



Annual General Meeting

5:00pm - 21 September 2022
Mount Pleasant Room, Country Club Resort

Minutes

Attendees: List available on request.

1. Welcome

2. Acknowledgement of Country

The TFFPN acknowledges the Palawa peoples' connection to Country, and their active land management of the forests of lutrawita/Tasmania over thousands of generations. We acknowledge the Palawa and Pakana peoples, as the traditional owners and spiritual custodians of the land on which our sector operates, and we pay our respects to their leaders.

3. Apologies

Nil

4. Confirm Minutes of the 2021 AGM

The minutes were accepted by the Board.

5. Chair Report – Steve Whiteley

This year has certainly highlighted how resilient and adaptive the Tasmanian forest industry is – particularly in the face of global market instability, continuing recovery from natural disasters - including bushfires, plus continued effects of the COVID-19 pandemic.

The Board continues to achieve its strategic objectives outlined in the TFFPN's 'Planning for Success' Priorities Plan.

A core role of the Network is providing a platform that brings members together. We took this to the next level this year by increasing opportunities for industry collaboration and communication.

Highlights for this year included:

- Significant growth in Network membership
- Agfest 2021 Forest Industries site
- Tasmanian Timber Awards – held in September 2021
- Implementation of the Forest Industry Workforce Development Plan
- Development of the Diversity Action Plan
- Increase in communication channels to members
- Increase in regular member events (Monthly Regional Breakfasts, Burgers, Beers + Bright Ideas)
- Introduction of Collective Membership
- Tasmania Forestry Hub – industry priorities implemented

The Network continued significant growth in membership with more than 1600 members, representing all aspect of the supply chain, now signed up.

The introduction of the Collective Membership initiative this year has been welcomed across the industry. This has allowed companies to ensure all employees are members of the Network and can practically keep up to date with industry developments as well as the opportunity to participate in a variety of ways.

The Network provided a significant increase in regular networking events across the state, which allowed members to meet more regularly and grow effective professional and personal relationships.

The Monthly Regional Breakfasts around the state were very well attended throughout the year and the Burgers, Beers + Bright Ideas events have become a must-attend for all those interested in forestry innovation.

Agfest made a welcome return in 2021 following its cancellation the previous year due to COVID-19 shutdowns.

The forest industry site was spectacular, with representation from the industry showcasing innovation, products and services. The only disappointment for all involved was attendance, as numbers were severely capped due to density regulations. This restricted the opportunity for the industry to engage with the usual wide spectrum of the Tasmanian community.

A significant highlight for the Network during this reporting period was the hosting of the biennial Tasmanian Timber Awards at the Albert Hall Launceston in September 2021.

This proved a spectacular night for the Tasmanian forest industry who celebrated excellence, leadership and innovation. Thirteen category winners were recognised by their peers for significant contributions to their industry. The event was the 'night of nights' for the industry and was attended by over 400 people from right across the state and the supply chain.

Tasmania's forest industry aspires to be a high-quality, high-technology industry employing more highly skilled workers. Our goal is to attract and train a diverse, highly skilled workforce to meet the needs of an innovative, technology-driven industry into the future.

Major workforce related projects this year have included:

- Commencing implementation of the Tasmanian Forest Industry Workforce Development Plan;
- Establishment of the Network's Women in Leadership Scholarships Program; and
- The development and recent launch of the Workforce Diversity Action Plan for the Forest Sector.

Following the launch of the Forest Industry Workforce Development Plan at the 2021 AGM, implementation of the Plan has been a priority. An Industry Reference Group has been established to strategically assist with—and monitor—implementation of the Plan.

A partner agreement has been signed with Arbre Forest Industry Training and Careers Hub to enable our organisations to work together more effectively to attract and retain young people in the forest industry. The Network has worked with members and partners to promote the diversity of employment and training opportunities within the sector.

We promoted the Women in Forestry initiative and offered three scholarships to allow women in the industry to develop their leadership and corporate governance skills. We will endeavor to continue this initiative into the future with the goal of lifting women's participation in the industry above 16 per cent of the workforce, and to assist women to move more readily into management and board positions.

The development of the Diversity Action Plan has been a key driver for the Network. We have welcomed the extensive support and involvement from industry in the creation of the Plan and look forward to implementing the agreed strategies within the DAP during the next reporting period. We thank the Department of State Growth for funding this important initiative.

During this reporting period the Tasmania Forestry Hub has undertaken significant work. Between now and 2050 the Tasmanian forest industry will undergo continuous change towards a high-tech, highly skilled and highly productive sector. The research undertaken as part of the Hub agenda will now assist industry in decision making to realise this future, as demand for Tasmanian Timber continues to grow.

I thank the Hub Steering Committee, chaired by Penny Wells (CEO Private Forests Tasmania) and consisting of a cross section of Tasmanian industry, for their continued support and excellent work.

I thank the Network's very important financial Partners and Supporters, who continue to ensure the TFFPN continues as a financially sustainable organisation. We grew our

number of financial Partners during this financial year, as we continue to broaden our reach and increase industry support

I thank our Board Directors who continue to provide excellent strategic guidance and high-level governance – including Bryan Hayes, Andrew Morgan, Julianne O'Reilly-Wapstra, Brodie Frost, Tim Bates and Francis Richardson.

None of the success of the Network over the past year would be possible without our hardworking small team of Therese Taylor (Convenor), Romany Brodribb (Manager Communication and Member Services), Simon Talbot (GM Tasmania Forestry Hub) and Tracey Taylor (Manager Workforce Development and Diversity).

The TFFPN will continue to deliver on its strategic intent in the next financial period delivering on its strategic priorities, increasing membership, and supporting members to increase the profitability, sustainability and social license of the Tasmanian forest industry in a rapidly changing economic landscape.

6. Convenor Report – Therese Taylor

The 2021-2022 year has been a very successful period for the Network as we continued to grow its role as a central communication hub for the forest industry in Tasmania, to ensure all employees are well informed, engaged and supported.

Member networking and community engagement opportunities increased this year as the Network facilitated collaboration and opportunities to work more productively together.

The ongoing effects of COVID-19 were evident across the industry this year. The Network continued to recognise the mental health impacts on workers over this time and expanded our support in this area. We partnered with Rural Alive and Well (RAW) to provide ongoing referral information and better coordination with mental health service agencies.

A core role of the Network is providing a platform that brings members together. We took this to the next level this year by increasing opportunities for industry collaboration and communication.

The Network has increased the frequency and diversified the types of opportunities which encourage members to get together, introducing several regular calendar events to allow the industry to continually grow professional and personal relationships. We thank members for their support of these initiatives and plan to increase the regional reach and type of regular activity in response to member demand.

The monthly regional industry breakfasts were well supported by industry as were the Beers, Burgers + Bright Ideas, Agfest and participation in working groups. The Monthly Newsletter profiled a variety of Network members and provided updates on news and events.

During this reporting period the Network increased its profile and influence by undertaking significant projects and activities including working with industry leaders

and members to assist in fostering a positive, safe, workplace culture that embraces diversity.

We did this through the development of major projects, including:

A Tasmanian Forest Workforce Development Plan

This is the first such plan for the forest industry in Tasmania. The Plan identifies current and future skills needed to ensure systems are in place to set the industry up for success in the future. The Plan outlines workforce development goals, strategies, and targeted actions to attract, train and retain people with the skills necessary to capitalise on Tasmania's opportunity to be a world leader in producing and manufacturing sustainable and innovative wood and fibre products. The Plan is being implemented through the Forest Industry Workforce Reference Group.

Arbre Hub /TFFPN MOU

The Memorandum of Understanding between the two organisations will assist with seamless entry into the industry and provide better coordination of career information.

Women In Leadership Scholarships

Designed to strengthen pathways and facilitate leadership development for women across all sectors of the forest industry.

Diversity Action Plan

This Plan will drive diversity and inclusion in the workforce, including growing the numbers of women and underrepresented groups in the workforce.

A highlight for the year was the Tasmanian Timber Awards which was held on 10 September 2022 in the Albert Hall Launceston. The Awards recognise excellence and best practice and provides the industry an opportunity to come together and celebrate.

The Network has made significant progress regarding the implementation of the Tasmania Forestry Hub priority work areas. We thank the Hub Steering Committee for their guidance and significant contribution to the important work of the Hub.

A key objective of the Network is to remain a financially viable organisation. I wish to thank the Partners and Supporters of the Network for so generously supporting its work through your financial contributions.

I sincerely thank the staff of the TFFPN for their tireless work during the year, including Romany Brodribb (Manager Communications and Member Services), Simon Talbot (GM Tasmania Forestry Hub) and Tracey Taylor (Manager Workforce Development and Diversity). Thanks also to Tammy Price (SFM) for providing financial assistance to the Network.

I thank the members who participated in TFFPN Working Groups for their time, expertise and innovation to ensure we achieve the best outcome for the sector across the many project areas.

I thank the Network Board – Steve Whiteley (Chair), Bryan Hayes (Deputy Chair), Tim Bates (Treasurer), Andrew Morgan, Francis Richardson, Julianne O'Reilly-Wapstra and Brodie Frost for their support, strategic guidance and stewardship.

I look forward to working with you, the members, in the coming year to grow the membership, financial sustainability, and influence of the Network for the benefit of the forest industry in Tasmania.

Motion:

'That the Chair and Convenor Report be taken as read and accepted.'

Moved: Steve Whiteley

Seconded: Francis Richardson

7. Treasurer Report – Tim Bates

Financial Report available on request (currently on website).

Motion: 'That the financial statement prepared by WLF be accepted.'

Moved: Tim Bates

Seconded: Steve Whiteley

The Chair recorded a vote of thanks on behalf of the membership to Tammy Price from SFM who provides in kind financial support to the Network.

8. Appointment of Auditors

Motion: That WLF be appointed Auditors for TFFPN for the financial year 2022-23.

This motion was accepted by the Board.

9. Election of Directors

In accordance with the TFFPN Constitution, the Board called for nominations for two vacant Director positions. Nominations closed on 24 August 2022. Two nominations were received. In accordance with the Constitution, the Board can appoint Directors if the number of nominations equals the number of vacancies.

The Board reappointed Professor Julianne O'Reilly-Wapstra and welcomes Dr. Phillip Blacklow as Directors.

10. Vote of Thanks to Brodie Frost, outgoing Director.

Director Brodie Frost was appointed to the Board at the 2019 AGM. Brodie's term has now concluded.

The Board expressed its gratitude to Brodie for his commitment, and valued input into the agenda of the TFFPN. Brodie is the current Chair of the Workforce Development and Diversity Reference Group (a 30-person committee). The Board is very grateful that Brodie has agreed to continue in this role.

Annual General Meeting closed at 5:35pm.