



Tamworth Regional Development Corporation

MAKING IT HAPPEN

HALF YEARLY REPORT 2008-09



MAKING
IT
HAPPEN



PROUDLY SUPPORTED BY



countryenergy

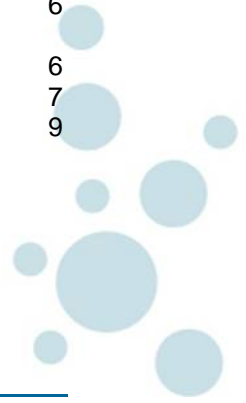
We live here too.

The Northern Daily
LEADER
That's news to me!

STEPHEN A. MAHER
& CO.
CHARTERED ACCOUNTANT

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Chairman & Executive Director's Report on Operations

It is with great pleasure that we present our Report on Operations for the six months ended December 2008.

During the period in review, TRDC has continued to pursue the following **strategic themes** as identified in our Strategic Plan:

- Promote the region.
- Raise regional business capacity.
- Operate efficiently.

Promote the Region

Website Redevelopment

TRDC's website, www.tamworthregion.com.au serves a number of purposes:

- 1) As an information tool for prospective new residents and businesses looking to relocate to the area
- 2) As an information tool for members and local businesses
- 3) As a marketing tool for TRDC.

During the first part of 2009, the website will be reviewed and updated and the redeveloped site launched.

A new business resource component called Better Business is currently in development for the website and will be rolled out in coming months. This section will cater for businesses by providing tools, research and information about general business practices.

Country Week

In August 2008, TRDC partnered once again with Tamworth Regional Council (TRC) to participate in "Country Week", an expo held in Sydney to promote the benefits and opportunities of regional living. The number of visitors to the expo was well below previous years' levels, however, there were still some solid enquiries from Sydney residents considering moving to the region.

Referrals

Over the period in review, TRDC received numerous enquiries from the local and broader community seeking information ranging from economic statistics to advice on business planning and intellectual property to employment opportunities. Ensuring that TRDC has a strong understanding of the services provided by other organisations within the region allows TRDC to successfully refer enquiries to the most relevant sources.

Raise Regional Business Capacity

Staffing for Success

TRDC's Staffing for Success business coaching program completed its second of four rounds in November. Funded by the NSW Department of Education and Training's State Training Services, the program has been developed to equip local business owners and managers with the knowledge to successfully attract, retain and develop the right staff.

This business coaching model includes a range of local and interstate guest speakers and facilitators who share their knowledge and experience on people management issues and strategies.

Partnering for the Future

A pilot program for "Partnering for the Future ... inspiring diverse workplaces" was jointly funded by the NSW Department of Aboriginal Affairs and the NSW Department of Education and Training. The program took place throughout 2008 with participants graduating in September.

Partnering for the Future was developed after recognising that skill shortages will increasingly necessitate businesses to draw from more diverse labour pools and that to do so successfully will require greater strategic management skills. From this,

TRDC developed a collaborative, employer-driven model to facilitate and assist businesses to successfully utilise these alternative employment sources.

With the pilot of the program focused on the Aged Care/Health sector, TRDC successfully partnered with four local aged care facilities. Fourteen of the 15 original participants graduated the program with 13 graduates securing traineeships or ongoing employment within our four partnering aged care organisations.

TRDC is now in the planning phase for the next Partnering for the Future program.

Inspired Business Lecture Series

The inaugural 'Inspired Business Lecture' was held on 13 November in the Tamworth Town Hall. Over 200 people attended the event from around the Tamworth region. The event showcased Mr Ivan Deveson AO as the keynote speaker supported by a facilitated discussion session involving a panel of respected local business people.

To compliment the 2008 Inspired Business Lecture, TRDC's Regional HR Advisor, Fran Marshall, facilitated a masterclass titled Workforce Planning – Understanding Business Capability. Twelve people attended the masterclass.

The Inspired Business Lecture Series has been initiated by TRDC to raise awareness of key management issues and the development of business capacity to meet emerging challenges. By hosting events such as the Inspired Business Lecture Series, we are providing local businesspeople with access to successful business leaders to share their knowledge and experiences for professional development.

With feedback from the event being extremely positive, TRDC plans to hold another event in the series during the second half of 2009.

Leaders' Forums

Supported by funding from the Federal Department of Education, Employment and Workplace Relations, TRDC hosted two events in late 2008 discussing diversity in the workplace.

In August, Mr Bruce McQualter, Head of Indigenous Employment and Training with the ANZ Bank detailed an employment initiative that is currently rolling out nationally, but which was developed locally in the region. With over 70 people attending the event, Mr McQualter explained how the ANZ had successfully embraced diversity as a key workforce planning strategy by implementing a program which focuses on Indigenous employment and traineeships.

Our October Leaders' Forum also addressed diversity in the workplace and featured as guest speaker UNE lecturer Dr Theresa Smith-Ruig. Dr Smith-Ruig was able to draw from her personal experience as a vision impaired academic to highlight how disabilities can be practically overcome. Her extensive research in the field of diversity enabled her to share with the audience the tangible benefits for employers of drawing from more diverse talent pools. Dr Smith-Ruig was joined by a panel of representatives from regional organisations placing people with disabilities into the workforce.

Operate Efficiently

During the six months to December 2008, TRDC secured the second tranche of a \$200,000 grant from the Department of Education and Training. This funding allows TRDC to continue to offer a range of programs, including Staffing for Success, Inspired Business Lecture Series, and Partnering for the Future.

The accumulation of net operating profits over recent years, along with deferred income from grant funds obtained in 2007-08, has positioned TRDC to undertake a number of activities in 2008-09. As a result, a significant operating loss is forecast for the financial year, funded from these reserves.

From an operational perspective, the greatest challenge confronting TRDC is the effective and efficient utilisation of resources to deliver optimal results. TRDC has a strong focus on avoiding duplication through a sound understanding of what others are doing and by leveraging the skills and services available in the community.

During the six months to December 2008, the following businesses were welcomed as new TRDC members:

- 2TM / 92.9
- Advanced Personnel Management
- Nazareth House
- Northern Inland Academy of Sport
- Prime Television
- The Pub Group
- Royal Freemasons' Benevolent Institute
- Tamworth Chainsaws & Mowers.

TRDC experienced some Board changes over the period to December 2008. Mr John Saint resigned from the Board in October. Mr Mitch Hanlon was elected to the Board at the AGM in October. Mr Col Murray was appointed to the board representing Tamworth Regional Council in October, replacing Mr Russell Webb. Mr Mike Rowland was appointed to the Board representing the Chamber of Commerce in December, replacing Mr Derek Flynn.

On behalf of the Board and staff we would like to express our sincere thanks to the local community for their ongoing support of our organisation and would like to particularly acknowledge the financial and in-kind support of Tamworth Regional Council, Country Energy, Stephen A Maher & Co and The Northern Daily Leader.

We would like to acknowledge the contribution and support of those directors that stepped aside during the period and welcome and thank our new and existing directors for their ongoing energy and commitment.

We would also like to acknowledge the contribution of TRDC's staff whose knowledge, enthusiasm and commitment has delivered such excellent outcomes over the period.

The six months to December 2008 was a busy and productive time with some outstanding outcomes achieved. The remainder of 2008-09 is likely to be very challenging for all of us as the impacts of the global financial crisis become more apparent. TRDC will continue to offer programs and initiatives tailored to our region to support our business community through this turbulence.



Tim Coates
Chairman



Jo Byrnes
Executive Director



Financial Statements

Profit & Loss for the Six Months to 31 December 2008

Income	Actual 6 Mths to Dec 08	Budget 2008-09	Variance
Tamworth Regional Council	136,778.73	181,434.00	(44,655.27)
Country Energy	14,900.00	14,990.00	(90.00)
Stephen Maher	0.00	3,000.00	(3,000.00)
Northern Daily Leader	0.00	2,750.00	(2,750.00)
Membership - Current Year	5,400.00	10,000.00	(4,600.00)
Other Income	21,852.13	90,238.00	(68,385.87)
Interest - Bank Account	423.24	200.00	223.24
Interest - Investments	9,505.98	17,000.00	(7,494.02)
Dept Education & Training	45,454.55	80,909.00	(35,454.45)
Dept Aboriginal Affairs	0.00	0.00	0.00
Dept of Ed,Emp & Workplace Relations	30,000.00	40,000.00	(10,000.00)
Donations	500.00	0.00	500.00
TOTAL INCOME	264,814.63	440,521.00	(175,706.37)
Expenditure			
Advertising	5,315.00	6,250.00	935.00
Accounting	1,250.00	3,000.00	1,750.00
Cleaning	567.28	1,872.00	1,304.72
Computer Software and Expenses	1,264.46	2,000.00	735.54
Filing Fees	65.00	500.00	435.00
General	70.56	500.00	429.44
Internet	693.40	2,000.00	1,306.60
Legal Fees	0.00	1,000.00	1,000.00
Meeting and Entertainment	2,107.41	27,750.00	25,642.59
Permits, Licences & Fees	0.00	500.00	500.00
Postage	103.41	1,573.00	1,469.59
Printing and Stationery	4,353.31	12,435.00	8,081.69
Publications	724.36	2,000.00	1,275.64
Rent	4,089.04	12,269.00	8,179.96
Repairs and Maintenance	1,859.80	2,250.00	390.20
Telecommunications	2,154.37	4,500.00	2,345.63
Depreciation	0.00	5,000.00	5,000.00
Audit	2,094.52	3,000.00	905.48
Bank Charges	231.49	300.00	68.51
Insurance	5,155.40	4,000.00	(1,155.40)
Salary and Wages	156,819.10	327,000.00	170,180.90
Special Projects	5,436.36	53,400.00	47,963.64
Travel & Accommodation (non-training)	1,688.77	3,500.00	1,811.23
Staff Welfare and Amenities	43.90	600.00	556.10
Conference/Training	4,468.17	10,000.00	5,531.83
Workers Compensation	0.00	700.00	700.00
Motor Vehicle Expenses	0.00	0.00	0.00
Motor Vehicle Lease Less Leaseback	5,558.00	11,500.00	5,942.00
Project Expenses	49,064.82	126,790.00	77,725.18
TOTAL EXPENDITURE	255,177.93	626,189.00	371,011.07
Operating Surplus/(Deficit)	9,636.70	(185,668.00)	195,304.70

Funds Invested with Tamworth Regional Council

Total Invested 31/12/08

\$ 276,334.63

Membership

The Directors and management of TRDC wish to gratefully acknowledge and thank our financial contributors for their continued support throughout the year. Membership as at the time of this report is as follows:

Special Acknowledgements

Tamworth Regional Council
Country Energy

Stephen A Maher & Co
Northern Daily Leader

Financial Members

- 2TM / 92.9
- 360 Fitness Club
- Advanced Personnel Management
- Andromeda Industries Pty Ltd
- ANZ Banking Group Limited
- Aon Risk Services Australia Limited
- AusIndustry
- Australian Quarter Horse Association
- Australian Training and Consulting
- B J Cole & Co
- Barry Taylor Insurance Broker
- Bath Stewart Associates Pty Ltd
- Bellata Gold
- Best Practice Constructions Pty Ltd
- Blowes Menswear
- Cahills Great Northern Chemist
- Carey's Freight Lines
- Central Ranges Pipeline Pty Ltd
- Central West Community College
- Challenge Tamworth
- City Plaza Centre Management
- Country Comfort Tamworth Towers
- Country Connect Business Communications
- Country Energy
- David Bright Homes
- Decorama Blinds Pty Ltd
- Department of Aboriginal Affairs
- Duncan Plante & Co
- EastWest EnviroAg
- Edwards Printing
- Elders Real Estate
- Elgas Ltd
- Everingham Solomons, Solicitors
- Fiona's Mini Bus Rentals
- Forsyths
- Freemans Loss Adjusters
- Hancocks Chartered Accountants
- Hill Lockart Architects
- Hunterland Pty Ltd
- Inland Technology
- J T Fossey (Sales) Pty Ltd
- Jo Crossing Chartered Accountant
- Joblink Plus
- Jocep Enterprises
- Leading Edge Computers & Communications
- L J Hooker Tamworth
- Lockhart Consulting Business Advisors
- Loremell Pty Ltd
- Lyons Barnett Kennedy
- Meers & Shelton First National
- Mitch Hanlon Consulting
- Mooy, Bryant & Stephenson
- Nazareth House Tamworth
- NBN Television
- New England North West Group Training
- North West Locksmiths
- Northern Daily Leader

- Northern Inland Academy of Sport
- Northern Inland Credit Union
- NSW Department of Education & Training
- Obieco Industries Pty Ltd
- Peel Television Services Pty Ltd
- Peel Valley Training & Employment
- Penford Australia Limited
- Prime Television Tamworth
- QantasLink
- Quality Hotel Powerhouse
- Quest Tamworth
- R & M Steel Supplies (Uralla) Pty Ltd
- R C Barber & Son Pty Ltd
- Rebel Ant Pty Ltd
- Robert Locke Solicitor & Attorney
- Royal Freemasons' Benevolent Institution
- Rural Press Events
- Rutec Pty Ltd
- Sefton & Associates
- Shout Marketing
- Small Business Centre New England & North West
- Southern Cross TEN
- Stephen A Maher & Co Chartered Accountant
- TAFE NSW - New England Institute
- Tamex Transport Pty Ltd
- Taminda Smash Repairs
- Tamworth Carpet Choice
- Tamworth & District Chamber of Commerce & Industry
- Tamworth Balustrade & Fabrication
- Tamworth Buslines
- Tamworth City Toyota
- Tamworth Regional Council
- Tamworth Shoppingworld Centre Management
- Tamworth Tenpin Bowling Centre
- The Law Company
- The Pub Group
- TJ Treloar & Co Pty Ltd
- Top State Office Supplies Pty Ltd
- TR & CM Coultan Industries Pty Ltd
- University Department of Rural Health, Northern NS
- Warburtons Chartered Accountants
- West Tamworth Public School
- Wests Entertainment Group
- Whitham's Warehouse
- Woolworths Limited
- Workforce Extensions
- Yknot! Management



Contact Details

A.B.N. Number	41 003 642 055
Principal Office	26-28 Fitzroy Street Tamworth NSW 2340
Postal Address	PO Box 527 Tamworth NSW 2340
Telephone	02 6766 2200
Facsimile	02 6766 2262
Email	trdc@tamworthregion.com.au
Website	www.tamworthregion.com.au
Chairman	Tim Coates
Deputy Chairman	Tim Blakely
Directors	Mitch Hanlon Glenn Inglis Alison McGaffin Col Murray Matt Patterson Mike Rowland
Company Secretary	Jo Byrnes
Banker	ANZ Bank 479 Peel Street Tamworth NSW 2340
Auditors	Stephen A Maher & Co 1/459 Peel Street Tamworth NSW 2340
Accountants	Tamworth Regional Council Ray Walsh House Peel Street Tamworth NSW 2340
Solicitors	Everingham Solomons 437 Peel Street Tamworth NSW 2340

