



ANNUAL REPORT 2018

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Paddle Australia presents this report to its members and external stakeholders for the purpose of reporting operational and financial performance for the period July 1 2017 to June 30 2018. ABN 61 189 833 125. paddle.org.au

Message from Sport Australia

It has been a watershed year for the Australian Sports Commission. We've launched a new public-facing brand - Sport Australia – with a renewed vision for Australia to be the world's most active sporting nation, known for its integrity, sporting success and world-leading sports industry.

This aligns with the Australian Government's long-term vision for sport in this country, outlined in Sport 2030, released in August 2018 by Minister for Sport Bridget McKenzie. Sport Australia will be central to delivering the priorities outlined in this national sport plan.



At the fundamental level, Sport Australia's focus will be on getting Australians moving through sport and, more broadly, physical activity. We want to inspire and activating people across every age, race, gender, cultural background and physical ability. We will continue to build partnerships in the health and education sectors to ensure physical activity is a national priority.

We need to ensure sporting organisations are equipped to make the most of a renewed interest in physical activity, and so we will continue working with sports to improve the workforce capability, governance and partnerships. We want to help sports innovate, connect with existing and new participants in the digital era and provide products that meet current expectations.

The AIS is redefining its role too, leading a united and collaborative high performance system for Australian sport. Success will be measured by Australians consistently winning medals at major international events, but also in the national pride and inspiration generated by our athletes.

Working in partnerships, the AIS will be focused on doing the big system-level things on the frontiers of ethical sporting performance that no other body is naturally positioned to do.

The AIS has launched a new Athlete Wellbeing and Engagement team, focused on supporting athletes to transition through their sporting careers and connect with their communities. We want sporting champions to be positive influences.

Australia enjoyed genuine sporting success in 2017-18. In challenging times, the Gold Coast Commonwealth Games helped restore Australia's faith in our sports and athletes.

Positions on the podium are wonderful to celebrate, but the narrative is incomplete without humility, generosity of spirit, confidence in what our athletes stand for and how they carry themselves. At the Gold Coast Games, we saw the very best in our athletes, and this display of spirit and integrity is sure to give them the best start to their preparation for the Tokyo 2020 Olympic and Paralympic Games.

We also had some outstanding performances at the PyeongChang Winter Olympic and Paralympic Games. Australia equalled its most successful Winter Olympics haul of three medals in PyeongChang, two silvers and one bronze medal matching the result in Sochi 2014. It was also our best result at a Paralympic Winter Games in 16 years.

Sport integrity has justifiably gained additional focus in the past year, and is a very important priority for Sport Australia and for Australian sport more generally. We, and everyone involved in sport, owe it to the athletes, coaches, officials, volunteers, fans and the public at large to ensure that Australian sport is fair and clean, and is seen to be fair and clean.

We thank all of our partners – including athletes, coaches, board members and administrators – for your effort and contribution to Australian sport, and your enthusiasm for building a more active Australia. We look forward to continued success and progress together.



John Wylie AM
Chair
Sport Australia

Our Partners in Sport

Principal Partner

The Australian Sports Commission and the Australian Institute of Sport are our principal funding partners, providing high performance and sport development resources for Paddle Australia. We wish to recognise the ASC and the AIS High Performance Program for their continuing investment in the sport of paddling.



Program Partners

Paddle Australia rests heavily on its Olympic profile to create participation and development opportunities. The ongoing funding and support of the Australian Olympic Committee and the Australian Paralympic Committee are vital.



Our relationships with the national sport academy and sport institute network are the foundation for providing elite paddling opportunities to talented athletes Australia wide. The support of state and local government can never be underestimated.



Our Year in Focus

President's Report

On June 17, 2018, Paddle Australia Limited (PA) was officially launched as the new name of our organisation. It is with anticipation for the future and an acknowledgement of the past that I present the first President's Report for Paddle Australia.

The past year has been one of transition. A new name, a new CEO and three new Board members, among other changes, are all indicative of our organisation's evolution. The commencement of the 2017-2020 strategic planning cycle provided the opportunity to redefine our purpose and priorities. Following the large-scale changes in 2016, it has been timely to recognise that planning should not be solely based on four-year strategic plans or Olympic cycles, but must include longer term vision and regular honest, critical and constructive review. The continuous review cycle and subsequent adjustments are essential if PA is to be an agile, inventive organisation, capable of both creating and adapting to changes and seeking continual improvement in performance. It must also continue to link our most valued traditions and culture of the past with the emerging future. It is an exciting time for Paddle Australia and we all have a shared responsibility for shaping the next part of our history.

The journey to become PA began during a strategic planning forum in 2014 when the need for unified, aligned branding was identified as essential for increasing status, profile and commercial opportunities, as well as representing a more cohesive approach to working together. A further national workshop developed 'Paddle Australia' as a name that would be inclusive of the diverse range of paddling opportunities that are available. It is a name that leads us into the future, better connects us with paddlers and enables our paddling community to grow. The four year process from concept to completion indicates the complexity and number of challenges faced during this change. Originally established as the Australian Canoe Federation in 1949, the organisation became Australian Canoeing in 1996 when it underwent structural governance changes. The most recent change is driven by increased thinking about the current and future marketplace for paddling and the role that paddling plays in the lifestyle of Australians.

PA's current direction has been complemented by the election and appointment of new directors with the experience to support the strategic objectives. In November 2017, Tony Haines transitioned from Appointed to Elected Director. In January 2018, Janine Wood, Edward Selby and Hien Pham joined the Board as Appointed Directors. Collectively, they form a dynamic, future-looking group with skills in digital, marketing and business. The Nominations Committee has fulfilled its role well in recommending the appointment of these directors who not only meet the skills criteria but who have

enhanced the Board culture through their positive outlook and desire to contribute.

In August 2017, Phil Jones commenced as CEO, bringing a wealth of experience to the role. Given the significant staffing changes that had occurred during the previous 12 months, Phil has brought the required leadership and stability to Paddle Australia. Coming to understand the diversity of Paddle Australia and its operations would be a daunting task for anyone and the Board is very grateful to Phil for the considerable time he has invested in travelling to states and events to develop both his understanding and the all-important working relationships with our members.

Phil has been instrumental in including State Member Associations and clubs in the consultation phase for the 2017-2020 Strategic Plan, ensuring that grassroots participation and recreational paddling are fully considered. The Strategic Planning forum held in April built on this work and through a series of workshops involving PA Board, Staff, State Member Associations, Technical Committee and Advisory Group representatives, the key strategies derived from the consultation process were discussed and prioritised. A Culture and Values Workshop, run by Leading Well with the support of the ASC, was held in June with the aim of clarifying the overall vision for Paddle Australia and identifying the desired supporting values and culture. Directors and senior management staff participated in the session and the findings of the workshop will help inform the Strategic Plan.

Further improvements to governance have been made in various aspects of board operations, finance reporting and other business areas. The ASC's 2017 comparison report, based on the Australian Sports Performance Reviews of all Foundation Sports, gave Paddle Australia an overall governance score of 88% compared with an average of 82%. The report highlights the areas that we should action as priorities for improvement, and this has already commenced with the establishment of an Ethics and Integrity Committee. The Athlete's Commission was reformed during 2018 and will be further developed over the coming year.

On the water, Australian paddlers have amassed an incredible 21 ICF world titles across a range of disciplines and age groups during the last 12 months. This is up from 16 world titles two years ago when championships run on a biennial basis were last held. Many other medals have been won in minor placings and World Cup events. Promotion of our athletes' efforts has significantly improved thanks to Media and Communications Coordinator, Cora Zillich, joining the Paddle Australia team.

Jessica Fox overcame a temporarily stolen canoe to win an unprecedented six ICF Canoe Slalom World Cup gold medals in 2018, becoming the first person to win both C1 and K1 classes in three World Cup races. These wins followed her 2017 ICF World Canoe Slalom Championship title in WC1. The outstanding performance of our paracanoe team continued with Curtis McGrath, Amanda Reynolds, Jocelyn Neumueller and Susan Siepal all winning their respective 2017 ICF World Sprint Championship events. Alyce Burnett won her first World Championship title in K1 1000m and Kenny Wallace, Jordan Wood, Riley Fitzsimmons and Murray Stewart won the K4 1000m. Australia's strength in Ocean Racing was shown with a total of 16 medals from the 2017 ICF World Ocean Racing Championships held in Hong Kong, including Cory Hill's win in the Open Men's category. Congratulations are extended to all of the athletes who represented Paddle Australia this year.

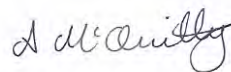
In 2017, the Paddle Australia Hall of Fame was established, with the twelve inaugural inductees recognised at the 2017 Australian Canoeing Awards Dinner for their outstanding contributions to the paddling community. The evening provided a fascinating insight into the history of our sport in Australia. Common to the stories told were the passion for paddling, the value and enjoyment that paddling brought to their lives and that they had never expected any recognition. Our inaugural inductees highlighted not just the health benefits from participation, but the wider societal and community benefits from connecting people through common interest and purpose. As PA looks to the future, it is wonderful to recognise the contributions that these individuals have made and the values that remain an intrinsic part of our sport.

Particular recognition was given to two of our exceptional volunteers this year. In January, Sue Natoli was awarded an OAM for services to Canoe Slalom and Helen Brownlee was awarded a Member of the Order of Australia (AM) in the Queen's Birthday Honours for services to sport. PA congratulates both and thanks them for their long and outstanding contribution to our sport.

On behalf of the Board, I would like to thank all volunteers at national, state and club level for their time and dedication. I also acknowledge the contributions of our staff who frequently work long and unusual hours in their roles. Members of our High Performance staff spend months overseas each year and we recognise the impact that this has both personally and on their families. The extraordinary results that our athletes achieve are a testament to their talent and commitment.

We thank the ASC, the Australian Olympic Committee, the Australian Paralympic Committee, and state institutes and academies of sport for their ongoing commitment and support.

The enthusiasm and vision of the Board and Phil keep me inspired and in thanking them for their work over the last 12 months, I am already looking ahead with great anticipation to what we can achieve together during the next year.



Andrea McQuitty
President & Chair
Paddle Australia



Chief Executive Officer's Report

A Year in the Planning

I am delighted to provide my first annual report after nearly one year in the role. The first year in a leadership role in any organisation is always challenging because so much of what you do, you are doing for the first time. In a National Sporting Organisation, with so many moving parts, you never completely understand the dynamics, but after a year you hopefully start to get a good sense of how most things work!

This year has seen a significant focus on planning for our future. The need for a refreshed vision and strategic plan was timely for myself as the 'new boy' to the organisation. At the outset, my challenge was to try and quickly understand the sport, the recreation and the business of paddling. As you can imagine, in my role, there is never any shortage of advice!

For myself, what has been inspiring is that most of the carefully considered opinions provided have been based on a sound knowledge of the past which has helped to shape people's views about how we realise our potential in the future. My thanks to all who have shared their thoughts and expertise so positively and willingly.

There is a genuine recognition that to unlock our potential, we need to make some changes. What's more, there is an understanding that we will only be successful if we work together, that no one organisation can deliver the changes necessary alone. So, our focus has been on creating a plan for Paddling in Australia, rather than for Paddle Australia. A plan that the whole community can buy in to, understand, and be a part of delivering.

The process has seen active engagement with the community, including a series of state workshops that involved over 160 people. My thanks to all who have contributed, especially the Member Associations that have embraced the process so positively. The changes we need to make will be most significant for Paddle Australia and our Member Associations. Together, we have made a good start!

Will we get it exactly right first time? Probably not. That is why we are focused on putting in place an on-going planning and review process that allows continuous engagement with the community and then adjust our course. This process will allow us to share best practice, celebrate our success, modify and align our plans, and drive the sport and recreation of paddling ahead.

The plan, which will always be a draft, is contained in the annexure in this Annual Report. I look forward to working with you all in the implementation; work that has already started!!

Management Structure Changes

This has also been a year of preparation for Paddle Australia so that we are better equipped to support the community as we implement the new plan. We have restructured staff within the office, redefining the roles of the very hardworking and committed team. We have very limited resources to work with and our people have been asked to change their approach and to assume greater responsibility.

I am grateful for the response to the changes that have been made, which I know have not been easy for some. On a personal level, I have not always been as available to the team as I would have liked, something which I hope to address as we start to implement our plans.

One of the 'big ticket' items for the year was the restructuring of our budget and financial reporting arrangements. As you will see from the Annual Financial Statements, our surplus of \$71,037 represents just over 1% of our annual income. My thanks to Wayne Sankey and Ilda Wade for the work that they have done and continue to do to improve the accuracy and timeliness for the financial information available, both to management and the directors. Their work is key in enabling us to plan confidently with such tight margins.

Some Highlights of the Year

Those with an eye on social and other media cannot have failed to notice the very significant increase in the coverage of our sport over the past 12 months. Early on in my tenure, we were fortunate to secure the services of Cora Zillich, who has worked long hours to bring us up-to-date news on our teams competing overseas. My thanks to Cora and all those who have contributed to the quantity and quality of the work done.

Our commitment to improve coverage will continue during the coming domestic season and beyond as we build towards Tokyo 2020 and other major international competitions. A broader communications strategy is under development, based on the new strategic plan.

Our athletes continue to do us proud on the world stage. Our results at both the Sprint and Slalom World Championships were a step up on last year. I am out of superlatives for Jess Fox! Congratulations to the whole HP coaching and management team, so ably led by Shaun Stephens, on a great 12 months. We also take pride in the performances of athletes in the non-Olympic paddle sports disciplines. I will not single out any specific performances, as these will be appropriately recognised at our Annual Awards.

An exciting initiative during the year was the introduction of the Asia Pacific Sprint Cup, which saw Junior Sprint Paddlers from Australia, New Zealand and Japan

assemble in Adelaide in May. The regatta was a resounding success and points the way for the development of international events within the region, offering quality competition, especially for developing athletes, at lower cost than travelling further afield. Best wishes to New Zealand as they host the 2019 edition.

During the year, Paddle Australia re-constituted the Athletes Commission. The details are provided in the Sports Services Report. The Commission has recommended, and the Board has agreed, that ways should be found for the non-Olympic disciplines to be represented. Work on this is underway.

Towards the end of the financial year, we officially became Paddle Australia. My comment at the time was that: 'Paddling is changing and growing, and we must respond. The brand changes we have all made are a first step. Collectively, one of our goals is to create an engaged community that reflects a positive shared culture and values, causing everyone to want to be "a part of paddling" in Australia'.

Words of Thanks

The President refers to the significant number of changes and new additions to the Board over the past 12 months. I would like to acknowledge the expertise and real value that all the directors have added to the organisation throughout the year. Personally, I am very grateful for the support that I have received from all the directors and the President in particular, who spends countless hours contributing in her role.

Special thanks to all staff and coaches at Paddle Australia. To Mark, Mary, Courtney, David, Lucy and others noted in this report, with whom I work directly on a daily basis, thank you for your hard work and commitment.

I am grateful to the board and staff of the Sport Australia (formerly the ASC) and the AIS for their on-going advice and support. It has been a period of significant change for our national sports agency, and the changes have not been without their critics. The reality is that continuing to do the same things will result in the same outcomes. Change was needed, and I think time will show that the change is positive.

I would like to make particular mention of our Member Associations and in turn, their Affiliated Clubs and all the staff and volunteers that contribute to our sport. During the year, I have had the pleasure to meet and share ideas with many of you. The sport is in very good shape, mainly through your work and commitment. My thanks for all you have done and continue to do for paddling in Australia.

At the end of my first year in the role, I would like to thank everyone sincerely for the warm and positive welcome that I have received. Coming into such a close-knit community, one can often feel something of an outsider. My experience has been quite the opposite. I am honoured to have been selected as CEO of Paddle Australia. I look forward to continuing to work with you and sharing your passion for paddling.



Phil Jones
CEO
Paddle Australia



Our People

Board of Directors

| | | |
|---------------------|---------------------|--|
| President and Chair | Ms. Andrea McQuitty | Elected President & Chair 12 November 2016 |
| Vice-Chair | Mr. Claude Harran | Elected Vice-Chair 12 November 2016 |
| Director | Mr. Tony Haines | Appointed 11 April 2017 |
| Director | Mr. Ian Hume | Elected 25 October 2014 |
| Director | Mr. Hien Pham | Appointed 23 January 2018 |
| Director | Mr. James Rennell | Retired 4 November 2017 |
| Director | Mr. Edward Selby | Appointed 23 January 2018 |
| Director | Ms. Connie Todaro | Elected 12 November 2016 |
| Director | Mr. Ken Wallace OAM | Retired 4 November 2017 |
| Director | Ms. Janine Wood | Appointed 23 January 2018 |

Directors' Meetings

During the 2017-18 financial year, seven Board meetings were held. Attendance at those meetings was as follows:

| Director | Board Meetings Eligible to Attend | Board Meetings Attended | Apologies for Absence |
|--------------------------------|-----------------------------------|-------------------------|-----------------------|
| Ms. Andrea McQuitty | 7 | 7 | 0 |
| Mr. Anthony (Tony) Haines | 7 | 7 | 0 |
| Mr. Claude Harran | 7 | 6 | 1 |
| Mr. Ian Hume | 7 | 6 | 1 |
| Mr. Hien Pham | 3 | 3 | 0 |
| Mr. James Rennell | 2 | 2 | 0 |
| Mr. Edward Selby | 3 | 2 | 1 |
| Ms. Concettina (Connie) Todaro | 7 | 6 | 1 |
| Mr. Ken Wallace OAM | 2 | 1 | 1 |
| Ms. Janine Wood | 3 | 3 | 0 |

PA Corporate Office

| | |
|---|---|
| Chief Executive Officer | Mr. Phil Jones Appointed August 2017 |
| Business Operations Manager | Mr. Dane O'Donnell Appointed March 2018; Resigned June 2018 |
| Finance Manager | Mr. Wayne Sankey |
| Finance Officer | Ms. Ilda Wade |
| Sports Services Manager | Ms. Mary Macaluso |
| Digital Services & ICT Coordinator | Mr. David Winkle |
| Participation & Training Manager | Mr. Mark Thurgood |
| Sports Services & Events Coordinator | Ms. Courtney McMillan |
| Administration Coordinator | Mr. Connor Ellis Resigned November 2017 |
| Administration Coordinator | Ms. Lucy Zell Appointed November 2017 |

PA High Performance Office

| | |
|--|--|
| National Performance Director | Mr. Shaun Stephens |
| Performance Operations Manager - Slalom | Ms. Sara Latham |
| Performance Pathways Lead - Slalom | Mr. Mike Druce |
| National Senior Coach - Slalom | Mrs. Myriam Fox |
| National Senior Coach - Slalom | Mr. Julien Billaut |
| National Canoe Development Coach - Slalom | Mr. Robin Jeffery Appointed December 2017 |
| Performance Scientist - Slalom | Mr. Nick Perry Appointed October 2017 |

| | |
|---|---|
| Performance Pathways Lead - Sprint | Mr. David Foureux |
| Performance Operations Manager - Sprint | Ms. Christine Bain Resigned October 2017 |
| Performance Operations Coordinator – Sprint | Ms. Emma Moffet Appointed October 2017 |
| Program Manager Paracanoe & Pathways Support | Ms. Tahnee Norris Appointed April 2018 |
| Men's Head Coach - Sprint | Mr. Jimmy Owens |
| National Paracanoe Coach | Ms. Andrea King Maternity leave June 2017 |
| National Canoe Coach | Mr. Dusan (Duke) Ruzicic |
| NCE Women's Sprint Coach | Ms. Anna Wood |
| NCE Sprint Development Coach | Mr. David Smith |
| Paracanoe Assistant and Performance Pathways Coach | Mr. Guy Power |
| Performance Science - Sprint | Ms. Nicola Bullock (AIS employee) |
| Strength and Conditioning Coach | Mr. Glen Workman (AIS employee) |
| Performance Science - Sprint | Mr. David Aitken (AIS employee) |
| Assistant Strength and Conditioning Coach (PT) | Mr. Jesse Fleming |
| Soft Tissue Therapist | Mr. Jan Martin Parker Appointed October 2017 |
| NSWIS Coach - Sprint | Mr. Jake Michael |
| SASI Coach - Sprint | Mr. Nathan Luce (SASI employee – resigned December 2017) |
| WAIS Coach - Sprint | Mr. Ramon Andersson (WAIS employee) |

Life Members

| | | |
|--|---|------|
| Brownlee OAM , Miss. Helen | | 1999 |
| Brownlee , Mr. Os | * | 1972 |
| Carter , Mr. Peter | | 2017 |
| Chenoworth , Mr. Ross | * | 1971 |
| Coles AM , Mr. Phil | | 1981 |
| Dicker , Mr. Jason | | 2017 |
| Gardner , Mr. Gary | * | 1994 |
| Green OAM BEM , Mr. Dennis | * | 2017 |
| Hill , Mr. Max | * | 1971 |
| Hopkins , Mr. Albert | * | 1971 |
| Howard , Mr. Arthur | * | 1971 |
| Johnson , Mr. Graham | | 1985 |
| Morison OAM , Mrs. Joan | * | 2003 |
| Murphy OAM , Mr. Thomas James (Jim) | | 2005 |
| Natoli , Ms. Sue | | 2015 |
| O'Brien , Mr. Mark | | 2016 |
| Savage , Mr. Harry | * | 1971 |
| Varcoe , Mr. George | * | 1971 |
| Whitebrook , Mr. Frank | * | 1971 |
| Woodward OAM , Ms. Danielle | | 2014 |

(* denotes deceased)

Hall of Fame

| | | |
|--|---|------|
| Brownlee OAM AM , Miss. Helen | | 2017 |
| Brownlee , Mr. Os | * | 2017 |
| Chenoworth , Mr. Ross | * | 2017 |
| Coles AM , Mr. Phil | | 2017 |
| Gardner , Mr. Gary | * | 2017 |
| Green OAM BEM , Mr. Dennis | * | 2017 |
| Johnson , Mr. Graham | | 2017 |
| Morison OAM , Mrs. Joan | * | 2017 |
| Murphy OAM , Mr. Thomas James (Jim) | | 2017 |
| Robinson OAM , Mr. Clint | | 2017 |
| Varcoe , Mr. George | * | 2017 |
| Whitebrook , Mr. Frank | * | 2017 |

(* denotes deceased)

Committees

Athletes Commission

| | |
|------------|--------------------|
| Chair | Ethan Hodson |
| Vice Chair | Jaime Roberts |
| Member | Bill Bain |
| Member | Jessica Fox |
| Member | Curtis McGrath OAM |
| Member | Amanda Reynolds |
| Member | Ken Wallace OAM |

Canoe Sprint Technical Committee

| | |
|--------|---------------|
| Chair | Greg Kaeding |
| Member | Rick Bayliss |
| Member | Mark Bulmer |
| Member | Dasha Kopecek |
| Member | Jeremy Norton |
| Member | Laura White |

Canoe Polo Technical Committee

| | |
|--------|-------------------------|
| Chair | Ian Beasley |
| Member | Anthea Courtney |
| Member | Louise Densley |
| Member | Michael Lawrence-Taylor |
| Member | Donald Leigh |
| Member | John Moore |
| Member | Matthew Moore |
| Member | Robert Watson |

Freestyle Technical Committee

| | |
|--------|------------------|
| Chair | Jez Jezz |
| Member | Eileen Callaghan |
| Member | Joseph Dunne |
| Member | Gary Finlay |
| Member | Lorna Hliounakis |
| Member | Peter Newland |
| Member | Joshua Singleton |

Canoe Marathon Racing Technical Committee

| | |
|--------|---------------|
| Chair | Jeremy Dunn |
| Member | Joe Alia |
| Member | Thomas Balaam |
| Member | Margi Bohm |
| Member | Bob Turner |

Ocean Racing Technical Committee

| | |
|--------|------------------|
| Chair | Robert Jenkinson |
| Member | Julie Jenkinson |
| Member | Mike Milks-Thom |
| Member | Jimmy Walker |

Canoe Slalom Technical Committee

| | |
|------------|-----------------|
| Chair | Sarah Forsythe |
| Vice Chair | Kate Vyvyan |
| Member | Russell Bassett |
| Member | Peter Eckhardt |
| Member | Christine Grant |
| Member | Sue Natoli OAM |
| Member | Chris Thompson |
| Member | Lucy Williams |

Wildwater Advisory Group

| | |
|--------|-----------------|
| Member | Russell Bassett |
| Member | Roy Farrance |
| Member | Peter McIntyre |
| Member | Tony Mission |

Education and Safety Committee

| | |
|--------|----------------|
| Member | Allana Bold |
| Member | Mark Hessling |
| Member | Rohan Klopher |
| Member | Alex McWhirter |

Honours Committee

| | |
|--------|-----------------------|
| Member | John Borojevic |
| Member | Helen Brownlee OAM AM |
| Member | Jeremy Dunn |
| Member | Jim Murphy OAM |

Audit & Risk Committee

| | |
|-------------------|-----------------|
| Chair | Ian Hume |
| Member | Mark Bellofiore |
| Member | Connie Todaro |
| Member | Jocelyn Webb |
| Ex-officio Member | Phil Jones |
| Ex-officio Member | Wayne Sankey |

Nominations Committee

| | |
|--------|--------------------|
| Chair | Claude Harran |
| Member | Martyn Clancy-Lowe |
| Member | Paul Bruce |
| Member | Geoff Howes |
| Member | Anjie Lees |

Very Significant People

Peter Cater, Jason Dicker and Dennis Green receive Paddle Australia Life Membership

On Saturday 4 November 2017, Paddle Australia (PA) held our 68th Annual General Meeting at Mantra Legends, Surfers Paradise. At the meeting Mr Peter Cater (SA), Mr Jason Dicker (TAS) and Mr Dennis Green (NSW) were all voted in as Life Members of PA.

Mr. Peter Carter

Peter has an extensive history in Australian paddling that dates back to 1972 and continues to the present day.

During this entire period, Peter has maintained an active and invaluable tenure with the sport. His contributions and service cover all areas, but at the national level his dedication to education, training, and safety regulations is where Peter has really excelled.

Peter served on the Australian Canoeing Education and Safety Committee (AC ESC) for many years. His dedicated and long serving commitment included editing and maintaining the National Instructor Manual, Award Scheme Handbook, and resource materials for the revised ACAS

Peter joined the then SA Canoeing Association in 1972. In 1974 Peter was elected Secretary of the Association, a position he held for 11 years, and was also President for a term in 1987. It was during this period that he became a Life Member of the association.

He was active in the SACA Training Committee, predecessor of the AC ESC, of which he is still a member.

Peter qualified as an Instructor in the SACA scheme, transferring to the ACF scheme when it was formed in 1976. He eventually became a Senior Sea Instructor (assessed in NSW) and is currently a Sea Instructor and Flatwater Instructor (Canoe). He has spent many hours instructing and assessing for Paddle SA and other organisations.

In 1982 he served a term as Secretary of the ACF Board of Canoe Education, and took up the position again from 1993, editing and maintaining the National Instructor Manual, Award Scheme Handbook, and with the revised ACAS, the resource materials. It is only recently that he retired from the AC ESC.

In the late 1970s and early 1980s period he paddled Sprint (K1) and Slalom (K1 and C1) with some success, and was also a member of the Slalom organising committee. At the time, he was qualified as Sprint and Slalom official. He also helped set up the original SA Canoe Polo seasons and played occasionally. More recently, during the 2012–13 Sprint season, he drove rescue boats at local regattas.

With an interest in boats and equipment, Peter developed the Platypus BAT in the 1970s, and it was used in training courses of the period and also in the initial Polo seasons. In the 1980s he developed the Voyager sea kayak, a craft with a number of innovative features.

Peter's main interest has been in sea kayaking, and he was involved in a number of significant early expeditions in this state, including a Kangaroo Island circumnavigation and Port Lincoln to Adelaide crossing.

After being secretary of Investigator Canoe Club for many years, he transferred to Adelaide Canoe Club when ICC was wound up, becoming its secretary. For some years Peter was a member of the Paddle SA Board, and represented Paddle SA on bodies such as the SA Trails Coordinating Committee.

He served another term as Paddle SA President in 2015.



Mr Jason Dicker

Jason has an extensive history in Australian paddling that dates back to 1977 and continued until 2017, where he stepped down as from the Education and Safety Committee.

Here are just some of Jason's achievements during his time in paddling:

- 1977 – As a member of Tamar Canoe Club, with a number of paddling and leading in Tamar Canoe Club, became one of the first certified kayak instructors in Tasmania.
- 1980 – Became a strong supporter and effective educator within the Tasmanian Board of Canoe Education. A strong proponent of Canoe Tasmania, now Paddle Tasmania, training weekends at Forth, Tasmania.
- 1981 – Became a Tamar Canoe Club and Paddle Tasmania representative to Australian Canoeing, now Paddle Australia. Taking on special roles on the Tasmanian Board of Canoe Education, specialising in the area of whitewater skills and instructor training.
- 1983 – Elected as the Commodore of the Tamar Canoe Club. Led the club in all things kayaking. Jason held this position for many years.
- 1990 – Jason was elected Chairman of Paddle Tasmania. He went on to hold this position for many years through structural changes with Paddle Australia. Throughout this time, Jason completed and took on his role with a cheerful and can-do attitude. During this year he was also elected to the PA Education and Safety Committee, where he had held membership for almost 30 years. The Committee was the leader in education and safety training for paddling and instructing. During his time on the Committee, Jason moved from a general member to the Chairman, which he held until his retirement in 2017.



Jason contributed greatly in the development of many Paddle Australia courses and training materials. Through his position as a teacher at Launceston College, he has introduced, encouraged, trained and mentored many local paddlers which have gone on to represent Tasmania, Australia, with some competing at the Olympics.

Jason is a true asset to our paddling community.

Mr Dennis Green OAM BEM



Dennis was involved in canoeing in Australia for over fifty years and has some extraordinary achievements.

The 1956 Melbourne Olympics was very memorable for the canoeing community as it was the first time Australia was represented in Canoe Sprint. Canoe Sprint was held on the Lake Wendouree course in Ballarat.

November 30 marks an important day in the history of Australia's achievements in canoeing with Australia winning our first Olympic Canoe Sprint medal with Dennis Green and Walter Brown's efforts in the K1 10,000m event with Bronze.

Dennis Green reflected on the Melbourne Olympic Games. "I hope you don't come last, the team manager told us as we lined up to start the big race. The bronze medal was the most unanticipated medal won at Melbourne. We both proudly stood on the podium and as the Hungarian National anthem played for the Gold medalist I began to feel sick. What if we won Gold? The pommy National anthem would play... People wouldn't know the Aussies got up, how is this fair?"

Dennis also reminisced about most likely being the only person allowed to take a dog, his German Shepard called Bamby into the Olympic village. "I will probably be the one person ever who would have or even be allowed their dog in the village. At first, they refused for me to have Bamby there but when I said if the dog leaves then so do I and you can stuff your Olympics. It was decided the dog can be a guard for the team manager. The dog finished the week looking like a jumbo jet cause every night at 8pm the kitchen would give Bamby the left-over steaks."

Dennis Green went on to compete at five Olympic Games and was flag bearer in his last Games in Munich in 1972.

In the open kayak events, Dennis Green won an astonishing 64 Australian championships (singles, pairs and fours), including 18 pairs events with Barry Stuart between 1955 and 1974. Representing the St George Club, he also won 79 New South Wales state titles.

He retired at the age of 60 as the National Coaching and Competitions Director of Surf Life Saving and moved from Sydney to the Gold Coast to accept the position of QLD Regional Director of Coaching for Canoeing at the Queensland Academy of Sport. Disadvantaged as a young rookie in 1956 with no coach, Green gave plenty back to his sport and used his vast experience and knowledge of canoeing to help coach young Olympic hopefuls as part of the AIS development program.

Dennis was awarded/inducted:

- 1977 was awarded the British Empire Medal (BEM).
- 1979 inducted into the New South Wales Hall of Champions.
- 1986 inducted into the Australian Sports Hall of Fame.
- 2007 was awarded the Medal of the Order of Australia (OAM) for his services to sport.
- 2017 was an inaugural inductee into Paddle Australia's Hall of Fame.

Dennis was heavily involved in junior development and worked with surf clubs to assist the transition of talented surf paddlers into even more talented kayak paddlers, including Luke Young, Dane Sloss and Jacob Clear.



Paddlers Recognised in Australia Day and Queen's Birthday Honours

Ms. Sue Natoli OAM

The annual Australia Day Honours have recognised Paddle Australia's (PA) Life Member Sue Natoli (VIC) for her services to canoeing.

Sue has been very involved in canoeing in Australia and internationally and has been a stalwart of event management for Canoe Slalom in Australia for 20 years with her national and international efforts highly regarded around the paddling world. The time and financial commitment Sue has made and continues to make in a voluntary capacity to the sport of Canoe Slalom is immense.

In a congratulatory note to Sue Natoli, PA's President, Andrea McQuitty, said: "Congratulations on receiving an OAM in recognition of your many years of exceptional service and dedication to slalom. The contribution that you have made to slalom has benefited generations of paddlers and it is hard to imagine where the sport would be without the time and care that you have provided. It is wonderful that you have been recognised in this way and we hope that you are able to celebrate this well-deserved award with your family today."

Sue and husband David are parents to three adult children and two teenaged foster children. The voluntary commitment she continues to make towards Canoe Slalom is mirrored in her personal life. She is very involved in supporting her family, the schools and different clubs and activities they are involved in and she will always put herself out to support others.

An incredibly generous person, Sue is always willing to share her time, skills and knowledge. From when the Natoli family first became involved in slalom canoeing in the early 1990s, Sue was consistently involved in helping run the events.

From the early days of judging, compiling and sorting body numbers on the banks of the Yarra River, Sue became increasingly involved in supporting and influencing the progress of the sport through her membership on state, national and international slalom committees as well as leading the organisation of numerous national and international slalom events.

Sue's approach to canoe slalom is progressive and analytical. She continues to be a strong advocate for gender equality within the sport as well as supporting the growth of the sport in new communities around the world.

Sue holds her International Canoeing Federation (ICF) Technical Official accreditation since 1998 and has been a member of the PA Canoe Slalom Technical Committee since 2005, a member of the ICF Canoe Slalom Technical Committee since 2008, a Board member of the Oceania Canoe Association, a mentor to new judges and event organisers in Australia, and a member of the team developing the ICF slalom rules.

Sue has been a stalwart of event management for canoe slalom in Australia for many years. Her efforts internationally have been highly regarded by many and have seen Australians regarded highly for their contributions.

During her time on ICF Canoe Slalom Technical Committee, Sue has been a part of overseeing and facilitating some major changes in the sport, including increased participation of women, increased participation of nations, increased professionalism of the conduct of international canoe slalom events and technical officials, and standardisation of the running of major international races.



Sue has been part of a progressive time in the sport and her involvement internationally has been shaped by the forward-thinking attitude of the sport in Australia.

Sue has also been a Selector for Australian Canoe Slalom National Talent Squad and Junior teams over many years.

Sue has been involved as an official at local, national and international events in a number of roles from judging, scoring, chief official, competition manager just to name a few. Key events that Sue has been instrumental in, include:

- Olympic Games – officiated at 2000, 2004, 2008 and 2012 games, including Chief of Scoring at the 2000 Sydney Olympics. She also officiated at the 2016 Rio Olympic Games, where she was the Assistant Chief Judge;
- 2009 World Masters Games (Sydney) – organising committee and key technical official;
- 2014 Junior and U23 Canoe Slalom World Championships Sydney – Sue played an integral role in bringing the Junior and U23 Canoe Slalom World Championships to Australia and running a successful, enjoyable event for all involved; and
- Youth Olympic Festivals – organising committee and competition manager.

Awards that Sue has received from Paddle Australia include:

- 2007 AC Award of Merit;
- 2010 AC Services to Canoeing;
- 2012 AC Excellence Award;
- 2014 AC Technical Official of the Year and Award of Merit for the LOC of the Junior and U23 Canoe Slalom World Championships; and
- 2015 Life Membership

Congratulations Sue!

Ms. Helen Brownlee OAM AM

The Paddle Australia (PA) Board, management, staff, and the entire paddling community congratulate Helen Brownlee, who was awarded the Member of the Order of Australia (AM) in the Queen's Birthday Honours announced on Monday, 11 June 2018. This honour follows the Order of Australia Medal (OAM) Helen was awarded in 1985 for services to canoeing.

Helen Brownlee, AM, OAM, has been devoted to canoeing for more than 50 years as a competitor, judge and administrator. Helen, who is vice-president of the Australian Olympic Committee, is a life member of PA and was an inaugural inductee into PA's Hall of Fame in November last year and was inducted into the Australian Sports Hall of Fame in 2015.

"Congratulations to Helen on this wonderful and much deserved recognition for her extraordinary achievements and contributions to paddle sports and sport in general in Australia and internationally," Andrea McQuitty, President of Paddle Australia said.

President of the Australian Olympic Committee, John Coates congratulated Helen for her "remarkable contribution to sport" in an AOC media release, saying that "to this date Helen continues to devote herself to sport as an administrator at every level. She holds multiple significant posts within the world of canoeing, a sport to which she has devoted herself over a lifetime."

"But Helen's achievements go so much further as President of the NSW Olympic Council, a Member of the IOC Commission for Olympic Education, the Executive of the Australian Olympic Committee, a Director of the Australian Olympic Foundation and of course she is Vice President of the AOC and an AOC Life Member.

"She continues to work tirelessly for the Oceania National Olympic Committee furthering women's sport in our region. We are delighted that on top of the OAM she was awarded in 1985, she has been further recognised for her commitment to sport and particularly to athlete wellbeing."

Helen says the honour was unexpected given she loves what she does.



"It's been such a great pleasure to have worked with so many wonderful people over the years, you don't think about receiving this type of recognition," she said.

"There have been so many highlights but getting the funding for the canoe slalom course, so we could hold this event in Sydney 2000, was certainly one of the great challenges. If the money didn't come through, it wouldn't have been on the programme."

Helen started in competitive canoeing as a teenager under the guidance of her father Os Brownlee, who was one of the founding members of Paddle Australia. Her paddling took her from river touring to sprint competition and to slalom and wildwater disciplines. She won medals at state, national and international events, including Australia's first international slalom medal.

Helen was a judge at the 1972 Munich and 1988 Seoul Olympic Games and a member of the competition jury at the 1992, 1996 and 2000 Olympic Games. A ground breaker for women in sports administration, she worked her way up to become President of the Australian Canoe Federation, now Paddle Australia, a position she held for 14 years, and was given Life Membership. She has recently retired as the President of the Oceania Canoe Association and a Director of the International Canoe Federation but continues her work as Chair of the Oceania National Olympic Committee's Women and Sport Commission.

Helen is the first woman to be awarded Life Membership of the Australian Olympic Committee. She is also the first woman elected to the Australian Olympic Committee executive board and in 2013 became the Vice President.

Shortly before being inducted into The Sport Australia Hall of Fame in 2015, Helen was awarded the Olympic

Order for her significant contribution to world sport and her dedication to upholding the Olympic ideals. The President of the International Olympic Committee, Thomas Bach, presented it to her during the Oceania National Olympic Committee's general assembly in Fiji. A strong advocate for the involvement of more women in sport, in 2002 she was awarded the IOC Women and Sport Trophy of Oceania in recognition of her outstanding contribution to the promotion of women in sport.

"It is just amazing to see our athletes go beyond themselves to achieve success and I think that is what we are all working for and we are hoping that they will get there. Sometimes we have to share disappointments as well but to see them rise up as we have seen them do and then overcome that with determination makes me feel very proud of what we are doing for our young people and for the sport," Brownlee said in her Paddle Australia Hall of Fame induction speech.

Congratulations Helen!



Obituaries

Vale Dennis Green OAM BEM

Paddle Australia is mourning the passing of Olympic medallist and Life Member Dennis Green OAM BEM, who passed away at his home in Sydney in September 2018 at the age of 87.

In a note to the sporting community, Paddle Australia's Life Member and AOC Vice President Helen Brownlee, OAM, AM, praised her friend and five time Olympian, who was an inspiration to several generations of canoeists as an athlete, coach, administrator and mentor.

"We were very sad to receive the news that Dennis passed away after a gallant battle with cancer. He was an inspiration to the end, typically refusing to give up until he reached the finish line," Brownlee said.

Dennis was involved in canoeing in Australia for over fifty years, a sporting career that included some extraordinary achievements. He received Paddle Australia Life Membership and was inducted into the Hall of Fame in 2017.

"Today we are mourning the loss of a great one-of-a-kind paddler and human being. The Australian and International paddling communities, as well as Australian sport, have lost a remarkable athlete, coach and role model. Our thoughts go out to Dennis' family and everyone close to him," Paddle Australia CEO Phil Jones said.



An Olympic bronze medallist, Dennis Green was the first of a select band of athletes who can claim the honour of representing their country at five Olympic Games: 1956 Melbourne, 1960 Rome, 1964 Tokyo, 1968 Mexico City, and 1972 Munich. Dennis was selected as the Australian flag bearer at the 1972 Munich Olympics.

At the 1956 Melbourne Olympic Games, Dennis paddled with his Maroubra teammate Walter 'Wally' Brown in the K2 10,000m to finish third on the Lake Wendouree course in Ballarat.

It was the first time Australia was represented in Canoe Sprint and Dennis won the first Olympic medal by a non-European nation in the Kayak event, as well as Australia's first Olympic canoeing medal.

AOC President John Coates, AC, said Dennis Green perfectly embodied the Olympic spirit.

"Dennis was a truly great Olympian. He was a born competitor and won our first canoeing medal in a canoe he and colleague Wally Brown built themselves," Mr Coates said.

"As a coach he brought through generations of Australian Olympians in the sport he loved. His contribution to athletes continued throughout his life, right up to addressing the Australian Team before they set out for Rio 2016.

"Dennis' spirit, competitiveness and generosity will be sorely missed by all who have been lucky enough to meet him.

"The AOC extends its sincere condolences to Dennis' wife Shirley and his family."

Up until recently, Dennis supported the men's sprint program with moral support and as a mentor. He was an inspiration and a mentor to generations of paddlers including, amongst many others, Olympic Champions Ken Wallace and Jacob Clear and Olympian Luke Young.

"Dennis Green was probably one of the toughest men I know, which would already sum up a lot of who he was. He didn't have the easiest upbringing and to get to where he was is just impressive. Five Olympic Games as an athlete and he went to a couple more as coach.

"He was also one of the most caring, inspirational mentors that any young paddler, any young surf lifesaver could possibly have", said Ken Wallace about his long-time mentor.

"He had all the time in the world to coach young kids and wanted to give back to the community by coaching young kids. Not just coach them on the water, but also coach them to be better humans as well.

"Greeny inspired and motivated a lot of people. But Jacob and I are only a minority in the amount of people that he's helped throughout their careers. We are only

two people, but he's helped hundreds to not just to be better athletes but better people."



Dennis was awarded the British Empire Medal (BEM) in 1977 and inducted into the New South Wales Hall of Champions in 1979. Dennis was also inducted into the Australian Sports Hall of Fame in 1986. He was awarded the Medal of the Order of Australia (OAM) in 2007 for his services to sport.

Vale Robert Parker

The Australian paddling community is deeply saddened by the passing of former Australian representative kayaker Robert Parker. Rob, 37, was killed in June 2018 whilst paddling with friends on the North Johnstone River in Queensland.

Robert's affinity with paddling and the waterways began when his family introduced him to river paddling even before he could talk. Ultimately, he was to focus his efforts on the slalom discipline, competing and coaching at a world level for many years. Robert represented Australia at multiple World Championships and coached at the London 2012 Olympic Games.

Paddle Australia's Athlete Commission sent their own message. "Rob directly impacted many within the slalom community, both as an athlete and coach. On behalf of the athletes, we send our sincere condolences to Rob's family and express our gratitude for the contribution he made to our sport during his life."

Well-liked and respected by both his fellow competitors and officials, Rob will be greatly missed within the paddling community.



Our Award Winners 2016-17

Canoeist of the Year (Olympic) **Jessica Fox**

Canoeist of the Year (Non-Olympic) **Alyce Burnett**

Junior Canoeist of the Year (Olympic) **Dylan Littlehales**

Junior Canoeist of the Year (Non-Olympic) **Erin Blanch**

Paracanoeist of the Year **Curtis McGrath**

Master Canoeist of the Year **Michael Leverett**

Team of the Year **Senior Men's Canoe Sprint K4 1000M**

Ken Wallace, Murray Stewart, Riley Fitzsimmons and Jordan Wood

Coach of the Year **Andrea King**

Technical Official of the Year **Peter Grant**

Instructor/Guide of the Year **Angela Walsh**

Olgeas Truchanas Award **Sandy Robson**

Service to Canoeing **Ross Cook, Marion Ewing**

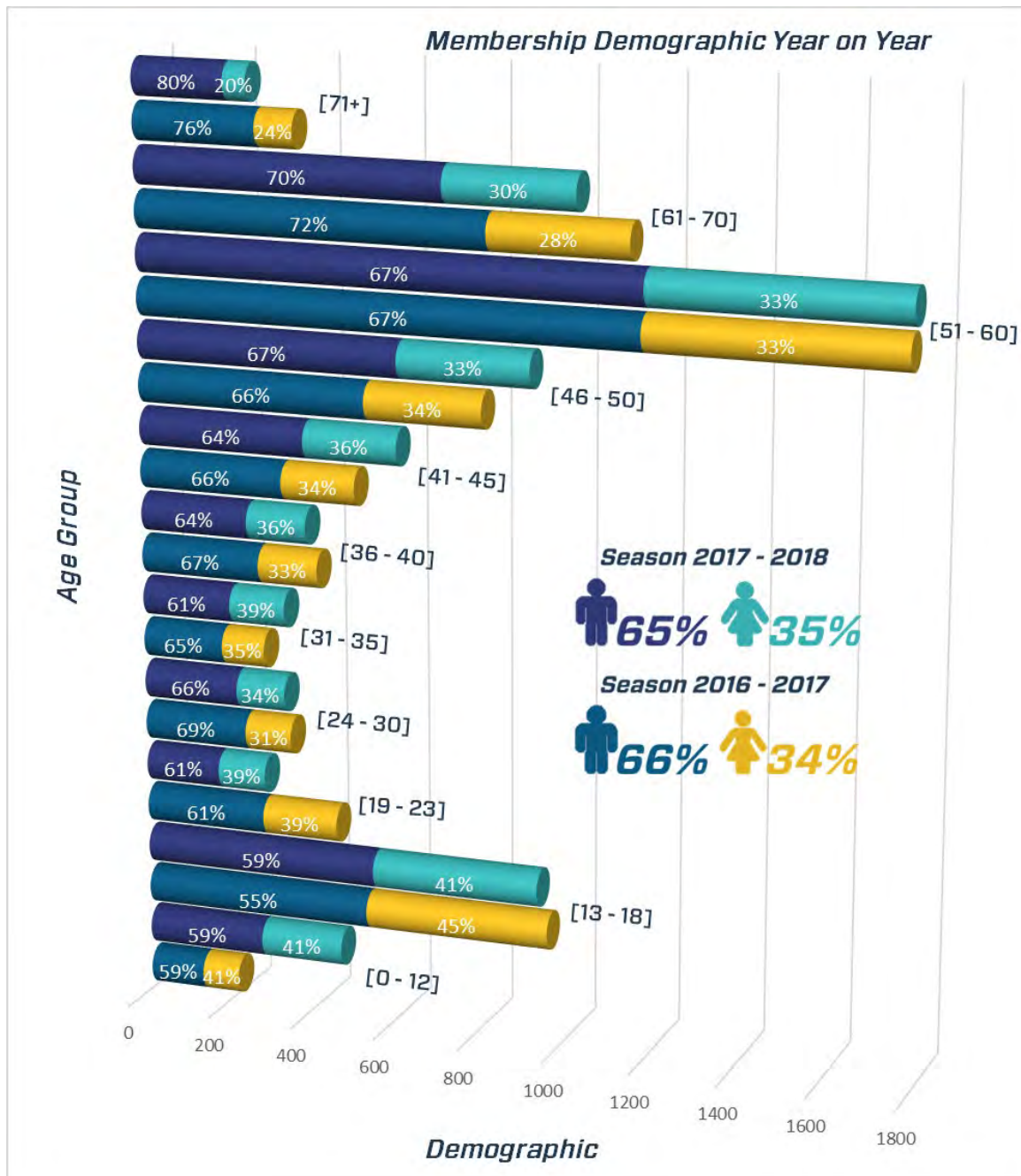
Excellence Award **Zlatan Ibrahimbegovic**

Award of Merit **Amanda Reynolds, Alyssa Bull, Susan Seipel**

People's Choice **Erin Blanch**

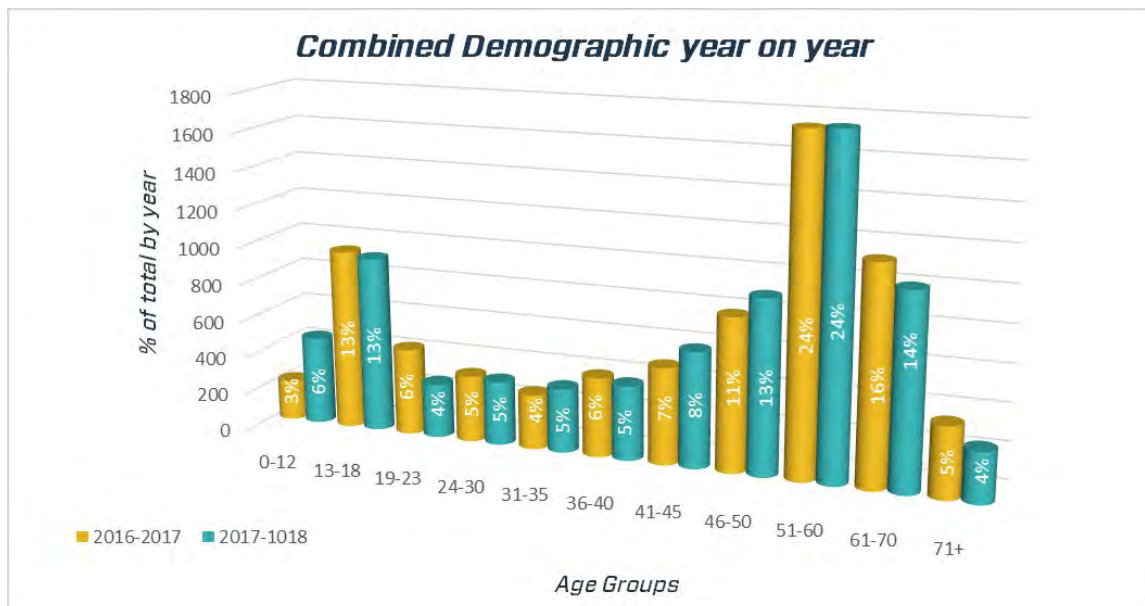
President's Award **Jason Dicker**

Our Membership



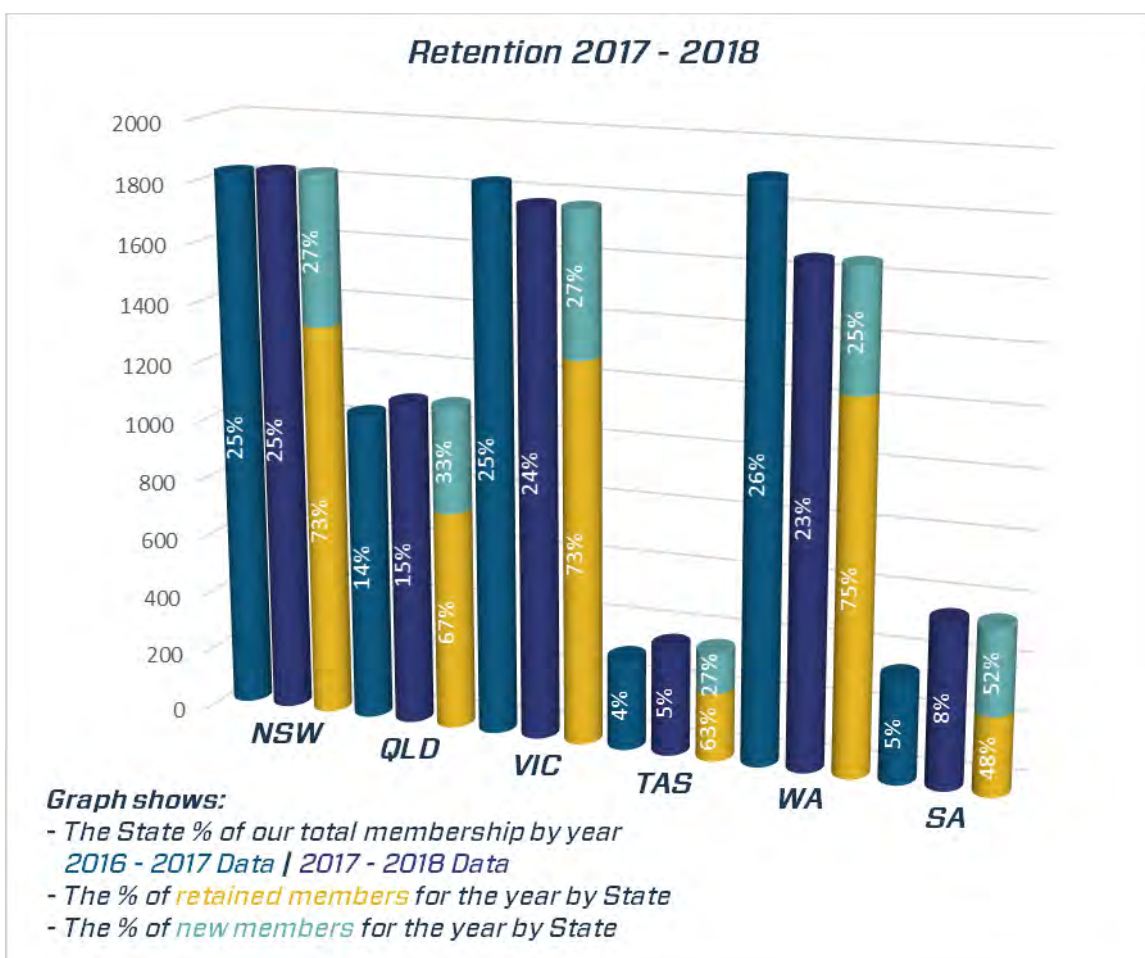
Data taken from Sporting DNA Member Management System for the 2016 - 2017 & 2017 - 2018 seasons.

It is pleasing to note that our overall membership continues to remain stable year on year, maintaining a minor shift in the overall demographic of 1%. There is a positive gain in the 0 – 12 age group of some 3% of total membership this year which is actually 118% above the previous year's figure for the same age group. It is also noted however, an obvious downturn in membership of the 19 – 24 age group, down 2% of total membership this year which is actually a 37% reduction in the previous year's figure for the same age group.



Data taken from Sporting DNA Member Management System for the 2016 - 2017 & 2017 - 2018 seasons.

Retention continues to be a challenge as with many sport and recreational organisations, with an overall average retention rate of 70%. This speaks volumes where our recruitment programs are concerned as they have maintained our overall membership figures for the season.



Data taken from Sporting DNA Member Management System for the 2016 - 2017 & 2017 - 2018 seasons.

Our Members

Canoe Tasmania / Paddle Tasmania

Note: Although the entity for this report period was Canoe Tasmania Inc, this report will refer to us as Paddle Tasmania.

Paddle Tasmania has continued as a strong and sustainable peak body. We have maintained four very active and vibrant clubs who each delivered a strong competition and recreation programs, as well as contributing to the Paddle Tasmania led education program, and we have worked closely with a fifth, un-affiliated, club.

Education

Paddle Tasmania continued to provide a wide array of education courses through the Australian Canoeing Award Scheme, helping get people into paddling in a safe and enjoyable fashion, and providing basic through to high-level instructor skills to maintain and increase the spread of good paddling techniques and practices.

This year, the recently developed Pack Rafting courses continued, and these were added to by the first Pack Raft *Meet-Up* which saw more than 70 Pack Rafter from around Australia spend 10 days in Tasmania paddling; undertaking training and development courses and seminars; and sharing best practice in this emerging paddling discipline.

Paddle Tasmania also continued to increase its emphasis on improving gender equity in the sport with a number of *Come and Try* days specifically for women and through targeting female instructors. Indigenous specific courses also ran during the year and we commenced investigating a paddling program for people with disabilities.



Paddling Disciplines

Most competitive paddling disciplines have continued strongly with Ocean Racing, Slalom, Xtreme, Polo and Flatwater all having extensive competition calendars and good levels of participation. In slalom in particular, Daniel Watkins and Kate Eckhardt had strong performances nationally and internationally, along with a number of younger Tasmania paddlers who are making a mark on the national competition scene. Wildwater Racing has been less active.

In November 2017 the Tasmanian Canoe Club, on behalf of Paddle Tasmania, successfully hosted Flatwater (sprint and 10km races) and an Ocean Race for Australian Masters Games, attracting competitors from around Australia.

Recreational paddling continues its strength with whitewater, creeking, sea, lake and estuary paddling remaining popular for adventure, fitness and general recreation. The three whitewater clubs continue to schedule regular novice to intermediate "under 3" trips, providing increased pathways into whitewater river paddling, while many informal paddling groups meet for regular social and training paddles across the state.

Infrastructure

This year also saw repairs and improvement to a number of paddling facilities across the state:

- The Mersey Slalom and Whitewater Course, which was badly damaged by both bushfire and then floods in 2016 has now been all but fully re-built with new, custom-designed and built slalom wire and gate structures, and new paths, stairs, bridges and walkway fencing. Further work to address flood damage at the Wildwater race finish is still to be finalised.
- The Derwent Canoe Club's Bradys Lake Whitewater course has seen significant works improve safety at various points along the course, as well as addressing water loss to side canals. This enables the course to operate on lower water-releases, extending the time it can be used and reducing the impact on trout waters and trout fishers upstream.
- The Derwent Canoe Club was also successful in achieving removal of the dangerous section of a remnant bridge below the Broken Bridge slalom course, enhancing safety and usability of the site.

- The Tasmanian Canoe Club's Forth Slalom course, which was also significantly damaged by the 2016 floods, has had all river-site walkways restored and grounds repaired. The damaged in-water concrete features have either been repaired or replaced by large boulders, providing both safer and more challenging features. Slalom wires are yet to be replaced.
- Launceston Paddling Club's boat storage has been restored after repeated inundations caused by flood waters.



Finances

Paddle Tasmania remains in a strong position financially with good membership numbers. Our clubs continue to be financially sustainable.

Support and Sponsorship

Paddle Tasmania continued to receive strong support from the Tasmanian Government through Communities, Sport and Recreation Tasmania; from Hydro Tasmania which assists by scheduling numerous water releases to enable recreation, education and competition; and from Parks and Wildlife Tasmania, the managers of the Mersey Regional Whitewater Reserve.

The Coming Year

2018-19 will see the Paddle Tasmania brand being bedded down and widely promoted; preparation for and hosting of two National Championships (Slalom and Wildwater Racing at Brady's Lake and the Mersey Whitewater Course respectively); re-writing of our Constitution; and hopefully affiliation of a fifth club, increasing our member numbers and enabling us to achieve more through this increased scale.

John Borojevic
Chair
Paddle Tasmania



Canoeing Victoria

2017 - 2018 has seen increased activity, engagement and communication between our state body and Paddle Australia. The paddling community has been engaged by the national body in looking for contribution to what they want our organisation to look like in the future.

Communication between our office and the national office is open and flowing.

Support for our clubs has been enhanced with the increased use of the online membership facility.

There is much work to be done to grasp the new opportunities available and we will have greater success by all being part of the process.



Facilities

2017-2018 has been a year of consolidating work and consultation with partners such as Melbourne Water. With the completion of the 50-year plan for the Yarra, Canoeing Victoria has given input and assisted Melbourne Water to connect with the wider paddling community to gain information on favoured paddling spots and the access points along the river. This data has been compiled using a matrix taking in to account numerous factors such as usage, zoning, heritage, cultural and geographic consideration to produce a prioritised list of access points requiring upgrading.

These sites will support recreational paddlers and competition training venues. Significant upgrades to water access at Templestowe Slalom training site have been prioritised.

Paddle Sport Centre, Westerfolds Park

The final surveys, reports, and community consultation have been completed and the plan will be published October 2018. Once all approvals have been granted, the process of gaining funding will start.

Paddlers from throughout the state will have access to the facility, the most equitable access role I can envision is paddlers will be members of their own club and then if they wish to have access to the facilities they will become 'members' of the centre, not unlike a gym membership.

Education and Participation Programs

Victorian Canoeing has enjoyed support from Vic Health for our participation programs both ongoing and new programs.

Our junior participation program Paddle Power is five years old and is now rolling out to regional clubs, as well as being used by Melbourne Clubs. Canoeing Victoria hosts the programs at sites where there has been no local club.

We are finding increased interest from councils and state land and water authorities to run programs to engage local communities with the waterways.

Volunteers

More than ever our volunteers are essential at every level of the organisation. Not only is it a time commitment, volunteers have to work within an increasingly complex regulatory world.

From assisting at a race to sitting on a Board or committee, there are numerous personal responsibilities. Fortunately, there are passionate and committed people who are willing to be a vital part of driving our sport.

Thank you to all volunteers.



Disciplines

There has been increased activity in the disciplines, with volunteers stepping up and revitalising activity.

Sprint has formed an operating committee, which is developing programs both for races and training squads.

Marathon has also had new volunteers step up and has developed new race formats in an effort to encourage more participants. Marathon has also hosted a series of skills workshops that have enhanced paddler performance across the state.

The Victorian Slalom Committee has gone on being a driving force not only in the state, it has hosted the Open Nationals at Eildon in January 2018, and is backing up in January 2019 to host the Junior's and Master's National Championships.



The Future

There is a considerable shift in the recognition of the benefits of sport at all levels. Sports such as canoeing contribute more than gold medals to our community.

Sport is increasingly being recognised as having a significant role in physical health, mental health, and community connection.

Canoeing Victoria has, with the support of Vic Health, developed a series of participation programs.

There is increasing funding opportunities at many levels for supporting participation. Clubs are already having success in gaining grants for equipment to run our participation programs.

Canoeing Victoria believe if we widen the base of the pyramid of participation, all aspects of the sport will benefit, from recreation to elite performance.

Victoria does not have a state paddling institute supporting high performance, so our high-performance paddlers are missing out on a step in the pathway support. We look forward to a future where motivated competition paddlers can be supported in their home environment.

All the best in paddling.

Mark Heggie
Executive Officer
Canoeing Victoria



Paddle NSW

Members

Paddlers, athletes, volunteers and officials have all enjoyed a productive and successful year across club, regional, state, national and world-class events.

Any Guinness World Record holder is worthy of Annual Report stardom, and our very own Jez Jezz and Claire O'Hara did precisely that. Husband and wife team, Jez and Claire, completed a Guinness World Record for the most amount of tandem kayak rolls in under a minute. Congratulations Jez and Claire.

Clubs

We maintained our number (38) of financial and affiliated clubs in 2017/18, including new clubs Kaimana Outrigger CC, Northern Beaches Outrigger CC and Salty Paddlers.

The Club Roadshows continued around the state and the PNSW Club Forum was another success for the 40 members and supporters who attended the festivities at the home of River Canoe Club (RCC) in Marrickville. My thanks to RCC President Andy Singh for hosting, and just as importantly to our club executives and personnel who travelled from far and wide to attend.

Office-Bearers and Sub-Committees

All the Paddlesport Committees have performed with a high level of passion, professionalism and dedication.

- Our Canoe Polo Committee returned to Auburn and also secured funding from Parramatta Council to conduct regular activities in the local precinct.
- Lynn Parker, with her hard-working team, continues doing a magnificent job coordinating all the education and training courses throughout NSW and ACT.
- We are partnering with NSW Dept of Education School Sport Unit to develop a course for Teacher Professional Development. Lynn and Lee Wright are assisting in this important initiative.
- Kiaran Lomas (State Coaching Coordinator) oversees our coaching activity, including the newly-established Flatwater Coaching Foundation Courses which are heavily subscribed state-wide.
- A Coaches Camp was also conducted by Jake Michael at Myuna Bay in December.
- Slalom star Ros Lawrence continues running successful junior development programs in Penrith.

- We also acknowledge mutual partnerships with Central Coast Academy of Sport (sprint) and Western Sydney Academy of Sport (slalom). Kind thanks to Ian Robilliard and Martin Bullock respectively for supporting our Pathway Programs.
- Of course, our activity is not confined to competition and high performance pathways. The vast majority of paddlers in NSW/ACT are recreational paddlers. Families and friends who love exploring the state-wide waterways, and also paddlers keen just to get on the water for fitness and health purposes.
- We are enriched also by the many paddlers who choose our pursuit and lifestyle for environmental purposes and contribute to the health and cleansing of our waterways. We are always community conscious, regularly participate in "Clean up Australia Day" and enjoy teaming up with organisations such as Sydney Water to provide a better world in which to live, work and play.

Awards & Recognition

At the 2017 NSW Annual Sports Awards, Jessica Fox won the NSW Athlete of the Year Award while Laura White (Official of the Year) and Peter Tate (Administrator of the Year) were also finalists and proudly waved the paddling flag on the sport industry's platform.



Shortly after these Awards, Jessica was crowned Sportswoman of the Year at the World Paddle Awards in Silkeborg, Denmark.

Another event conducted by Sport NSW was the 2018 NSW Community Sports Awards at Parliament House. Legendary Basil Slaughter wowed the 300 crowd when receiving a Distinguished Long Service Award, whilst Margi Bohm (Community Coach), Newy Paddlers (Club of the Year) and Mark Bretag (Community Sports Administrator) were worthy finalists.

Our wonderful patron Helen Brownlee OAM was elevated to Member (AM) in the General Division of the Order of Australia for significant service to sports administration, to women as an advocate for greater participation in sport, and to the Olympic movement. We greatly appreciate Helen's significant interest and support in all that we do.

Acknowledgments

- Bob Turner and all the Board Directors have been inspirational – namely Bob, Tony Hystek, Anjie Lees, Nicole Bartels, Karen Forbes, Ross Fraser, Kieran Lomas, Lynn Parker, Chris Thompson and Zac Thompson.
- Tony Hystek, Bob Turner and our magnificent volunteers continually produce an outstanding Myall Classic - our organisation's iconic showpiece. We donated \$2K to Marine Rescue NSW.
- The Parra Paddlefest continued in its second year. Championed by Chris Thompson and Tony Hystek, this spectacular activity harnessed slalom, boatercross, canoe polo, and recreational "come n try" all at the one venue. Thanks again to Parramatta Council.
- Each year PaddleNSW features at the Sydney International Boat Show. I pay special tribute to Lynn Parker who coordinates our stand.



- Lynn Parker and Jeff Cottrell continue to be instrumental in the maintenance and improvement of our internationally-acclaimed Waterways Guide and PaddleSafe App. We also thank our interstate colleagues (Paddle SA and Paddle WA) for supporting the resource with funding and input of data.
- We received \$3,850 from NSW Family and Community Services for our popular two-generation paddling event at the Wyong marathon during the NSW Seniors Festival.
- Our monthly e-newsletters (circulation 5,700) are compiled by Maya Gibson.
- We are greatly appreciative of the \$20K Sports Development Grant from the NSW Government, and the excellent relationship we have with Dept Sport and Recreation staff and the Minister's Office.
- The cooperation, shared vision and energetic rapport with the Paddle Australia staff and Board, and indeed all our fellow inter-state Paddle colleagues is friendly and productive.
- The final and most important acknowledgement is to all PaddleNSW Members, Club Executive members, competitors, volunteers and enthusiasts.

Thank you.

Peter Tate
Executive Officer
Paddle NSW



Paddle SA

The past 12 months on the South Australian paddling landscape encompassed both consolidation of core business operations and embracing key initiatives for innovation and evolution.

The Paddle SA brand was officially launched late in 2017 at a function attended by more than 100 guests, including Paddle Australia CEO Phil Jones.

Paddle SA and its affiliates actively supported various community events, school programs and fundraising activities during the past year. We were particularly delighted to be granted the opportunity to manage the annual Paddle for Prostate fundraiser and awareness event at West Lakes.



With facilitation assistance from the SA Office for Recreation, Sport and Racing, a broad cross-section of participants from all paddling disciplines, clubs and management committees contributed to drafting our new Strategic and Operational Plans.

The Paddle SA community has also actively engaged in the Paddle Australia Vision and Strategic Plan rollout, with excellent numbers attending the state workshops.

Heading forward, our Board will continue to provide tangible support to affiliates, especially in the key areas of governance, event promotion, member services and risk management. We will also be vigilant in harnessing any growth and development opportunities associated with state government plans to open reservoirs to recreational activities.

The Paddle SA Board of Management acknowledges the effort and commitment of the many volunteers who provide time and talent to facilitate the numerous programs and events conducted under the Paddle SA banner.

We also thank staff at Paddle Australia, SASI, SA Office for Recreation Sport and Racing and our major events Business Partners Roof Rack City, Mr. Doors and Adelaide Canoe Works for invaluable support provided over the past 12 months.

State Development Program

The SDP focuses directly on the development of athletes from club level (F3 - T1) to NTS (T2 - T3) while indirectly assisting the development of foundation level (F1 - F2) athletes.

There are two main areas Paddle SA focused on to help promote successful athlete development in these areas; one was structuring the athlete pathway to best accommodate the needs of different development levels, and the other was to provide and fund development actions.

This year Paddle SA established two new initiatives for athlete talent search/transfer, the "Paddle 2 Podium" in partnership with Rowing SA, and SA Sports Institute (SASI) Talent Search Program.

Paddle SA's partnership with Paddle Australia in the National Elite Development Program (NEDP) has been valuable for both athlete and coach development. Funding received supported coaches and athletes who are part of the NTS.

Paddle Australia also provided important assistance for coach development by including our state coaches in National junior and U23 training camps.

Paddle SA recently received confirmation for a three-year extension of state government funding for our Parapaddling Program. This financial assistance will enable expansion of the program to a broader based Disability Inclusion model.

Canoe Polo Technical Committee

In 2018 Canoe Polo SA established a successful 'Come and Try' program with local secondary colleges. Two students who participated in these sessions continued training and played in the SA state junior team in the 2018 Canoe Polo National Championships.



The SA Canoe Polo Technical Committee hosted the Nationals at West Lakes. A total of 26 teams participated, including one international team. The event was very successful, with positive feedback received from all sectors.

Six South Australian players were selected for National teams that competed at the World Championships, including captain of the men's open team, Stephen Hubbard.

Flatwater Technical Committee

The Flatwater Technical Committee is a representation of all clubs, interest groups and coaches involved in Sprint and Marathon.

In May, SA hosted a successful Marathon National Championships at West Lakes. We also provided significant resources and volunteer support for the inaugural Asia Pacific Sprint Regatta, which was held in Adelaide during May.

SA was strongly represented at Junior, U23, Senior and Master's levels at national and international flatwater events during the past 12 months, including World Cups and World Championships. SA also has excellent representation in National Development Squads.

The Marathon Canoe Club (MCC) again operated its two principal races, Back 2 Back and Riverland

Paddling Marathon with participation numbers consistent with recent years. MCC also ran an exhibition race during the River Murray Community Floatfest in April.

Education and Safety Technical Committee

The 2017-18 Education and Safety operations program was very successful, returning significant income to Paddle SA.

Our PAQS (ACAS) calendar included Flatwater Skills, Lifeguard, Guide and Instructor and Sea Skills and Sea Leader courses. The 'Get into Paddling' training sessions continue to gain momentum, whilst the SA Certificate of Education (SACE) program for Year 11 and 12 students remains vibrant.

The SA contribution to the national Waterways Guide project continues to progress well, with several new trails mapped and recorded. An extension of state government funding assistance for another 12 months has been secured.

Jim Murphy
President
Paddle SA



Paddle WA

Change of Name

Canoeing WA became Paddle WA (PAW) on 8 October 2017, when we ran the Classic Paddle in conjunction with a function with invited dignitaries, Andrea McQuitty President of PA attended, and we had VIPs and Life Members that came from interstate and locally.

Governance

Governance has been a high priority for 2017-18. PWA's Board and staff have worked on and completed many components such as our new Strategic Plan; Operational Plan; Business Risk Management Plan; Board Calendar as well as setting up three (3) sub-committees. We are also working on our Workforce Development Plan.



AGM

It was great to have PA's CEO Phil Jones at our AGM on 28 September, as he had only been in the role for such a short time.

Clubs and Discipline Meetings

We have had several club and discipline meetings this last year, which are always good to get feedback from the Clubs, we have also included forums for the attendees at these meetings such as:

- Working with Children presentation;
- Cancer Council presentation; and
- Strategic Planning



PA Strategic Planning Roadshow

There was a good turn-out for Phil Jones when he presented to WA Members the draft PA Strategic Plan on 21 March 2018.

Junior Development

This has been a major focus this year and PWA has been working collaboratively with WAIS to put together a fantastic program called the West Australian Sprint/Slalom Program (WASPS).

There has also been a mountain of work done getting clubs up-to-speed to what the requirements are to encourage junior development within their clubs.

Paddle Academy

We have been working hard on building our Paddle Academy however this last year we have really concentrated on getting schools involved that are in a five (5) kilometre radius of our clubs.

Talent Identification (TID)

We ran, in conjunction with WAIS, Rowing and Cycling, a TID day on 8 September. We are hopeful of getting perhaps 12 new athletes to start our TID Program which will begin on the 1 October.

An EOI went out to all clubs regarding the possibility of having the TID Program run within their club. The program will run for 12 weeks and there must be three (3) sessions per week run for the new athletes.

There is a very strict criteria and expectations from PWA/WAIS for the Clubs when they apply.

Athletes

As a State we have had good success with our athletes representing Australia in sprint and slalom, in Juniors, Under 23s and Senior teams. We also had good representation in marathon across all age groups including Masters.

Events

This year we ran or assisted with some amazing events, including:

- Sunsmart Northam to Toodyay – 23 July 2017
- Sunsmart Be Active Avon Challenge – 6 August 2017
- Sunsmart Be Active Classic Paddle – 8 October 2017
- Sunsmart Be Active Sea Kayak Fest – 16-19 February 2018
- Unite on the Swan – 20 May 2018
- Sunsmart Paddle Challenge – 27 May 2018

An extra special event was the Queen's Baton Relay and our own Ramon Andersson was a baton carrier. We were given permission to use a K3 with two Olympians that Ramon had coached to paddle the K3 whilst Ramon held the Baton.



Programs

We ran the *Women of the Avon* again this year in March which was a fantastic success.

Our *Paddle Academy* has been steady although we were down by about \$20,000 in revenue from this program this financial year as schools are finding it harder to finance outside activities, plus outdoor education is not on the curriculum at schools.

Road Trips

Headspace: We travelled to Bunbury (2.5 hours south of Perth), with trailer in tow to run a fun course for Headspace, this was a lovely day and much appreciated by all at Headspace.



Inclusion Sports Day: We took along ergos, lollies and lots of information, which was well received by the teachers and fun was had by the 200 students.

Funding

Paddle WA has been very fortunate to have not lost any funding at this stage from Sport and Recreation and Healthway. Although getting grants for specific events, programs or activities has been very difficult: at a recent Funding Review, the sports involved were told that "they just had to do more with less".

It was noted at this meeting that over the last five years money has been very tight for sport here in WA.

Rosalie Evans
Executive Officer
Paddle WA

Queensland Canoeing

Queensland Canoeing (QC) continues to evolve and develop as we meet the changing needs of our sporting community. Following our 2018 AGM, Queensland Canoeing will transition our name to Paddle Queensland.

Events

Over the past year, QC and our discipline committees have run over 15 state events, courses and development camps. New events over the year have included a Sprint Development Camp with the assistance of Paddle Australia staff, reinvigorating the Northern Marathon Series into a division series named the Pacific Coast Paddle Series, and a PaddleFest run in conjunction with our State Marathon Championships which was open to ocean skis. We have seen increasing numbers of participants at many of these events.

In 2018, we have seen paddlers embrace the new division concept in the revamped 2018 Pacific Coast Paddling Series with participant numbers, interest and exposure all through the roof. An increased number of development camps for sprint, marathon and canoe polo have attracted excellent numbers.

There has been increased event funding with the support of City of Gold Coast Council for the Qld Canoe Marathon State Championship and Paddlefest (both for 2018 and 2019). This year's event attracted over 200+ participants across the 2 days, a 150% increase on previous year. Ocean racing continues to emerge as a discipline of great interest, with an increasing number of opportunities to be involved in clubs and state events.



Board and Sub-Committees

Peter Cooke was elected as the new President of the Board in 2017-18. QC also welcomed Barry Renaud into the Treasurer's position, Terry McClelland and Tim Fitzsimmons as Interested Directors and Lucy Snelling as Independent Director. QC thanks the outgoing President Jerry Dunn for his many years of service as well as Allana Bold for her time as Director on the Board.

The Board has continued to focus on the priority areas of governance and strategy. We are committed to establish a strong, vibrant and active organisation that supports and collaborates with our committees, clubs, members, stakeholders and partners. A major focus has been the development of new revenue streams to ensure QC remains sustainable in the long term.



Technical Committees

Our sport is indeed very lucky to have the passion, commitment and expertise of our discipline committees to drive the development, engagement and growth of the respective disciplines. The contribution of these committees and their desire to work collectively for the best interest of the sport as a whole has enabled QC to make significant strides over the past 12 months.

A special thanks to our volunteer committees for their support of QC and our vision to have more people paddling, and to all paddlers for their contributions.

Team Representatives

A raft of Queensland paddlers have been selected across all age groups to represent Australia internationally, not only in the Olympic sprint discipline but also in marathon, canoe polo and ocean racing, all with excellent results. Special congratulations to Jenaya Massie for her selection and performance at the Youth Olympic Games qualifier earlier this year and to Erin

Blanch who came fifth at the 2017 ICF World Canoe Marathon Championships.

QC Staff

I would like to thank the QC Staff; Greg Denny, Executive Officer; Michelle Scoccimarro, Operations Officer; Steve Rowland, Education and Recreation Officer; Angela Garske, Accounts; and the many casual instructors/guides that deliver our recreation program. This year we welcomed Elisabet Gudmundsdottir as the new Events and Membership Coordinator, following the departure of Michelle Scoccimarro.

QC Clubs

QC had 31 affiliated clubs in operation during 2017-18. Our total membership sat at 1101, representing an increase of about 5% from the previous year.

This year, we had a number of new clubs affiliate with QC, including Brisbane Paddling Club, Magnetic Island Outrigger Canoe Club, Norfolk Point Paddle Club and Panamuna Outriggers Canoe Club. It is great to welcome new clubs on board and be actively involved in our extending paddling family.

Club membership continues to fluctuate for many clubs, however several clubs experience huge growth over the 2017-18 season, notably Sandgate Canoe Club (our largest club), Indooroopilly Canoe Club and Greater Logan Canoe Club.



Club president meetings have continued to be a priority for the organisation to ensure there is open and transparent two-way communication. Attendance has continued to be strong with a culture of sharing and collaboration between clubs, committees and QC benefiting all within the sport.



QC Awards Night

A priority for 2017 was the re-establishment of the QC 'Annual Awards'. On Saturday the 26 August 2017, we gathered at the Colmslie Hotel to recognise and celebrate the achievements of individuals and clubs that have made a significant contribution to the development of canoeing in Queensland during in the 2016-17 season. During the night, we also welcomed Ross (Rosco) Cook and Chris Hurley as Life Members of QC recognising their contribution to canoeing in Queensland over many years! A big thanks to the clubs, committees and paddlers that supported the QC Annual Awards.

Peter Cooke
President
Queensland Canoeing

Our Participation

Training

By the end of June 2018, Paddle Australia (PA) had a total of just over 2142 Leaders spread around Australia.

Along with the name change from Australian Canoeing to Paddle Australia, the award scheme was also rebranded as the Paddle Australia Qualification Scheme (PAQS). The release of the brand change was combined with a review as per below.

Over the past twelve months, PA has continued to develop, grow and strengthen the Paddle Australia Qualification Scheme (PAQS) as the premier accreditation program in the country with a growing reputation.

The Education and Safety Committee has completed a review of the qualification scheme which will be released in August 2018. The focus of this review was to improve consistency, relevance and currency of the qualifications.

Qualification registrations are now being completed via Paddle Log. Paddle Log has helped ensure consistent, relevant information is collected and submitted for re-registration and has heavily reduced the manual labour of processing renewals.

For more information about Paddle Log see - <https://paddle.org.au/education-safety/paddle-apps/>

A Paddle Ed app will be released in August 2018. Paddle Ed enables easy delivery and processing of all PA awards including Basic Skills awards for all PA award leaders. Paddle Ed will assist with moderation and consistency of the qualification scheme.

For more information about Paddle Ed see - <https://paddle.org.au/education-safety/paddle-apps/>

Coaching

In September 2017, the responsibility of the coaching portfolio was given to the Participation and Training manager. This will enable the development of these awards to continue and alignment into PAQS when possible.

The coaching resources have been collated and a picture is starting to form on what further work is required to ensure a consistent, relevant and current system. A meeting of discipline representatives is to be organised to collaborate and make plans and timelines to complete these much-needed programs.

Participation

Paddle Oz is the PA junior participation program. The take up of this program has been slow over the twelve months and plans are underway to help with the exposure and further development of this program.

A Paddle Oz app and website have been developed to enable all PAQS Leaders to deliver, assess and process the Paddle Oz programs. This system will simplify the processes for Leaders to be able to submit programs to PA, enrol participants, process awards, and plan a program.

PA has moved closer to entering Sporting Schools this year, but there are still several steps to be taken. Over the next twelve months, PA will continue the journey to enter Sporting Schools.

Creating better pathways for PA to connect with recreational paddlers will be one of the focuses over the next twelve months. Developing a connection with a larger paddling industry will allow PA to discover how it can further assist with making Paddling, Australia's favourite water sport. It is going to be a busy and exciting time with many new products in development to help Paddle Australia better connect with and provide for the paddling industry.

We would like to say a huge thank you to the Education and Safety Committee for all the magnificent work over the past twelve months. The review of the qualification system has been a long and detailed process, but the qualification scheme is stronger for it.

Mark Thurgood
Participation and Training Manager
Paddle Australia



PADDLE
LOG

Our Performance

High Performance

The 2017-18 year was another extremely busy and successful year for the high-performance program. Following significant changes in early 2017, there were a lot of new staff and many learnings throughout the year, but a real sense of purpose and energy was present.

All three Olympic/Paralympic programs welcomed new Operational staff with Sara Latham (Slalom), Emma Moffet (Sprint) and Tahnee Norris (Paracanoe) joining the high-performance team throughout the year. Thanks must go to Natasha Welsh and Christine Bain who departed the organisation after both making valuable contributions to the programs over recent years.

Within the Sprint Canoe program, we welcomed Dusan Rucizic as the National Canoe Coach. With the addition of two female canoe events into the Olympic Games program, Duke has the enormous, yet very exciting task, of developing the discipline of Sprint Canoe within Australia and we are fortunate to partner with SASI in this initiative. We also employed Jan Martin Parker as our full time national soft tissue therapist based on the Gold Coast. Jan has been travelling with our Sprint team for many years and to employ him in a full-time capacity is already paying dividends in both the prevention and management of injuries.

In Canoe Slalom, we recruited Nick Perry as our full-time performance scientist. Again, Nick's enthusiasm and contribution to the program has been significant, allowing coaches and performance staff to make more evidence-based decisions. Robin Jeffery (2012 Olympian) was also recruited into the Canoe Slalom coaching team as the C1 Development Coach and has been a fantastic addition to the program.

Significant shifts were made within both the Sprint and Slalom Pathway programs with David Foureur and Mike Druce both providing a high level of experience and leadership in these programs. These programs take time to develop and the rewards of their efforts a lot longer to realise but the momentum is building and some exciting initiatives have been developed and will continue to be implemented over coming years.

Performances throughout the year by our national team athletes were mixed, but it was also very encouraging to see some terrific U23 athletes coming through the system. There is plenty of work to be done but there are some very positive signs, with some great young talent in the pipelines.

1. CANOE SPRINT AND PARACANOE

(i) 2017 Canoe Sprint Junior / U23 World Championships – Pitesti, ROMANIA (27-30 July 2017)

The Junior and U23 Canoe Sprint World Championships were held between 27 and 30 July 2017. The team came away with three medals (1 Gold; 1 Silver and 1 Bronze) care of Alyssa Bull's Gold and Silver in the K1 1000 and K1 500, respectively, and Riley Fitzsimmons and Jordan Wood's Bronze medal in the K2 1000. The junior performances confirmed the need to invest further into the junior development pathway and become more focused in this area.

Junior

| | | | |
|-----------------|------------|----------|--------------------------------|
| 5 th | A Final | WK1 1000 | Smith, Jemma |
| 1 st | B Final | WK4 500 | Massie/Kelly/ Smith/Duffy |
| 2 nd | B Final | MK1 1000 | Hammond, Jakob |
| 5 th | B Final | MK4 500 | Ellis/Hammond Green/Farrell |
| 6 th | B Final | MK1 200 | Neville, Ethan |
| 7 th | B Final | WK2 500 | Massie/Kelly |
| 7 th | B Final | WK1 200 | Carbone, Monique |
| 7 th | B Final | WK1 500 | Duffy, Mackenzie |
| 8 th | Semi Final | MK1 500 | Schmidt, Angus |
| 9 th | Semi Final | MK2 1000 | Schmidt/Rugless |

U23

| | | | |
|-----------------|------------|----------|-------------------------------------|
| Gold | A Final | WK1 1000 | Bull, Alyssa |
| Silver | A Final | WK1 500 | Bull, Alyssa |
| Bronze | A Final | MK2 1000 | Fitzsimmons/ Wood |
| 8 th | A Final | MK1 1000 | Bain, Bill |
| 8 th | A Final | MK4 500 | Fitzsimmons/Bain McTavish/Wood |
| 7 th | B Final | WC1 200 | Bulmer, Josephine |
| 8 th | B Final | WK1 200 | Reynolds, Shannon |
| 9 th | B Final | MC1 200 | Ellis, Charlie |
| 8 th | C Final | MK1 200 | Lee, Jared |
| 4 th | Semi Final | WK4 500 | Steinepreis/Massie Reynolds/Kidd |
| 5 th | Semi Final | WC2 200 | Rositano/Bulmer |
| 6 th | Semi Final | WK2 500 | Steinepreis/Massie |
| 8 th | Semi Final | WC2 500 | Rositano/Bulmer |
| 8 th | Semi Final | MK1 500 | Lohse, Sean |
| 8 th | Semi Final | MC1 1000 | Ellis, Charlie |



(ii) 2017 Canoe Sprint Senior World Championships – Racice, CZECH REPUBLIC (23-27 August 2017)

The Senior Canoe Sprint World Championships were held between 23 and 27 August 2017. The team had mixed results which is not unexpected in the year after an Olympic Games, and there were some encouraging performances. Gold medal performances from Alyce Burnett in the WK1 1000, as well as the MK4 1000 containing Ken Wallace, Riley Fitzsimmons, Murray Stewart and Jordan Wood were the highlights of the regatta. There were a number of A-Final performances which was encouraging to see and is a good sign for the future.

Senior

| | | | |
|-----------------|------------|----------|-------------------------------------|
| Gold | A Final | WK1 1000 | Burnett, Alyce |
| Gold | A Final | MK4 1000 | Wallace/Stewart Fitzsimmons/Wood |
| 4 th | A Final | MK1 5000 | Wallace, Ken |
| 6 th | A Final | WK1 5000 | Burnett, Alyce |
| 7 th | A Final | WK2 500 | Burnett/Bull |
| 8 th | A Final | WK2 1000 | McArthur/Roberts |
| 8 th | A Final | WK2 200 | McArthur/Roberts |
| 9 th | A Final | MK2 500 | McTavish/Ellis |
| 1 st | B Final | MK1 1000 | Stewart, Murray |
| 4 th | B Final | MK1 500 | Bain, Bill |
| 6 th | B Final | MK2 1000 | Wallace/Wood |
| 8 th | B Final | WK1 200 | Brigden-Jones, Jo |
| 7 th | Semi Final | MK1 200 | Goble, Matt |

(iii) 2017 Paracanoe World Championships – Racice, CZECH REPUBLIC (23-27 August 2017)

Our paracanoe team are an inspiration to all of us and they dominated the 2017 World Championships bringing home four gold medals with Curtis McGrath winning both the MKL2 and MVL2 classes and Amanda Reynolds and Susan Seipel winning the WKL3 and WVL2 respectively. Importantly, the MVL2 and WVL2 are new events to the 2020 Paralympic program (along with the MVL3).

Paracanoe

| | | | |
|-----------------|---------|------|----------------------|
| Gold | A Final | MKL2 | McGrath, Curtis |
| Gold | A Final | WKL3 | Reynolds, Amanda |
| Gold | A Final | MVL2 | McGrath, Curtis |
| Gold | A Final | WVL2 | Seipel, Susan |
| 1 st | A Final | WVL1 | Nuemueller, Jocelyn* |
| 4 th | A Final | WKL2 | Seipel, Susan |
| 5 th | A Final | MKL3 | Littlehales, Dylan |
| 7 th | A Final | WKL1 | Nuemueller, Jocelyn |

* not enough competitors for championship title



(iv) 2018 Sprint and Paracanoe World Cup Medals

A strong sprint squad was sent to contest the two World Cup races in May 2018. Again, the Paralympic team dominated the regatta and outstanding performances from the WK4 500 and MK2 1000 crews are exciting for the future. Medal winning performances included:

World Cup 1 (Szeged, HUNGARY)

| | | | |
|--------|---------|---------|--|
| Gold | A Final | MKL2 | McGrath, Curtis |
| Gold | A Final | MVL3 | McGrath, Curtis |
| Silver | A Final | WK4 500 | Bull/Bridgen-Jones/ Burnett/Roberts |
| Bronze | A Final | MKL3 | Littlehales, Dylan |
| Bronze | A Final | WVL2 | Seipel, Susan |

World Cup 2 (Duisburg, GERMANY)

| | | | |
|--------|---------|----------|--------------------|
| Gold | A Final | WK1 5000 | Bull, Alyssa |
| Bronze | A Final | MK2 1000 | Wood/Fitzsimmons |
| Bronze | A Final | MK2 500 | Wood/Fitzsimmons |
| Bronze | A Final | WK1 1000 | McArthur, Cat |
| Bronze | A Final | MKL3 | Littlehales, Dylan |
| Bronze | A Final | WK1 5000 | Burnett, Alyce |

2. CANOE SLALOM:

(i) 2017 Junior and U23 Canoe Slalom World Championships – Bratislava, Slovakia (18-23 July 2017)

An individual Gold medal in the WK1 from Jessica Fox was an outstanding way to finish her U23 World Championships career. Jessica, Noemie Fox and Kate Eckhardt combined well together to win a Bronze medal in the Teams event. Overall, similar to the sprint program, the junior performances highlighted the need to develop a stronger pathway and quality development opportunities for the next generation of canoe slalom paddlers.

Junior

| | | | |
|------------------|------------|----------|---------------------|
| 10 th | Final | K1W Team | Choate/Wall/McKay |
| 23 rd | Semi Final | C1M | Bassett, Lachlan |
| 27 th | Semi Final | C1W | Choate, Alexandria |
| 31 st | Semi Final | K1M | Richardson, Louis |
| 32 nd | Heat | K1W | Wall, Kira |
| 34 th | Heat | C1W | Knell, Billie |
| 35 th | Heat | K1W | Choate, Alexandria |
| 50 th | Heat | K1W | McKay, Kiara |
| 57 th | Heat | K1M | McLaughlan, Cameron |

U23

| | | | |
|------------------|------------|----------|--------------------------|
| Gold | Final | K1W | Fox, Jessica |
| Bronze | Final | K1W Team | Fox, J./Fox, N./Eckhardt |
| 8 th | Final | C1W Team | Fox, J./Fox, N./Eckhardt |
| 9 th | Final | C1M | Watkins, Daniel |
| 9 th | Final | C2M | Fieberg/Fieberg |
| 10 th | Final | C1W | Fox, Jessica |
| 10 th | Final | K1M Team | Anderson/Pope/Thompson |
| 14 th | Final | C1M Team | Carter/Crawford/Thompson |
| 16 th | Semi Final | C1W | Fox, Noemie |
| 17 th | Semi Final | C1M | Crawford, Brodie |
| 19 th | Semi Final | K1M | Pope, Ben |
| 21 st | Semi Final | C1W | Eckhardt, Kate |
| 28 th | Semi Final | K1W | Fox, Noemie |
| 29 th | Semi Final | K1M | Thompson, Angus |
| 36 th | Heat | K1W | Eckhardt, Kate |
| 59 th | Heat | C1M | Carter, Tristan |
| 68 th | Heat | K1M | Anderson, Tim |



(ii) 2017 Canoe Slalom Senior World Championships – Pau, FRANCE (27 Sept-1 Oct 2017)

Jessica Fox won her fifth individual World Championship title in the K1W event in Pau in a dominating performance. The women's team also came away with a silver and bronze medal in the C1W and K1W Team event, respectively. Both Jessica and Rosalyn Lawrence made finals in both C1W and K1W events and Lucien Delfour also managed an 8th place in the K1M final.

The World Championships capped off a solid year for the Canoe Slalom senior team and Jessica in particular, claiming another World Cup title in the WC1 class, as well as the ICF Canoeist of the Year award and NSWIS Athlete of the Year award.

Senior

| | | | |
|------------------|------------|----------|----------------------------|
| Gold | Final | K1W | Fox, Jessica |
| Silver | Final | C1W Team | Fox, J./ Fox, N./ Lawrence |
| Bronze | Final | K1W Team | Fox, J./Eckhardt/ Lawrence |
| 5 th | Final | C1W | Lawrence, Rosalyn |
| 6 th | Final | C1W | Fox, Jessica |
| 7 th | Final | K1W | Lawrence, Rosalyn |
| 7 th | Final | C1M Team | Borrows/Carter/ Watkins |
| 8 th | Final | K1M | Delfour, Lucien |
| 14 th | Semi Final | C1W | Fox, Noemie |
| 17 th | Semi Final | C1M Team | Delfour/Draper/ Merritt |
| 33 rd | Heat | C1W | Eckhardt, Kate |
| 44 th | Heat | C1M | Borrows, Ian |
| 46 th | Heat | K1W | Draper, Warwick |
| 52 nd | Heat | C1M | Carter, Tristan |
| 53 rd | Heat | C1M | Watkins, Daniel |
| 84 th | Heat | K1M | Merritt, Jaxon |

(iii) 2018 Canoe Slalom World Cup Finalists:

Jessica dominated the three opening rounds of the 2018 World Cup with the triple double, winning the first 3 World Cup events in both C1 and K1 classes. This was an amazing achievement. Lucien narrowly missed the podium in World Cup 2 with a 4th position, Daniel Watkins secured his first World Cup Final in the MK1 event and Noemie Fox placed 7th in the WC1 event at World Cups 1 and 2.

World Cup 1 (Liptovsky, SLOVAKIA)

| | | | |
|-----------------|-------|-----|--------------|
| Gold | Final | K1W | Fox, Jessica |
| Gold | Final | C1W | Fox, Jessica |
| 7 th | Final | C1W | Fox, Noemie |

World Cup 2 (Krakow, POLAND)

| | | | |
|-----------------|-------|-----|-----------------|
| Gold | Final | K1W | Fox, Jessica |
| Gold | Final | C1W | Fox, Jessica |
| 4 th | Final | K1M | Delfour, Lucien |
| 7 th | Final | C1W | Fox, Noemie |
| 9 th | Final | K1M | Watkins, Daniel |

World Cup 3 (Augsburg, GERMANY)

| | | | |
|------------------|-------|-----|-------------------|
| Gold | Final | K1W | Fox, Jessica |
| Gold | Final | C1W | Fox, Jessica |
| 8 th | Final | C1W | Lawrence, Rosalyn |
| 10 th | Final | K1W | Lawrence, Rosalyn |



Shaun Stephens
National Performance Director
Paddle Australia



Canoe Slalom Pathways

The Canoe Slalom Pathways program had another busy year over the past 12 months. New pathway initiatives were implemented, and the National Talent Squad (NTS) continued to provide terrific development opportunities to young and aspiring talented slalom paddlers across the country.

2017-18 Activities

29 September – 1 October 2017
NTS Training Camp Penrith NSW

9-12 December 2017
NTS Training Camp Bradys/Mersey TAS

4-7 January 2018
National Schools and Junior Championships NTS Selection

17-19 February 2018
Australian Open – Junior Team Selection

23 March – 3 April 2018
NTS Tour to New Zealand

26-29 April 2018
NTS and Junior Team Camp

22 June – 8 July 2018
European Canoe Association Cups – Coaching Support

9-23 July 2018:
Junior and U23 World Championships Tour

Direction and Strategy

One of the aims of Paddle Australia's (PA) Canoe Slalom Development Pathway is to ensure our athletes are exposed to appropriate levels of competition where they can have positive experiences and sound development opportunities.

A key strategy to ensure athletes are exposed to the right level of competition, as well as increase the level of performances, has seen the introduction of Minimum Performance Standards (MPS) within each age category (Junior, U23 and Senior) that reflect an ability to be competitive at international competitions.

The focus of the Canoe Slalom Development program is targeting both the domestic and international scenes.

Domestically, PA is working with the state member associations to assist in developing the canoe slalom athlete pathway from participation through to national teams. This is being achieved by offering funding directly with identified pathway hub programs, working with the state sporting institutes, and by having a

national calendar of events outlining both state and national camps/events.

The development program is also targeting coach development to increase the knowledge and skill level, as well as increasing the number of accredited canoe slalom coaches.

Collaborating and working with the Penrith Whitewater Stadium is also a focus area for the program. This will allow canoe slalom to develop its participation program as well as offering more opportunities for athletes in the development program to train at the world class facility.

Internationally, one of the initiatives which has been carried out this year for the development pathway is by PA funding coaches to be available for coaching at the European Canoe Associations (ECA) cups which are held every year. These events are seen as crucial in the Australian canoe slalom athlete's development as it exposes the athletes to internationally level of competition and understanding of the international competition scene. By PA funding a coach to be available at these events, it allows the athletes to get coaching in a competition environment, getting competition exposure as well as building confidence in the athletes.

PA will be looking to further refine the slalom pathway strategy in 2018-19 with some exciting new initiatives and development opportunities.

Mike Druce
National Pathways Lead – Canoe Slalom
Paddle Australia



Canoe Sprint Pathways

A major focal point for 2017-18 was the implementation and direct investment into Canoe Sprint - Performance Pathway Hubs in targeted locations around the country. These hubs are closely aligned with Nationally Identified Development Athletes (National Talent Squad – NTS). In each of the hubs, a coach / coordinator was contracted to drive the daily training environment ensuring our next generation of high performance athletes are well coached and well managed to ensure they are capable of making smooth and successful transitions into future under 23 and senior national sprint teams and training squads.

Performance Pathway Hubs are designed to create a high-performance daily training environment forming a vital stepping stone between club-based programs and State Institute and Academy of Sport Programs (SIS/SAS).

In a very short period of time, there is evidence this strategy is already having a positive impact on athlete performance.

2017-18 Performance Pathway Hubs – coaches/coordinators:

| | |
|-----|---|
| WA | Jesse Philips and Andrew Hayden |
| SA | Laurence Fletcher and Luke Haniford |
| NSW | Northern Beaches: Christine Duff |
| | Avoca: Scott Cunningham |
| QLD | Gold Coast: Guy Power and Naomi Flood (Surf to Kayak) |

Asia Pacific Sprint Cup

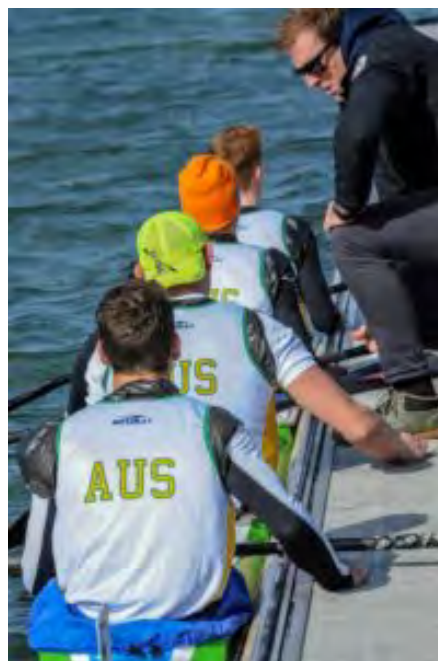
The Asia Pacific Sprint Cup was an initiative driven by PA's Sprint Pathways program.



What started out as an idea to hold an under 16 Trans-Tasman type competition against New Zealand gained significant momentum and became an U16, U18 and U21 competition. West Lakes, South Australia, held the first Asia Pacific Sprint Cup in May 2018 with six countries involved and 135 competitors.

The objective was to create a cost-effective sustainable development event, which would benefit the Asia / Pacific region. The key priorities were to provide suitable and timely international racing for our developing athletes which would better align with our domestic seasons. It needed to be cost effective with the timing of the event being critical in benefitting the long-term athlete development plans for this group of athletes.

The event will now become an annual event in early May each year - rotating between Australia, New Zealand and Japan.



Surf to Kayak (Next Wave activities)

Central Coast

Paddle Australia's (PA) Central Coast Performance Pathway Hub (Avoca) ran a clinic and testing day in January 2018. A large number of surf athletes attended the day which included a "paddling and technique secrets" session with Rio Olympian & Elite Surf athlete Riley Fitzsimmons. 18 athletes have now commenced in a new "Surf to Kayak Beginners Program". This type of activity strengthens the already great affiliation with surf in the region and will see it continue and hopefully produce more champions like Lachlan Tame, Riley Fitzsimmons and Jemma Smith.

South Australia – Paddle SA

Paddle SA, in conjunction with the South Australian Sports Institute (SASI), runs an annual Paddle 2 Podium (Surf to Kayak) testing day. Each year, a number of identified SA Surf athletes commence training with the Paddle SA Performance Pathway Hub (funded by PA Pathways). Almost all of the leading surf paddlers in SA are involved with kayaking and regularly race in state and national regattas, as well as competing in state and national surf championships. Many of these athletes are on our national canoe sprint teams (U23, U21, U18)

Sunshine Coast

Shane Dalziel is now back involved with the Kawana Waters Canoe Club and working with several high-quality surf athletes, many of which were selected on national under age sprint teams. Shane has been providing some stability and leadership in the area something that has been lacking for a while. PA plans to increase its activity with surf on the Sunshine Coast – most likely a clinic and testing day similar to the Central Coast model.

Sydney Northern Beaches

Sydney Northern Beaches Performance Pathway Hub (funded by PA's Pathways) provides a suitable development program for surf athletes. A number of young surf athletes are training in this environment. Luke Morrison, Head Ski Coach at Newport SLSC and also a Kayak World Championship silver medallist, provided coaching support for surf athletes in the area. Luke was supported on a contract basis by PA Pathways as one of our Pathway Coaches. One of Luke's key objectives was to identify talented surf athletes and provide opportunities to become involved in canoe sprint. Luke also spends time at Avoca supporting the athletes and coaches in that area.

Western Australia

WA is currently re-establishing its canoe sprint development program and, in conjunction with the Western Australian Institute of Sport (WAIS), is planning a talent search / talent ID program which will target surf athletes as well as the wider community. This is likely to occur in the latter half of 2018.

Gold Coast

Naomi Flood and Guy Power have been working with a number of surf athletes on the Gold Coast. A testing session was held in December with eight athletes identified and commenced in a fast track program. Six athletes attended the 2018 Canoe Sprint National

Championships. Peter Winton (Kurrawa SLSC) has offered to act as a surf to kayak coordinator in the area. Peter is connected with both the Currumbin Creek Canoe Club and Varsity Lakes Canoe Club. These clubs will offer a real opportunity for younger surf athletes to become involved in canoe sprint at the grass roots level where they can develop quality technique foundations preparing them to become established ski and kayak paddlers in the future.

Sprint Pathway Overview

As well as identifying new talent, the National Pathways Program will continue to focus on the development of our current crop of talented young athletes, so they are capable of not only making future national teams, but also ensuring they are competitive on the world stage.

Several underage national teams were selected in 2017-18 and attended many significant international benchmark events; Asia Pacific Sprint Cup, Adelaide SA; Junior and Under 23 World Championships, Plovdiv, Bulgaria; and Olympic Hopes Regatta, Poznan, Poland. These tours and championships provided valuable development opportunities for Australia's talent pool.



As PA's National Sprint Pathways Program continues to evolve, it is vital to the future success of our national senior sprint team. The program is instrumental in ensuring the next generation of Australia's elite canoe sprint athletes are experienced, well prepared and ready to make a successful transition.

David Foureur
National Pathways Lead – Sprint
Paddle Australia

Sport Services Report

The Sports Services business unit was established in late 2017, to provide more focus and resources to the disciplines. The Sports Services unit has spent 2018 establishing and providing clarity on processes and procedures in events, development and touring teams, as well as providing more support to Committees.

Events

Sports Services has been reviewing Paddle Australia (PA) policies and bylaws relating to events in preparation for the start of the 2018/19 season. This will include discipline specific rules/policies and general policies such as the Competition Policy. We have also worked on a new structure for host agreements to confirm the roles and responsibilities are more clearly defined.

Sports Services will be working with each Technical Committee over the next six months to determine a five year calendar for events and a discipline specific strategic plans.

PA is placing more emphasis on communication and promotion of events for the 2018-19 season, to ensure the correct messaging and presentation is consistent between events.

Officiating

PA has developed an Officiating Framework that is consistent across all the disciplines in 2018. The framework has been developed to allow PA to grow our volunteers into officials and our officials into more senior roles and hopefully continuing onto completing the ICF qualifications. The framework consists of two levels: Foundation Official and National Official.

With the framework completed, PA was able to start developing the courses and course content for each discipline. PA is now in the final stages of publishing the Sprint Foundation and National courses, and Slalom Foundation course, with the plan to publish these courses by the end of 2018. All other discipline courses will be developed in early 2019 with the proposed release date by June 2019.

Development

PA recognises the importance of development in our non-Olympic disciplines and will be financially contributing to targeted development programs. The aim is to help further develop the sport as a whole. PA is working on clarity of the responsibilities of development activities and camps and defining a clear purpose for each development activity. PA will also

develop a list of recommended consultants such as nutritionists and psychologists to be used at the camps.

Touring Teams

Sports Services has been reviewing PA's procedures and process for touring teams. The changes identified for tours will come into effect for the 2019 touring seasoning.



Athletes Commission

In late 2017, PA rejuvenated the Athletes Commission as a Committee of the Board, with a revision of their Terms of Reference and membership. The Athletes Commission will:

- Communicate on behalf of the athlete body any concerns or issues of the athletes;
- Offer advice and recommendations to the Board on athlete programs;
- Report to the athlete body the outcome of relevant decisions made by PA on issues identified by the athlete body through the Commission;
- Advise the Board on how athletes can better access opportunities to improve their sporting performances; and
- Identify and make recommendations on improvements to athlete support and welfare and assist in the implementation of the athlete programs.

The Athletes Commission has been formed and is currently represented by athletes from Sprint, Slalom and Paracanoe. The representatives are:

- Slalom – Jessica Fox and Ethan Hodson;
- Sprint – Jaime Roberts and Bill Bain;

- Paracanoe – Amanda Reynolds and Curtis McGrath;
- Other Athletes Commission Representatives – Ken Wallace.

The Athletes Commission had their first meeting on Tuesday 27 March 2018, where the members of the Commission elected Ethan Hodson as Chair and Jaime Roberts as Vice Chair.

The Commission has agreed and recommend to the Board the inclusion of representatives from each discipline to the Commission. The process of the non-Olympic discipline athlete representatives to the Commission will be announced in late 2018.

Ethics and Integrity Committee

PA has set up an Ethics and Integrity Committee. The objective and purpose of the Ethics and Integrity Committee is to assist the Board in fulfilling its responsibilities relating to the issues of ethics and integrity within the sport and the organisation. This includes assisting the Board in relation to the organisation's integrity and compliance requirements relating to:

- Policy, education and reporting requirements in relation to anti-doping, anti-match-fixing, and the organisation's sports science and sports medicine process;

- Anti-illicit drugs and protective measures for the probity of the organisation and the athletes;
- Oversight of the organisation's Member Protection Policy and related matters;
- The establishment, maintenance and review of organisation's ethics and integrity framework and rules;
- Organisational issues at an operational level that impact on the organisation's performance and reputation; and
- Other related matters affecting the integrity of the organisation and sport.

The PA Board is identifying members of the Committee, with the Committee to meet for the first time in August 2018.

Thank You

On behalf of the Sports Services unit, we would like to thank all the volunteers that have given up their time on the Committees as well as officials and organisers of the national events. Thank you for all your advice, guidance and support, it has been greatly appreciated

Mary Macaluso
Sports Services Manager
Paddle Australia



Canoe Marathon

The Canoe Marathon Committee had set its future directions after a meeting of state delegates on 7 November 2017. The States were well prepared presenting their current status and key concerns for the sport going forward. Key points were consolidated into a 'traffic light' system indicating the status of each point and responsibilities applied. Most have been achieved or progressed with some identified as beyond the responsibilities of the Committee, requiring ownership from the State or PA. The state delegates meeting will continue to be an annual occurrence on the canoe marathon calendar.

Jerry Dunn (Chair), Bob Turner, Margi Böhm and Joe Alia form the Canoe Marathon Committee. Tom Balaam resigned during the year. All are thanked for their dedication and devotion to the betterment of canoe marathon in Australia.

Events

The 2018 Australian Canoe Marathon Championships were held at West Lakes, South Australia from 18 to 20 May 2018. This was a move away from the traditional Easter weekend.

Participation in Canoe Marathon continues to grow. Overall, entries increased from the previous years. Day 1 entries saw 217 participants, whilst 167 competed on Day 2. It was pleasing to see female participation increase to 42% of entries on Day 1, and to 40% on Day 2. Junior (Under 18) participation grew this year with more than 30% of entries on Day 1 and just over 36% on Day 2.



Consolidation of recreational craft under one category helped to ease challenges associated with the entry system and contributed to better entry numbers in both the ICF classes of Kayak & Ski.

Several state member associations have adopted Webscorer as their system for both entries and results, and therefore it was logical to use the same system for national events. It is considered to provide a simpler process for competitors, is easier for officials to use, and provides results in a timely manner in a user-friendly format.

Thank you to the assistance of Paddle SA and the many volunteers who made the event a success. The 2019 Australian Canoe Marathon Championships is to be hosted by Paddle WA.



Development

The performance by Junior Men and Women at the 2017 ICF World Canoe Marathon Championships demonstrates the success of greater development planning. The Junior Men both earned top ten finishes in the K1; Daniel Mole 8th and Mitch Cronin 10th, then teaming to finish 8th in the K2. Erin Blanch finished 5th in the Junior Women K1.

Contributing to their performances was being familiar with the location, accommodation, and course following the Emerging National Team (ENT) 2016 tour at the competition venue. Additionally, sports testing during the 2016 ENT tour provided key performance information to the athletes and coaches that allowed more targeted training over the 18 months between ENT 2016 and competition at the 2017 World Championships.

To compensate for the absence of ENT tours in 2017 and 2018, a unique sports testing opportunity for canoe marathon athletes was developed and tested. The *TrainSmart* program endeavours to provide athletes and coaches with an integrated assessment of the paddler's strengths and weaknesses to facilitate improved training efficiency. The program uses an athlete-kayak-paddle model to assess key strengths and weaknesses in performance indexed against top

performances at a world canoe marathon level. The initiator of *TrainSmart*, Margi Böhm, modelled the canoe marathon system based on own experiences and scientific research in fluid mechanics, education, and human physiology.

Results from trials of *TrainSmart* show improved technique and boat speed over 10km, together with physiology specific training over 10 weeks of intensive coaching.

In March 2018, a camp was held in Canberra with seven athletes and their coaches. Four athletes attended a camp in June 2018, specifically held for national team members. Eight weeks prior to the World Championships, two junior athletes returned for six weeks of further *TrainSmart* development. Both athletes improved their performances significantly and will be headed to Portugal fitter, stronger and faster.

The sports testing camps encourage coaches to also attend to assist with better communication to lay the foundations in building a collaborative coaching environment for all paddlers. *TrainSmart* utilises a team of experts as we develop a more professional approach to coaching canoe marathon.

2018-19 will hopefully see ENT resume and will continue to work on encouraging more paddlers to be involved in the *TrainSmart* program.

Jerry Dunn
Chair

Canoe Marathon Racing Technical Committee



Canoe Polo

Promoting, growing, developing, competing – canoe polo continues as a challenging team sport for players of all skill levels.

Promoting

Engaging around 2500 followers, Facebook is generating enthusiasm and interest amongst players and supporters. It is also enticing some former players to re-engage with polo. *Throwback Thursday* is a weekly post reaching into the archives to highlight teams and events from early days. Also posted weekly, athlete profiles share insight into the current Australian men's and women's teams. Keeping in touch with the canoe polo community, E-news provides updates and features. Coming in 2018, a short promotional video featuring the 2018 Australian Championships, which will be distributed far and wide.

Growing

Ongoing activity in each state is countering the membership decline of the past few years. Western Australia, South Australia and New South Wales are each making inroads to re-establish and build regular competitions. Ambrose Treacy College in Brisbane is of special interest. It has made canoe polo a compulsory part of its physical education program. In Melbourne, three universities competed at an intervarsity championship to demonstrate renewed interest. However, the intended *2018 Australian Schools Canoe Polo Championships* will not proceed because we have not managed to find someone to take on the needed organising role.



Developing

The foundation coaching course continues to strengthen our sport by producing coaches confident in their skills and eager to lead training sessions. The course is an excellent introduction to coaching; it includes classroom and on water sessions in coaching methods, paddling technique, ball and boat skills, rolling, defence and offence tactics. Alice Springs and Queensland each ran the course and anticipate welcoming several accredited coaches to their ranks – a key step in lifting team skills and performance.

Referee training is also in focus as they target level A, B or C accreditation. Six referees were accredited at the Australian Championships in Adelaide. Alice Springs and Tasmania are planning referee training for 2018.

As we know, funding development can be a challenge. Grants are a good source of support and available for a wide range of activities and needs. Federal, state and local government grants are available to individuals, teams, clubs and state associations. Through the year, players and clubs have achieved or applied for grants to assist with field equipment, referee training and individual travel.

Competing

For the first time, the Australian men competed at the **2017 Asian Canoe Polo Championships**. We competed as a development team but in the long-term hope to become a regular member of the region. **Canoe Polo Super League** is a completely new approach to canoe polo. Not associated with the ICF, super league is a high-profile professional sport. In the 2017 inaugural competition, boats, gear and airfares were provided to selected players from around the world. Teams were selected by the organisers (not by country) to provide high energy competition. Six of our men were invited to compete. Watch out for super league, it will only get stronger.

After a break of a few years, South Australia hosted the **2018 Australian Canoe Polo Championships**. Held at West Lakes Regatta Centre, around 150 players in 26 teams from Qld, NSW, ACT, Vic, SA and the NT took to the water. Players from Hong Kong and Singapore also joined us. South Australia continued to set the pace with organisation, playing fields, excellent facilities and spectator viewing. Well done! The championship trophy went to Victoria but with only six points making the difference. The trophy is awarded on points allocated by performance and by participation so there is good opportunity for the other states to lift the trophy high.

In a first that is likely to become a tradition, our previous women champions proudly and enthusiastically handed on playing numbers to the newly announced Australian women's team. An ideal time to recognise the previous team and also wish the new side success.

The 2019 championships will be hosted by Paddle NSW/ACT on the Parramatta River. Rumour has it that WA will field a team or two and Tasmania may make the trip across Bass Strait. Planning is also under way for the **2019 Oceania Championships**, which will follow the nationals at Parramatta.

Thanking

Thank you to the many people making a difference on and off the water, team work at play

Ian Beasley
Chair
Canoe Polo Technical Committee

Canoe Slalom

Over the past 12 months, the Canoe Slalom Technical Committee (STC) has been continuing to focus on development in the sport by implementing a number of changes aimed at up and coming athletes and providing suitable racing opportunities from the grassroots level to the elite level.

After much consultation with the paddling community, Paddle Australia (PA), and STC; it was agreed that a changed format (specifically, the separation of Junior and Senior Nationals) would be used in the 2018/2019 summer. These changes were designed to support the PA Canoe Slalom Development Competition Pathway - Future Directions for Junior and U23 Athletes.

As a result, the 2018-19 National Championships will follow a modified structure to previous years, with the National Schools Whitewater Championships being replaced with the Junior and Master's National Championships. The event will be held in Eildon, Victoria, in January, following the Senior Nationals, which will be held in Brady's Lake, Tasmania. With these changes, the aim is to reduce the junior focus at the Senior National Championships by limiting the junior age categories to under 18 and under 15 from 2019 onwards, and running the event on more challenging whitewater and gate configurations. The Junior Nationals will continue to include multiple junior and masters age groups, with club/school trophies to be awarded as well.

As the timing of the Junior Nationals was extensively discussed, with many different options proposed, the STC will continue to work with the slalom community to ensure the event is run at a time and venue that allows for high participation. While future years may see the timing of the Junior and Senior Nationals vary to accommodate water releases in different paddling locations or to endeavour to find a more suitable time for the Junior Nationals, the STC hope to trial the separation of Junior and Senior Nationals over the next few years. However, we welcome feedback following the Junior and Senior Nationals in 2019 and will be reviewing the impact of these changes on the quality of competitions, as well as on the number of participants and officials who attend each event.

As with many sports, slalom continues to rely heavily upon the dedicated work of volunteers across the country. The STC recognise, and is grateful for, the huge amount of time and effort put in to the running of events, judging, and coaching across the country, and have identified the slalom volunteer base as an area to address, to ensure our volunteers are not overburdened. We are currently seeking to bring on board another committee member who is able to focus on building the depth of volunteers in the sport and implementing a progression plan for judges similar to what has been adopted for athletes under the Performance Pathways. Many of our judges participated at World Cup and World Championship

events this year, including Sue Natoli, Peter Grant, Graeme Caudry, and Chris Thompson, and we hope to provide a clear pathway to ensure many more judges have the opportunity to judge at top international events in future.

2017 saw the introduction of the Slalom Performance Pathways Manager, a new role focusing on developing high-quality coaching and development. Mike Druce brought extensive knowledge and experience from his position as head coach to the role, which saw state coaches assigned in Victoria, New South Wales, Tasmania, and Western Australia. The STC continue to work to support the of these state-based coaches, along with supporting the wilderness/U23 paddlers within each state.

Finally, at the beginning of 2018 the STC, along with PA, agreed to put forward an expression of interest to the ICF to host a World Cup in Penrith, NSW, in 2021. If successful, the bid would see the top paddlers from around the world coming to Australia to compete, allowing for greater race opportunities for our top paddlers, potential marketing and sponsorship around the event, and greater exposure for the sport within Australia.

Sarah Forsythe
Chair
Canoe Slalom Technical Committee



Canoe Sprint

Olympiad Strategic Outcomes

As we approach the 2018-19 competition year the Committee are conscious of the need for our competition program to now cater for the new Olympic event program.

There are now six women's and men's events on the Olympic program to reflect gender equity and the introduction of Women's C boat competition. This will see a change from our traditional focus on Men's K4 1000m in favour of the Men's K4 500. Another change to the Olympic program is that countries will now have two entries per event, meaning countries with strong performance depth may have additional athletes capable of meeting A finals.

Committee

The composition of the Committee was:

- Greg Kaeding (Chair)
- Dasha Kopecek
- Laura White
- Mark Bulmer
- Rick Bayliss
- Jeremy Norton.

It is noted that whilst the Committee is not structured to necessarily provide state representation, the Committee is keen to receive specific state input on any items and issues of interest.

As in previous years, a regatta sub-committee provided competition organisation in conjunction with the PA's Sports Services unit. The sub-committee membership was:

- Greg Kaeding
- Jim Murphy
- Mark O'Brien
- Ian Hume
- Mary Macaluso and
- Tracey Tapscott.

Events

Venues for 2017-18 were:

- GP-1, West Lakes SA (cancelled);
- GP-2, Sydney International Regatta Centre NSW;
- Senior Selection, SIRC NSW;
- Nationals, SIRC NSW;
- Asia Pacific Sprint Cup, West Lakes SA.

An excess of 90 volunteers provided support at the national regattas this season. In order to address volunteer shortage, an officials quota system was introduced. It was designed to ensure a minimum of 30 officials are available at all times throughout the regatta.

As in previous years, the financial support of PA HP is appreciated, as it has provided budget flexibility and determined the ability for provision of start gates with a need to cover transport and installation costs.

In 2018-19, three venues will be used; GP-1 at West Lakes, GP-2 at SIRC and Nationals, including Selection, in Perth.

International Event Representation

In May, we conducted the first Asia Pacific Sprint Cup. This event initiative was championed and delivered by PA's David Foureur and Mary Macaluso. The event aspires to be a drawcard for international junior teams in future years, with the first three years being hosted in rotation by Australia (2018), New Zealand (2019) and Japan (2020).



Whilst the event itself was an outstanding success, it did lead to some disquiet in relation to the traditional Olympic Hopes Team selection process. Concern was expressed that the incorporation of the Asia Pacific Sprint Cup as a selection pre-requisite for the ICF Olympic Hopes competition would impact on junior development through the imposition of higher selection standards.

Hence, the Committee saw the option of a Junior Development Squad Tour as an extended athlete

pathway opportunity to facilitate a European competition experience and to foster, encourage and retain athletes to compete in the domestic program.

As a result, a squad of eleven athletes toured and competed overseas in May/June at the Wiesbaden and Piestany Regattas, and also attended the ICF World Cup regatta in Duisburg where the Australian Senior Team was competing. Thanks to Mark Bulmer and Christine Duff for their strident support of this tour.

In 2019, it is intended that a touring squad opportunity will be made for the next tier of athletes after the Olympic Hopes Team is selected.

Acknowledgements

I would like to thank every member of both Committees for their time, commitment and efforts.

A big thanks to the officials from all states who volunteer their time and experience at their own expense. It is sincerely appreciated.

I would like to acknowledge the efforts of Shaun Stephens and David Foureur. The Committee continues to work cooperatively with the HP Unit.

Thanks to all the PA staff especially Mary Macaluso for her regatta operations, Courtney McMillan for her regattas support, especially in respect to officials, and to Mark Thurgood for his work on coaching.



I would further like to acknowledge the involvement we have had with new CEO Phil Jones. It is great to have a likeminded individual supportive of resolving and achieving sprint discipline outcomes whilst maintaining appropriate context of strategic and operational issues demanding his attention.

Thanks to President Andrea McQuitty for always maintaining her objectivity and pragmatism, and to the Board for their oft unrecognised acknowledgement contribution of issues besetting our discipline.

Greg Kaeding

Chair

Canoe Sprint Racing Technical Committee



Freestyle

The Australian freestyle team has done very well again this year. Countless hours of training and behind-the-scenes work have gone into the team getting ready for next year's World Championships which will be held at the freestyle venue in Sort, Spain, in July. We envisage a large team will represent Australia next year and we are looking forward to selections which will be held at Penrith Whitewater Stadium in early 2019.

Australia fielded a strong World's representation in Argentina in 2017, which saw a large team head to San Juan to compete on one of the best hole features that World's has been held on. Of note, Jack Newland from Victoria came 12th in the Junior Men's class. Jack has minimal whitewater available in his home base, and trains on flatwater over the year which has seen him now become one of Australia's best freestyle kayakers.

Jez, Chairman of the Freestyle Committee is an active member of the ICF Freestyle Committee and played a role in helping coordinate the World's alongside the San Juan team. Jez was also selected as head announcer for this event. Jez and Josh Singleton are the team coaches who helped support the team. The amazing assistance of team manager Eileen Callaghan was crucial in coordinating the team for the World Championships. The entire freestyle community would like to thank her for all her efforts over the last few years.

Christian Hliounakis from Penrith won the Penrith's Council Young Sporting Award for the year and he is setting his sights on making the top ten at the upcoming worlds.

Jez was fortunate to gain two Guinness World Records with Claire O'Hara, featured on BBC, for the most rolls in a tandem kayak in a minute and longest stern stall.

Pool sessions have been taking place over the winter months allowing the team to continue their training.

Many of the juniors have started a program with the Western Sydney Academy of Sport, which is providing direction on training programs.

Australian team has been training hard with guest coach 10x World Champion Claire O'Hara becoming a big part of our progress.

A majority of the team headed to New Zealand's South Island to participate in the Hawea Camp for Freestyle paddlers which was run by Claire.

USA juniors have started to head to Australia to train in their winter period.

For the first time ever, with great assistance from PA, we are very excited to announce that we will be holding the first ever Oceania competition for freestyle kayaking. The Freestyle Committee have been pushing for this competition for many years and it is fantastic to

see it finally come to reality. In consultation with slalom and wildwater, we expect to see the first ever multi-disciplined competition which encompasses the Freestyle Oceanias. February will be a very exciting time for freestyle as we also look to create the first ever Australian Freestyle Open which is aligned with the Australia Slalom Open at the Penrith Whitewater Stadium.



The Freestyle Committee has once again been very proactive in our sport internationally, working with the ICF to push forward rule changes which support gender equity for the junior classes. Australia has been at the forefront of gender equity by our successful previous request to change the places for women's class to be aligned with the men's class. Now the focus for our committee has moved to the junior class in an attempt to complete the same across all the disciplines of the sport.

We look forward to the 2018-19 summer competition and training as we look towards sending one of the strongest teams that Australia has fielded at World's competition. We are also assisting the ICF Freestyle Committee in their attempts to bring attention to the discipline as an Olympic discipline.

A huge thank you to those on the Committee for being so proactive and helpful for the sport. Thank you to all that have supported freestyle this year.

Jez Jezz
Chair
Freestyle Technical Committee



Ocean Racing

World Championships

This year has seen the World Ocean Racing Championships held in Hong Kong, with an excellent showing from Australia with 10 Gold Medals, five Silver and three Bronze.

Our Juniors and U23s (male and female) performed very well showing growth and advancement in world rankings.



ICF

Australia was the only country to put forward racing rule changes to the ICF earlier this year. These changes were to overcome the restrictive ICF ruling of two athletes per class (Juniors, U23 and Open), as Ocean Racing does not have the limitations of lanes, timing runs, water levels etc like some of the other disciplines. The rule changes put forward should be ratified in November this year and initiated for 1 January 2019. These changes are to allow the top five athletes in each Open, U18 and U23 divisions to be selected from each country, as well as the Top 40 World ranked athletes. We have proposed that the current World Champions from these divisions would also receive automatic selection to the next World Championships.



Ocean Racing will now hold World Championships every year from 2019 instead of every two years. The next three championships have been decided, being France 2019, Portugal 2020, and Spain 2021.

Safety

We have trialled a few GPS options in the last 12 months to help with paddler safety while in training and racing. The cost of some units is quite high with ongoing monthly payments. There are some good advancements in technology happening in the next 12 months, which will bring the unit cost down and replace the need to have sim cards. We will keep pursuing this technology with the hope of giving all athletes GPS coverage anywhere around Australia in training or racing.

Membership

We are still looking at options of how to engage the hundreds of ocean paddlers that are not affiliated to PA. Resistance still revolves around the value of joining PA or a canoe club.

Rob Jenkinson
Chair
Ocean Racing Technical Committee



Wildwater

2017 Junior and U23 Team

Every member of the team put in their best effort and all should be proud of their results throughout the Junior and U23 World Championships. For most members of the team, it was the debut Australian Wildwater Tour. Not only did they need to overcome the nerves and excitement of their first tour, but they also had to compete on the most difficult and overwhelming course they had ever experienced. All team members overcame their pre-race nerves and performed exceptionally well to an international level. The Australian team spirit is what has been the stand out for this tour during racing, with all members of the team demonstrating leadership, resilience and sportsmanship. The team's genuine care and concern for each other has been inspiring to observe. The calm and reassuring approach of the coaches and the support of the parents has made the program a positive and enjoyable experience for all.

2018 Senior Team

The 2018 Senior Wildwater Team produced some of the best results Australia has produced at a Wildwater World Championships in a number of years. Impressively, Robert McIntyre place 5th in the world in the K1 sprint event. We also saw an outstanding result from Alex McIntyre, Kaylen Bassett and Robert McIntyre in the K1 sprint team event, just missing out on a medal and placing 4th. This result by the men is the best result Australia has ever achieved since its introduction in 2002. The entire team should be proud of their efforts at the World Championships and World Cups.

Wildwater Nationals

The 2018 Wildwater National Championships were held on the Goulburn River, Victoria, on the 8-9 January 2018. With 120 entries in the sprint events and 60 entries in the classic events, it was great to see such a high level of participation from paddlers. A large percentage of the participation was from the 12-16 age bracket, which was great to see.

A number of athletes in the Junior and U23 age groups were demonstrating results which could meet selection

percentages in 2019. We would like to extend our congratulations to all athletes that competed in the Championships. Thank you to all volunteers involved for their efforts to run the Championships.

Training Camps

2018 saw PA hold an all-inclusive Wildwater National Training Camp at Penrith Whitewater Stadium. The training camp was attended by enthusiastic downriver paddlers with a mixture of new and experienced wildwater paddlers.

For a number of these younger paddlers, this camp was about development of technical skills, testing speed on flatwater and whitewater, but most of all learning how to paddle on unfamiliar high-grade water.

The camp was enjoyed by all attendees and they all left with excitement to attend the next camp.

Congratulations to all paddlers for stepping up and extending themselves and a big thank you to the parents for not only allowing us to challenge their children but also supporting PA and the camp. PA is planning to run similar camps for 2019 to ensure consistent development throughout all levels of wildwater paddling in Australia.

Future for the Sport

PA is focusing on developing wildwater participation and competition in Australia. We endeavour to provide opportunities to get people involved in the sport at all levels. In 2018 and 2019, PA will be running two wildwater camps; the first as a development camp in preparation for the National Championships and the second for the 2019 Senior, U23 and Junior team selected for World Championships to further grow their skills and prepare for the World Championships. These camps will not only help develop our athletes but also help us push for a podium finish in 2019.

PA is also developing a new competition conception for wildwater with the introduction of two Wildwater Sprint Grand Prix to be held in 2019. The concept of these races is to attract international competitors to come to Australia and compete in wildwater. The introduction of these races will help Australian athletes by raising the standard of our local competition against some of the best athletes in the world.



Our Teams

Canoe Marathon

2017 Marathon World Championships

Team Management

Hugh Trivett

Joe Alia

Junior Team

Erin Blanch (QLD)

Mitchell Cronin (NSW)

Rachel de Kretser (VIC)

Luke Dooley (WA)

Daniel Mole (QLD)

Emily O'Rourke (VIC)

Max Smith (WA)

U23 Team

Marcelo Cabezas (ACT)

Logan Dutton (VIC)

Casey Haynes (VIC)

Montannah Murray (NSW)

Isabel Neilson (VIC)

Matilda Stevenson (VIC)

Sabastian Wakim (VIC)

Senior Team

Reka Abraham (VIC)

Marlena Ahrens (VIC)

Marcelo Cabezas (ACT)

Josh Kippin (WA)

Michael Leverett (VIC)

Kate Leverett (VIC)

Rain Metsoja (QLD)

Montannah Murray (NSW)

Glenn Pyne (QLD)

Brendan Rice (WA)

Brea Roadley (VIC)

Sasa Vujanic (NSW)

Sabastian Wakim (VIC)

2017 Marathon World Cup Masters Team

Margi Bohm (ACT)

Marc Brehin (SA)

Roger French (SA)

Laura Lee (NSW)

Rain Metsoja (QLD)

Elizabeth Pratt (NSW)

Megan Pyne (QLD)

Mark Rickard (QLD)

Neil Thomson (SA)

Cathy Venning (SA)

Michele Waldon (QLD)

David Young (NSW)

Canoe Polo

2017 Asian Canoe Polo Championships

Team Management

John Moore

Team

James Deakin (ACT)

Darragh Downey (NSW)

Mark Huang (NSW)

Michael Lawrence-Taylor (ACT)

Nathan Rosaguti (NSW)

Robert Sims (NSW)

Canoe Slalom

2017 Senior World Championships

Team Management

Julien Billaut

Eimear Craddock

Mike Druce

Myriam Fox

Sara Latham

Nick Perry

Team

Ian Borrows (NSW)

Tristan Carter (VIC)

Lucien Delfour (NSW)

Warwick Draper (VIC)

Kate Eckhardt (TAS)

Jessica Fox (NSW)

Noemie Fox (NSW)

Rosalyn Lawrence (NSW)

Jaxon Merritt (VIC)

Daniel Watkins (TAS)

2017 U23 and Junior World Championships

Team Management

Jill Bassett

Pierre Bourliaud

Julien Billaut

Mike Druce

Christian Fabris

Myriam Fox

Nick Perry

U23 Team

Tim Anderson (VIC)
Tristan Carter (VIC)
Brodie Crawford (WA)
Kate Eckhardt (TAS)
Kaspar Fiebig (NSW)
Kristian Fiebig (NSW)
Jessica Fox (NSW)
Noemie Fox (NSW)
Benjamin Pope (WA)
Angus Thompson (NSW)
Daniel Watkins (TAS)

Junior Team

Lachlan Bassett (VIC)
Alexandria Choate (WA)
Billie Knell (WA)
Kiara McKay (NSW)
Cameron McLaughlan (VIC)
Louis Richardson (WA)
Kira Wall (WA)

2018 Senior World Cup

Team Management

Julien Billaut
Eimear Craddock
Myriam Fox
Robin Jeffery
Sara Latham
Nick Perry

Team

Tim Anderson (VIC)
Ian Borrows (NSW)
Brodie Crawford (WA)
Lucien Delfour (NSW)
Kate Eckhardt (TAS)
Jessica Fox (NSW)
Noemie Fox (NSW)
Rosalyn Lawrence (NSW)

Benjamin Pope (WA)
Daniel Watkins (TAS)

2018 National Talent Squad

Team Management

Warwick Draper
Robin Jeffery
Sara Latham
Jill Bassett

Team

Kieren Black (VIC)
Alexandria Choate (WA)
Jack Choate (WA)
Abby Collins (VIC)
Mark Crosbee (VIC)
Samuel Grant (VIC)
Ryan Hughes (VIC)
Robert Janiszewski (VIC)
Zoe Lau (VIC)
George Lazenby (TAS)
Benjamin Little (VIC)
Bradley McLaughlan (VIC)
Joshua Montalto (VIC)
Sebastian Montalto (VIC)
Alex Nevin (WA)
Georgia O'Callaghan (VIC)
Daniel Shamieh (VIC)
Ben Strmecki (VIC)
Claire Tonkin (NSW)
Louis Vincent (TAS)
Sophie Wilson (NSW)

Canoe Sprint

2017 Senior World Championships

Team Management

David Aitken
Rick Bain
David Foureur

Nathan Luce
Jimmy Owens
Jan Martin Parker
Shaun Stephens
Anna Wood
Glen Workman

Team

Bill Bain (QLD)
Jo Brigden-Jones (NSW)
Alyssa Bull (QLD)
Alyce Burnett (QLD)
Jayden Ellis (SA)
Riley Fitzsimmons (NSW)
Matt Goble (SA)
Catherine McArthur (SA)
Simon McTavish (NSW)
Jaime Roberts (WA)
Murray Stewart (NSW)
Ken Wallace (QLD)
Jordan Wood (QLD)

2017 Paracanoe World Championships

Team Management

Jesse Fleming
Andrea King
Trina Lat
Guy Power

Team

Dylan Littlehales (NSW)
Curtis McGrath (QLD)
Jocelyn Neumueller (SA)
Amanda Reynolds (VIC)
Susan Seipel (QLD)

2017 U23 and Junior World Championships

Team Management

David Aitkin
Ramon Andersson

Rick Bain
Christine Duff
David Foureux
Guy Power
Duke Ruzicic
David Smith
Anna Wood

U23 Team

Bill Bain (QLD)
Ella Beere (NSW)
Alyssa Bull (QLD)
Josephine Bulmer (SA)
Jayden Ellis (SA)
Riley Fitzsimmons (NSW)
Charlie Kneebone-Ellis (SA)
Francesca Kidd (SA)
Jared Lee (SA)
Sean Lohse (SA)
Brianna Massie (QLD)
Simon McTavish (NSW)
Shannon Reynolds (WA)
Isabella Rositano (SA)
Yale Steinepreis (WA)
Jordan Wood (QLD)

Junior Team

Monique Carbone (WA)
Mackenzie Duffy (QLD)
Jesse Ellis (NSW)
Liam Farrell (NSW)
Tom Green (QLD)
Jakob Hammond (NSW)
Lucinda Kelly (NSW)
Tiarnee Massie (QLD)
Ethan Neville (NSW)
George Rugless (SA)
Angus Schmidt (NSW)
Jemma Smith (NSW)

2018 Senior World Cup

Team Management

David Aitken
Nicola Bullock
Felix Matuschak
Emma Moffet
Jan Martin Parker
Jimmy Owens
Jesse Phillips
Duke Ruzicic
David Smith
Shaun Stephens
Anna Wood
Glen Workman

Team

Bill Bain (QLD)
Stephen Bird (WA)
Jo Brigden-Jones (NSW)
Alyssa Bull (QLD)
Josephine Bulmer (QLD)
Alyce Burnett (QLD)
Riley Fitzsimmons (NSW)
Matt Goble (SA)
Thomas Green (QLD)
Catherine McArthur (SA)
Simon McTavish (NSW)
Jaime Roberts (WA)
Murray Stewart (NSW)
Jordan Wood (QLD)

2018 Paracanoe World Cup

Team Management

Jesse Fleming
Guy Power

Team

Dylan Littlehales (NSW)
Curtis McGrath (QLD)

Amanda Reynolds (VIC)
Susan Seipel (QLD)

2018 National Talent Squad

Jeremy Alderson (WA)
Fletcher Armstrong (NSW)
Harrison Armstrong (NSW)
Chelsea Beal (SA)
Carter Brodhurst-Hill (QLD)
Byron Chadwick (NSW)
Mackenzie Duffy (QLD)
Alicia Fay (QLD)
Kailey Harlen (NSW)
Thomas Hughes (NSW)
Jesse Kneebone-Ellis (SA)
Tinus Koekemoer (NSW)
Daniel Kurcharski (SA)
Sebastian Kucharski (SA)
Lincoln Loughry (SA)
Jenaya Massie (QLD)
Tiarnee Massie (QLD)
Yasemin Ray (WA)
Chaise Richardson (QLD)
Alex Robinson (WA)
Ashlee Schoene (SA)
Toby Schooley (NSW)
Hannah Scott (VIC)
Ethan Shapcott (NSW)
Jarrah Sheppard (NSW)
Charli Smyth (SA)
Andrew Steel (SA)
Sascha Taurins (NSW)
Alisa van der Kwartel (NSW)
Anthea Warne (QLD)
Liam Warriner (QLD)
Caitlin Webber (SA)
Phoebe Wills-Grace (QLD)
Kali Wilding (NSW)

Freestyle

2017 Freestyle World Championships

Team Management

Eileen Callaghan
Jez Jezz
Josh Singleton

Senior Team

Luke Callaghan (NSW)
Michaela Dealtry (NSW)
Joseph Dune (NSW)
Jez Jezz (NSW)
Peter Newland (NSW)
Dita Pahl (VIC)
Sue Robb (ACT)
Joshua Singleton (NSW)
Lewis Wylie (VIC)

Junior Team

Luke Carter (NSW)
Georgia Clarke (NSW)
Liam Dowd (NSW)
Christian Hilounakis (NSW)
Maddison Lewis (NSW)
Jack Newland (NSW)

Ocean Racing

2017 Ocean Racing World Championships

Team Management

Julie Jenkinson

Team

Kate Atkinson (WA)
Jeremy Cotter (QLD)
Sarah Davis (NSW)
Istvan Domokos (NSW)

Tim Fitzsimmons (QLD)
Gary Hancock (NSW)
Cory Hill (QLD)
Mackenzie Hynard (NSW)
Robert Jenkinson (WA)
Julie Jenkinson (WA)
Oscar Jones (NSW)
Murray Latham (WA)
Michael McKeogh (NSW)
Dee McWhirter (NSW)
Mike Mills-Thom (NSW)
Cat O'Leary (NSW)
Ryan Paroz (NSW)
Shannon Reynolds (WA)
Georgia Sinclair (NSW)
Andrew Sneddon (NSW)
Jim Walker (NSW)
Elizabeth Wise (NSW)

Team

Kaylen Bassett (VIC)
Lachlan Bassett (VIC)
Georgina Collin (WA)
Robert Janiszewski (VIC)
Alex McIntyre (NSW)
Robert McIntyre (NSW)
Dita Pahl (VIC)
Madison Wilson (VIC)

Wildwater

2018 Wildwater World Championships

Team Management

Peter McIntyre
Tony Misson

Team

Kaylen Bassett (VIC)
Georgina Collin (WA)
Robert Janiszewski (VIC)
Alex McIntyre (NSW)
Dita Pahl (VIC)

2018 Wildwater World Cup

Team Management

Peter McIntyre
Tony Misson

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

DIRECTORS' REPORT

Your directors present this report on Paddle Australia Limited for the financial year ended 30 June 2018.

Directors

The names of each person who has been a director during the year and to the date of this report are:

| | |
|----------------------------|---------------------------|
| Andrea McQuitty | |
| Anthony (Tony) Haines | |
| Claude Harran | |
| Ian Hume | |
| Hien Pham | Appointed 23 January 2018 |
| Edward Selby | Appointed 23 January 2018 |
| Concettina (Connie) Todaro | |
| Janine Faye Wood | Appointed 23 January 2018 |
| James Rennell | Retired 4 November 2017 |
| Ken Wallace OAM | Retired 4 November 2017 |

Directors have been in office since the start of the financial year up until the date of this report unless otherwise stated.

Principal Activities

The principal activity of Paddle Australia Limited during the financial year was:

The provision of national leadership and a national framework for harnessing the energies of the many paddling people and organisations throughout Australia with the aim of building the business of paddling for the benefit of all.

Short-term and Long-term Objectives

The company's short-term objectives are to:

- Increase connection with current and future participants through effective use of IT and engagement of programmes.
- Secure and enhance access to affordable, attractive and safe facilities and venues for all paddlers.
- Increase the capacity and capability of our people to deliver quality and safe paddling experiences for all.
- Ensure a culture of performance and sustained success and retention of athletes supported by effective leadership, quality coaching & competition, and access to first class daily training environments.

The company's long-term objectives are to:

- Engage and grow the participation base of paddlers
- Maintain and expand access to paddling locations
- Lead and guide people involved in paddle sports
- Have paddlers excel at every level of performance

DIRECTORS' REPORT (CONTINUED)

Strategies

To achieve its stated objectives, the company is adopting a revised four year strategic plan. The strategic plan focuses on the following key areas. Each sub-strategy has timelines, enablers and performance outcomes and measures.

1. Providing participation opportunities for all those wanting to join our community, whatever their age, background or ability.
2. Promoting and supporting pathways for those seeking to be the best they can be in their chosen area.
3. Developing our competitions into events that demand attention and involvement.
4. Developing a network that seamlessly connects and delivers services to the entire paddling community.
5. Ensuring that our connected community benefits from strong, consultative leadership that adds genuine value.
6. Reflecting a positive, shared brand, culture and values that make everyone want to be 'a part of paddling'.
7. Building a sustainable structure that maximises the prospects of success of paddling in Australia.

Key Performance Measures

The company measures its own performance through:

- Measuring the growth and reach in participation
- Measuring the increase or decrease in access to enjoyable and safe waterways and venues
- Measuring the number of members, coaches, officials, guides and volunteers
- Reviewing the performance of Australian paddlers on the world stage

Information on Directors

Andrea McQuitty

Director

- Deputy Chair & Vice President (elected on 11th November 2012, Deputy Chair since December 2015, President 12th November 2017)
- Board Representative on the Education & Safety Committee
- Board Representative on the Recreation Advisory Committee
- Board Representative on the Wildwater Technical Committee
- BSc – Biochemistry/ Botany, University of Tasmania (1986)
- Dip Ed, University of Tasmania (1990)
- Grad Dip Applied Science – Sports Coaching, University of Queensland (2006)
- AC Whitewater Instructor
- Level 2 Wildwater Coach
- Program Leader - Science – Devonport High School (2013- present)
- Teacher, Mathematics and Science; secondary and senior secondary (1991 – 2013)
- Development Officer for Canoe Tasmania (2005-2012)
- Head Coach – Australian Wildwater Team (2008-2010)

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

DIRECTORS' REPORT (CONTINUED)

Anthony (Tony) Haines Director

- Director (appointed as a casual vacancy on 11th April 2017)
- General Manager, co-founded XTD Limited (June 2013-current)
- Established Shark Island Paddlers in 2015 & hold office of Secretary
- Member of Paddle NSW Open Water Technical Committee
- Established the 'Tingira Challenge' Event at Rose Bay

Claude Harran Director

- Director (appointed on 21st July 2014, Deputy Chair since 12th November 2017)
- Board Representative and Chair on the Nominations Committee
- Board Representative on the Canoe Marathon Technical Committee
- Graduate Diploma in Legal Practice, Leo Cussen Institute (2004)
- MCommLaw, University of Melbourne (2003)
- Masters in Commercial Law, Commercial Law (Sports law emphasis), University of Melbourne (2002)
- LLB, Law, University of Nottingham (2001)
- BA, Economics and Industrial Sociology, University of the Witwatersrand (1996)
- Senior Legal Counsel, Nissan Motor Co. (Australia) Pty Ltd (since March 2014 – Present)

Ian Hume Director

- Director (elected on 25th October 2014)
- Chair of the Audit & Risk Committee
- Board Representative on the Canoe Polo Technical Committee (2015-2016)
- Board Representative on the Canoe Slalom Technical Committee
- Board Representative on the Education & Safety Committee
- Marathon and Sprint Racing Technical Official
- Officiated at the Sydney 2000 Olympic Games in Sprint.
- Member of the Canoe Marathon Technical Committee (1999 – 2003)
- Executive Officer for Canoe South Australia (2001-2006).
- Owner of Roof Rack City SA.

Hien Pham Director

- Director (appointed 23 January 2018)
- Social and Strategy Director, Deepend
- 10 years' experience in digital marketing
- Rock climbing enthusiast
- Camp Counsellor, Canada (2011), leading activities such as whitewater rafting, rock climbing, horseback riding, high ropes, and arts and crafts.

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

DIRECTORS' REPORT (CONTINUED)

Edward Selby Director

- Director (appointed 23 January 2018)
- Strategic Accounts Manager, System Partners
- Previous roles with GE, National Australia Bank, Accenture
- Bachelor of Business (Marketing)
- MBA, Melbourne Business School
- Director and Trustee, Selby Scientific Foundation

Concettina (Connie) Todaro Director

- Director (elected on 12 November 2016)
- Member of Paddle Australia Audit & Risk Committee (2015 – present)
- Member of Skills Impact Ltd Audit & Risk Committee (2018 – Present)
- Board Representative on the Canoe Polo Technical Committee
- Marathon Technical Official
- Member of the Canoe Marathon Technical Committee (2012–2016)
- State representative on Nominations Committee (2014)
- Director on Canoeing Victoria (2010 – 2014)
- CPA, CPA Australia Ltd, 1995
- AGIA, Associate Member, Governance Institute of Australia 2018
- Certificate in Governance Not For Profit, Governance Institute of Australia (2018)
- Bachelor of Commerce (Accounting), Victoria University, Australia, (1990)
- Associate Diploma in Marketing, Holmes College, 1998
- Finance Manager, Forestworks Ltd (2007–2017)
- Finance Manager, Skills Impact Ltd (2017 – present)

Janine Faye Wood Director

- Director (appointed 23 January 2018)
- Three decades of experience in media and Marketing sector, including: General Manager – Marketing at APN Outdoor Group Ltd, Global Marketing Director at EYE, Executive General Manager with Media Sales Network and many sales management roles including News Corp, Southern Cross Austereo and Network 10.
- Worked with a range of sporting organisations including ARU, Cricket Australia, Tennis Australia, the AOC and Invictus Games.
- Board roles: Young Achievement Australia, Media Sales Network and Associated Companies, Director – Trans-Tasman Netball League (ANZ Championship) and Director – UnLtd (undoing Youth Disadvantage For Good).

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

DIRECTORS' REPORT (CONTINUED)

James Rennell

Director

- Director (appointed on 2nd July 2009, elected on 25th October 2014, retired 4th November 2017)
- Board Representative on the Freestyle Technical Committee
- Board Representative on the Ocean Racing Technical Committee
- Founding member Institute of Building consultants (1994-1996)
- Registered Arbitrator (1995-1999)
- Accredited Mediator Construction (1995-2000)
- Managing Director Marketplace Developments Pty Ltd (Property Development)
- Managing Director CEO Meridian Property Holdings Pty Ltd (Property Investment)

Ken Wallace OAM

Director

- Director (Appointed as an athlete representative on 11th November 2012, retired 4th November 2017)
- Chair of the Athletes Commission
- Athletes Commission member Oceania National Olympic Committee – ONOC (2017 – Present)
- Australian Olympic Committee Athletes Commission member (2012 - Present)
- Australian Olympic Committee Education Ambassador (2012 – Present)
- Olympian for Canoe Sprint at the 2008; 2012 & 2016 Olympics
- Awarded an OAM in 2009 for his services to sport, particularly to Australian canoeing and Olympic sport.
- Awarded Key to the City of Gold Coast in 2008 for his services to sport.

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

DIRECTORS' REPORT (CONTINUED)

Meetings of Directors

During the financial year, 7 meetings of directors were held. Attendances by each director were as follows:

| Directors' Meetings | | |
|----------------------------|---------------------------------|--------------------|
| | Number eligible to attend | Number attended |
| Andrea McQuitty | 7 | 7 |
| Anthony (Tony) Haines | 7 | 7 |
| Claude Harran | 7 | 6 |
| Ian Hume | 7 | 6 |
| Hien Pham | 3 | 3 |
| Edward Selby | 3 | 2 |
| Concettina (Connie) Todaro | 7 | 6 |
| Janine Faye Wood | 3 | 3 |
| James Rennell | 2 | 2 |
| Ken Wallace OAM | 2 | 1 |

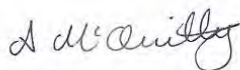
Members' Guarantee

The company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$1.00 each towards meeting any outstanding obligations of the entity. At 30 June 2018, the total amount that the members of the company are liable to contribute if the company is wound up is **\$6.00** (2017: \$6.00).

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2018 has been received and forms part of the financial reports for Paddle Australia Limited.

This directors' report is signed in accordance with a resolution of the Board of Directors.



.....
Andrea McQuitty (Chair)



.....
Ian Hume (Director)

Dated this 8th day of October 2018

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

**AUDITOR'S INDEPENDENCE DECLARATION UNDER S 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF PADDLE AUSTRALIA LIMITED**

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2018 there have been no contraventions of:

- i. the auditor independence requirements as set out in the Corporations Act 2001 in relation to the audit;
and
- ii. any applicable code of professional conduct in relation to the audit.

CBC Partners
Chartered Accountants



Ross E. Chapman FCA
Partner

SYDNEY
Dated this 8th day of October 2018

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE
INCOME FOR THE YEAR ENDED 30 JUNE 2018**

| | Note | 2018 \$ | 2017 \$ |
|---|------|----------------------|----------------------|
| Revenue | 2 | 6,648,617 | 6,654,812 |
| | | <u>6,648,617</u> | <u>6,654,812</u> |
| Athlete support | 3 | (840,226) | (1,794,524) |
| Courses | 3 | (14,216) | (25,565) |
| Employee costs | 3 | (2,604,545) | (2,441,571) |
| Travel | 3 | (1,690,373) | (998,101) |
| Occupancy costs | 3 | (85,658) | (81,576) |
| Other expenses | 3 | (414,657) | (396,944) |
| Other overheads | 3 | (51,880) | (7,837) |
| Professional costs | 3 | (308,760) | (347,953) |
| Program support | 3 | (428,110) | (269,374) |
| Marathon committee expense | 3 | (108,108) | (102,260) |
| Canoe polo committee expense | 3 | (31,047) | (169,819) |
| | | <u>(6,577,580)</u> | <u>(6,635,524)</u> |
| Profit before income tax | | 71,037 | 19,288 |
| Income tax expense | | - | - |
| Profit for the year | | <u>71,037</u> | <u>19,288</u> |
| Profit attributed to members of the entity | | <u><u>71,037</u></u> | <u><u>19,288</u></u> |
| Other comprehensive income | | - | - |
| Other comprehensive income for the year | | <u>-</u> | <u>-</u> |
| Total comprehensive income for the year | | <u>71,037</u> | <u>19,288</u> |
| Total comprehensive income attributed to the members | | <u><u>71,037</u></u> | <u><u>19,288</u></u> |

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2018

| | Note | 2018 \$ | 2017 \$ |
|--------------------------------------|------|------------------|------------------|
| ASSETS | | | |
| CURRENT ASSETS | | | |
| Cash & cash equivalents | 4 | 3,926,805 | 1,785,766 |
| Trade and other receivables | 5 | 268,304 | 205,221 |
| Inventories | 6 | - | 3,655 |
| Other assets | 7 | 593,359 | 562,076 |
| TOTAL CURRENT ASSETS | | <u>4,788,468</u> | <u>2,556,718</u> |
| NON-CURRENT ASSETS | | | |
| Property, plant and equipment | 8 | 67,926 | 15,140 |
| TOTAL NON-CURRENT ASSETS | | <u>67,926</u> | <u>15,140</u> |
| TOTAL ASSETS | | <u>4,856,394</u> | <u>2,571,858</u> |
| LIABILITIES | | | |
| CURRENT LIABILITIES | | | |
| Trade and other payables | 9 | 919,039 | 559,278 |
| Income received in advance | 10 | 3,152,831 | 1,361,923 |
| Provisions | 11 | 253,197 | 211,867 |
| TOTAL CURRENT LIABILITIES | | <u>4,325,067</u> | <u>2,133,068</u> |
| NON-CURRENT LIABILITIES | | | |
| Provisions | 11 | 119,013 | 97,513 |
| TOTAL NON-CURRENT LIABILITIES | | <u>119,013</u> | <u>97,513</u> |
| TOTAL LIABILITIES | | <u>4,444,080</u> | <u>2,230,581</u> |
| NET ASSETS | | <u>412,314</u> | <u>341,277</u> |
| EQUITY | | | |
| Retained Earnings | 19 | 372,593 | 269,078 |
| Reserves | 20 | 39,721 | 72,199 |
| TOTAL EQUITY | | <u>412,314</u> | <u>341,277</u> |

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2018

| | Note | Reserves \$ | Accumulated Funds \$ | Total Equity \$ |
|---|------|----------------|----------------------------|-----------------------|
| Balance at 1 July 2016 | | 62,504 | 259,485 | 321,989 |
| COMPREHENSIVE INCOME | | | | |
| Surplus attributable to the entity | | - | 19,288 | 19,288 |
| Transfer from reserve | 20 | 281,774 | (281,774) | - |
| Transfer to reserve | 20 | (272,079) | 272,079 | - |
| | | 9,695 | (9,695) | - |
| Total comprehensive income attributable to members of the entity | | 9,695 | 9,593 | 19,288 |
| Balance at 30 June 2017 | | 72,199 | 269,078 | 341,277 |
| Balance at 1 July 2017 | | 72,199 | 269,078 | 341,277 |
| COMPREHENSIVE INCOME | | | | |
| Surplus attributable to the entity | | - | 71,037 | 71,037 |
| Transfer from reserve | 20 | 106,677 | (106,677) | - |
| Transfer to reserve | 20 | (139,155) | 139,155 | - |
| | | (32,478) | 32,478 | - |
| Total comprehensive income attributable to members of the entity | | (32,478) | 103,515 | 71,037 |
| Balance at 30 June 2018 | | 39,721 | 372,593 | 412,314 |

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2018

| | Note | 2018 \$ | 2017 \$ |
|---|--------|------------------|------------------|
| CASH FLOWS FROM OPERATING ACTIVITIES | | | |
| Receipts of grants and other revenue | | 9,131,975 | 7,700,603 |
| Payments to suppliers and employees | | (6,943,889) | (7,146,229) |
| Interest Received | | 18,984 | 7,297 |
| Net Cash inflows/(outflows) from Operating Activities | 12 (b) | <u>2,207,070</u> | <u>561,671</u> |
| CASH FLOWS FROM INVESTING ACTIVITIES | | | |
| Proceeds from sale of property, plant and equipment | | - | - |
| Payments for property, plant and equipment | | (66,031) | (5,582) |
| Net Cash inflows/(outflows) from Investing Activities | | <u>(66,031)</u> | <u>(5,582)</u> |
| Net increase in cash held | | 2,141,039 | 556,089 |
| Cash and equivalents at the beginning of the financial year | | 1,785,766 | 1,229,677 |
| Cash and equivalents at the end of the financial year | 4 | <u>3,926,805</u> | <u>1,785,766</u> |

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

The financial statements cover Paddle Australia Limited as an individual entity, incorporated and domiciled in Australia. Paddle Australia Limited is a company limited by guarantee.

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Preparation

Paddle Australia Limited applies Australian Accounting Standards – Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements were authorised for issue on 8 October 2018 by the directors of the company.

Accounting Policies

a). Revenue

Non-reciprocal grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

a). Revenue (continued)

Donations and bequests are recognised as revenue when received.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

All revenue is stated net of the amount of goods and services tax.

b). Inventories

Inventories held for sale are measured at the lower of cost and net realisable value. Inventories held for distribution are measured at cost adjusted, where applicable, for any loss of service potential.

Inventories acquired at no cost, or for nominal consideration, are valued at the current replacement cost as at the date of acquisition.

c). Property, Plant and Equipment

Each class of plant and equipment is carried at cost or fair value as indicated, less, where applicable, accumulated depreciation and any impairment losses.

Plant and equipment

Plant and equipment are measured on the cost basis and are therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(d) for details of impairment).

Plant and equipment that have been contributed at no cost, or for nominal cost, are valued and recognised at the fair value of the asset at the date it is acquired.

Depreciation

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, but excluding freehold land, is depreciated on a straight line basis over the asset's useful life to the entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Depreciation (continued)

The depreciation rates used for each class of depreciable assets are:

| Class of Fixed Asset | Depreciation Rate |
|------------------------------|-------------------|
| Office machines | 33.33% |
| Motorised vehicles and boats | 15.00 - 20.00% |
| Plant and equipment | 10.00% |
| Watercraft | 25.00% |

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

d). Impairment of Assets

At the end of each reporting period, the entity assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in the profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (eg in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Where it is not possible to estimate the recoverable amount of an individual asset, the entity estimates the recoverable amount of the cash-generating unit to which the asset belongs.

Impairment testing is performed annually for goodwill and intangible assets with indefinite lives.

e). Employee Benefits

Short-term employee benefits

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The company's obligations for short-term employee benefits such as wages and salaries are recognised as a part of current provision in the statement of financial position.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

e). Employee Benefits (continued)

Other long-term employee benefits

The company classifies employees' long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the company's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Upon the premeasurement of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss classified under employee benefits expense.

The company's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

Retirement benefit obligations

Defined contribution superannuation benefits

All employees of the company receive defined contribution superannuation entitlements, for which the company pays the fixed superannuation guarantee contribution (currently 9.5% of the employee's average ordinary salary) to the employee's superannuation fund of choice. All contributions in respect of employees' defined contribution entitlements are recognised as an expense when they become payable. The company's obligation with respect to employees' defined contribution entitlements is limited to its obligation for any unpaid superannuation guarantee contributions at the end of the reporting period. All obligations for unpaid superannuation guarantee contributions are measured at the (undiscounted) amounts expected to be paid when the obligation is settled and are presented as current liabilities in the company's statement of financial position.

f). Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

g). Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from state associations, clubs, athletes and any outstanding grant receipts. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non current assets.

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest rate method, less any provision for impairment. Refer to Note 1(m) for further discussion on impairment losses.

PADDLE AUSTRALIA LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

h). Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

i). Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under Div 50 of the Income Tax Assessment Act 1997.

j). Provisions

Provisions are recognised when the entity has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

k). Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the company during the reporting period that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

l). Economic Dependence

Paddle Australia Limited is dependent on the Australian Sports Commission and its members for the majority of its revenue used to operate the business. At the date of this report, the Board of Directors has no reason to believe the Australian Sports Commission or its members will not continue to support Paddle Australia Limited.

PADDLE AUSTRALIA LIMITED

ABN: 61 189 833 125

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018**

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

m). Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (ie trade date accounting is adopted). Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified "at fair value through profit or loss" in which case transaction costs are recognised immediately as expenses in profit or loss.

Classification and subsequent measurement

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest method, or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the effective interest method.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying amount with a consequential recognition of an income or expense item in profit or loss.

(i) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(ii) Financial liabilities

Non-derivative financial liabilities other than financial guarantees are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 1: STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Impairment

At the end of each reporting period, the company assesses whether there is objective evidence that a financial asset has been impaired. A financial asset (or a group of financial assets) is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a "loss event") having occurred, which has an impact on the estimated future cash flows of the financial asset(s).

In the case of financial assets carried at amortised cost, loss events may include: indications that the debtors or a group of debtors are experiencing significant financial difficulty, default or delinquency in interest or principal payments; indications that they will enter bankruptcy or other financial reorganisation; and changes in arrears or economic conditions that correlate with defaults.

For financial assets carried at amortised cost (including loans and receivables), a separate allowance account is used to reduce the carrying amount of financial assets impaired by credit losses. After having taken all possible measures of recovery, if management establishes that the carrying amount cannot be recovered by any means, at that point the written-off amounts are charged to the allowance account or the carrying amount of impaired financial assets is reduced directly if no impairment amount was previously recognised in the allowance account.

When the terms of financial assets that would otherwise have been past due or impaired have been renegotiated, the company recognises the impairment for such financial assets by taking into account the original terms as if the terms have not been renegotiated so that the loss events that have occurred are duly considered.

Derecognition

Financial assets are derecognised when the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised when the related obligations are discharged or cancelled, or have expired. The difference between the carrying amount of the financial liability, which is extinguished or transferred to another party, and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 2: REVENUE

| | | 2018 | 2017 |
|---------------------------------------|----|------------------|------------------|
| | | \$ | \$ |
| <u>Revenue</u> | | | |
| AIS/ ASC/ SIS-SAS grants | | 5,274,820 | 5,223,490 |
| Fees | | 972,437 | 685,944 |
| Marketing | | 295 | 855 |
| Memberships & affiliation | | 182,396 | 177,848 |
| Non-olympic touring teams | | - | 12,046 |
| Other grants | | 29,690 | 158,771 |
| Sprint competition income | | - | 95,777 |
| Sundry income | | 82,302 | 18,306 |
| Marathon committee income | 20 | 89,625 | 108,346 |
| Canoe polo committee income | 20 | 17,052 | 173,429 |
| Total revenue and other income | | 6,648,617 | 6,654,812 |

NOTE 3: EXPENDITURE

| | | 2018 | 2017 |
|------------------------------|----|------------------|------------------|
| | | \$ | \$ |
| Athlete support | | 840,226 | 1,794,524 |
| Courses | | 14,216 | 25,565 |
| Employee costs | | 2,604,545 | 2,441,571 |
| Travel | | 1,690,373 | 998,101 |
| Occupancy costs | | 85,658 | 81,576 |
| Other expenses | | 414,657 | 396,944 |
| Other overheads | | 51,880 | 7,837 |
| Professional costs | | 308,760 | 347,953 |
| Program support | | 428,110 | 269,374 |
| Marathon committee expense | 20 | 108,108 | 102,260 |
| Canoe polo committee expense | 20 | 31,047 | 169,819 |
| Total Expenditure | | 6,577,580 | 6,635,524 |

NOTE 4: CASH & CASH EQUIVALENTS

| | 2018 | 2017 |
|--------------|------------------|------------------|
| | \$ | \$ |
| Cash at bank | 3,926,805 | 1,785,766 |
| | 3,926,805 | 1,785,766 |

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 5: ACCOUNTS RECEIVABLE AND OTHER DEBTORS

| | 2018 | 2017 |
|--------------------------------------|----------------|----------------|
| | \$ | \$ |
| CURRENT | | |
| Accounts Receivables | 285,420 | 144,033 |
| Provision for Bad and Doubtful Debts | (29,955) | (5,000) |
| Other Debtors | 12,839 | 66,188 |
| | <u>268,304</u> | <u>205,221</u> |

5a

a) Provision for Impairment of Receivables

Movement in the provision for impairment of receivables is as follows:

| | |
|--|----------------------|
| | \$ |
| Provision for impairment as at 1 July 2017 | 5,000 |
| – Charge for year | 40,300 |
| – Written off | (15,345) |
| Provision for impairment as at 30 June 2018 | 29,955 |
| – Written back / recouped | - |
| Provision for impairment as at 30 June 2018 | <u>29,955</u> |

NOTE 6: INVENTORIES

| | 2018 | 2017 |
|-----------------|-------------|--------------|
| | \$ | \$ |
| Current: | | |
| General | - | 3,655 |
| | <u>-</u> | <u>3,655</u> |

NOTE 7: OTHER ASSETS

| | 2018 | 2017 |
|-----------------|----------------|----------------|
| | \$ | \$ |
| Current: | | |
| Prepayments | 593,359 | 562,076 |
| | <u>593,359</u> | <u>562,076</u> |

NOTE 8: PROPERTY, PLANT AND EQUIPMENT

| | 2018 | 2017 |
|--|----------------------|----------------------|
| | \$ | \$ |
| Leasehold Improvements | | |
| At Cost | 22,790 | 22,790 |
| Less: Amortisation | (18,522) | (12,822) |
| | <u>4,268</u> | <u>9,968</u> |
| Office Furniture & Equipment | | |
| At Cost | 100,287 | 34,254 |
| Less: Accumulated Depreciation | (36,629) | (29,082) |
| | <u>63,658</u> | <u>5,172</u> |
| Total Property, Plant and Equipment | <u>67,926</u> | <u>15,140</u> |

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 8: PROPERTY, PLANT AND EQUIPMENT (CONTINUED)

Movements in Carrying Amounts

Movement in the carrying amounts for plant and equipment between the beginning and the end of the current financial year:

| | Office Furniture & Equipment \$ | Leasehold Improvements \$ | Total \$ |
|---|---------------------------------------|---------------------------------|---------------|
| 2018 | | | |
| Balance at the beginning of the year | 5,172 | 9,968 | 15,140 |
| Additions at cost | 66,033 | - | 66,033 |
| Disposals | - | - | - |
| Amortisation/ Depreciation | (7,547) | (5,700) | (13,247) |
| Carrying amount at the end of the year | <u>63,658</u> | <u>4,268</u> | <u>67,926</u> |

NOTE 9: TRADE PAYABLES AND OTHER PAYABLES

| | 2018 \$ | 2017 \$ |
|------------------|-------------------|-------------------|
| Current: | | |
| Accounts Payable | 425,087 | 181,560 |
| Accruals | 79,756 | 84,366 |
| Other | 414,196 | 293,352 |
| | <u>919,039</u> | <u>559,278</u> |

NOTE 10: INCOME RECEIVED IN ADVANCE

| | 2018 \$ | 2017 \$ |
|------------------------|-------------------|-------------------|
| Current: | | |
| High Performance Funds | 2,855,508 | 863,799 |
| Other | 297,323 | 498,124 |
| | <u>3,152,831</u> | <u>1,361,923</u> |

NOTE 11: PROVISIONS

| | 2018 \$ | 2017 \$ |
|------------------------------|-------------------|-------------------|
| Current: | | |
| Employee Entitlements | | |
| Annual Leave | 253,197 | 211,867 |
| | <u>253,197</u> | <u>211,867</u> |
| Non Current: | | |
| Employee Entitlements | | |
| Long Service Leave | 119,013 | 97,513 |
| | <u>119,013</u> | <u>97,513</u> |

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 11: PROVISIONS (CONTINUED)

Provision for Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the company does not expect the full amount of annual leave or vested long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 1(e).

NOTE 12: STATEMENT OF CASH FLOWS

(a) Reconciliation of Cash

For the purpose of the Statement of Cash Flows cash includes cash at bank and cash on hand. Cash at 30 June 2018 as shown in the Statement of Cash Flows is reconciled to the related items in the Balance Sheet as follows.

| | 2018 | 2017 |
|--------------|-------------|-------------|
| | \$ | \$ |
| Cash at Bank | 3,926,805 | 1,785,766 |

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 12: STATEMENT OF CASH FLOWS (CONTINUED)

(b) Reconciliation of Net Cash provided by Operating Activities to Surplus/(Deficit) from ordinary activities

| | 2018 | 2017 |
|---|-------------------------|-----------------------|
| | \$ | \$ |
| Profit/ (loss) | 71,037 | 19,288 |
| Plus/(Less): Non Cash Items | | |
| Depreciation and Amortisation | 13,247 | 6,103 |
| Contributions received for PP&E | - | - |
| Changes in Assets and Liabilities | | |
| (Increase)/Decrease in Receivables | (63,085) | (152,718) |
| (Increase)/Decrease in Inventories | 3,655 | 16,777 |
| (increase)/Decrease in Other Asset | (31,283) | (101,590) |
| Increase/(Decrease) in Trade and Other Payables | 359,761 | 264,230 |
| Increase/(Decrease) in Other Liabilities | 1,790,908 | 569,046 |
| Increase/(Decrease) in Provisions | 62,830 | (59,465) |
| | <u>2,207,070</u> | <u>561,671</u> |

NOTE 13: FINANCIAL RISK MANAGEMENT

The company's financial instruments consist mainly of deposits with banks, local money market instruments, short-term investments, accounts receivable and payable, and leases.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies to these financial statements, are as follows:

| | Note | 2018 | 2017 |
|--|-------------|-------------------------|-------------------------|
| | | \$ | \$ |
| Financial assets | | | |
| Cash and cash equivalents | 4 | 3,926,805 | 1,785,766 |
| Loans and receivables | 5 | <u>268,304</u> | <u>205,221</u> |
| Total financial assets | | <u>4,195,109</u> | <u>1,990,987</u> |
| Financial liabilities | | | |
| Financial liabilities at amortised cost: | | | |
| - Trade and other payables | 9 | <u>919,039</u> | <u>559,278</u> |
| Total financial liabilities | | <u>919,039</u> | <u>559,278</u> |

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 14: KEY MANAGEMENT PERSONNEL COMPENSATION

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity is considered key management personnel.

The totals of remuneration paid to key management personnel (KMP) of the company during the year are as follows:

| | 2018 \$ | 2017 \$ |
|---------------------------------------|----------------|----------------|
| Key management personnel compensation | <u>670,142</u> | <u>512,102</u> |

NOTE 15: OTHER RELATED PARTY TRANSACTIONS

Related parties include close family members of key management personnel and entities that are controlled or jointly controlled by those key management personnel individually or collectively with their close family members.

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.

There were no transactions with related parties during the period.

NOTE 16: COMMITMENTS

Operating Lease Commitments

| | 2018 \$ | 2017 \$ |
|--|------------|------------|
| Non-cancellable operating leases contracted for but not recognised in the financial statements | | |
| Payable – minimum lease payments (New South Wales Institute of Sport): | | |
| - not later than 12 months | 58,309 | 30,000 |
| - later than 12 months but not later than five years | 67,200 | 118,870 |
| - later than five years | - | - |

The property lease commitments are non-cancellable operating leases contracted for but not capitalised in the financial statements. Increase in lease commitments may occur in line with the consumer price index (CPI) and annual rent review percentage of 3%.

NOTE 17: CONTINGENT LIABILITIES AND CONTINGENT ASSETS

The directors are not aware of any contingent assets and liabilities as at reporting date.

NOTE 18: EVENTS AFTER THE REPORTING PERIOD

The directors are not aware of any significant events since the end of the reporting period.

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2018

NOTE 19: RETAINED EARNINGS

| | 2018 | 2017 |
|--|----------------|----------------|
| | \$ | \$ |
| Retained Earnings at the Beginning of the financial year | 269,078 | 259,485 |
| Transfer from reserves | 32,478 | (9,695) |
| Profit/ (Loss) for the year | 71,037 | 19,288 |
| | <u>372,593</u> | <u>269,078</u> |

NOTE 20: RESERVES

| | 2018 | 2017 |
|--|---------------|---------------|
| | \$ | \$ |
| <u>Marathon Committee</u> | | |
| Reserves at the beginning of the financial year: | 28,249 | 22,164 |
| Transfers from earnings: | 89,625 | 108,345 |
| Transfers from reserves: | (108,108) | (102,260) |
| Reserves at the end of the financial year: | <u>9,766</u> | <u>28,249</u> |
| <u>Canoe Polo Committee</u> | | |
| Reserves at the beginning of the financial year: | 43,950 | 40,340 |
| Transfers from earnings: | 17,052 | 173,429 |
| Transfers from reserves: | (31,047) | (169,819) |
| Reserves at the end of the financial year: | <u>29,955</u> | <u>43,950</u> |
| Total Reserves at the end of the financial year: | <u>39,721</u> | <u>72,199</u> |

Reserves have been established Reserves for the purpose of accumulating funds received by Paddle Australia Limited on behalf of the technical committees, being the Marathon and Canoe Polo Committees to incentivise them to raise funds and have their accumulated funds segregated and identifiable in the the Paddle Australia Limited accounts.

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125


DIRECTORS' DECLARATION

In accordance with a resolution of the directors of Paddle Australia Limited, the directors of the company declare that:

1. The financial statements and notes, as set out in the financial report, are in accordance with the *Corporations Act 2001* and:

- a. comply with Australian Accounting Standards – Reduced Disclosure Requirements; and
- b. give a true and fair view of the financial position of the company as at 30 June 2018 and of its performance for the year ended on that date.

2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.



.....
Andrea McQuitty (Chair)



.....
Ian Hume (Director)

Dated this 8th day of October 2018

PADDLE AUSTRALIA LIMITED
ABN 61 189 833 125

INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF PADDLE AUSTRALIA LIMITED

Report on the Financial Report

Opinion

We have audited the financial report of Paddle Australia Limited (the company), which comprises the statement of financial position as at 30 June 2018, the statement of profit & loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' statement.

In our opinion, the financial report of Paddle Australia Limited is in accordance with the *Corporations Act 2001*, including:

- (i) giving a true and fair view of the company's financial position as at 30 June 2018 and of its performance for the year ended on that date; and
- (ii) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of Paddle Australia Limited, would be in the same terms if given to the directors at the time of this auditor's report.



We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Information Other than the Financial Report and Auditor's Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the company's annual report for the year ended 30 June 2018, but does not include the financial report and our auditor's report thereon. Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon. In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or other appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decision of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism through the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting, and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the director's regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

CBC PARTNERS

Chartered Accountants



ROSS E. CHAPMAN FCA CTA

Partner

SYDNEY

8th October 2018

Introduction

Paddle Australia rebranded from Australian Canoeing in June 2018. This represents much more than a different name and logo. The change signifies greater alignment across the higher levels of the administration of the sport and a change in the direction in which the sport and recreation of paddling is heading.

As the focus on health, well-being and social connection increases, paddling, with the right promotion and presentation will become widely recognised as an activity that perfectly delivers what many are now seeking. Paddling is a unique way to enjoy the natural environment, whether alone, with friends or family; for adventure or exercise; at your own pace or in competition with others.

If you paddle in Australia, you are a part of Paddle Australia (PA). You may not be a member, but you are part of the community that, as the National Sports Organisation (NSO), we serve and represent. This Plan is therefore about you.

A Plan for Change

This Plan is also about change. As the environment and expectations change, we cannot keep doing what we have always done. Paddling, like other sports, must adapt. Not only do our offerings need to change, but so too do our structures and processes. Our ability to innovate, particularly using new technology, is a key factor in our future success.

This Plan has been developed following extensive consultation, including meetings in each state and nationally, as well as many written contributions. The draft plan has been developed based on the issues identified and suggestions made. We hope we have accurately reflected what we have been told and that the priorities and activities identified will find widespread support.

This Plan does not include everything that we will do over the next four years, but focuses on the changes that will be made and by when.

Implementing the Plan

The degree to which the agreed changes will actually occur will depend on the level of buy-in and alignment that there is to this Plan not just between PA, Member Associations and Clubs, but also across the wider paddling community.

Success relies on this being a 'whole of paddling plan' with everyone understanding the direction and the part that they can and need to play. Ideally, every Member Association and every Club will adopt the Plan and actively contribute to its implementation.

If everyone actively contributes to the delivery of the new strategy, the sport and recreation of paddling has enormous potential and a very positive future. The Board of PA looks forward to embracing this future with you.

Refreshing the Plan

The Strategic Plan is a 4-year rolling plan. As such, it will always be a draft! It will be reported against, reviewed and adjusted annually. This will involve two 'National Paddling Forums' for Member Associations, Technical Committees and other stakeholders, normally in November and April of each year. Updated drafts will be published annually.

Comments are always welcome via email to planning@paddle.org.au

The full draft Strategic Plan will be published on the Paddle Australia website in November, with updates appearing at least annually. Below our Vision, Values, Priorities and the Key Strategic Areas, drawn from the full Strategic Plan, are all outlined.

OUR VISION

A United Paddling Community

OUR VALUES

Our values will drive how we work together to achieve our vision and our priorities. Individually and as members of the paddling community we will be:

Inclusive – ensuring safe places and embracing diversity

Resourceful – developing by being creative

Transparent – building consensus through open engagement

Collaborative – working respectfully together for improved outcomes

OUR PRIORITIES

The most important things for us to achieve over the next four years are:

- Digitally connected paddlers
- Strong, valued brand
- Systems supporting excellence
- Sustainability through engagement

OUR ACTIVITIES

The **Activities** and **Actions** that we are going to undertake over the next 4 years to address our **Priorities** and work towards our **Vision** are broken down into seven **Strategic Areas**:

1. *Providing participation opportunities for all those wanting to join our community, whatever their age, background or ability*
2. *Promoting and supporting pathways for those seeking to be the best they can be in their chosen area*
3. *Developing our competitions into events that demand attention and involvement*
4. *Developing a network that seamlessly connects and delivers services to the entire paddling community*
5. *Ensuring that our connected community benefits from strong, consultative leadership that adds genuine value*
6. *Reflecting a positive, shared brand, culture and values that make everyone want to be 'a part of paddling'*
7. *Building a sustainable structure that maximises the prospects of success of paddling in Australia*

Annexure B: Australian Sports Commission Mandatory Sports Governance Principles

Australian Canoeing 2017 ASPR Comparison Report



Australian Government
Australian Sports Commission

Australian Canoeing 2017 ASPR Comparison Report

| MSGP | Principle | Australian Canoeing | Revenue Med \$4-10 mil | AWE Foundation F2 | Participation D |
|--|--|---------------------|---------------------------|-------------------|-----------------|
| Structure for sport | | | | | |
| MSGP 1.1 | A single national entity for all forms of the sport - from juniors through to high performance - with horizontal integration of sport disciplines | 10 | 9 | 6.82 | 7.5 |
| MSGP 1.2 | Where sports have a federated structure, all parts of the federation must demonstrate they are working in cohesion and adhere to a strategic direction set by the national entity to maximise the interests of the sport | 10 | 9 | 9.09 | 8.5 |
| MSGP 1.3 | The national body should be established as a company limited by guarantee | 10 | 9.17 | 9.17 | 8 |
| Structure for Sport Score | | 100% | 91% | 84% | 80% |
| Board composition and Operation | | | | | |
| MSGP 2.1a | A staggered rotation system for board members | 10 | 10 | 9.17 | 10 |
| MSGP 2.1b | A maximum term in office of no more than 10 years for board members | 10 | 9.17 | 10 | 7 |
| MSGP 2.2 | A nominations committee that nominates directors for vacancies upon which the members vote | 10 | 8.64 | 9.55 | 6.67 |
| MSGP 2.3 | An audit and risk committee, including at least one external and independent Certified Practising Accountant or Chartered Accountant | 10 | 9.09 | 9.55 | 8.33 |
| MSGP 2.4 | Chair elected by the board | 10 | 8.33 | 8.75 | 7 |
| MSGP 2.5 | Annual board performance evaluation process involving external input | 10 | 6.82 | 6.36 | 5 |
| MSGP 2.6 | Gender balance on boards | 38% | 31% | 39% | 25% |
| MSGP 2.7 | All directors to be independent, regardless of whether elected or appointed | 10 | 9.09 | 8.33 | 7.5 |
| MSGP 2.8a | Board skills mix appropriate to meet the strategic goals of the NSO | 10 | 9.58 | 8.75 | 7 |
| MSGP 2.8b | Ability for the board to appoint a minority number of directors to obtain an appropriate skills mix | 10 | 7.5 | 10 | 9 |
| MSGP 2.9 | CEO not to be appointed to board after leaving role (for three years) | 10 | 8.33 | 8.33 | 9 |
| MSGP 2.10 | Conflict of interest register which is enforced | 10 | 7.92 | 8.33 | 7 |

| | | | | | |
|--|---|-----|------|------|------|
| MSGP 2.11 | Minimum of five board meetings per year | 10 | 8.33 | 8.33 | 9 |
| Board composition and Operation Score | | 95% | 50% | 92% | 58% |
| Sport transparency, reporting and integrity | | | | | |
| MSGP 3.1 | NSOs to publish annual reports consistent with Corporations Act requirements | 10 | 10 | 10 | 10 |
| MSGP 3.2 | NSOs to report consolidated national financial accounts annually to the ASC in addition to national entity information | 0 | 0.83 | 0.83 | 0 |
| MSGP 3.3 | NSOs to adopt rolling three-year strategic plans with clear and measurable targets, including a detailed operating budget for the next financial year | 10 | 9.17 | 9.58 | 10 |
| MSGP 3.4 | Disclosure of administration expenses in the sport, including remuneration and associated expenses for key management personnel | 5 | 5.83 | 7.08 | 6 |
| MSGP 3.5 | NSOs to provide in a timely manner all information requested by the ASC | 10 | 9.17 | 10 | 10 |
| MSGP 3.6a | The NSO has measures in place to inform directors about the organisation's integrity framework | 5 | 5.42 | 6.67 | 5 |
| MSGP 3.6b | The organisation has an ASADA approved World Anti-Doping Code compliant Anti-Doping Policy | 10 | 10 | 10 | 10 |
| MSGP 3.6c | Where available, provide up to date camp and training information to ASADA | 5 | 6 | 6.82 | 6.67 |
| MSGP 3.6d | Have in place a current confidentiality undertaking with ASADA | 10 | 10 | 9.55 | 10 |
| MSGP 3.6e | Where relevant maintain up to date Registered Testing Pool and Domestic Testing Pool lists | 10 | 9 | 9.09 | 8.33 |
| MSGP 3.6f | Implement an appropriate education program available to athletes and support personnel | 5 | 6.36 | 6.82 | 5.56 |
| MSGP 3.6g | The organisation has a NISU approved Anti-Match-Fixing Policy | 10 | 10 | 10 | 10 |
| MSGP 3.6h | The organisation implements an appropriate education program available to athletes and support personnel | 10 | 7.5 | 9.09 | 8.89 |
| MSGP 3.6i | SSSM staff integrity and capability | 10 | 7 | 7.73 | 6.67 |
| MSGP 3.6j | SSSM policy framework | 10 | 7 | 7.73 | 6.67 |
| MSGP 3.6k | SSSM education | 10 | 7 | 7.27 | 6.11 |
| MSGP 3.6l | SSSM detection and enforcement | 10 | 7.5 | 7.27 | 6.11 |
| MSGP 3.6m | SSSM oversight and reporting | 10 | 7 | 7.73 | 5.56 |
| MSGP 3.6n | Member protection policy (MPP) compliant with ASC requirements | 10 | 10 | 10 | 10 |
| MSGP 3.6o | NSO has implemented education, complaints handling processes and enforces codes of behaviour to support their MPP. | 5 | 5.83 | 5.83 | 5 |
| MSGP 3.7 | Financial and high performance reporting requirements | 10 | 8.33 | 10 | 9 |
| Sport transparency, reporting and integrity Score | | 78% | 76% | 75% | 70% |
| Overall Sports Governance Score | | 88% | 73% | 82% | 66% |

Photo Credits

| | |
|------------|---|
| Page 14 | – Paddle Australia |
| Page 15 | – Paddle Australia and The Daily Telegraph |
| Page 16 | – Ken Wallace |
| Page 17 | – World Paddle Awards |
| Page 18 | – Paddle Australia |
| Page 19 | – Paddle Australia |
| Page 20 | – Paddle Australia |
| Page 21 | – Ken Wallace and Paddle NSW |
| Page 25-26 | – Paddle Tasmania |
| Page 27-28 | – Canoeing Victoria |
| Page 29-30 | – Paddle NSW |
| Page 31-32 | – Paddle SA |
| Page 33-34 | – Paddle WA |
| Page 35-36 | – Queensland Canoeing |
| Page 39 | – Balint Vekassy and Paddle Australia |
| Page 40 | – Balint Vekassy |
| Page 41 | – Dezso Vekassy, Bence Vekassy and Paddle Australia |
| Page 42 | – Paddle Australia |
| Page 43-44 | – Carolyn Cooper |
| Page 45 | – Ocean Racing Technical Committee |
| Page 46 | – Canoe Polo Technical Committee |
| Page 47-48 | – Carolyn Cooper |
| Page 49 | – Canoe Polo Technical Committee |
| Page 50 | – Carolyn Cooper |
| Page 51-52 | – Jo Kneebone |
| Page 53 | – Paddle Australia |
| Page 54 | – Ocean Racing Technical Committee and Paddle Australia |
| Page 55 | – Bence Vekassy |

Paddle Australia



PO Box 6805
Silverwater NSW 2128
+61 2 9763 0670
paddle.org.au