

# ANNUAL REPORT

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2024/2025



AUSTRALIAN INSTITUTE FOR  
INTERGENERATIONAL PRACTICE

Australian Institute for Intergenerational Practice

Registered Address: COHORT, 16 Nexus Way, Southport Qld 4215  
ABN: 54 654 904 033

**The Australian Institute for  
Intergenerational Practice (AIIP)  
acknowledges the  
Yugambbeh/Kombumerri peoples as  
the traditional custodians of the land  
on which our central office lies. AIIP  
also acknowledges the lands on which  
our members meet, and pays respect  
to Elders, past, present and emerging,  
and extends that respect to other  
Aboriginal and Torres Strait Islander  
peoples across the country.**



## Our Governance Board



Anneke Fitzgerald  
(Chair)



Xanthe Golenko  
(Secretary)



Kevin Forde  
(Treasurer)

### The Administration Team



Lydia Astill  
Marketing  
& Comm



Vicki Ryder  
General  
administration



Natalie Reyes-Bernard  
Professional  
development



Enamul Hasan Ismail  
Web development

# Australian Institute for Intergenerational Practice

## Our Advisory Council

As we reflect on another successful year, we are filled with immense gratitude for the extraordinary efforts of our Advisory Council members. Their collective expertise, passion, and unwavering commitment to advancing AIIP's mission have been nothing short of inspiring.

Their dedication not only strengthens the foundation of AIIP but also ensures that we remain at the forefront of innovation in our field. As we look to the future, we are excited to build on the progress we've made, and we are deeply grateful for the Advisory Council's ongoing support in helping us navigate new challenges and seize new opportunities.

Our Advisory Council consists of the following members:

**Barbara Langford Co-Chair**  
**Mark Silver Co-Chair**  
**Jennifer Cartmel**  
**Katrina Radford**  
**Kristy Fox**  
**Lysha Lee**

**Angela Jacobsen**  
**Jenny Quan**  
**Clare Littleton**  
**Magda Dixon**  
**Kirsty Guster**







AUSTRALIAN INSTITUTE FOR  
INTERGENERATIONAL PRACTICE



# Chair's Report

## Em Prof Anneke Fitzgerald

As Chair of the Board of the Australian Institute for Intergenerational Practice (AIIP), I am delighted to share this annual report, highlighting our significant progress, achievements, and aspirations over the past year. It has been a remarkable period of continued growth, strategic development, and increasing impact — all made possible through the dedication of our members, volunteers, and supporters.

### Membership Update

This year has seen a shift in the composition of our membership. While individual memberships have declined somewhat, we are pleased to report an increase in organisational memberships, reflecting growing institutional recognition of intergenerational practice. The transition of individual membership management to the Australian Association of Gerontology (AAG) is now near completion. Going forward, memberships will align with the financial year, providing greater clarity and consistency for renewals and administration.

### Educational Achievements

AIIP continues to lead in intergenerational education and training. This year, we expanded our educational offerings to include a broader range of face-to-face and virtual sessions. Our cornerstone professional development programs, JOY1 and JOY2, now provide participants with Continuing Professional Development (CPD) points and a digital badge, offering formal recognition of their learning and skills.

A major highlight was the launch of our first AIIP Masterclass, held in Benowa, Queensland. This immersive experience brought participants into a live intergenerational program environment, offering rich insights and practical knowledge exchange. The success of this event paves the way for future masterclasses across the country. The JOY3: Evaluation is nearing completion and is anticipated to launch at the February Conference.

### Standards and Certification

A significant milestone was the finalisation and official launch of the AIIP Standards and Certification System at our annual conference. This system has been enthusiastically received and marks a critical step in promoting quality, consistency, and growth in intergenerational programs across Australia. The recognition of these standards by practitioners and organisations alike reinforces their value and the importance of a shared national framework.



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## Chair's Report cont...

### Events and Engagement

#### The AIIP Conference

The AIIP Conference is fast becoming a regular and anticipated fixture on the events calendar for researchers, practitioners, professionals, and community members engaged in intergenerational practice. Our most recent conference, held in February 2025, was generously supported by [Torrens University](#), [TLC](#), [BestMed](#), [AAG](#), and [Montessori](#).

The event brought together a vibrant and diverse community, with 120 attendees joining in person at Torrens University in Sydney and a further 40 participants joining online. The strong attendance and positive feedback reaffirm AIIP's growing influence and the sector's appetite for connection, innovation, and shared learning.

AIIP also maintained a strong presence at key national events. Our participation in the AAG Pre-Conference Workshop and exhibition booth in Hobart (November 2024), and our engagement at the ACA Conference on the Gold Coast in May 2025, significantly increased our visibility and allowed for meaningful connection with professionals from various sectors.

We also had the opportunity to present at numerous speaking engagements throughout the year, reinforcing our role as a thought leader in intergenerational practice and contributing to the growing public and professional awareness of our work.

### Research

Research activity in intergenerational practice has grown significantly across Australia—and AIIP is proud to be at the heart of this momentum. Our Research Day held before the February Conference was a clear sign of just how much interest, collaboration, and innovation is happening in this space.

We are seeing active involvement from a wide range of universities and research partners, including, but not limited to:

- Griffith University – exploring intergenerational housing models, photovoice storytelling with older adults and children, and co-design for age-inclusive urban planning.
- The University of Queensland – evaluating intergenerational programs in early childhood education settings and their impact on social-emotional development.
- Deakin University – researching wellbeing outcomes for older adults in intergenerational care models.
- University of Sydney – studying dementia-inclusive intergenerational programs and community connection.
- Western Sydney University – focusing on intercultural aspects of intergenerational engagement in CALD communities.
- Monash University – analysing the economic and social value of long-term intergenerational initiatives.
- RMIT and Victoria University – developing evaluation frameworks for intergenerational program quality and consistency.



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## Chair's Report cont...

### Partnerships and Advocacy

We continued to foster strong relationships with community organisations, academic institutions, and industry leaders. These collaborations support the translation of research into practice, promote innovation, and extend the reach of intergenerational practice initiatives nationally and globally.

### Governance and Acknowledgements

This year, we farewelled Deborah Delaney, our treasurer, who resigned from the Board in December 2024. We thank her for her valuable contributions and dedication to our mission in the last two years, making several beneficial changes to our governance and operations. We twisted the arm of Kevin Forde, who is our current interim treasurer. Kevin has well and truly stepped up to the plate and has been delightful to work with under difficult circumstances. We sincerely welcome his calm and reassurances.

We also said goodbye to Kirsty Guster in her formal role with AIIP, but are delighted that she remains engaged as a valued member of our Advisory Council. We also farewelled Lesley Sheppard from our Advisory Council. As our representative of older persons on the Advisory Council, we are grateful for her insights and dedication.

I would like to extend heartfelt thanks to the entire AIIP community — our members, staff, volunteers, Board Co-Directors, and Advisory Council — for your continued belief in and commitment to intergenerational practice. A special thank you to our organisational members at Bronze, Silver, and Gold levels, and to our conference sponsors, whose support has made many of this year's achievements possible.

### Looking Ahead

We remain committed to serving our members by providing meaningful opportunities for professional development, networking, and collaboration. Building on the success of our current offerings, we will continue to develop new professional development courses to meet the evolving needs of the intergenerational practice community.

In parallel, we are actively pursuing funding opportunities to expand our reach. As part of our ongoing commitment to excellence, we continue to refine and enhance our internal processes and will further develop the AIIP Certification Program to strengthen quality and consistency across the sector.

In the coming year, we will also formally seek peak body recognition and will begin to advocate to government for funding support, ensuring the long-term sustainability and impact of AIIP's work across Australia and beyond.

**Emeritus Professor Anneke Fitzgerald**





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# Treasurer's Report

## A/Prof Kevin Forde

### Financial result

For the year ended 30 June 2025, income was \$138,787 (2024 - \$203,887), cost of sales was \$20,617 (2024 - \$22,458), total operating expenses were \$165,119.50 (2024 - \$116,012), resulting in a deficit of \$46,949 (2024 – surplus \$65,418).

### Financial audit

The above figures have not been audited. AIIP is incorporated as a company limited by guarantee. Applying the ACNC Act, AIIP is categorised as Tier One (small) with revenue less than \$250,000 and not a deductible gift recipient (DGR) and hence it is exempt from having a review or audit. This was also not requested by members.

### Main sources of income and expense

AIIP's main sources of income are events (\$49,620) – mainly the annual conference, memberships (\$41,501), education courses (\$33,966) and consultancy income (\$9,805). The major expenses for the year were conference expenses (\$24,369), Contractors fees (\$86,023), and Education Development expenses (\$16,392).

The main reasons for the deficit were a decline in income from consultancies, memberships, and education courses. The decline in membership income stems from people becoming members in order to enrol in AIIP's education courses and then not renewing their membership when they have completed their course. The Board is actively considering options to encourage people to renew their membership by offering more member benefits. On the cost side, there has been an increase in payments to contractors. This was considered necessary to support AIIP's operating activities as this workload could not be undertaken by our diligent group of volunteers.

AIIP's financial position remains sound. The cash at Bank Balance for AIIP as at 30 June 2025 was \$85,000 (2024 - \$131,466). As at 30 June 2025 AIIP had net assets of \$91,060 (2024 \$138,009).

The Profit and Loss Statement and Balance Sheet for 2024/25 are included with comparative figures for the 2023/24 financial year. See Appendices for details,



## Treasurer's Report cont'd

### Budget and financial plan

A formal budgeting and expenditure approval processes is now in place to ensure that funds are expended in line with budgets and are focussed on the key objectives of AIIP. The budget for the 2025/26 financial year forecasts an improved financial performance and reduction in the deficit.





# Secretary's Report

## Dr Xanthe Golenko

### Membership

Since the introduction of our new membership structure in early 2024, AIIP's membership has stabilised, with current numbers sitting at approximately 280 members. While we have seen a modest reduction in individual memberships, this has been offset by a notable increase in Organisational memberships across our Bronze, Silver, and Gold categories. This shift reflects growing organisational commitment to intergenerational practice and recognition of AIIP as a trusted peak body in the field.

Our membership base remains predominantly Australian; however, we continue to expand our work with our international colleagues, located across China, Hong Kong, the Netherlands, New Zealand, Singapore, the United Kingdom, the United States of America, and Uruguay. This global presence continues to underscore the relevance of Australian intergenerational practice leadership and the increasing international interest in AIIP's work.

AIIP's membership also represents a broad and diverse range of sectors. Aged care continues to be the largest sector, accounting for 22% of members, followed by community services (15%).

Notably, 14% of our membership works within government, suggesting that local, state, and federal agencies are continuing to recognise the value of intergenerational practice and are actively engaging in this space.

Approximately 10% of members are drawn from each of the childcare and early years, education, academia and research, and health and social services sectors. We are also pleased to see a growing professional identity within the field, with 4% of members identifying as specialising specifically in intergenerational practice. A further 3% of members are students, while others work in related and emerging areas including technology (2%), architecture and design (1%), and funding and philanthropy (1%).

Overall, the breadth of sectors represented highlights the increasingly interdisciplinary nature of intergenerational practice and reinforces AIIP's role in bringing together diverse stakeholders to strengthen collaboration, quality, and impact across the field.



# Advisory Council Report

## Ms Barbara Langford & Mr Mark Silver

The Advisory Council is made up of 10 members of AIIP who participate on varying taskforce groups to address issues relevant to the work of AIIP. We are also honoured to have the participation of our patron, The Hon Dr Kay Patterson.

The Advisory Council is led by an executive team consisting of Barbara Langford, Mark Silver and Lysha Lee with Anneke Fitzgerald as a non-executive member.

The executive team meets once a month and is tasked to discuss issues that will be presented to, or have been received from, the Governance Board. The executive team's decisions are shaped by the input from the wider community of the Advisory Council members. The executive meetings are open for anyone who would like to participate and we warmly welcome anyone who would like to join our monthly TEAMS meetings.

The past 12 months has been a busy time for our taskforce groups, and they have successfully achieved many wonderful outcomes. The current taskforce groups are responsible for the AIIP Awards, Risk and Succession Planning, Standards and Accreditation, Partnerships and Sponsorship, Membership, and Global Intergenerational Week.

As always, we are supported by Vicki Ryder who minutes our meetings and conducts a great deal of the administrative work necessary for things to run smoothly. We offer our sincere gratitude for your support Vicki and for your positive outlook and can-do attitude.

As Co-Chairs for the Advisory Council, Mark Silver and I wish to thank all members for their contribution to the Advisory Council and more generally to AIIP. A special mention and many thanks for her past involvement go to Lesley Shephard who retired from our Advisory Council recently. We wish you well Lesley and hope you will keep in touch.

Our aim for the next 12 months is to grow the membership base of AIIP and strengthen our network and outreach. If you are interested in helping us, we would love to hear from you.

Barbara Langford & Mark Silver  
Co-Chairs, AIIP Advisory Council



# Operations Report

## Em Prof Anneke Fitzgerald

The 2024–25 year continues to be a period of consolidation, and strategic positioning for the Australian Institute for Intergenerational Practice (AIIP). Building on strong foundations established in previous years, our operational focus is centred on strengthening organisational sustainability, enhancing quality and consistency across intergenerational practice, and expanding AIIP's influence nationally and internationally.

A core operational priority remains the ongoing monitoring and management of AIIP's financial position. Through careful budgeting, regular review, and prudent resource allocation, we are committed to ensuring financial stability while enabling strategic investment in education, partnerships, and advocacy activities that support long-term growth.

Significant progress is being made toward the development of minimum standards and certification protocols for intergenerational practice. This work is central to AIIP's mission to embed quality, consistency, and ethical practice across the sector, and represents an important step toward professionalisation and recognition of intergenerational practice as a distinct and credible field.

Education and capacity-building continue to be a major operational focus. During 2024–25, AIIP expands its suite of educational offerings, including the delivery of masterclasses (Gold Coast and Adelaide), the Spanish translation of JOY#1 to support international uptake, and the development of new partnership-based learning opportunities. The finalisation of JOY#3, following completion of the research phase, will further strengthen AIIP's evidence-informed education pathway.

AIIP is also actively exploring and expanding consultancy opportunities, drawing on our unique expertise across research, practice, evaluation, and policy. This work supports both income diversification and the translation of research into practical, real-world impact.

To raise our profile and build strategic relationships, AIIP continues to participate in key conferences and sector events, including those hosted by the Australian Association of Gerontology (AAG), Aged Care Australia (ACA), and industry focused events. These engagements enhance visibility, strengthen networks, and generate new partnership and income opportunities.



# Operations Report

## Em Prof Anneke Fitzgerald

Alongside external engagement, AIIP is investing in high-quality events and knowledge exchange activities, including webinars and international conference Generations United, Louisville, USA, where members presented the research and other works being undertaken in Australia. These initiatives not only enhance AIIP's credibility but also foster stronger connections across our growing national and international network.

Membership growth remains a key operational focus. Targeted strategies are being implemented to attract and retain both individual and organisational members, ensuring AIIP continues to reflect a broad, interdisciplinary community committed to intergenerational practice.

A critical strategic objective is to establish AIIP as a recognised peak body in Australia. This includes ongoing advocacy with government agencies to normalise, support, and embed intergenerational practice within policy, funding, and service frameworks across aged care, education, health, and community sectors.

Finally, AIIP continues to strengthen and expand international partnerships, reinforcing our role as a global leader in intergenerational practice and extending the reach and impact of Australian expertise worldwide.



Immersive Masterclass



Immersive Masterclass

# Focus Areas



## Education

### JOY 1 online (Teachable)

| Cohort name  | Numbers enrolled | Completed<br>(certificate and<br>badge issued) | Rolled over to<br>new cohort | Not completed |
|--------------|------------------|------------------------------------------------|------------------------------|---------------|
| 2409         | 30               | 15                                             | 4                            | 11            |
| 2411         | 8                | 8                                              | 0                            | 0             |
| 2501         | 7                | 4                                              | 3                            | 0             |
| 2503         | 6                | 4                                              | 2                            | 0             |
| 2606         | 5                | 3                                              | 2                            | 0             |
| <b>TOTAL</b> | <b>56</b>        | <b>34</b>                                      | <b>11</b>                    | <b>11</b>     |

### JOY 1 F2F catch up

| Cohort | Numbers<br>enrolled | Completed<br>(certificate and<br>badge issued) | Rolled over to<br>new cohort | Cohort |
|--------|---------------------|------------------------------------------------|------------------------------|--------|
| 2505   | 7                   | 6                                              | 0                            | 1      |
| 2507   | 15                  |                                                | -                            | 4      |



# Focus Areas



## Education

### JOY 1 F2F (bespoke)

| Cohort    | Numbers enrolled | Completed (certificate and badge issued) | Rolled over to new cohort | Not completed |
|-----------|------------------|------------------------------------------|---------------------------|---------------|
| 2505 QCCS | 23               | 20                                       | 2                         | 1             |

### JOY 2 online (Teachable)

| Cohort       | Numbers enrolled | Completed (certificate and badge issued) | Rolled over to new cohort | Not completed |
|--------------|------------------|------------------------------------------|---------------------------|---------------|
| 2408         | 15               | 8                                        | 1                         | 6             |
| 2410         | 3                | 2                                        | 0                         | 1             |
| 2502         | 3                | 3                                        | 0                         | 0             |
| 2504         | 4                | 4                                        | 0                         | 0             |
| <b>TOTAL</b> | 25               | 17                                       | 0                         | 7             |

### Immersive Masterclass at Benowa Early Learning

In November 2024, the AIIP hosted the first Immersive Masterclass at Benowa Early Learning Centre. The event brought together educators, community facilitators and participants for a full-day, hands-on learning experience focused on intergenerational practice — methods that connect people of different ages to build meaningful relationships and community bonds. Attendees engaged in a variety of practical activities and interactive sessions designed to showcase real-world approaches to fostering intergenerational connection, with 'grandfriends', Gwen Rayner and Uncle Allan, learners worked collaboratively throughout the day. The format emphasised active participation and reflective practice, making it a lively and engaging professional development opportunity outside a standard classroom workshop.

# Focus Areas



## NextGen - Student Group

### Overview

Established in June 2023, NextGen serves as our dedicated network for students and early career professionals in intergenerational practice. The group's principal aim is to foster a supportive and collaborative community, encouraging networking, the exchange of innovative ideas, and joint initiatives across a range of areas. Through tailored opportunities, NextGen equips members with resources for professional development and growth of students and early career professionals as they navigate the dynamic field of intergenerational practice.

### Members

As of August 2025, NextGen comprises 15 members, predominantly (about 50%) based in Queensland. The group reflects a vibrant mix of research, clinical, and professional students, as well as early career practitioners. Membership continues to grow, with ongoing renewal efforts enhanced by special concession rates.

This year, we celebrate significant academic milestones within the group:

#### PhD submissions and completions:

- Dr Hannah Forbes, ACU
- Dr Lois Peach, Bristol University
- Gabriela Di Perna, Griffith University
- Nehchal Kaur Narula, Deakin University
- Yang Lei, Griffith University

#### Honours completions:

- Jia Jia Fang, Griffith University

#### Member Feedback and Engagement

Our end-of-year poll (2024), completed by 33% of members, underscored the group's value.

Key highlights include:

- All respondents found NextGen useful, particularly for connecting with peers and sharing experiences.
- Online meetings received strong endorsement (80% positive), with members appreciating the opportunity to engage across different research groups and discuss career pathways.
- Career development and mentorship opportunities were identified as the most sought-after future activities.



# Focus Areas



## NextGen - Student Group

### Activities and Initiatives

#### AIIP Conference 2025

NextGen led a session based on the 3-Minute-Thesis® format, showcasing member research in an engaging manner. The event also included a social gathering for attending members.

#### Regular Meetings

Based on feedback, meetings transitioned to a bi-monthly schedule in 2025, with three sessions held between March and July, facilitating collaboration and support among members.

#### Pilot JOY 1 Course

In May 2025, two members participated in the pilot of 'JOY 1: Joining Young and Old', developed in collaboration with the Education Committee. This professional development program included live trainer-led virtual sessions and offered CPD points, certificates, and badges to participants.

### Funding and Support

The proposed budget was approved by the Board, allowing NextGen to support members through targeted bursaries and event funding.

This year, the following scholarships and sponsorships are available:

- Conference Bursaries: \$200 each for registration and travel allowances to assist members presenting at the AIIP Annual Conference in Sydney.
- Social Event Support: \$150 allocated for face-to-face networking opportunities within the group.
- Student Membership Bursary: \$99 to enable a new student to join AIIP and present research at official events.

### Strategic Directions and Future Plans

Building on our successes, NextGen looks forward to expanding resources and learning opportunities in the coming year. Efforts are underway to:-

- Increase member feedback and engagement, with a goal of achieving at least 50% participation in the forthcoming end-of-year poll.
- Strengthen involvement at the AIIP Conference through dedicated sessions for Higher Degree Research candidates.
- Foster cross-organisational alliances, particularly with groups such as the Australian Association of Gerontology (AAG) Student and Early Career Group.
- Introduce online sessions featuring senior academics and industry professionals.
- Maintain active communication with the AIIP Board, ensuring alignment with the Institute's broader objectives and facilitating reciprocal support.

With several further projected completions and graduations, NextGen is well-poised to grow its early career base and remain a vibrant, evolving community within intergenerational practice.

# Focus Areas

## Members virtual Meet ups

AIIP continues to foster meaningful connection and shared learning through two highly valued member-only virtual meet-ups: KNEXT and Nice-to-Wise.

**KNEXT** provides a supportive peer-mentoring space where members connect, share emerging ideas, showcase practice, and receive constructive feedback. These small-group discussions encourage collaboration, innovation, and professional growth across the intergenerational practice community.

Facilitated monthly via Zoom by Mark Silver, Co-Chair of the AIIP Advisory Council, KNEXT sessions are free for members, attract steady and diverse participation from across Australia and New Zealand, and are recorded for later viewing on the AIIP website. The sessions frequently spark collaborations that extend well beyond the meetings themselves.

**Nice-to-Wise** complements practice-based learning with a strong research focus. Convened monthly by Associate Professor Katrina Radford, this one-hour forum supports members to explore research papers, evaluation methods, and measurement approaches, and to connect evidence with real-world practice. By strengthening research literacy and shared understanding, Nice-to-Wise contributes directly to building the evidence base for intergenerational practice. Sessions are recorded and available to members via the AIIP website.

Together, KNEXT and Nice-to-Wise exemplify AIIP's commitment to connection, quality, and continuous learning. We look forward to continuing and expanding both forums throughout 2024–25, welcoming new members, perspectives, and contributions.



# Focus Areas

## Global Intergenerational Week 2025

### GIW25 - 24th -30th April 2025 - Activities and Impact

AIIP led Australia's contribution to Global Intergenerational Week (GIW) 2025, delivering a diverse program of activities that raised awareness of intergenerational practice and strengthened connections between generations locally and internationally. Across the campaign, approximately 300 people were directly engaged through a combination of live events, recorded presentations and locally led community activities aligned to the international GIW themes.

A key strength of GIW 2025 was the leadership shown by AIIP member organisations and partners, who delivered activities within their own communities. **Knox City Council** hosted intergenerational playgroup sessions, while **Queensland Children's Care Services (QCCS)** coordinated a Grandfriends postcard initiative. **Move and Groove** delivered three intergenerational dance events, and **Heritage Christian School Port Macquarie** led an initiative focused on developing intergenerational workplaces. Students from **Catherine McAuley College** partnered with residents from **Mercy Health Bethlehem Home for the Aged** and **Golden Rise Bendigo** for an intergenerational day at the races. In Tasmania, **Playgroup Tasmania**, in partnership with **Respect – Peacehaven**, hosted a Wisdom & Wonder play session and Global Intergenerational Week morning tea. Internationally, **Cycle of Care (Tanzania)** delivered a community event focused on bridging generations through compassionate responsibility.

GIW 2025 also strengthened AIIP's international collaboration and sector leadership, with partnerships spanning New Zealand, Singapore, Hong Kong and Scotland. Highlights included our global [Sing and Dance Around the World](#) event and an [International Webinar](#) on creating intergenerational spaces, featuring contributions from the World Health Organisation and intergenerational practitioners and researchers from across the region.

The week concluded with the promotion of AIIP's **Intergenerational Practice Quality Standards**, reinforcing the organisation's commitment to quality, sustainability and evidence-based intergenerational practice.



# Focus Areas

## Research and Consultancy

AIIP continued to play a significant role in advancing the evidence base for intergenerational practice during the reporting period, contributing to nationally funded research, evaluation initiatives, and sector-led projects that strengthen understanding of impact, outcomes, and best practice.

The INTERGeneational Intervention to Reduce frailty (INTEGRITY) Trial is now well underway. Funded by the National Health and Medical Research Council (NHMRC) with an investment of \$3.7 million over five years, this large-scale clinical trial brings together leading intergenerational researchers from the University of New South Wales, University of Sydney, Griffith University, the University of Queensland, and partner organisations across Australia. The trial is examining whether community-based intergenerational practice can effectively reduce frailty among older adults, representing one of the most substantial investments to date in rigorous intergenerational research in Australia. Emeritus Professor Anneke Fitzgerald is a member of the research team, and AIIP is providing in-kind support, reinforcing its role as a key national partner in translational intergenerational research.

AIIP also commissioned the NICE (National Intergenerational Care Evaluation) Delphi Study, a critical initiative aimed at laying the groundwork for a national evaluation database for intergenerational practice. The study commenced with a comprehensive scoping review and has progressed to its second phase, which is examining how intergenerational practices are currently evaluated, identifying gaps, and determining what is required to support a consistent, national-level data infrastructure. This work aligns closely with AIIP's broader objectives around quality, standards, and evidence-informed practice.

- AIIP completed several applied research and evaluation projects during the year.
- The Bendigo Bank intergenerational project was finalised, with the evaluation report delivered successfully.
- An impact report for the ABC was also completed, strengthening AIIP's role in evaluation and impact assessment.
- AIIP progressed longer-term research partnerships, including the CRC Care Economy Round 25 proposal, which advanced to Phase 2 for potential five-to-ten-year funding.
- The proposal positions AIIP as an intergenerational partner in a major national care economy collaboration.
- COTA Tasmania secured funding for a digital engagement project and engaged AIIP to deliver the evaluation component.
- A further Playgroup Tasmania tender is underway, integrating JOY program participants into delivery and evaluation.
- These activities reinforce AIIP's commitment to evidence-based, innovative, and credible intergenerational practice.



# Events

Throughout the reporting period, AIIP maintained a strong and visible presence across key national and international events, using conferences, workshops, and sector forums to showcase intergenerational practice, strengthen professional networks, and build momentum for the field.

A major highlight was the **AIIP National Conference**, held in February 2025 at Torrens University, Sydney. The conference brought together 35 speakers, with 98 participants attending in person and a further 30 joining online. The program offered a rich blend of research and practice, creating a highly engaging and energising environment for knowledge exchange. Feedback from delegates highlighted the strength of the content, the diversity of perspectives, and the value of bringing researchers and practitioners together in a shared learning space. The conference reinforced AIIP's role as a national convenor and leader in intergenerational practice. **Major sponsors were Y careers, AAG and Torrens University. Other sponsors were BESTMED and Dementia Doulas.**

AIIP also played a significant role at the Australian Association of Gerontology (AAG) Conference in November 2024 in Hobart, Tasmania. A full-day pre-conference workshop attracted 60 participants, providing an immersive opportunity for sharing intergenerational experiences, practical insights, and collaborative learning. In addition, AIIP hosted a conference booth throughout the main conference, which was visited by more than 150 delegates over three days, generating strong interest in intergenerational practice and AIIP's work.

Further engagement occurred at the Australian Childcare Association (ACA) Conference, where the AIIP's booth proved highly successful, enabling direct conversations with providers, practitioners, and sector leaders about implementing and scaling intergenerational approaches.

AIIP's outreach also extended through invited presentations and sector-specific engagements. In July 2024, AIIP presented at the BUPA Conference in Sydney, engaging lifestyle coordinators in discussions about embedding intergenerational practice across BUPA villages. AIIP was also introduced to a broader health and wellbeing audience at the BESTMED Conference in Sydney, further expanding awareness of intergenerational practice beyond traditional sectors. International engagement remained a priority, with a plenary session delivered at the NZDRT Conference in Auckland, New Zealand. This session strengthened AIIP's relationship with Karen Verney and Generations Connect, New Zealand, consolidating trans-Tasman collaboration and reinforcing AIIP's growing international profile.

Collectively, these events reflect AIIP's strategic commitment to visibility, collaboration, and sector leadership. By engaging diverse audiences across aged care, community, health, research, and policy, AIIP continues to build understanding, capability, and enthusiasm for high-quality intergenerational practice.



Immersive Masterclass Echoes



Immersive Masterclass Echoes



Jennifer Cartmel & Anneke



Immersive Masterclass



Immersive Masterclass Echoes

*Photos courtesy of Echoes Montessori SA*

# AIIP Awards

The Awards Task Force – comprising of Barbara Langford, Mark Silver, Kristy Fox and Lysha Lee – was established to drive and organise the AIIP Awards 2025. Working with the Events Committee and Governance Board, the Outstanding Intergenerational Innovation & Contribution Award 2025 was established.

The purpose of this award was to recognise the outstanding innovations and/or contributions of an intergenerational program to the field of intergenerational practice, aligned with the mission and purpose of the AIIP.

This was officially launched to the community through the Events newsletter as well as on social media platforms. Members were invited to nominate themselves or others through an online form OR via email.

Applicants had to meet these criteria, and were judged by a panel according to these five criteria:

|                                                                                          |                                                                                                                                                                                                                                                                                                                     |
|------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Program Design &amp; Implementation (alignment with intergenerational principles)</b> | <ul style="list-style-type: none"> <li>• How was the program designed? What research/ frameworks was it based on? How were stakeholders involved?</li> <li>• What are the program's goals and objectives?</li> <li>• How feasible has the implementation been?</li> </ul>                                           |
| <b>Program Impacts &amp; Outcomes</b>                                                    | <ul style="list-style-type: none"> <li>• What impacts/ outcomes have been evaluated? (e.g., social impact, community engagement, health, any other measurable and recorded)</li> <li>• How have they been evaluated?</li> <li>• What have been some of the results of the program in the last 12 months?</li> </ul> |
| <b>Innovation &amp; Creativity</b>                                                       | <ul style="list-style-type: none"> <li>• What makes the program unique and different?</li> <li>• How innovative and creative has the program been in addressing intergenerational needs, and the utilisation of resources?</li> </ul>                                                                               |
| <b>Sustainability and Scalability</b>                                                    | <ul style="list-style-type: none"> <li>• What are the program's plan for long-term sustainability and ongoing engagement?</li> <li>• Is there potential for future growth and expansion</li> <li>• What are some collaborations and partnerships that make the above possible?</li> </ul>                           |
| <b>Contribution to the field</b>                                                         | <ul style="list-style-type: none"> <li>• How is the program contributing to the mission of connecting generations? Including through participation in sharing of best practices and lessons learnt via various platforms, and sharing/ publication of research and evaluation.</li> </ul>                           |

# AIIP Awards

A total of 18 applications were received, representing programs across the country and involving different age groups of young people.

To establish a fair assessment process, a panel of four judges was assembled to review and score each application (see scoresheet template below). Accounting for any potential conflict of interests, each application was then reviewed by two independent judges and received two scores. The task force met with the judges virtually for a briefing, deliberations and debriefing.

The top five applications with the highest scores were selected as finalists. Finalist applications were presented to the AIIP's patron, Kay Patterson, for selection. In the end, there was one award winner and one high commendation.

Generously sponsored by Y Careers and TLC Early Learning, the awardee received a cash prize of \$2000 and plaque trophy.

The Life Membership Award 2025 was selected by the Governance Board and presented to **Professor Susan Kurrle** for her outstanding contributions to the field of intergenerational practice – particularly through her involvement with the ABC Docuseries (Old People's Home for 4 Year Old's and Teenagers).





# Marketing and Communications

During 2024–25, AIIP's marketing and communications focused on strengthening its position as Australia's peak body for intergenerational practice. Communications consistently highlighted AIIP's purpose-driven mission, evidence-based approach and leadership across research, professional development and community engagement.

The website continued to serve as a central information hub, supporting membership growth, event promotion and stakeholder engagement, while reinforcing AIIP's credibility with practitioners, partners and funders through clear messaging aligned to social impact and sector leadership.

Digital channels, including social media and email communications, were used to promote conferences, education and professional development opportunities, research monitoring and outputs and partnership initiatives, supporting both awareness and active participation.

Messaging emphasised the benefits of intergenerational practice for individuals, organisations and communities, with a strong focus on inclusion, wellbeing and development outcomes.

Overall, AIIP's marketing and communications approach in 2024–25 supported organisational sustainability, strengthened sector visibility and helped build a connected national community of intergenerational practice professionals.



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# Australian Institute for Intergenerational Practice

## On the Horizon

### 2025/26 and beyond

- Strengthening sustainability and financial resilience through continued budget monitoring, diversify income streams, and strategic investment in priority initiatives, including seeking government funding.
- Continue to embed minimum standards and certification frameworks to develop quality, consistency, and ethical practice across intergenerational programs nationally.
- Expanding education and professional development pathways, including new masterclasses, information sessions, partnership-based learning opportunities, and the Spanish-language delivery of JOY#1 to support international growth.
- Redeveloping JOY#2 to improve its participation.
- Rolling out JOY#3, translating research findings into practical tools and learning resources for practitioners and organisations.
- Growing AIIP's consultancy and research services, participation in the CRC Care Economy, supporting organisations, governments, and communities to design, evaluate, and scale high-quality intergenerational initiatives.
- Development of a National Evaluation Data Base.
- Increasing national visibility and influence through continued participation in key conferences, forums, and sector events, generating new partnerships and income opportunities.
- Delivering high-impact events and knowledge exchange, including webinars, and online communities that strengthen professional connection and thought leadership.
- Increase marketing and communications through creating content for high volume presence online.
- Implementing targeted membership growth strategies to attract and retain both individual and organisational members.
- Advancing AIIP's role as Australia's peak body for intergenerational practice, strengthening advocacy efforts with government and policy stakeholders.
- Enhancing operational capacity for supporting membership growth, funding development, and stakeholder engagement as soon as funding allows.
- Deepening and expanding international collaborations, extending AIIP's global reach and amplifying the impact of Australian intergenerational practice expertise. One activity will be the development of the Asio-Pacific Intergenerational week – GROWTH (Generations, Reaching, Out, Working, Together Harmoniously).
- Celebrating AIIP's 5th anniversary milestone.

# Appendix 1

## Financial Statements

### Balance Sheet

Australian Institute for Intergenerational Practice  
As at 30 June 2025

|                                    | 30 JUNE 2025     | 30 JUNE 2024      |
|------------------------------------|------------------|-------------------|
| <b>Assets</b>                      |                  |                   |
| <b>Bank</b>                        |                  |                   |
| AIIP Consultancy - 9195            | 44,934.68        | 48,235.63         |
| AIIP Donations - 5459              | 10,326.96        | 10,219.00         |
| AIIP Education and Training - 6656 | 23,067.53        | 24,419.49         |
| AIIP Membership - 4807             | 4,390.79         | 45,791.20         |
| AIIP Operational - 0977            | 2,130.26         | 2,705.38          |
| AIIP Resources and Library - 7393  | 149.99           | 95.06             |
| <b>Total Bank</b>                  | <b>85,000.21</b> | <b>131,465.76</b> |
| <b>Current Assets</b>              |                  |                   |
| Accounts Receivable                | 11,225.50        | 17,600.00         |
| Rental Bond                        | 210.00           | 210.00            |
| <b>Total Current Assets</b>        | <b>11,435.50</b> | <b>17,810.00</b>  |
| <b>Total Assets</b>                | <b>96,435.71</b> | <b>149,275.76</b> |
| <b>Liabilities</b>                 |                  |                   |
| <b>Current Liabilities</b>         |                  |                   |
| Accounts Payable                   | 1,566.00         | 4,261.83          |
| GST                                | 2,740.47         | 6,896.62          |
| Historical Adjustment              | 107.68           | 107.68            |
| NAB Credit Card                    | 961.37           | -                 |
| <b>Total Current Liabilities</b>   | <b>5,375.52</b>  | <b>11,266.13</b>  |
| <b>Total Liabilities</b>           | <b>5,375.52</b>  | <b>11,266.13</b>  |
| <b>Net Assets</b>                  | <b>91,060.19</b> | <b>138,009.63</b> |
| <b>Equity</b>                      |                  |                   |
| Current Year Earnings              | (46,949.44)      | 65,417.80         |
| Retained Earnings                  | 138,009.63       | 72,591.83         |
| <b>Total Equity</b>                | <b>91,060.19</b> | <b>138,009.63</b> |

# Appendix 1

## Financial Statements

### Profit and Loss

Australian Institute for Intergenerational Practice  
For the year ended 30 June 2025

|                                 | 2025              | 2024              |
|---------------------------------|-------------------|-------------------|
| <b>Trading Income</b>           |                   |                   |
| Book Sales Income               | 1,716.78          | 523.29            |
| Consultancy Fees Income         | 9,805.00          | 25,800.00         |
| Donation Income                 | -                 | 502.94            |
| Education Income - JOY1         | 23,986.00         | 49,575.00         |
| Education Income - JOY2         | 9,298.88          | 18,700.00         |
| Education Masterclasses         | 681.81            | -                 |
| Events Income                   | 49,620.91         | -                 |
| Interest Income                 | 1,066.90          | 943.20            |
| Membership Fees Income          | 41,501.09         | 52,064.42         |
| Other Revenue                   | -                 | 32,723.75         |
| Symposium Registration Income   | 1,110.00          | 23,054.90         |
| <b>Total Trading Income</b>     | <b>138,787.37</b> | <b>203,887.50</b> |
| <b>Cost of Sales</b>            |                   |                   |
| Consulting Contract Expenses    | 20,492.70         | 7,912.12          |
| Cost of Goods Sold              | -                 | 400.00            |
| Events Expenses                 | 79.20             | 75.00             |
| Symposium Expenses              | 45.41             | 14,070.55         |
| <b>Total Cost of Sales</b>      | <b>20,617.31</b>  | <b>22,457.67</b>  |
| <b>Gross Profit</b>             | <b>118,170.06</b> | <b>181,429.83</b> |
| <b>Operating Expenses</b>       |                   |                   |
| Accounting Expense              | -                 | 99.00             |
| Advertising & Marketing Expense | 7,615.20          | 5,714.60          |
| Bank Fees                       | 463.53            | 25.94             |
| Bookkeeping Expense             | 2,340.00          | 1,584.00          |
| Conference Expenses             | 24,369.68         | 15,833.01         |
| Contractors Fees                | 86,023.70         | 55,174.75         |
| Education Development Expenses  | 16,392.92         | 14,036.78         |
| Entertainment                   | 79.44             | -                 |
| Eventbrite service fee          | -                 | 975.09            |
| Filing Fees                     | 346.85            | 293.85            |
| Freight, Courier and Postage    | 38.14             | -                 |
| Gifts                           | 102.00            | -                 |
| Grants, awards and Bursaries    | 227.27            | 4,138.01          |
| Insurance                       | 1,429.64          | 511.79            |
| IT & Website Expenses           | 3,981.68          | 3,144.58          |
| Office Expenses                 | -                 | 322.00            |
| Rent                            | 1,856.37          | 1,355.46          |
| Research Project Expense        | 5,404.94          | 4,675.00          |
| Square Fees                     | 38.47             | 148.38            |



# Appendix 1

## Financial Statements

### Profit and Loss

|                                   | 2025               | 2024              |
|-----------------------------------|--------------------|-------------------|
| Stripe Fees                       | -                  | 807.33            |
| Stripe Fees - GST                 | 735.11             | -                 |
| Subscriptions                     | 7,568.09           | 3,189.69          |
| Travel & Expenses - Domestic      | 2,370.96           | 3,982.77          |
| Travel & Expenses - International | 3,735.51           | -                 |
| <b>Total Operating Expenses</b>   | <b>165,119.50</b>  | <b>116,012.03</b> |
| <b>Net Profit</b>                 | <b>(46,949.44)</b> | <b>65,417.80</b>  |