



**Outdoors
NSW & ACT**

2019/2020 Annual Report



Chairman's Forward



It is with a sense of pride that I present our 2020 Annual Report.

Since our last AGM we have been through some extremely trying times for our sector and I am proud of the work that has been done in providing extensive support for our members to ensure that your voice is heard with policy makers and strategic planners.

Outdoors NSW & ACT has gone from strength to strength over the past few years and now is a time when it is more relevant than ever. I would like to thank the Office of Sport NSW and Karen Jones (current CEO) for her leadership during this year's challenges and her and her team's support for the Outdoors and our organisation.

The outdoor sector has been impacted heavily by environmental conditions including drought, fires and floods. Venues and locations that we operate in have been shut down temporarily or into the future. And of course COVID-19 has had far reaching impacts for the sustainability of the sector and the security of employment for many staff.

At Outdoors NSW & ACT we sincerely hope that all our members and outdoor community are coping through these trying times.

During the Bushfire Crisis this past summer Outdoors NSW & ACT gathered an extensive amount of information from affected members and provided reports to government on the status of the sector. This information has helped inform funding, impacts to businesses, support required and retraining opportunities for employees out of work.

COVID-19 has had an unprecedented impact on a global scale and the affects on our sector have been devastating. Countless employees have lost their jobs and employers have been forced to make extremely difficult decisions. Outdoors NSW and

ACT worked with the Outdoor Council of Australia to develop a framework for organisations to adopt for a safe and effective return to work.

The work of our Executive officers has been inspiring. First Amanda Lloyd finished her tenure with us providing incredible support for bushfire affected communities and now Lori Modde has taken the reins and has been instrumental in advocating for Covid safe outdoor programs to return as soon as possible.

I would like to welcome the ACT to the organisation. Outdoors NSW is now Outdoors NSW & ACT and I am proud to continue my role as president to facilitate an extremely talented board of volunteers to guide and support the direction of our sector in both NSW and the ACT.

Lastly I would like to thank our members, supporters and sponsors for helping guide the future of the outdoors and advocate for the benefits of active recreation and the sustainability of outdoor spaces.

Martin Burney

President, Outdoors NSW & ACT

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Section 1

– An Overview of Outdoors NSW & ACT

About Us

Registered as Outdoor Recreation Industry Council of NSW in the state of New South Wales and Outdoors ACT in the Australian Capital Territory as a not for profit (for purpose) association that is trading as Outdoors NSW & ACT.

Our organisation exists to;

Enrich communities by connecting them with nature to lead them to healthier and more fulfilled lives.

We do this by strengthening the outdoor sector to meet population needs now and into the future and promote sustainable growth for the environment and the organisations we work with.

Our History

Outdoors NSW & ACT has been evolving for over 30 years.

Established in 1984 as The Outdoor Professionals and later becoming the Outdoor Recreation Industry Council of NSW (ORIC) the organisation has long been recognised as the peak industry body representing the interests of outdoor practitioners and employers in NSW and in 2019 extending its network to support those in the Australian Capital Territory.

The organisation has benefited from thousands of hours of volunteer time by boards, subcommittees and stakeholders to advance the benefits that outdoor recreation, education, therapy and adventure tourism provide.

Outdoor Sector is worth

\$7.6

billion in NSW

\$83

million in ACT

Marsden Jacob Assoc report in 2018
quantified a **saving of**

\$508

million of lifetime healthcare costs by people in participation in outdoor activities in NSW & ACT

78,600

full time equivalent jobs were employed in the sector in NSW & ACT in 2018

Our People

In 2019/2020 the Board who represented the members and the sector are listed below;

President

Martin Burney

Martin has worked in the outdoor Sector for 20 years, both nationally and internationally, and has an excellent capability to facilitate stakeholders and find solutions to challenges affecting the sector. Martin is currently serving a second term as president which expires in 2021. His knowledge of the education curriculum, outdoor adventure activity standards and business acumen provides the Board with a great connection to the needs of the sector. Martin has also been the NSW representative on the Outdoor Council of Australia and represented ONSW & ACT on various committees and strategic planning forums for the sector.



Vice President

Mark Brackenreg

Mark Brackenreg worked as an outdoor educator in a career spanning three decades. During that time he worked in outdoor education programs in Western Australia; completed a Master's degree in Outdoor Education in the United States where he also instructed for the National Outdoor Leadership School; and, was the longtime Director of St Joseph's College Colo Outdoor Education Centre. Mark has served as a Board Member since 1993. He is also the NSW representative with Outdoor Education Australia and co-convenor of the 2021 National Outdoor Education Conference. He has retired from full time work but his passion for the benefits of connection with the outdoors sees him continue to engage with adventurous journeys, and to give service to the sector.



Treasurer (Acting)

Colin Robinson

Col Robinson is employed by the NSW Office of Sport as Director of Northern Region represents the NSW & ACT industry members. He has served a 2 year term that expires in August 2020. His extensive experience managing a state wide network of Sport and Recreation Centres and supporting sport and recreation industry development provides the board with a great connection to Government and the needs of the wider sector. He has also served on boards of other sport and recreation sector organisations and is committed to improving community recognition of the benefits of participation in outdoor recreation and physical activity and industry acknowledgement of the importance of a sustainable and independent peak body to represent is.



Secretary

Nathan Brown

Nathan is a social worker by trade but turned to Outdoor Education when he saw the positive impact outdoor experiences can bring to young peoples' lives. Nathan became General Manager of Action Learning Initiatives after 10 years of working on summer and winter programs, and has a passion for skiing, MTB and waterskiing on Lake Jindabyne in the summer.



Nathan has been on the ONSW Board for 4 years and has been instrumental in the Strategic development of the organisation, including securing funding for the CEO position and ensuring there is representation and input from a cross section of Outdoor Industry.



“

“Thank you for your leadership in this time. Your chairing of the industry meetings has been exemplary especially at a time when we are all feeling a little fresh to zoom meetings. We greatly appreciate the way you’ve carefully brought us together towards best practice – not an easy time for you no doubt!”

Sam Hudson
Head of Christian Outdoor Education
Youthworks COE

Board Member

Dr Lindsey Reece

Lindsey has extensive experience in applied research and evaluation, specialising in Physical Activity, Sport and Public Health. Within her current role as Senior Research Fellow at the University of Sydney's School of Public Health, she is the Academic Director of the SPRINTER (Sport and Active Recreation Intervention & Epidemiology Research) group – an innovative research partnership with the Office of Sport, NSW Government. SPRINTER generates and translates best practice evidence into policy and practice, to promote population health, wealth and wellbeing through physically active lives.

A capable strategist and confident thought leader, Lindsey is happiest and at her best when managing numerous projects across a portfolio of highly complex, multi-sector programmes. Her global leadership is demonstrated by her role as Academic lead for parkrun au, her executive committee position on the Australasian Society for Physical Activity (ASPA) and her active membership on the boards of Outdoors NSW & ACT and the parkrun global research board.



Board Member

Jessica Warner

Jessica Warner is employed as the Operations Manager – Conference & Recreation Services for Wesley Mission. She has a diverse portfolio which spans both the outdoor recreation space and early childhood education. Jessica has a firm understanding of the needs of clients accessing the outdoors and how best to meet their program needs and outcomes. Her knowledge and experience in the adventure therapy space, as well as a passion for working with clients who are most in need of support, has led to her establishing an Adventure Therapy team supporting clients in establishing community, reaching personal goals, and for some, reaching employment, education and housing goals.



Board Member

Roland Handel

Having spent more than twenty years working in the software and technology sectors, Roland Handel made a career sea-change decision in 2017 by acquiring Wild – Australia's longest running outdoor adventure publication. Over the last three years, Roland has reversed a declining readership, as well as expanding the brand into a print-digital-social media platform. In addition, Roland acquired three more outdoor adventure publications including Trail Run, Trail Runner Australia & New Zealand and Vertical Life. Readership across the entire platform has grown to over 300,000 unique visitors per month, with the brands considered the leading authority in each of their own unique sectors in creating and delivering relevant content to their customer audience.

Roland has worked with ONSW in developing strategies to connect the outdoor sector with the general public, as well as ways in which to increase public awareness and interest in the outdoor industry as a whole.



Board Member

Kyle Finlay

Kyle Finlay is employed by the NSW National Parks and Wildlife Service (NPWS) as the Senior Business Development Officer within the Visitor Experience Branch. Kyle has worked with and supported partnerships with commercial operators throughout NSW for the past 9 years. As a board member for Outdoors NSW & ACT, Kyle's knowledge of the tourism sector, commercial partnerships and NSW Government programs to achieve sustainable visitation and to enhance visitor experiences has been invaluable in supporting all members. Kyle joined the Board in early 2020 and will be serving his term that expires at the AGM in 2021.



STAFF

In recent years, the body has been able to recruit staff and contractors to help forge its projects ahead and really become a powerful voice for the sector.

In early 2020, we announced the departure of our much-loved Executive Officer, Dr Amanda Lloyd, as she pursued a new direction in her life, as a mother. Subsequently we were able to recruit a replacement in Mrs Lori Modde, who is our current Chief Executive Officer supported by the ever-hardworking Mrs Lesley Bowen.

Executive Officer to February 2020

Dr Amanda Lloyd

Dr Amanda Lloyd is a passionate educator with extensive experience teaching and adventuring outdoors. She has always spent her free time: on a bike, in a boat, swimming in the ocean, overnight hiking, and generally enjoying the outdoors. This led her into a field that developed her life experiences into educational opportunities for others. Amanda has 19 years experience as a teacher, outdoor practitioner, professional development facilitator and outdoor education consultant. She completed her PhD focused on the advantages of outdoor learning for Primary School students, and built many cubby houses along the way. Amanda was the inaugural Executive Officer of Outdoors NSW, where she advocated to get more people outside more often leasing with the outdoor industry, government and various peak bodies. Currently she is attempting to wear out pram wheels on bush tracks and explore waterways by canoe with her baby boy in tow.



Communications Officer

Mrs Lesley Bowen

Lesley Bowen is an experienced Public Relations Communications Manager skilled in marketing strategy, events, advertising and relationship management.



After spending almost a decade working for global company L'Occitane en Provence, Lesley made the decision to move away from corporate life and has been contracting for a variety of small businesses since 2017, including tech start-ups, luxury brands, press release writing for emerging brands and the Outdoors industry.

Lesley joined Outdoors NSW in 2018 to help manage the communications and now is a crucial conduit between the organisation and members in delivering content for their daily business or activity needs.

Chief Executive Officer from 23 March 2020

Mrs Lori Modde,
MAICD FICDA MBA



Lori Modde comes from a diverse background that connects destinations, communities and economic development opportunities. Originally from the hotel industry then community development and economic development areas in the field of tourism. Commencing Lorick Management Lori discovered the opportunities that industry associations bring to collective voice and action. This is an area she held dear to her spirit as she accomplished award winning projects, collaborations and economic development initiatives. Seeking more skills she went into Local Government and learnt about the many opportunities that can be led and facilitated by this sector. Lori completed a Diploma in Business Governance in Not for Profits, A Women in Leadership Executive Program and a Masters in Business Administration.

Lori comes to Outdoors NSW & ACT from Sydney Olympic Park Authority where the appreciation of the Outdoors in education, recreation and therapy is very well understood.

Our Supporters



Outdoors NSW & ACT is delighted to be supported by the NSW Office of Sport. The Partnership acknowledges the work Outdoors NSW & ACT does to develop the outdoor recreation sector and the need to promote the benefits of participating in outdoors activities to the NSW community.

The Partnership with the NSW Office of Sport provides an avenue for the sector's voice to be heard by the government. Outdoors NSW & ACT is proud to endorse the Physical Literacy Program and promote the Active Kids Program.



Alliance Partners



Outdoors NSW & ACT is a member of the Outdoor Council of Australia



Outdoors NSW & ACT supports the activity conducted by the Outdoor Education Australia Network



Life Members of Outdoors NSW & ACT

Arthur Crichton

Camp Somerset

Dr Tracey J Dickson

University Canberra

Members in 2019–2020

- AB Phillips
- ACT Government Education
- Action Learning Initiatives
- Active Education
- ACU – Exercise Health and Science
- Adventist Outdoors – Greater Sydney Conference
- Adventure Kokoda
- All Aid First Aid
- Arden Anglican School
- Aussie Kids Adventure Camps
- Australian Outdoor Education
- Avondale University College
- Barker College
- Birrigai Outdoor School
- Black Diamond Adventures
- Blue Mountains Adventure Company
- Blue Mountains Climbing School
- Blue Mountains Grammar School
- Botanic Gardens & Centennial Parklands
- Bundanon Trust
- Camp Somerset
- Carinya Christian School
- Coastlife
- Collective Leisure
- Cooba Sport and Education Centre
- Correction Services NSW
- Crusaders – Galston Conference & Recreation Centre
- Diamonds in the Rough
- Equipped Outdoors
- Fully Rad Adventures
- Girl Guides Association
- Glenaeon Rudolf Steiner School
- Great Aussie Holiday Park
- Jervis Bay Walks
- Knox Grammar School
- Land's Edge Foundation
- Midcoast Adventures
- Mountain Trails Adventure School
- Mulga Cycle Tours
- National Parks Wildlife Service NSW
- Northern Beaches Christian School
- Outdoor Education Group
- One Planet Adventure One
- Optimum Experiences
- Orienteering NSW
- Out and About Adventures Pty Ltd
- Outward Bound Australia
- Peak Learning
- Primal Adventures
- SCECGS – Redlands
- Scots College – Glengarry Campus
- Scouts Australia NSW
- Sea To Summit Expeditions
- Shore School (SCoFEGS)
- Southbound Adventures
- Sport & Recreation Centres NSW:
 - Berry
 - Borambola
 - Broken Bay
 - Jindabyne
 - Lake Ainsworth
 - Lake Burrendong
 - Lake Keepit
 - Milson Island
 - Point Wolstoncroft
 - Sydney Academy
- St Joseph's College – Colo Outdoor Education Centre
- TAFE NSW – Hunter
- TAFE NSW – Lithgow College
- Santa Sabina – Tallong Outdoor Education & Retreat Centre
- The Armidale School
- The Great Aussie Bush Camp
- The Relaxion Space
- The Riverina Anglican College
- TOPS Conference Centre
- Trinity Grammar School
- Walking Rivers
- Wesley Vision Valley
- Wilderness Adventures
- Wolgan Valley Eco Tours
- YMCA
- Youthworks Christian Outdoor Education

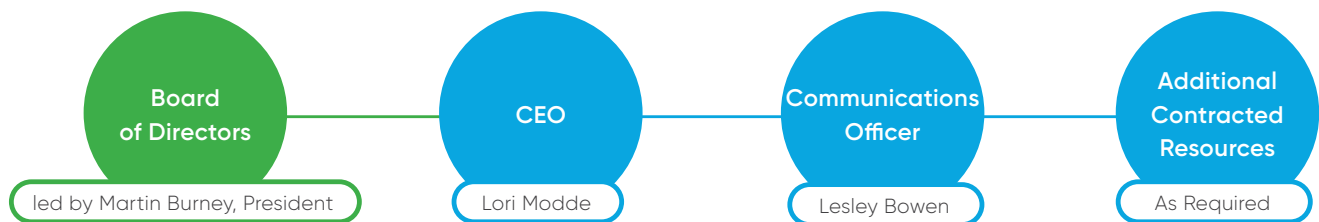
Individuals

- Angela U'ren
- Cally Green
- Daniel Lyons
- David Chitty
- Hayley Pero
- Jack Fitzpatrick
- Jack Parsons
- Jennifer Rees
- Kenneth Adamthwaite
- Lindsey Reece (Dr)
- Luke Willesdorf
- Mark Brackenreg
- Roland Handel
- Rowan Privett
- Simon Guthrie

Section 2 – Governance

Structure & Management

Outdoors NSW & ACT is a registered incorporated association in NSW & the ACT and governed by an industry and skills-based board of 9 members. The association is membership based and has strategic partnerships with industry and government to be the representative body of the sector in NSW & ACT.



What We Provide

	Businesses	Individuals	Local Government	State Government Departments	Primary Secondary Tertiary Educators
Voice for the Sector	●	●	●	●	●
Marketing Support	●				●
Sector Information and Data	●	●	●	●	●
Career, Education and Training Opportunities	●	●	●	●	●
Resources and Tools for the Industry	●	●	●	●	●
Networking Events	●	●	●	●	●
Mentoring Programs	●	●	●	●	●

Activity in 2019/2020 – CEO Report

**The CEO's report is presented in 2 parts;
the first by Dr Amanda Lloyd & the second
by Mrs Lori Modde.**

1 July 2019 – 28 February 2020

The second half of 2019 was a time of refinement and consolidation Outdoors NSW & ACT (ONSW) to ensure it was best placed to seek future governmental and independent funding. Actions included: board renewal, reviewing the ONSW website, generating advertising material and continuing increasing of presence in social media.

Following the revamping of ONSW communications and message, ONSW began to seek connections within government agencies, and consolidate works with the Office of Sport (OoS). Strategic connections were made and are pivotal to progressing the sector within government policies regarding active outdoor recreation. Initial meetings were held, or correspondence sent successfully to Tourism / Treasury, Health and NPWS. Planning and education remained "works in progress" as at February 2020.

Significantly during 2019, the connections between ONSW and the ACT were strengthened as result of the ACT Education Directorate banning canyoning and caving during May. ONSW coordinated the national peak body advocacy for the activity's reimplementation and ongoing communication with ACT education officers was initiated. In September 2019, the canyoning and caving ban was resolved.

From November 2019 to February 2020, whilst bushfires were impacting significantly in the state much of the previous works of ONSW were prioritised to support the industry at this difficult time. Details of the ONSW response and impact to the outdoors industry can be found in the document "Outdoor Industry Initial Impact Assessment and Bushfire Response" (See Page 22). The actions of ONSW during this time are outlined in this document

and importantly served both members and non-members, who in turn generated a comprehensive support network for all involved.

Throughout this time ONSW strengthened relationships with those in the industry and phone, email and message support were constant. While it was an immensely hard time for many in the industry financially, emotionally and environmentally the collegial support ONSW led was significant. Throughout these months, the other national peak bodies assisted NSW and coordination of national support was organised.

23 March 2020 – 30 June 2020

Just when you think the industry has been delivered more than its fair share of troubles with the fires and flooding, the sector was faced with being one of the first sectors to be shut down due to public health orders in NSW & the ACT caused by the outbreak of COVID-19.

Often referred to as a 'baptism of fire', the newly appointed CEO started on the 23 March 2020, the first official day of lockdown in NSW & ACT. However it allowed a very quick engagement with key policy makers and stakeholders as the Covid epidemic really started to require a collective engagement, impact identification and recovery planning.

Lori Modde comes with substantial Not-for-Profit association management experience and is able to build on the work done by Dr Amanda Lloyd. There were 3 key areas that were the priority for the role at this time; **ADVOCACY** to policy makers on what will help the sector at this time – **INFORMATION** to the members, keeping an open line of communication – **STRATEGIC PLANNING** for the organisation to remain a sustainable voice for the sector.

Members would have seen an increase in communication as we gathered content to provide to the government in record time around the impact COVID was having, creating the Sector Impact Report which was delivered to various Ministers, Office of Sport NSW and Policy contacts

in Business NSW. Recruited onto the Office of Sport NSW Recovery Advisory committee, we were able to ensure that there was a continuous voice for the outdoor sector and involvement in policy and activity.

Friday Forums, known as Connect & Shares, were just that... a chance for members (and non-members) to be informed of recent restriction changes, legislation, answer questions, air concerns, share ideas and start the road of planning for the future together. The value of these has been confirmed by the industry time and time again and has now turned into a regular session of 'whats on your mind' as well as feeding relevant information and content to the sector for their own knowledge and business opportunity.

The National Outdoor Education Conference (NOEC) 2020, scheduled for September 2020 in Blue Mountains, was evidently postponed as we not only did not know what the world would look like in September but the sector was hurting so bad financially that it was clear it would not meet its goals in being an accessible way for professionals to come together. This event is important to the industry as it provides currency in the sector; substantial content on new knowledge, trends and skills. It also is one of the only opportunities nationally where the sector is able to come together. As a result, NOEC (in its 21st year) is now in 2021; 28th Sept 2021 to 1st Oct 2021, Blue Mountains NSW and will be coordinated by Outdoors NSW & ACT and the NOEC Sub-Committee.

We again faced more hardship as the sector looked uncertain as restrictions started to lift and businesses started to return to business, but public schools were restricted from returning to Camp activity and remain so at the time this report is being delivered. Outdoors NSW & ACT and strategic alliance partners continue to work with the Dept of Education and Health on emphasising the importance of Outdoor learning and camp resumption as well as the extraordinary lengths our operators have gone to, to be Covid-Safe.

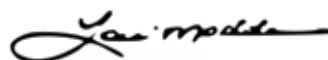
Conclusion

(From the current Chief Executive Officer)

"It has indeed been a challenging time for our sector, as it has for many industries, but one thing has stood out for me as people were laid off, incomes uncertain, bookings cancelled and business having to recreate procedures with Covid in mind . . . is that these people walk the walk and talk the talk!

The outdoor sector, as indicated in our own organisations 'why', is there to build better people, healthier, more resilient, more fulfilled, with skills they will use in their lives again and again. Well those people that teach our communities that for a living have been real life examples of that and remain the most positive bunch if people I have had the pleasure of serving during my career to date.

Challenges remain for the sector as we get used to living in a COVID world, something that we at Outdoors NSW & ACT feel will impact us for a few years at least, but we are privileged to lead such an amazing sector and now with our 'Strategic Intent' and subsequent planning we know that we will be a there for all the challenges the sector faces into the future to help build their capacity so they can keep doing what they do best; Enrich communities to lead healthy, fulfilled lives."



CEO, Outdoors NSW & ACT



“

“Thank you for keeping us so well informed about the efforts of Outdoors NSW in trying to lobby the Government to allow our sector to re-open. We really appreciated your ability to get to the right people that need to be spoken to.”

Brad Higgins
Great Aussie Bush Camp

2019/2020 Activity Summary

- Online training for members
- Delivery of an Outdoor Learning professional development session for the Central Coast Health Department
- Bush fire impact report
- Implemented a Pandemic Policy to assist members financially
- Partnership activities with the Office of Sport NSW
- Endorsement of the Physical Literacy Statement and associated meetings with Aus Play
- Submission of various grant programs to implement member programs
- Rescheduling of NOEC to Sept 2021
- COVID-19 Sector Report
- Hosted 12 weekly forums since Covid lock-down
- Participated in a number of member strategy sessions in lock-down
- Facilitated AAAS Good Practise Guide sessions for the industry
- Facilitated a Risk Management review during Covid lock-down
- Brought key guest speakers to the forums to address the Sector; Insurance brokers, McCrindle Research, Dept of Education, Office of Sport NSW, NPWS and Destination NSW to name a few.
- Correspondence and discussions with all ministers associated with our sector
- Contact and discussions with Department of Education on camp activity
- Worked with the Outdoor Council of Australia to deliver various initiatives including the first Covid Ready Framework and template for the sector and the job seeker portal with SEEK.com
- Assisting members with ad-hoc requirements and questions
- Ensuring accessible connection to information available
- Ensured governance compliance of the organisation and reviewed policies and procedures

Our organisation exists
and we do what we do to;

**“Enrich communities by
connecting them with nature
to lead them to healthier
and more fulfilled lives.”**

We do this by strengthening the outdoor
sector to meet population needs now
and into the future and promote
sustainable growth for the environment
and the organisations
we work with.

Section 3 – Our Finances



Treasurer's Report

As Acting Treasurer, I am pleased to present these figures for the 2019/2020 year to the members and stakeholders of Outdoors NSW & ACT.

Outdoors NSW & ACT is solvent and has met its commitments in the 2019/2020 year. However it does need to be said that at times the situation has been tough and a few natural disasters and an epidemic certainly didn't help. We rely substantially on membership dollars and when the sector goes through what has been a triple blow, needless to say we feel it too. However as the peak body we assessed the situation and thankfully the government support on offer enabled us to implement an epidemic policy to delay membership payments until November 2020 and help the sector stay connected, be informed and continue to gain their benefits of being members of Outdoors NSW & ACT. These challenges highlight the need for Outdoors NSW & ACT to continue to build industry recognition of and financial support for it as a peak body that can represent its interests in such situations.

Of particular note and consideration by the Board of Directors is the need to diversify and solidify funding streams into the immediate future for the long-term sustainability of the peak body. The recruitment of the new CEO was an instrumental measure in future-proofing the organisation.

Colin Robinson

Acting Treasurer, Outdoors NSW & ACT

Auditor's Report



argyle professionals

Professional Accountants
Business Advisers
Human Resources Specialists

INDEPENDENT AUDIT REPORT

To the members of The Outdoor Recreation Industry Council of NSW Inc. trading as Outdoors NSW

SCOPE

We have audited the financial report of The Outdoor Recreation Industry Council of NSW Inc. trading as Outdoors NSW, being a special purpose financial report of the incorporated entity for the year ended 30 June 2020. The directors of The Outdoor Recreation Industry Council of NSW Inc. trading as Outdoors NSW are responsible for the financial report and the information contained therein and have determined that the financial report is appropriate to meet the requirements of the Corporations Act 2001 and are appropriate to meet the needs of the members. We have conducted an independent audit of the financial report in order to express an opinion on it to the members of The Outdoor Recreation Industry Council of NSW Inc. trading as Outdoors NSW.

The financial report has been prepared for the purpose of fulfilling the requirements of the Associations Incorporation Act 2009. We disclaim any reliance on this report or on the financial report to which it relates other than the members to any person other than the members, or for any purpose other than for which it was prepared.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance as to whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial report, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial report is presented fairly in accordance with the requirements of Australian Accounting Standards and other mandatory professional reporting requirements (Urgent Issues Group Consensus Views) and relevant statutory and other requirements so as to present a view which is consistent with our understanding of its financial position and the results of its operations. These policies do not require the application of all Australian Accounting Standards and other mandatory professional reporting requirements.

The audit opinion expressed in this report has been formed on the above basis.

AUDIT REPORT

In our opinion, the financial report of The Outdoor Recreation Industry Council of NSW Inc. trading as Outdoors NSW is presented as a true and fair view of the association's financial performance and position and is in accordance with applicable Accounting Standards, other mandatory professional reporting requirements of the financial position as at 30 June 2020 and the results of its operations for the year then ended.



Anthony G Pickham
Senior Business Strategist & Adviser
Argyle Professionals Pty Limited
Clarence House
Suite 17/9 Clarence Street
Moss Vale NSW 2577

Date: 22/07/2020

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A person is running on a rocky, mossy trail in a forest. The person is wearing a white shirt, black shorts with a red waistband, and colorful trail shoes. The background is a dense forest with green foliage. A large white quote mark is positioned to the left of the text, and a green circular graphic element surrounds the text and name.

“

"Credit to all of the peak bodies for supporting an industry wide return and to all of the providers who ARE doing the right thing with developing and implementing their COVID Safe plans. Your commitment and dedication is certainly widely appreciated!"

Ryan Todd
Southbound Adventures

Financial Statements – Balance Sheet

Outdoors NSW & ACT | As at 30 June 2020

30 June 2020

30 June 2019

Assets

Current Assets

Cash at Bank	\$143,362.99	\$96,841.32
Accounts Receivable	\$17,361.00	\$3,310.00
EventBrite	\$0.00	\$1,785.06
Term Deposit – NAB #3322	\$0.00	\$21,232.97
Term Deposit – NAB #4284	\$0.00	\$60,773.59
Trade Debtors	\$0.00	\$0.00
Total Current Assets	\$160,723.99	\$183,942.94

Fixed Assets

Equipment	\$14,671.00	\$14,671.00
Less Accumulated Depreciation on Equipment	-\$14,671.00	-\$14,588.99
Total Fixed Assets	\$0.00	\$82.01
Total Assets	\$160,723.99	\$184,024.95

Liabilities

Current Liabilities

Accounts payable	\$132.00	\$439.40
GST	\$8,418.70	\$8,845.60
NARTA Assessment Receipts	\$0.00	\$0.00
PAYG Withholdings Payable	\$5,697.00	\$6,855.00
Superannuation Payable	\$558.07	\$2,562.26
Wages Payable – Payroll	\$0.00	\$1,923.47
Total Current Liabilities	\$14,805.77	\$20,625.73
Total Liabilities	\$14,805.77	\$20,625.73
Net Assets	\$145,918.22	\$163,399.22

Equity

Accumulated Surplus	\$163,399.22	\$143,380.49
Current Year Earnings	-\$17,481.00	\$20,018.73
Total Equity	\$145,918.22	\$163,399.22

Financial Statements – Profit and Loss

Outdoors NSW & ACT | Year Ending 30 June 2020

Year to Date

Income

JOEE Subscription, Books, CDs sale	\$0.00
Events Income	\$11,155.71
Interest Received	\$1,269.45
Membership Fees	\$33,016.16
Miscellaneous Income	\$0.00
NARTA Income	\$940.00
Project Funding	\$10,000.00
Government Subsidies (JobKeeper)	\$6,000.00
Government Subsidies (COVID-19 Grant)	\$10,000.00
Sponsorship	\$86,636.36
Total Income	\$159,017.68
Gross Profit	\$159,017.68

Less Operating Expenses

Accountancy	\$3,777.25
Adventure Activity Standards Expenses	\$500.00
Advertising & Promotion	\$1,285.00
BMAC Baker Workshop	\$1,000.00
Bank Fees	\$123.00
Board Meeting Expenses	\$0.00
Computer / Web / Software Expenses	\$1,027.81
Conference & Seminars	\$581.48
Conference Expenses	\$1,144.86
Consultants Fees / SBO Employment	\$34,261.45
Depreciation	\$82.01
Donations	\$0.00
Event Expenses	\$227.27
Filing Fee	\$514.35
Insurance	\$5,478.77
Legal Fees	\$0.00
Long Service Leave	\$0.00
Merchant Fees	\$0.00
NARTA Expenses	\$250.00

Organisational Accreditation	\$0.00
Postage	\$198.67
Printing & Stationery	\$114.77
Project Expenses	\$7,697.15
Registration	\$0.00
Rent	\$0.00
SBO - Employment	\$1,500.00
Staff Amenities	\$157.32
Staff Training	\$23.94
Subscriptions	\$1,304.55
Sundry Expenses	\$0.00
Superannuation	\$9,064.78
Symposium Expenses	\$5,951.40
Telephone	\$1,073.64
Travel	\$970.07
Wages - EO	\$15,230.38
Wages	\$82,958.76
Total Operating Expenses	\$176,498.68
Net Profit	-\$17,481.00

Section 4 – Appendix

Outdoor Industry Initial Impact Assessment & Bushfire Response



19 February,

2020 OUTDOOR INDUSTRY INITIAL IMPACT ASSESSMENT AND BUSHFIRE RESPONSE

Introduction Information presented in this impact assessment and bushfire response has been collated from an Outdoors NSW (ONSW) open letter requesting information from the outdoor industry and National Parks and Wildlife Service (NPWS) reports. The impacts component is a summary of key themes collated from approximately 30 industry responses. The facts presented are an example only of the overall impacts to the industry due to definitive data being difficult to collate at this stage, as the impacts are ongoing. A further national impact survey is potentially being organised. Outdoors NSW has supported the outdoor industry throughout the bushfire season; by; actively seeking advice from other peak bodies and networking with the Outdoor Council of Australia, contacting providers in affected areas, offering support and advice, promoting business in the recovery stage, liaising with NPWS, seeking information from the NSW and ACT Education Departments and co-facilitating a national Bushfire Recovery Webinar for the Outdoors Industry. Within NSW, there is a deep-felt appreciation and acknowledgment expressed by multiple sector stakeholders for the proactive engagement and assistance that ONSW has provided. Outdoors NSW requests support from the Office of Sport (OoS) to help promote the outdoors by utilising the significant reach of the OoS. Key messages must focus on harnessing the positive strength and resilience of communities, the skillset of the outdoors workforce to adapt and modify programs, the priority of safety and the promotion of outdoors space for active recreation. An example of governmental support is the partial Bushfire Recovery Taskforce for the Outdoors Industry in Victoria, this also occurred after the 2009 fires in Victoria. The outdoor industry and the 2019 – 2020 bushfires In NSW, bushfires began during September 2019 in the north of the state, over time spreading down the eastern section of the state and inland. Affected areas include the North Coast, Mid North Coast, Blue Mountains, Metropolitan Sydney, Southern Highlands, South Coast, Far South Coast, Riverina and Snowy Mountains. In December 2019, the NSW state government declared a state of emergency after record-breaking temperatures and prolonged drought, exacerbated the bushfires. As of February 2020, the fires are still ongoing with over 30% of the states NPWS areas, other natural spaces utilised for outdoor recreation and private outdoor industry owned land affected. The majority of this area located in the eastern half of the state, which is the area frequently utilised by the outdoor industry.

The impact of the NSW 2019 – 2020 bushfires on the outdoors industry is amplified due to:

The duration of the fires, currently at 6 months. The extent of the fires over significant sections of eastern coastal land and numerous inland areas.
The severity of the fires, which has caused significant and long-lasting damage to bushland and lengthened recovery time.



The significant smoke haze that has been impacting areas that are and are not physically impacted by the fires.

The land closures to areas both affected and not affected by bushfire over an extended period of time e.g. due to high temperatures and potential fire threat. Outdoor Industry Key Impacts The main areas of impact to the outdoor industry are ongoing and causing significant impact to providers, employees and the general populations ability to access outdoor recreation. Key impacts as reported by the outdoor industry are financial, infrastructure damage and environmental.

A summary of key findings reported from the outdoor industry in NSW is as follows:

Financial

Due to smoke haze, public uncertainty and bushfires cancellations and evacuations have occurred for multiple months at outdoor camps/ activities.

A severe loss of income to providers, in many cases up to 50 – 75% of their annual income due to the fires occurring in peak periods.

Loss of income for freelancers/ casual staff, in many cases this equates to 50% or more of their yearly wage, due to the fires occurring in peak periods.

The loss of business and employment has reduced the outdoor industry contribution to regional and rural economies.

The closure of parks, forests and reserves to public access in non-fire threatened areas is impacting on licensed tour operators and public recreation e.g. cancellations and loss of income occur even in non-fire affected places.

Infrastructure damage

Generally, infrastructure and physical facilities remain intact.

Reported building infrastructure damage is minimal, with one outdoor centre in NSW reporting complete destruction of 50% buildings (Note: there is possibly more but unreported to Outdoors NSW).

Multiple gear sheds have been destroyed, within them outdoor gear required for ongoing trading.

Significant property damage to privately owned natural environments, deeming them unusable for 6 – 12 months. Environmental

Large areas of bushland utilised for outdoor recreation providers for expeditions and activities are significantly damaged. These will not be utilised until it is environmentally safe to do so, which could be 6 – 12 months due to tree and rock fall, water quality and localised factors.

Over 30% of NPWS land has been burnt. While some areas have approximate opening times, others do not make forward planning and program alterations difficult.

There is also consideration needed regarding the water quality of rivers etc for water-based activities and drinking water. Longer term impacts to consider to the outdoor industry There are long-term impacts to consider in the areas of environmental sustainability of outdoor recreation areas and industry financial stability. Consideration of the long-term impacts to the people that are a part of the outdoor industry is also vital in terms of:



Mental health of the workforce e.g. because of a lack of work/ financial stability, staff morale and decreased personal access to outdoor spaces for their own recreation

Loss of income could result people leaving the industry to find alternative work. An important consideration in an industry with a government acknowledged skill shortage. An important consideration regards the media and social messaging relating to people accessing the outdoors. The outdoors is an important site of active outdoor recreation and should be considered as an option for people rather than a “stay away” attitude. This is especially relevant to the active recreation policies at the OoS. Opportunities for Outdoors NSW and the Office of Sport NSW While the bushfires of the 2019 have had a wide spread and drastic impact there are opportunities for ONSW and NSW Government Agencies to act proactively for recovery. The main strategy could centre on funding a NSW Outdoor Industry Bushfire Response Taskforce. Estimated funding required from the OoS would be \$10K, with part contribution from retail partners to the value of \$15K (Note: \$5000 has already been secured by one of our retail partners to assist the outdoor industry through this process). The following and other tasks could be completed:

- Utilise the taskforce to talk with outdoors providers, understand key stakeholders, what role they play in providing access to the outdoors and how they activate communities. This could be an opportunity for the OoS to strengthen its understanding, in partnership with ONSW, the contribution the outdoors sector has on participation and OoS policies.

Establish a NSW network or roundtable response to this bushfire crisis in order to harness community strengths and assets, this could be utilised to deliver other OoS priorities such as regional plans etc.

Contribute to the learning and evidence base on the positive role recreation plays in re-building communities following a large environmental crisis.

- Devise a social media marketing campaign to encourage active outdoor recreation in affected and non-affected areas.

Contribute to NSW Government interagency bushfire recovery initiatives.

Report prepared by: Dr Amanda Lloyd, Executive Officer Outdoors NSW.
Correspondence to: info@outdoorsnsw.org.au

Covid-19 Sector Impact Summary

Outdoors NSW

23 March 2020



SECTOR SUMMARY

COVID-19 Effects on the Outdoor Sector in NSW

The Outdoor sector involves Education providers, recreation and leisure operations, sport and tourism providers. Outdoors NSW membership covers all these sectors from small sole traders to small and medium enterprises to large businesses in the outdoor education and camp providers.

The Outdoor industry calls for support for its many micro, small, medium and large businesses that have been severely impacted by Covid-19 in a similar way to that of the airline industry. All income is from attendees to 'non-essential' daily activities which has now fully ceased for the foreseeable future. The industry calls for a response similar to that of the government response to the airline industry (https://treasury.gov.au/sites/default/files/2020-03/Fact_sheet-Assistance_for_severely_affected_regions_and_sectors.pdf).

Current membership of Outdoors NSW is 99 including small, medium and large enterprises. A recent crisis survey asking our members to respond to the effects of the current epidemic concluded the following results;

25 members
responded to the
Survey

\$342,048.95

was the average income loss per
business for Term 1

With another estimated
\$270,429.53

To be lost in Term 2*

2,452.3

casual hours
were cancelled for Term 1

With another estimated
11,176 casual hours

To be cancelled in Term 2*

The average outdoor education and recreation business is set to lose \$612,478.48 in income before July. With a sector that is estimated to have 800 businesses providing services of outdoors education and recreation in NSW, this is 11 million casual hours that have been lost.*

What does the sector need?

The Outdoor sector relies on bookings for tours, education groups, individuals that supply the income to provide the services of the organisation. All bookings have been cancelled as a result of required social distancing, business restrictions and self-isolation. This follows what already has been a major set back for this industry with the 2019/2020 fire season where several organisations had to close, cancel bookings or lost infrastructure in their business.

- To keep these businesses going, fixed costs need to be covered and they require **cash flow** to do this which is all but gone
- The staff are not required to conduct lessons, tours, adventures so **casuals and permanent staff have lost their job and income**
- **Regional towns will struggle** as these businesses are located in regional towns and if the unemployment rate rises the economy will suffer
- When the business starts to flow back following the epidemic (estimated to be Term 3/4 in 2020) the businesses will have an incredible **skill shortages** to be able to carry out their services and will take a long time to rehire, retain and recover to get back to normal capacity.

“So many staff have had to be laid off as the revenue is just not there to keep them employed, its so scary for them and for us as when the business starts up again they won’t be there to employ”

- OUTDOORS NSW MEMBER, 20TH MAR 2020

5 Point Plan for the Outdoor Sector

- 1) Provide one-off grants to businesses of \$5,000-\$50,000 based on past turnover to keep fixed costs covered during these next 6 months.
- 2) Provide 50% of past wage costs to keep staff on and working in the business in other areas including maintenance and / or planning services in next 6 months.
- 3) Work with the industry to build a return to the sector plan and sharing resources throughout the sector to see the industry back into business.
- 4) Provide regional small businesses an opportunity to hire staff using a government subsidy for the next 6 months in casual capacities.
- 5) Provide Hygiene accreditation to all Outdoors NSW Members at no cost to help in preventing future epidemics.

OCA Covid Safe Framework



Tools for Members



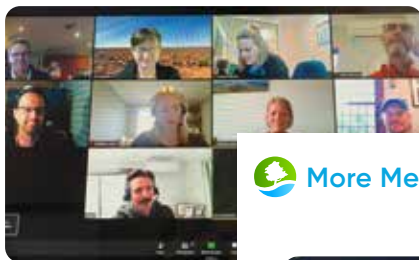
Tools for Members



Camp at home campaign



Board Meetings via Zoom

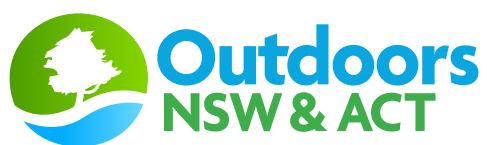


More Meetings via Zoom



Connect & Share Forums





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(Y1249233) Outdoors ACT (A06146) | ABN 29 398 456 473 | Copyright 2020

PO Box 75 Moss Vale NSW 2577
www.outdoorsnswact.com.au | [@outdoorsnswact](https://twitter.com/outdoorsnswact)

ISSN 2652-7456