,640
Total members' equity		3,256,110	3,485,640

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

for the year ended 30 June 2023

Notes	Special projects reserve	Retained earnings	Total
	\$	\$	\$
2022			
Balance as at 1 July 2021	200,000	2,170,594	2,370,594
Surplus/(deficit)	-	1,115,046	1,115,046
Balance as at 30 June 2022	200,000	3,285,640	3,485,640
2023			
Balance as at 1 July 2022	200,000	3,285,640	3,485,640
Surplus/(deficit)	-	(229,530)	(229,530)
Balance as at 30 June 2023	200,000	3,056,110	3,256,110

Statement of Cash Flows

for the year ended 30 June 2023

Notes	2023 \$	2022 \$
Cash flow from operating activities		
Revenue and other receipts	6,544,411	5,129,114
Interest receipts	44,390	2,352
Interest paid	(1,540)	(1,920)
Income tax	-	(6,696)
Payments to employees and suppliers	(6,309,574)	(3,901,745)
Net cash generated from operating activities	277,687	1,221,105
Cash flow from investing activities		
(Payments) / proceeds for intangible assets	-	-
(Payments) / proceeds for assets	(13,435)	(7,100)
Net cash provided by (used in) investing activities	(13,435)	(7,100)
Cash flow from financing activities		
Principal elements of lease payments	(19,458)	(18,032)
Net cash provided by (used in) financing activities	(19,458)	(18,032)
Net increase/(decrease) in cash	244,794	1,195,973
Cash at the beginning of the year	3,145,600	1,949,627
Cash held at the end of the year	3,390,394	3,145,600

4

The accompanying notes form part of these financial statements.

Notes to the Financial Statements

for the year ended 30 June 2023

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.

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 2023

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 2023

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 it has been assessed that no Provision for Tax is required to be raised against the income earned during the year ended 30 June 2023.

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 2023.

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 2023

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 continues its adoption of *AASB 1060: General Purpose Financial Statements – Simplified Disclosures for For-Profit and Not-for-Profit Tier 2 Entities* for 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 2023

2. Revenue

	2023	2022
	\$	\$
Sales revenue		
Event income	499,338	158,233
Membership income	871,217	648,515
Membership income adjustment for prepayments	(91,208)	(95,721)
Training income	3,820,387	4,078,317
Other revenue		
Interest	44,390	2,352
Other income	167,101	88,228
Total revenue	5,311,225	4,879,924

3. Royalty Fee paid

	Note	2023	2022
		\$	\$
Royalty Fee paid		350,143	325,921
Total royalty fee paid		350,143	325,921

The Company had entered an agreement with the 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. From 1 January 2023, the amount of Royalty Fee payable to International Association for Public Participation Inc is capped at AUD\$75,000 per quarter until 31 December 2023.

4. Cash and cash equivalents

	Note	2023	2022
		\$	\$
Cash at bank and in hand - Australian		2,957,993	2,887,287
Cash at bank and in hand - New Zealand		432,401	258,313
Total cash and cash equivalents	11	3,390,394	3,145,600

5. Trade and other receivables

	Note	2023	2022
		\$	\$
Trade receivables		738,212	128,392
Provision for impairment		(3,485)	(3,485)
Accrued income		13,761	-
Total trade and other receivables		748,488	124,907
Total trade and other receivables		748,488	124,907
Total Financial assets classified as trade and other receivables	11	748,488	124,907

6. Other current assets

	Note	2023	2022
		\$	\$
Prepayments		48,567	42,865
Total other current assets	11	48,567	42,865

7. Other financial assets

	Note	2023	2022
		\$	\$
Term deposits		1,383,111	1,375,854
Total other financial assets	11	1,383,111	1,375,854

Notes to the Financial Statements

for the year ended 30 June 2023

8. Plant and equipment

Note	2023	2022
	\$	\$
Office equipment & furniture at cost	5,428	5,428
Less accumulated depreciation	(5,428)	(5,428)
Total plant and equipment	-	-
Computer equipment at cost	35,565	22,130
Less accumulated depreciation	(15,329)	(6,034)
Total computer equipment	20,236	16,096
Movements in carrying amounts		
Balance at beginning of year	16,096	14,450
Additions (disposals)	13,435	7,100
Depreciation expense	(9,295)	(5,454)
Carrying amount at end of year	20,236	16,096

9. Intangible assets

Note	2023	2022
	\$	\$
Website & CRM at cost	211,431	211,431
Less accumulated amortisation	(148,001)	(105,715)
Total intangible assets	63,430	105,716
Movements in carrying amounts		
Balance at beginning of year	105,716	148,002
Amortisation expense	(42,286)	(42,286)
Carrying amount at end of year	63,430	105,716

10. Trade and other payables

Note	2023	2022
	\$	\$
Accounts payable	122,946	745,569
Payable to taxation authorities	189,382	101,017
Accrued employment expenses	14,576	17,739
Deferred Income	1,362,369	-
Prepaid membership income	110,826	350,609
Accrued expenses	151,047	12,000
Royalty payable	150,000	2,425
Voucher liability	189,618	-
Other payables	1,036	-
Total trade and other payables	2,291,800	1,229,359

11. Employee benefits

Note	2023	2022
	\$	\$
Annual leave	69,888	73,277
Long service leave	28,657	16,524
Total employee benefits	98,545	89,801

12. Auditor remuneration

Note	2023	2022
	\$	\$
Audit services - Moore Australia	12,860	12,000
Total auditor remuneration	12,860	12,500

Notes to the Financial Statements

for the year ended 30 June 2023

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, Toowong. QLD 4066. The sub-lease contains an annual pricing mechanism based on CPI Movements and a fixed 3.5% increase at each anniversary of the lease inception. The company renewed the sub-lease for an additional optional 3 year term which commenced on 1 February 2022, and expires on 31 January 2025. The annual lease payment increased by CPI 7.7% on 1 February 2023 upon review at the end of the first year of the lease.

Right of Use Assets	Note	2023 \$	2022 \$
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 2022		48,352	12,153
Additions		4,831	56,151
Disposal		-	(41,668)
Amortization		(20,998)	(19,952)
Amortization - disposals		-	41,668
Carrying amount as at 30 June 2023		32,185	48,352

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 2022	20,650	30,457	51,107	54,591
Year ended 30 June 2023	22,240	13,235	35,475	34,955

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	2023 \$	2022 \$
Interest expense on lease liabilities		1,540	1,920
Amortization of right-of-use asset		20,998	19,952
		22,538	21,872

Statement of Cashflows

Total cash outflow for lease	21,006	24,952
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Statement of Financial Position

CURRENT

Lease liability	21,728	19,851
Provision for make good	5,000	5,000
Total current lease liability	26,728	24,851

NON-CURRENT

Lease liability	13,227	29,740
Total non-current lease liability	13,227	29,740

Total payable	39,955	54,591
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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 2023

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 2023. The totals for each category of financial instruments are as follows:

	Note	2023 \$	2022 \$
Financial assets			
Cash and cash equivalents	3	3,390,394	3,145,600
Trade and other receivables	4	748,488	124,907
Other financial assets	5	1,383,111	1,375,854
Total financial assets		5,521,993	4,646,361
Financial liabilities			
Trade and other payables	8	2,291,800	1,229,359
Total financial liabilities		2,291,800	1,229,359

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 2023 is as follows:

Details of transaction	Amount paid (received) 2023 \$	Related member & position held with company	Related party & relationship	
Software - Accounting System and Payroll System - Licencing Fees	28,864	Nunzio Giunta (CFO)	Giuntabell Pty Ltd (Director)	Continues as software provider
Software - Accounting System and Payroll System - Implementation costs	44,090	Nunzio Giunta (CFO)	Giuntabell Pty Ltd (Director)	Continues as software provider
Rental of Office space	21,006	Nunzio Giunta (CFO)	Giuntabell Pty Ltd (Director)	Continues as landlord
Outsourcing of Finance team	92,986	Nunzio Giunta (CFO)	Giuntabell Pty Ltd (Director)	Continues as outsourced finance team
Trainer Fees - Course delivery	78,672	Joel Levin (Director)	Aha! Consulting (Director)	Resigned as Director
Training courses for staff of RPS AAP Consulting	(15,909)	Alistair Kingston (Director)	RPS AAP Consulting (Director)	Continuing as Director
Training courses for staff of Waka Kohati (NZ Transport Agency)	(5,070)	Joanna Wilkins (Director)	Waka Kotahi (NZ Transport Agency) (Manager)	Continuing as Director
Training courses for staff of GHD	(1,650)	Priscilla Steel (Director)	GHD (Manager)	Continuing as Director
Trainer Licence Fee - 2022-2023	(1,650)	Joel Levin (Director)	Aha! Consulting (Director)	Resigned as Director

Notes to the Financial Statements

for the year ended 30 June 2023

16. Reserves

	Note	2023	2022
		\$	\$
Special projects reserve		200,000	200,000
Total reserves		200,000	200,000

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

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:

	2023	2022
	\$	\$
Compensation paid and payable	424,515	314,656
Total key management compensation	424,515	314,656

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 2022 of a loss of NZD\$12,174. There was no income tax payable on this loss during this financial year. Management have decided to write back the provision for income tax of \$5,000 as at 30 June 2023.

	2023	2022
	\$	\$
Income tax expense	(5,000)	6,696
Income tax expense	(5,000)	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 2023 (30 June 2022: None).

Contingent liabilities

The company is not aware of any contingent liabilities as at 30 June 2023 (30 June 2022: 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

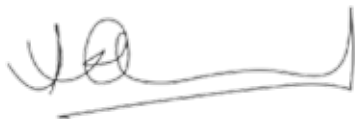
No other matter or circumstance has arisen since 30 June 2023 that has significantly affected, or may significantly affect the company's operations, the results of those operations, or the company's state of affairs in future financial years.

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 2023 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.

A handwritten signature in black ink, appearing to read 'Tony Clark', written over a horizontal line.

Tony Clark - Chair

Dated this 26th day of September 2023

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 2023, 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 2023 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. This description forms part of our auditor's report.



.....
Murray McDonald
Partner, Audit & Assurance

26 September 2023

Brisbane



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



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