

ANNUAL REPORT 21/22



PARKS & LEISURE
AUSTRALIA

MELBOURNE, VICTORIA
- PHOTO BY PAT WHELEN, VIA UNSPLASH

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Les Munn

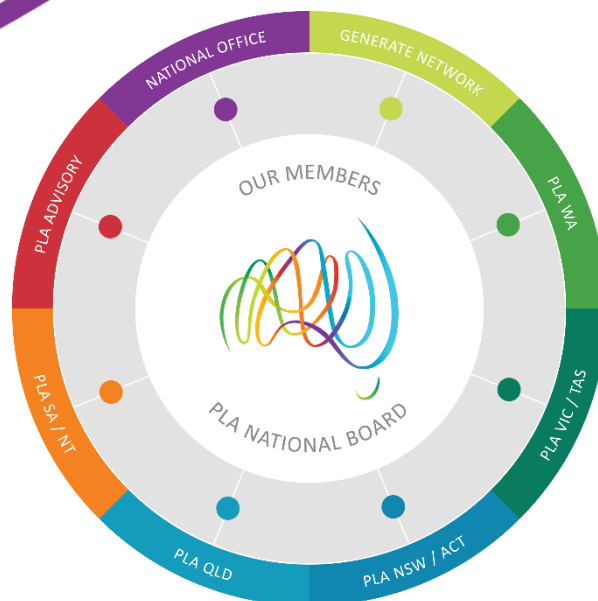
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NATIONAL PARTNERS

We sincerely thank our national partners for their support.





Welcome Back Parks and
Leisure Australia!
We are PLA – Better Together!.”

- Photo by Lachlan Ross
via Pexels

ACKNOWLEDGEMENT OF COUNTRY



In the spirit of reconciliation, Parks and Leisure Australia acknowledges the Traditional Custodians of country throughout Australia and their connections to land, sea and community.

We pay our respect to their elders past, present and emerging, and extend that respect to all Aboriginal and Torres Strait Islander peoples today.”



- Photo by Marley Clovelly
via Pexels

CONTENTS

NATIONAL PRESIDENT REPORT	6
FINANCE DIRECTOR REPORT	7
QLD REGIONAL REPORT	9
NSW/ACT REGIONAL REPORT	12
SA/NT REGIONAL REPORT	15
VIC/TAS REGIONAL REPORT	17
WA REGIONAL REPORT	19
PLA ADVISORY REPORT	21
GENERATE NETWORK REPORT	23
MEMBERSHIP REPORT	25
FINANCIAL REPORT	26

“

What the Pandemic showed us is that parks, recreation areas and open space are critical to our healthy way of life and even more important for socialisation and our mental health. The importance of our industry has never been more prevalent. It's great to be back together understanding that we build the foundations for these places where people meet, play and enjoy recreating. Grassroots, is where it all starts.”

- Les Munn, President Parks & Leisure Australia.



- Photo by Rachel Claire
via Pexels



Les Munn
National President

NATIONAL PRESIDENT REPORT

For the past two and a half years it feels like all we've talked about has been Covid-19. However, the time has come to move out of the haze and focus on some positives in the world around us. Whilst things slowed down considerably over the past two years, PLA has soldiered on thanks to our members. We were able to survive because we are a member-based organisation. We pivoted and managed to continue to connect by providing webinars and a number of seminars and field days for our members.

This year has also seen our regions able to hold Regional Conferences in Qld, Vic/Tas, and SA./NT. The NSW/ACT conference did have to be postponed due to the disastrous floods in the north of the state, however, the team did manage to stage a very successful event in July. Our WA region offices have remained incredibly active and managed to deliver a sold-out Leisure Facility Managers Course in June. WA is set to have their Regional Conference later in 2022.

The National Conference, after having been cancelled for the past 2 years, has finally broken through and you are now enjoying the fruits of many, many hours of hard work and stress endured by our hard-working team on the National Conference committee. I must thank them all but a special thanks goes to John Senior for his absolute commitment to providing our members with the best possible conference experience, to Barbra Giotto for her continued professional oversight and budget awareness, and to Cathy D'Aloia whose expertise and calm demeanour has guided us through yet another major event.

We have been lucky in that all our sponsors have stuck with us, and many have renewed their support of PLA into 2023.

The last few years have seen a growth in the appreciation for open space and recreational facilities and along with that comes an increased appreciation for those professionals who work so hard to provide these opportunities for their communities. Well done to all of you.

As we continue to grow in membership, we also continue to grow our brand internationally with partnerships now in full swing with Canada, the USA and New Zealand. Currently PLA is in negotiations to enter an MOU with Mexico which will add further to international opportunities for our members. Membership is always foremost in our deliberations and the National Board continually strives to increase the benefits for PLA members.

The last six months have seen some major operational changes in the of PLA, with the changing of the business model which sees the head office staff now directly employed by PLA. Mark Band (180 SLS) parted ways with us after almost 10 years of service and Mark moves back into the consulting world. We thank him for his guidance and support over the past 10 years and wish him all the best for the future. Meanwhile, in the office we have continued to upgrade systems and processes and are about to develop a new platform which will further improve our ability to service our members, hold events and streamline our day-to-day operations.

Planning is well underway for the 2023 National Conference to be held in Adelaide. It will be a huge event which will see PLA partner with World Urban Parks and Greening Adelaide. International speakers and delegates will come from all corners of the earth for this outstanding event. A conference committee made up of representatives of all three bodies has been meeting on a regular basis to ensure this conference will provide delegates with an unforgettable experience.

As we now emerge from the black cloud of Covid-19 we can look forward to a more engaging year ahead. Workshops, seminars and training programs will be rolled out by the regional councils and a program of webinars has been launched nationally. We have several new faces amongst our team of Executive Officers who will provide our members and regional councils with a continuance of excellent support. We look forward to a very positive next 12 months, full of opportunities to reconnect, experience share and grow our knowledge together within this great industry!



Tim Sargent
Finance Director

FINANCE DIRECTOR REPORT

PLA for the 20/21 financial year has recorded a net deficit of \$100,177. This is \$28,504 worse than what was budgeted for. The impact of not having an in-person National Conference along with State Conferences due to Covid-19 is detrimental to our association. An opportunity now exists to provide value for members through innovative platforms and new products and services that deliver value for both the members and the organisation.

PLA for the 21/22 financial year has recorded a net surplus of \$27,175 per the Statement of Profit or Loss. This is a far better outcome than what was budgeted for being a (\$62,643) deficit.

Revenue and other income has increased by \$481,621 on the previous financial year moving from \$1,075,268 to \$1,556,889. We did budget for revenue to be \$1,713,422 but with the impact of Covid-19 we can be pleased as an association with the overall outcome here especially with the growth in dollars with membership, sponsorship and running seminars and conferences.

Overheads for the year ran at \$1,545,042. We budgeted for \$1,776,065, therefore an overall savings here of \$231,023. Most of these savings came from the National Conference not being held face to face along with many state seminars not held due to Covid as well. Other areas to mention where cost savings were made against the budget were Special Projects (\$52,635) and Web Development (\$45,000). On the other hand, there were two major operating expenses that varied much higher than budget being IT support and services and bookkeeping fees. The later caused by having no finance officer for most of the financial year.

At 30 June 2022 per the Statement of Financial Position the association has net equity of \$612,727, twelve months ago this was at \$585,552. Very pleased that this has improved by \$27,175 under challenging circumstances.

It has been a difficult period for Park & Leisure Australia since Covid-19 struck us all in March 2020, but we have survived and for the 22/23 financial year onwards we have good foundations to grow and strengthen our financial position.

Current Assets to Current Liabilities show that we have an excess of \$349,630 (prior year \$333,943) meaning that for every \$1 of liabilities we have \$1.32 of short-term assets which provides comfort that Parks and Leisure Australia has sufficient liquidity (cash flow) to be able to pay our debts as and when they fall due.

Finally, I would like to thank the former CEO Mark Band for his many years of service, outgoing President Paul Jane, incoming President Les Munn and the rest of the Board for making Parks and Leisure Australia the association it is today.

2021-22 Financial statements are provided on page 26 – 27.

“An opportunity now exists to provide value for members through innovative platforms and new products and services that deliver value for both the members and the organisation.”

- Tim Sargent, Finance Director.



Photo by Jorg Angeli,
via Unsplash



Frances Hudson
President
QLD

QLD REGIONAL PRESIDENT REPORT

As the retiring President of six years, serving 16 years on the Regional Council, when I declared Queensland's 2022 Conference "the best ever", I should have said "the best year ever" for PLA Queensland. Our accomplishments have been realised through the efforts of many, especially: our Executive Officer, Chris Boulton; a full complement of active Regional Councillors supported by a depth of experience of longstanding members and National Board rep Marg Barrett; new partnerships with Regional sponsors (Skyline Landscape Services, SPORTENG, and Commercialscapes). We welcomed new Regional Councillors (Sean Winterflood, Luke Waterhouse, Tony Butler, Allison Fergusson and Meaghan Rowe). We were saddened with the passing of foundational Regional Council member, Frank Stewart awardee and Honorary Life member, John Wood in September.

In late 2021, we conducted a member survey which confirmed the importance of professional development activities helped shape topics, location, and format of our events. Virtual attendees from all over QLD (and Australia!) tuned-in for topics including:

- Design and Construction for Engineering in Australia: To DC or not to DC? (September 2021)
- Irrigation Design for Fields of Play and their Surrounds (October 2021)
- Transforming Spaces for Australian Sport & Recreation Areas (November 2021)
- Pests in our Greenspaces: Winning the battle with Fire Ants (December 2021)
- Why you must enter the PLA QLD 2022 Awards of Excellence! (February 2022)
- Best Practice Collaboration for Landscape Maintenance Contracts & Tendering (April 2022)

With the arrival of the new year however, we celebrated the achievement by past Regional Council member, Angela Wright for receiving an Order of Australia (OAM) in the Australia Day 2022 Honours List, for her service to recreation and sport. Moreton Bay Regional Council, O2LA, and Playscape Creations partnered with us in hosting our Technical Site Tour of the multi-award-winning playspace at The Mill Parkland, Petrie.

More than 50 attendees learnt about the Parklands background, the theme, the waterplay and playspace areas, with a panel discussion led by Meaghan Rowe, Regional Councillor, with a special behind-the-scenes look into the waterplay plant room. Participants benefitted from making useful new connections and learning something new!

Pandemic impacts persisted, compounded by several major flooding events shaping our member's work and program delivery. In partnership with SPORTENG, our Technical Site Tour at Mitchelton Football Club for "Synthetic Sports Surfaces On Show" provided participants the opportunity to inspect fields of play up-close with insights into the construction methods, the field's benefits and limitations – even during the downpour that happened! Retreating inside, Regional Councillor Tony Butler facilitated a panel discussion with insightful perspectives on vision, costs, timeframes, player and visitor feedback. Attendees feedback highlighted the benefits of "seeing the facility first hand and hearing from both the designer and operator..." Devastatingly, the extreme weather event that followed, caused extensive damage to the fields and significant impacts for the Club. We have a future "lessons learned" industry talk scheduled to follow-up.

PLA QLD was invited to attend a number of workshops including State Infrastructure Strategy and Regional Infrastructure Plans consultation; and the Anticipating Future Skills Testing and Validation workshop. With over 60 attendees, PLA QLD proudly partnered with AILA (QLD) for Parks Week plus the Asia Pacific Architecture Festival, to deliver the now annual, Parks Forum. Together we explored "Tensions Between City and Nature" through presentations and a provocative panel discussion.

Our May 2022 PLA QLD Region 2022 Conference - themed "Take Another Look" was spectacular! Where else would you get 142 delegates enjoying a dancing tugboat, award winning parklands and facilities, drone technology, environmental and cultural collaborations?

QLD REGIONAL PRESIDENT REPORT

Our event showcased the Gladstone Region and highlighted the many ways in which local governments, industry specialists, community and sporting organisations and consultants are re-evaluating, re-inventing, and refocusing their work, facilities, projects and programs.

From the pre-conference Industry Forum (Best Practice Contracts & Tendering: Showcasing the Benefits of Collaboration), Welcome Reception, and the 30 presenters that covered so much territory, figuratively and literally, in the keynote plenary and concurrent sessions, workshops and Technical Tours, the conference was declared as “the best ever!”

This was the culmination of many months work by our EO and the Conference Committee, invaluable support by our trade exhibitors, sponsors, and local partners and members from Gladstone Regional Council and Gladstone Ports Corporation. Our PLA Queensland 2022 Awards of Excellence Gala event was also wonderful - underwater themed centrepieces, a local government councillor emceeing with some customised dad jokes, a well-patronised photography wall, and penultimately the nominees - as we commended entrants and winners from across the state.

And that impressiveness is not the end - Queensland Region is building on our success and confidence with delivering and participating in online industry talks and in-person events. I would like to reiterate our thanks to our “passionate 100% plus” EO - Chris Boulton, who has decided not to continue supporting PLA Queensland in this capacity, but in other ways. As we secure our next EO, we look forward to another full calendar for 2022/23 led by our new President (Tony Butler) and Vice President (Josh Geraghty). We wish them, our new Executive Officer, the Regional Council and the Queensland PLA membership, every success!

Photos from top to bottom:

Delegates hear from experts about capabilities and opportunities of drones to support natural area planning and operations at our Lake Awoonga Drone Workshop, during PLA QLD’s 2022 Region Conference in Gladstone during May 2022.

Master of Ceremonies and Gladstone Regional Councillor, Desley O’Grady welcomes delegates to Day Three of PLA QLD’s 2022 Region Conference at Gladstone Entertainment Convention Centre in May 2022.

Technical Site Tour participants are welcomed by Regional Councillor Meaghan Rowe and provided with a background to the planning, design, and delivery of The Mill Parklands and Water Play Space facilities.

Attendees hear first-hand from our panel of experts on their experience and insights on planning, delivery, funding, and maintaining synthetic fields of play, at PLA QLD’s Technical Site Tour at Mitchelton Football Club in February 2022.

Delegates hear from Gladstone Regional Council staff about provision of facilities and community events at Millennium Esplanade, Tannum Sands, during PLA QLD’s 2022 Region Conference in Gladstone during May 2022.

Photos over page, from top to bottom:

Jarrold Hill (SPORTENG) provides attendees with his professional insights on planning, designing, and delivering synthetic fields of play at PLA QLD’s Technical Site Tour at Mitchelton Football Club in February 2022.

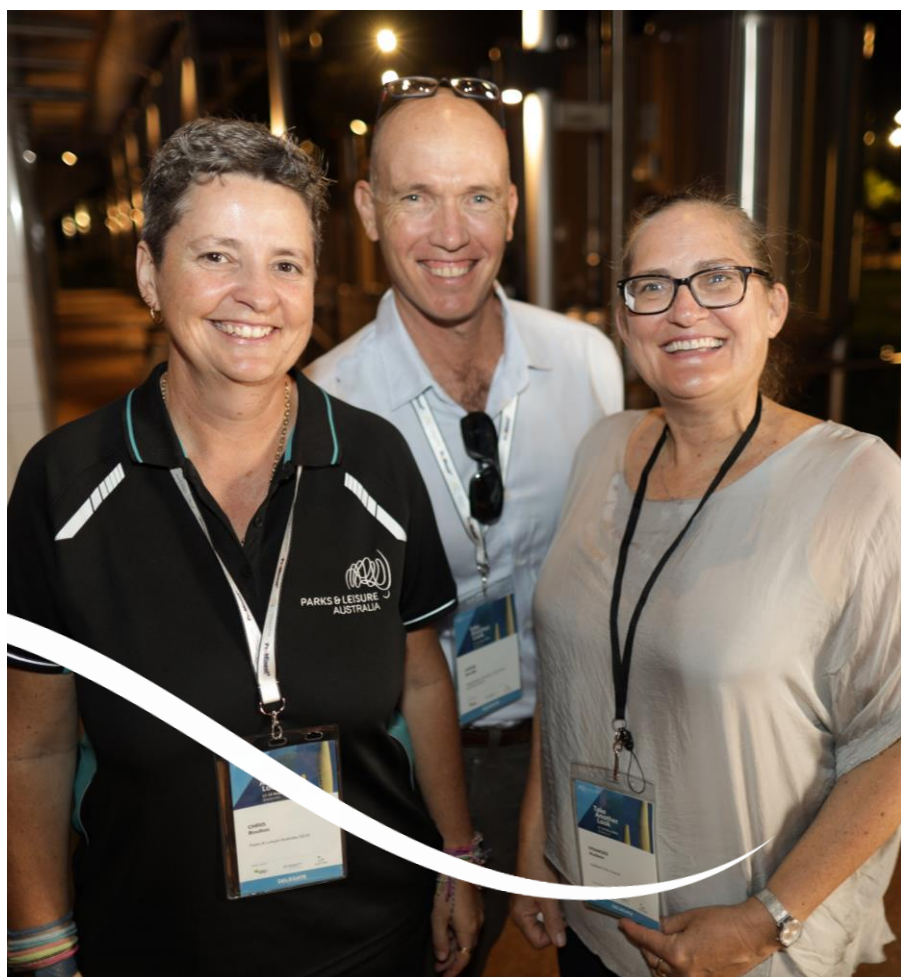
PLA QLD Executive Officer, Chris Boulton with PLA Qld Region Conference Organising Committee Member Steve Dendle (Qld Dept. of Tourism, Innovation and Sport) and PLA Qld Region President, Frances Hudson at the Welcome Reception at East Shores Parkland, for PLA QLD’s 2022 Region Conference in May 2022.

Regional Councillor Sean Winterflood (Skyline Landscape Services) welcomes Technical Site Tour participants and shares his perspective on the importance of maintaining significant parklands such as The Mill Parklands and Water Play Space facilities, using professional services for reliability and quality outcomes.





“ Our PLA QLD Region 2022 Conference - themed “Take Another Look” was spectacular! Where else would you get 142 delegates enjoying a dancing tugboat, award winning parklands and facilities, drone technology, environmental and cultural collaborations? ”





Heather Nesbitt
President NSW / ACT

NSW/ACT REGIONAL PRESIDENT REPORT

As I write this report, I am reminded that to look forward, we need to look back at what we have achieved.

So, looking back over 2021/22 for PLA NSW/ACT, the strong resilience and collaborative culture that has emerged following the challenging restrictions of the COVID pandemic, highlights to me the strength of our organisation as we move into 2023. We have been reassured that the parks, leisure, sport and recreation sector is essential to people's health, wellbeing and quality of the life with infrastructure both through programs and built facilities a priority for governments, private/non-profit sectors and communities. We have also been able to champion priority issues for our sector including gender equity, Indigenous reconciliation and climate change.

Continuing professional development and training is an important component of your PLA membership. It provides members with ongoing education and learning to support career development and build industry capacity to deliver world-class projects. It is pleasing to see the increasing diversity and inclusion of speakers and attendees at these events which we will continue to champion.

During 2021/22, our Around the PLAcE online seminars remained popular with a total of 4 seminars and over 200 attendees:

- Waverley Inclusive Play Strategy
- A Greener Play Future
- What does the Community want? Learnings from the 2021 Australian Liveability Census
- Pests, diseases and biosecurity: how the Royal Botanic Gardens is at the frontline of surveillance

In person seminars and site tours commenced in March 2022 attracting over 100 attendees and included:

- Heating Up: How Research, Policy and Practice will make a Difference
- International Women's Day Breakfast: Creating space for Women in the Parks and Leisure Industry
- Tech Tour: Newcastle Foreshore Redevelopment Honeysuckle Park
- Tech Tour: National Herbarium of NSW Australian Botanic Garden Mount Annan

The highlight of the year was our annual conference "Live Work and Play – Our Future" at the Goonellabah Sports and Aquatic Centre, Lismore in July 2022. Originally scheduled for May, the Conference Committee and Lismore City Council were committed to support the City and Northern Rivers communities which were devastated by life-changing floods during March and April. Lives were lost, people traumatised and displaced, infrastructure destroyed and the future for the region changed forever as the impact of climate change wreaked havoc. After three date changes, our keynote speakers, presenters and members showed their support with over 100 delegates registered and a program filled with great diversity, learnings, exhibitors, sponsors, site visits and practical masterclasses.

The conference also hosted the annual NSW/ACT PLA Awards of Excellence 2022 showcasing the creative, inspirational and transformative projects that our industry delivers. Mindful of the long-term recovery that Lismore City faces, the NSW/ACT PLA launched the Lismore Legacy Project which will support Council in the renewal of Wade Park. I look forward to your support for this project over the next year and please contact me if you'd like to be involved.

For NSW/ACT PLA Region Council our focus is to:

- Align with PLA Towards 2025
- Champion, lead and build excellence in our diverse industry and its economic, social, environmental, and public benefits.
- Meet the needs of current and future members

Our Region Council currently has 15 Councillors with 8 women and 7 men exceeding the organisation's gender equity target. Thank you to all Region Councillors who have worked so hard this year to deliver quality outcomes for the organization and in particular our office bearers, Mark Taylor, Simon James and John Siemon. Also, to retiring Councillor Annette Stafford who has made an invaluable and enormous contribution to PLA with 20 years of service as NSW/ACT Region Councillor and long-term member of the Region Conference Committee. Committed volunteers like Annette are truly legends.

NSW/ACT REGIONAL PRESIDENT REPORT

Also, a big thank you to Councillor Michael Scully and Generate representative Ben Chan for your contribution to the Council this year.

Our three Portfolio groups: Membership, Planning and Partnerships and Professional Development continue to work on the actions identified in PLA Towards 2025 including strong advocacy and representation on government advisory groups and consultative forums.

Organisations like ours can only grow through the support and professional skills provided by our Executive Officer. For PLA NSW/ACT we have been fortunate to have Ursula Gleeson at the helm, to deliver the events, conference, key sponsors and partnerships that has supported us through the year. Unfortunately, Ursula moved on in June 2022 for new career opportunities and I thank her for all her work and commitment to PLA.

Following a rigorous recruitment process in May, we welcomed Katherine O'Reagan as our new Executive Officer in late June. Katherine brings an extensive background in governance and government relations together with a passion for and expertise in open space, sport, recreation and leisure. As a business and government leader, Katherine has served as an adviser and Chief of Staff to Australian Federal and State Government Ministers, Deputy Mayor of a local Council and CEO of the Sydney Business Chamber.

Last but not least, thank you to our regional sponsors - Andreasens Green, Marsupial / Glascott, Kompan, Lark and Scully. Your support has ensured that the parks and leisure sector continues to grow and be recognised for its professionalism and world-class projects.

Photos from top to bottom:

- Inclusion – It's a given, Plenary, Lismore Conference
- Special Recognition Annette Stafford presented by NSWACT VP Simon James
- National Herbarium of NSW technical tour
- Honeysuckle Park technical tour

Photos over page from top to bottom:

- Welcome to Country, Lismore Conference
- Road to Recovery Technical Tour, Lismore Conference



“Lives were lost, people traumatised and displaced, infrastructure destroyed and the future for the region changed forever as the impact of climate change wreaked havoc.”

PLA is committed to support Lismore and Northern Rivers communities which were devastated by life-changing floods during March and April.

NATSKY





Kevin Lowe
President SA/NT

SA/NT REGIONAL PRESIDENT REPORT

Firstly, I would like to begin with some thank yous for the Regional Councillors who transitioned in and out over the year as well as those that continued on, and these were; Sue Suter, Julia Wallace, John Wilkinson, Stacey Dutton, David Cooney, James Lomax, Bob Fleming, Jason Taylor, Rick Gower, Annie Charlton, Hayley Ashworth, Emily Moskwa and Chloe Oborn.

These individuals brought a valued and varied skill set to our Regional Council that were from local government, facilities management, consultancies and commercial operators at various levels from CEOs to officers which really added to the vibrancy of our team.

Without their dedication and time contributed to PLA we would have struggled to achieve what we have achieved over the last 12 months as we emerged from the Covid-19 restrictions.

Preceding myself as President we were led by Sue Suter who put in an enormous effort for both the region and the national board (and continues to do so) which I would like to thank her for and has been a driving force in the Regional Council as she looks to retire from the Council later this year and we wish her all the best in her new ventures.

Similarly, we were well supported by our Executive Officer Allison Bretones who did a great job for us until retiring and again our thanks to her for the great efforts she went to in supporting our region, often going above and beyond. We were also supported for a short time by Tara McConkey through her company Connect Media while she was working part time for PLA which was of great assistance after Allison retired. We are reviewing how best to support the region in this space moving forward and will be looking to secure some resources to support the region shortly.

As we emerged out of the chaos of the last couple of years there was a real appetite to re-engage face to face and as a result our State conference in May was a great success at the National Wine Centre. The conference was developed by a great team consisting of Stacey Dutton, Jason Taylor, Chloe Oborn and lead by Annie Charlton who drove the delivery of a great event on the theme "Innovation in Parks, Sports & Leisure – The New Normal".

My role was to gain sponsorship and I must say we had great support here as well and had a wide range of sponsors locally as well as our national sponsors Syngenta, Kompan, Otium and GLG who all enjoyed the event.

We had 75 plus registrations, 8 sponsors and 10 trade tables, bringing our overall participation to close to 100 with the set up at the wine centre allowing our sponsors to sit in on sessions and participate in the keynotes who were the CEO of Zoos SA, Chair of Green Adelaide and the Koala Life Board, CEO of Campbelltown Council and President of Norwood Football Club, along with a wide range of stream session speakers.

Our Awards of Excellence were also well supported and was opened by the new State Minister for Sport, Recreation and Racing following the election with over 60 registrations and held following the conference at the National Wine Centre with great support from 12 sponsors. The draw card for the event was a Q&A with Rachael Sporn OLY OAM, Olympian and icon of Australian Basketball and Women's Sport and current Operations Manager for AFLW at Port Adelaide Football Club.

The awards finalists were an amazing mix of great projects and programs across 10 categories from 15 organisations with Hayley Ashworth being our David Aldous Young Professional of the Year Award recipient in SA/NT.

Both the conference and awards were supported by Tara and Alex from the national office to give them the experience of a PLA conference which we appreciated greatly, and the conference and awards were MC by television personality Steph Frick who was fantastic and engaging as she kept us on track and was well researched on our industry and Awards speaker Rachael Sporn for the Q&A session that was very entertaining.

“A strong relationship has been built with some new sponsors to the PLA family and we are looking to grow these relationships further.”

SA/NT REGIONAL PRESIDENT REPORT

Prior to the awards nominations closing we held a seminar to understand the Awards of Excellence process and requirements that encouraged more award nominations than the previous year including applications from the Northern Territory, one of which was a regional winner and now a finalist in the National Awards of Excellence.

The other event held over the year with 50 plus attendees was a seminar on “A Positive Sports Mindset and Opportunities to Create Sustainable Sports & Recreation Facilities and Clubs for the Future” that was opened by the previous Minister for Sport, Recreation and Racing prior to the election. This seminar included CEOs of sports using indoor facilities and the Office for Recreation and Sport and included a truly inspirational Para-Olympian who talked about his accident that left him without a leg, the challenges he faced and changing his mindset to see this as an opportunity.

In regard to developing relationships, the Region has been developing a strong relationship with Green Adelaide, particularly around the announcement that Adelaide was the 2nd National Park City after London and we continue to work with them to foster the benefits of this status.

A strong relationship has been built with some new sponsors to the PLA family and we are looking to grow these relationships further.

Members of the Council continue to represent PLA in areas such as Wellbeing SA, South Australian Active Living Coalition, Office for Recreation, Sport and Racing and the South Australian Walking Strategy Committee.

Upcoming events include:

- A Green Play Future: Research and Industry Insights in September with Kompan (thanks Hayley)
- An event with Green Adelaide that is still in the planning for November (thanks Sue, Emily and James)
- A further NT event in early 2023 (thanks Bob)
- Our Regional State Conference in May 2023 in the Barossa Valley (thanks Annie, Hayley, Chole, Sue and John)

Work also continues on adapting the successful WA Facilities Management Course (thanks James and Rick) as we look to hold a SA equivalent in the future to meet demand.

We also stepped up our social media presence (thanks Julia and Tara in the national office) with a Facebook and LinkedIn page that is growing in followers.

Overall, it has continued to be a busy year despite the disruptions with the shining light being our very successful State Conference and Awards of Excellence and we look forward to holding more events and growing the membership in SA/NT and again a big thank you for the ongoing efforts of our Regional Councillors and other members who have supported the region.



Photos are from the 2022 PLA SA / NT Conference and Region Awards of Excellence.



Ashley Fleming
President
VIC/TAS

VIC/TAS REGIONAL PRESIDENT REPORT

This time last year I was writing my President report as Melbourne was coming out of its fourth lockdown. This year, I write this whilst we are lockdown free and enjoying the opportunity to play catch up and reconnect our sector. “You’re a lot taller than I was expecting!” is a phrase I have happily heard over the past few months as we have emerged from Zoom meetings to in-person events. The enthusiasm and engagement shown by members is testament to the value of in-person events and we look forward to continuing these.

The past year was not without challenges as lockdowns five and six came and went, however there were plenty of positives to celebrate:

- Our rescheduled Awards of Excellence Event on 15 July 2021 snuck-in by 6 hours before Lockdown 5 commenced.
- We also held our 7th Annual Leadership Program in July 2021, this time online, putting a further 10 industry members through a series of learning experiences.
- Continued our ‘Industry Talk’ program throughout this year, hosting a further six sessions across various topics which were really well received by our membership.
- Continued our partnership with Rec People for their Rec Education online professional development courses. PLA members benefited from a discounted registration to participate in a range of courses.
- A number of playground and park upgrade seminars were held in partnership with Kompan, including a visit to the Thomas Street Playground redevelopment in Bayside (our first in-person event after lockdowns 5 and 6!), a sustainable playgrounds webinar, and a tour of the Brompton Active Park in Casey.

“You’re a lot taller than I was expecting!” is a phrase I have happily heard over the past few months as we have emerged from Zoom meetings to in-person events. The enthusiasm and engagement shown by members is testament to the value of in-person events and we look forward to continuing these.

- Following two lockdown enforced reschedules, we finally managed to hold our 2021 Region Conference IN22 on 18 February 2022 at the Pullman on the Park in Melbourne which saw a fantastic turnout from members.
- After exactly 2 years from our initial date, we finally managed to hold our first in-person event in Tasmania for many years – Urban Street Tree Management Seminar on 7 April 2022. A huge thanks to Region Council member Jill Hickie for her perseverance and will to make this happen.
- A Tertiary Sector Awareness Plan was developed, uniquely seeing the region “walk the walk, not just talk the talk” by recruiting a student from Deakin University to assist in developing the report. A special congratulations to our student Paul Boloutis who has since graduated and gone on to secure a role at Cardinia Shire Council – great to see you begin your career in the industry!
- A very special edition Women’s Leadership Program was held in June 2022, made possible with the support of the Victorian Government’s Change our Game funding.
- We entered a new partnership with Rec People for the development and delivery of Rec+ Research – a forum for connecting industry and academia. Two sessions have been held, one with Swinburne University of Technology and one in partnership the Asia-Pacific Society for Physical Activity which included Deakin, UniSA and UTAS.
- Last but not least, we held a hugely successful 2022 Region Conference and Awards of Excellence Dinner on 9-10 June 2022 in Torquay – a spectacular way to finish off the 2021/22 year!

Across all of these programs and events we have engaged with approximately 1,500 participants, and I am extremely proud to highlight that we have achieved a near exact 50/50 gender split – a key focus of our efforts as part of PLA’s Gender Equity Charter.

The Region has also continued to advocate for the industry and we are increasingly being invited to participate, partner and provide feedback to government and academic partners including:

- Access for All Abilities (AAA) program review for Sport and Recreation Victoria
- Submission to Parks Victoria Disability Action Plan
- Letter to Ros Spence MP and meeting with Advisor and Region Council Executive
- Submission to Parks Victoria Land Management Strategy
- SRV funding program evaluation meeting
- Continued support of the Open Space Planners Network and Melbourne Park Managers Forum
- Deakin University research roundtable meetings
- We also provided a number of Letters of Support for research grants/projects including to Swinburne University of Technology, Deakin University and the National Ageing Research Institute.

None of the above could happen without the strong leadership of the Region Council. I'd like to thank Jacquie Anderton, Darren Bennett and Cathy Kiss who retired at the start of the year and bid farewell to Andrew Kelly and Lincoln Fitzgerald who stood down during the year. We welcomed Grant Greenway and Lisa Gaydon onto the Region Council, along with 7 new co-opted members. The willingness of our members to be actively involved is extremely heartening.

The support of the Region's activities by sponsors has been paramount in delivering a successful year during challenging times and I thank them all, particularly our Region sponsors, Kompan, Glascott Landscape and Civil, Marsupial Landscape Management, and SPORTENG.

In some sad news, after over a decade of service as Executive Officer Richard and Pamela Simon vacated their position. It is hard to put into words the role that they have played as the backbone of our region for so long, and we thank them for all the work that has us very well placed, even after the challenges of a global pandemic. They have laid the strong foundation for new Executive Officer Dan Ferguson and Taylor Macleod to take PLA Vic/Tas into a successful future. Big shoes to fill – no pressure!

And finally, whilst on the topic of departures... with my current term on the Regional Council coming to an end I have decided that I will not be nominating for a further term. I would like to thank everyone for their support and work over the past six years while I have been on the Regional Council, with the last two being as President. I look forward to continuing as a member and seeing you all at future seminars and conferences.

Photos from top to bottom:

- Vic / Tas Region Council at the 2022 Vic/Tas Region Conference, Torquay, Victoria
- Executive Officers Richard Simon and Pamela Simon honoured at the Vic / Tas Region Conference, Torquay, Victoria
- First Tassie session: RC member Jill Hickie and EO Richard Simon at Hobart Urban Street Tree Management Seminar
- 2022 Leadership Program





Matt Lewis
President
WA

WA REGIONAL PRESIDENT REPORT

The past 12 months for Parks and Leisure Australia in WA (PLAWA) have seen the organisation and industry bounce back from Covid-19. Firstly, I want to acknowledge our Past President Joanne Smith. Joanne has led WA for the past 6 years, residing on the Regional Council for over 12 years. Whilst she has stepped back, she has not stepped away taking on the role of 2022 State Conference Chair and leading the Parks Network and Governance & Advocacy portfolios. With her dedication and leadership PLAWA has grown significantly and we are grateful for her contribution and guidance. Wayne Stuart also stepped away from his role as Deputy President and National Board member however he continues to support the delivery of region workshops around WA and is actively involved in non-governance projects including the development of the Community Facility Planning Definitions Guide.

Other changes over the past year include the departure of the effervescent Michaela Curran who managed PLAWA events for four and half years. We welcome an expanded team of Alana Di Francesco and Clair Stanley who are reactivating the professional development program in metro and regional WA post Covid-19. Throughout the changes the one constant has been our WA Executive Officer Leith Fradd, who has worked part time for the organisation for the past 10 years and continues to support and guide the Regional Council.

In 2021 the Department of Local Government Sport, Cultural Industries (DLGSC) renewed PLAWA's peak body status for Western Australia and continues to support the WA chapter through funding to deliver programmes and courses, professional development, research, and initiate projects, building capacity to grow and support the parks and leisure industry. We are very thankful for the support of DLGSC and the opportunities provided to deliver key programs including 18 professional development events, 3 networking events, and 6 projects throughout the year.



Department of
**Local Government, Sport
and Cultural Industries**

PLAWA State Deconstructed Conference

PLAWA held five one day "Deconstructed" events instead of the traditional three-day conference in 2021 to minimise the physical and financial risk of Covid. The events were held over a 3-month period and attracted over 200 attendees and 50 speakers. A special thanks to sponsors Lark Industries, Kompan, A-Space, Landmark, Exteria, and the 5 deconstructed conference committees for organising presenters, workshops, case studies, lightning talks, technical presentations, and panel discussions at each event.

Leisure Facility Managers Course

PLAWA's second Leisure Facilities Manager course was held in June 2022. A team of volunteer presenters led by regional councillor Adrian Fisher delivered and facilitated this five-day course to aspiring leisure centre managers. The course was fully subscribed with a wait list initiating plans to program two courses in 2023 and develop a Level 2 course. Thank you to Adrian Fisher, Jarrad Mohr, Dave Godwin, Dan Barber, and Kelly Gentle for sharing their knowledge and expertise to those on the course. Thanks also to the delegates from as far north as Derby, as far south as Denmark and the facility managers that hosted them around Perth.

“PLAWA continues to prosper thanks to the industry members, partners and volunteers who continue to share knowledge and industry best practice.”

WA Data Collection Projects

PLAWA continued to develop and facilitate several data collection projects through 2021-2022. These include:

- Group 1 Aquatic Leisure Centres Benchmarking Project. Key performance indicators and data allows participating centres to compare financial and non-financial management information. This project is now in its eighth year of collection and has grown to 46 participating facilities.
- Leisure Centre (court and fitness) Benchmarking Project. This project collects financial and non-financial information for non-Group 1 facilities, predominately recreation centres. 2021-22 was the first-time data was collected for this group of facilities with 13 centres participating.
- ALC Social Value Modelling (\$). Annual value of leisure and aquatic centres was determined through PLAWAs Social Value Model utilising participation data to ascertain the social, health and economic value of their facility to the community. This was the second year of data collection for the project.
- 9 Regional and 31 metro facilities participated in the 2021-22 Leisure Centre Fees and Charges Project which collects and shares fees and charges and other relevant management information between participating LGA's.
- A pilot programme for collecting Sporting Reserve Fees and Charges Project commenced in December 2021, with 16 participating local governments in metro and regional WA. This data collection included scenario modelling for sporting clubs as well as LGA standard fee's, policy, and methodology.

Regional Training

Several regional training and professional development workshops were held including Developing a Recreation Strategy Workshops in Kalgoorlie, Karratha and Exmouth, Event Management training in Carnarvon, Sporting Reserve Fees and Charges in Busselton, Event Risk Management in Beverley as well as series on online webinars. Thank you to regional councillors Wayne, Liz and Jo for volunteering their time and knowledge to travel to present.

Awards of Excellence

The 2022 Awards of Excellence was again held at Ambrose Estate and with the challenges of Covid-19 we were very lucky to have international presenter Mick Collis host the Awards. Our sponsors are the backbone of this event, and we are very grateful to have their continued support. The Hon. Samantha Rowe MLC opened the 2022 WA Awards of Excellence to a sold-out event of 200 guests. I am excited that this year the regional winners will have the chance to attend an in person national conference in Melbourne, good luck to the organisations and people up for national awards.

Other

Two playspace tours were conducted in the Central and Northeast corridors, taking in the best playspaces around Perth and many of the Award-winning projects from 2021. Both technical tours ended with a social networking event for delegates. Two online webinars covering parkour and sustainable playspaces topics as well as a Design, management, and activation of Parkour spaces seminar.

Thanks to PLAWA regional council for their continued support, guidance, intellect and passion for the industry. All have given their time freely to support various research projects, workshops, industry groups, conferences, and professional development events. PLAWA continues to prosper thanks to the industry members, partners and volunteers who continue to share knowledge and industry best practice. PLAWA is supported by DLGSC, major regional sponsor Lark Industries, event sponsors and members volunteering their time. On behalf of the Regional Council, thank you all.

Photos from top to bottom:

- Leisure Facility Managers Course 2022.
- WA Region Awards of Excellence 2022.





Ben Bainbridge
Chair
PLA Advisory Convenor

PLA ADVISORY REPORT

Our new role

This year PLA Advisory reviewed our role with the PLA Board and developed a new terms of reference. Our role is to engage with PLA membership to help inform PLA's response to industry wide issues. We look forward to engaging with our regional boards, Generate Network, Research Group and our members at State and National conferences.

We are excited about advertising for new members of PLA Advisory within the next 6 months. Our new recruits will broaden our reach across Australia and across our diverse industry.

Our achievements

PLA Advisory prepared PLA's advocacy messages for the recent Federal Government election outlining the key issues and outcomes we would like our newly elected Australian Government to focus on in the next three years. This involved researching current funding to our industry and engaging PLA regional councils. The key messages were sent to major parties and published on our website and through social media feeds.

Our next project

Our current project is to better understand the impact of recent events impacting the parks and leisure industry. These include the global COVID pandemic, severe weather events and natural disasters, increasing cost of living pressures, geo-strategic influences i.e., the war in Ukraine.

We have commenced engaging with PLA regions, Generate Network and Research Working Group and will host a workshop at the PLA National Conference, Melbourne in October 2022.

We look forward to sharing our collective observations, concerns, learnings, and potential opportunities from the project. We will use this information to determine if there are further ways for PLA to support our members and the broader industry.

“We are excited about advertising for new members of PLA Advisory within the next 6 months. Our new recruits will broaden our reach across Australia and across our diverse industry.”

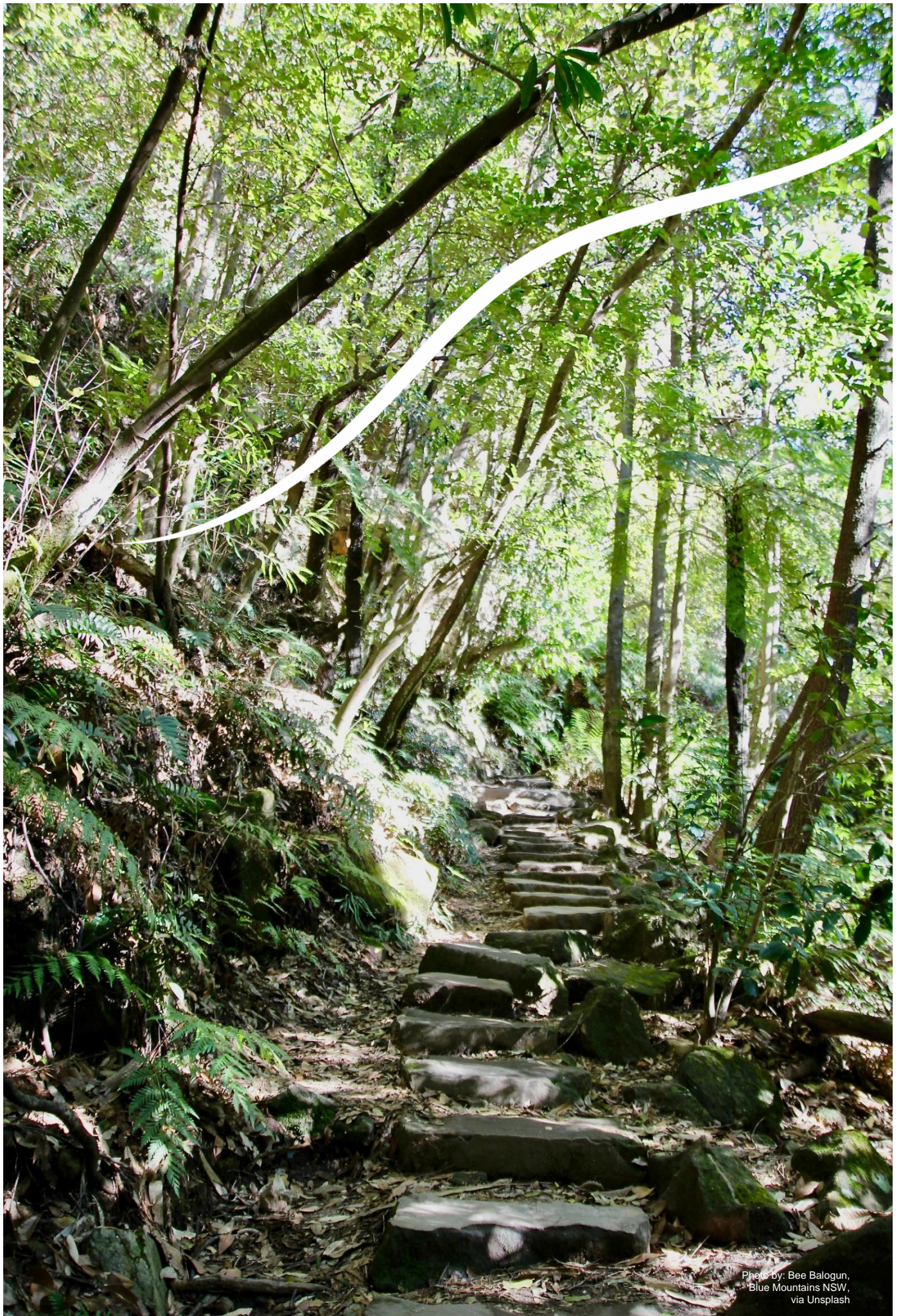


Photo by: Bee Balogun,
Blue Mountains NSW,
via Unsplash



Kristin Davies
Vice President / Director
National Board Parks and
Leisure Australia

Chair
Generate Network Australia



Generate Network Australia report

Generate Network Australia is Parks and Leisure Australia's commitment to developing new professionals and emerging leaders and is made possible by the support of our National Partner Sponsor Otium Planning Group.

It is a launchpad connecting people to the industry, opportunities, and each other, and driving our work is our aim to build an inspired, empowered and connected industry workforce for generations to come.

Despite the challenges facing the industry this year with the global pandemic, the past 12 months have seen considerable progress and growth for the Generate Network with strengthened organisational alignment and reaching 214 members (56% new to PLA); reinforcing Generate's important role in the PLA pathway.

Our National Executive Committee currently has 11 Councillors with 5 women and 6 men meeting the organisation's gender equity target.

Thank you to committee members who have worked so hard this year to deliver quality outcomes for, not just Generate Network Australia priorities, but for the whole organisation and support of the regions too. You are all amazing and despite the challenges and stop-start nature of the past couple of years, you always find a way to get things done!

The team: Chris Earl (WA), Josh Geraghty (QLD), Chris Carter (QLD), Ben Chan (NSW/ACT), Michael McKay (VIC), Dan Ferguson (VIC), Tarryn Hardin (VIC), Sarah Robinson (VIC), Lauren Nolan (VIC), and Hayley Ashworth (SA/NT).

This year will be the final year for some of our much-loved go-getters with Ben Chan, Sarah Robinson (foundation member) and Dan Ferguson stepping down this year. I would like to sincerely thank you all for your contributions to setting the foundation for Generate Network Australia and wish you all the best of luck in your future endeavours.

We will be releasing expressions of interest to fill vacant roles in late 2022.

In 2021/22 we have continued to work closely with the PLA National Board and each of the PLA Regions. After formalising Generate representation and pathways we have been able to go from strength to strength with our partnerships and connections, and we are very grateful for the ongoing support shown by the organisation.

Building a mentoring culture and legacy leadership along with our industry succession plan, have also been a focus this year as we developed and launched the Generate Network Australia four-tier mentoring program.

"Get Serious About Your Career" is the call to action with a four-tier mentoring offer, recognising that everyone is at varying levels of their mentoring journey.

Inspired by the glorious mullet and it's infamous catchphrase, the mentoring program is all serious on the top and party at the bottom!

- **Generate National Otium Internship** – An exclusive internship with Otium Planning Group for the national David Aldous Emerging Leader Award winner.
- **Generate Access** – 5 x 20 hour mentoring programs on offer with Otium Planning Group Executive Directors and Leadership Team.
- **Generate Elevate** – Elevate your career through 2-hour mentoring opportunities with a variety of industry leaders.
- **Generate Exchange** – Connect network and exchange ideas with your colleagues and peers at Generate networking and development events.

This program offers everything from networking events and mentoring opportunities right through to an exclusive industry internship for the national winner of the PLA David Aldous Emerging Leader Award.

Generate is all about inclusivity, and we heard first-hand at the recent Parks and Leisure Australia NSW/ACT Lismore conference that our industry has so many opportunities to break down all kinds of barriers. Chris Carter from our Executive Committee facilitated the hugely insightful inclusivity plenary session, with a panel of incredible individuals and a very extensive range of knowledge and experience.



In order to continue to launch and activate a thriving network for our industry, we will continue to improve the operationalisation of the network through our daily activity and provide a mix of motivation, news and events, industry connections, career and jobs opportunities and overall support for our members to engage with and enjoy.

In 2021, we completed our Generate Network Content Strategy that is designed to help us, increase brand awareness, increase online engagement with audience, grow membership and online networks, develop brand consistency across platforms and inject a sense of fun and excitement to brand messaging!

Operationally however, we feel we have taken one step forward and two steps back in the last 18 months. A challenge facing the whole organisation is the need to contemporise and integrate our member systems and processes for greater efficiency, effectiveness and ultimately an improved member experience. Generate is not immune to this and has dedicated a significant amount of time assisting the national office in their endeavours to address this ongoing challenge. This hard work by the committee members has paid off and I am excited to be able to integrate and interact with our members the way you would like to in 2022/23. Watch this space!

Highlights

- Growth in our network base with 214 affiliate members and 426 followers on social media.
- Developed and launched the Generate Network four-tier Mentoring Program.
- Completed six successful Generate Network Social Events.
- Participated in all PLA Conferences (with the exception of WA).
- Committee facilitated the hugely insightful inclusivity plenary session.
- Connected our network with hundreds of job opportunities both in Australia and New Zealand.
- Celebrated Mentor Month and showcased industry leaders through the 'Meet Our Mentors' series.
- Developed and implementing the Generate Network Content Strategy.

Over the next 12 months we will contribute to focus on:

- Broadening and strengthening the network by providing meaningful connections with industry, opportunities, and professional peers.
- Implementing the PLA Towards 2025 Strategic Plan and linking closely with PLA initiatives.
- Championing a mentoring culture and legacy leadership by launching the 4-tier mentoring program and 'Get serious about your career' campaign.
- Implementing and enhancing PLA's systems, tools and processes to better serve and engage our members.
- Advocating and representing the interests of our network and the benefits of our industry, and
- Continuing to work closely with the tertiary sector through our research into pathways and enablers.

Awards Of Excellence

Congratulations to the winners of the David Aldous Young Professional of the Year Award at the Parks and Leisure Australia Region Awards of Excellence in 2021/22 (pictured from top to bottom):

- Chris Carter – PLA QLD Region Award Winner
- Ieuan Hook – WA Region Award Winner
- Hayley Ashworth – SA/NT Region Award Winner

The national winner will be announced at the 2022 National Conference in Melbourne.

A Huge Thank You!

Establishing a network for new professionals in our industry takes strong leadership and a team of passionate people, both established and emerging.

I would like to recognise and thank our National Generate Committee of industry go-getters for their commitment, skills and energy, Parks and Leisure Australia National Board for their commitment to new professionals, and our national sponsor, Otium Planning Group for their unwavering support of the Generate Network!



CONGRATULATIONS IEUAN HOOK WA WINNER



Image supplied by Behara Nurseries
David Aldous Young Professional
the Year



David Aldous Young Professional
of the Year





Kristin Davies
Vice President
National Board Parks and
Leisure Australia

Membership Report

Parks and Leisure Australia exists to represent, advocate, support, connect and empower our members, stakeholders and the wider industry involved in parks, leisure, recreation, sport, open space, community places and the environment. We are the sum of all our parts across the regions and all the sectors that make up our wonderful industry.

The Covid-19 pandemic of 2020 persisted into 2021/22 however as restrictions were beginning to ease and we saw the return of face-to-face events and programs. We continued to create an environment for our members to stay connected and engaged with our networks, opportunities, and to support and learn from each other.

Morale was high amongst the membership, and many were eager to participate in events! This was evidenced by a 50% increase in the number of events held by PLA in 2021/22 (114 total events, 64 more than the previous year), including a range of Awards of Excellence ceremonies, webinars, seminars, technical tours, member events, the National Conference, and select Region Conferences.

We are proud of the commitment shown by our membership throughout this period and the membership figures reflect the strength of our Parks and Leisure community, demonstrating our ability to come together in challenging times and rebuild our important connections.

Parks and Leisure Australia recorded a 7% increase in membership in 2021/22 with a total of 2201 members for the year, an additional 159 members on last years position, and we look forward to continued growth in 2022/23.

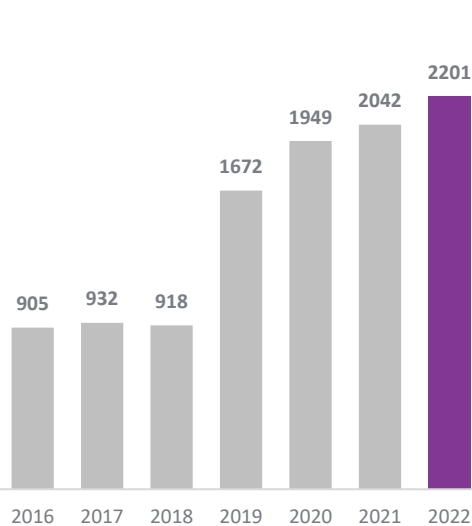
Our strong commitment to gender equity remains and we are seeing greater representation of women across the membership profile with approximately 37% of all members being female, (54% male and 9% not stated).

As our industry continued to recover from the impacts of the global pandemic and moved to a new way of working, our focus in 2021/22 remained to ensure that we created sustainable, accessible, and affordable options to support our membership to stay connected.

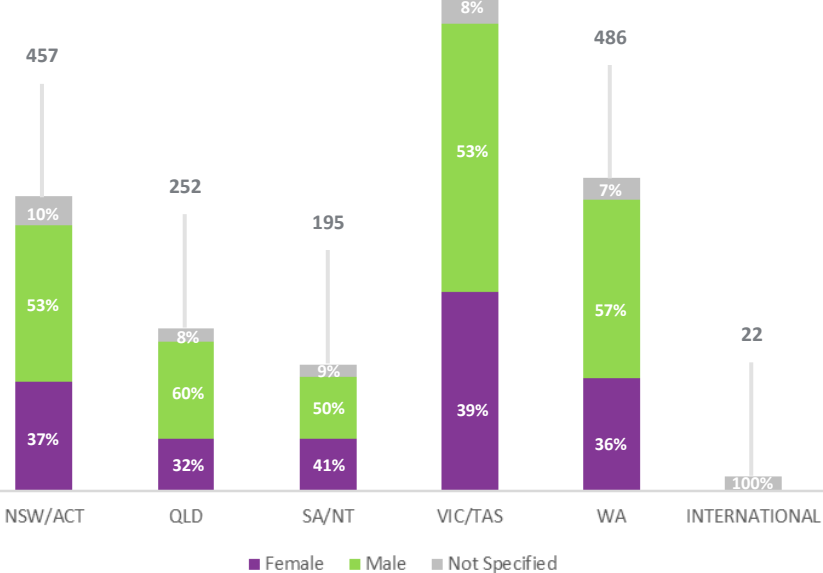
The PLA Towards 2025 Strategic Plan is being implemented with a strong focus on Membership and Member Services and a commitment to better understanding member needs and responding with diverse and valued services. A key outcome of 2021/22 and continuing into 2022/23 is the improvement and use of electronic platforms for servicing our members, information sharing such as the website, our online AP&L Journal, e-newsletters, and social media, to enhance member engagement.

“We would like to thank our members for their continued support and for the role our members and volunteers play in supporting and promoting the values of PLA throughout the industry.”

Change in Membership (2016 – 2022)



Members by Region and Gender (2021/22)



Parks and Leisure Australia

ABN: 23 083 489 463

Statement of Changes in Equity

For the Year Ended 30 June 2022

	Accumulated Surplus \$	Total \$
Balance at 30 June 2020	668,219	668,219
Loss for the year	(82,667)	(82,667)
Balance at 30 June 2021	585,552	585,552
Surplus for the year	27,175	27,175
Balance at 30 June 2022	612,727	612,727

Statement of Cash Flows

For the Year Ended 30 June 2022

	Note	2022 \$	2021 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from customers		1,452,647	1,104,817
Payments to suppliers and employees		(1,443,292)	(1,197,600)
Interest received		19	1,038
Receipts from grants		173,697	171,752
Net cash flows provided by operating activities		183,071	80,007
CASH FLOWS FROM INVESTING ACTIVITIES			
Payments for property, plant and equipment		(4,999)	-
Net cash flows provided by/(used in) investing activities		(4,999)	-
CASH FLOWS FROM FINANCING ACTIVITIES			
Net cash flows provided by financing activities		-	-
Net increase in cash and cash equivalents held		178,072	589,956
Cash and cash equivalents at beginning of year		669,963	80,007
Cash and cash equivalents at end of financial year	7	848,035	669,963

Parks and Leisure Australia

ABN: 23 083 489 463

Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2022

	Note	2022 \$	2021 \$
Revenue	5	1,556,889	1,075,268
Other income	5	19	1,038
		<u>1,556,908</u>	<u>1,076,306</u>
Depreciation and amortisation expense		(8,820)	(9,039)
Conference expenses		(231,503)	(159,244)
Management fees		(775,034)	(636,362)
Other expenses		(529,685)	(371,837)
Total expenditure	6	<u>(1,545,042)</u>	<u>(1,176,482)</u>
Surplus / (deficit) before income tax		<u>11,866</u>	<u>(100,176)</u>
Income tax benefit / (expense)		15,309	17,509
Surplus / (deficit) for the year		<u>27,175</u>	<u>(82,667)</u>
Other comprehensive income for the year		-	-
Total comprehensive income for the year		<u>27,175</u>	<u>(82,667)</u>

Statement of Financial Position

As At 30 June 2022

	Note	2022 \$	2021 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	7	848,035	669,963
Trade and other receivables	8	511,476	254,429
Other assets	9	82,309	127,689
TOTAL CURRENT ASSETS		<u>1,441,820</u>	<u>1,052,081</u>
NON CURRENT ASSETS			
Property, plant and equipment	10	4,895	222
Intangible assets	11	10,822	19,316
Deferred Tax Asset	12	247,380	232,071
TOTAL NON CURRENT ASSETS		<u>263,097</u>	<u>251,609</u>
TOTAL ASSETS		<u>1,704,917</u>	<u>1,303,690</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	13	94,131	48,131
Current tax liability	14	35,770	34,220
Contract liabilities	15	962,289	635,787
TOTAL CURRENT LIABILITIES		<u>1,092,190</u>	<u>718,138</u>
TOTAL LIABILITIES		<u>1,092,190</u>	<u>718,138</u>
NET ASSETS		<u>612,727</u>	<u>585,552</u>
EQUITY			
Issued capital		-	-
Reserves		-	-
Retained earnings		612,727	585,552
TOTAL EQUITY		<u>612,727</u>	<u>585,552</u>

KAKADU, NORTHERN TERRITORY
PHOTO BY NICK DUNN, UNPLASH



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