



ANNUAL REPORT 2019



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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 2018 to June 30 2019. ABN 61 189 833 125.

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A MESSAGE FROM SPORT AUSTRALIA

Sport and physical activity has enormous influence on our nation's health, education, social, economic and diplomatic outcomes. It's why Sport Australia and the AIS remain steadfast in our vision: to make Australia the world's most active sporting nation, known for its integrity, sporting success and world-leading sports industry.

Australia's commitment, outlined in the Australian Government's national sport plan, Sport 2030, is to reduce physical inactivity by 15 per cent. It's a huge challenge Sport Australia enthusiastically accepts.

We are making significant progress and Sport Australia's programs are benefitting sport, as well as broader community health and wellbeing, including tackling issues such as obesity. Our partnerships with National Sporting Organisations (NSOs) remain fundamental, but we are also engaging more than ever with other networks to grow our sporting industry. Collaboration with physical activity providers, health, education and various levels of Government can deliver more for sport and all Australians.

This was highlighted in 2018-19 when Sport Australia, on behalf of the Australian Government, delivered \$150million in new participation programs. The \$100million Community Sport Infrastructure grants program is enhancing hundreds of grassroots facilities across Australia. The \$28.9million Participation grants program is encouraging innovative programs that help break the down barriers to physical activity. The new \$22.9million Better Ageing grants program is helping senior Australians 65 and older to get more active and socially connected.

Our national Sporting Schools program remains a key platform to address childhood inactivity and drive generational change. We have funded 7300 schools and recorded more than 5.2million attendances since its launch in mid-2015. We continue to look at ways to maximise the impact of Sporting Schools and link it with our work in physical literacy. By teaching our children to run, throw, jump or kick, we put them on the path to better lives.

There is no success without integrity. We continue to encourage environments that are inclusive and welcoming. Increasing diversity in our industry is critical and we want to make sport the benchmark for a more equitable society.

All this work is emphasised by our national behaviour change campaign, Move It AUS. Our call to action is to 'Find Your 30' minutes of physical activity every day, and enjoy the benefits.

We are continuing to build the capability of the sports industry, addressing governance reform to bring out

the very best in our sporting organisations. The One Management project looks at helping sports align their strategy, workforce and financial management.

The AIS, in partnership with the National Institute Network and National Sporting Organisations, is aligning Australia's high performance sport strategy too. The National High Performance Sport Strategy 2024 signals the first time all Federal and State/Territory sports agencies have signed up to a joint high performance strategy.

In November 2018, the AIS announced an updated investment model for high performance sport and through this improved framework, Olympic, Paralympic and Commonwealth Games sports will benefit from a longer term approach to funding. Instead of annual grants to sport, for the first time the AIS is providing longer-term funding commitments to give sports more stability and certainty to plan ahead.

All of this work is important with the 2020 Tokyo Olympics and Paralympics drawing near, and the 2022 Beijing Winter Games and Paris 2024 beyond that.

Enhancing athlete pathways and athlete wellbeing are primary areas of focus for the AIS, and are keys to creating long-term sustainable success. We have embedded 20 Athlete Wellbeing Managers across National Sporting Organisations, and, working closely with the AIS Wellbeing and Engagement team, are delivering key programs and support from mental health programs, through to career guidance and connection to Australians at the community level.

The AIS is also leading collaborative sports research, applied technology and innovation initiatives including the Gold Medal Ready program, a unique partnership with the Australian Army to help athletes perform under pressure.

From backyards to benchmark international events, we believe unquestionably in the power of sport and physical activity to reflect the very best in our culture and to be a powerful vehicle for change.

Thank you for all you do for Australian sport and best wishes for the year ahead.



SPORTAUS

John Wylie AM, Chair, Sport Australia

OUR PARTNERS IN SPORT

Principal Partner

Sport Australia 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 Sport Australia and the AIS High Performance Program for their continuing investment in the sport of paddling.



Program Partners

Paddle Australia relies heavily on its Olympic profile to create participation and development opportunities. The ongoing support of the Australian Olympic Committee and the Paralympics Australia 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.



Sport Partners

Paddle Australia would like to thank our State Member Associations and to acknowledge their work in developing and promoting paddling.



President's Report

Success for a national sporting organisation is so often measured with numbers; the number of medals won, the number of participants, the amount of revenue raised. During 2018-19, however, it has been the willingness of the paddling community to work collaboratively that has defined the success of Paddle Australia (PA) as an organisation. It has been a year of working together towards achieving strategic outcomes and finding solutions to long-standing issues through informed decision-making. The cultural shift to being a strategically driven organisation, engaged with and uniting a broader paddling community is well underway.

Priorities from the Strategic Plan for Paddling in Australia have focussed this year on outcomes that are essential for the sustainability of the sport. The implementation of the new membership and events portal will enable a streamlined, contemporary method for managing membership. The United Paddling Management (UPM) project aims to reduce inefficiencies in organisational structure and practices, and to increase the consistency and quality of the 'customer' experience.

Sport Australia (SA) has provided financial support for the development of a model for UPM over a 12-month period, with PA being only one of two sports to receive this funding. The importance of continuing to work collaboratively on the UPM model during the coming year cannot be emphasised enough. With such limited resources, PA and the State Member Associations need to be creative, constructive and forward thinking to secure ongoing viability and success.

Leading the good work is our CEO, Phil Jones, who is in his second year with PA. Understanding the potential of PA, Phil has built a strong team around him, increasing both the size and expertise of our staff. The quality of leadership that Phil has provided, together with the dedicated work of the PA staff, has resulted in significant progress.

Important work undertaken during the year includes the development of the PA Child Safety Framework, establishment of the Competition Committee and reviewing the Canoe Sprint High Performance Program. Even though PA achieved a high rating of 98% from the annual governance review by SA, continued improvement is helping us to operate more effectively and to reduce risk. The work of the Audit and Risk, Ethics and Integrity, and Nominations Committees, as well as the Athletes Commission, is of huge value in assisting the PA Board and senior management in these areas.

The National Paddling Forum, held in April, saw the first meeting of the Competition Committee that will work on issues of common interest across all of the competitive disciplines.

Inspiring paddling performances came in different forms. Jess Fox and Curtis McGrath added further gold to their collections when they became dual World Champions during 2018. Proving that paddling success is not all about gold medals though, Jess took Curtis for a paddle at Penrith. Watching the world's most successful individual paddlers in their disciplines having fun together on whitewater was a memorable paddling moment. Paddling 4000km down the Nile River, from source to sea, Sarah Davis provided us with inspiration to accept challenges and fulfil paddling dreams.

Penrith hosted another major paddling event when the 2019 Sydney International Whitewater Festival brought together over 300 athletes from 30 countries to compete in canoe slalom, canoe freestyle and wildwater canoeing races. The 2019 Oceania Canoe Polo Championships followed in April. These major competitions highlight the importance of the Penrith Whitewater Stadium to international paddling and as an event destination for NSW. A federal election promise of \$2.3 million represents a much-needed investment into



upgrading the aging facilities. However further funding will be required to realise the full potential of the stadium that celebrated its 20th anniversary in 2019.

The biennial International Canoe Federation (ICF) Congress was held in Budapest in November 2018. Highlights included the presentations about the Tokyo 2020 and Paris 2024 venues and the future of the Olympic Games. The key message from the International Olympic Committee was for the sport to remain adaptable as the Olympics gradually alters in response to factors such as sustainability, changes in viewing audiences and available venues. The ICF also emphasised the increase in live streaming of events and associated social media engagement. With Tokyo 2020 rapidly approaching, it is perhaps timely to remember the pressure that our top canoe sprint and canoe slalom athletes will be under as they compete on the world stage in this intense media environment.

The past year has seen a number of changes on the PA Board, although this has not slowed the pace of work or changed the culture of the Board. Two new elected directors joined the Board in November; Lisa Gowthorp and Cindy Coward. Ian Hume left the Board after completing two terms and Claude Harran concluded his final term that included two years as the Vice-President. Ian and Claude were recognised for their significant contributions to PA at the National Paddling Forum in April. Janine Wood and Hien Pham left the Board during 2019, having made a positive impact in their short time with PA.

The PA Board has actively engaged in professional development this year, with various directors undertaking director training and attending a Leadership Workshop with Boris Groysberg from the Harvard Business School. In addition to providing these opportunities, SA conducted a Board Evaluation that has assisted the PA Board with



continual improvement. The directors' openness to developing their skills is indicative of the manner in which the PA Board operates.

A former PA Board member I would like to acknowledge with thanks is Martyn Clancy-Lowe. Martyn has continued to work quietly behind the scenes as the PA Member Protection Officer and with the PA Nominations Committee since 2016. I would also like to recognise the volunteers and staff at all level of the organisation for their time and dedication. In particular, I would like to thank Phil for his vision and outstanding work.

It is a pleasure to work within the Board and I am very thankful to the directors for their commitment, great attitude and support. Together, we are looking forward to the future of PA.



Andrea McQuitty
President & Chair, Paddle Australia

Chief Executive Officer's Report

It is a pleasure to provide my second report as CEO after two years in the role. Last year, I commented that it had been a year of planning, with extensive engagement from stakeholders in determining our course for the future and agreeing our priorities. This process revealed a few key points:

- ▶ There is great passion for paddling from those involved and a real willingness to contribute to ensure that the sport and recreation of paddling grows and prospers.
- ▶ There is recognition that we can and should work together to bring about the changes necessary to unlock our latent potential.
- ▶ The highest priority was the need for a digital platform to support the activities of clubs, with the need for training and education on its use being a close second!

So, with the plan still under development, but close to finalised at the start of the financial year, we began with some pretty clear goals! In 2018/19 the focus has been very much on implementation.

Strategic Plan – the same but changing

On the basis that if you are going to have plan, you should report against it, this Annual Report contains a 'snapshot' of our progress made at 30 June on work flagged to start in 2018/19. I should stress this is not the full 'Strategic Plan for Paddling in Australia' (SPPA). This can be found on our website. You will see that we have used a very basic 'scoring system' to assess performance. If I were a teacher, my assessment would be 'making good progress but could do better in some subjects!'

In October 2018, our Member Associations (MAs) signed off on the first version of the SPPA. The agreed approach was that this would be rolling plan, reviewed and modified annually, in recognition of the very dynamic environment in which we operate.

In April 2019, Paddle Australia (PA) and our MAs carried out a critical review of the SPPA. This will result in changes to the next version we publish. Perhaps most significantly, under the United Paddling Management initiative (discussed more below), we have committed to greater alignment between the Strategic Plans of PA and our MAs. A redrafting of the high-level plan is underway. This does not indicate a change in strategic direction but rather a reframing to make alignment through the sport easier.

Management – contrasting requirements

As you would expect a year before the Olympic and Paralympic Games, the high performance team is focused on the support and preparation of our athletes as they start

the run in to Tokyo. My thanks to National Performance Director, Shaun Stephens, and everyone involved for their unwavering commitment and hard work. I am sure we all look forward to seeing some great performances from our paddlers in 2020.

In other areas of the business, as we implement the SPPA, there is and will continue to be a lot of change in the operations of PA. Presently we have a strong project focus, with each project requiring different skills. Our workforce will need to remain flexible to ensure we are able to deliver on our plans, certainly over the next two years.

During the year, Mary Macaluso, a long serving member of the team, took the decision to pursue other interests. I would like to acknowledge the great contribution made by Mary during her time with Australian Canoeing, as it was for most of her time with the organisation.

Kate Cohen joined us in January 2019, initially in the role of Business Operations Manager. It quickly became clear that her skills lay in other areas, and she moved to the role of Special Projects Manager, overseeing the development and implementation of our new membership and events portal, GoMembership.

Kate was joined in March by Samantha Denmeade, who joined us in the role of Digital Platform Implementation Manager. As many have commented, Kate and Sam, and more recently Lucy Zell, have done an extraordinary job in developing and then supporting the rollout of GoMembership.

Duncan Tweed joined PA initially on a casual basis, but then moved into the role of Chief Operations Officer. Duncan has brought a great deal of knowledge and experience the organisation, especially in the Sports Services area, where there has been considerable change during the year.

I would like to take this opportunity to acknowledge the dedication and hard work of all the staff at PA. They are an inspiration to work with and most go above and beyond in their roles, often with very limited resources.

Acknowledgements – to those that contribute

In an organisation where resources are limited and time is a precious commodity, focusing on things that add value is important. This year, the Board of PA has added enormous value in key decisions through their knowledge and insight. I thank them all for their time and contribution, especially the President for her views, which are always carefully considered and constructive.

My thanks to the volunteers, management and staff of our MAs. I am conscious that we often make requests that

have to be dealt with in addition to your already significant workloads. Your contributions, hard work and commitment are greatly appreciated. I look forward to your continued support as we look to make further improvements in the way we operate together.

Above all, I would like to take the opportunity to thank the many volunteers that do so much, in so many different ways, to support paddling. The sport, quite literally, could not operate without you.

This year, a special thanks to the club administrators that have worked with us on the implementation of GoMembership. No change like this is easy, but you have taken a positive approach throughout, contributing and providing some great feedback. Our thanks for your time and patience.

My thanks as always to Sport Australia and the AIS for their time, guidance, expertise and of course funding. It has been a period of considerable change for the sporting system in Australia. With yet another review pending, it doesn't look like settling down any time soon.

Membership and Events Portal – delivering the on the priorities

The 'snapshot' of progress in relation to the Strategic Plan over the next few pages outlines many of the activities that have been undertaken during the year. As our highest strategic priority, the identification, development and rollout of the new membership and events portal has been our focus.

Consistent with our approach of reducing administration, the emphasis was on building a platform that supported the activities of our clubs whilst streamlining state and national membership arrangements. PA identified GoMembership as the most appropriate platform available within the budget. The rollout included a workshop in each state, webinars and one-on-one sessions with club administrators. The response to the implementation of the new system is summed up by Craig Pollington, Director Member Services at Avoca Kayak Club.

'Having been involved in some of the early design and engagement workshops, I have been impressed with the approach taken by Azolve and Paddle Australia to ensure the new GoMembership system meets the everyday practical needs of the clubs. The change management approach has also ensured there has been ample exposure, training and resources for all clubs to upskill in the new system, ask questions and be coached through the process. I'm looking forward to members of Avoca Kayak Club and as we grow, future members benefitting from the new, improved and expanded experience just as much as club administrators will.'

United Paddling Management (UPM) – an opportunity for progress

Shortly before the end of the financial year, PA, with the support of our MAs, received funding for a new project under Sport Australia's 'One Management' initiative, which we have called 'United Paddling Management' (UPM). I would like to acknowledge the commitment of the team at Sport Australia in working with us.

The SPPA commits us all to: 'Introduce processes and procedures that reduce duplication, improve efficiency and allow a focus on promotion, development and advocacy'. UPM allows us to address current arrangements and look at ways of working together to become more efficient and effective, so delivering better outcomes for the paddling community.

Some of these benefits will include but will hopefully not be limited to:

Strategy

- ▶ Refinement and alignment of the national and state strategic plans
- ▶ Better defined and documented national and state roles and responsibilities
- ▶ Improved processes for setting and evaluating strategic objectives

Finances

- ▶ Improved budgeting and financial reporting systems and processes
- ▶ A 'whole of sport' picture, broken down by state, leading to business improvements
- ▶ Common, agreed financial, systems, policies and procedures
- ▶ Roll out of and migration to a fit for purpose financial software package

Workforce

- ▶ Common, agreed HR contracts and employment policies and procedures
- ▶ Defined structure, role descriptions and measures aligned with national strategy
- ▶ Ability of MAs to divest themselves of responsibility and risk for employment of staff

Whatever model is agreed, the process we are working through will see improvements in the way we operate as organisations, both separately and collectively. Funding for these sorts of improvements would not otherwise be available.

The grant means that the development and implementation of an agreed model is being funded for 12 months. No changes will be made until a model that we agree will be in the best interests of paddling in the long term has been developed. At that point, each MA and PA will have a choice to make.

For me, the rationale for UPM is simple. I see us all operating with limited resources yet with ambitious plans to improve the leadership and services that we offer to our Clubs and the broader paddling community. Changes to the way we are structured are essential if we are to progress. The quicker we can agree and make change, the greater the value we can all add.

Working Together – trust and targets

I joined PA because of the potential that I see in paddling. This last year has strengthened my personal commitment. We are only just scratching the surface! I would make just two points in closing.

The President notes in her report the importance of working together. Whilst we could always do better, I am very proud of what we have been able to achieve together over the past 12 months. The development and implementation of GoMembership has been a good example of what can result.

Perhaps the most encouraging element of the rollout is that most MAs have trusted the PA team, as the subject matter experts, to work with their Clubs. This has kept the team very busy and I have previously acknowledged the fantastic work that they have done. The response from the Clubs has been overwhelming positive and this will continue as new, helpful functionality becomes available.

In the same way, PA has trusted our MAs, working cooperatively at each stage. Naturally, in the resource limited environment we all operate within, there is the occasional ‘boil over’. Often, in a federated structure, this leads to ‘buck passing’, with no acknowledgement of responsibility. I like to think that our issues have been dealt with internally with mutual respect from everyone involved. My thanks for your patience and trust.

My second point is that we all know change is not easy. There will be some short-term pain for long-term gain. The support we have for UPM should allow us to limit the pain. Over the months that we have been discussing the project, I have often heard it expressed that ‘we are already doing it better than anyone else’ or ‘we already do that well’. Of course, this may or not be true, but is it relevant?

For me, that is not the benchmark. The question I ask is ‘are we doing it as well as we possibly can?’ Frustratingly, the answer is almost always no!! What I do recognise is that when we can say ‘yes’ to this question, we are doing the best we can for those that we are here to serve. I would urge everyone to make this their benchmark, especially over the next 12 months.



Phil Jones
CEO, Paddle Australia



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 Strategic Activities

The things that we are going to be doing over the next 4 years to address our priorities and work towards our vision are:

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

This Progress Report provides a year-end snapshot of those Activities, Actions and Measures from the 'Strategic Plan for Paddling in Australia' (SPPA) that were due for commencement in the 2018/19 financial year. Due Date is the date of completion in the current SPPA. Where no Due Date is provided, the Activity is expected to be on-going for the life of the current plan.

NOTE: The SPPA is being reframed during 2019/20 as part of the United Paddling Management initiative. It is hoped that the new high level strategic plan be adopted by MAs and Clubs. The overall strategic direction, agreed as part of an extensive consultation process with Members Associations and Clubs that concluded in November 2018, will not change.

Activity	Actions and Measures	Due Date	Snapshot at 30 June 2019	Status
1. PARTICIPATION:				3.83
Providing participation opportunities for all those wanting to join our community, whatever their age, background or ability				
1.1 Implement Paddle Oz, the National Junior Paddling Program, ensuring suitability as paddling offering under the SA Sporting Schools initiative.	Actively pilot Paddle Oz, initially with 2 or 3 MAs, refining delivery based on participant and provider feedback. <i>MEASURE: Report on pilot program complete and program refined based on recommendations.</i>	30/6/19	Pilots staged and materials further developed based on feedback. Paddle Oz components to be used in the delivery of 'Move It AUS' throughout 2019/20.	4
1.1 Implement Paddle Oz, the National Junior Paddling Program, ensuring suitability as paddling offering under the SA Sporting Schools initiative.	Ensure compliance with Sporting Schools requirements and pilot program in states piloting Paddle Oz. <i>MEASURE: Barriers to involvement in Sporting Schools clarified and addressed.</i>	30/6/19	On-going discussions with Sport Australia regarding Sporting Schools recognition. Confirmation of the inclusion of paddling expected in the 2019/20 financial year.	4
1.3 Target specific markets and engage actively with target groups including youth, women and older-aged Australians.	Continue to promote and expand Paddle Education, with more deliverers attracted and trained to meet increasing demand. <i>MEASURE: Increase qualified deliverers by 10% per annum until 2021/22.</i>		Internal review of Paddle Education business arrangements. External consultation planned in 2019/20. Increase in number of deliverers still to be assessed. Links to GoMembership to track activity being explored.	3
1.3 Target specific markets and engage actively with target groups including youth, women and older-aged Australians.	Seek sources of funding, especially to target women, youth and older-age Australians. <i>MEASURE: Likely outside scope of plan due to limited resources.</i>	30/6/19	Aging Australian Grant unsuccessful. 'Move It AUS' grant application for junior participation successful. Implementation during 2019/20 financial year.	5
1.4 Develop initiatives to reduce barriers, such as equipment rental and storage facilities.	Gather examples of best practice and share amongst clubs and other interested parties. <i>MEASURE: Report developed as basis for next steps.</i>		Limited progress made. Remains key issue in longer term strategy.	3
1.5 Press for increased access to water and the development of appropriate facilities.	Lead and support initiatives for the development of facilities for paddling generally and slalom and sprint facilities in particular. <i>MEASURE: Facility development guide developed with arguments supporting increased water access.</i>		Federal Government funding secured as election promise for Penrith Whitewater Stadium. Long term plans still unclear. Opportunities for Whitewater facility in SE Queensland from possible 2032 bid. Other requirements being discussed with Discipline Committees.	4

Activity	Actions and Measures	Due Date	Snapshot at 30 June 2019	Status
2. PATHWAYS: Promoting and supporting pathways for those seeking to be the best they can be in their chosen area				3.40
2.1 Develop athlete pathway for all disciplines to encourage more participation, better retention and improved performance.	Continue work to develop long-term pathway plans for all disciplines, working across these disciplines to optimise opportunities where appropriate. <i>MEASURE: 4-year development plans in place aligned to 4-year RSP.</i>	30/6/19	Sprint pathway complete providing basis for pathways for other disciplines. Pathways discussed with Discipline Committees as part of strategic planning workshops. Work to be progressed in 2019/20.	4
2.1 Develop athlete pathway for all disciplines to encourage more participation, better retention and improved performance.	Develop consistent pathway programs across Australia in all disciplines. <i>MEASURE: Pathway programs clearly documented for all disciplines.</i>		Longer term project. Development plans to be adopted with input from Discipline Committees and MAs.	3
2.1 Develop athlete pathway for all disciplines to encourage more participation, better retention and improved performance.	Work with SLSA and their clubs to ensuring mutually beneficial sprint kayak programs are in place. <i>MEASURE: MOU with SLSA and strong mutually beneficial relationships with key clubs.</i>	31/3/19	Mutually beneficial local relationships between Kayak Clubs and SLS Clubs starting to be established. Resource required to facilitate relationships. AIS pathway funding pending to support initiative.	4
2.3 Focus on the development of coach pathways, education and mentoring program.	Review and agree on the framework for general and discipline-specific pathways for coaches. <i>MEASURE: Framework finalised, agreed and fully documented.</i>	30/6/19	Material developed for online level 1 program. Working with partner to upload materials. Framework finalised. Online course and framework to be available early in 2019/20.	4
2.4 Recognise and reward contributions made by volunteers, coaches and officials, especially at club level	Align MA awards criteria and timing for club coach, official and volunteer awards. <i>MEASURE: Alignment achieved with the consistent awards offered by each MA.</i>	31/12/19	Project stalled with staff resignation. Timeline now 2020 Annual Awards.	2



Photo: John O'Sullivan Photography

Activity	Actions and Measures	Due Date	Snapshot at 30 June 2019	Status
3. COMPETITION: Developing our competitions into events that demand attention and involvement				3.33
3.1 Review the purpose of our major events and align programs and structure to purpose.	Align our events with our overall strategic direction, create a long-term event strategy and establishing a clear purpose for all National and State events. <i>MEASURE: A documented strategic direction for our events is in place and regularly reviewed.</i>	30/6/19	Competiton Committee established with first meeting in April 2019. Discipline Committees engaged in strategic planning. Strategy to be considered in November 2019.	4
3.1 Review the purpose of our major events and align programs and structure to purpose.	Clarify the role of events in our selection processes and publish information on selection as early as possible based on the events that athletes are being selected for. <i>MEASURE: Selection framework reviewed and modified. 4-year strategy in place for Olympic disciplines.</i>	30/6/19	New Selection Procedures Policy for both Olympic and non-Olympic Disciplines developed and approved. Selection Criteria Supplements aligned to Policy being developed for selection of Australian Teams attending 2020 ICF Competitions.	4
3.2 Promote our major events to showcase our sport and our athletes.	Develop and annually update communication plans with major events as a key component, including live stream of selected events where this can be financed within budget. <i>MEASURE: Annual Comms plan in place as basis for all Events Communications.</i>		Plans in place through to beyond Tokyo 2020. Vastly improved promotion and coverage of major Australian Competitions and Teams at ICF Events. Significantly improved use of social media. Requirement for more resource to deliver livestream or similar to standard required.	3
3.2 Promote our major events to showcase our sport and our athletes.	Promote major events, particularly using the interest created through Olympic selection and participation to strengthen awareness.		2019/20 and Road to Tokyo Comms plan and budget. Media and Comms Manager attended selected international competitions and appointed as AOC Media Liaison Officer for Canoe/Kayak.	2
3.3 Build competition and event capacity to ensure consistent paddling offering.	As part of event strategy, identify risks likely to impact over the plan period and how these will be mitigated. <i>MEASURE: Risks identified and mitigated in event strategy.</i>		Work in progress. New Host Agreement in place that mitigates financial risk to host MA and shares benefits. Long term commitment to hosting provides greater lead time for more effective planning.	3
3.3 Build competition and event capacity to ensure consistent paddling offering.	Review governance arrangements and clearly identify the role of Technical Committees in the planning and execution of events. <i>MEASURE: Governance and management of events clarified, including the role of Technical Committees.</i>		Competition Committee introduced to ensure better oversight and identify and bring forward governance issues. First meeting in April 2019. Roles and responsibilities of Disciplines Committees to be reviewed in 2019/20.	4

Activity	Actions and Measures	Due Date	Snapshot at 30 June 2019	Status
4. DIGITAL PLATFORM: Developing a network that seamlessly connects and delivers services to the entire paddling community				4.33
4.1 Continuously identify requirements for our digital platform at local, state and national level.	Establish working party, with a range of user representatives, to oversee development and implementation of new digital platform. <i>MEASURE: Working party in place with clear terms of reference.</i>	31/12/18	Working party formed as part of GoMembership development and introduction with 7 representatives from MA's and 12 Club representatives (with a minimum of two reps from each state). Effective in identifying key requirements.	5
4.1 Continuously identify requirements for our digital platform at local, state and national level.	Engage a partner to take lead in identifying requirements for platform functionality, especially version 1, being not available in current systems and required to deliver planned outcomes. <i>MEASURE: Partner engaged through a tender process. Functionality for version 1 identified.</i>	31/3/19	Approach originally planned of specifying functionality to take to a third party provider amended based on operating model of Azolve GoMembership. System identified as already delivering functionality required. Introduction early in 2019/20 with focus on education and roll out.	5
4.1 Continuously identify requirements for our digital platform at local, state and national level.	Consult on and agree specification for version 2, being to replace and enhance what is available in current systems with enhanced as well as new functionality. <i>MEASURE: Functionality for version 2 identified.</i>	31/12/19	Version 2, better termed phase two, will see the configuration and switching on of inbuilt capability within the Go Membership platform including qualifications, education and events. Some clubs already adopting event functionality.	4
4.2 Build and maintain a platform to connect and service the whole paddling community.	Seek tenders and appoint provider to develop version 1 of platform, but with a view to providing version 2 when requirements are finalised. <i>MEASURE: Provider appointed.</i>	30/6/19	Adopted 'GoMembership', a membership management solution. Partner 'Azolve' engaged to build initial platform.	5
4.3 Develop and maintain a 'resource hub' for use by PA, MAs, Clubs and others.	Review and promote relevant generic and sport-specific information. Agree likely on-going content, structure and platform for 'resource hub'. <i>MEASURE: Structure and information to be incorporated discussed and agreed, with schedule for further populating hub in place.</i>	31/12/19	Final functionality being defined (V1) to meet planned outcomes.	3
4.4 Introduce and deliver regular forums for planning, review and information exchange.	Formalise arrangements for the review and updating of the 4-year RSP with the engagement of all stakeholders. <i>MEASURE: Annual planning and review process agreed, documented and promoted.</i>	31/12/18	Approach still to be 'locked in' with forums hosted by PA and MAs bi-annually, in March/April and September/October for Clubs and other stakeholders. Meeting in August 2019 replaced Sept/Oct forums and focused on GoM roll out.	4

Activity	Actions and Measures	Due Date	Snapshot at 30 June 2019	Status
5. ADDING VALUE:				3.75
Ensuring that our connected community benefits from strong, consultative leadership that adds genuine value				
5.1 Review, prioritise, expand and implement products and services that 'add value for recreational and other paddlers', based on recommendations in Repucom Report or originated elsewhere.	Develop plan for staged introduction of new products and services, linked to introduction of digital network. <i>MEASURE: Development of initial products and services underway.</i>	31/3/19	Consideration being given to additional products and services for launch in July 2020, including expanded insurance offering. Monthly newsletter to be launched in spring 2019. Paddle Partners Program to be further developed.	4
5.1 Review, prioritise, expand and implement products and services that 'add value for recreational and other paddlers', based on recommendations in Repucom Report or originated elsewhere.	Introduce initial series of products and services when launching version 1 of digital network. <i>MEASURE: Successful launch of version 1 of digital platform with new products and services.</i>	30/6/19	Identification and communication of key benefits of individual membership and club affiliation. Review of insurance arrangements for individuals in particular. Benefits promoted through GoM.	4
5.2 Engage with the paddle industry in areas of mutual interest and benefit.	Following initial contact, establish industry advisory group, and consult on issues impacting the paddle industry, building an initial work plan. <i>MEASURE: Industry advisory group established and initial plans agreed.</i>	30/6/19	Engaged with some commercial providers regarding support, including PA for customers and liability cover for coaches. A limited number of pilot programs in place. Use of GoM for promotion and bookings under consideration.	3
5.3 Reinforce the role of PA as the 'authority voice' in advocating for paddling.	Ensure paddling continues to be represented on all relevant national, state and local bodies whose decisions have the potential to impact the sport, both positively and negatively. <i>MEASURE: Representation on all key bodies confirmed and monitored.</i>	30/6/19	On-going. Regular and positive engagement with SA, AIS, APC and AOC. Full stakeholder engagement plan yet to be documented.	4











Activity	Actions and Measures	Due Date	Snapshot at 30 June 2019	Status
6. BRAND, VALUES & CULTURE: Reflecting a positive, shared brand, culture and values that make everyone want to be 'a part of paddling'				3.10
6.1 Agree and promote our core values and what we stand for as a paddling community.	PA Board to workshop and agree, then canvas at state workshops held to discuss the strategic vision and plan. <i>MEASURE: Views sought from the community show an increasing understanding of our culture and values and pride in being involved. Methodology to be established but likely to be on line census.</i>	30/9/18	Board workshop held in June 2018. The draft vision, values and priorities were canvassed as part of the strategic planning process in September 2018 and were generally supported. A communication plan is now being developed to bring the vision and values to life within PA and broader paddling community.	3
6.1 Agree and promote our core values and what we stand for as a paddling community.	Initial endorsement by MAs and others when finalising and agreeing 4-year RSP plan.	31/12/18	The vision and values were part of the Strategic Plan discussed and agreed by the MAs in November 2018 and April 2019. Sign off on the modified strategic plan, being developed in support of the United Paddling Management initiative, will demonstrate a commitment to and alignment behind the plan and agreed values.	4
6.1 Agree and promote our core values and what we stand for as a paddling community.	Reinforce culture and values through consistency across all communication and other channels and engagement with the paddling community, especially our athletes.		Work in progress. The development of the digital platform provided an opportunity to reinforce the agreed values. The emphasis from PA was on working collaboratively in the development and implementation of the project, with the role of the MAs continuously acknowledged.	3
6.1 Agree and promote our core values and what we stand for as a paddling community.	Continue to review relevance of values adopted as part of the RSP review process.		A process for assessing support for and adherence to the values has yet to be developed.	2
6.2 Establish and promote a single consumer brand for paddling, under which we all unite.	Agree a single brand, with messaging reflecting our culture and values, that is shared amongst the paddling community and which we all stand by and promote. <i>MEASURE: Brand awareness, views and satisfaction levels monitored regularly. Methodology to be established but likely to be on line census.</i>	30/6/19	Given very limited resources to invest in new consumer brand and promotion (given other priorities), agreement to utilise Paddle Australia brand but change messaging to ensure broader appeal to recreational market. Consumer facing website and other collateral under consideration.	4
6.2 Establish and promote a single consumer brand for paddling, under which we all unite.	Launch our consumer brand at the same time as version 1 of our digital network and other initiatives.	30/6/19	See above. Limited resources have led to a change in plan. No new brand to be launched.	4
6.3 Develop structures and practices that encourage working together with aligned interests.	Ensure any new initiatives are true to the vision, culture and values that we share as a community. <i>MEASURE: Structures and processes aligned with vision for paddling.</i>	30/6/19	All PA managers and staff aware of and operating in line with agreed values. Values to be reinforced during any staff education. Evidence suggests values yet to fully understood and embraced in some parts of the community.	3
6.3 Develop structures and practices that encourage working together with aligned interests.	Build an integrity framework that reflects our inclusiveness and diversity and ensures we provide a safe environment for all paddlers. <i>MEASURE: Robust integrity framework in place, understood and widely adopted.</i>	30/9/18	Behind schedule. Considered by Ethics and Integrity Committee. Child Safeguarding Policy, Codes of Behaviour and Privacy Policy developed for 'Paddling Organisations'. MPP and Disciplinary Policies all under consideration. Sport Australia initiative in related areas being considered.	2
6.4 Work with organisations whose values and activities are consistent with our own.	Cooperate with AOCRA, ADBF, SLSA, Surfing Australia and others to our mutual benefit. <i>MEASURE: Enduring relationships in place with relevant organisations.</i>		Behind schedule due to lack of management resource. Funding request for facilities audit lodged with Rowing, ADBF and AOCRA not successful.	3
6.4 Work with organisations whose values and activities are consistent with our own.	When discussing partnerships, ensure that our culture and values are aligned and that any involvement is in our mutual interest. <i>MEASURE: Relationships formed with partners that share our culture and values.</i>		Limited discussions with other organisations but focus always on a 'United Paddling Community' and associated values.	3

Activity	Actions and Measures	Due Date	Snapshot at 30 June 2019	Status
7. SUSTAINABLE STRUCTURE:				3.15
Building a sustainable structure that maximises the prospects of success of paddling in Australia				
7.1 Introduce a system of membership that better engages the individual and supports Clubs, MAs & PA.	Review the current arrangements and consider options, recognising the need to actively engage with paddlers outside the formal club structure. <i>MEASURE: Options canvased and agreed as part of RSP planning and review process.</i>		High-level vision of revised national approach to membership and defined member benefits packages agreed. Agreement to move towards standard fees to members joining through clubs over 3 years, with all MAs charging a common senior and junior fee, further streamlining arrangements.	4
7.1 Introduce a system of membership that better engages the individual and supports Clubs, MAs & PA.	As a minimum, introduce an interim system that facilitates engagement with paddlers outside the club. structure <i>MEASURE: System captures key data to allow distribution of information and product and service offers.</i>		Streamlining of national and state membership categories for clubs to map to. Agreement on consistent definitions and discounts, such as 'family'. Opportunity taken by some MAs to make planned changes, such as removing fees from volunteers.	4
7.1 Introduce a system of membership that better engages the individual and supports Clubs, MAs & PA.	Introduce a system with various options catering for all paddlers, including those within and outside the formal club structure. <i>MEASURE: In place by July 2019 at the earliest with timing dependent on option and version 1 content of digital platform.</i>		Introduction of a single national membership option, with both free 'stay connected' and senior and junior paid membership offering. Allows active engagement and prospecting by clubs.	4
7.2 Understand the needs and offerings of clubs to improve support and services.	Discuss with Clubs and MAs the best way to obtain the information from Clubs, noting that some details will form part of the digital network. <i>MEASURE: Approach agreed and built into communications plan.</i>		Clubs and MAs engaged in defining and agreeing digital platform business requirements. Core membership data sourced from SDNA with 3 year history transferred into GoMembership. Considerable 'reconfiguration' of GoMembership to deliver wide range of functionality required by clubs.	4
7.2 Understand the needs and offerings of clubs to improve support and services.	Seek information required in the short term to allow only time specific actions to be initiated. <i>MEASURE: Required information secured from 90% of Clubs.</i>		On-going process as part of engagement with clubs. Specific questions addressed as part of engagement with clubs Australia wide. Club affiliation benefits extended include the Club+ feature of GoMembership.	4
7.3 Introduce processes and procedures that reduce duplication, improve efficiency and allow a focus on promotion development and advocacy.	Examine and develop shared services opportunities in areas such as, HR, legal, accounting and governance to reduce compliance, especially amongst MAs and Clubs. <i>MEASURE: Initial investment required to realise benefits maybe outside scope of plan due to limited resources.</i>		On going discussions throughout year with areas or focus established. Agreement at year end to proceed with United Paddling Management (UPM), supported by Sport Australia under the One Management initiative. Objective to improve efficiency, reducing time spent on admin, management and compliance and allow focus on development, promotion and advocacy.	4
7.3 Introduce processes and procedures that reduce duplication, improve efficiency and allow a focus on promotion development and advocacy.	Write new and rewrite existing policies in such a way that they can be adopted by or automatically capture all those to whom they apply. <i>MEASURE: New policies written with this outcome in mind. Immediate review of current policies outside scope of plan due to limited resources.</i>		All current policies available to MAs and written for easy adoption. Approach implemented as new policies developed. Resources limited to rewrite existing policies but schedule under development. Privacy, Child Safeguarding and Conflict of Interest Policies all drafted the be adopted by 'Paddling Organisations' for adoption without the need for amendment.	4

7.3 Introduce processes and procedures that reduce duplication, improve efficiency and allow a focus on promotion development and advocacy.	Seek to use our collective buying power, consolidating services such as insurance to meet the needs of the whole paddling community. <i>MEASURE: Partially in place but extended to cover other risks during plan period, including offerings to individual paddlers.</i>	Initial focus on insurance opportunities. Broker services market tested and retained. MA boats and equipment now insured under PA policy. Option for club equipment to be covered with additional premium. Option to extend cover to commercial providers and event organisers being piloted. Risk management schedule under development. Some changes to cover to minimise PA risk and limit premium increases.	2
7.4 Seek third party partners with a shared interest in reaching the paddling community.	Identify and contract marketing agency to develop and take agreed properties to market. <i>MEASURE: Marketing agency contracted and offerings in market.</i>	Progress limited. Discussions with agencies but didn't progress to contract.	2
7.4 Seek third party partners with a shared interest in reaching the paddling community.	Work with MAs and other third parties to clarify rights to commercial properties and agree responsibility for taking to market. <i>MEASURE: Commercial rights and responsibilities clarified.</i>	Focus on building commercial properties. Some interest in Sydney Whitewater Festival but otherwise limited. Requires marketing resource to define rights and give effect to sponsor search.	2
7.4 Seek third party partners with a shared interest in reaching the paddling community.	Launch initial third-party relationships when launching version 1 of digital network. <i>MEASURE: Initial commercial relationships established and launched.</i>	Some additional Paddle Pals secured. Promotion to take place during 2019/20 season. Discussions taking place with major retail chain.	3
7.5 Secure sources of funding and create ways to reduce the costs of participation at all levels.	Develop and promote donation and similar programs through agencies such as the Australian Sports Foundation. <i>MEASURE: \$250,000 per annum through ASF by 2021/22.</i>	Not yet commenced given limited resources. Initiative for sport to secure charitable status being supported by PA.	1
7.5 Secure sources of funding and create ways to reduce the costs of participation at all levels.	Promote grant opportunities as appropriate, providing evidence and support for relevant applications. <i>MEASURE: Provision of support may initially be outside the scope of plan due to limited resources.</i>	Grant applications supported upon request. Two successful grant applications lodged in conjunction with MAs.	3



Board of Directors

President and Chair		Ms Andrea McQuitty*	Elected President & Chair 12 November 2016
Vice-Chair		Mr Claude Harran	Retired 23 May 2019
Director		Ms Cynthia Coward*	Elected 3 November 2018
Director		Dr Lisa Gowthorp*	Elected 3 November 2018
Director		Mr Tony Haines*	Elected 11 April 2017
Director		Mr Ian Hume	Retired 3 November 2018
Director		Mr Hien Pham*	Retired 15 August 2019
Director		Mr Edward Selby*	Elected 23 January 2018
Director		Ms Connie Todaro*	Elected 12 November 2016
Director		Ms Janine Wood	Retired 12 November 2018

* denotes current Director at 30 June 2019

PA Corporate Office

Chief Executive Officer

Phil Jones

Chief Operating Officer

Duncan Tweed - Appointed January 2019

Finance Manager

Wayne Sankey

Sports Services Manager

Mary Macaluso - Resigned February 2019

Special Projects Manager

Kate Cohen - Appointed November 2018

Digital Platform Implementation Manager

Samantha Denmeade - Appointed March 2019

Digital Services & ICT Coordinator

David Winkle

Participation & Training Manager

Mark Thurgood

Sports Services & Events Coordinator

Courtney McMillan

Administration Coordinator

Lucy Zell

PA High Performance

National Performance Director

Shaun Stephens

Performance Operations Manager – Canoe Slalom

Sara Latham

National Pathways Lead – Canoe Slalom

Mike Druce

National Senior Coach – Canoe Slalom

Myriam Fox

National Senior Coach – Canoe Slalom

Julien Billaut

National Development Canoe Coach – Canoe Slalom

Robin Jeffery

Performance Pathways Coach – Canoe Slalom

Emir Mujcinovic - Appointed Sep 2018

Performance Scientist – Canoe Slalom

Nick Perry

Athlete Wellbeing and Engagement Manager

Matt Murphy - Appointed Dec 2018

Performance Operations Coordinator – Canoe Sprint

Emma Moffet

QAS Men's Coach – Canoe Sprint

Jimmy Owens

QAS Women's Coach – Canoe Sprint

Anna Wood

QAS Assistant Men's Coach – Canoe Sprint

David Smith

National Canoe Coach

Dusan Ruzicic

Senior Performance Scientist – Canoe Sprint

David Aitken - Appointed Sept 2018 – Transfer (from AIS)

Performance Scientist – Canoe Sprint

Nicola Bullock - Appointed Oct 2018 – Transfer (from AIS)

Junior Performance Scientist – Canoe Sprint

Stewart Crewe - Appointed January 2019

Soft Tissue Therapist / SSSM Coordinator – Canoe Sprint

Jan Martin Parker

Senior Strength & Conditioning Coach – Canoe Sprint

Glen Workman

Appointed November 2018 – Transfer (from AIS)

Strength & Conditioning Coach / Performance Support – Canoe Sprint

Jesse Fleming

Program Manager Paracanoe / NCE Facility Manager – Canoe Sprint

Tahnee Norris

National Paracanoe Coach

Shaun Caven - Appointed Jan 2019

National Paracanoe Coach

Andrea Wood - Resigned Aug 2018

Performance Pathways / Paracanoe Assistant Coach – Canoe Sprint

Guy Power

Performance Pathways Lead – Canoe Sprint

David Foureux

Sports Dietitian – Canoe Sprint

Greg Cox (Casual)

Sports Dietitian – Canoe Sprint

Kerry O'Bryan - Appointed Jan 2019 (Casual)

NSWIS Coach – Canoe Sprint

Jake Michael

SASI Coach – Canoe Sprint

Laurence Fletcher (SASI Employee)

WAIS Coach – Canoe Sprint

Ramon Andersson (WAIS Employee)

Mr Os Brownlee	1971	New South Wales	*
Mr Ross Chenoweth	1971	Victoria	*
Mr Albert Hopkins	1971	New South Wales	*
Mr Arthur Howard	1971	Victoria	*
Mr Max Hill	1971	New South Wales	*
Mr Harry Savage	1971		*
Mr George Varcoe	1971	Victoria	*
Dr Frank Whitebrook OAM	1971	New South Wales	*
Mr Phillip Coles OAM	1981	New South Wales	
Mr Garry Gardner	1994	Queensland	*
Mr Graham Johnson	1985	New South Wales	
Ms Helen Brownlee AM	1999	New South Wales	
Mrs Joan Morison OAM	2003	New South Wales	*
Mr Jim Murphy OAM	2005	South Australia	
Ms Danielle Woodward OAM	2014	Victoria	
Ms Sue Natoli OAM	2015	Victoria	
Mr Mark O'Brien	2016	South Australia	
Mr Peter Carter	2017	South Australia	
Mr Jason Dicker	2017	Tasmania	
Mr Dennis Green OAM BEM	2017	New South Wales	*
Mr John Borojević	2018	Tasmania	

* denotes deceased



Membership of the Paddle Australia Hall of Fame represents the highest level of recognition for an individual's contribution to the sport of canoeing. In addition to their competitive achievements a Candidate's integrity, sportsmanship and character are considered in the selection process.

The Paddle Australia Hall of Fame was introduced in 2017, with the induction of 12 inaugural members listed below. Candidates are considered biennially, with a maximum of three Candidates being inducted. The next induction will be in November 2019.



Helen Brownlee OAM



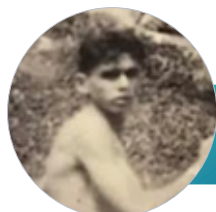
Os Brownlee *



Ross Chenoweth *



Phillip Coles AM



Garry Gardner OAM *



Dennis Green OAM BEM *



Graham Johnson



Joan Morrison OAM *



Jim Murphy OAM



Clint Robinson OAM



George Varcoe *



Frank Whitebrook OAM *

** denotes deceased*

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 Polo Technical Committee

Chair	John Moore
Member	Anthea Courtney
Member	Louise Densley
Member	Donald Leigh
Member	Matthew Moore
Member	Robert Watson
Chair	Ian Beasley (<i>resigned September 2018</i>)

Canoe Marathon Technical Committee

Chair	Jeremy Dunn
Member	Joe Alia
Member	Margi Bohm
Member	Bob Turner

Canoe Slalom Technical Committee

Chair	Kate Vyvyan
Member	Russell Bassett
Member	Peter Eckhardt
Member	Rosalyn Lawrence
Member	Sue Natoli OAM
Member	Chris Thompson

Canoe Sprint Technical Committee

Chair	Greg Kaeding
Member	Rick Bayliss
Member	Mark Bulmer
Member	Ian Hume
Member	Dasha Kopecek
Member	Jim Murphy
Member	Jeremy Norton
Member	Mark O'Brien
Member	Laura White

Canoe Ocean Racing Technical Committee

Chair	Robert Jenkinson
Member	Julie Jenkinson
Member	Mike Mills-Thom
Member	Jim Walker

Canoe Freestyle Technical Committee

Chair	Jez Jezz
Member	Eileen Callaghan
Member	Gary Finlay
Member	Lorna Hliounakis
Member	Peter Newland
Member	Joshua Singleton

Wildwater Canoeing Technical Committee

Member	Matthew French
Member	Karen Janiszewski
Member	Alex McIntyre
Member	Nic Wilson

Competition Committee

Member	Jeremy Dunn (Canoe Marathon)
Member	Ian Hume (Canoe Sprint)
Member	Rob Jenkinson (Canoe Ocean Racing)
Member	Jez Jezz (Canoe Freestyle)
Member	John Moore (Canoe Polo)
Member	Sue Natoli OAM
Member	Bob Turner
Member	Kate Vyvyan (Canoe Slalom)

Education and Safety Committee

Chair	Mark Thurgood
Member	Allana Bold
Member	Mark Hessling
Member	Rohan Klopfer
Member	Alex McWhirter

Audit and Risk Committee

Chair	Connie Todaro
Member	Mark Bellofiore
Member	Jocelyn Webb

Honours Committee

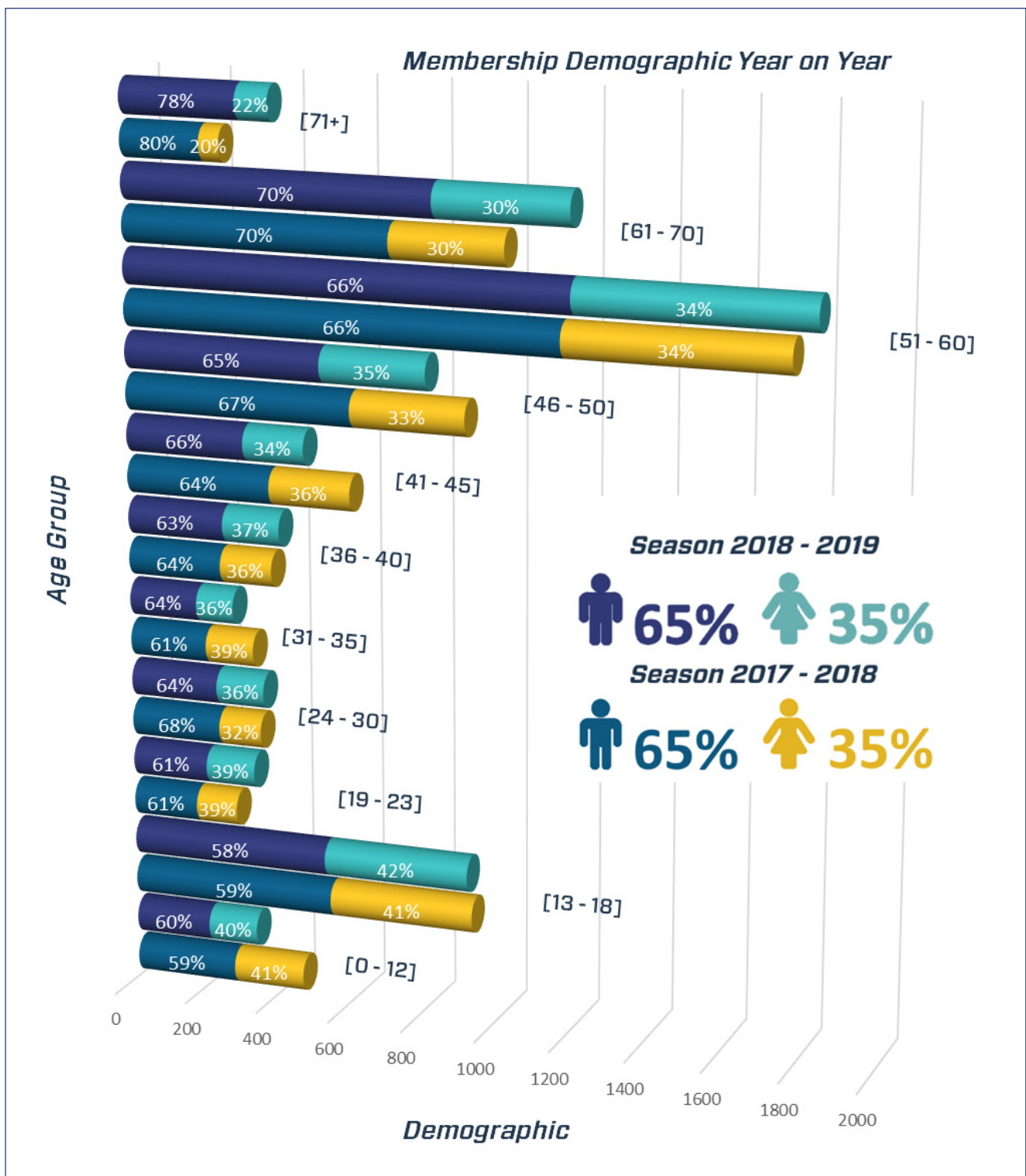
Member	John Borojevic
Member	Helen Brownlee OAM AM
Member	Jeremy Dunn
Member	Jim Murphy OAM

Nominations Committee

Chair	Cindy Coward
Member	Martyn Clancy-Lowe
Member	Paul Bruce
Member	Anjie Lees
Member	Geoff Schoenberg

OUR AWARD WINNERS 2018

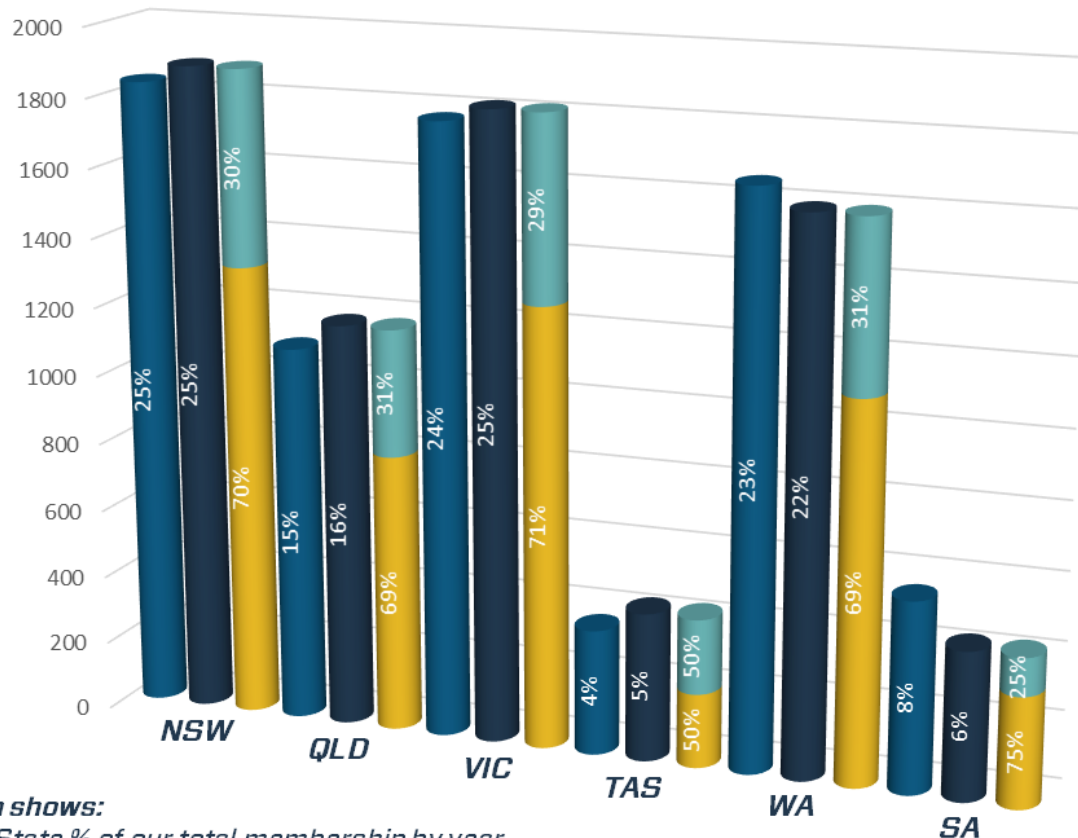
Paddler of the Year (Olympic)	Jessica Fox
Paddler of the Year (Non-Olympic)	Cory Hill
Paracanoeist of the Year	Curtis McGrath
Junior Paddler of the Year (Olympic)	Alexandria Choate
Junior Paddler of the Year (Non-Olympic)	Oscar Jones
Master Paddler of the Year	Cathy Venning
Team of the Year	Joel McKitterick and Tom Green
Award of Merit	Rosalyn Lawrence
People's Choice Award	Jenaya Massie
Coach of the Year	Myriam Fox
Technical Official of the Year	Russell Bassett
Instructor and Guide of the Year	Tracy Gibson
Service to Paddling	Ramon Andersson
	Roger French
	Tom Balaam
President's Award	Jessica Fox



Data taken from Sporting DNA Member Management System for the 2017 - 2018 & 2018 - 2019 seasons.

Our overall demographic figures have remained stationary this year with some minor shifts in each age group year on year, and a minor increase in overall membership. After last year's positive gain in the 0 - 12 age group we see an overall decrease in membership here. We are encouraged however, to see the 13 - 18 age group remaining stable with an increase in the 19 - 23 age group after the downturn here in last year's figures. We are also seeing a shift upward in our older membership; encouraging that the message and benefits of remaining active through paddling is enticing new members from these age groups to our community.

Retention 2018 - 2019



Graph shows:

- The State % of our total membership by year
2017 - 2018 Data | 2018 - 2019 Data
- The % of **retained members** for the year by State
- The % of **new members** for the year by State

Data taken from Sporting DNA Member Management System for the 2017 - 2018 & 2018 - 2019 seasons.

Our retention rate continues to average at around 70% with some variation by State, year on year. Once again our current recruitment programs have enabled us to maintain our membership figures for the season with an encouraging increase overall from last year.

New recruitment strategies, focussed on clear benefits to members at all levels will continue to gain traction with the introduction of our new member management system, GoMembership. We look forward to seeing our retention rates, new member engagement and overall membership increase as we move through 2020 and beyond as a result of these strategies.

Members

Paddlers, volunteers and officials have all enjoyed a productive and successful year across club, regional, state, national and world-class events. Membership with PaddleNSW continues to grow, which is very pleasing. There were less participants purchasing single event membership, which added to the impressive 25% growth in full membership. I'm hopeful participants now see value in joining the state peak body for all the benefits we offer, not just one or two events per year. Having said that, we still have a long way to go in engaging with 80,000+ regular paddlers on the marvellous harbours and inland waterways of NSW and ACT.

Awards & Recognition

At the gala 2018 NSW Annual Sports Awards, world canoe slalom champion Jessica Fox won the NSW Athlete of the Year Award for the second successive year and third time in her outstanding career. Pauline Findlay was a finalist in the Masters Athlete category.

During an absolutely phenomenal and world-beating year, it would be shorter to list the awards Jess didn't win. Her success is thoroughly deserved, being such a magnificent athlete and a remarkable ambassador for our sport.



Jessica Fox, NSW Athlete of the Year, with our Patron, NSW Sports Minister Stuart Ayres

Sport NSW also conducted the 2019 NSW Community Sports Awards at Parliament House in June.

Mike Mills-Thom received a Distinguished Long Service Award, whilst Christine Duff was a finalist in the Community Coach of the Year category. Congratulations to all our volunteers for highlighting our sport so significantly at this prestigious event.

Towards the Future

The Board and sub-committees are constantly improving our paddling environment and opportunities. Some short and longer-term projects include:

- ▶ Providing more opportunities for female coaches and instructors: we are reimbursing the training & accreditation expenses for 30+ women in 2020.
- ▶ Introduction of rolling membership (in tandem with our affiliated clubs by their choice) so we capture interested paddlers as they hit the water.
- ▶ Working with PA towards a better and user-friendly digital strategy. GoMembership will ease the administrative burden for so many of our volunteer club administrators.
- ▶ With PA and all states, ensuring the sustainability and vitality of the PaddleSafe App and Waterways Guide. Our enormous gratitude is extended to Lynn Parker and Jeff Cottrell who continue to guide and drive our internationally acclaimed recreational resource. We also thank Paddle WA for contributing maintenance funding each year and our interstate colleagues for supporting the resource with input of data.
- ▶ Ensuring all our clubs are compliant with WWC checks and verification.
- ▶ Launching our new and improved PaddleNSW website after migration to the PA platform.
- ▶ Linking with like-minded water sport state sport organisations (SSOs) (e.g. Dragon Boats; Outriggers; SLS; Rowing; Sailing; Surfing) to create a stronger voice with which to base future participation, infrastructure and resource decisions by all levels of government. A facility audit is already underway, and clubs have been requested to supply their wish-list to PaddleNSW for ranking with NSW Sport & Recreation.
- ▶ We will continue to negotiate reciprocal arrangements with some of those above-mentioned SSOs to enable their members to enter our events under their own insurance coverage without further event cost to the participant, and vice versa. Such agreement has recently been finalised with Surfing NSW for their SUP members.

Appreciation & Acknowledgments

- ▶ We are blessed with tremendous depth of volunteerism throughout NSW-ACT. All the paddlesport committees have performed with a high level of passion, professionalism and dedication. Our gratitude is extended to each organising committee, host club and all the volunteers for conducting outstanding events in the past twelve months, including state and national championships.
- ▶ Lynn Parker, with her hard-working team, continues doing a magnificent job coordinating all the education and training courses throughout NSW and ACT, and Kieran Lomas (State Coaching Coordinator) oversees our coaching activity.
- ▶ Bob Turner and all the Board Directors have been inspirational. Bob leads by example and is always willing to assist all our paddle sports. Your efforts are greatly appreciated Bob.
- ▶ Event Coordinator Tony Hystek, Bob Turner and all our magnificent volunteers continually produce an outstanding Myall Classic - our organisation's iconic showpiece.
- ▶ My thanks to Anjie Lees and Adrian Gilchrist who have been looking after the e-newsletters distributed to 5,600+ paddling enthusiasts.
- ▶ Clubs - club roadshows continue to all corners of the state, and I offer my sincere thanks to each inviting club for the warm hospitality. The PNSW Club Forum was another success for the 46 members and supporters who attended the festivities at the home of River Canoe Club in Tempe. We are extremely grateful to all club administrators and volunteers who contribute so much at the grass roots level of paddling.
- ▶ Each year PaddleNSW features at the Sydney International Boat Show. It was a tremendous effort once again by Lynn Parker supervising our stand, on duty all five days with the CEO. We thank Neil Patchett and all the staff at the Centre for Maritime Safety for hosting our stand within the safety precinct.
- ▶ We acknowledge mutual partnerships with Central Coast Academy of Sport (Canoe Sprint) and Western Sydney Academy of Sport (Canoe Slalom). Kind thanks to Ian Robilliard and Martin Bullock respectively for supporting our pathway programs.
- ▶ Thanks to Western Sydney University and intern Nadine Rabaa who assisted with adaptive paddling programs and club surveys.
- ▶ We are greatly appreciative of the \$20K Sports Development Grant from the NSW Government, and the excellent relationship we have with Dept Sport & Recreation staff and the Minister's Office.
- ▶ Our warm relationship with PA is greatly appreciated. We appreciate the cooperation, shared vision and energetic rapport with the PA staff and Board, and indeed all our fellow inter-state paddle colleagues.

Peter Tate
Chief Executive Officer
Paddle NSW



Paddle Queensland (PQ) (formerly known as Queensland Canoeing) has had an eventful year and has continued its commitment to the changing needs of its paddling community and making the various disciplines of the sport accessible to young and old of all abilities across the state.

Events

One of the most notable changes to the sport was in 2019 with the PQ Board commissioning a new canoe ocean racing series. The 2019 series found a major sponsor in Morgans Financial Services and seven events from the Gold and Sunshine Coast, Hervey Bay and as far north as Townsville were added to the first series.

The series runs from 15th June 2018 to 9th November 2019 and has attracted local, national and international competitors across a number of ocean racing disciplines including ocean skis, surf skis, stand up and prone paddle boards as well as outrigger canoes.

The series was created to increase participation across all events in the canoe ocean racing series by packaging an individual event into a major series (OQRS). A series points scoring system sees competitors work towards overall category rankings to determine a series winner amongst age group disciplines, in addition to an overall male and female series winner.

The Marathon Committee's year started with the annual John Newton Team Boat Challenge. This event was held on 1st July 2018 at Currumbin Creek. This year the numbers increased from the prior year and the Australian Institute of Sport women's squad were in attendance, who were very helpful on the day. Currumbin Creek Paddlers Club won the overall club trophy with the most points on the day. The feedback from all paddlers will ensure this event will get bigger every year.

The annual Canoe Polo Development Camp was held on 6 & 7 October 2018 and was the most successful to date with almost 40 paddlers taking to the water at Springfield Lakes. The hosts were fortunate to have current and former international players coaching groups from beginner to advanced level. Again, representing PQ's dedication to making its sport accessible to young and old and all ability levels.

PQ hosted PaddleFest at the beginning of the 2019 year, and this was a great event for the promotion of paddling in South East Queensland. Significant planning went into the event and PQ is happy with the results and the development of paddling within the region.

April was an exciting month as it marked the start of the 2019 Pacific Coast Paddle Series (PCPS). The first race was at Varsity Lakes and over 150 paddlers entered. By the end of June, races of a 10-race series had been hosted and feedback was positive. It was at year end proving to be a successful series of races that provided both a social and competitive outlet for PQ members, an income stream for host clubs and a unifier for the different disciplines.

In April, the 2019 PA Canoe Polo Championships and the 2019 Canoe Polo Oceania Championships were held at Penrith Whitewater Stadium, NSW. Queensland fielded six teams for the National event, across Open Men, Open Women, U21 Men and Junior (U18) divisions.

The U21 Men and the Junior A team were awarded PA Champions with Queensland's Canoe Polo team taking home the state trophy for the best performing state team at the championships. This year Queensland was very proud to field a team of U18 women – an exciting progression from the junior program at Brothers Canoe Club and very encouraging for the development of women's canoe polo. PQ is very proud to endorse and encourage more female athletes entering the various disciplines.

Recreation and Education

Recreation and community run programs continue to be an integral part of PQ and link directly to its main funding from the State Government Department of National Parks, Sport and Racing, and PQ's Strategic Plan, by providing opportunities for the community to experience paddling. PQ has continued to run a variety programs throughout the year across multiple target groups addressing the educational and recreational needs of Queensland's communities.



Junior Development

Over the period, PQ worked with the national pathway program to start a new junior pathway program for Brisbane paddlers. This has already seen several up and coming paddlers continue in the sport as they now have access to a professional program and a coach that will help them move forward in their pathway journey.

PQ has also been able to source six (6) new learn to paddle kayaks for new development programs across Queensland. These jays will be shared between nominated clubs to help run 6-8 weeks of learn to paddle programs targeting new junior paddlers. This opportunity was also provided through our relationship with the national pathway program. PQ was able to successfully attract three new corporate sponsors to assist in the purchase, which was a first for the organisation.

Notable Achievements by PQ Club Members

Whilst not able to individually mention all notable achievements, a limited number are set out below.

Selection to the 2019 PA Ocean Racing Team (racing at the 2019 ICF Canoe Ocean Racing World Championships in France in September 2019):

- ▶ Kylie Hirst - Brisbane Paddling Club
- ▶ David Knight - Brisbane Paddling Club
- ▶ Alex Lloyd - Brisbane Paddling Club
- ▶ Ben Lloyd - Brisbane Paddling Club
- ▶ Sally Trestrail - Brisbane Paddling Club
- ▶ Dan Sloss - Gold Coast Canoe Club

Competing at the 2018 ICF Canoe Polo World Championships in August 2018 in Italy:

- ▶ Alana Pacholke
- ▶ Anna Thompson

Australian team representatives at the 2019 Canoe Sprint Asia Pacific in May 2019 in New Zealand

- ▶ Daniel Hardwick
- ▶ Chaise Richardson

Olympic Hopes Regatta in September 2018

- ▶ Jenaya Massie
- ▶ Phoebe Wills-Grace

Paddle Queensland Branding

With the change to the name, came a re-branding exercise. During the year, PQ continued to review its documentation and information to bring PQ branding consistency and ensure it is moving to a recognisable brand which will garner attention and result in increased club membership. The year saw PQ's personnel and Board ramp up the organisation's online presence through social media channels to grow interest and participation in the sport.

Governance

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

Further to this has been the commitment from the Board to open and clear lines of communication, leading to the establishment of a Board update newsletter to provide detailed operational and/or strategic updates to Club Presidents from the Board.

Happy Paddling,
Julian Norton-Smith
Chair, Paddle Queensland



Once again this has been a very busy year for the Paddle SA Board and management team, with all members engaged in a variety of core activities, the major one being the presentation of the final draft of the new Strategic Plan.

Financially, we produced another good result which will allow us to support our clubs and committee structure in a meaningful way. Our sound financial position has also enabled us to establish a new salaried position, Community Development Officer. As a Board we are committed to supporting gender equity in all aspects of our operations and competition activities.

Paddle SA staff, directors and club volunteers have actively participated in a variety of PA forums and workshops throughout the course of the year.

The transition from SDNA to the new membership and events portal, GoMembership, has been well managed, and generally trouble free. We are pleased that all our member clubs have embraced the new system, and thank all those volunteers who committed a lot of their own personal time to support the successful implementation.

We are also keen to see further development of the United Paddling Management (UPM) concept, and all the potential benefits and improved efficiencies that should bring.

Likewise, we are excited about the opportunities that the Move It Aus funding grant will provide, in particular supporting expansion of our presence in regional areas.

This year saw a change of direction with our Trails project. Paddle SA directors Lawrie Shem, Meredith Blesing and Eddie Andriessen worked closely with Recreation SA and the Office for Recreation, Sport and Racing and other industry providers to produce some outstanding work on the new website. This project will be of great benefit to all paddlers, with increased relevance to our recreational paddlers.

The Canoe Polo, Education and Safety, and Flatwater Technical Committees have all had good years. It is great to see all aspects of our sport developing new talent and initiatives. This is starting to show in a positive manner at all events. Thank you to the dedicated staff and volunteers who make all this possible.

Our first Annual Awards function was a success last year and we returned this year to again celebrate all aspects of our sport. Other annual activities that continue to be a success include the Team Paddle Challenge (an orienteering canoe event on the River Murray for young people) and the Paddle 4 Prostate fundraiser, which raised around \$10,000 this year.

An additional recent activity was the Australian Masters Games, which was successfully run at West Lakes in conjunction with Rowing SA.

The Education and Safety Technical Committee has remained busy over the last 12 months. Activities have included:

- Bi monthly meetings.
- Delivery of regular PAQS Flatwater Skills, Paddle Supervisor, Flatwater Guide and Instructor and Sea Skills courses.
- Increased interest in our Get into Paddling program.
- PAQS Competence Recognition (Assessment) Day in February. We invited Mark Thurgood, PA's Participation and Training Manager, to participate and provide some positive ideas for future development.
- Supporting Outdoor Educators' Association Workshops in regional centres Mt Gambier, Port Augusta and Morgan on the Murray River.
- Facilitation of the annual Japanese students' visitation/paddling program.
- Maintenance of Paddle SA's boat and equipment fleet.
- Rewriting Paddle SA and PA documentation (thanks to Peter Carter).
- Revising Instructor training and assessment programs.

The Flatwater Technical Committee plays a pivotal role in the promotion and development of canoe sprint and canoe marathon, and is responsible for the organisation and running of local regattas and facilitating the PA Canoe Sprint Grand Prix 1, which is held annually at West Lakes in December.

Locally, we held six canoe sprint regattas between October and February, including our state titles. The participation rate was on a par with the last few years, and it remains a priority of the committee to further develop canoe sprint regattas both in terms of athlete and official/volunteer numbers.

We also held five long-distance regattas across the winter months. These events are organised and run by our clubs with assistance from the committee. A new point scoring system was implemented across the long-distance series, which awarded points for each event based on participation and results, and winners were declared in various categories based on gender, age and boat class.

South Australia was again well represented at senior, junior, U23 and masters levels on national teams, and congratulations are extended to all our local athletes who competed on the international stage.

The Paddle SA State Development Program continues to operate with a high level of success under the very capable supervision of our Program Coordinator, Luke Haniford, with great assistance from Laurence Fletcher (SASI Head Coach), Cristi Florian (Canoe Coach) and club coaches.

Canoe paddling in SA is flourishing. At the junior level, two of our paddlers went to the Olympic Hopes regatta and produced great results. Our two senior female athletes, Josie Bulmer and Bernadette Wallace, were selected in the senior national team. Their 14th overall placing at the 2019 ICF Canoe Sprint World Championships was a great result, and they still have a chance of qualifying for next year's Olympics.

The Paddle SA Canoe Polo Technical Committee continued its intensive work regime. In 2018-19, activities included:

- ▶ Indoor winter and spring seasons, with a focus on junior 'come and trys', and an outdoor summer season.
- ▶ Instruction of two school intro-skills program, as a community service.
- ▶ A national training camp in January that sparked new interest for young players across the east side of Australia.
- ▶ A contingent of players travelling to three interstate Summer Series competitions.
- ▶ Strong support for the annual Australia Day Summer Series Competition.
- ▶ A regional outreach event at Tintinara drew 26 current and past Adelaide players, three Melbourne players seeking skill development, and several families from the local region. A repeat event for November 2019 is well into planning.
- ▶ 18 players attended the PA Canoe Polo Championships in Youth, Women, Open and Masters categories in Sydney.
- ▶ Oceania Polo competition in Sydney saw SA contribute players to the Australian Youth, Men's (Open), Women's and Master's teams and to administrative and referee roles.



On behalf of Paddle SA, I thank the Office for Recreation, Sport and Racing and SASI for their significant and generous support of our local activities.

On a personal note, I would like to thank the Paddle SA Board for their ongoing work and enthusiasm to achieve improvement for our sport.

In closing, thanks to Phil and his team, and Andrea and the PA Board for all the support provided to Paddle SA and our member clubs over the past 12 months. We look forward to continuing to work closely with both PA and the other MAs in our mutual quest for future success.

Jim Murphy
President
Paddle SA



Through 2018-19 Paddle Tasmania continued to grow as we welcomed the Tasmanian Sea Canoeing Club into our affiliated club membership.

With the addition of the TSCC, which affiliated in September 2018, there are now five affiliated paddling clubs and almost 450 individual club members across the state. In addition, Paddle Tasmania has 166 qualified Guides, Instructors and Assessors. These members are often working across the school and tourism sectors, delivering paddle education and adventure tourism experiences.



Tasmanian Sea Canoeing Club Blue-Water Expedition – Photo: Greg Simson

All five affiliated clubs are vibrant and active, with each delivering a strong recreational program and some delivering competition programs as well as contributing to the Paddle Tasmania led Paddle Education activities. Introductory, beginner and intermediate recreational paddling has remained a focus across the clubs resulting in maintenance or growth of membership whilst a strong competitive calendar covering canoe polo, canoe sprint, canoe ocean racing and canoe slalom has been maintained.

Affiliated Club Members 2018-19

Male (18+)	Male (U18)	Female (18+)	Female (U18)	Total
287	31	112	18	448

Financial Members of Affiliated Clubs, 1 Jul 2018 – 30 June 2019.
Source: sDNA Demographics Report

Over recent years a number of Come and Try Days specifically for women have been run by Paddle Tasmania and various clubs, however female paddlers are still under-represented in our membership, making up only 29% of club members and 24% of Guides, Instructors and Assessors. Further work to increase gender equity in paddling, Club Executive and on the Paddle Tasmania Board is required.

Paddling Disciplines

Most competitive paddling disciplines have continued strongly with affiliated clubs running canoe ocean racing, canoe slalom, xtreme racing, canoe polo and flatwater

competitions at a variety of venues around the state. These all had good levels of participation, with a good mix of younger and more senior Tasmania paddlers making a mark at national and international competitions. Recreational paddling has continued its popularity with extensive sea touring and river paddling trips run by our clubs.

Paddle Education

Our Paddle Education courses continued strongly with a wide and varied range of programs offered. In early 2019 Paddle Tasmania ran its first course specifically targeted at people with disabilities. Go Paddling was very successful, and Paddle Tasmania intends to continue with, and to improve the program in coming years, and to better link the program with club membership to facilitate ongoing paddling.



Advanced Packrafting Course – Lea River – Photo: Mark Oates

Representation

Paddle Tasmania members continued to represent the state and Australia in a variety of ways, both competitively and administratively.

PA Wildwater Canoeing Technical Committee:

Nic Wilson (Paddle Tasmania Board Member),
Matthew French

PA Canoe Slalom Technical Committee:

Peter Eckhardt (Commodore, Derwent Canoe Club)

2019 PA Wildwater Canoeing Team Selection Committee:

John Borojević (Chair, Paddle Tasmania),
Matthew French and Carol Hurst

PA Honours Committee:

John Borojević (Chair, Paddle Tasmania)

PA Education and Safety Committee:

Alex McWhirter (Paddle Tasmania Board Member)

2019 PA Canoe Slalom Teams:

Kate Eckhardt, Demelza Wall (ex W.A) and Daniel Watkins continued as members of the Australian U23 and Open Slalom Teams. George Lazenby, Hamish Dalziel, Hugh Clements and Claire Hodgman were selected for the Canoe Slalom National Development Squad and competed in the New Zealand Junior Championships representing Australia. Rebecca Lazenby was selected as a Team Manager.

2019 PA Wildwater Canoeing Team:

Richard McMinn, 2019 ICF Wildwater Canoeing World Cup in France.

2019 PA Wildwater Canoeing Junior and U23 Team:

Matt Dalziel, Coach of the PA Wildwater Canoeing Junior and Under 23 Team for the 2019 ICF Wildwater Canoeing World Championships in Bosnia-Herzegovina

National Canoe Polo Team:

Jon Purtell (Masters) and Oscar and Angus Purtell (Junior) of Tamar Canoe Club, Oceania Games in Sydney.

2019 PA Canoe Ocean Racing Team:

Jeremy Norton and Sandra Gadsby (Masters), Sam Norton, Tom Norton and Georgia Laird (Open) represented Australia at the 2019 ICF Canoe Ocean Racing World Championships in France. At the 2019 ICF Canoe Ocean Racing World Cup Race held in Portugal earlier this year Tom Norton won Gold in the Open Men's division.

PA Championships

In January 2019, Paddle Tasmania, in conjunction with the Tasmanian Canoe Club, successfully hosted the 2019 PA Wildwater Canoeing Championships on the Mersey River below Parangana Dam. A week later, Paddle Tasmania and the Derwent Canoe Club successfully hosted the 2019 PA Canoe Slalom Championships which returned to the Bradys Lake course after an almost 20-year absence. Both events received high praise from competitors and supporters.



Claire Hodgman competing at 2019 National Slalom Championships, Brady's Lake – Photo: Moya Deigan

Our thanks are extended to Hydro Tasmania for the all-important water releases; to Sport and Recreation for their grant funding; and to Parks Tasmania for their ongoing support of the Mersey Regional Forest Reserve's paddling facilities. Without the support of these sponsors and of the extensive network of volunteers much of the recreation, education, training and events across the state would not be possible.

Infrastructure

This year also saw repairs and improvement to a number of paddling facilities across the state, including significant in-canal earth works on the Derwent Canoe Club's Bradys Lake whitewater course and major flood repair at the Tasmanian Canoe Club's Forth River course. Paddle Tasmania Board Member, Adam Dickenson, also continued his work to develop a plan for a series of "park and play" waves across Tasmania to attract new paddlers and increased paddling tourism to the state.

Passings

Sadly, the paddling community lost three significant figures this year. Paddle Tasmania passes on our sincere condolences to their families and all who knew and paddled with them.

Adrian Kiernan was perhaps better known as an international Tasmanian paddler and guide rather than a paddler in Tasmania. Paddling extensively internationally, he travelled to the most remote and challenging rivers, and documented his paddling through professionally produced and widely watched whitewater videos. His love of whitewater unfortunately cost him his life on the Jumla Karnali river in Nepal.

Peter Rand was renowned for his expedition and exploratory trips, pioneering of steep creeking and waterfall paddling in Tasmania. He also was instrumental in creating Xtreme racing in Tasmania through the Cataract Gorge Xtreme Races. Pete sadly died from melanoma – a reminder to us all of the importance of sun protection in our sport and Australia more generally.

The sport also lost Rade Borjević, life member of the Tasmanian Canoe Club and a fixture at the TCC's Forth course where he encouraged and supported many young Tasmanian paddlers over a 40-year involvement with the sport. Rade died at 95 years old of multiple medical complications that come with age.

The Coming Year

Looking to 2019-20, as well as its business as usual activities, Paddle Tasmania will review its Constitution to increase female representation on the Board. It will also continue to improve the Go Paddling initiative for people with disabilities and will also host the National Age Slalom Championships (Masters, U23 and Juniors) at the Mersey Slalom Course, with the Derwent Canoe Club taking the organisational lead.

John Borjević

Chair
Paddle Tasmania



The only thing that seems constant is change and the demands and trends that alter the environment we operate in create new challenges each year. One of the requirements of my role is to attend forums and workshops hosted by our funders such as Sport and Recreation Victoria (SRV) and Vic Health. The most constant aspect I am reminded of is the challenges we face are often same across many sporting and recreational organisations.

There is so much competition for time and attention, many new sports and recreational pursuits that capture the public's imagination.

The greatest resource we have by far is our people, the paddlers, officials, administrators and the ones who fill many of these roles. The vast majority are volunteers, armed with experience and passion.

We have so many passionate people who carry on the previous aspirations of the founders of our sport in this country. Fairfield Canoe Club recently celebrated 100 years and we have many other clubs, such as Essendon Canoe Club, from the same era, along with a raft of clubs that are more than 50 years old.

I was working on preparing arguments for the funding of a new club building and I looked into the membership history of a 55-year-old club. Without being able to get accurate numbers, I would propose the club would have hosted many thousands of members over its history. Clubs have been and will always be the pillars of our sport and clubs are run by paddlers.

Disciplines

The various disciplines that make up our sport in Victoria have all been working at different aspects to answer their various challenges.

Whilst Victorian paddlers in the Olympic disciplines don't have the support of a state institute and access to national standard training facilities, we still produce paddlers that have their beginnings in Victoria and uproot to move states to realise their potential.



Canoe Marathon, under the chair of John Young and supported by an ever-increasing team of inspired volunteers, has gone on progressing at all levels. Numerous events over the breadth of the state are attended by appreciative paddlers. The committee has worked to support athlete development, hosting training workshops. Victorian representation in national marathon teams is strong, with junior numbers boosted by school programs. The training workshops have developed skills and have created camaraderie among the paddlers which is shown in strong doubles teams.

Canoe Marathon manages to keep their vital rescue boats up to date, ensuring events can be run compliant with the highest safety standards. The committee meets the ever-increasing standards of safety and compliance. The Paddle Victoria Marathon Committee has an excellent reputation with the landholding authorities running consistently safe events in our winters and summers.

The Slalom Committee has carried on from the previous year's achievements, with Chris Runting taking over from Russell Bassett who has progressed to national and international slalom official roles.

A consistent series of events are giving paddlers numerous opportunities to participate. Camps and numerous trips to Penrith push the skills of Victorian canoe slalom paddlers consistently.

The Victorian Sprint Committee's efforts of getting athletes to GP events and developing a coordinated training strategy has been recognised with support from Paddle Australia to run team boat camps and get a group of athletes to GP2 in Adelaide. The new committee from the previous year has consolidated into an active unit with many plans for Victoria to re-establish a presence in the national sprint scene.

Canoe Polo has been actively seeking and using new venues for regular competition and training.

They are active and willing to experiment with new sites and are working to activate sites with public exposure to showcase, arguably, our most spectacular discipline.

Wildwater canoeing has formed a new committee and is looking forward to more national events, support and direction from the newly formed Paddle Australia Wildwater Canoeing Technical Committee.

Paddle Victoria Office

Paddle Victoria, supported by Vic Health and SRV, has run numerous participation programs throughout the state. PV has also run self-supported and pay to paddle events catering for specific clients.

Projects Officer Sharon Swoboda was successful in gaining a Vic Health Innovation Challenge Grant. The grant specifically targets the challenging demographic of inactive teenagers between 15-17 years old. Sharon has developed the exciting game, Kayak Paddle Ball, which is fun and accessible, a simplified adaptable form of canoe polo on sit on tops. Experience is showing the game is fun and engaging and is a great tool for clubs and leaders to keep those early paddling sessions fun. The plan is to have the game a recognisable brand, with teenagers exposed to it through school camps, Scouts, youth groups etc, and then becoming a league with multiple sites established.

Paddle Australia

The year 2018-2019 saw the first of many changes that heralded in the plans of Paddle Australia to set up our organisations to grasp future opportunities. In this period, we have had the name change that has aligned the state names and national name under the “Paddle” genre.

Exploration of an aligned membership model and the transformation to a new digital membership platform have commenced and are being enacted in later part of 2019 calendar year.

I am impressed with the way club officials and PV staff have engaged with the change process, participating in forums and training sessions.

Future Opportunities

All levels of government from councils, state, federal and statutory authorities are wishing to have more people engaging in healthy activity levels. There are opportunities for paddling in this space. PV, supported by Vic Health, is a leader in developing innovative participation programs. Long term experience in this area means we have packages prepared for numerous programs.

Costing, equipment, and game plans are all available for clubs and providers to move quickly into this space when opportunities arise.



Recreation

We must develop strategies to have the recreational sector of the paddling world recognised and supported as vast numbers participate in this space. There are shared values and mutual opportunities across all areas of what we collectively call paddling.

Thanks

As I said at the beginning of this report, people make our community and I thank everyone who participates and contributes across our community.

I appreciate the support of all my office staff and coaches. They constantly demonstrate their commitment and passion for all the benefits of paddling.

The Board generously volunteers to contribute their time and skill and support me in my role.

Across our community, I am heartened when I see the positive, supportive and respectful way personal interactions can occur.

I would commend all of us to reflect on the benefits of maintaining the highest levels of respect in all our interactions.

Mark Heggie
Executive Officer
Paddle Victoria



OUR MEMBERS **Paddle WA**

Once again it has been a big year for paddling in WA, with some of our highlights included below.

AGM, Awards, Inaugural Hall of Fame and Luncheon

What a celebration we had! We held our combined festivities at Ascot Kayak Club on the 24th November. We started with a special morning tea for our Life Members, we then had a fantastic turnout for our AGM, followed by our Awards and then presentations and recognition to our Hall of Famers. There were 10 in total as this was the inaugural year.

The Hall of Fame Award will only be given out every three (3) years from now on. We have very strict criteria for this award.

We then finished off with a catered lunch. An amazing day was had by all!



Paddle Australia Championships

This year we were fortunate to host both the 2019 PA Canoe Marathon Championships at Ascot Kayak Club from the 17-20th May and the 2019 PA Canoe Sprint Championships at Champion Lakes from the 6-10th March. Both were well supported by our local paddlers as well as interstate paddlers.

Our volunteers really stepped up to organise both events and a massive thank you must go to them.



Talent Identification Program

Paddle WA partnered with WAIS to run a talent identification weekend, held at WAIS in September 2018. From this we gained 15 fantastic young athletes, 12 of whom have continued in the sport.

The majority of these athletes had never paddled a kayak before, but they all entered the 2019 PA Canoe Sprint Championships and have progressed massively over the year.

Clubs put in an expression of interest to run the program, with Bayswater Paddlesports Club selected. A wonderful young coach Anthony Carbone bought out the best in all of the group.



WASPS

This is the second year that the WASPs program has been running, which is a pathway program for canoe sprint and canoe slalom. the canoe sprint athletes are coached by Jesse Phillips at Ascot Kayak Club.



Paddling Seminar

Once again WAIS came to the party in allowing us to run a paddling seminar at WAIS with fantastic input from WAIS staff. On the 8th and 9th September 2018, we ran two separate seminars over the two days with people attending from regional areas and from all disciplines, paddling clubs and surf clubs.

Paddle Academy

Our Paddle Academy has done the best financially over the last year than it has for many years. We have fantastic instructors, and this is a very good income stream for Paddle WA. We purchased a new fleet of 20 sit-on-top boats for primary school aged children which we are using to run the Paddle Oz program.



The WA Education Department introduced a policy late last year that all outdoor education teachers must have a current PA qualification. Consequently, we have been very busy this year running education courses. These have all been entered through the PA education site, which has made life much easier.

Paddle WA also had a visit from PA's Recreation and Training Manager, Mark Thurgood, which was very beneficial not just to Paddle WA but to all WA assessors and instructors wanting to become assessors. The course was run over two days.

Mark went over the paddling apps during his presentation, which impressed all attendees once they had seen the demonstration and explanation of how they can be used.

Events

Paddle WA runs five events each year, these are:

- ▶ Sunsmart Paddle Challenge
- ▶ Sunsmart Northam to Toodyay
- ▶ Sunsmart Avon Challenge
- ▶ Sunsmart Classic Paddle

We have had very good attendances at all of our events.

A decision was made by the Board to give out promotional prizes with our logo rather than cash prizes, which have been well received by the fortunate winners.

The Unite on the Swan had lower numbers than we were hoping for, but we will still persist with this event.

The Sea Kayak Festival, administered by Paddle WA, was held in Busselton this year and as always, it was a great weekend away with amazing paddles and great presenters.

We ran a program called Women of the Avon which over three Saturdays in March.



Sponsors

Our major sponsor is Healthway and Paddle WA promotes the Sunsmart message at all our events, making sure we are educating our members and the general public about being Sunsmart.

Board

We had three new Board Members this year, which gave us a full complement with five (5) elected and two (2) independent Board Members.

Paddle WA is so lucky to have such a fantastic, supportive Board and certainly our members and staff appreciate everything they do to promote our sport.

Governance

The office and Board finished off the remaining governance areas that we wanted to achieve. This was very exciting, as a great deal of time and effort went into getting to where we are now as a sport. This has also helped Paddle WA receive more funding from the Department of Sport and Recreation.

Staff

Paddle WA has two full-time and one part-time staff members. I must say that we work hard, but always have time for a laugh and a quick chat.

Rosalie Evans
Executive Officer
Paddle WA



OUR PARTICIPATION

Education

By the end of June 2019, Paddle Australia (PA) had just over 2021 Leaders spread around Australia.

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.

Paddle Log has undergone fine adjustments to ensure a more reliable system that now completes automatic backups for participants that are signed in with a PA profile as well as enabling an easy renewal of qualifications.



The Paddle Ed app has been put to good use over the past 12 months and has reduced the need to print out and complete assessment records. This has led to clearer assessment records with a reduction of errors. Paddle Ed has also enabled leaders to generate Basic Skills awards and issue certificates, which has led to a 1100% increase in the issue of Basic Skills awards.

Coaching

Level One coaching awards for canoe sprint, canoe marathon and paracanoe are close to completion. These programs will be 100% online by January 2020. Level one awards for other disciplines and level 2 awards will follow over the next 12 months.

Participation

PA was successful in gaining a Move It Aus grant from Sport Australia, which will see the delivery of Paddle Oz (incorporating the Paddle Discovery and Paddle Ball programs) to 13-17 year olds living in rural and remote areas between June 2019 and June 2020. This program will introduce around 3000 participants to the wonderful world of paddling through fun and exciting games and activities.



PA has also recently been successful in entering Sporting Schools for secondary schools and will be available to schools in the first term of 2020.



Sporting Schools is a \$240 million Australian Government initiative designed to help schools to increase children's participation in sport, and to connect them with community sporting opportunities.

Sporting Schools programs are provided free to children and their families to help students build the confidence and capability to be active for life.

To help achieve this, Sport Australia has partnered with more than 30 national sporting organisations (NSOs). There is a program for primary schools, and a targeted program for Year 7 and 8 students in secondary schools. (<https://www.sportaus.gov.au/schools>)

I would like to say a huge thankyou to the Education and Safety Committee for all the magnificent work, over the past twelve months and for their ongoing support.

Mark Thurgood

Participation & Training Manager



High Performance

The 2018/19 year for the high performance program was another successful one but did not go without some challenges.

For staffing, it was a year of consolidation with relative stability within the program after various staff changes in the preceding 18 months. Through the ongoing support of the Australian Institute of Sport (AIS), we continue to build and enhance the support offered to our athletes and staff and in 2018/19 we welcomed some additional staff to our team.

Towards the end of 2018, we welcomed Emir Mujcinovic to the role of Slalom Performance Pathways Coach in Penrith. Emir has been a tremendous addition to our slalom coaching team, and we are fortunate to have someone of Emir's quality coaching our up and coming junior athletes.

One of the recent strategic shifts within the AIS is to place greater focus on athlete wellbeing. Paddle Australia was extremely fortunate to recruit Matt Murphy to the full time role of Athlete Wellbeing and Engagement Manager. Matt's contribution in this area, in a relatively short period of time, has been enormous and highlights the importance of supporting the holistic development of our high performance athletes.

Following the departure of Andrea King in December 2017, due to her having twins, we welcomed Shaun Caven to the role of National Paracanoe Coach in early 2019. Shaun's knowledge and experience are a great addition to the team and he has managed to seamlessly integrate well into the high performance team, already having a very positive impact on our world class paracanoe program and athletes. We thank Guy Power for acting in this position before the appointment of Shaun.

The AIS has undergone significant change since the beginning of 2017 and one of the more significant changes was their transitioning out of the provision of performance support services. This resulted in numerous staff redundancies from the AIS with Paddle Australia fortunate in being able to retain all the AIS staff who were engaged with our sport, transitioning their employment across from the AIS to Paddle Australia. Through this process we were also able to appoint a Junior Performance Scientist, Stewart Crewe, who is very capably supporting our senior performance scientists and adding new insights and value to the team. We thank these staff for their professionalism in dealing with the stressful employment transition process.

One of the more significant challenges throughout the year was the canoe sprint program culture review that occurred in December 2018. There were numerous recommendations from the review with a number of them resulting in significant changes that caused some instability within the canoe sprint program. We have been able to work through many of the recommendations and implement various actions and processes whilst remaining focused on the objective in Tokyo 2020.

From a performance perspective, the year was highlighted with Jessica Fox's outstanding 2018 World Cup and World Championship success. Jess continues to push herself to continually improve and in 2018, she demonstrated why she is regarded as the Greatest Of All Time (GOAT). Jess was awarded numerous deserving accolades at the end of 2018 including the Sportswoman of the Year Award at The World Paddle Awards, AIS Female Athlete of the Year, NSW Sports Athlete of the Year, NSWIS Office of Sport Female Athlete of the Year, the Paddle Australia Paddler of the Year – Olympic, and the President's Award. Coach, Myriam Fox, was also acknowledged winning the very prestigious AIS Coach of the Year Award, along with the NSWIS Coach of the Year and Paddle Australia Coach of the Year awards.

Our world class paracanoe also continued to inspire, winning another three Paracanoe World Championships medals in 2018. Amanda Reynolds, won silver in the WKL3 200 and Curtis McGrath won both his events in the MKL2 200 and MVL3 200. Curtis was reclassified in the Va'a earlier in the year to a higher classification, making this achievement even more remarkable. Curtis was also recognised for his successes winning the QAS Athlete with Disability Award and the Paddle Australia Paracanoeist of the Year Award.



Amanda Reynolds. Photo: Zsuzsanna Vekassy

1. Canoe Sprint and Paracanoe

(i) 2018 Canoe Sprint Junior/U23 World Championships – Plovdiv, BULGARIA (26-29 July, 2018)

The Junior and U23 Canoe Sprint World Championships were held in Plovdiv, Bulgaria, between 26 and 29 July, 2018. The team came away with 2 medals (1 Gold and 1 Silver), care of Joel McKitterick and Tom Green's gold in the MK2 1000 and Simon McTavish's silver in the K1 1000, respectively. The U23 Men continue to perform exceptionally well on the international stage and through the sprint pathways program, we will be continuing to look at ways that we can ensure the standards of the our junior and female programs are lifted.

U23:			
Gold	A-Final	MK2 1000	McKitterick/Green
Silver	A-Final	MK1 1000	McTavish
8th	A-Final	MK4 500	Ellis/McKitterick/Green/McTavish
8th	A-Final	WK4 500	Steinepreis/Massie/Dober/Reynolds
9th	A-Final	WK2 500	Reynolds/Massie
2nd	B-Final	WC1 200	Bulmer
5th	B-Final	WK1 200	Steinepreis
9th	B-Final	MK1 500	Kither
8th	Semi-Final	WK1 500	Dober
8th	Semi-Final	MK1 200	Neville
Junior:			
6th	A-Final	WK1 500	Harlen
1st	B-Final	MK2 1000	Armstrong/Chadwick
2nd	B-Final	MK4 500	Kucharski/Kneebone-Ellis/Armstrong/Hughes
3rd	B-Final	WK2 500	Massie/Duffy
1st	C-Final	MK1 1000	Hughes
2nd	C-Final	MK1 200	Kneebone-Ellis
6th	C-Final	MK1 500	Brodhurst-Hill
7th	Semi-Final	WK4 500	Ray/Scott/Harlen/Warne
7th	Semi-Final	WK1 1000	Fay
9th	Semi-Final	WK1 200	Duffy

(ii) 2018 Canoe Sprint Senior World Championships – Montemor-O-Velho, PORTUGAL (21st-25th, August, 2018)

The Senior Canoe Sprint World Championships were held between 21 and 25 August, 2018. It was disappointing to see the MK2 1000 and MK4 500 narrowly missing medals with both crews performing well, placing 4th. The remainder of the team had mixed results and there were some encouraging performances, including the Women's K4 who placed 7th but are continuing to improve and are demonstrating some promising performances.

Senior:			
4th	A-Final	MK4 500	Fitzsimmons/Stewart/Green/Wood
4th	A-Final	MK2 1000	Fitzsimmons/Wood
7th	A-Final	WK1 500	Burnett
7th	A-Final	WK4 500	Bull/Burnett/Roberts/Brigden Jones
7th	A-Final	WK1 1000	Bull
8th	A-Final	MK1 500	Green
9th	A-Final	MK1 1000	Stewart
8th	A-Final	WK2 200	Roberts/Brigden Jones
2nd	B-Final	MK1 200	Bird
9th	B-Final	WC1 200	Bulmer
7th	Semi-Final	WK1 200	McArthur
8th	Semi-Final	MK2 500	Fitzsimmons/Wood

(iii) 2018 Paracanoe World Championships – Montemor-O-Velho, PORTUGAL (21st-25th, August, 2018)

Our paracanoe team performed exceptionally well again, highlighted by Curtis McGrath's 2 gold medals. After being reclassified from VL2 to VL3 earlier in the year, Curtis managed to hold off a more competitive field to claim gold. Amanda Reynolds also performed well to capture a silver medal following a challenging year with injury. Dylan Littlehales continues to improve against his older counterparts, managing to edge closer to the podium with a 5th place.

Paracanoe:			
Gold	A-Final	MKL2	McGrath, Curtis
Gold	A-Final	MVL3	McGrath, Curtis
2nd	A-Final	WKL2	Reynolds, Amanda
4th	A-Final	WVL2	Seipel, Susan
5th	A-Final	MKL3	Littlehales, Dylan
6th	A-Final	WKL2	Seipel, Susan

2. Canoe Slalom

(i) 2018 Junior and U23 Canoe Slalom World Championships – Ivrea, ITALY (18th – 22nd July, 2018)

The U23 Canoe Slalom Team had some very encouraging performances with four of the team qualifying for the finals. Noemie Fox performed exceptionally well to win a bronze medal in the C1W Class. In the Juniors, Alexandria Choate was the best performer with an exceptional 5th place in the C1W. The remainder of the team had mixed results, and we will continue working on developing a stronger pathway to accelerate the development of our next generation of canoe slalom paddlers.

U23s:			
Bronze	Final	C1W	Fox, Noemie
5th	Final	K1W Team	Fox/Eckhardt/Choate
6th	Final	C1M	Watkins, Daniel
7th	Final	K1W	Eckhardt, Kate
9th	Final	C1M	Crawford, Brodie
9th	Final	C1M Team	Watkins/Crawford/Lowther
10th	Final	C1W Team	Fox/Eckhardt/Wall
11th	SF	C1W	Eckhardt, Kate
14th	SF	K1M	Watkins, Daniel
21st	SF	K1M Team	Watkins/Thompson/Crawford
22nd	SF	C1W	Wall, Demelza
27th	SF	K1M	Thompson, Angus
35th	Heat	C1M	Lowther, Steven
40th	Heat	K1W	Fox, Noemie

Juniors:			
5th	Final	C1W	Choate, Alexandria
16th	SF	K1M Team	Choate/McLaughlan/Montalto
26th	SF	C1M	Janiszewski, Robert
41st	Heat	K1M	Choate, Jack
50th	Heat	C1M	Choate, Jack
60th	Heat	K1M	McLaughlin, Bradley
69th	Heat	K1M	Montalto, Joshua

(ii) 2018 Canoe Slalom Senior World Championships – Rio de Janeiro, BRAZIL (26th Sept – 30th Sept, 2018)

Jess completely dominated the 2018 year and it was fantastic to see her finish the year with a win in both the C1W and K1W Classes. With Jess being so dominant, it could be easy to take her achievements lightly but what Jess achieved in 2018 was extremely special and I doubt we will see such incredible consistency and domination at the highest level for a very long time (if ever!). The World Championships in Rio did present many challenges, but it was very pleasing to see the team stay focussed on the job at hand. Whilst some of the performances were not to the level we know the athletes are capable of reaching, there were some encouraging signs and overall the young team continues to improve each year.

Senior:

Gold	Final	K1W	Fox, Jessica
Gold	Final	C1W	Fox, Jessica
5th	Final	C1W Team	Fox/Laurence/Fox
7th	Final	C1W	Lawrence, Rosalyn
7th	Final	K1W Team	Fox/Laurence/Fox
10th	Final	K1M Team	Delfour/Watkins/Anderson
12th	Semi-Final	K1M	Delfour, Lucien
13th	Semi-Final	C1M Team	Watkins/Borrows/Crawford
15th	Semi-Final	C1W	Fox, Noemie
22nd	Semi-Final	C1M	Watkins, Daniel
27th	Semi-Final	C1M	Borrows, Ian
28th	Semi-Final	K1W	Eckhardt, Kate
28th	Semi-Final	K1M	Watkins, Daniel
39th	Heat	K1W	Lawrence, Rosalyn
46th	Heat	C1M	Crawford, Brodie
48th	Heat	K1M	Anderson, Tim

(iii) 2018 Canoe Slalom World Cup Finalists:

After dominating the first three world cups of 2018, Jess continued to dominate the final two world cups, winning gold in the C1W in both world cups and a silver in the K1W in World Cup 4. Rosalyn Lawrence also won silver in the C1W at World Cup 4 and Lucien Delfour captured a terrific silver medal at the World Cup final in Seu. Jess finished the year winning world cup titles in both the C1W and K1W.

ICF World Cup 4 – Tacen – 31st – 2nd Sept, 2018

Gold	*	C1W	Fox, Jessica
Silver	Final	K1W	Fox, Jessica
Silver	*	C1W	Lawrence, Rosalyn
10th	Final	K1W	Lawrence, Rosalyn

**Note: C1W and K1M results were taken off Heats results (Finals day cancelled)*

ICF World Cup 5 – Seu – 7-9th Sept 2018

Gold	Final	C1W	Fox, Jessica
Silver	Final	K1M	Delfour, Lucien
7th	Final	C1W	Fox, Noemie
10th	Final	K1W	Fox, Jessica

Canoe Slalom Pathways

The 2018/2019 year was a year to build on the structures put in place in 2017/18 and increase the quality of training activities and numbers of junior competitors.

In January 2019, we ran the first National Development Squad (NDS) selection Camp. This was a new format for selecting the national development squad, switching the focus to a more comprehensive assessment of young athletes. 31 athletes were nominated for consideration by their Pathway Hub coaches and 21 athletes were accepted into that 2019 program. All athletes received a comprehensive report outlining their areas of strength and areas needing development to progress in the sport.

The National Development Squad camps ran throughout the year in Penrith and Bradys Lake, Tasmania. There has been full attendance at all training camps.

The NDS participated in a tour to the New Zealand schools and National Championships in Kawarau on the North Island. Coaching provided by Emir Mujcinovic, Christian Fabris and Mike Druce, with Jill Bassett and Rebecca Lazenby as team managers and support for the group. This annual tour and exchange with the New Zealand juniors is a very valuable opportunity for a first international tour and international competitive opportunity for the young athletes. The priority is to preparing athletes for travelling and competing with junior and senior representative teams in the future.

The Pathway Hubs continued to operate, with the activity and training environment continuing to improve. The Hub locations are Melbourne with Warwick Draper as Hub coach,

Hobart with Peter Eckhart and Matt Dalziel as coaches, Perth with Zlatan Ibrahimbegovic as a coach, and Penrith with Emir Mujcinovic as a coach. Each of these centres is tasked with improving the local daily training environment and increasing participation for junior athletes.

Paddle Australia supported competition opportunities for young junior athletes in Europe by funding coaching for some of the European Canoe Association cup races prior to the Junior World Championships. Paddle Australia is planning to evolve international support to create training opportunities for junior and U23 team athletes in Europe in 2020.

Paddle Australia is working together with Japan and New Zealand to set up an international race series for junior and developing athletes, similar to what has been created in canoe sprint. This has been agreed provisionally and will begin in 2021.

The pathways program is creating opportunities through coach forums at training camps and competitions for young coaches to share ideas and challenges with more experienced coaches. The aim is to increase the knowledge base and quality of coaching provided to young athletes in Australia.

Mike Druce

National Pathways Lead - Canoe Slalom

PA Canoe Slalom Pathways Calendar of Activity

6-9 December 2018

NTS Training Camp Brady Lake TAS - 20 Athletes

25-26th Jan 2019

NDS Selection Camp Penrith NSW - 31 Athletes

9-11th March 2019

NDS Training Camp Brady Lake TAS - 21 Athletes

10-23 April 2019

NZ Tour NDS - 16 Athletes

16-30 June 2019

Coach Support for ECA Cup Europe

1-22 July 2019

Junior U23 World Championships Tour

28-30 2019 September

NDS Training Camp Penrith NSW - 22 Athletes

Canoe Sprint Pathways

In 2018/2019 the canoe sprint national pathways program continued its focus on supporting targeted performance pathway hubs at various locations around the country.

Our performance pathway hubs have been identified using the following criteria:

- Areas or states with proven and consistent track record in athlete identification and development.
- Evidence of under 23, under 18, Olympic Hopes and Asia Pacific Sprint Cup Team representatives.
- Sprint canoeing communities working collectively with a common approach and common goal.
- Healthy working relationship between all parties in the area/region – (PA, State Association, SIS/SAS, and Department of Recreation and Sport)
- Identified quality enthusiastic quality coaches/coordinators to drive the program and activity.
- Co-contribution
- Regular state competitions – sprint.
- Strong links to the surf community in coastal regions.

The aim of our performance pathway hubs is to:

- Provide a high-quality daily training environment (DTE)
- Provide quality coaching and deliver well-structured squad training multiple times per week preparing athletes for high performance.
- Regularly monitoring of athlete development.
- Provide support for National Talent Squad (NTS), State Development Squad (SDS) & TID athletes targeting national team selection.
- Implement a new TID program or new TID initiative annually.
- Develop strong links with surf clubs and surf coaches.
- Create close links and work closely with SIS/SAS programs and coaches.
- Provide quality support for athletes attending state and national events.
- Provide a bridge between clubs and SIS/SAS.
- Ensure our next generation of high performance athletes are well coached, well managed and 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 and provide 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).

2018/2019 Performance Pathway Hubs - coaches/coordinators:

WA	Jesse Philips
SA	Luke Haniford
NSW	Northern Beaches- Christine Duff Avoca - Scott Cunningham
QLD	Gold Coast - Guy Power Sunshine Coast - Shane Dalziel

Additional pathways development support was provided to Paddle Victoria and Paddle Queensland (Brisbane / North Qld area) to increase development activity and initiatives as we head into 2019/2020.

International Events and Competition

Throughout the 2018/2019 season, athletes within PA's sprint pathway were provided with extensive opportunities to race internationally.

- Junior and U23 World Championships – 26-29 July, Plovdiv, Bulgaria *(24 athletes selected)*
- Olympic Hopes Regatta – 14-16 September, Poznan, Poland *(6 athletes selected)*
- Asia Pacific Sprint Cup – 9-12 May 2019, Lake Karapiro, New Zealand *(43 athletes selected)*

Camp Activities

During 2018/2019 season, the sprint pathways program provided athletes with numerous opportunities to further develop their skills, technique, fitness, strength and knowledge during National Team / Squad Camps and National Talent Squad (NTS) Camps. Camps were driven by PA coaches within our system and education sessions were provided by PA sports dietitians, strength and conditioning coaches, performance support staff – sports science, athlete wellbeing and engagement staff.

The objective of the pathways program remains unchanged, with the focus clearly on assisting with targeted athlete preparation towards a higher international performance, through provision of coaching expertise, training opportunities, performance support, education and exposure to high performance environments and practices to help our athletes achieve their full potential.

PA's canoe sprint pathways program continues to evolve with new initiatives which are consistently implemented annually. We continue to strive for ongoing success on the international stage with our next generation of athletes.

David Foureur

National Pathways Lead – Canoe Sprint

Canoe Freestyle

2019 was another massive year for canoe freestyle in Australia and the 2019 PA Canoe Freestyle Team.

Firstly, in February we were able to be a part of our first ever Oceania competition and Australian Open which was held at the Penrith Whitewater Stadium alongside the Sydney International Whitewater Festival with canoe slalom and wildwater canoeing. We had athletes competing from across Australia as well as Japan, NZ, Holland and the USA. We are so excited to be a part of these festivals and the crowds that were drawn to the river were fantastic. It was a great competition and we were able to really showcase canoe freestyle. They were also our 2019 PA Canoe Freestyle Championships and 2019 PA Canoe Freestyle Team selection competitions.

In June, Australia sent a large team to the 2019 ICF Canoe Freestyle World Championships which were held in Sort, Spain. Sort has traditionally been a mecca for canoe freestyle and previously held the ICF Canoe Freestyle World Championships over a decade ago. To have the town really get behind canoe freestyle and create a world class feature for the event was amazing. The Whitewater Stadium was created in the town which saw thousands of spectators come and watch this year's ICF Canoe Freestyle World Championships. Once again, I had the pleasure of not only competing but also working behind the scenes as part of the ICF Canoe Freestyle Committee. I also had the pleasure of representing Australia and the worldwide canoe freestyle community as the lead announcer hosting the event.

As Chair, I am extremely happy to congratulate our entire team for their success and performances at the event. Each athlete did our country proud, achieving great rides and many personal bests.

Special congratulations have to go to Jack Newland, our first ever Junior ICF Canoe Freestyle World Championship medallist, who brought home the bronze medal and showed how dedication, commitment and hard work can really pay off. Jack has no opportunity to paddle whitewater where he lives in Geelong, with his closest whitewater feature in Penrith. This requires Jack to drive to an airport, catch a flight to Sydney, get in the car and drive to Penrith to train

about five times a year. Jack was able to put in day after day of training on a flatwater freestyle in his school's swimming pool to help him get ready for his competition. This also shows the relationship between flatwater canoe freestyle and whitewater canoe freestyle competition, with Jack throwing unbelievable rides at the feature, wowing the crowds with his huge aerial tricks and fantastically big McNasty's.

With Jack's bronze medal and Jez making the finals in the OC1 category, as well as great results from the junior and senior team, this was without a doubt one of our best ICF World Championship results ever. This isn't too bad considering Australia has only one [challenging] canoe freestyle feature right now. Canoe freestyle in Australia can easily be categorised as batting way above our weight.

I would personally like to thank all of the volunteers who helped make our events possible; our scorers and timekeepers, those behind the scenes, and the judges.

I would like to share a special thanks to Eileen Callaghan, who has worked alongside me for many years and been hugely influential in developing canoe freestyle in Australia to what it is now. I would also like to thank our team manager, Lorna Cartwright Hliounakis, and our coach, Gary Finlay, who work tirelessly to make our representation happen.

Thanks also to our resident (Brit) 10x World Champion Claire O'Hara MBE who is now officially one of our head coaches and has spent many hours training our athletes over the last seven years to get them ready for the world competitions and has been part of this progression and success. The canoe freestyle scene in Australia is very healthy right now with many up and coming young athletes as well as a very healthy canoe freestyle community here in Penrith.

We hope to see everyone at the Sydney International Whitewater Festival once again at Penrith Whitewater Stadium in 2020. If you are interested in finding out more and having a go at canoe freestyle, please do reach out.

Jez Jezz

Chair, Canoe Freestyle Technical Committee

Canoe Marathon

The Paddle Australia Canoe Marathon Technical Committee (PACMTC) has achieved a number of key performance indicators over the past 12 months whilst work on others is still progressing. These were set in 2017 with representatives of each of the State Member Associations. This includes:

- Increase standard of national competition and team selection;
- Early promotion of PA Canoe Marathon Championships;
- Review allocation of PA Canoe Marathon Championships;
- Provide Masters with an option to compete at PA Canoe Marathon Championships without having to portage;
- Develop strategies to increase participation levels in ICF classes and improve standard at state and national levels; and
- Introduction and adoption of Webscorer as a national standard for race registration, timekeeping and generation of results at State and club level (provides a network of trained users).

A small number of performance indicators were recognised as unachievable and were elevated to PA for consideration. Some of these have been actioned or placed within the new PA Strategic Plan.

Delegates from State Member Associations had been loosely attached to the PACMTC, which has now evolved into having these delegates as permanent members of the PACMTC. This will provide states and the PACMTC with an opportunity to work more collaboratively, raise issues, assist with providing direction of canoe marathon and most importantly provide a channel of communication.

During the past year, the PACMTC and state delegates met creating a Strategic Plan for Canoe Marathon in Australia to assist the goals of the Strategic Plan for Paddling in Australia.

Some of the performance indicators for the next 12 months include:

- Develop initiatives to reduce barriers, such as equipment rental and storage facilities;
- Develop, document and promote clear pathways for officials and volunteers;
- Review the purpose of our major events and align programs and structure to purpose; and
- Promote our major events to showcase our sport and our athletes.

Athlete Development

From humble beginnings, the Train Smarter Program is gaining pace and attempting to achieve the goal of developing top ten performances at ICF Canoe Marathon World Championships. This year three initiatives were undertaken.

Train Smart camps - Several Train Smart testing camps were held during the year. Testing camps were expanded to persons selected in the 2019 PA Canoe Marathon Team. The camps allowed the identification of strengths and weaknesses that athletes can use in their training to improve boat speed.

Coaches were encouraged to attend the camps so the findings could be communicated allowing the coach to implement strategies for dealing with the strengths and weaknesses of the athlete. This provides a greater opportunity for coach development as the coach can become familiar with sports science data and its application to improved performance.

ENT Tour to South Africa - Invitations were forwarded to a number of athletes who were identified as benefitting from development and exposure to internationally recognised athletes at the peak of their training schedule.

The tour spent a week in Pietermaritzburg and a week in Johannesburg. The athletes participated in the South African Canoe Marathon Championships. During the tour, athletes underwent further testing as per the same used in Train Smart camps.

Training Camps for Australian Team - Women led the way with three top 10 performances at the 2018 ICF Canoe Marathon World Championships (Under 18 Women K1 and K2 and Under 23 K1).

As mentioned earlier, selected Australian team members underwent a broader weekend of testing and skills strategy. Margi Bohm and Mick Leverett coordinated and led the athletes through the duration of the camps.

As with other Train Smart camps, similar strengths and weaknesses were identified. These include but are not limited to body core strength, flexibility, muscular strength/endurance, blood lactate levels, skills and strategy (race tactics). With the appropriate coaching, weaknesses can be built upon and turned into a strength. Athletes are now aware of such and future support with their continued development is seen to be vital. Improvements will not be immediate however as athletes progress, their improvement are most likely to be seen at future ICF Canoe Marathon World Championships.

2019 PA Canoe Marathon Championships and Oceania Championships

Paddle Western Australia has set a new standard with the organising and hosting of the 2019 PA Canoe Marathon Championships and Oceania Championships.

Changes were made to the start program with all single on day one and doubles on day two. The first wave of starts had 186 individuals presenting challenges that were easily met.

Entries far exceeded expectation as there was a very large local contingent. Entries reached a high of 386 individuals. Future championships will assist with determining a trend of increased participation.

Jeremy Dunn

Chair, Canoe Marathon Technical Committee

Canoe Ocean Racing

World Championships

This year has seen the 2019 ICF Canoe Ocean Racing World Championships held in Quiberon, France, with another good performance from the 2018-19 PA Canoe Ocean Racing Team. With 31 countries competing, Australia gained four gold medals, six silver and six bronze. Our juniors and U23s once again showed their depth on the global stage as they move into the Open arena. These two age groups are expanding well within canoe ocean racing and we want to keep it growing.

Australia's rule changes that were put through to the ICF helped 441 paddlers from more than 31 countries compete in France. This more than doubled the number of competitors at the 2018 ICF Canoe Ocean Racing World Championships in Hong Kong. These changes allowed the top five athletes in each category- Open, U18 & U23 - to be selected from each country as well as the Top 40 world ranked athletes. It also enabled the previous year's ICF Canoe Ocean Racing World Champions gain automatic selection to defend their titles.

The next two ICF Canoe Ocean Racing World Championships are in Portugal 2020 and Spain 2021 with 2022, 2023 and 2024 now open to bids. Australia is also putting forward more changes to the canoe ocean racing rules to be voted on next March.

The Youth Olympics in Senegal 2022 will include canoe ocean racing for the first time to showcase the sport.

Paddle Australia will hold the PA Canoe Ocean Racing Championships and PA Canoe Ocean Racing Team selection competition (as opposed to a racing series) in conjunction with the Makai Cup in Ulladulla, NSW, next February. There was overwhelming support for a one-off race which saves many athletes time off work, university or school, and also money in attending multiple events around Australia to qualify for the ICF Canoe Ocean Racing World Championships.

The Paddle Australia Canoe Ocean Racing Technical Committee will look to adding more committee members in the next few months to achieve a representation from each state.

Rob Jenkinson

Chair, Canoe Ocean Racing Technical Committee



Canoe Polo

Technical Committee Report

First and foremost, the Australian canoe polo community would like to acknowledge the contribution made by Ian Beasley during his time as Chair of the Paddle Australia Canoe Polo Technical Committee (PACPTC). Players, officials and supporters extend thanks to Ian for his support, commitment and dedication, and wish Ian well with his continuing paddling endeavors.

During the past year (2018-19), Australian canoe polo athletes participated in the 2018 ICF Canoe Polo World Championships held in Canada. Australia fielded a Woman's Team for the first time since 2012 producing a pleasing 16th in world rankings. The Australian Men's Team achieved a 12th placing which is a pleasing improvement of three places from 2016.

Australia hosted the 2019 Oceania Canoe Polo Championships at Penrith Whitewater Stadium at Easter, involving around 160 athletes. Congratulations to New Zealand who again retained the Julian Carter Trophy. A special mention goes to the Australian Veterans Team for placing first in the 30+ category. We look forward continuing our competitive relationship with New Zealand who are setting a strong international pace.

The 2019 PA Canoe Polo Championships hosted by Paddle NSW were held immediately prior to Oceania with a total of 330 athletes across senior and junior age categories. Pleasingly, a number of New Zealand teams participated, and a warm welcome back was extended to our Tasmanian athletes who were represented for the first time in a number of years. They joined athletes from NSW, ACT, QLD, SA and VIC for a well-run Championships. Abundant thanks and gratitude to Bob Sims and his highly effective and hardworking team of volunteers for coordinating a successful event.

The annual National Summer Series continues to be popular. This comprises of a set of four events hosted by the state/club structure of Canberra in October, Sydney in December, Adelaide in January and Nagambie (Victoria) in February. Plans are in place to step up the competitive pace of these events to a National Summer Series League with trophies being awarded for Division 1, Division 2 and Women categories.

All regions continue to run local competitions across the year with Queensland and Victoria promoting further growth of our sport through an active interclub series within their respective states.

Athlete and official development continued with National Player Development Camps conducted in Brisbane (October 2018) and Adelaide (January 2019).

A referee training and assessment course was conducted in Tasmania during the year and active accreditation sessions were held as part of the 2019 PA Canoe Polo Championships. There will be an increased focus on referee accreditation in the future.

Setting the strategic direction on the future of Australian canoe polo began in early 2019. A number of productive discussions with members of the canoe polo community and Paddle Australia identified 20 items for further consideration with the polo community. The Paddle Australia Canoe Polo Technical Committee will continue to work hard on implementing strategies that are for the betterment of our sport.

2018 PA Canoe Polo Team Report

2018 PA Canoe Polo Men's Team

Preparations commenced at the conclusion of the 2016 ICF Canoe Polo World Championships held in Italy to lead into a successful campaign for the 2018 ICF Canoe Polo World Championships in Canada.

Key highlights are:

- Development team competed at the 2017 Asian Canoe Polo Championships in Malaysia.
- The team competed in tournaments in China and New Zealand over the two years between Rome and Canada.
- Former ICF World Championships winning Great Britain Men's Coach and current ICF Canoe Polo Chair, Greg Smale ran a three day camp with the squad in May 2018 where many new ideas were presented to the squad and targeted exercises aimed at building the team towards the 2018 ICF Canoe Polo World Championships and beyond.
- The team competed in the NZ National League, with final placing of 7th. This involved participation in events at Christchurch, Palmerston North and Auckland.
- New Zealand Men's Team came to Sydney in August to compete in a Winter Invitational with the Team and several club teams from Adelaide, Melbourne, Sydney and Canberra.

2018 PA Canoe Polo Men's Team

- Matthew Moore (Coach) SA
- Stephen Hubbard (Captain) SA
- Jay Burgess VIC
- Adam Hofmeyer SA
- Luke Holmes SA
- Mark Huang NSW
- Matthew Perrin VIC
- Nathan Rossaguti NSW
- Ben Stark SA

2018 PA Canoe Polo Women's Team

Due to the retirement of players participating in previous ICF World Championships, the focus of the 2018 PA Canoe Polo Women's Team on re-entering the 2018 ICF Canoe Polo World Championships for the first time since 2012 was to develop high level experience for a relatively new team with no previous ICF World Championship experience.

The goal was to achieve a ranking of 14th to allow automatic qualification for the 2020 ICF Canoe Polo World Championships in Italy.

The team was seeded in the round robin pool with France, Great Britain and Denmark, with the first two teams favourites for the competition.

After the pool games, the team placed outside the top 12 and continued games for final ranking with wins against Canada, China and Poland. Unfortunately, the final day of competition resulted in losses against Japan and Canada, with an ultimate placing of 16th from 19 countries.

The Team developed immensely from the experience and since returning to Australia have continued their training with a determined attitude to strengthen from the experience. The squad will continue to aim for competing at the 2020 ICF Canoe Polo World Championships with entry via the Oceania ranking.

2018 PA Canoe Polo Women's Team

- ▶ Rebecca Jennings (Coach) VIC
- ▶ Carley Goodwin (Captain) SA
- ▶ Brigit Doyle VIC
- ▶ Stacey Goodwin SA
- ▶ Laura Kleinrahm SA
- ▶ Samantha McAlister ACT (medical withdrawal)
- ▶ Alana Pacholke QLD
- ▶ Jennifer Stevens VIC
- ▶ Anna Thompson QLD

Yours in Polo,

John Moore

Acting Chair, Canoe Polo Technical Committee

Photo: Dezo Vekassy



Canoe Slalom

Australian Championships

The 2019 PA Canoe Slalom Championships was held at Bradys Lake for the first time in a long time. Paddle Tasmania and Derwent Canoe Club undertook a significant upgrade to improve water usage and safety, costing \$35,000 and completed over two years. The course is now more suitable for junior paddlers and it is easier to get the water allocation. The camping has also been improved.

55 competitors took part with 75 officials and supporters also attending the event. The race formed part of junior selection while senior and U23 paddlers used it for pre-selection training. Tasmanian local Daniel Watkins became national champion in both Men's C1 and K1 despite strong competition. Ros Lawrence won the trophies for both women's classes.

Once again Paddle Victoria Canoe Slalom stepped up to run a national event - the 2019 PA Canoe Slalom Juniors and Masters Championships which were held on the Goulburn River, Eildon, in January. The event attracted Victorian State Government funding and 116 paddlers took part.



2019 PA Canoe Slalom Juniors and Masters Championships, Eildon.
Photos: S R Florisson photography

Australian Open and Oceania Championships

In early 2019, Penrith Whitewater Stadium hosted both the Australian Open and Oceania Championships. With large numbers of international competitors taking part, the racing was akin to World Cup standard.

With team selection also in play for sought after World Championship spots that could give paddlers an advantage in Olympic selection, Australians fired on their home course and medals were won by Jess Fox, Lucien Delfour and Noemie Fox.

The smooth running of these events is thanks to Sue Natoli and her team including Kellie Bailey from New Zealand, and Russell Bassett and his team in results.

The two events were part of the inaugural Sydney International Whitewater Festival and combined downriver racing and freestyle competition. Paddle Australia staff put in a huge effort to make this event a success.



Strategic planning

The committee's work this year was dominated by strategic planning. A weekend was dedicated to nutting out the direction for the discipline, in partnership with Paddle Australia. The emphasis moving forward is in developing pathways (athlete, coach and official), increasing participation, and increasing capacity in order to host a big international event. A significant decision that took immediate effect is that the two national competitions, previously PA Canoe Slalom Junior and Masters Championships and PA Canoe Slalom Championships, will be further refined to PA Canoe Slalom Aged Championships. This will be open to all paddlers with awards in all aged groups and a high-level PA Canoe Slalom Championships with open class only to be held on challenging water and courses. We are also hoping to introduce a Canoe Slalom Asia Pacific Cup with New Zealand and Japan for developing U23 paddlers. See the overview here or look at the whole plan here.

Kate Vyvyan

Chair, Canoe Slalom Technical Committee

Canoe Sprint

The focus of the PACSPTC has been directed at maintaining the consistency and quality of regatta delivery across Australia.

Sydney International Regatta Centre in NSW, Westlakes in SA, and Champion Lakes in WA remain our “international standard” competition venues. The retention of this standard and the capability to conduct international standard competitions remain key performance indicators for our discipline in Australia.

Committee Membership and Responsibilities

Committee members have nominal portfolio responsibilities which for the year were:

- ▶ **Greg Kaeding (Chair):** PA Liaison, Board & HP Liaison, ICF Canoe Sprint Liaison & Communications, PACSPTC responsibilities,
- ▶ **Dasha Kopecek:** Coach Development & Accreditation
- ▶ **Laura White:** Officials Development & Accreditation, SIRC venue enhancements
- ▶ **Mark Bulmer:** Junior Competition Development
- ▶ **Rick Bayliss:** C boat Development and Competition
- ▶ **Jeremy Norton:** Facility Standards and Development

As with last year, it is noted that whilst the Committee is not structured to necessarily provide state representation, PA members from all states are represented, and the Committee is keen to receive specific state input on any items and issues of interest.

For 2019/2020, we are also actively recruiting an athlete representative which will allow an opportunity for athlete interests to be generated and discussed.

The Committee will continue to be across the technical aspects of the sport and be proactive in working with PA regarding any required changes or improvement opportunities for the discipline to ensure its relevance in the modern sporting landscape.

Events and Venues

In 2018/19, the Committee delivered three competitions for the national regatta program, being the two Grand Prix (GP) Series competitions in December at Westlakes, SA and in February at Penrith, NSW, and the PA Canoe Sprint Championships in WA.

For the PA Canoe Sprint Championships, we were particularly pleased to have the WA Government invest \$150,000 in a second set of racing gates, the repair of the

original gates, and an excellent mobile starting trailer for the start line, a concept that could readily be emulated by other sites.

We must continue to maintain a presence and monitor and be involved in venue and equipment maintenance and management, including equipment updating and investment decisions.

The Committee are looking at reintroducing SUP racing into our regatta programs. This is part of an overall approach to engage with the SUP community and welcome them into the paddling community.

Officials Development

The Committee would like to acknowledge all volunteers and officials who assisted throughout the 2018/19 regatta series. Without your dedicated work we would not be able to run such successful regattas. The regatta program requires that we are succession planning for the ongoing development of officials.

We have supported PA in the process of developing the national officials accreditation program.

At the 2020 PA Canoe Sprint Grand Prix 2 and Oceania Championships, we are hoping to conduct an ICF Officials Course. We are expecting this will create a great opportunity for all officials and further develop our technical officials.

The Committee will also maintain its primary focus on ensuring it delivers a strong domestic competition framework for the season and continues to expand, develop and mentor volunteer officials in preparation for the year's program.

Staff Support

We continue to have a solid working relationship with the PA HP staff, in particular National Performance Director, Shaun Stephens, and National Pathways Lead – Canoe Sprint, David Foureur. Both make themselves available and provide excellent counsel to the Committee.

I thank Shaun and David for their continued engagement, support and involvement of Committee members across the majority of functional aspects of the HP program including the coach accreditation process and framework, athlete development pathway, the athlete categorisation and selection process, club pathway program accreditation, selection panels, and support for our national competition officials program, and event budgeting, management and support.

It is important to recognise the investment that PA HP makes in the transport of our gate systems, hire of venues, transport of our technical equipment, and financial support to the Committee to conduct our regattas.

Unfortunately, early in the season, we lost the services of PA's Mary Macaluso when she left PA to work in her parents' business. Mary was a tireless worker and passionate advocate for our discipline. As always, she was ably assisted by Courtney McMillan, who has successfully and competently taken over the reins in the coordination of regatta entries, officials and financial resourcing of our regatta program.

Conclusion

I would like to acknowledge the work of the competition organising sub-committee members as this is by far the largest workload of the Committee. It requires committed planning, scheduling and budgeting to conduct the national event program, with support from the PA HP program.

I would again make mention of the resources of the PA office and over the last 12 months, particularly Courtney McMillan, Mary Macaluso, and the other office staff for their assistance and consideration of our volunteer team.

To members of the Board and to CEO Phil Jones, thanks for your support and importantly access.

Finally, my personal thanks and recognition for the efforts and commitment of Committee members listed earlier in the report.

The Committee is always keen to have additional personnel keen to commit and objectively serve and support the functions of the Committee. We welcome positive suggestions, comments and input from state coordinators/chairs that can further the development of canoe sprint across Australia and maintain the appeal of the discipline.

Greg Kaeding

Chair, Canoe Sprint Technical Committee

PA 2019 Canoe Sprint National Championships - Wallace - Bulmer. Photo: Jo Kneebone-Ellis



Wildwater Canoeing

Wildwater Canoeing Nationals

The 2019 PA Wildwater Canoeing Championships were held on the Mersey River, Tasmania, from the 4 - 6 January 2019. The event posed as a great competition for athletes of all ages to test themselves against the best in the country. Many athletes were vying for a spot on an Australian team which created a highly competitive environment for the competition. We would like to extend our congratulations to all athletes that competed in the Championships. Also thank you to Paddle Tasmania and all volunteers involved for their efforts to run the Championships.

Senior 2019 World Cup

The 2019 Senior Wildwater Canoeing Team was a young and new team with a mix of debutants and representative veterans. We saw some varied results across the team, but the competitions provided a great opportunity for our up and coming Open athletes to prepare themselves for the World Championships and future years.

Sprint Race Results – Finals:

- ▶ MC2 Lachlan & Kaylen Bassett: 6th
- ▶ MC2 Ben Strmecki & Lewis Wylie: 9th
- ▶ MC1 Robert Janiszewski: 13th
- ▶ WC1 Madison Wilson: 5th
- ▶ WK1 Georgian Collin: 13th

Classic Race Results:

- ▶ MC1 Robert Janiszewski: 10th
- ▶ MC2 Lachlan and Kaylen Bassett: 7th
- ▶ MK1 Alex McIntyre: 21st
- ▶ MK1 Richard McMinn: 36th
- ▶ WC1 Madison Wilson: 5th
- ▶ WK1 Georgian Collin: 12th

Wildwater Canoeing Technical Committee

In May 2019, PA was pleased to announce the reconstitution of the Paddle Australia Wildwater Canoeing Technical Committee (PAWCTC). The initial PAWCTC membership was made up of Mathew French, Karen Janiszewski, Alex McIntyre, Kris Smith and Nic Wilson, with the intention of more members to be appointed in the coming financial year.

We are confident that the new Committee will add considerable value to the management of wildwater canoeing. We also like to acknowledge the contribution made to wildwater canoeing by the former Advisory Group of Russell Bassett, Roy Farrance, Peter McIntyre and Tony Mission.

The PA Discipline Technical Committees provide vital input into the planning and management of their particular discipline by promoting and encouraging participation, whether as athletes, coaches or officials; planning and delivering competitions, including the PA Championships; overseeing the selection of athletes and team officials; and managing Australian representative teams attending international events.

The PAWCTC will develop a Strategic Plan for wildwater canoeing in Australia which will be used to move the discipline into the direction which the PAWCTC and wildwater canoeing community would like to see be achieved in the sport over the next 18 months.

2019 PA Canoe Sprint

Senior World Cup Team

Jo Brigden-Jones (NSW)
 Alyssa Bull (QLD)
 Josephine Bulmer (QLD)
 Alyce Burnett (QLD)
 Jackson Collins (QLD)
 Riley Fitzsimmons (NSW)
 Matt Goble (SA)
 Thomas Green (QLD)
 Brianna Massie (QLD)
 Catherine McArthur (SA)
 Joel McKitterick (QLD)
 Jaime Roberts (WA)
 Murray Stewart (NSW)
 Lachlan Tame (NSW)
 Jean Van der Westhuyzen (QLD)
 Bernadette Wallace (SA)
 Jordan Wood (QLD)

Senior Team Management

David Aitken
 Nicola Bullock
 Jessica McDonald
 Jake Michael
 Emma Moffet
 Jimmy Owens
 Jan Martin Parker
 Duke Ruzicic
 David Smith
 Shaun Stephens
 Anna Wood
 Glen Workman

National Talent Squad

Fletcher Armstrong (NSW)
 Harrison Armstrong (NSW)
 Byron Chadwick (NSW)
 Kailey Harlen (NSW)
 Thomas Hughes (NSW)
 Tinus Koekemoer (NSW)
 Toby Schooley (NSW)
 Ethan Shapcott (NSW)
 Jarrah Sheppard (NSW)
 Sascha Taurins (NSW)
 Alisa van der Kwartel (NSW)
 Kali Wilding (NSW)
 Carter Brodhurst – Hill (QLD)

Mackenzie Duffy (QLD)
 Alicia Fay (QLD)
 Jenaya Massie (QLD)
 Tiarnee Massie (QLD)
 Chaise Richardson (QLD)
 Anthea Warne (QLD)
 Liam Warriner (QLD)
 Phoebe Wills-Grace (QLD)
 Jesse Kneebone-Ellis (SA)
 Sebastian Kucharski (SA)
 Daniel Kurcharski (SA)
 Lincoln Loughry (SA)
 Ashlee Schoene (SA)
 Charli Smyth (SA)
 Andrew Steel (SA)
 Caitlin Webber (SA)
 Chelsea Beal (SA)
 Hannah Scott (VIC)
 Jeremy Alderson (WA)
 Yasemin Ray (WA)
 Alex Robinson (WA)

Asia Pacific Team

Jeremy Alderson (WA)
 Ashby Allen (NSW)
 Daniel Hardwick (QLD)
 Tim Hyde (WA)
 Toby Schooley (NSW)
 Carter Brodhurst-Hill (QLD)
 Luke Egger (WA)
 Jesse Kneebone-Ellis (SA)
 Tinus Koekemoer (NSW)
 Daniel Kucharski (SA)
 Eli Newton (NSW)
 Jarrah Sheppard (NSW)
 Kobe Wilson (WA)
 Demi Bates (SA)
 Harriet Brown (WA)
 Riley Clarke (NSW)
 Angelina Good-Gerne (WA)
 Chaise Richardson (QLD)
 Isabelle Rupenovic (NSW)
 Alicia Fay (QLD)
 Kailey Harlen (NSW)
 Jenaya Massie (QLD)
 Yasemin Ray (WA)
 Ashlee Schoene (SA)
 Charli Smyth (SA)
 Alisa van der Kwartel (NSW)

Caitlin Webber (SA)
 Phoebe Wills-Grace (QLD)
 Lucinda Kelly (QLD)
 Jemma Smith (NSW)

Asia Pacific Team Management

Ramon Andersson
 Christine Duff
 David Foureur
 Luke Haniford
 Tahnee Norris
 Jesse Phillips
 Ken Wallace

2018 PA Canoe Sprint

Senior World Championships Team

Steve Bird (WA)
 Jo Brigden-Jones (NSW)
 Alyssa Bull (QLD)
 Josephine Bulmer (SA)
 Alyce Burnett (QLD)
 Riley Fitzsimmons (NSW)
 Tom Green (QLD)
 Catherine McArthur (SA)
 Jaime Roberts (WA)
 Murray Stewart (NSW)
 Jordan Wood (QLD)

Senior Team Management

David Aitken
 Kate O'Connell
 Jimmy Owens
 Jan Martin Parker
 Jesse Phillips
 Emma Moffet
 Dusan Ruzicic
 David Smith
 Shaun Stephens
 Anna Wood

U23 Worlds Team

Josephine Bulmer (SA)
 Keily Dober (NSW)
 Jayden Ellis (SA)
 Tom Green (QLD)
 Chris Kither (SA)
 Brianna Massie (QLD)
 Joel McKitterick (QLD)

Simon McTavish (NSW)
Ethan Neville (NSW)
Shannon Reynolds (WA)
Yale Steinepreis (WA)

U23 Team Management

Nicola Bullock
Christine Duff
David Foureur
Tahnee Norris
Dusan Ruzicic
David Smith

Junior Team

Harrison Armstrong (NSW)
Carter Brodhurst-Hill (QLD)
Byron Chadwick (NSW)
Mackenzie Duffy (QLD)
Alicia Fay (QLD)
Kailey Harlen (NSW)
Thomas Hughes (NSW)
Daniel Kurcharski (SA)
Tinus Koekemoer (NSW)
Jesse Kneebone-Ellis (SA)
Tiarnee Massie (QLD)
Yasemin Ray (WA)
Anthea Warne (NSW)
Hannah Scott (VIC)

Junior Team Management

Nicola Bullock
Jesse Fleming
Laurence Fletcher
David Foureur
Christine Duff
Tahnee Norris
David Smith
Duke Ruzicic

Olympic Hopes Team

Jenaya Massie (QLD)
Phoebe Wills-Grace (QLD)
Alisa van der Kwartel (NSW)
Fletcher Armstrong (NSW)
Lincoln Loughry (SA)
Jarrah Sheppard (NSW)
Tinus Koekemoer (NSW)

Olympic Hopes Management

Alyce Burnett
Christine Duff
Ken Wallace

2019 PA Paracanoe

World Cup Team

Dylan Littlehales (NSW)
Amanda Reynolds (VIC)
Susan Seipel (QLD)

Team Management

Shaun Caven
Kate O'Connell
Guy Power

2018 PA Paracanoe

World Championship Team

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

Team Management

Tahnee Norris
Guy Power

2019 PA Wildwater Canoeing

2019 ICF Wildwater Canoeing World Cup

Georgina Collin (WA)
Kaylen Bassett (VIC)
Lachlan Bassett (VIC)
Robert Janiszewski (VIC)
Alex McIntyre (NSW)
Richard McMinn (TAS)
Demi O'Brien (WA)
Ben Strmecki (VIC)
Madison Wilson (VIC)
Lewis Wylie (VIC)

2018 PA Canoe Marathon

2018 ICF Canoe Marathon World Championships

Reka Abraham (VIC)
Rachel de Kretser (VIC)
Liam Dohnt (SA)
Luke Dooley (WA)
Logan Dutton (VIC)
Tegan Fraser (QLD)
Casey Haynes (VIC)
Chloe Jenkin (SA)
Brianna Jones (VIC)
Joshua Kippin (WA)
Rebecca Mann (VIC)
Isabel Neilson (VIC)
Bryce Newton (VIC)
Emily O'Rourke (VIC)
Glenn Rypp (SA)
Hannah Scott (VIC)
Seamus Spanner (VIC)
Sabastian Wakim
Kristen Woodcock (SA)

2018 ICF Canoe Marathon Masters World Cup

Geoff Baggett (NSW)
Jenni Bateman (WA)
Terry Bolland (WA)
Margi Bohm (NSW)
Marc Brehin (SA)
Stuart Bryson (QLD)
Ron Clarke (WA)
Peter Currie (VIC)
Pauline Findlay (NSW)
Brett Greenwood (NSW)
Bradley Hagan (QLD)
Lorraine Harper-Horak (NSW)
Mark Lawson (WA)
Darren Lee (NSW)
Laura Lee (NSW)
David Little (NSW)
Ann Lloyd-Green (NSW)
Dallas Newman (NSW)
Dominic Scarfe (VIC)
Mark Sedgwick (WA)
Tony Sims (SA)
Neil Thomson (SA)
Daniela Torre (NSW)
Darren Tye (NSW)
Cathy Venning (SA)
Mario Vesely (NSW)

2018 PA Canoe Polo

2018 ICF Canoe Polo World Championships

Open Men Team

Coach - Matthew Moore (SA)
Stephen Hubbard (Captain) (SA)
Jay Burgess (VIC)
Adam Hofmeyer (SA)
Luke Holmes (SA)
Mark Huang (NSW)
Matthew Perrin (VIC)
Nathan Rossaguti (NSW)
Ben Stark (SA)
Open Women Team
Coach - Rebecca Jennings (VIC)
Carley Goodwin (Captain) (SA)
Brigit Doyle (VIC)
Stacey Goodwin (SA)
Laura Kleinrahm (SA)
Samantha McAlister (ACT)
Alana Pacholke (QLD)
Jennifer Stevens (VIC)
Anna Thompson (QLD)

2019 Oceania Canoe Polo Championships

Open Men Team A

Coach - Craig Hutchinson
Adam Hofmeyer (SA)
Luke Holmes (SA)
Craig Hutchinson (NSW)
Nathan Rosaguti (Captain) (NSW)
Mark Huang (NSW)
Robert Sims (NSW)
Louie Wu

Open Men Team B

Coach - Craig Hutchinson
Darragh Downey
Michael Young
James Parks
Michael Jarman
Salim Aljuned
Jade Kerber
Michael Thompson

Open Women Team A

Coach - Bec Jennings
Carla Adams
Stepanie Agnew
Brigit Doyle (VIC)

Megan Holmes (Captain) (SA)
Alana Pacholke (QLD)
Jennifer Stevens (VIC)
Anna Thompson (QLD)

Open Women Team B

Coach - Bec Jennings
Zoe Carter
Laura Kleinrahm
Nikky Lee
Samantha McAlister
Judy Pacholke (Captain) (QLD)
Abbey Steel

U18 Men Squad

Coaches - Donald Leigh and Andrew Waters
Luke Barrable
Harrison Elder
Matthew Gates
Ethan James
Samuel King Koi
Thomas King Koi
Will Polley
Angus Purtell
Oscar Purtell
Lachlan Reid
Alexander Trewartha
Tom Waters

U21 Men Team

Coach - Louie Wu
Daniel Chen
Mark Huang
James DuBose (Captain)
Leo Lee
Tim Maier
Jack Quinn
Jack Steel (Vice captain)
Ben Melville

Over 30 Men Team A

Coach - Matt Moore
James Deakin
Andrew Waters
Matt Moore
James Harmer
Michael Wilson
Anton Holmes

Open 30 Men Team B

Coach - Matt Moore
Rob McConnell
Don Steel
Michael Jarman
Richard Andrews
James Parks
Michael Young
Mark Raymond
Leigh Richardson

Over 45 Men

Coach - Michael Wilson
Paul Baker (Captain)
Ricky Belisle
Ian McLeod
Judy Pacholke
Johnathon Purtell
James Monkivitch
Don Steel
Rob McConnell

2019 PA Canoe Slalom

Senior Team

Jessica Fox (NSW)
Lucien Delfour (NSW)
Rosalyn Lawrence (NSW)
Tim Anderson (NSW)
Ian Borrows (NSW)
Noemie Fox (NSW)
Daniel Watkins (TAS)
Tristan Carter (VIC)

U23 Team

Brodie Crawford (WA)
Noemie Fox (NSW)
Kate Eckhardt (TAS)
Tristan Carter (VIC)
Georgina Collin (WA)
Steven Lowther (WA)
Angus Thompson (NSW)
Demelza Wall (WA)

Junior Team

Alexandria Choate (WA)
Jack Choate (WA)
Mark Crosbee (VIC)
Bradley McLaughlan (VIC)
Joshua Montalto (VIC)
Daniel Shamieh (VIC)
Sophie Wilson (NSW)

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 2019.

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	Retired 23 May 2019
Concettina (Connie) Todaro	
Cynthia Coward	Appointed 3 November 2018
Edward Selby	
Hien Pham	Retired 15 August 2019
Ian Hume	Retired 3 November 2018
Janine Faye Wood	Retired 12 November 2018
Lisa Gowthorp	Appointed 3 November 2018

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, retired 23 May 2019)
- 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)

Concettina (Connie) Todaro Director

- Director (elected on 12 November 2016)
- Deputy Chair since December 2018
- 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)

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

DIRECTORS' REPORT (CONTINUED)

Cynthia Coward Director

- Director (appointed 3 November 2018)
- Postgraduate degree in Education and Human Resource Management
- Undertaking Business and Social Enterprise (Murdoch University)
- Background in the development of education, recreation and sport orientated community organisations in Australia, South Africa and the United Kingdom.
- Experienced leader of people and culture in community organisations, ensures alignment between strategic intent and operational outcomes.
- Interest in diversity and inclusion, commitment to grow participation in sport.
- Roles include: technical committee member, race director, team manager and President of Paddle Australia (WA)

Edward Selby Director

- Director (appointed 23 January 2018)
- Strategic Accounts Manager, System Partners
- Experienced in customer relationship management and covers the spectrum of customer facing management roles to strategy and technology delivery.
- Previous roles with GE, National Australia Bank, Accenture and for the last eight years has been working with the US technology Salesforce
- Manages strategic accounts for Salesforce across Marketing and Advertising technologies
- Bachelor of Business (Marketing)
- MBA, Melbourne Business School
- Director and Trustee, Selby Scientific Foundation
- Experience in technology, customer experience and relationship management will fill an important role on the Board of Paddle Australia in leading the development and implementation of short and long-term information technology strategies across the organisation.

Hien Pham Director

- Director (appointed 23 January 2018, retired 15 August 2019)
- 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)

Ian Hume

Director

- Director (elected on 25th October 2014, retired 2 November 2018)
- 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.

Janine Faye Wood

Director

- Director (appointed 23 January 2018, retired 12 November 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).

Lisa Gowthorp

Director

- Director (Appointed 3 November 2018)
- Director on the Board of Sport Management Australia and New Zealand (SMAANZ)
- Secretary- General, Sliding Sports Australia (2014-2017)
- Assistant Professor of Sport Management (Bond University)
- Over 12 years experience in High Performance Sport (NSW Institute of Sport, The Australian Institute of Sport and Australian Canoeing)
- Experienced in managing sport teams at the World Championships
- Gymnastic Section Manager, Australian Olympic Team in Beijing in 2008
- Research Interest include governance and management of Australian High performance sport system, government involvement in sport; sport governance and regulation, sport development and high performance sport management issues
- Gymnastic Section Manager, Australian Olympic Team in Beijing in 2008
- Bachelor of Education (PD/H/PE)
- MBA (Sports Management) and PhD

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

DIRECTORS' REPORT (CONTINUED)

Meetings of Directors

During the financial year, 9 meetings of directors were held. Attendances by each director were as follows:

Directors' Meetings		
	Number eligible to attend	Number attended
Andrea McQuitty	9	9
Anthony (Tony) Haines	9	6
Cindy Coward	6	6
Claude Harran	8	8
Concettina (Connie) Todaro	9	8
Edward Selby	9	8
Ian Hume	3	3
Hien Pham	9	7
Janine Faye Wood	6	4
Lisa Gowthorp	6	6

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 2019, the total amount that the members of the company are liable to contribute if the company is wound up is **\$7.00** (2018: \$6.00).

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2019 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)


Concettina Todaro (Director)

Dated this 5 day of October 2019

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 2019 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
Partner

SYDNEY
Dated this 8 day of October 2019

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE
INCOME FOR THE YEAR ENDED 30 JUNE 2019**

	Note	2019 \$	2018 \$
Revenue	2	8,179,984	6,648,618
		<u>8,179,984</u>	<u>6,648,618</u>
Athlete support	3	(762,946)	(840,225)
Courses	3	(1,495)	(14,216)
Employee costs	3	(3,562,689)	(2,604,546)
Travel	3	(1,868,870)	(1,690,373)
Occupancy costs	3	(86,099)	(85,657)
Other expenses	3	(548,987)	(414,658)
Other overheads	3	(155,892)	(51,879)
Professional costs	3	(390,499)	(308,760)
Program support	3	(519,719)	(428,111)
Marathon committee expense	3	-	(108,108)
Canoe polo committee expense	3	-	(31,047)
		<u>(7,897,196)</u>	<u>(6,577,580)</u>
Profit before income tax		282,788	71,038
Income tax expense		-	-
Profit for the year		<u>282,788</u>	<u>71,038</u>
Profit attributed to members of the entity		<u><u>282,788</u></u>	<u><u>71,038</u></u>
Other comprehensive income		-	-
Other comprehensive income for the year		<u>-</u>	<u>-</u>
Total comprehensive income for the year		<u>282,788</u>	<u>71,038</u>
Total comprehensive income attributed to the members		<u><u>282,788</u></u>	<u><u>71,038</u></u>

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

STATEMENT OF FINANCIAL POSITION
AS AT 30 JUNE 2019

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash & cash equivalents	4	3,847,220	3,926,805
Trade and other receivables	5	81,019	268,304
Inventories	6	250	-
Other assets	7	840,339	593,359
TOTAL CURRENT ASSETS		<u>4,768,828</u>	<u>4,788,468</u>
NON-CURRENT ASSETS			
Property, plant and equipment	8	693,299	67,926
TOTAL NON-CURRENT ASSETS		<u>693,299</u>	<u>67,926</u>
TOTAL ASSETS		<u>5,462,127</u>	<u>4,856,394</u>
LIABILITIES			
CURRENT LIABILITIES			
Trade and other payables	9	627,411	919,039
Income received in advance	10	3,666,489	3,152,831
Provisions	11	388,934	253,197
TOTAL CURRENT LIABILITIES		<u>4,682,834</u>	<u>4,325,067</u>
NON-CURRENT LIABILITIES			
Provisions	11	84,191	119,013
TOTAL NON-CURRENT LIABILITIES		<u>84,191</u>	<u>119,013</u>
TOTAL LIABILITIES		<u>4,767,025</u>	<u>4,444,080</u>
NET ASSETS		<u>695,102</u>	<u>412,314</u>
EQUITY			
Retained Earnings	19	641,617	372,593
Reserves	20	53,485	39,721
TOTAL EQUITY		<u>695,102</u>	<u>412,314</u>

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 30 JUNE 2019

	Note	Reserves \$	Accumulated Funds \$	Total Equity \$
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
Balance at 1 July 2018		39,721	372,593	412,314
COMPREHENSIVE INCOME				
Surplus attributable to the entity		-	282,788	282,788
Transfer from reserve	20	-	-	-
Transfer to reserve	20	13,764	(13,764)	-
		13,764	(13,764)	-
Total comprehensive income attributable to members of the entity		13,764	269,024	282,788
Balance at 30 June 2019		53,485	641,617	695,102

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2019

	Note	2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts of grants and other revenue		9,619,147	9,131,975
Payments to suppliers and employees		(8,998,163)	(6,943,889)
Interest Received		68,803	18,984
Net Cash inflows/(outflows) from Operating Activities	12 (b)	<u>689,787</u>	<u>2,207,070</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		-	-
Payments for property, plant and equipment		(769,372)	(66,031)
Net Cash inflows/(outflows) from Investing Activities		<u>(769,372)</u>	<u>(66,031)</u>
Net increase in cash held		(79,585)	2,141,039
Cash and equivalents at the beginning of the financial year		3,926,805	1,785,766
Cash and equivalents at the end of the financial year	4	<u>3,847,220</u>	<u>3,926,805</u>

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

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 18 September 2019 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 2019

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 2019

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 (e.g. 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.

PADDLE AUSTRALIA LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

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

ABN: 61 189 833 125

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019**

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

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019**

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 (i.e. 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

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019**

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 2019

NOTE 2: REVENUE

		2019	2018
		\$	\$
<u>Revenue</u>			
AIS/ ASC/ SIS-SAS grants		6,673,543	5,274,821
Fees		681,702	972,437
Income/Grants in Kind		439,601	-
Marketing		25,182	295
Memberships & affiliation		180,682	182,396
Other grants		68,500	29,690
Sundry income		110,774	82,302
Marathon committee income	20	-	89,625
Canoe polo committee income	20	-	17,052
Total revenue and other income		8,179,984	6,648,618

Income/Grants in Kind represents the written down value of assets transferred to the ownership of Paddle Australia Limited on 1 July 2019 being \$439,601.

NOTE 3: EXPENDITURE

		2019	2018
		\$	\$
Athlete support		762,946	840,225
Courses		1,495	14,216
Employee costs		3,562,689	2,604,546
Travel		1,868,870	1,690,373
Occupancy costs		86,099	85,657
Other expenses		548,987	414,658
Other overheads		155,892	51,879
Professional costs		390,499	308,760
Program support		519,719	428,111
Marathon committee expense	20	-	108,108
Canoe polo committee expense	20	-	31,047
Total Expenditure		7,897,196	6,577,580

NOTE 4: CASH & CASH EQUIVALENTS

	2019	2018
	\$	\$
Cash at bank	3,847,220	3,926,805
	3,847,220	3,926,805

PADDLE AUSTRALIA LIMITED
ABN: 61 189 833 125

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

NOTE 5: ACCOUNTS RECEIVABLE AND OTHER DEBTORS

	2019	2018
	\$	\$
CURRENT		
Accounts Receivables	105,226	285,420
Provision for Bad and Doubtful Debts	(34,547)	(29,955)
Other Debtors	10,340	12,839
	<u>81,019</u>	<u>268,304</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 2018	29,955
– Charge for year	12,000
– Written off	(7,408)
Provision for impairment as at 30 June 2019	34,547
– Written back / recouped	-
Provision for impairment as at 30 June 2019	<u>34,547</u>

NOTE 6: INVENTORIES

	2019	2018
	\$	\$
Current:		
General	250	-
	<u>250</u>	<u>-</u>

NOTE 7: OTHER ASSETS

	2019	2018
	\$	\$
Current:		
Prepayments	840,339	593,359
	<u>840,339</u>	<u>593,359</u>

NOTE 8: PROPERTY, PLANT AND EQUIPMENT

	2019	2018
	\$	\$
Leasehold Improvements		
At Cost	22,790	22,790
Less: Amortisation	(22,790)	(18,522)
	<u>-</u>	<u>4,268</u>
Office Furniture & Equipment		
At Cost	869,659	100,287
Less: Accumulated Depreciation	(176,360)	(36,629)
	<u>693,299</u>	<u>63,658</u>
Total Property, Plant and Equipment	<u>693,299</u>	<u>67,926</u>

PADDLE AUSTRALIA LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

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	63,658	4,268	67,926
Additions at cost	769,372	-	769,372
Disposals	-	-	-
Amortisation/ Depreciation	(139,731)	(4,268)	(143,999)
Carrying amount at the end of the year	<u>693,299</u>	<u>-</u>	<u>693,299</u>

NOTE 9: TRADE PAYABLES AND OTHER PAYABLES

	2019 \$	2018 \$
Current:		
Accounts Payable	165,764	425,087
Accruals	105,929	79,757
Other	355,718	414,195
	<u>627,411</u>	<u>919,039</u>

NOTE 10: INCOME RECEIVED IN ADVANCE

	2019 \$	2018 \$
Current:		
High Performance Funds	3,483,320	2,855,508
Other	183,169	297,323
	<u>3,666,489</u>	<u>3,152,831</u>

NOTE 11: PROVISIONS

	2019 \$	2018 \$
Current:		
Employee Entitlements		
Annual Leave	361,414	253,197
Long Service Leave	27,520	-
	<u>388,934</u>	<u>253,197</u>
Non Current:		
Employee Entitlements		
Long Service Leave	84,191	119,013
	<u>84,191</u>	<u>119,013</u>

PADDLE AUSTRALIA LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

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.

	2019	2018
	\$	\$
Cash at Bank	3,847,220	3,926,805

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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

NOTE 12: STATEMENT OF CASH FLOWS (CONTINUED)

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

	2019	2018
	\$	\$
Profit/ (loss)	282,788	71,037
Plus/(Less): Non Cash Items		
Depreciation and Amortisation	143,999	13,247
Contributions received for PP&E	-	-
Changes in Assets and Liabilities		
(Increase)/Decrease in Receivables	187,285	(63,085)
(Increase)/Decrease in Inventories	(250)	3,655
(increase)/Decrease in Other Asset	(246,980)	(31,283)
Increase/(Decrease) in Trade and Other Payables	(291,628)	359,761
Increase/(Decrease) in Other Liabilities	513,658	1,790,908
Increase/(Decrease) in Provisions	100,915	62,830
	689,787	2,207,070

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	2019	2018
		\$	\$
Financial assets			
Cash and cash equivalents	4	3,847,220	3,926,805
Loans and receivables	5	81,019	268,304
Total financial assets		3,928,239	4,195,109
Financial liabilities			
Financial liabilities at amortised cost:			
- Trade and other payables	9	627,411	919,039
Total financial liabilities		627,411	919,039

PADDLE AUSTRALIA LIMITED
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2019

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:

	2019	2018
	\$	\$
Key management personnel compensation	<u>852,570</u>	<u>670,142</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

	2019	2018
	\$	\$
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	74,119	58,309
- later than 12 months but not later than five years	138,788	67,200
- 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 2019

NOTE 19: RETAINED EARNINGS

	2019	2018
	\$	\$
Retained Earnings at the Beginning of the financial year	372,593	269,078
Transfer from reserves	(13,764)	32,478
Profit/ (Loss) for the year	282,788	71,037
	<u>641,617</u>	<u>372,593</u>

NOTE 20: RESERVES

	2019	2018
	\$	\$
<u>Marathon Committee</u>		
Reserves at the beginning of the financial year:	9,766	28,249
Transfers from earnings:	-	89,625
Transfers from reserves:	-	(108,108)
Reserves at the end of the financial year:	<u>9,766</u>	<u>9,766</u>
<u>Canoe Polo Committee</u>		
Reserves at the beginning of the financial year:	29,955	43,950
Transfers from earnings:	-	17,052
Transfers from reserves:	13,764	(31,047)
Reserves at the end of the financial year:	<u>43,719</u>	<u>29,955</u>
Total Reserves at the end of the financial year:	<u>53,485</u>	<u>39,721</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
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DIRECTORS' DECLARATION

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

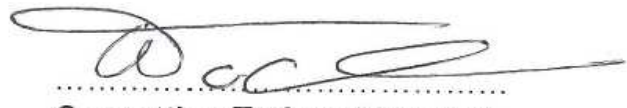
1. The financial statements and notes, as set out in the financial report, are in accordance with the *Corporations Act 2001* and:

- 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 2019 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)



.....
Concettina Todaro (Director)

Dated this 5 day of October 2019

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 2019, 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 2019 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 2019, 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.

In preparing the financial report, the directors are responsible for assessing the entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

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

Dated this 8 day of October 2019