



PARKS & LEISURE
AUSTRALIA

ANNUAL REPORT

19/20



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Paul Jane

Deputy President
Les Munn (NSW/ACT)

Finance Director
Tim Sargent

Margaret Barret (QLD)
Sue Suter (SA/NT)
Rachel Thorpe (VIC/TAS)
Jason Wright (WA)

Co-opted Members
Tara Looby
Barbra Gaiotto
Kristin Davies

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We sincerely thank our national partners for their support.





Paul Jane
National President

NATIONAL PRESIDENT REPORT

Wow what a year, and we're not at the end yet, like many of our members and the industry as a whole, the year has had its highs and its lows and when we talk lows I think this year has redefined the term.

As an organisation we have had to pivot, shifting our core offering from events and functions to virtual opportunities. Our sector has been one of the hardest hit, in particular those that work in community facing areas such as community sport, aquatics and leisure facilities. The onset of COVID-19 has shown the fragility of these industries and in particular our sporting sector with many state and national bodies in significant distress.

As always the Parks and Leisure Australia Board has worked diligently to improve our offering to members. The board itself is made up of representatives from each region and a number of skill based positions and does a significant amount of the heavy lifting for the organisation as we grow to ensure that our financial resources are directed to advancement of the organisation. Over the past couple of years there has been a strategic intent to build the financial capacity of the organisation and this strategy has now shown its value as revenue streams dry up. Some particular efforts of note on the board include: Rachel Thorpe – leading a whole of organisation policy review and risk management framework. Sue Suter – leading the preliminary work on the next generation strategic plan and developing key partnerships. Tara Looby – marketing dashboard reporting and evolving our offering. Kris Davies – Generate leadership, linking this across the organisation to ensure Generate is integrated into each region. Barbra Gaiotto – for what seems a life time commitment to the organisation and endless efforts delivering, reviewing and improving the national conference.

I would also like to welcome Margaret Barrett who replaces Anand Pillay from our Queensland

region and Jason Wright representing Western Australia. Finally, a personal thank you to Les Munn and Tim Sargent for their calm heads and perspective supporting the President's role.

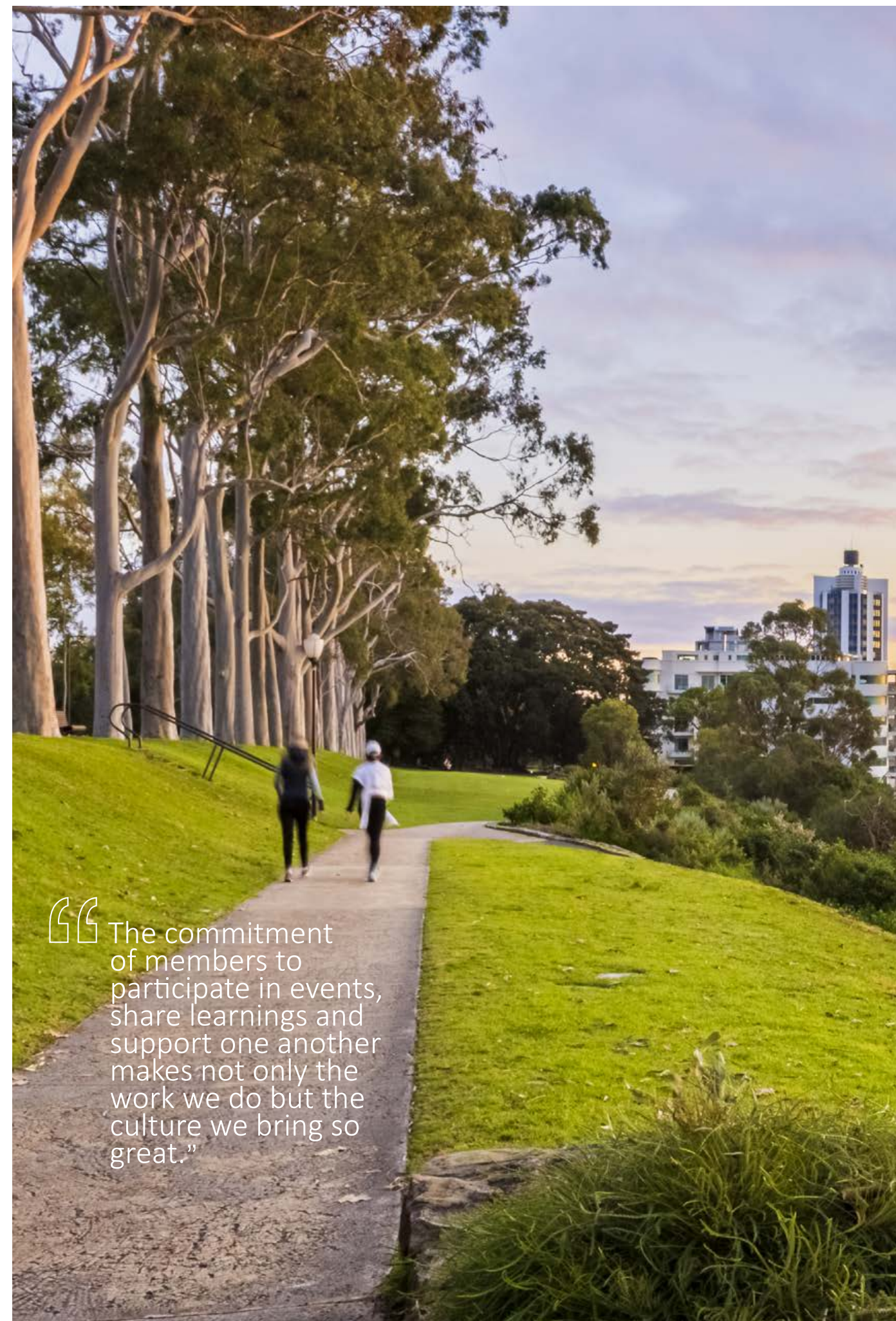
Underpinning the board and the respective regional Councils is a dedicated team of professionals who regularly go above and beyond. This year with the onset of COVID-19 we have had to reduce budgets without the corresponding revenues and seek greater national collaboration. These asks were supported by the group and the drive for greater collaboration was embraced and sets the organisation in an ideal position for future initiatives and grows a truly national approach.

In addition to the collaborative spirit we have seen developing over the past 12 months, there have been a number of successes at a national level that include:

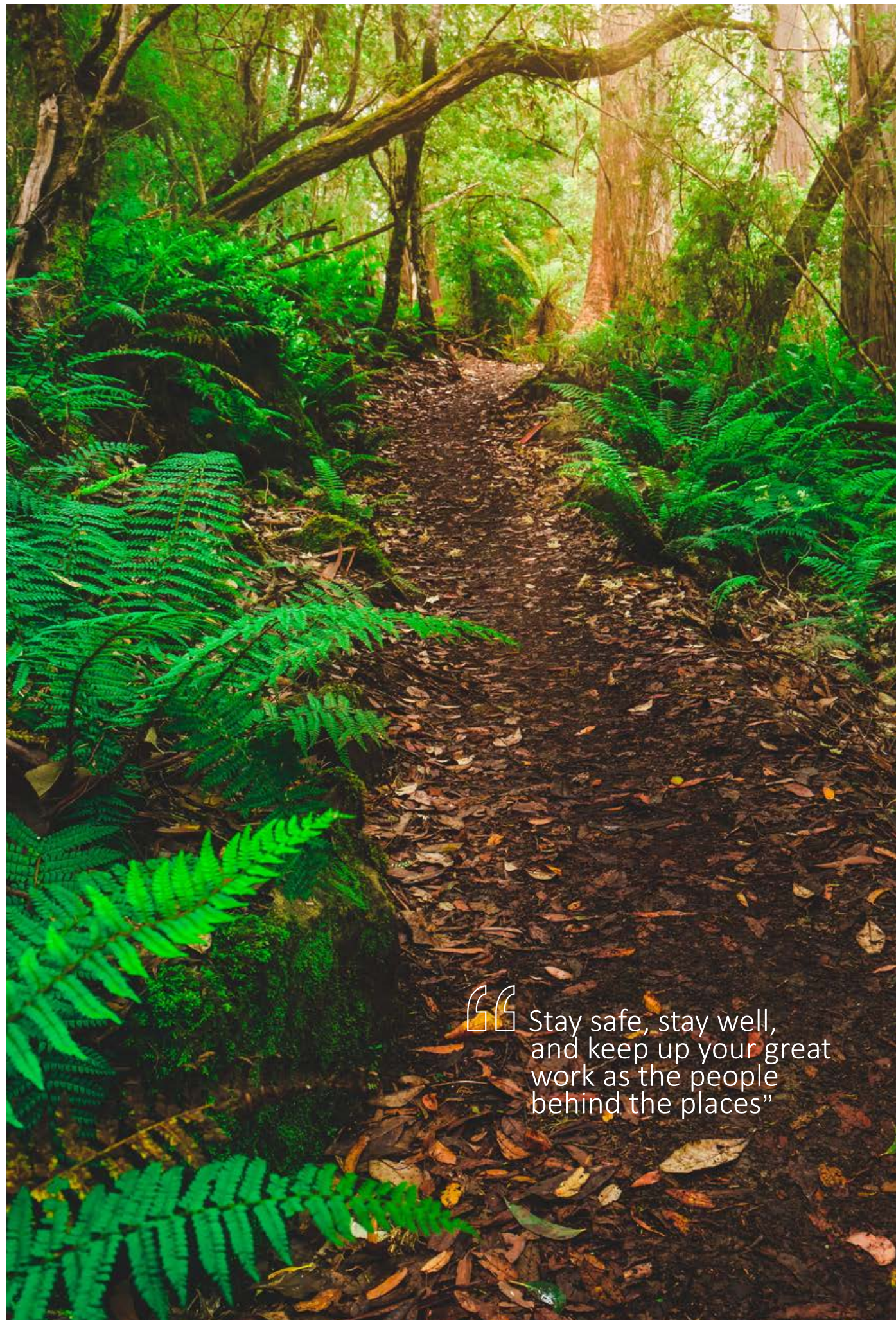
- The 2019 National Conference in Western Australia
- Going Green for Parks initiative
- The Gender equity charter
- Generate expansion
- Cementing international ties
- PaRC Library

All these achievements point to a continued growth and development of the organisation.

A final thank you is reserved for our membership; Parks and Leisure Australia is just a function of its members commitment, culture and passion to advance the sector. The commitment of members to participate in events, share learnings and support one another makes not only the work we do but the culture we bring so great.



“The commitment of members to participate in events, share learnings and support one another makes not only the work we do but the culture we bring so great.”



“Stay safe, stay well,
and keep up your great
work as the people
behind the places”

CEO REPORT



Mark Band
CEO

CEO REPORT

Well it's no surprise that I start off the year in review with how it ended and the impact COVID-19 has had on all our lives, communities and businesses. Hopefully, you are all getting through it and it hasn't impacted you severely, but if it has, I hope there is light at the end of the tunnel for you.

The main impact for PLA has been the loss of our events and flagship national conference. Coming off the back of an extremely successful event in Perth in October 2019 which was the second biggest conference outside of the 2018 World congress in Melbourne, we were looking forward to Sydney 2020 and running the event in collaboration with the Sydney Olympic Park and its own 20th anniversary of the Olympics. Alas this was not to be and a decision was made early in the piece to reschedule the event to 2021.

This has had an obvious impact on our cashflow and therefore some adjustments had to be made to the organisation's resourcing including national office staff and regional executives. Hopefully this didn't affect you our members too much but as the restrictions have begun to ease in most States, operations and planning for next year has meant that we are as good as back to where we were pre COVID-19. I'd like to thank all of the Executive Officers for their understanding and flexibility during this difficult time and of course keeping the organisation running as smoothly as possible.

Out of the negatives of COVID-19, have however been some positives. The introduction of our webinar series has proved extremely popular with some having over 400 people in attendance and these will continue even when we begin our face to face events in the coming months and year.

The virtual conference is a new and unknown platform for us and hopefully it was well received. Again, this is something we are considering offering as a parallel event to future upcoming conferences, particularly for many of our members that struggle to leave the office or are located in regional areas.

We also coordinated the Going Green for Parks and Parkies week in late June which was an initiative that came out of COVID-19 and how the New York Parks Department acknowledged their Park workers as communities used them more than ever. The initiative was a huge success in Australia with over 100 key and iconic venues lighting up green in recognition of the sector. Thank you to all that got involved in the promotion and thank you to our own park members that worked through COVID-19.

Our sponsors have remained loyal and supportive, although we have had to realign many of the contracts as we grapple with new offerings brought on by COVID-19. I would personally like to thank them all for their continued support and look forward to being able to progress and strengthen our partnership in the coming years.

We have also been working hard behind the scenes on the web platform and whilst there were some teething issues with the transition and membership structure, which both occurred at the same time, we are now looking forward to firmly establishing the services such as the PaRC resource library and the member networking to assist us all in our day to day jobs.

In closing, I would like to thank the National President Paul Jane and the Board for their strategic vision for the organisation, all of the Regional EO's for their continued hard work, and of course the national office staff that go way beyond what is required of their services to the organisation.

To you our members and broader industry, I also thank you for your continued support, particularly in this very challenging year for us all. Stay safe, stay well, and keep up your great work as the people behind the places.



Tim Sargent
Finance Director

FINANCE DIRECTOR REPORT

I am pleased to report that PLA was able to achieve a surplus for the June 2020 year of \$10,450. This comes off the back of the previous three years where surplus of \$115,163 -2017, \$122,152 -2018 and \$22,875 -2019 have been reported.

With COVID-19 hitting the organisation in March 2020 the fact that we were able to maintain a surplus is a great outcome for the association. On reflection the fact we created a new 90 day budget from April onwards and reviewed all expenditure thoroughly for minimisation meant that we were able to stop any potential end of year deficit from occurring.

The 2020/21 year is going to be a challenging year for us all. No doubt raising revenue from National & State Conferences will be severely constrained which the organisation relies heavily on. As I write this report it has been six months since we all became impacted by COVID-19 and one can only wish that normality will return for us all in 2021.

The board has approved the 20/21 budget which shows a deficit of just under \$39,000. As at 30th June 2020 the association has net equity of \$668,219. The association is in a fortunate situation to be able to ride out the storm however the board must continue to be prudent and vigilant as to not erode our strong equity position that has been built up over recent years.

Key points to highlight for the year are as follows;

The National Conference and Awards held in Perth were an outstanding financial success returning a net surplus of \$279,686.

The regional conferences and state awards became non-existent due to COVID-19. Significant reductions in overheads were initiated as these events generally provide a surplus of around \$150,000 each year.

Membership subscriptions generated \$288,021 of revenue this year, well up from previous years.

Sponsorship reduced from \$447,757 to \$282,358 this year. This is an area of concern for the future as to how we ensure sponsors feel the association provides value for money.

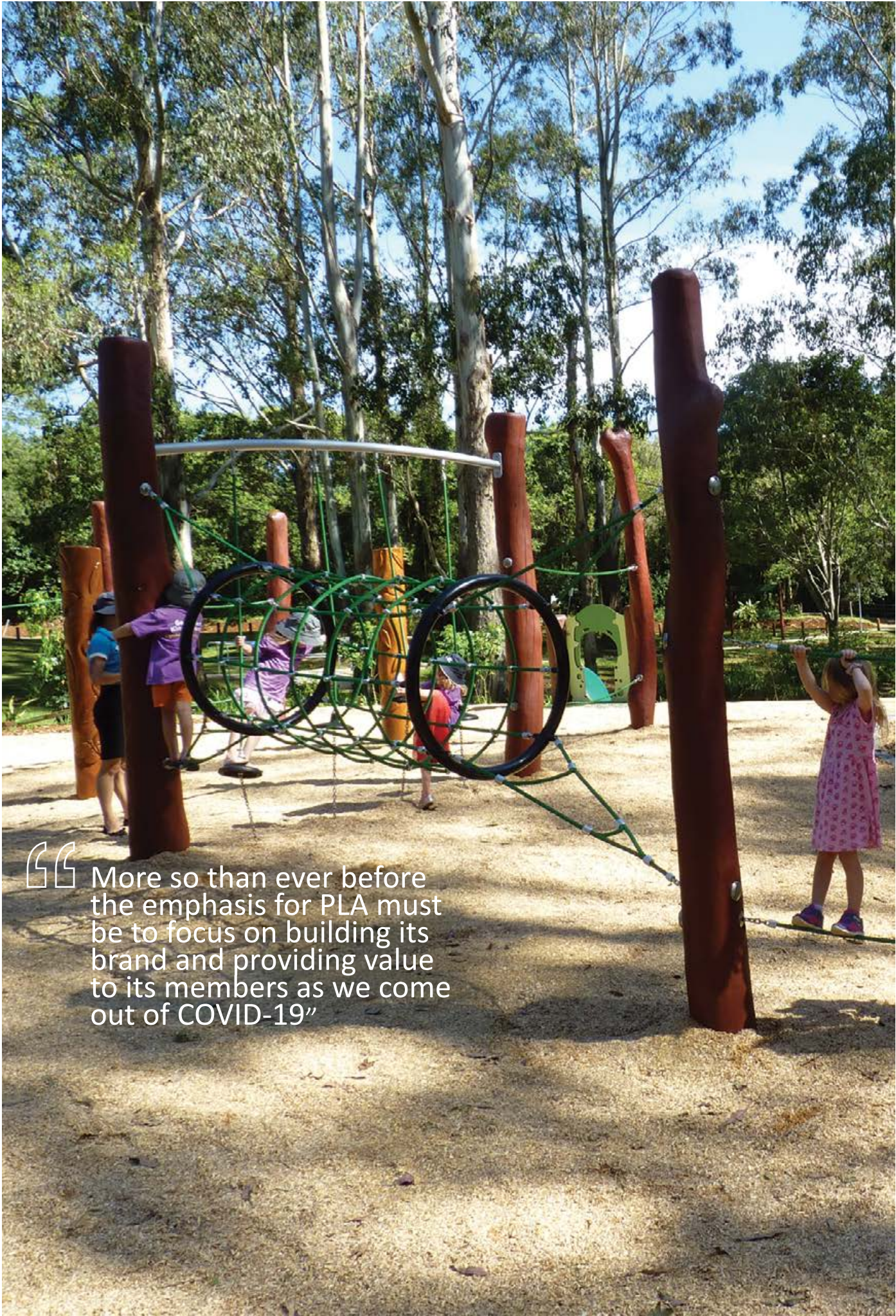
The Statement of Financial Position shows our net equity position has improved to be \$668,219. We must remember that back in 2015 our equity position was only just over \$60,000.

Current Assets to Current Liabilities show that we have an excess of \$425,081 (prior year \$405,563) meaning that for every \$1 of liabilities we have \$1.80 of short term assets which provides comfort that Parks & Leisure has sufficient liquidity (cash flow) to be able to pay our debts as and when they fall due.

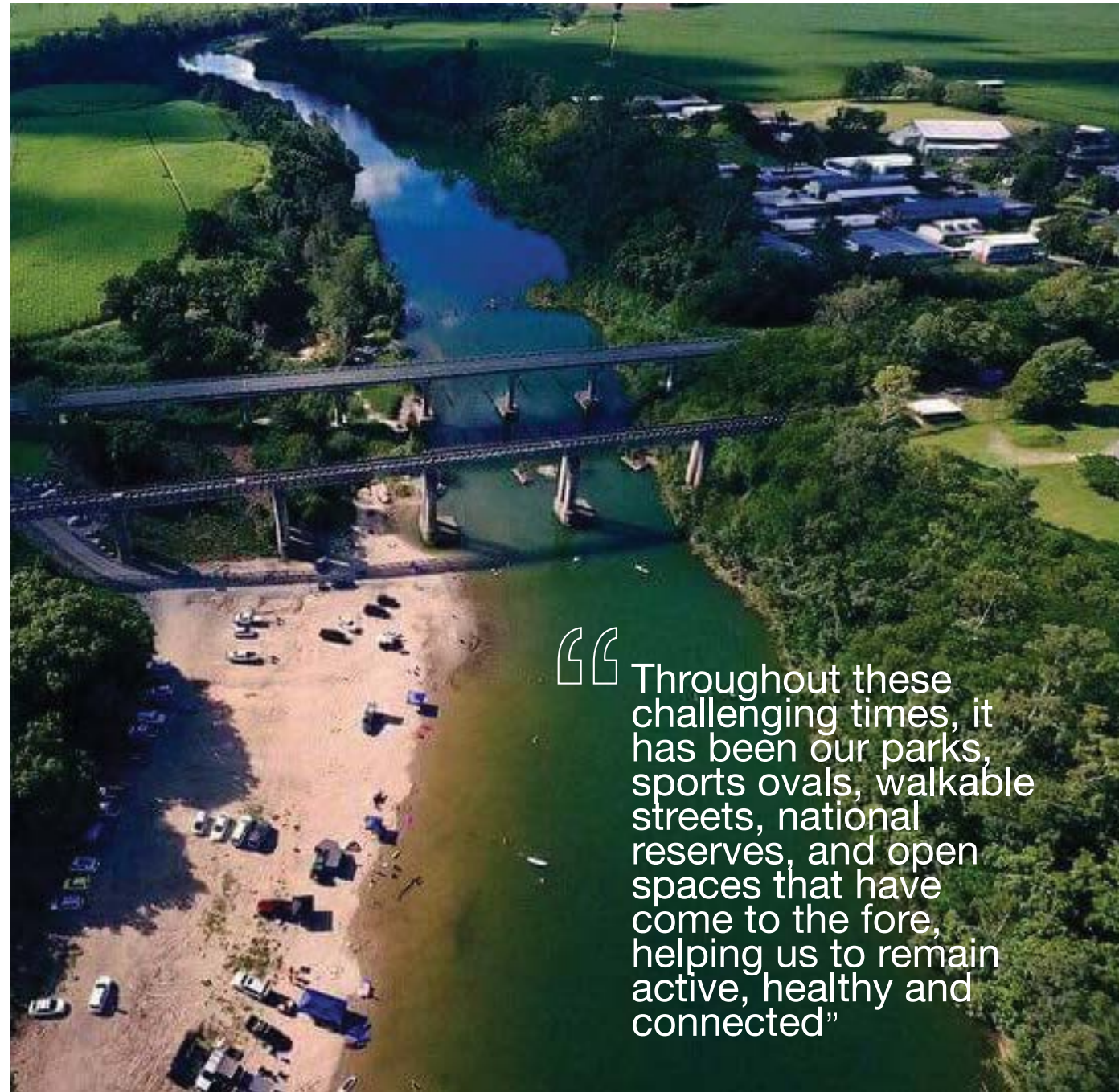
Finally, the WA Government Grant liability has reduced and now sits at \$142,914 in the Statement of Financial Position.

More so than ever before the emphasis for PLA must be to focus on building its brand and providing value to its members as we come out of COVID-19. We are in a strong financial position and strategically we need to take advantage of this as other associations may evaporate.

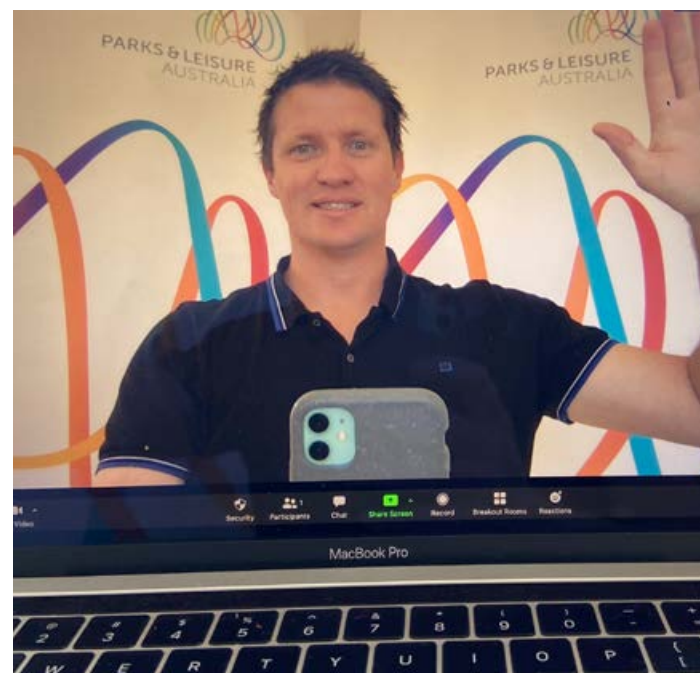
Finally, I would like to thank the CEO Mark Band, the President Paul Jane and the rest of the board for making Parks & Leisure what it stands for today.



“More so than ever before the emphasis for PLA must be to focus on building its brand and providing value to its members as we come out of COVID-19”



“Throughout these challenging times, it has been our parks, sports ovals, walkable streets, national reserves, and open spaces that have come to the fore, helping us to remain active, healthy and connected”



Frances Hudson
President
QLD

QLD REGIONAL PRESIDENT REPORT

The first half of this 2019/20 year couldn't have been more different from previous years. A year of change, it has been for many, and for our Queensland Regional Council and members it started when we said farewell to our Executive Officer Tracy Barkham after 6 years and 6 months in early September 2019. Those that couldn't attend the dinner event sent messages of thanks and best wishes. It was a time of reflection on the many crazy times that had been and enjoyed, how important networking, and sharing experiences and successful projects are to our members and industry. The National Conference saw Queensland's Mackay Regional Council win the Best Regional/Rural Industry Contribution Award for Re-discovering Platypus Beach - The Transformation.

By November 2019, there was a buzz in the air and it wasn't our summer mozzies appearing early. We'd secured ourselves an absolutely adept and highly capable new Executive Officer – Adam Cheyne. It took a few months to get all the paperwork sorted but before officially starting Adam joined us at a “speed date” Regional Council meeting and then joined about 20 members for Christmas drinks and tapas. Gratefully this event was organised by Steph McCallum whilst I tried to find a working internet in northern India. Adam quickly realised the value of partnering and working with other key industry players. PLAQ partnered with others and The MET for The Design Series launch event on 30 January, with a number of members enjoying the hospitality and Sunshine Coast Design book insights. Behind the scenes Adam has since earlier this year been working with other like-minded industry groups to build a good foundation of partners and working towards quality development opportunities to be delivered digitally for PLAQ as we move into 2020/21.

Unfortunately, more changes in our Regional Council occurred during the year, with Mark Borgert, Dr Marke Jennings-Temple, and Anand Pillay taking leave to study and spend time with their new families, however we've been lucky to have Josh Geraghty and Nicolas Matthews join our team. Regional Councillors undertake many roles, e.g. John Wood, one of our most respected and treasured Regional Councillors, volunteers

as the Research Working Group Chairperson, Research Connections Editor, and earlier this year tested the PLA National Survey of Research Issues and Priorities, an important basis to help understand more of what PLA members value and what research issues PLA should explore in the future. Anand Pillay continues to be part of PLA, but stepped down as our representative on the National Board. Thankfully, and with a little twist of an arm, Margaret Barrett agreed to take on this role, and has been fabulous through these recent months briefing up and keeping everyone around informed about national direction and happenings.

Though starting a little later than hoped, our program and theme for our Queensland Conference in 2020 was really coming together with sponsorship from Brisbane City Council (and thanks to Dr Marke and Adam)and then things turned a little pear shaped, or more accurately, a little novel coronavirus shaped.....so stay tuned for when we turn the page on a new year.

I'm sure everyone has been well consumed and enveloped over the last months of 2019/20 as a result of the COVID-19 pandemic, some personally as well as many professionally. Throughout these challenging times, it has been our parks, sports ovals, walkable streets, national reserves, and open spaces that have come to the fore, helping us to remain active, healthy and connected. Industry workers recognised this through the “Go Green for Parks” campaign, where iconic structures and prime places across Brisbane, Townsville, Redlands, Caloundra Ferris wheel, Fraser Coast Regional Council etc with nearly 20 sites all lit up green over the week!

Queensland again had high numbers of nominations in the Awards of Excellence categories with great representation of winners from across our state. The new virtual format hosted by Sharni Layton also saw many of our generous sponsors including SportEng, Otium Planning Group, WillPlay, LARK Industries, Syngenta, GLG Green Life Group, Interface Landscapes, Moreton Bay Regional Council, Alliance Planning and Christie all help make this event a success. Good luck Queensland category winners. It will be great to join everyone celebrating the strength and value of the people behind our places in these continuing and unprecedented (most used word for 2020) times.



Les Munn
President
NSW/ACT

NSW/ACT REGIONAL PRESIDENT
REPORT

Well what a year 2019/20 turned out to be. It started well enough for us, basking in the success of an extremely good conference in Queanbeyan.

Another well attended, successful seminar was held on Tracks and Trails (with the generous support of Hornsby Council) in July. There was a lot of interest in Mountain bike trails, but many questions were asked regarding cycleways which gives us scope for another seminar on just cycleways, their design and management at some stage in the near future.

We followed up in August with a seminar titled “Meeting the Demands of Tomorrow“ which closely scrutinised the pros and cons of using synthetic surfaces on playing fields.

Things quietened down a bit as we focussed on the National Conference in Perth, but just as this was concluding, we lost the services of long-time Executive Officer, Bethanie Tobin, who took an opportunity for further career development. This left NSW/ACT without an EO for a period of some months. It was not until the end of January that we were able to find a suitable replacement.

Meanwhile, NSW was experiencing catastrophic bushfires which took precedence over everything.

Our recruitment process proved to be very successful and we were able to gain the services of Ursula Gleeson who had previously worked in this position about 7 years ago. Ursula comes to us with not only a good knowledge of our business and familiarity with the operations of Parks and Leisure, but also a passion for the recreation industry. Unfortunately, no sooner had Ursula joined us, the COVID-19 Pandemic struck. This seriously impacted on our ability to run seminars and field excursions with initially no face to face meeting being permitted at all.

With a strong commitment to continue servicing our members (the same as all other regions and the National Office), we commenced a series of online seminars under the program name of “Around Our Place.“ “The Impacts and Challenges facing Community Sports” and “Streets as Shared Spaces“ were held during May whilst “Preparing for a return to Play” and “Greenspaces and Bushfire Planning” were held in June.

This program has continued into the new financial year and events are programmed until December. We will continue to grow our program for members and have a strong schedule of both online and face to face formats ready to continue into the New Year.

Of course, because of the forced shutdown of many industries, we were reluctantly forced to reschedule our Regional Conference and Awards night from the planned event in May until November. But once again, because of circumstances beyond our control, we have had to move the event again. It will be still held at the Pacific Bay Resort in Coffs Harbour but will take place in May next year.

The annual Awards Presentation which could not be moved again, was staged as an online event in August.

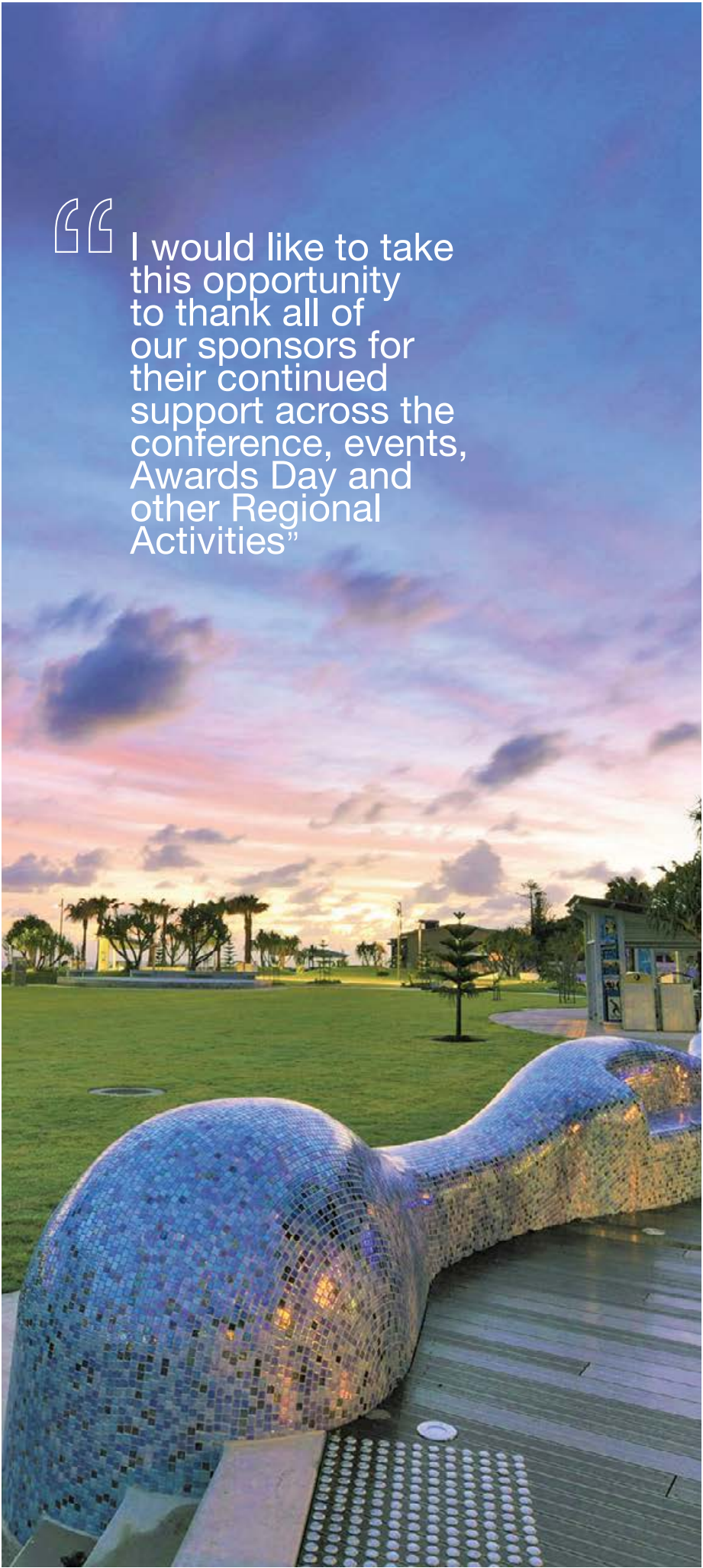
I would like to take this opportunity to thank all of our sponsors for their continued support across the conference, events, Awards Day and other Regional Activities. These include GLG Greenlife Group, Syngenta, Christie and Otium. Lark Industries has also recently signed on as a major sponsor and we are pleased to have Andreasens Green, Kompan and Marsupial / Glascott all renew their two year sponsorship agreements with PLA NSW/ACT. The Office of Sport continues to be a major partner with us for all significant events. This demonstrates the high regard that PLA is held in by these organisations who feel that even in these challenging times, aligning themselves with PLA is mutually beneficial.

Advocacy on industry issues continues to develop with members from the Regional Council being invited to participate on a number of working groups such as the Greater Sydney Commission’s Sydney Regional Plan, the delivery of the Place -based Infrastructure Compact (PIC) for the Metropolis of Three Cities and representation in the Project Control Group for the Greater Sydney District Sports Facility Plan.

Following on from the adopted Strategic Plan, the three established portfolio groups (Membership, Professional Development and Partnerships) continue to meet and develop actions which will enable us to achieve the agreed goals.

A special thankyou to our new Executive Officer. Ursula Gleeson who, in very difficult times, has fitted in beautifully to our team. Finally, a special thankyou to our dedicated, hard working committee members who continue to give generously of their time in order to provide PLA members with a strong, progressive industry focussed organisation.

“ I would like to take this opportunity to thank all of our sponsors for their continued support across the conference, events, Awards Day and other Regional Activities”





“Whilst the second part of the financial year has been more difficult and events had to be postponed, we are positive about the future”



Sue Suter
President
SA/NT

SA/NT REGIONAL PRESIDENT REPORT

PLA SA/NT is heading in the right direction with a well organised and committed EO (Allison Bretones), a great Regional Council, a clear direction forward and a number of key events planned for. Whilst the second part of the financial year has been more difficult and events had to be postponed, we are positive about the future.

The main focus and achievements for PLA SA/NT are summarised below (linked to PLA Portfolios).

GOVERNANCE

- The Regional Council's Strategy Group developed a two year Business Plan and Action Plan that links to the National PLA Strategic Plan and clearly outlines our future activities and priorities.
- We pursued and obtained two new members at the end of the financial year, including a representative in the Northern Territory (Robert Fleming) and Annie Charlton.

LEADERSHIP

- Our Regional Council remained committed and stable, with members including:
 - Suzanne Suter, President
 - Alicia Clutterham, Vice President, Cricket Australia
 - Kevin Lowe, City of Campbelltown
 - John Wilkinson, City of Charles Sturt
 - Julia Wallace, GENERATE representative, City of Holdfast Bay
 - Stacey Dutton, Adelaide Hills Council
 - David Cooney, District Council of Mount Barker
 - Rick Gower, City of Tea Tree Gully
 - Andrian Wiguna, City of Campbelltown
- As President, Suzanne Suter contributed to a number of National PLA initiatives including development of a Membership Plan and the establishment of National connections.

CONNECTIONS

- We were supported by the Department of Environment and Water through Green Adelaide as part of an event opportunity.
- The Regional Council made a number of advocacy statements and submissions relating to:
 - Minister for Planning and Infrastructure Draft Planning and Design Code Phase 3 (Urban Areas)

- Office for Recreation, Sport and Racing and Minister for Recreation, Sport and Racing for various strategic planning directions
- Natural Resources Committee Inquiry into Urban Green Spaces
- We have represented PLA on key industry groups including:
 - Active Living Coalition
 - Quality Green Open Space Reference Group

PROFESSIONAL DEVELOPMENT

- We held the 'Technology, Parks & Places: How the Landscape Is Changing' event in August 2019
- We held the 'Achieving A Greener Adelaide' event in partnership with Green Adelaide in November 2019
- We held the 'Activating a Healthy Mind and Body through Physical Activity' event in February 2020
- We planned for a Regional Conference in Clare 'Sustainable Regions Through Parks, Recreation, Sport & the Environment' (postponed to November 2020 due to COVID-19)
- We planned for a Regional Conference in Darwin 'Achieving Excellence in Recreation, Sport and Open Spaces in the Northern Territory' (postponed to May 2021 due to COVID-19)
- We held and promoted webinars including an SA/NT targeted event 'Programs that deliver continual improvement in Open Space Management all year round' involving Syngenta and City of Holdfast Bay
- We have investigated establishing a Facility Management Course in South Australia

SERVICES

- We held a successful awards afternoon in August 2019 at the City of Charles Sturt St Clair Recreation Centre
- An Open Space Planners Network session was held in November 2019
- A welcome to 2020 was held in late January 2020
- We have contributed to the GENERATE program through the involvement of Julia Wallace
- We have played a lead role in establishing the concept of celebrating PLA's 100 Years
- We played a key role in promoting the 'Going Green for Parks' initiative in June 2020
- We are strengthening our services to State and National sponsors



Darren Bennett
President
VIC/TAS

VIC/TAS REGIONAL PRESIDENT REPORT

The COVID-19 pandemic has had an enormous impact on our sector, especially in Victoria with 'Lockdown2'. At the time of writing this report, we have dealt with the impacts of social distancing restrictions by cancelling community sporting competitions, closing swimming pools and community centres, and restricting use and access of community infrastructure in our parks and open spaces. We have all had to adapt quickly since mid-March 2020 in response to ever changing protocols and restrictions for public access to community infrastructure and to our own personal work practices, and I congratulate everyone on the incredible work you have done under very trying circumstances.

The importance of accessible public open space and parklands close to home has been exposed and highlighted like never before during the pandemic, with huge increases in the usage of parks, tracks and trails, so a special pat on the back to all our parks operational staff and their coordinators and managers. It was wonderful to see so many organisations get behind PLA's national #GoGreenForParks campaign to let all parks staff know just how much they are valued. So many places around Victoria and Tasmania lit up green during the campaign period in late June, ranging from the MCG and Melbourne Town Hall in Melbourne, to the Rosalind Park Conservatory in Bendigo, and Hobert's Railway Roundabout Fountain.

I know that many of our member organisations had to make very difficult decisions around staffing and I do hope that once the worst of the pandemic has passed that new opportunities will open up for sector staff and organisations. I am sure there will be ongoing changes to the way we

work and deliver programs for our communities and it will be important to share our experiences as we continue to progress out of the period of onerous social distancing restrictions.

Prior to pandemic, the Vic/Tas Region Board was continuing with its work to provide advocacy, professional development and networking opportunities for the Region's members. The Board continues to work through the actions of the Region's Strategic Plan, which complements the activities and vision of the PLA National Board.

Advocacy on industry issues is a key focus for the Vic/Tas Region Board. Three working groups were formed last year to develop position papers on key issues identified by our members for the sector: joint-use agreements between councils and schools (JUAs); the impact of season creep by some field-based sports; and increasing the awareness of tertiary students undertaking courses in sport and recreation of the employment opportunities in local government and allied organisations. These three working groups would not be possible without the willingness of PLA members to become involved and I thank those members who are active contributors.

This year's professional development activities included five in-person seminars, seven webinars, and the annual Leadership Program. The Open Space Planners Network held one in-person forum and one online forum. Thank you to the many councils and organisations that hosted seminars and other activities.

Of course, one of the major impacts of the COVID-19 pandemic for our region was the decision to cancel the 2020 Region Conference and Awards of Excellence Dinner, both scheduled to be conducted last May. It was the lost

opportunity to network and catch up with colleagues that we all missed. Notwithstanding this lost personal interaction, I am pleased that we were still able to deliver much of the Conference program in the form of webinars and other online chats in recent months. Whilst disappointing not to be able to enjoy our annual sector social event of the year, it was terrific to still be able to present an entertaining 2020 Awards of Excellence event this year. I congratulate all Region winners and wish you luck in the National Awards event.

I am pleased to 'shout out' a big congratulations to the four 2019 Vic/Tas Region Awards of Excellence winners that went on to win a National Award:

ParkConnect – Connecting Volunteers to Parks, Parks Victoria (Best Use of Technology Award) Djerring Linear Parks and Trails - ASPECT Studios, Level Crossing Removal Authority, Lendlease/CPB and Cox Architects (Park of the Year Award) Eaglehawk Regional Playspace, City of Greater Bendigo (Playspace >\$0.5M Award) Access and Inclusion 5-year Plan, Belgravia Leisure (Strategic Planning Award)

I would also like to congratulate Kristen Jackson for being awarded the Frank Stewart Distinguished Service Award at last year's National Awards of Excellence event. This is a wonderful achievement and recognition for Kristen's long and valuable service to the sector.

The Vic/Tas Region is now in its 3rd and final year of the 'Together More Active' program through which we receive a grant from the Victorian Government to assist with the organisation and delivery of our professional development program. The Board was recently successful in our application for a grant to the Victorian Government's 'Community Sport Sector COVID-19 Short-Term Survival Package'. This grant has

enabled the Region to maintain operational viability during the COVID-19 restrictions, and is particularly important following the cancellation of the 2020 Region Conference, an event that generates much of the revenue necessary for our Region to offer members our range of services. On behalf of all PLA members, I thank the Victorian Government for these important funds.

I also thank our sponsors across all of the Region's activities, particularly our Region sponsors Syngenta, Christie, SPORTENG, Glascott Landscape and Civil, Marsupial Landscape Management, Lark Industries, and Playground123, and Urban Maintenance Systems who sponsored the virtual Awards event for the 5th consecutive year.

There has never been more interest from PLA members in being involved on the Region Board, as members of working groups and the Conference organising committee, and presenting at the many professional development sessions on offer. This high level of involvement is a significant strength of the Vic/Tas Region and is the envy of the other four PLA regions around Australia.

I am particularly pleased that the Vic/Tas Region has continued to build its presence in Tasmania and I look forward to this momentum building as we emerge from COVID-19.

I would like to particularly acknowledge and thank the members and co-opted members of the 2019-2020 Region Board for the time and effort they put into the industry by attending Board meetings and participating in sub-committees.

Kirstie Robinson did not seek re-election to the 2020-2021 Region Board following maternity leave and I thank her for her time on the Board. After the past three years as President of the Vic/Tas Region, I also did not seek re-election.

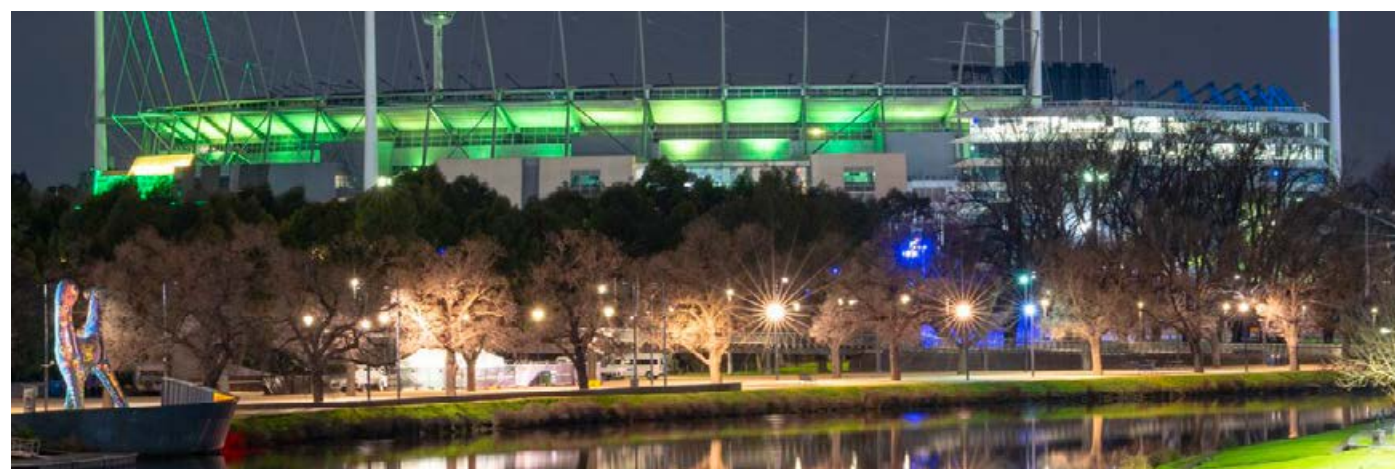
Whilst I have greatly appreciated the opportunity and enjoyed my time as President, I believe it is incredibly important to provide opportunity for those individuals who have expressed interest in the Board, and to refresh the leadership to ensure the PLA Vic/Tas Region stays relevant to its members and continues to provide fantastic value to the sector. I would like to congratulate new President, Ashley Fleming and wish Ash and the Board all the best leading the region.

I would also like to acknowledge the tremendous work our Executive Officer, Richard Simon, has done, particularly over the last eight months as PLA has pivoted its offerings and continued to deliver valuable professional development opportunities to the sector. The PLA Vic/Tas brand is as strong as ever and continues to attract regional and event sponsors to the many products and services we have on offer.

On a personal note, I would like to thank both Richard and Pamela Simon for their support over the last three years, their innovation, work ethic, and intimate knowledge of the sector is second to none, which has certainly placed the Vic/Tas Region in a great position to be able to respond to the challenges of the future.

Finally, I urge all members to stay updated with the work that PLA is doing and to become involved in PLA activities at every opportunity.

“The importance of accessible public open space and parklands close to home has been exposed and highlighted like never before during the pandemic”





Joanne Smith
President
WA

WA REGIONAL PRESIDENT REPORT

Parks and Leisure Australia in WA (PLAWA) continue to support the region with a rich program of seminars, training and resources to strengthen our industry. Below are a few of the activities executed with extensive support from many volunteers providing professional direction, information, advice, peer review, delivered presentations, shared facilities and case studies, all without hesitation. Our annual program is supported by our part time Executive Officer and Administration & Events Officer, driven through the Regional Council portfolios for governance, advocacy, marketing, membership and sponsorship and the industry networks for:

Leisure Planners;
Parks and Streetscapes;
Facilities;
Events, and
Fitness.

For the previous 10 years the WA region has been fortunate to receive state government funding through the Department of Local Government Sport, Cultural Industries' (DLGSC) Industry Investment Program (IIP). This has allowed PLAWA to invest in local products and services through a two budget system where grant funds are spent on WA industry resources and capacity building, while all profit earned through events, courses and conferences are returned to PLA nationally.

IIP grant funding for WA has been used for a wide range of initiatives and projects including;

Social Value Modelling of Leisure and Aquatic Centres: PLAWA, Leisure Institute of WA Aquatics (LIWA Aquatics) and Edith Cowan University partnered to establish a model and publish a findings report to assist leisure facility managers to quantify and articulate the health, social and economic value of leisure centres. The model was developed from research and populated with information contributed from WA leisure centres. The Annals of Leisure Research published the paper Well-being, social and economic value of aquatic and leisure centres: a holistic model on 26 July 2020.

Event Application Guide: With the help of volunteers and based on various local government event planning guides, the WA Event Application Guide was developed and released to the industry with a series of training workshops delivered across metropolitan Perth and regionally to Northam, Karratha, Albany, Tom Price, Carnarvon, Geraldton, Exmouth and Broome. These were very well attended by local governments, community resource officers, sporting organisations and community groups.

Leisure Facility Managers Course: Aimed at current and emerging leisure facility managers who have no prior tertiary education in leisure and facility management. The lesson plans and course content were developed through the Facilities network working group, with the assistance of paid professionals and adapted by volunteer presenters. The short course was delivered in modules and provided access to industry guides, resources and case studies. The course content is adaptable for use in other regions.

Community Facility Guidelines: The second phase of the PLAWA Community Facility Guidelines project culminated in draft findings report information sessions presented to the four metropolitan sub-regions and southern WA regions in late 2019. After feedback and peer review, the mapping portal, 2019 data analysis and findings report on public open space (POS) and sports on POS were finalised and released with the 2020 Western Australian Community Infrastructure Guidelines.

WA Recreation Strategy - A Development Checklist: This industry tool was developed in partnership with 22 local governments as a step by step guide to prepare, deliver, monitor and review a strategy for all or some of the community facilities and services provided by a local government.

Operational events and activities in WA 2019-20 included:

Technical Tour Curtin University: PLAWA and Curtin University hosted a grounds, gardens and activation tour in spring to showcase the imaginative and collaborative way that the place activation and grounds management teams have worked together to develop a world class vibrant community campus. There was so much to absorb, we set aside another day to see the extensive high quality sports and indoor community facilities.

Leisure Facility Managers Course: The inaugural course was conducted over 5 days in August 2019 and was delivered by experienced leisure managers. Each day was complimented with a unique leisure centre tour and networking opportunities. The 20 delegate course was over-subscribed and a second course is scheduled in the forthcoming year.

Event Strategy: Driving Success: This practical workshop included case studies, templates, resources and provided an opportunity to share experiences and challenges. It was facilitated by

international presenter Mr Peter Stewart and supported by Otium.

Risk Management Workshops: Two workshops focussing on the common types of event risk were presented by RiskWest in partnership with PLAWA - being able to identify the different types of risk and constructing an Event Risk Management Plan. Open Space Turf Management Webinar - during COVID-19 PLAWA hosted a free open space turf management webinar featuring the City of Perth case study and supported by presentations from Syngenta and Turfcare.

Perth was very privileged to host the National conference in October and to show case what our beautiful and creative state has to offer. The 2019 PLA National conference was well attended, with over 600 participants, the proportion of delegates and presenters were drawn from within WA. We are very grateful to the DLGSC's contribution of \$25,000 and for their representation on panel discussions.

PLAWA have representation on the steering groups Green Space Alliance and Naturelink Perth, which are a collaboration or guild of professional organisations. PLAWA also contribute to the state government's Strategic Funding Review and support the Metropolitan Area Recreation Advisory Group (WA).

2019 saw the WA Regional Council start with a detailed strategic business planning process to set out key tasks for the year and objectives for the next 5 years. A WA region governance review focussed on outcomes of the PLA national strategic plan and undertaking a risk management view for meeting the needs of the WA parks and leisure industry. The Regional Council embarked on discussions with the PLA National Board for greater independence and PLA have committed to a consultative organisation review beginning September 2020.

Although the year ended with the start of COVID-19, PLAWA were delighted with the spectacular support received from local and state government to light up iconic public places for the Go Green for Parks campaign in June. It was a wonderful opportunity to salute parks and the people behind places and facilities, sending a positive message to our community, getting people out and about to see the sights and to raise our profile. A proud week for the parks and leisure industry in WA.





“The last 12 months have been challenging and exciting for PLA Advisory”

PLA ADVISORY 2019 REPORT



Andy Smith
Chair
PLA Advisory

The last 12 months have been challenging and exciting for PLA Advisory, (The Team). Our small but very dedicated group have produced a number of position papers for PLA and are working on several projects that will be of great value into the future for our wonderful industry.

Our recently released Parks and Leisure Australia Gender Equity Charter has been well received and is being referenced widely both in Australia and internationally. Key principles include:

Non-Discrimination
Equity
Participation
Inclusion

Addressing the key principles are nine key targets which will assist PLA to be a leader and a champion of gender equity in the Australian parks and leisure sector. To download a copy visit <https://www.parksleisure.com.au/document-library/submissions/>

Again, without the help of our members the development of the Charter would not have been possible. The seed for this project was planted at the Melbourne Conference in 2017 and with the support of amazing women from all over the country the Charter was developed over the last 3 years.

Many of you would have heard of the PaRC Library. This is a depository of papers, academic literature and other references relevant to our industry. In partnership with AIPR, who initiated the project and established a Trust, the library is fast becoming a go to resource for the industry. Please visit the site at <https://www.parksleisure.com.au/library/> I would like to acknowledge the dedicated work of Geoff Edwards, Secretary to the Trust in driving the development of this resource.

The Research Working Group, in conjunction with the University of South Australia, is also developing a national industry survey to follow up on the last survey undertaken in 2016. The survey is due for release in late 2020. Thank you for the dedicated work undertaken by John Tower, John Wood, Oliver Townson, Stephanie McCallum and Anand Pillay.

In the last 12 months the team have met on 10 occasions via teleconference. The group has now taken like ducks to water in using video conferencing tools. Unfortunately, due to COVID-19 our planning session in Melbourne was cancelled this year, however there is a standing agenda item that is developing into a rolling planning session.

The Team is continuing to work on a number of other position papers including the following;

- Developers Contributions: Guiding Principles. Considerable work has been done to date. There is an industry demand for this work and it will be a priority for Advisory to complete this paper in the next 12 months.
- Urban Forests

The Team will take a key role in the internal review of the National Board and on-going business of the organisation. A key focus for us is

1. Proactively develop stronger synergies between Advisory and the PLA membership
2. Improved communication between Advisory and the National Board
3. Review our Terms of Reference and ensure they are relevant to our industry.

Finally, it would be remiss of me not to mention the dedicated Advisory Team. A great big thankyou to Cathy Kiss, Wendy Holland, Ben Bainbridge, Tessa Pentony (retired), Anand Pillay, John Senior and Neal Ames.



Kristin Davies
Skillbased Director -
The Generate Network

GENERATE NETWORK REPORT

Generate Network Australia is Parks and Leisure Australia’s commitment to developing young professionals and emerging leaders and is made possible by the support of our sponsors 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, the past 12 months has seen significant progress and growth for the Generate Network.

LAUNCH YOURSELF WITH GENERATE

Young professionals and emerging leaders across our industry have been disproportionately affected by the pandemic crisis in 2020. The implications of which have not only impacted the roles and career opportunities of this existing cohort, but will also leave a lasting impact on the perception of our industry as a sector and employer of choice going forward.

It is more important than ever before for young professionals to stay connected to our industry and it is our responsibility to ensure that people entering the workforce or coming through, retain access and meaningful connection during this critical time.

I am happy to report that we achieved our goal this year to establish a sustainable network for emerging leaders, anyone new to the industry or looking to take their next leap.

Working closely with the PLA National Board and each of the PLA Regions we have been able to formalise our platforms and pathways, strengthen our partnerships, establish important connections, and launch a thriving network for our industry.

Through our daily activity we provide a mix of Motivation, News and Events, Membership and PLA Connections, Career and Jobs, Life and Humour for our members to engage with and enjoy.

Building a mentoring culture and legacy leadership along with our industry succession plan, have been a focus this year and will continue to be an important theme as we enter the post-pandemic recovery phase

THE HIGHLIGHTS

- Established the Generate Network Executive Committee of 12 passionate emerging leaders, along with formal representation on each Parks and Leisure Australia Region Board.
- Embedded Generate Network in the broader PLA pathway, Membership Strategy, and strategic planning.
- Presented ‘Our Industry Succession Plan’ topic to industry at the Parks and Leisure Australia National Conference in Perth and the Recreation Aotearoa National Conference in Hamilton, New Zealand.
- Completed three successful Generate Network Social Events with approximately 90 participants.
- Held our first face-to-face national planning weekend in Melbourne and developed our first strategic action plan ‘Generate Australia – Generation One,’
- Launched Generate Network membership and networking platforms. Achieved 154 new members (60% new to PLA) and 257 social media followers in the first 2 months!

FUTURE FOCUS

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

- Broadening and strengthening the network through the next growth phase.
- Providing meaningful connections with industry, opportunities, and professional peers.
- Breaking down barriers and glass ceilings.
- Building industry awareness and closing the knowledge gap.
- Championing a mentoring culture and legacy leadership.
- Advocating and representing the interests of our network and the benefits of our industry.
- Linking closely with Parks and Leisure Australia initiatives, and
- Working closely with the Tertiary sector through our research into pathways, building awareness and promoting what our industry has to offer the next generation coming through.

A HUGE THANK YOU!

Shifting the dial takes strong leadership and a team of passionate people, both established and emerging.

We have had a lot of support from many people across the industry, however I would like to specifically thank our sponsors, and ultimate legacy leaders, Otium Planning Group for their unwavering support of Generate AUS. Your contribution, encouragement and valuable mentoring has made all the difference.

I would also like to thank my Go Getters - the Generate Network Executive Committee, for their commitment, skills and energy; Dom McGlinchey, Tarryn Harding, Sarah McPhee, Lauren Close, Allana Sharman, Michael McKay, Josh Geraghty, Patrick Beazley, Chris Earl, Julia Wallace and Daniel Ferguson. Seeing you all in action makes me excited for the future of our industry leadership.

“It is more important than ever before for young professionals to stay connected to our industry, and it is our responsibility to ensure that people entering the workforce or coming through, retain access and meaningful connection during this critical time.”



MEMBERSHIP REPORT

The COVID-19 pandemic of early 2020 saw nationwide financial issues, which have impacted upon and resulted in a reduction in non-essential spend across many industry sectors. Moving forward, in recognition of the current financial climate, we will be maintaining membership prices at the same level as the previous year.

The membership figures for 2019/20 finished at 1,949. This constituted a 16.5% growth from the same period the previous year and a 61.6% growth prior to our Membership restructure in October 2018 (see graphic).

Our growing membership is for the large part due to the role our members and volunteers play in supporting and promoting the values of PLA throughout the industry.

It has been a goal for the team at PLA to build our engagement with members from around Australia. Challenging circumstances have resulted in us looking at ‘outside the box’ solutions to ensure that our regular member services have been maintained. Notwithstanding the various social distancing restrictions coupled with a reduction in staff working hours across the entire organisation, we have tried to maintain regular engagement with and delivery of services to our

members; through our AP&L Journal, our Awards of Excellence, our webinar series (and face to face events where possible), newsletters, and our posts on Facebook and Twitter.

PLA is also focused on improving the use of electronic information delivery such as the website, email and social media to enhance membership engagement. We encourage members to check that we have their updated details on file to ensure they receive our newsletters and information on our promotions.

A continued focus on increasing membership and improving the benefits to attract new members and to increase repeat renewals will be maintained throughout the 2020/21 financial year. A membership strategy has been devised with implementation expected to commence in the 20/21 financial year.

PLA has endeavoured to conduct member surveys to track our progress. However there is always more we can be doing. We would love to hear members’ thoughts on how we can continue to build our membership and better communicate. For more information on membership please contact the membership officer at membership@parksleisure.com.au

Membership



Statement of Changes in Equity For the Year Ended 30 June 2020

2020

Balance at 1 July 2019

Profit attributable to members of the entity

Balance at 30 June 2020

Accumulated Surplus \$
<u>656,263</u>
<u>11,956</u>
<u>668,219</u>

2019

Balance at 1 July 2018

Profit attributable to members of the entity

Balance at 30 June 2019

Accumulated Surplus \$
<u>636,857</u>
<u>19,406</u>
<u>656,263</u>

Statement of Cash Flows

CASH FLOWS FROM OPERATING ACTIVITIES:

Receipts from customers	1,111,066	1,818,911
Payments to suppliers and employees	(1,607,648)	(2,075,028)
Interest received	3,763	3,716
Income taxes paid	1,294	(4,782)
Receipts from grants	458,546	146,793
Net cash provided by/(used in) operating activities	<u>(32,979)</u>	<u>(110,390)</u>

Note	2020 \$	2019 \$
	1,111,066	1,818,911
	(1,607,648)	(2,075,028)
	3,763	3,716
	1,294	(4,782)
	458,546	146,793
17	<u>(32,979)</u>	<u>(110,390)</u>

CASH FLOWS FROM INVESTING ACTIVITIES:

Payments for intangible assets	-	(14,812)
Purchase of property, plant and equipment	-	(1,362)
Net cash used by investing activities	<u>-</u>	<u>(16,174)</u>

-	(14,812)
-	(1,362)
<u>-</u>	<u>(16,174)</u>

Net increase in cash and cash equivalents held	(32,979)	(126,564)
Cash and cash equivalents at beginning of year	622,935	749,499
Cash and cash equivalents at end of financial year	<u>589,956</u>	<u>622,935</u>

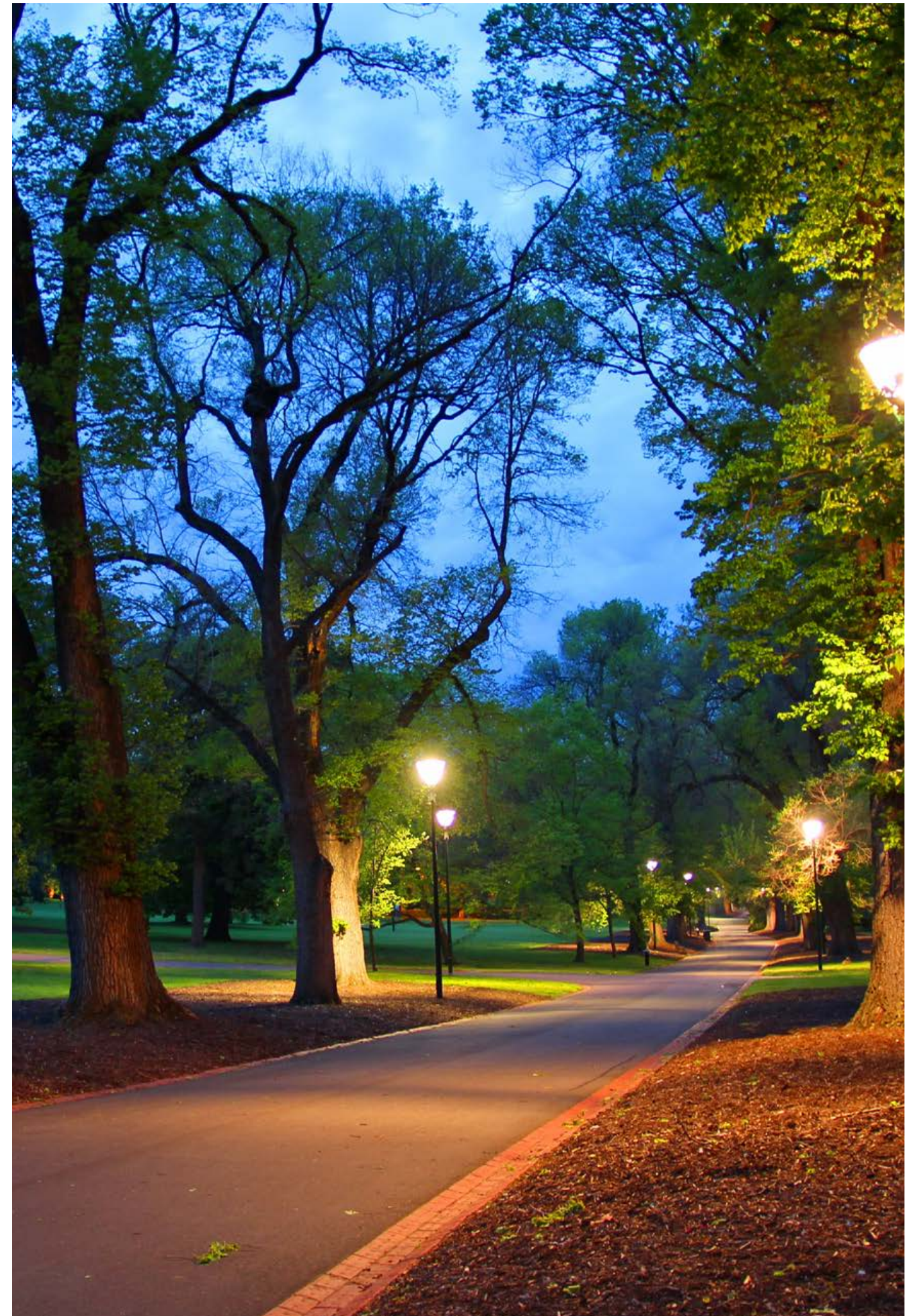
	(32,979)	(126,564)
	622,935	749,499
8	<u>589,956</u>	<u>622,935</u>

**Statement of Profit or Loss and Other Comprehensive Income
For the Year Ended 30 June 2020**

		2020	2019
	Note	\$	\$
Revenue	4	1,521,696	2,053,115
Other income	4	3,763	3,716
Depreciation and amortisation expense		(8,517)	(6,144)
Conference expenses		(313,312)	(568,588)
Other expenses	5	(1,193,180)	(1,457,911)
Surplus/(deficit) before income tax		10,450	24,188
Income tax benefit/(expense)	7	1,506	(4,782)
Surplus/(deficit) for the year		11,956	19,406
Other comprehensive income		-	-
Total comprehensive income/(loss) for the year		11,956	19,406

Statement of Financial Position as at 30 June 2020

		2020	2019
	Note	\$	\$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	8	589,956	622,935
Trade and other receivables	9	299,788	274,403
Other assets	11	63,888	31,407
TOTAL CURRENT ASSETS		953,632	928,745
NON-CURRENT ASSETS			
Property, plant and equipment		766	1,313
Deferred tax assets	13	214,562	213,060
Intangible assets	10	27,810	36,327
TOTAL NON-CURRENT ASSETS		243,138	250,700
TOTAL ASSETS		1,196,770	1,179,445
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	12	35,949	116,812
Current tax liabilities	13	12,758	(173)
Other financial liabilities	14	479,844	406,543
TOTAL LIABILITIES		528,551	523,182
NET ASSETS		668,219	656,263
EQUITY			
Accumulated surplus		668,219	656,263
TOTAL EQUITY		668,219	656,263





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