



ANNUAL REPORT 2020

including the Financial Report for the
year ended 30 June 2020.

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.

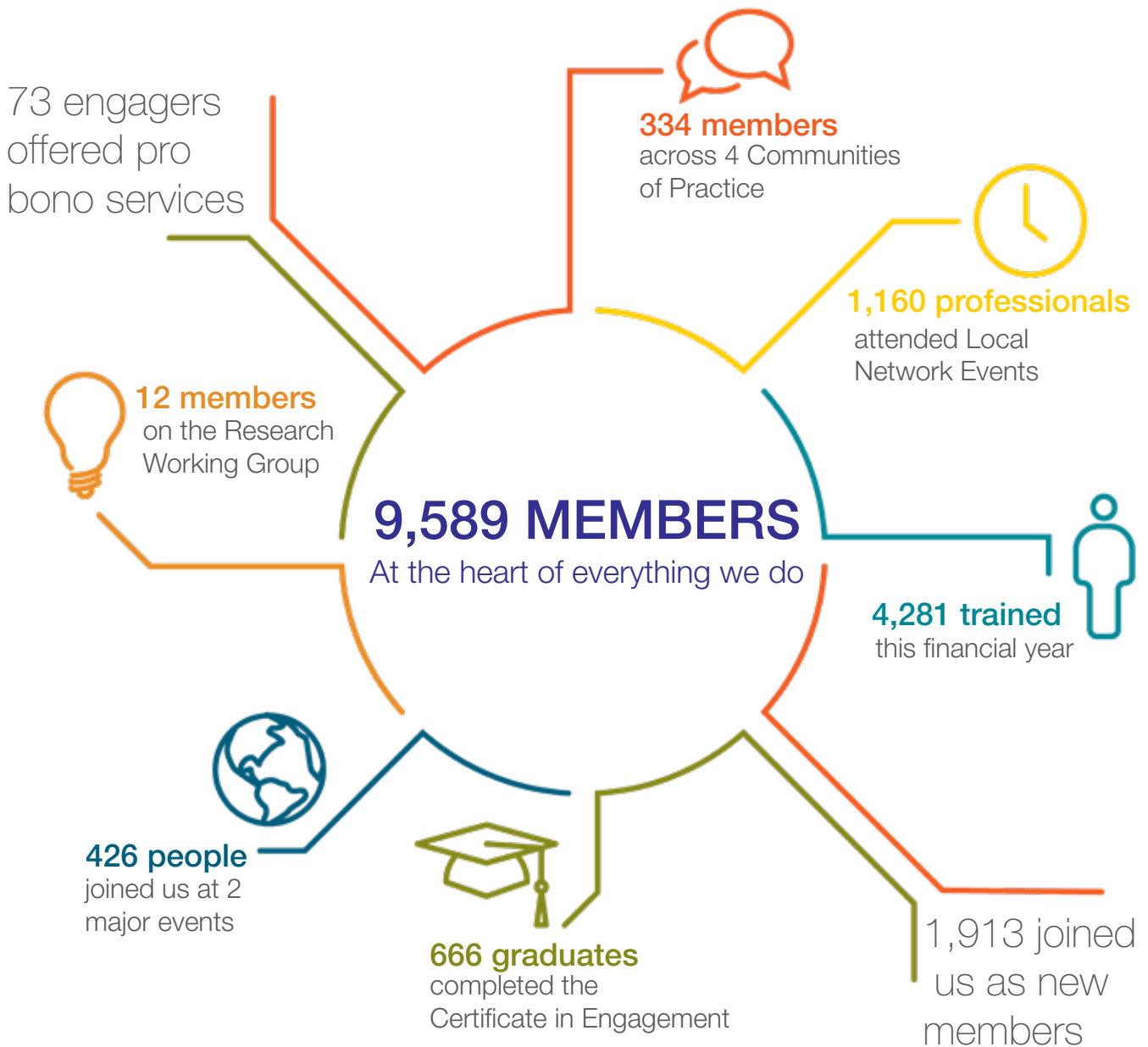
IAP2 Australasia embraces the spirit of reconciliation, working towards the equality of outcomes and ensuring an equal voice.



TABLE OF CONTENTS

IAP2A member highlights	04
From the Chair and CEO	06
Strategic plan	08
Bushfire recovery hub	10
COVID-19 hub	11
Member stories	12
Local Networks	16
Core Values Awards	18
2019 Australasian conference	20
2019 NZ Engagement symposium	24
Virtual learning	28
International change initiative	29
Thank you	30
New resources	32
From our committees	34
IAP2A directors	36
Advocacy	40
Financial reports	41

IAP2A MEMBER HIGHLIGHTS



CORE VALUES AWARDS

A record 78 entries received | Judges selected 34 finalists
An outstanding 4 special awards and 8 highly commended
With 9 winners and 1 international co-winner



MESSAGE FROM

IAP2 AUSTRALASIA CHAIR AND CEO

Tony Clark, Chair and Marion Short, Chief Executive Officer

The last 12 months have seen one of the greatest global challenges our generation has faced. Borders have closed, industries shut down and people's lives and livelihood threatened by COVID-19.



Tony Clark, Chair, IAP2A

As a member-focused organisation our priority has been to support the most important people. You, our members.

Like so many organisations in Australia, and globally, IAP2 was dramatically affected with our core business of face-to-face activities – including member events, conferences, professional development and training – suddenly halted.

I am immensely proud to report that IAP2 has not only faced these challenges head on, but has stepped up and focused on how we support our members by shifting to forge and set the benchmark through innovation, hard work and embracing engagement and collaboration.

Following the election of the new board in October 2019, and the completion of the 2019 IAP2A Community Survey, IAP2A's priorities were to:

- Accelerate our Advocacy Strategy
- Build Local Area Networks, and
- Develop a post-nominals program

Of course, late 2019 and early 2020 saw the devastating bushfires throughout Australia. IAP2 put out the call to the engagement community, and you responded generously with resources to share and offers of pro-bono support. (Read more on page 10).

COVID-19 surfaced in March 2020, and the world changed. The Board took the bold decision to effectively move to a war footing, focusing all resources on shifting our business to deal with this challenge which had no end date. I cannot complement the Board, Trainers and staff of IAP2 enough for their courage, determination and hard work to ensure that IAP2 survived, and I am proud to say, now thriving. There can be no better example of when the going gets tough, the tough gets going.

Check out the latest IAP2A news

By May 2020 the first digital training was launched in IAP2 Learn – our new virtual facilitated classroom – and was quickly embraced by members. In addition, member events and webinars were also made available online. If we can look for a silver lining in the pandemic cloud, it is that IAP2A training and member services are now even more accessible and affordable.

COVID-19 meant that strategic priorities agreed on earlier were put on hold, but the good news is that growing confidence in IAP2A's ability to remain sustainable and serve our members means that we expect to deliver on the post-nominal project and continue to accelerate the implementation of the Advocacy Strategy in the next 12 months.

With the progress of the Global Harmonisation Project of IAP2 Training well underway, the future for IAP2 is looking bright.

Our thanks

The significant progress made over the past year would not have been possible without the hard work and dedication of our Board members. Thank you to Tony Clark (Chair), Mandi Davidson (Deputy Chair), Lance Brooks, Kylie Cochrane, Nathan Connors, Amy Hubbard, Joel Levin, Allen Rodwell, Penny Townley and Jo Wilkins. A special thank you to Mandi Davidson and Allen Rodwell who step down from the board, we appreciate and value your hard work, knowledge and contributions made during your time served as directors.



Marion Short, CEO, IAP2A

Many thanks also to the vast number of members who volunteer their time as Ambassadors, Core Values Awards Judges, IAP2A Research Working Group and other working group members.

Thank you to the IAP2 Trainers who contribute to the ongoing success of IAP2 through strengthening and advancing the practice, 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 sponsored and partnered with IAP2 Australasia on important initiatives and projects throughout the year. Thank you to our Chief Executive Officer, Marion Short and the IAP2 Australasia team for their dedication, enthusiasm and hard work in supporting IAP2 Australasia to achieve a great deal in 2019-2020.

Tony Clark, Chair, IAP2 Australasia | Marion Short, Chief Executive Officer, IAP2 Australasia

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

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

P.S. You might notice that this year our Annual Report looks a little different, as we include more stories from you, our members. We hope you like it.



STRATEGIC PLAN

OUR VISION

Communities shaped by people.

OUR MISSION

To advance the practice of community and stakeholder engagement through education, advocacy and building partnerships.

VALUES

Inclusion, transparency and respect.

OUR THREE PILLARS

- Advocating for engagement
- Strengthening engagement networks
- Advancing professional development

Download a copy of the
IAP2 Australasia
Strategic plan

STRATEGIC PILLARS

KEY OBJECTIVES

KEY MEASURES

Advocating for Engagement

1. IAP2 has a strategic advocacy program in place to influence the decision makers and other key stakeholders.
2. IAP2A is the go-to organisation for resources, research and advice.
3. The rigour behind Community Engagement is valued and recognised as a skill set by key stakeholders.
4. Strengthen the evidence base through research by working with key partners.
5. Good practice is recognised and valued by the IAP2A Assessment Audit.
6. Develop strategic relationship with the United Nations (UN) to increase knowledge and understanding of community engagement.

1. Advocacy program developed in consultation with IAP2 International and approved by the Board for implementation by mid-2019.*
2. A living suite of resources available from late 2018, including case studies with tangible outcomes and evidence of capacity building and transformation. A review of the Quality Assurance Standard is completed early to late 2019.*
3. By mid-2018, a Research Plan has been developed and approved by the Board.
4. By early 2019, IAP2A together with key partners is contributing to economic research that provides a Return on Investment for Community Engagement.
5. IAP2A Assessment Audit developed and approved by the Board and launched by early 2020.*
6. By late 2019, partnership formalised with the UN.

Strengthening Engagement Networks

1. Our members are at the heart of everything we do.
2. Members are engaged, contributing to and building the practice, both within Australasia and internationally.
3. Young professionals are encouraged and supported.
4. Strengthen and grow relationships with other professional organisations.

1. A strengthened culture of a Membership Centric Organisation is confirmed by our Members annually, via feedback opportunities and the formal Member survey.
2. A living calendar of 100+ annual activities to build the practice and share learnings through a range of events, forums, workshops, networks and other opportunities, both within Australasia and internationally, is driven in partnership with our members, and published by IAP2A.
3. By mid-2018, we are working with young professionals to develop the Young Professionals program.
4. By late-2019, strategic relationships in place with two key targeted organisations to enable collaboration on shared strategic objectives.

Advancing Professional Development

1. IAP2A has recognised pathways for professional development.
2. IAP2A training programs to pursue Australian and New Zealand tertiary standards.
3. We have an IAP2A professional recognition program.
4. IAP2A offers a suite of other professional development opportunities.
5. An IAP2A mentoring program is available to advance and strengthen the practice.
6. IAP2A builds relationships with the tertiary sector to encourage the development of a post graduate qualification.

1. Review of IAP2A learning pathways completed by June 2018, with clear professional development pathways for entry, mid and advanced level practitioners.
2. Subject to the above review, the IAP2A Certificate in Engagement will be developed to meet the Australian and New Zealand tertiary standards by late 2018.
3. Professional Recognition Program that links to IAP2 learning pathways and recognises prior learning, is to be considered as part of a global IAP2 initiative.
4. IAP2A introduces targeted short courses and workshops in both online and traditional learning formats by early 2019.
5. Mentoring program framework and resources are developed by early 2019.
6. By late 2019, IAP2A has strategic partnerships in place with two Universities.

*Dates revised to allow IAP2 Australasia to work in collaboration with the IAP2 International Change Initiative, and may be subject to further review.

FIRE RECOVERY

The bushfires in Australia were devastating, burning more than 10 million hectares of land, killing wildlife, destroying homes, and sending smoke across Australia and even to New Zealand.

There is a long road ahead as the impacted communities start to try and rebuild. At the beginning of the new year, IAP2A reached out to the engagement community to help those navigating disaster response engagement in the affected areas. Our members responded by generously offering professional services pro bono and sharing useful resources.

We are in awe of our wonderful engagement community. Thank you.

73

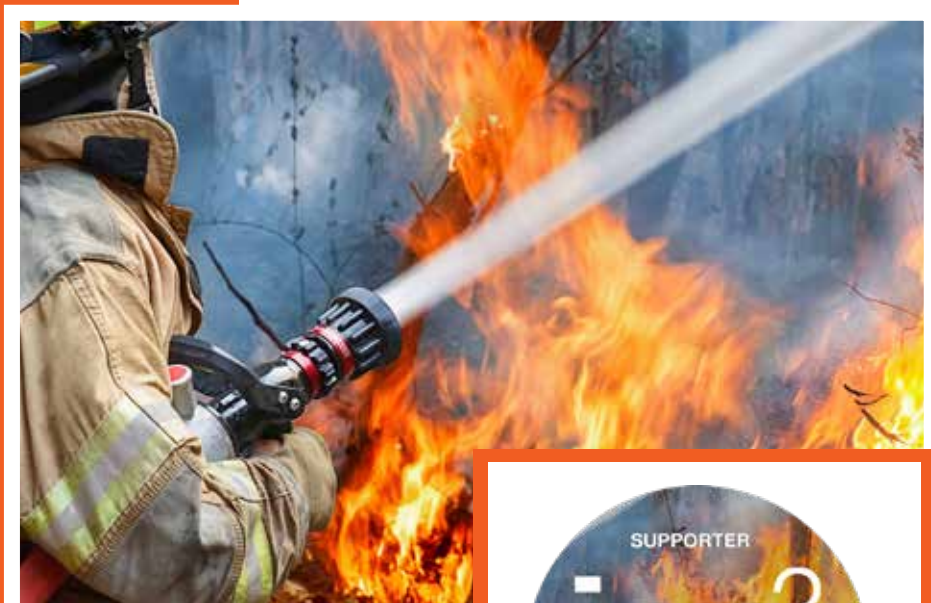
Pro bono services

The IAP2 community banded together during this time, with 73 engagement professionals offering up their time and expertise pro bono to help navigate the journey to recovery in the affected areas.

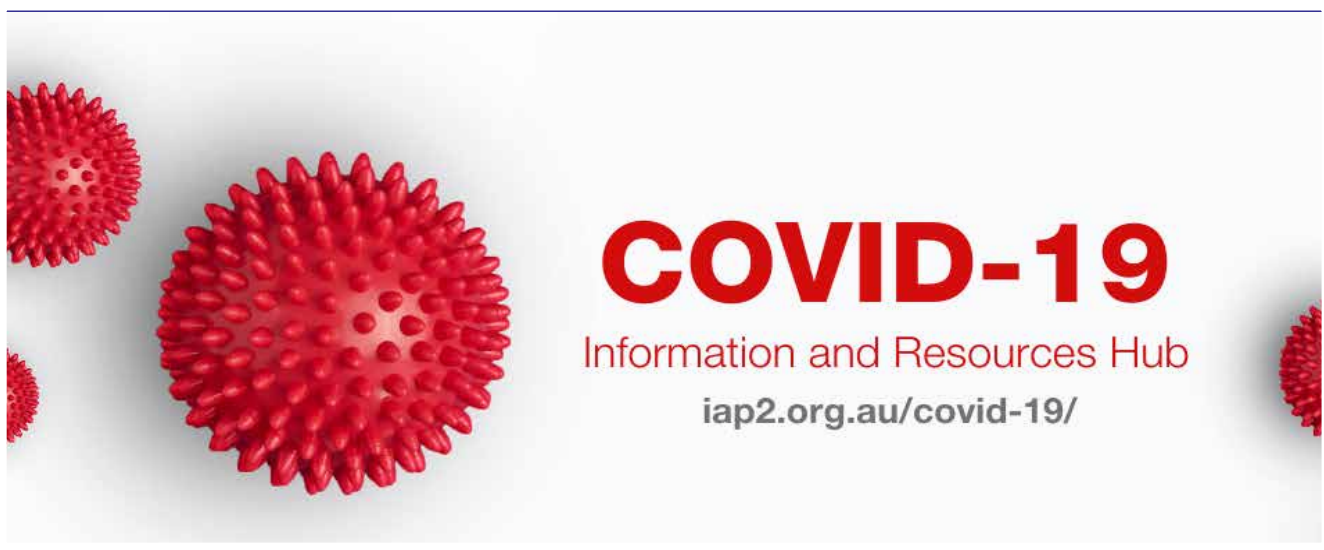
13

Resources

The engagement community also shared some really useful resources; toolkits, check-lists, guides and research, including a podcast episode 'Engagement for Disaster Response and Recovery' with Anne Leadbeater OAM.



Visit the Fire Recovery Hub



COVID-19 HUB

These are the times that engagement professionals were built for.

As we all try to adjust to the challenges of virtual and online engagement during these uncertain times, the IAP2A Board and team have been busy developing and collating resources to help guide you through some of the questions around technology and engagement.

Information and Resources Hub

The IAP2A team developed a one-stop-shop hub for members to provide tools, articles and webinars to help navigate the challenges COVID-19 presented to the community engagement profession.

The COVID-19 hub contains a solid list of free resources and information sheets – on topics such as digital engagement, adaptive tools, engaging from home, honest conversations and reaching vulnerable people during COVID-19 - to help engagement professionals innovate and stay connected to communities during this time.

Thank you to all of our engagers who have generously shared their own information resources to the hub, participated in webinars and attended our virtual events.

Visit the COVID-19 Hub



Max Hardy

THE STUPID QUESTIONS WE ASK....

With Max Hardy

You would recall a teacher, or lecturer, or someone, telling you there is no such thing as a stupid question. That may be true in some contexts, but I have been concerned for many years about the stupid questions asked by project teams about the progress of their 'community engagement' (especially in regard to infrastructure or urban planning projects).

Take for instance a debrief after a workshop or meeting or open house session with members of the community. Here are some questions, and my thoughts about them:

What went well? Not too silly a question, but it is when we haven't agreed what 'going well' actually means. Upon further examination, 'going well' can be understood as:

- Did we look like we could answer any question put to us or defend any criticism?
- Did the meeting proceed as planned? Did we stick to the agenda?
- Was the meeting civilised, or even somewhat pleasant?
- Is there any reason why we can't just keep ploughing ahead with the project?

Of course, if those are the questions team members are really asking, you can easily imagine what the questions 'What didn't go so well?' and 'What can we do better?' actually mean as well.

So, what's wrong with these questions? Why are they stupid? Basically, it comes down to the behaviour it encourages, and, as a result, the kind of dynamics they produce. Firstly, the focus is all about us and how comfortable the team is feeling. It's about how clever we look, and how much we know. It's about how convenient things are or how comfortable we feel as a result of interacting with members of the community.

Asking these questions is fateful. It will change how the team behaves and how they prepare. We focus more on trying to ensure we have an answer to every question, rather than being curious about what matters to people. It means we are more committed to getting through an agenda on time, then building rapport. It encourages the team to try to hose down any emotion being expressed, rather than demonstrating empathy. It also means the team is likely to be 'defensive' than open. Generally, it will also make members of the community more frustrated, if not angry.

I'd like to offer some better questions. Try them out. See what happens.

As you prepare for a meeting or interaction with members of the public, how about asking yourselves questions like this?

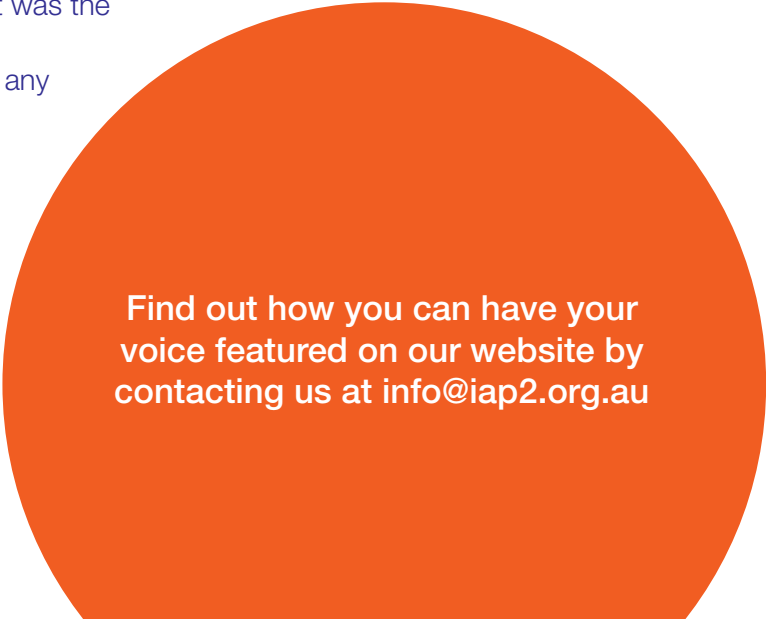
- How much can we learn from the community today?
- How can we let people know we value their attendance and contribution?
- How might we be able to better understand the aspirations and concerns of the community?
- How can we share information in a way that is helpful?

Just imagine, for a moment, what kind of behaviour this would encourage, how you might prepare for a meeting, and how it might influence the agenda.

Ok – I've given you time to think about that. So, let's now think about the questions you could ask as you debrief a session you've held. What about these?

- What was a high point in the session today? What was the most confronting, or disturbing moment?
- Did anything occur today that surprised us? Were any of our assumptions challenged?
- How much, and what, did we learn today?
- What would we consider the key messages from today?
- What might we do to follow up on what happened today?
- What might we do differently to strengthen our relationship with this community?

That will do for now. Just remember, our questions are fateful.



Find out how you can have your voice featured on our website by contacting us at info@iap2.org.au

Sign up for Engagement Matters e-newsletter



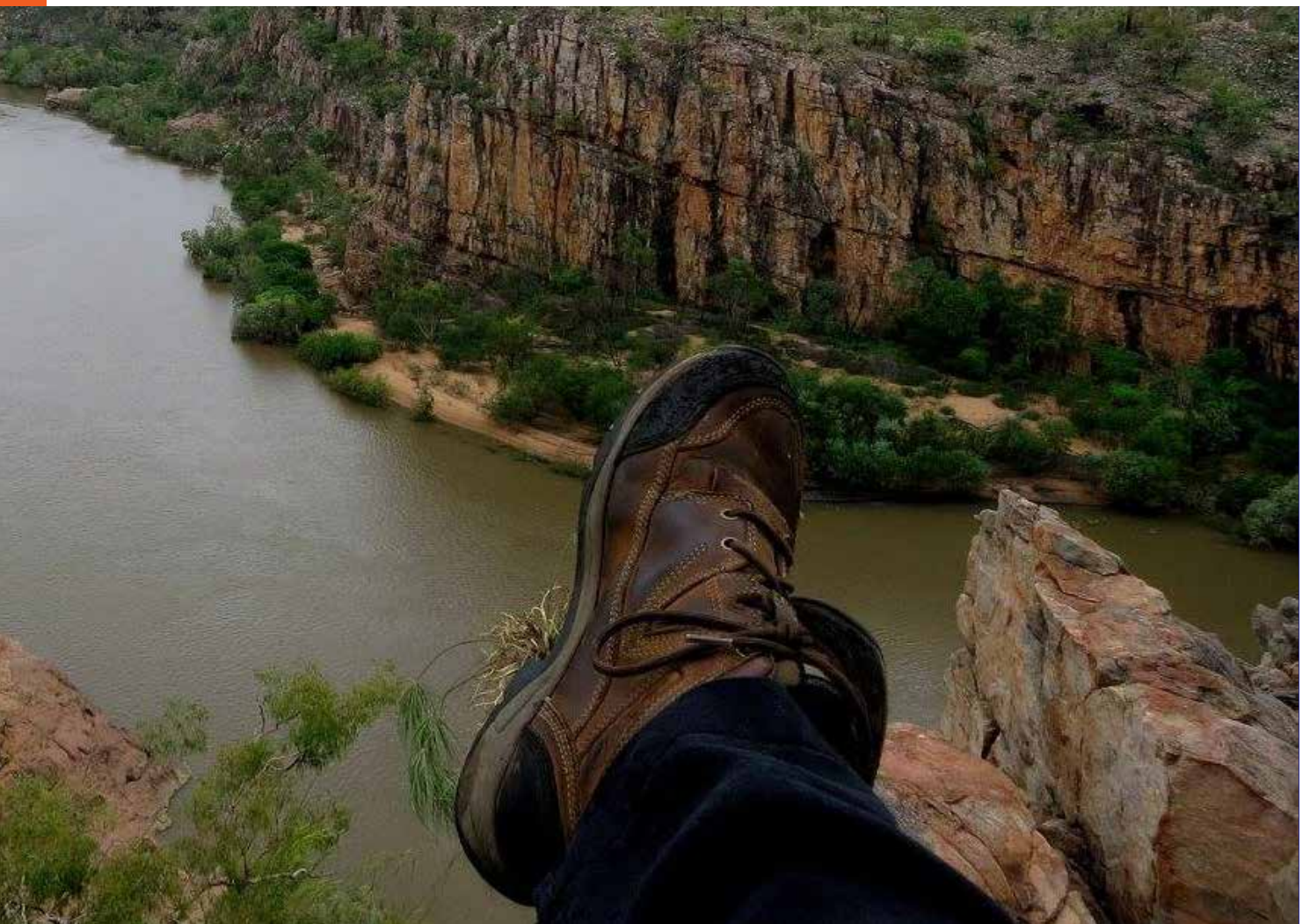
Pats lookout (Katherine Gorge), Nitmiluk National Park NT

WHAT DID YOU HAVE TO SAY?

Clare Pearce shares her community engagement training story, and how it has helped her.

Community engagement has taken my career to so many different places over the years. I have been lucky enough to have been employed as a weed management officer, scientific research technician, park ranger, wildlife ranger, horticulturalist, nursery manager, community engagement officer and environmental educator. In-between times I've been a parent, a scout leader, made coffee, cleaned houses, sung songs, sat on committees and been part of many different community organisations. Community Engagement has been at the basis of just about everything I have ever done and has gifted me with some incredible experiences.

Community engagement has been at the basis of almost every job I have ever had and I am just about to move to Alice Springs to take up a dream role as manager of the community engagement and volunteer programs for the Department of Tourism, Sport and Culture. For me, this is a chance to be able to really influence the way that people interact with and feel comfortable in their environment. Being able to say that I hold a Certificate in Engagement gave me a real head start when I applied for this role.



While I have always worked in jobs that require a high level of community engagement, I didn't really understand what I did until I was able to unpack it with skills gained through my participation in the IAP2A Certificate in Engagement. Having a better understanding of the theory that underpins what I do every day has meant that I am better able to answer the needs of the communities that I work with. The certificate is also becoming a qualification recognised by industry as one that gives practitioners a solid skill set that enables them to operate in the incredibly varied world of community engagement.

Being able to better engage with the people that you work with gives you the ability to help them change their world.

I have stood on the edge of the Nitmiluk escarpment with a lady who was afraid of heights and watched her as she marvelled at the view down into the gorge. I have chatted about crocodiles with kids who have lost relatives to croc attack. I have had my own environment brought to life again as I explored the world with children and I have watched people cry as they stared up at the stars on a cold, clear night.

Who am I?

Hi, I'm Clare and I connect community to country.

Find out more about the IAP2A Certificate in Engagement



2019 Sydney Local Network Event

LOCAL NETWORKS



21

Pillar events

The financial year ending 2020 saw a total of 49 IAP2 Australasia Local Network Events held. Of these, 21 were “**Pillar**” events – with a theme or concept, or events held in collaboration with a host, partner or presenter. A total of 669 attendees were present at IAP2 Australasia Pillar events.

A further 28 events held were social “**In the Trenches**” and informal networking events, with a total number of 246 attendees.



28

In the Trenches
Events

April saw the launch of the “**Your Virtual Place**” events. A concept initially launched into 6 geographic groups held fortnightly, before being condensed into 3 groups, held monthly from June.

Your Virtual Place was created in response to the COVID-19 pandemic, to ensure engagement professionals had opportunities to connect and network in the midst of unprecedented challenges. Two highlights were working in partnership with the Australasian Women in Emergencies Network, and the City of Canterbury-Bankstown collaboration on Online/Digital engagement.



1,160

Attendees

A total of 245 people attended Your Virtual Place events, between April and June.

COMMUNITIES OF PRACTICE

April saw the launch of the member-led Communities of Practice, across four industry segments – Infrastructure, Environment & Sustainability, Emergency Management and Health Services (launched in May). The groups self-source their speakers and presenters on topics and matters of interest. These were attended by a total of 334 members.

SPEAKING OPPORTUNITIES

There were many highlights of speakers and presenters amongst the 21 pillar events:

- ***Engaging Changing and Growing Communities*** - hosted by Lendlease in partnership with Landcom and Penrith City Council and presented by Anna Petersen – Executive General Manager Communication and Policy, Landcom, Clare Baker – Strategic Engagement Manager, Lendlease Property Building and Carlie Ryan – City Deal Manager, Penrith City Council.
- ***Practitioner Well-Being Event Melbourne*** - hosted by John Holland and presented by Joel Levin – Aha Consulting, IAP2A Director and IAP2A Trainer.
- ***NZ Transport Agency Te Ara Tupua. A Partnership of Tupua Standards, Wellington NZ*** - presented by Joel Rowan NZTA Wotahi – Communications and Engagement Manager.
- ***Australasian Women in Emergencies Network Collaboration:***
 - “Leading Yourself and others through times of Disruption” NZ*** - presented by Jolie Wills – AWE Network, Co-Founder and Director of Hummingly.
 - “Inclusive Community Engagement” NSW/ACT*** - presented by Associate Professor Michelle Villeneuve – AWE Network, University of Sydney.
 - “How to Engage when traditional practices are no longer an option: Innovations and frustrations” SA/NT*** - presented by Tracy Grime – Community Engagement and Programs Coordinator SA Country Fire Service, AWE Network.
 - “When is a pandemic not a pandemic?” QLD*** - presented by Sioux Campbell – Disaster Management Resilience Officer Cairns Regional Council, AWE Network.
 - “5 Things I’ve learned about Community Engagement in disaster recovery” VIC/TAS*** - presented by Michelle Dunscombe – AWE Network/Community Development Practitioner Jeder Institute.
- ***City of Canterbury-Bankstown Collaboration: Digital Engagement: Offline to Online – How to Digitalise*** - presenters from City of Canterbury-Bankstown included: Anston Ratnayake – Community Engagement Officer and Sam Noakes – Creative Digital Engagement Officer.

Find out more about IAP2A Local Networks

PLAN YOUR BRISBANE

2019 Core Values Awards Project of the Year Winner

Brisbane City Council and Articulous' **Plan your Brisbane** was an innovative community engagement program about the future of Brisbane and how the city will accommodate 386,000 more residents by 2041.

The largest planning engagement exercise conducted by a local government in Australia, **Plan your Brisbane** was part of Council's commitment to develop a community-led charter of principles that would guide the city's future.

Involving more than 277,000 interactions and generating more than 100,000 contributions, **Plan your Brisbane** reached residents from every suburb in the Brisbane local government area from September 2017 to April 2018. One in five households participated in the citywide conversation about Brisbane's future, including important questions about trade-offs and priorities, such as:

- Affordability - How can we make sure housing is affordable for everyone when demand is high and space is limited?
- Lifestyle - As our city grows, how do we keep it liveable and friendly while creating new lifestyle and leisure opportunities?
- Transport - How do we make getting around Brisbane easier not harder, with more people choosing to live here?
- Greenspace - How can we create greenspace and leisure areas with more people and limited land?

A three phased engagement program, based on pre-engagement workshops and focus groups with residents to guide the process, tackled the complexities of growth from a grassroots citizens approach, using structured question design.

Plan your Brisbane delivered 20 types of engagement activities, including an online game, a series of deep-dive forums to tackle complex questions, and surveys, generating more than 15,000 unique ideas by everyone from primary school students to senior residents. The engagement activities featured:

- the first intergenerational forum for planning ever held in Queensland, which included representatives from millennials to retirees
- a digital gamification tool and game survey that achieved greater reach than any previous engagement tool of its kind
- more than 100 pop-up events across the city, generating more than 6,000 resident interactions
- a student postcard competition that received almost 2,000 entries from 93 schools
- a mobile film competition with films by residents voted on by other residents
- industry roundtable sessions
- a series of online and hard-copy surveys
- 32 school workshops with more than 900 students.

Plan your Brisbane community engagement has created a legacy of community-driven ideas about how to plan for the future and informed the charter of principles, Brisbane's Future Blueprint. The blueprint outlines eight principles and 40 actions to help ensure our city thrives as a friendly and liveable place for future generations. Brisbane's Future Blueprint is underway and represents Council's continuing commitment to the community.



Members from Brisbane City Council and Articulous

**Core Values Awards 2019
Winner:**
International Project of the Year,
Australasia Project of the Year,
Planning Project

“Winning 4 awards in 2019, including the IAP2 project of the Year awards for Australasia and International was an incredible honour.

The awards recognise the power of tailoring a mix of methods to different challenges and communities.

It recognised the possibility of engaging large audiences of up to 1 in 5 households in a city, and doing that through a mix of deep dive work, creative expression and gamification. It also recognises the importance of undertaking engagement that leads to genuine decisions thanks to the commitment of our client decision-makers who genuinely want to understand and respect their community members.

Most importantly, the awards recognise the passion and dedication of our staff. They’re both brave and collaborative with our clients.” **Amanda Newbery, Articulous**

Check out the 2019 Core Values Awards winners



IAP2A conference 2019 delegates

2019 AUSTRALASIA CONFERENCE

Nathan Connors shares his reflections from the 2019 IAP2 Australasia Conference.

The 2019 IAP2 Australasia Conference delivered more than just a stellar program of workshops, break-out sessions and keynotes, instead, it provided yet another opportunity to observe a mature and professional community-of-practice in action.

Focusing on the theme of unlocking engagement to build trust, connection and potential, this year's conference for me, told the story of growth.

Growth of a sector and profession, growth in individuals skills and capabilities, growth in the competitiveness of project teams and, the arrival of community engagement as a critical practice for functioning 21st Century democracies.

If you weren't able to attend, some notable highlights included sessions on 'Indigenous and Cultural Diversity' and 'Cross-Cultural Engagement'; an introduction to a new 'Infrastructure Engagement Excellence Framework'; an exploration and soul searching on why young people 'don't give a sh!t' and what to do about it; as well workshops on everything from how to use 'digital engagement to build trust and transparency' to 'planning for future engagement techniques'.

But beyond the conference program itself, it was the story of growth which summarised the overall success of the event.

Wearing my hat as a new IAP2 board member, I thought I would briefly touch on three key areas which I believe highlight the success of this year's conference and supports this story of growth.

Young and Emerging Professionals Network

Firstly, it's hard to ignore the success and amazing turnout at the Young and Emerging Professionals Mixer.

It seems as though word has got out about our exciting industry and the attendance at this year's mixer highlighted just how successful we are at attracting new faces and the brightest minds to our profession.

Fostering this emerging practitioner community is essential to the growth of the profession and it was absolutely fantastic to see this new wave of professionals seeking to learn from those whose careers have helped shape the industry.

It is this fostering of a community-of-practice which is heartening to see and if we are to continue to embed community engagement as a fundamental pillar of our societies then it is the young and emerging workforce who will drive the future of the profession.

Great to see so many new faces, as well as the willingness and openness of seasoned professionals to help drive and support new career professionals.



IAP2A conference 2019 delegates

It's like sport out there

When you look at the quality of projects being delivered by teams, it feels much more like a sport than it does community engagement.

In fact, I would argue that this competitive drive within our industry and amongst peers is having a massive impact on the success of projects.

With so many good examples of best-practice community engagement now being delivered, each and every project finds itself elevating to the competitive challenges of thorough and thoughtful project delivery.

This is evidenced by the quality of this year's award winners!

A big congratulations to all Core Value Awards Winners, in particular, Queensland Urban Utilities for taking out the Australasian Organisation of the Year award and Brisbane City Council and Articulous for winning the Australasian Project of the Year.

My sense of things is, if we all keep looking over the fence, continue to borrow and learn from each other's playbooks and keep up with the rapid changes to practice and community expectations, then community engagement as a sport will become even more exhilarating to participate in both as a practitioner and also as a valued stakeholder and member of the public.



IAP2A conference 2019 delegates

Australasia is leading the charge

After attending my first board meeting as a new board member, I can safely report that IAP2 Australasia is leading the charge globally in growing the community engagement and public participation sector.

As members of IAP2, it's useful to remind ourselves that behind the scenes there are many initiatives underway to help strengthen and grow our industry.

Whether it's executing the International Change Initiative, developing best-practice industry trainers, engaging with partners to explore new areas of practice and strengthening our marketplace, investing funds into research or helping to establish IAP2 International, I think we can all feel reassured that IAP2 Australasia is working tirelessly to support its members.

It's an absolute privilege to be on the board of an organisation which values its members so much and I feel the continued growth of the sector and profession is in the very safe hands of our CEO Marion Short and all the staff at IAP2.

I look forward to working with the new Board under the Chair of Tony Clark to continue to drive the organisation to deliver for its members.

On a final note, the program and the people who attended this year's conference, all helped to showcase just how far public participation has come as an industry.

I get the sense that our work has never before been taken so seriously by industry, government and the community.

Our practice and sector is a fundamental underpinning of successful 21st Century democracy and society and we should all be applauded for driving the agenda and growing a fantastic community of practice along the way.

[Find out more about the 2021 Australasia Conference](#)

2019 NEW ZEALAND ENGAGEMENT SYMPOSIUM

Jo Wilkins shares her learnings and reflections from the NZ Symposium 2019.



IAP2A NZ Symposium 2019 delegates

A great way to start the NZ Symposium on Monday morning listening to Arapata Reuben tell stories about Ngai Tuahuriri values, tikianga and kawa. Arapata gave an interesting example relating to working through a plan change: the Council Planners have different ideas to how the whanau want to plan their living areas, to have true intergenerational living arrangements – these ideas needed more korero.

Our post-lunch walking tour took in some interesting engagement stories as we followed the Otakaro river through town listening to Chris Mene talk to us about pop-up spaces, family gardens, community social enterprises, revitalised areas, cool new buildings, great artwork and fun installations. One of the main reasons to come into the Central City is the Margaret Mahy Playground – the largest playpark in the Southern Hemisphere, a great example of what can be achieved when children are involved in community engagement.

We also paused at the National Earthquake Memorial and were reminded that sensitive subjects require delicate community engagement.

Monday afternoon continued with a masterclass from Michelle Feenan on Engaging in Indigenous and Culturally Diverse Environments. We considered differing world views and cultural competence.

Monday then concluded with some well-earned welcome drinks.

An early start for some of us on Tuesday morning with a breakfast at Turanga hearing a bit about 'Your Library, Your Voice'; how all the ideas were realised; and how the weaving of the cultural stories are embedded in the fabric of this fabulous building.

Back at base, Donna Marshall, our IAP2 Board Chair, welcomed everyone formally and we cracked on with an ice breaker to start the day, moving around NZ (and beyond): from where we're from, to where we love, to where we work...

It'll be great to see some commitment beyond the symposium; convening and attending local area networks.

Keynote, Anya Satyanand, expressed how our work is important as part of a bigger social movement. Young people are going to be taking on some of the world's biggest problems – there's never been a more important time to involve young people in community engagement and decision-making.

Up next: Shelley Crestani with 'We didn't see that coming' OR 'How to avoid engagement flops!' Take-aways from Shelley included:

- Remember to be independent
- It needs budget
- Draw out the insights
- Understanding the climate (of the community)
- Do your homework
- Ask the right questions
- Finally, are you brave?

Breakout I: Danny Pouwels from Stantec took us through Tactical Urbanism and how it can be used to stimulate debate, change behaviour and gather feedback.



Chris Mene, IAP2A NZ Symposium 2019

Breakout II: Michelle Feenan helped us to effectively Manage Complex Engagement.

Sylvia Smyth and Rachel Puentener spent some time telling us about The How Team and their work in New Brighton. One of their main challenges...keeping everyone on task to address the HOW (not get caught up in the WHAT).

We celebrated the IAP2A Project of the Year with NZTA's Aimee Brock, who took us through this major infrastructure project and its many complex elements.

Shout out to the wonderful working group, pleasure putting together this symposium with you all (Chris Mene, Janet Luxton, Ray Tye, Claire Fletcher, Jen Scott, Caroline Lim and Stephanie MacDonald) and also a mention to the sponsors who kept us going digitally (Bang the Table), sustainably (Just Add Lime) and with caffeine (Stantec).

Find out about the 2021 NZ Symposium





“We advocate for all communities to be authentically engaged in decisions that affect them to improve social, environmental and economic outcomes.”



IAP2A GOES VIRTUAL

The COVID-19 challenge accelerated the need for IAP2 Australasia to move our training offerings online. As a result, IAP2A training is now accessible to more engagers than ever before.

Following a dedicated effort by IAP2A Trainers and staff, the first IAP2A training course was delivered in the digital realm in May - in time zones from Perth to Christchurch. This has allowed participants to make connections with people across the regions as well as engage in IAP2A learning - even while in lockdown and beyond.

“The delivery was well beyond expectations, and frankly, a new benchmark for online engagement.” (Digital Engagement Essentials participant May 2020)

Gearing up for online and digital delivery in such a short timeframe was no mean feat. Achieving this involved adapting face-to-face course materials and delivery, setting up a new Learning Management System so participants could access information, manuals, case studies, workbooks and videos, and supporting new technology, such as Zoom. The results have meant our members can still complete their IAP2A Certificate in Engagement, even constrained by the effects of the virus.

Initially piloting Engagement Essentials, the IAP2 team and trainers embarked on a continuous learning journey, perfecting the art of digital delivery of courses, and setting up for success in online learning for participants and members.

What does it mean for you in the future?

Digital learning is here to stay. The ability to deliver the same quality learning experiences via virtual delivery means we can offer both face-to-face and digital courses, allowing members a choice of delivery method. We are also exploring a combination of online self-paced learning and our virtual classroom, to offer even more variety of choice in how, when and where you can access IAP2A courses and development opportunities.

[View upcoming training dates](#)

INTERNATIONAL CHANGE INITIATIVE

Kylie Cochrane, Chair, IAP2 International provides an update.

I'm pleased to report that despite COVID-19, IAP2 as a global organisation and all of our regions are strong and vibrant.

We've successfully pivoted our training to online. In the US, Canada and Australasia we've kept our IAP2 communities connected through many professional development webinars and online forums. And, an IAP2 first, the North American conference was held via Zoom.

Our change journey continues with a focus on key strategic initiatives in the areas of advocacy, DEI and practice development.

- We continue with our work on harmonising our training materials and supporting regions and trainers to roll out this new approach by mid-2021
- There is ongoing support for our emerging region in Latin America. This work also forms the basis of materials and guides for future potential IAP2 regions
- Our relationship with the UN continues as we work towards achieving an International Year of Participation
- We've received the results of our diversity, equity and inclusion audit. We've formed a new global DEI committee and will hold the first meeting next month

My sincere appreciation to all our board members, other member volunteers, staff and trainers for their generous spirit of collaboration and support as we continue our change journey towards a sustainable, financially viable and truly global IAP2.

THANK YOU

Thank you to our stellar group of trainers for supporting IAP2 Australasia Training as we all rapidly entered the digital training realm in 2020. Your expertise and perseverance is appreciated by the many participants – past, present and future – completing IAP2 Australasia training (virtual delivery). Without your dedication and hard work, it would not have been possible.



IAP2 Australasia trainers at the March 2019 Trainers Forum.



“The pace and mix of tools that allowed interaction between participants meant that the day was enjoyable and engaging.”

DIGITAL ENGAGEMENT ESSENTIALS PARTICIPANT MAY 2020

“The facilitation was really well managed. This meant the pace felt right, and we really got a lot done in the time we had.”

DIGITAL ENGAGEMENT DESIGN PARTICIPANT MAY 2020

“I think the digital environment enabled us to collaborate more than in a class room setting, because we got to use the jam board and annotate the slides with [the trainer].”

DIGITAL ENGAGEMENT ESSENTIALS PARTICIPANT MAY 2020

“Again, the IAP2 team has knocked the concept of online training out of the park. Well and truly beyond expectations for an online training.”

DIGITAL ENGAGEMENT DESIGN PARTICIPANT MAY 2020

NEW RESOURCES

Have you discovered IAP2 Australasia's new resources! From webinars, interviews, podcasts and virtual local network events, there is something for everyone!



#IAP2TV & TALES WITH GIANTS

Bringing you new videos with wisdom, tips and food-for-thought from our 'Giants' in the industry, Core Values Awards winners and finalists and general interest pieces from the studio.

First up, we had episode 1 of our Tales with Giants series, "Wellbeing and the Engagement Practitioner" with Joel Levin.

And we were 'in the studio' with Rebecca Spencer, as she shared her thoughts on managing burnout as an engagement practitioner.

WEBINARS

Keep on engaging! This was the theme for the IAP2 Australasia webinars that launched early 2020. With topics covering: tips for engaging and adapting during COVID-19; keeping it human; engaging with multicultural and minority communities; engaging with integrity in Aotearoa and understanding and engaging with Aboriginal and Indigenous culture and community; and the road to recovery - community engagement's new normal.

IAP2A members can catch up on these via the member resources on the website.



View our collection of virtual connection resources

PODCAST

Did you know that IAP2A launched a podcast? IAP2 E2 presents an audio recording of our webinars, so you can catch up on what's new and current in Australasian community stakeholder engagement while in the car, exercising, or wherever you like to indulge in the odd podcast or two.

Topics include, deliberative democracy; engaging in the COVID-19 environment; keeping culture; sharing stories with Craig Foster; and engagement for disaster response and recovery. Search "IAP2" in iTunes or Spotify to catch up on past episodes.



YOUR VIRTUAL PLACE

What's on your mind?

With social distancing restrictions introduced in 2020, it was important for IAP2A to provide a safe and social space for the engagement community to stay connected and share stories, tips and ideas with one another.

'Your Virtual Place' - IAP2A's virtual local network forum was introduced, your virtual hub to connect with engagement professionals in the IAP2 network during your lunch break.



FROM OUR COMMITTEES

Professional Development Committee

Amy Hubbard

Most of our time this year has been spent on translating our training into a digital format and working with our trainers to build their online delivery skills and confidence. It has been a very successful process and the trainers have really risen to the challenge; adapting very quickly to the new delivery mode.

Other initiatives we're currently working on include the development of short courses; the global learning pathways to align IAP2 training around the world; the tertiary accreditation project; and a partnership with RMIT University focusing on community engagement pedagogy in higher education.

There's so much going on for this little committee - reflecting the desire of our members for new skills, knowledge and networks. Do you have an idea or a question? Please get in touch.

Member Value Committee

Lance Brooks

At the beginning of this year, the IAP2 Australasian board, established the Member Value Committee. Its purpose being to ensure that as a member based organisation we are continually striving to be both aware of and respond to our members' needs. What a year we have had, and much praise and appreciation must go to our CEO Marion Short and her dedicated team who have done a brilliant job in continuing to provide quality member services and training throughout this most difficult of times.

The online training and webinars have been a great success and have attracted a great deal of interest and support from our member base and both are assured of remaining a part of our member offer into the future. The Local Networks have continued to operate and provide important feedback and a big thank you goes out to Matthew Buxton for his leadership and coordination and to all those who have so generously contributed throughout the year.

Looking to the future the Member Value committee will continue to provide strategic advice and input across all current member related activities and future initiatives, including Training and Education, Building Connections and networks, Informed learning practices and a future post nominals program.

On behalf of all our members, I would like to acknowledge and thank Allen Rodwell, Joanne Wilkins and Amy Hubbard for their generosity of time and their passion and commitment to IAP2, their advice, insights and understandings have been invaluable throughout this year.

Advocacy Committee

Penny Townley

The Advocacy Committee was formed this year to advance the profession by raising awareness of the value of engagement with key stakeholders. The Committee works with the IAP2A Research Working Group which is comprised of dedicated and hardworking volunteers. Key advocacy projects over the last year include:

- Supporting the Next Generation Engagement Program, Australian National University with IAP2A members participating in industry surveys and contributing to the infrastructure engagement excellence framework presented at the IAP2A 2019 national conference.
- Corresponding with the Victorian State Government on its initiative to consult on the Draft Public Engagement Framework.
- Identifying how IAP2A can support engagement professionals on the implementation of the Victorian Government's Local Government Act 2020, which calls for the development of a Community Engagement Policy, including deliberative engagement practices.
- Agreeing to partner with the Public Relations Institute of Australia and the International Association of Business Communicators, as part of the Australian Communications Advocacy Group, to advocate for fairer fees for Arts and Humanities, in response to the Australian Government's proposal to increase student contributions by 113%.
- Continuing to progress advocacy for an International Year of Participation to be declared by the United Nations; working collaboratively with IAP2 globally, governments and global civil society organisations.

Thanks go to all the volunteers who supported the advocacy initiatives.

The initiatives of 2019/2020 will continue into the coming year, with other relevant opportunities identified. We look forward to advocating for the profession and measuring our performance through the next IAP2A Community Survey.

Research Working Group

Dr. Helen Christensen - Chair | Dr. Robyn Cochrane - Deputy Chair

The IAP2 Research Working Group was established in October 2018 with the purpose of supporting IAP2A in the delivery of its strategic research objectives. The Committee currently comprises 12 members who have skills and expertise across different research areas and methodologies. Members are located across Australia and New Zealand and work in higher education, local government, state government and the private sector.

The Committee has developed a Board-endorsed Research Plan which guides its work, subject to available resources and capacity. In 2019/2020 the Committee administered the annual Community Survey which was a refined version of the surveying instrument designed and administered in 2018. This approach ensures consistency in tracking satisfaction, performance and recording of member needs and concerns. As well as providing input and feedback on IAP2A research related activities, the Committee also commissioned the development of a Case Study Template to document examples of good engagement practice as a resource for members. In 2020/2021 the Committee will continue its work with the Community Survey, start producing case studies using the new Template and investigate research avenues to explore the professionalisation of community engagement practice.



MEET THE BOARD

“ Where do you hope to see the engagement practice in future years?



TONY CLARK

The value that engagement brings to our community and those who bring us together should be recognised. In years to come post-nominals will add real and tangible value to our members and our work to make our community that much better. It will lift standards and consistency which ultimately improves us as a profession and our community as a whole.



MANDI DAVIDSON

I hope to see our use of data evolve. I'd like to see the information we're capturing used not just to justify the rigour of our processes, but to build up a really rich picture of the communities we're engaging with to inform better approaches and make participation more meaningful to people.



LANCE BROOKS

I envisage a time where there is universal acceptance of IAP2 as the peak body in the Community Engagement space where all companies, organisations and governments seek to implant the quality assurance standards within all community and stakeholder engagements.

I also see IAP2 as a committed and passionate members organisation that provides great value to all members, whether it be in the quality provision of training and accreditation, the advocating across all industries for our core values and principles or in providing career, networking and social opportunities for our members.



KYLIE COCHRANE

Within five years I would like to see engagement recognised as a highly sought after technical discipline, backed by solid research and community data.



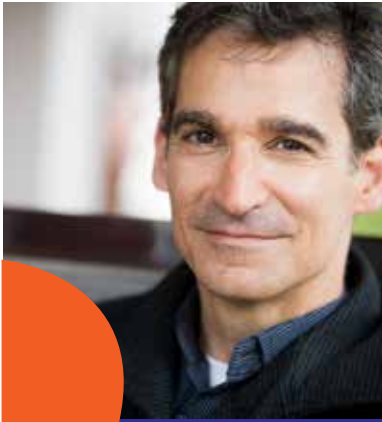
NATHAN CONNORS

In the future, I hope community and stakeholder engagement is a mandated practice for government and equally demanded by the public. Ensuring that the public knows they have the right to be involved and making that opportunity accessible is key.



AMY HUBBARD

It will be core to all public policy and planning processes; moving beyond communications-led engagement to an ongoing, meaningful and inclusive dialogue with the community.



JOEL LEVIN

I look forward to seeing the continued professionalisation of the practice. I am also excited about building the global network of professionals. At times Engagement can feel like a lonely role, so ensuring members feel connected to the global movement of people that are pulling societies in the same direction is important.



ALLEN RODWELL

As communities become better informed and more interested in infrastructure projects that have the potential to impact them, there will be a greater emphasis and demand for high quality engagement. The recognition of engagement as a technical discipline and the professionalisation of the practice led by IAP2, will see engagement continue to play a more prominent role in the construction industry for many years to come.



PENNY TOWNLEY

Considering and involving communities in decisions that affect them will be an intrinsic part of any decision making across all levels of government, industries and professions.



JO WILKINS

2020 has been such a curve ball for us all, but I think several things related to our profession have come through strong and will continue to be important in the coming years. Firstly, the power and necessity of digital engagement – we've all got better in this space. Secondly, working differently and remotely – a reality for many. Thirdly, community disrupters and self-organising groups – we need to find the best ways to enable groups to be heard, but we also need to make sure we're inclusive to those voices we don't always get to hear.



Thank you to our
Board of Directors.

[Find out more about the Board of Directors](#)

ADVOCACY


We advocate for all communities to be authentically engaged in decisions that affect them to improve social, environmental and economic outcomes.

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.

We advocate for all communities to be authentically engaged in decisions that affect them through education and increasing awareness of authentic engagement and all its benefits, in alignment with the IAP2 Quality Assurance Standard for Community and Stakeholder Engagement.

\$29B
INCREASE 

Better functioning cities and towns could deliver a \$29B increase in GDP in the long term.

80% 
of Australians indicate it is important that government considers the views of the community when planning of investing in major infrastructure.

\$20B
Community opposition has contributed to the delay, cancellation or mothballing of more than \$20B of infrastructure projects in the last decade.

BUILD TRUST

82% of business said “communicating and engaging with stakeholders openly was seen as the most critical factor for building trust”.



NO. 1 RISK
License to operate is the No. 1 ranked risk – 2 years in a row.

4 IN 5



Tram Stops in Melbourne are not accessible to customers with a disability

Sources: Infrastructure Australia; Australian Institute of Company Directors; Ernst & Young



Financial Report Year Ended 30 June 2020

STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME FOR THE YEAR ENDED 30 JUNE 2020

	Notes	2020	2019
Revenue	(2)	3,806,351	4,297,957
Memberships costs		-	-
Training and event costs		(1,724,658)	(2,127,344)
Governance expenses	(20)	(36,914)	(75,238)
Employment expenses		(1,117,242)	(880,063)
General expenses		(783,070)	(574,777)
Surplus/(deficit) before income tax		144,467	640,535
Income tax expense	(1g)	-	-
Surplus/(deficit) for the year attributable to members		144,467	640,535
Other comprehensive income for the year		-	-
Total comprehensive income for the year attributable to members		144,467	640,535

STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2020

	Notes	2020	2019
Current assets			
Cash and cash equivalents	(4)	1,757,843	1,392,381
Trade and other receivables	(5)	251,642	504,624
Other financial assets	(6)	1,362,230	1,103,181
Total current assets		3,371,714	3,000,186
Non current assets			
Plant and equipment	(7)	773	5,478
Right-of-use assets	(7)	32,987	-
Intangible assets	(8)	190,288	127,832
Total non current assets		224,049	133,310
Total assets		3,595,763	3,133,496
Current liabilities			
Trade and other payables	(9)	1,413,598	1,171,215
Employee benefits	(10)	60,782	23,795
Lease liability and make good provision		19,788	-
Total current liabilities		1,494,169	1,195,010
Non-current liabilities			
Employee benefits	(10)	2,171	-
Lease Liability		16,471	-
Total non-current liabilities		18,642	-
Total liabilities		1,512,810	1,195,010
Net assets		2,082,953	1,938,486
Members' equity			
Reserve	(18)	208,570	208,570
Retained earnings		1,874,383	1,729,916
Total members' equity		2,082,953	1,938,486

The accompanying notes form part of the Financial Statements

Financial Report Page 2

STATEMENT OF CHANGES IN EQUITY FOR THE YEAR 30 JUNE 2020

	Notes	Special projects reserve	Foreign currency reserve	Retained earnings	Total
2019					
Balance as at 1 July 2018		200,000	8,570	1,089,381	1,297,951
Surplus/(deficit)		-	-	640,535	640,535
Allocation to reserves	(18)				
Balance as at 30 June 2019		200,000	8,570	1,729,916	1,938,485
2020					
Balance as at 1 July 2019		200,000	8,570	1,729,916	1,938,485
Surplus/(deficit)		-	-	144,467	144,467
Allocation to reserves	(18)				
Balance as at 30 June 2020		200,000	8,570	1,874,383	2,082,953

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2020

	Notes	2020	2019
Cash flow from operating activities			
Revenue and other receipts		4,445,214	4,654,525
Interest receipts		24,888	13,246
Payments to employees and suppliers		(3,733,708)	(4,115,977)
Net cash generated from operating activities		736,394	551,794
Cash flow from investing activities			
(Payments) / proceeds for intangible assets		(111,883)	(133,310)
(Transfer to)/proceeds from bank term deposits		(259,049)	(1,103,181)
Net cash provided by (used in) investing activities		(370,931)	(1,236,491)
Cash flow from financing activities			
Net cash used in financing activities		-	-
Net increase/(decrease) in cash		365,462	(684,697)
Cash at the beginning of the year		1,392,381	2,077,078
Cash held at the end of the year	(4)	1,757,843	1,392,381

NOTE 1 - STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

The financial statements were authorised for issue on 29 September 2020 by the Board.

Basis of preparation

International Association for Public Participation Australasia Ltd applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards. The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of 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. Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

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 currency is Australian dollars, and the amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting policies**New standards adopted as at 1 July 2019****AASB 15 Revenue from Contracts with Customers**

AASB 15 replaces AASB 118 Revenue, AASB 111 Construction Contracts and several revenue related Interpretations. The new Standard has been adopted as at 1 July 2019 using the modified retrospective approach. Under this approach, the cumulative effect of initial application is recognised as an adjustment to the opening balance of retained earnings at 1 July 2019 comparatives are not restated. In accordance with the transition guidance, AASB 15 has only been applied to contracts that are incomplete as at 1 July 2019. The adoption of this standard has not caused any material adjustments to the reported financial position, performance or cash flow of the company.

AASB 1058 Income of Not-for-profit Entities

AASB 1058 replaces AASB 118 Revenue, AASB 111 Construction Contracts and several revenue-related Interpretations. The new Standard has been adopted as at 1 July 2019 using the modified retrospective approach. Under this approach, the cumulative effect of initial application is recognised as an adjustment to the opening balance of retained earnings at 1 July 2019 and comparatives are not restated. The adoption of this standard has not caused any material adjustments to the reported financial position, performance or cash flow of the company.

AASB 16 Leases

The Company has adopted AASB 16 Leases retrospectively with the cumulative effect of initially applying AASB 16 recognised at 1 July 2019. In accordance with AASB 16, the comparatives for the 2019 reporting period have not been restated. The Association has adopted AASB 16 Leases retrospectively with the cumulative effect of initially applying AASB 16 recognised at 1 July 2019. In accordance with AASB 16, the comparatives for the 2019 reporting period have not been restated.

NOTE 1 – STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued).**Right-of-use assets**

A right-of-use asset is recognised at the commencement date of a lease. The right-of-use asset is measured at cost, which comprises the initial amount of the lease liability, adjusted for, as applicable, any lease payments made at or before the commencement date net of any lease incentives received, any initial direct costs incurred, and, except where included in the cost of inventories, an estimate of costs expected to be incurred for dismantling and removing the underlying asset, and restoring the site or asset.

Right-of-use assets are depreciated on a straight-line basis over the unexpired period of the lease or the estimated useful life of the asset, whichever is the shorter. Where the company expects to obtain ownership of the leased asset at the end of the lease term, the depreciation is over its estimated useful life. Right-of-use assets are subject to impairment or adjusted for any remeasurement of lease liabilities.

The company has elected not to recognise a right-of-use asset and corresponding lease liability for short-term leases with terms of 12 months or less and leases of low-value assets. Lease payments on these assets are expensed to profit or loss as incurred.

Lease liabilities

A lease liability is recognised at the commencement date of a lease. The lease liability is initially recognised at the present value of the lease payments to be made over the term of the lease, discounted using the interest rate implicit in the lease or, if that rate cannot be readily determined, the company's incremental borrowing rate. Lease payments comprise of fixed payments less any lease incentives receivable, variable lease payments that depend on an index or a rate, amounts expected to be paid under residual value guarantees, exercise price of a purchase option when the exercise of the option is reasonably certain to occur, and any anticipated termination penalties. The variable lease payments that do not depend on an index or a rate are expensed in the period in which they are incurred.

Lease liabilities are measured at amortised cost using the effective interest method. The carrying amounts are remeasured if there is a change in the following: future lease payments arising from a change in an index or a rate used; residual guarantee; lease term; certainty of a purchase option and termination penalties. When a lease liability is remeasured, an adjustment is made to the corresponding right-of-use asset, or to profit or loss if the carrying amount of the right-of-use asset is fully written down.

The Company has recognised a lease liability and right-of-use asset for all leases (with the exception of short-term and low value leases) recognised as operating leases under AASB 117 Leases where the Entity is the lessee. The lease liabilities are measured at the present value of the remaining lease payments. The Association's incremental borrowing rate as at 1 July 2019 was used to discount the lease payments.

The right-of-use assets for equipment were measured at its carrying amount as if AASB 16: Leases had been applied since the commencement date, but discounted using the Association's incremental borrowing rate per lease term as at 1 July 2019.

The right-of-use assets for the remaining leases were measured and recognised in the statement of financial position as at 1 July 2019 by taking into consideration the lease liability, prepaid- and accrued lease payments previously recognised as at 1 July 2019 (that are related to the lease).

NOTE 1 - STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued).

a. Revenue

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers. 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).

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. 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.

NOTE 1 - STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued).

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.

e. 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.

f. 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.

g. Income tax

No provision for income tax has been raised as the company is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.

h. 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.

i. 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.

NOTE 1 - STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (Continued).**j. Comparative figures**

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

k. 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.

l. 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.

m. 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.

NOTE 2 - REVENUE	2020	2019
	\$	\$
Sales revenue		
Event income	444,972	338,550
Membership income	686,494	491,009
Membership income adjustment for prepayments	(36,871)	(22,061)
Training income	2,505,455	3,357,014
Other revenue		
Interest	24,888	13,246
Other income	181,413	120,199
Total revenue	3,806,351	4,297,957

NOTE 3 - SURPLUS / (DEFICIT)	
Surplus / (Deficit) for the year has been determined after:	
Rental expense on operating leases	13,164

NOTE 4 - CASH AND CASH EQUIVALENTS		
Cash at bank and in hand - Australian	1,655,582	591,047
Cash at bank and in hand - New Zealand	102,261	801,334
Total cash and cash equivalents	1,757,843	1,392,381
	(13)	

NOTE 5 - TRADE AND OTHER RECEIVABLES		
Trade receivables	192,767	269,088
Provision for impairment	(24,133)	(12,870)
Prepaid expenses	45,555	191,936
Accrued income	37,453	56,470
Total trade and other receivables	251,642	504,624
Financial assets classified as trade and other receivables (note 13)		
Total trade and other receivables	251,642	504,624
Prepaid expenses	(45,555)	(191,936)
Total Financial assets classified as trade and other receivables	(13)	312,688

NOTE 6 - OTHER FINANCIAL ASSETS		
Term deposit	(13)	1,362,230
		1,103,181

NOTE 7 - PLANT AND EQUIPMENT			
Office equipment & furniture at cost	5,428	5,478	
Less accumulated depreciation	(4,655)	-	
Total plant and equipment	773	5,478	
Right-of-use asset	41,668	-	
Less accumulated depreciation	(8,681)	-	
Total right-of-use asset	32,987		
Movements in carrying amounts			
Balance at beginning of year	5,478	5,478	
Additions (disposals)	41,618	-	
Depreciation expense	(13,336)	-	
Carrying amount at end of year	33,761	5,478	

NOTE 8 - INTANGIBLE ASSETS	Notes	2020 \$	2019 \$
Website & CRM at cost		211,432	229,979
Less accumulated amortisation		(21,143)	(102,147)
Total intangible assets		190,288	127,832
Movements in carrying amounts			
Balance at beginning of year		127,832	-
Additions (disposals)		83,600	127,832
Amortisation expense		(21,143)	-
Carrying amount at end of year		190,289	127,832

NOTE 9 - TRADE AND OTHER PAYABLES		
Accounts payable	597,508	198,635
Payable to taxation authorities	(9,915)	25,663
Accrued employment expenses	40,232	16,849
Customer deposits	275,333	407,026
Prepaid membership income	307,220	272,349
Prepaid income other	21,080	42,625
Accrued expenses	54,950	111,528
Royalty payable	124,790	96,193
Other payables	2,400	348
Total trade and other payables	1,413,598	1,171,215

NOTE 10 - EMPLOYEE BENEFITS		
Annual leave	60,782	23,795
Long service leave	2,171	-
Total employee benefits	62,953	23,795

NOTE 11 - AUDITORS REMUNERATION		
Audit services	12,500	9,500
Other services	-	-
Total	12,500	9,500

NOTE 12 - CONTINGENT ASSETS AND CONTINGENT LIABILITIES
Contingent Assets
The company is not aware of any contingent assets as at 30 June 2020.
Contingent Liabilities
The company is not aware of any contingent liabilities as at 30 June 2020.

NOTE 13 - 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 2020. The totals for each category of financial instruments are as follows:

Financial assets	Notes	2020	2019
Cash and cash equivalents	(4)	1,757,843	1,392,381
Trade and other receivables	(5)	206,087	312,688
Other financial assets	(6)	1,362,230	1,103,181
Total financial assets		3,326,159	2,808,250
Financial liabilities			
Trade and other payables	(9)	819,880	423,552
Total financial liabilities		819,880	423,552

NOTE 14 - COVID19

The impacts of COVID-19 on the Association's staff, operations, revenue and costs, are being monitored by the Board. The management executive continues to provide the Board with regular reporting and where necessary, mitigation plans, to ensure the safety and well-being of all staff, as well as the ongoing ability of the organisation to provide continuity of service for all contracts and stakeholders.

NOTE 15 - 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:

Compensation paid and payable	2020	2019
	\$	\$
	288,239	278,473

NOTE 16 - EVENTS AFTER THE REPORTING PERIOD

There has been no matter or circumstance that has arisen since the end of the financial year that has significantly affected or may significantly affect the operations of the company.

NOTE 17 - COMPANY 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.

NOTE 18 - RESERVES

	2020	2019
	\$	\$
Special projects reserve	200,000	200,000
Foreign currency reserve	8,570	8,570
Total reserves	208,570	208,570

The Special project reserve are funds set aside for projects that are planned to deliver value to our members. The Foreign currency reserve records differences arising on conversion of New Zealand assets and liabilities to the functional currency.

NOTE 19 - 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 2020 is as follows:

Details of transaction	Amount paid (received) 2020 \$	Related member & position held with company	Related party & relationship
Training courses for staff at Aurecon	(2,959)	Kylie Cochrane (Director)	Aurecon (Employees) Continuing as Director
Royalty Payments to IAP2 International	348,019	Kylie Cochrane (Director)	IAP2 International Board (members) Continuing as Director
Receipts from IAP2 International towards IT System	(29,187)	Kylie Cochrane (Director)	IAP2 International Board (members) Continuing as Director
Amounts paid to RPS Mani's Roberts Pty Ltd for the delivery of training courses	37,720	Mandi Davidson (Director)	RPS (Employee) Continuing as Director
Event sponsorship	(5,000)	Mandi Davidson (Director)	RPS (Employee) Continuing as Director
Training courses for staff at RPS Mani's Roberts Pty Ltd	(2,950)	Mandi Davidson (Director)	RPS (Employee) Continuing as Director
Training royalties	(9,350)	Joel Levin (Director)	AHA Consulting (Director) Continuing as Director
Amounts paid to AHA! Consulting for the delivery of training courses	60,800	Joel Levin (Director)	AHA Consulting (Director) Continuing as Director
Consulting fees paid to Aha! Consulting	7,500	Joel Levin (Director)	AHA Consulting (Director) Continuing as Director
Training royalties	(2,750)	Kate Henderson (Director)	Mosaic Lab (Employee) Retiring as Director
Amounts paid to Mosaic Lab for the delivery of training courses	12,050	Kate Henderson (Director)	Mosaic Lab (Employee) Retiring as Director
Consulting Fees paid to Mosaic Lab	12,394	Kate Henderson (Director)	Mosaic Lab (Employee) Retiring as Director
Training royalties and entry fee for event	(21,634)	Helen Christensen (Director)	Helen Christensen Retiring as Director
Amounts paid to Helen Christensen for the delivery of training courses	53,900	Helen Christensen (Director)	Helen Christensen Retiring as Director
Consulting fees paid to Helen Christensen	500	Helen Christensen (Director)	Helen Christensen Retiring as Director
Outsourcing of finance team	98,087	Nunzio Giunta (CFO)	Giuntabell Pty Ltd (Director) Continues as outsourced Finance Team

NOTE 20 - GOVERNANCE EXPENSES

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

CERTIFICATE BY DIRECTORS OF THE COMPANY

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 – Reduced Disclosure Requirements; and
 - b. give a true and fair view of the financial position of the registered entity as at 30 June 2020 and of its performance for the year ended on that date.
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 29 September 2020

International Association for Public Participation Australasia Ltd

Independent auditor's report to members

Report on the Audit of the Financial Statements

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 2020, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion the financial report of International Association for Public Participation Australasia Ltd has been prepared in accordance with Division 60 of the Australian Charities and Not-for-profits Commission Act 2012, including:

- a) Giving a true and fair view of the Company's financial position as at 30 June 2020 and of its financial performance for the year then ended; and
- b) Complying with Australian Accounting Standards – Reduced Disclosure Regime 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 Association in accordance with 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.

Other Information

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2020, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

ACCOUNTANTS & ADVISORS

Level 20, 181 William Street
Melbourne VIC 3000

Telephone: +61 3 9824 8555

williambuck.com

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we concluded that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the 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 – Reduced Disclosure Regime and the ACNC Act 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 has no realistic alternative but to do so.

The Directors are responsible for overseeing the Company's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

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 the 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 this financial report.

A further description of our responsibilities for the audit of these financial statements is located at the Auditing and Assurance Standards Board website at:

<http://www.auasb.gov.au/Pronouncements/Australian-Auditing-Standards/Auditors-Responsibilities.aspx>

This description forms part of our independent auditor's report.

A handwritten signature in dark ink, appearing to read "William Buck".

William Buck Audit (Vic) Pty Ltd

A.B.N. 59 116 151 136

A handwritten signature in dark ink, appearing to read "A.P. Marks".

A.P. MARKS

Director

Dated: Melbourne 29th September 2020

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION S60-49 OF THE
AUSTRALIAN CHARITIES AND NOT-FOR-PROFITS COMMISSION ACT 2012 TO THE
DIRECTORS OF INTERNATIONAL ASSOCIATION FOR PUBLIC PARTICIPATION
AUSTRALASIA LTD**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2020 there have been:

- i. no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- ii. no contraventions of any applicable code of professional conduct in relation to the audit.



William Buck Audit [Vic] Pty Ltd
ABN 59 116 151 136



AP MARKS
Director

Melbourne: 29th September 2020

ACCOUNTANTS & ADVISORS

Level 20, 181 William Street
Melbourne VIC 3000

Telephone: +61 3 9824 8555

williambuck.com

William Buck is an association of firms, each trading under the name of William Buck across Australia and New Zealand with affiliated offices worldwide.

Liability limited by a scheme approved under Professional Standards Legislation.

(WB015_2007)





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