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# 2002/2003 Australian Canoeing Annual Report

## Reports Purpose

This Annual Report was produced to give Australian Canoeing's members and other interested readers an overview of Australian Canoeing and its performance for the year ending 30 June 2003.

## Reader Profile

This report is distributed to State Associations and other member bodies, the association's clients, the Australian Sports Commission, the Australian Olympic Committee, ASIC, the ACT Register Generals Office and other interested parties.

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**Photographs front cover:** Polo: Courtesy Victorian Polo Committee. Nathan Baggaley: Raúl Diaz.

Slalom: Delly Carr. Marathon: Courtesy Australian Red Cross.

# Mission and Corporate Values

## **Mission**

Australian Canoeing is the national body responsible for the management, coordination, development and promotion of paddle sports in Australia. It represents the interests of its members to government, the public and the International Canoe Federation.

Australian Canoeing will provide national leadership and a national framework for harnessing the energies of the many canoeing people and organisations throughout Australia with the aim of building the business of canoeing for the benefit of all.

## **Corporate values**

Australian Canoeing is committed to the provision of a high standard of competition, safety, and opportunity for participation in paddle sports in Australia. It aims to provide all members with fair competition, access to high standard facilities and equity in participation at all levels.

The work of Australian Canoeing will demonstrate a commitment to:

### **Leadership**

The board, committees and management of Australian Canoeing will provide leadership and direction for the national good.

### **Cooperation, partnerships and linkages**

The achievement of national priorities and common goals will depend on working cooperatively and in partnership with many organisations and maintaining links with all levels of canoeing.

### **Business best practice and client focus**

The future viability and growth of canoeing will be built upon the application of business principles, an understanding of the needs and wants of clients and providing services to member organisations and individuals accordingly.

### **Cost effectiveness**

The internal operations and service provision functions of Australian Canoeing will be undertaken on a demonstrable cost-effective basis.

### **Transparency**

Corporate decision making, management processes and service delivery programs will be undertaken in an open way and canoeing stakeholders will be kept well informed of national directions and activities.

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## Highlights

- Nathan Baggaley's win in the K1 500m at the 2002 World Flatwater Championships in Seville, Spain in September
- Bronze Medal by Australia's Women's Canoe Polo Team at 2002 World Championships
- Katrin Borchert's win of the overall 2002 Flatwater Canoeing World Cup
- Justin Boocock's overall third place in the 2002 Canoe Slalom World Cup
- The unanimous adoption of the new Australian Canoeing constitution at the Annual General Meeting in November
- The first full year of the new Australian Canoeing Award Scheme with July 1 2002 seeing the last of the old Award Scheme courses being run
- Australian Canoeing organised the Canoe/Kayak events of the 2003 Australian Youth Olympic Festival
- Adoption by the Board of a Member Protection Bylaw in February
- Australian Canoeing hosted the EnergyAustralia Canoe Slalom World Cup on behalf of the ICF in May
- Australia winning its first ever C1 gold medal at a World Cup Slalom event with Justin Boocock winning the C1 Men's competition at the EnergyAustralia Canoe/Kayak World Cup at Penrith in May
- The profit of \$33,010 achieved by Australian Canoeing for the 12 months ending 30 June 2003
- The continued development of Australian Canoeing Online – [www.canoe.org.au](http://www.canoe.org.au).

# President and Chair of the Boards Review

Once again it gives me much pleasure to present this, the 54th Annual Report to the members of Australian Canoeing.

I took the opportunity to prepare this report from my accommodation at the 'Sports Village Athitaki', where I was between boat control sessions prior to the commencement of the pre-Olympic Flatwater Racing test event at the Schinias Olympic Rowing and Canoeing Centre, some 48 kilometres north-east of Athens, Greece.

In doing so I could not but help reflect on the commitment of so many in Australian Canoeing, who of their own volition, and at their own expense, unselfishly service the ongoing needs and demands, of our sport.

Despite the fact that we are able to employ full-time management and operations staff with the support of funding from the Federal Government, the reality is, that without our staff being supported by a network of 'professional' volunteers, administrators, officials, coaches and instructors, the aims and objectives of a sport as diverse as ours could never be realised.

International technical officials and administrators from other countries are amazed when I inform them that in almost all cases our officials pay their own way for the opportunity to come and work at international events. Never the less, we personally choose to take those opportunities and in doing so contribute to the ongoing development of our sport, not only at an international level, but also domestically where we lend the benefit of our experiences.

Our ICF officials and committee members in particular give generously of their time and it would be remiss of me not to acknowledge the work of ICF Board member Helen Brownlee, ICF Slalom Committee member John Felton, ICF Canoe Polo member Jon Bisset, ICF Marathon Committee member Robin Belcher and ICF Athletes Commission member Duncan Cochrane. I must also extend my appreciation to Richard Fox who has focused the international canoeing fraternity on the need for increased participation at World Championships to ensure the future of the discipline of Slalom at Olympic level.

Australian Canoeing has an enviable record and recognition in conducting high standard international competition events for the canoeing fraternity and this can in part be attributed to our knowledge and active participation in ICF affairs.





**Robin Bell – Silver Medallist C1 – at the EnergyAustralia Canoe Slalom World Cup.  
Photo: Delly Carr.**

Domestically over the last four years we have worked hard to put in place a structure for the organisation which maximises expeditious and efficient review and decision making, whilst providing an appropriate level of autonomy and flexibility for Technical Committees, so they can focus on the ongoing development of their disciplines. Equally we have provided increased opportunities for communication and engagement with the State Associations which are the foundation of our association, thus ensuring a common and ‘united’ approach in furthering the aims and objectives for canoe sport across the country.

The overall performance of Australian Canoeing is strong. We have cemented our relationship and our commitment to the ICF with numerous international events scheduled through to 2007. Our states have embodied the ‘One Australian Canoeing’ approach and I believe are more than ever striving to deliver a common level of service and commitment across all disciplines including participation and recreation objectives.

Our decision-making processes, Annual Strategic Forum and State Executive Officer workshops also continue to reinforce our efforts to operate an open, transparent and consultative process within Australian Canoeing. Equally I believe we have a passionate and committed Board of Directors who are ever mindful of their fiduciary duties and provide a high level of diligence and duty of care in the execution of their governance role on behalf of all our members. The unanimous adoption of the new Australian Canoeing Constitution at last years Annual General Meeting I believe reflects a heightened level of awareness and trust amongst the member states as we work towards 'common' objectives for our sport.

The staff of Australian Canoeing is also a committed group of professionals who as sports administrators are used to the irregular hours and the demands that our sport requires of them to be successful in today's competitive financial and social climate.

And so, with these fundamentals in place, it is appropriate we acknowledge our achievements of the last 12 months and ponder our ability to achieve even greater success in the coming year.

Being in Greece brings home the realisation that we are yet again only 12 months from the Olympics. For the Olympic disciplines of Flatwater Racing and Canoe Slalom and the non-Olympic discipline of Canoe Polo we have had a few significant successes during 2002/03. These are highlighted within the high performance report commencing on page 24.

A prime focus post Sydney 2000 was on high performance reviews of both the Slalom and Flatwater disciplines, and I am confident that as a result we are seeing more solid and consistent top level performances and increasing the depth of our elite level athletes.

This has also been supported by the conduct of top standard 'home' international events such as the 2003 EnergyAustralia Canoe Slalom World Cup. Along with EnergyAustralia, I must thank our other major sponsors of the event Penrith Whitewater Stadium, who are also a major supporter of our National Slalom and Freestyle teams, Penrith City Council, Spanline Home Additions and Teach NSW for their commitment and generous support of Australian Canoeing.

Thanks must also be extended to the major supporters of our 2002 Canoe Polo Teams – Information Backup Services and Kayaks Plus for their significant support as well as the many smaller supporters who are highlighted in other parts of this Annual Report.

Australian Canoeing also organised the canoe/kayak events of the 2003 Australian Youth Olympic Festival and has been invited to submit an application for participation in 2005.

Our canoe education programs are acknowledged as international benchmarks, and after much time and effort by many it was rewarding to see the first full year of the new Australian Canoeing Award Scheme, with the last of the old award scheme courses concluding on July 1 of last year.

We must also recognise and acknowledge that we work within a successful national sporting structure and with the generous financial support of the Australian Sports Commission we are able to work with the Australian Institute of Sport, the State Institutes and Academies of Sport and the Australian Olympic Committee to ensure the continual development and preparation of international standard athletes.

This is an area however, in which I personally wish to see further development and broadening at the grass roots level. There must be more career opportunities and development pathways established and maintained for officials, administrators, and coaches in particular if we are to sustain a high standard of international performances and achievements. This needs to be a focus for us as we refine our programs to take us into the Olympic year of 2004 and work towards Beijing in 2008.



2001 Interstate Canoe Polo Championships – Melbourne Sports and Aquatic Centre.  
**Photo: Courtesy Victorian Canoe Polo Committee.**



To my fellow directors in Peter Vandeppeer, Robin Belcher, Gai Ness, Graham Halford and Noelene Stevenson, I offer my thanks for your commitment, your objectiveness and your experience which has been invaluable in ensuring a business minded approach and the establishment of a broad base strategic plan upon which to build our operational activities.

To General Manager, Jon Bisset and his management team in Peter Horne, Amanda Whittaker, George Zorbas, Laura White, Ian Dewey, John Sumegi, Richard Fox, Samantha Hutchins, Yvonne Ord, Stuart Anderson and Markus Schlaefle, I extend my appreciation for the professional manner in which you exercise your respective responsibilities. The time you commit to both our domestic and overseas programs is to be commended, and the high standards of delivery are recognised and acknowledged by both members of Australian Canoeing and other members of the International Canoe Federation.

And finally my thanks for the commitment and contribution of the member States of Australian Canoeing. The State Association Presidents and their representatives are an essential component in charting the way forward for our sport, and with the cooperation and faith of the Board of Directors provide a united and consistent foundation upon which we can secure our sports future. My thanks to you all.



**Greg Kaeding**

*President and Chair of the Board*



K1 paddler, Red Cross – Herald Sun Murray River Marathon.  
**Photo: Courtesy Australian Red Cross.**

# General Managers Report

It is with pleasure that I present a detailed report of Australian Canoeing's activities for the year ended 30 June 2003 and invite you to reflect on the achievements of the past twelve months.

We continued as a sport to make good progress against our strategic and operational plans. A more rigorous monitoring and evaluation programme was introduced to ensure that a clear focus was maintained in achieving our goals.

External partnerships were further developed, particularly in relation to the Australian Institute of Sport, the various State Institutes and Academies of Sport, Penrith Whitewater Stadium, Regency TAFE, local authorities and of course our State Associations. This partnership approach will be the cornerstone for our ongoing success and must be further enhanced over the coming years. Australian Canoeing must specifically acknowledge the Australian Institute of Sport and the State Institute of Sport network who collectively contribute over one million dollars to elite canoeing programs.



TK2 Paddlers, Red Cross — Herald Sun Murray Marathon.  
Photo: Courtesy Australian Red Cross.


In June 2003 Australian Canoeing conducted a Strategic Forum with representatives from State Associations and our Technical Committees. I believe that the commitment at the forum of State Associations and Australian Canoeing to pursue a “National Plan” is one of the most significant steps made by our sport. A National Plan will further recognise that Canoeing in Australia is delivered by the efforts of many state, regional and local organisations and that State Associations and other stakeholders ultimately will implement many of Australian Canoeing’s strategies. It will recognise that Canoeing is a diverse sport and that all our disciplines working together is a key to future growth.

Those present at the forum agreed that the National Plan would provide the key strategic directions for Australian Canoeing, State Associations and their stakeholder groups.

The decision to pursue a National Plan demonstrates the commitment that now exists for the canoeing community to work together in line with national directions for the long-term viability and growth of canoeing.

One of our major highlights of the year was the EnergyAustralia Canoe Slalom World Cup hosted on behalf of the ICF in May. A total of 15 nations participated and given the SARS outbreak at the time this was a good result. Our appreciation must be extended to EnergyAustralia who we secured as major sponsor just a few weeks before the event. Without such support, world-class events such as this simply would not be possible. Australian Canoeing looks forward to a long-term partnership with EnergyAustralia.

The time commitment at all levels of administration is often overly challenged with little recognition. Without the strong support of the Board of Directors, Technical Committees and staff of Australian Canoeing, in particular my management team of Peter Horne, Amanda Whittaker, George Zorbas, Laura White, John Sumegi, Richard Fox, Yvonne Ord, Markus Schlaefle, Stuart Anderson, Ian Dewey and Samantha Hutchins we could not achieve our mission. I thank them for their exceptional work over the past year. It is the people in our organisation who will carry us forward successfully on our strategic journey. It is our members who will judge that success.



**Jon Bisset**

*General Manager*

# Organisational Overview

## Management

Australian Canoeing is very fortunate to have the services of nine full-time and several part-time and project based staff/consultants to manage its activities. With the adoption of the new Strategic Plan in June 2002 a new staff and management structure was also implemented. Figure 1 shows the structure during 2002/03.

In accordance with the AC Constitution the General Manager acts as and carries out the duties of company secretary and is responsible for the coordination and day to day functioning and activities of the organisation.

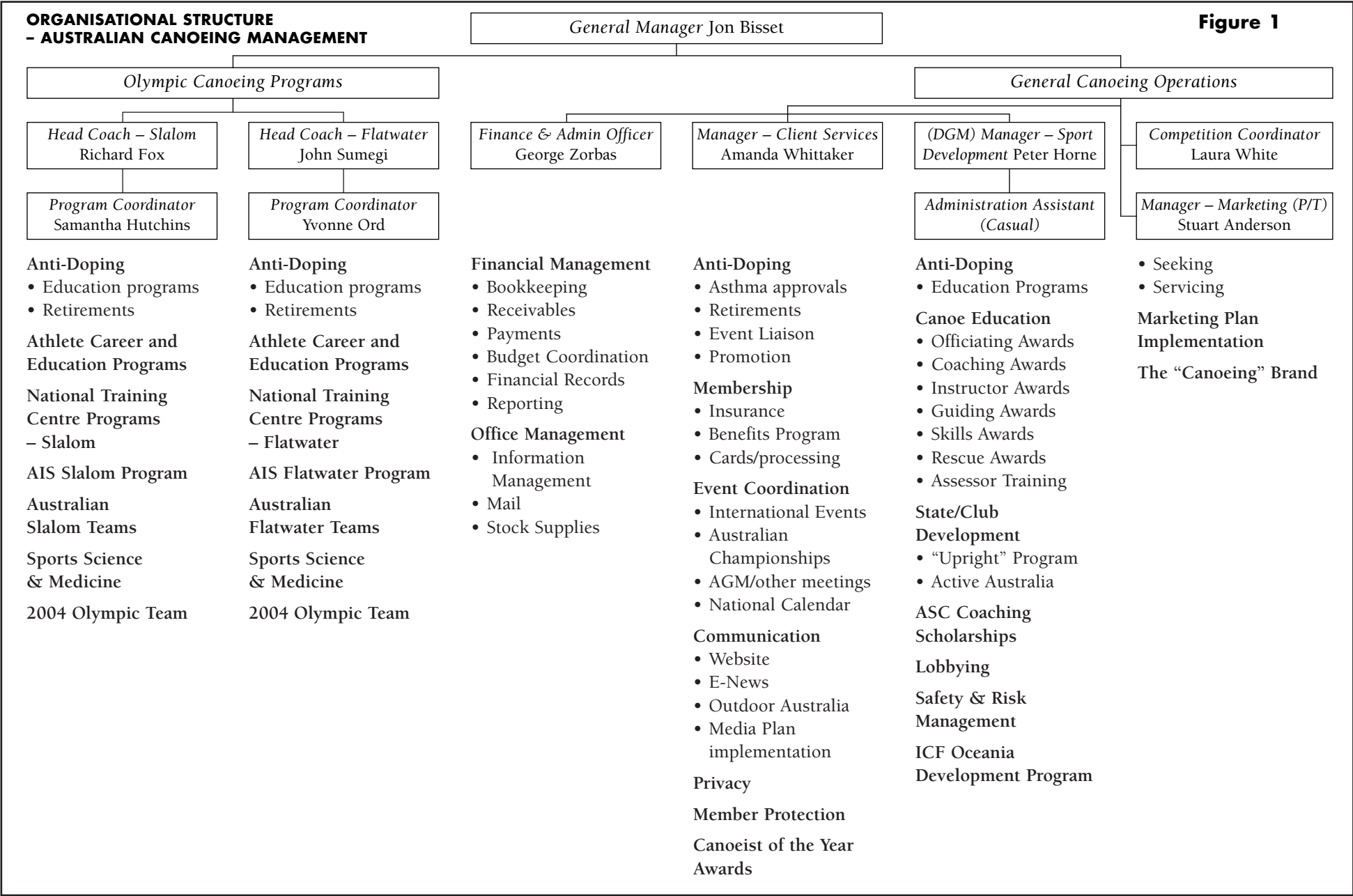
Details of AC staff during 2002/03 can be found in Appendix A.



Former ABCE secretary, Peter Carter, Seakayaking.

**Photo: Peter Carter collection.**





# Corporate Governance

## 1 The Board

### Role of the Board

The Board of Directors is responsible for managing the business of Australian Canoeing. In particular, the Board as the controlling authority of the Association is responsible for acting on all national issues in accordance with the objects of the Association and operates for the collective and mutual benefit of the Association and the sports of canoeing throughout Australia and:

- a) governs the sport of canoeing in Australia in accordance with the objects of the Association;
- b) determines major strategic directions of the Association;
- c) reviews the Associations performance in achieving its pre-determined aims, objectives and policies; and
- d) manages international responsibilities.

### Board size and composition

The Board consists of:

- a) the President (an Interested Director) elected by the State Associations;
- b) Four (4) Interested Directors elected by the State Associations;
- c) Two (2) Independent Directors which may be appointed by the Board.

All members of the Board are non-executive Directors.

The position of Chair is appointed by the Board from amongst the Interested Directors as soon as practicable after each Annual General Meeting and is not necessarily the President.

Both photographs and photograph on page 13 from a Freestyle competition held in conjunction with the 2003 Canoe Slalom National Championships.

Photo: © Rick Eaves.



### **Directors Details**

Details of the Directors in office during 2002/03 and each Directors qualifications, experience and special responsibilities are set out below.

#### ***Mr Greg Kaeding, President and Chair of the Board***

*(Appointed as a Director 1st January 1997)*

Greg Kaeding is an Environmental Scientist by profession and currently works as Group Leader Environment and Community Affairs for the Tiwest Joint Venture in Western Australia.

He has been involved in canoe sport as a competitor, official and administrator for over 30 years and has held numerous positions in sport at state and national level including that of Director and Vice Chairman of Australian Canoeing prior to his election to the position of President in 1999.

Greg is also a former State and National medallist, Instructor and Coach and was a National Sprint Selector for the 1989-1992 Olympiad, and a Selector for the discipline of canoe marathon for 16 years.

In Western Australia, he is a former President of Canoe WA, a current Board member of the West Australian Sports Federation, Executive member of the WA Olympic Council, and is on the organising committee for the 2004 World Cup and 2005 World Canoe Marathon Championships.

He is currently an accredited competition Official of the International Canoe Federation in the disciplines of marathon and flatwater, and has officiated at World Championship level over the last 12 years including the 2000 Sydney Olympics.

Greg is also a Life Member of Canoeing WA; a recipient of the WA Sports Federation May Campbell Service to Sport Award, and in 2000 was the recipient of an Australian Sports Medal for his contribution to canoe sport.



**Mr Robin Belcher, Director**

*(Appointed as a Director 13th February 1999)*

Robin Belcher has been involved within the sport of canoeing for the past thirty-five years both in the UK and in Australia. Initially this was through coaching and recreation as an instructor in Outward Bound before moving to competition in both white water and flat-water disciplines. He is currently:

- Head of Special Education at Woodcrest College, Springfield, QLD.
- Member of the ICF Marathon Racing Technical Committee.
- Director of Australian Canoeing.
- Chair of National Selectors for Australian Marathon Racing Team.

As a member of the Board, Robin is chair of the Olympic Canoeing Program committee and a member of the Marathon Racing Committee. He is also a Director of Australian Canoeing Events Limited.

Robin has worked in the fields of outdoor pursuits, physical education and special education since 1970. His qualifications include an honours degree in Physical Education and various coaching awards in Australia and the UK for recreation and competition.

He represented Great Britain in Marathon Canoeing each year from 1976 to 1988 and was World Cup Singles Champion in 1981 and 1982. He migrated to Australia in 1989 and worked in the areas of manufacturing, administration and coaching within the sport in Victoria and Queensland until 1997. During this time he represented Australia as an Athlete in the 1991 Marathon Team and as the Team Manager in the 1993 and 1995 teams.

He is currently working the Head of Special Education at Woodcrest College in the South Western suburbs of Brisbane.

**Mr Graham Halford, Director**

*(Appointed as a Director 28th October 2001)*

Graham has been involved in canoeing since 1982, as a competitor in marathon and sprint racing, and as an administrator and official. He is an accredited ICF Official in Sprint and Marathon.

As a member of the Board, Graham is a member of the AC Audit committee and the Flatwater Racing Committee.

He was Technical Organiser for the World Marathon Championships in Brisbane in 1992 and Competition Manager, Canoe/Kayak Sprint for the Sydney Olympic Games, working with SOCOG from January 1999 to October 2000.

Graham is former Chairman of the AC Marathon Racing Committee and was President of New South Wales Canoeing from 1996 to 2000.

A graduate of RMIT in Physics, Graham has practiced as a patent attorney for 30 years, and is partner in Sydney firm Halford & Co which he founded in 1979.





**Nathan Baggeley. K1 500m – World Champion. 2002 World Flatwater Championships.**  
**Photo: Raúl Diaz.**

### ***Mr Peter Vandepeer, Director***

*(Appointed as a Director 18th October 1998)*

Peter Vandepeer has worked in each of the four sectors of Sport, Outdoor Recreation, Fitness and Community Recreation for over thirty years and is active in a number of positions in the area of recreation and sport management. He has been actively involved in canoeing since 1976 with his various roles on outdoor education and as a competitor in canoe polo.

He is currently:

- Executive Manager for Recreation, Sport and Tourism.
- Acting Executive Manager International Centre for Hospitality, Leisure and Food at Regency Institute of TAFE in SA.
- Chair of Recreation SA.

As a member of the Board, Peter is a member of the Audit committee and the Education Committee.

Peter has been continuously employed in the Recreation and Tourism Industries since 1970 and has significant experience in each of the sectors.

His qualifications include Outdoor Recreation, Sport, Postgraduate Recreation and Education Studies along with a Diploma of Training and Assessment Systems coupled with considerable industry qualifications and awards. He won a scholarship to complete a Doctor of Education early in 2001. He is an AC Instructor in both Sea and White Water Kayaking.

He has been the Vice Chairman and a Director of AC in the past.

He has been heavily involved in the development of the new AC Award Scheme and has contributed hundreds of voluntary hours in establishing the scheme, which is recognised nationally as the industry leader.

**Ms Noelene Stevenson, Director**

*(Appointed as a Director 19th October 2002)*

Noelene Stevenson has recently retired from the financial services industry, having held senior positions at Zurich Financial Services Australia Limited and the Accountants Superannuation Fund where she was General Manager of the not-for-profit entity. Noelene was appointed as General Manager in 1998 to establish management of the trustee operations for the existing public offer superannuation fund with a national membership base. Whilst in the role the fund saw significant growth enabling the 100% purchase in August 2001 of shareholding by Zurich, one of the largest global financial institutions.

As a member of the Board, Noelene is chair of the AC Audit Committee and a member of the Freestyle Committee.

Noelene has been the National Director for Member Services for the Institute of Chartered Accountants with responsibility for all membership policy and service delivery to in-excess of 30,000 members and 12,000 post graduate students in Australia and overseas.

Noelene is a Fellow of the Institute of Company Directors has a Master of Management and a Post-Graduate Diploma in Public Administration. She has more than 30-years experience in the financial industry.

Noelene has been involved on Boards of many associations and community and arts groups since 1964.

**Ms Gai Ness, Director**

*(Appointed as a Director 10th May 2000)*

Gai Ness has been involved in canoeing since 1990 as a competitor and then as an administrator and official of Canoe Polo. Her initial involvement was at a state level before she became the South Australian member of the Australian Canoeing Canoe Polo Committee. Gai was later elected chair of this Committee for the two years prior to being appointed to the Board of Directors in 2000.

As a member of the Board, Gai is chair of the Honours committee, a member of the Olympic Canoeing Program committee and the Wildwater Committee.

Gai is an accredited ICF official in Canoe Polo. She was a member of the organising committee for the World Canoe Polo Championships held in Adelaide in 1996 as well as Chief Table Official. In 1998 she travelled to Portugal to assist the Portuguese in organising their World Championship and again officiated as Chief Table Official.

Gai has for the past four years organised the Canoe Polo Coaching Tours to Japan as well as providing advice to the Japanese officials on organising the 2004 World Championships. She led the inaugural coaching tour to Japan as Head Official.

Gai is an information analyst for the Department of Education and Children's Services and an executive member of the SA branch of the Australian Population Association.

**Jon Bisset, Director and General Manager**

*(Director from 13th January 1997 until 31st October 2002)*

Jon was appointed to the position of AC General Manager in January 1997 following 3 years as Executive Officer of Queensland Canoeing.

Jon has been involved in canoeing since 1985, as a competitor in canoe polo, marathon and slalom, including selection in 1993 as a member of the Australian Canoe Polo Team, and as an administrator, coach and official. He is an accredited ICF official in Canoe Polo.

Jon is a member of the AC Slalom and Canoe Polo Committees and Secretary of the AC Audit Committee and the Olympic Canoeing Program Committee. He is Director and Secretary of Australian Canoeing Events Limited.

He was Competition Director and Technical Organiser for the World Canoe Polo Championships in Adelaide in 1996, Technical Organiser for the 1998 World Canoe Polo Championships in Portugal, Chief Official for the 2000 World Championships in Brazil and Chief Scrutineer for the 2002 World Championships in Germany. He is currently a member of the ICF Canoe Polo Committee.

Jon is former Chair of the AC Canoe Polo Committee from 1992 to 1996.

He is graduate of Victoria University of Technology in Physical Education, and has been admitted to membership of the Institute of Sport Management as a Certified Practising Sport Manager and in 2000 was the recipient of an Australian Sports Medal for his contribution to canoe sport.

Jon was an ex-officio Director of Australian Canoeing as a virtue of his appointment as AC General Manager from the 13th January 1997 until 31st October 2002. Jon ceased to be a Director as a result of a change to the AC Constitution that came into effect on the 1st November 2002. Jon continued to be General Manager following this date.



Nicole Williams, Doubtful Sound,  
New Zealand.

**Photo: Ben Cowling.**

## **2 Board Activities**

### **Directors Meetings**

The Board of Directors met on 10 occasions during 2002-2003. Attendance at Board meetings was as follows:

	<b>Meetings Attended</b>	<b>Meetings during Term of Office</b>
Greg Kaeding	10	10
Graham Halford	9	10
Peter Vandepeer	10	10
Robin Belcher	7	10
Jon Bisset (Note 1)	4	4
Gai Ness	10	10
Noelene Stevenson	5	8

*Note 1 Jon Bisset was an ex-officio Director as a virtue of his appointment as AC General Manager. Jon ceased to be a Director as a result of a change to the AC Constitution that came into effect on the 1st November 2002. Jon continues to be General Manager following this date.*

### **Directors Decisions**

Following meetings of the Board of Directors, a circular detailing the outcomes of the meeting is issued detailing public decisions made. In addition, a Register of Policy Decisions, which is a historical record of decisions taken by the Board, is maintained. The register is updated following each meeting and is available from the Australian Canoeing website.

### **Directors Interests**

The Board manages conflicts of interest in accordance with the Constitution. The General Manager maintains a register of interests.

### **Policy Development**

During 2002/03 the Board adopted:

- A Canoeing Competitions Bylaw that sets out the rules that apply to the conduct of all canoeing events under the auspices of AC and provides direction for the administration of competition within the sport.
- A Disciplinary Bylaw that sets out the procedure for dealing with disciplinary actions and matters under Constitution.
- An Exhaustive Ballot Bylaw that sets out the procedure for voting at elections of Interested Directors.





Canoe Education – Garden Island South Australia.

**Photo: Courtesy Peter Carter.**

- An Interested Director Qualification Bylaw that sets out the qualifications, which nominees for Interested Director positions on the Australian Canoeing Board should meet.
- A Member Protection Bylaw that ensures AC and its members look at practices and procedures that create safe, welcoming and enjoyable environments and that we meet legislative requirements (such as anti-discrimination and child protection laws), identify the potential for any incidents relating to harassment and abuse of our members, and develop strategies to reduce the likelihood or severity of its occurrence.
- A Role & Function of the Chair of the Board Bylaw that outlines the role and function of the Chair of the AC Board of Directors.
- A revised Selection Procedures Bylaw that governs the selection of Australian Teams in all disciplines of Canoeing. In accordance with this Bylaw the Board has also adopted Selection Criteria for all of our 2003 Australian Teams.
- A revised Team Members Bylaw that sets out the obligations of any member who is selected to become a member of any team or squad established by AC.

- A Conflicts of Interest Bylaw to assist those involved in the administration, management and operation of AC to identify potential or real conflicts of interest and to ensure that such interests are appropriately disclosed and managed for the overall good of AC. The Conflicts section of the new constitution subsequently superseded this Bylaw.
- Terms of Delegation for:
  - The Olympic Canoeing Program Committee;
  - The Audit Committee;
  - The Honours Committee; and
  - All the Technical Committees.
- A template State Association Constitution.

Along with the AC Constitution and other publications, these Bylaws are posted on the AC website. In this way State Associations, other members, media and the public, as part of a continuing emphasis on transparency and best practice corporate governance, can easily access them.



Day five start on the Red Cross – Herald Sun Murray Marathon.  
**Photo: Courtesy Australian Red Cross.**

### **3 Committees**

The Board currently has 10 Committees. Each Committees powers and responsibilities are set out in their individual Terms of Delegation, as approved by the Board. Other Committees may be established from time to time to consider matters of particular importance. Committee members are chosen for their skills, experience and other qualities they bring to the Committee.

Committee meeting minutes are received by the full Board.

Names of members of all Committees can be found in Appendix A.

#### **Audit Committee**

The Audit Committee has been established to administer and perform some of the obligations of AC in relation to financial oversight, risk management and compliance.

#### **Olympic Canoeing Program Committee**

The Olympic Canoeing Program committee has been established to administer and perform some of the obligations of AC in relation to the governance of its Olympic Athlete Programs.

#### **Honours Committee**

The Honours committee has been established to advise the Board on the awarding of Australian Canoeing Honours. In particular, the Honours committee determine recipients of Excellence Awards and Awards of Merit, selects the winners of the various Australian Canoeing Annual Awards, advises the Board of persons to be nominated for election as Life Members and determines appropriate nominees on behalf of Australian Canoeing for External Awards such as Coach of the Year, Athlete of the Year etc.

#### **Discipline Technical Committees**

The seven discipline Technical Committees have been established to administer and perform some of the obligations of AC in relation to the their respective discipline.

The Committees are:

- i) Education
- ii) Canoe Polo
- iii) Marathon Racing
- iv) Flatwater Racing
- v) Slalom Racing
- vi) Wildwater Racing
- vii) Freestyle.

# Performance Reports

## 1 Education and Participation

### Outcome

*Nationally driven and coordinated education and participation programs delivering a best practice educational program leading to coach, official, instructor and guide qualifications.*

### Review

2002/2003 was the first full year of the new Australian Canoeing Award Scheme.

There are now have 26 National Training Providers ("NTP"); made up of 7 Outdoor Education providers; 5 TAFE / Universities; 5 State Associations; 5 Commercial Providers; 2 Canoe Clubs; and the Army Whitewater Association. A number of other companies are in the process of becoming NTP's.

The number of new Award Scheme courses continued to increase through the year with the State Associations leading the way in introducing people to canoeing through the Basic Skills Award.

Throughout the NTP network, State Association and Club network, an education program is continuing to increase the understanding of Competency Based Training in general and our Award Scheme in particular. Given the 30 years successful history of the old Scheme, the transition is not an easy process.

Award Scheme resources are being completed with a total of 113 units of competency in 25 awards being delivered through 5 resource CDs. Three of the packages (Flatwater, Whitewater - Level 2 and Sea) are at initial release stage with the final two under development.

Australian Canoeing continues to be regarded as the industry leader in the use of competency-based training.

Revenue from the Award Scheme has decreased this year, which is due to the funds required in the transitional phase in upgrading the Award Scheme into its current nationally recognised form.

The Award Scheme is based on the Outdoor Recreation Industry Training Package SRO 99. SRO 03 has recently superseded this package and as such Australian Canoeing has commenced a review of the scheme and anticipate alignment to the new package by February 2004.

The Australian Canoeing Skills Recognition Process is working well with a large number of old Award Scheme holders transferred to or in the process of transferring to the new Award Scheme.





2001 Interstate Canoe Polo Championships – Melbourne Sports and Aquatic Centre.  
**Photo: Courtesy Victorian Canoe Polo Committee.**

A recognition of prior learning (“RPL”) education process has begun for NTP’s to assist them in dealing with claims for RPL to the new award scheme.

An International Slalom Coach Conference was organised successfully in conjunction with the EnergyAustralia Canoe Slalom World Cup in May. Participants from 10 nations attended the conference.

National Coaching Accreditation Scheme Courses continued to be held throughout Australia by the State Associations.

For the 4th consecutive year, 6 Australian Canoeing Canoe Polo coaches travelled to Japan to assist the Miyoshi Canoe Association in the training and development of their athletes and officials.

The partnership and friendships established with both officials and athletes through these coaching trips augers well in the fostering of growth in canoe sports in the Oceania and Asian regions.

Unfortunately for financial reasons it is unlikely that this assistance to Japan will continue in future years.

## **2 High Performance**

### **Outcome**

*Enhanced athletic performance so that Australian Canoeing achieves the best possible results at an international level.*

### **Review**

Australian Canoeing continues to prepare athletes for medal winning performances at World championships and in the Olympic disciplines at the 2004 Olympic games.

### **Flatwater**

In May 2003 Australian Canoeing participated in the Australian Sports Commission High Performance Advisory Panel program. The program made available a team of sporting experts to consult closely with Australian Canoeing to examine our systems of elite athlete development and recommend strategies to integrate world's best practice across the key areas of coaching, planning and review, Sports Science / Medicine, management, athlete welfare and integrated national high performance networks. The program was extremely beneficial and the following recommendations have resulted:

- AC to provide a comprehensive examination of the structure and efficiencies of its high performance program.
- AC to develop and implement leadership and ownership of communications within the sport. Provide greater strategic management. Provide greater structure and delineation of roles within the high performance program to ensure clear, concise and consistent information flow, to and from key stakeholders.
- AC to develop and provide a strategy to maximise the access of athlete talent both within and from outside the sport.
- AC to provide a system of ongoing coach development, retention of coaching talent and defined coaching pathways within the elite coaching structure. Provide a revised system of coach responsibilities and communication within the high performance program.
- AC through the ASC to investigate the possibilities for resource sharing (facilities, equipment and transport/storage) among Europe-focussed sports.

Management is currently developing strategies to address the recommendations.

Katrin Borchert won the 2002 ICF Flatwater Canoeing World Cup Series. Borchert finished with 177 points, easily defeating Katrin Wagner from Germany on 120 points. Defending World Cup Champion, Australia's Katrin Kieseler finished in 4th place with 71 points. Borchert also won the World Cup in 2000 and was narrowly beaten last year by Kieseler.

In one of the highlights for the year, Australia's Nathan Baggaley won a Gold medal in the K1 500m at the 32nd World Sprint Canoe/Kayak Championships in Seville, Spain. Baggaley, paddling in lane 8 on the outside of the field was trailing in 6th position at the 250m mark before storming home to take the Gold from Bulgaria's Petar Merkov.

The Australian Flatwater Canoe / Kayak Squad that was selected in April departed Australia in May for their five week tour of Europe. The Squad competed at World Cup Regatta's in Hungary, Poland and in Germany.

Unfortunately, Katrin Borchert, who for the majority of the past decade has competed for Australia, made the decision to return to her native homeland of Germany. Katrin's departure has left the Flatwater Team without its preeminent Women's competitor.

At the Szeged World Cup Regatta in Hungary the Women's K4 crew of Paula Harvey, Chantal Meek, Katrin Kieseler and Amanda Rankin took the Silver Medal in both the LK4 500 and 1000.

At the Poznan Regatta in Poland the Team finished with 4 Gold Medals, 3 Silver and 2 Bronze Medals.

Gold was won by:

- Nathan Baggaley and Julian Norton-Smith in K2 500m;
- Women's K4 crew of Paula Harvey, Chantal Meek, Amanda Rankin and Katrin Kiesler in the K4 1000m;
- Piers Christiansen and Glenn Singleton in the K2 1000m; and
- Australia's men's K4 crew of Daniel Collins, Justin Dean, Peter Scott and David Rhodes who secured Australia's first ever victory over the German Men's K4 crew.

### **Slalom**

The Australian Junior Slalom Team participated in the World Junior Championships in Poland in August 2002. Ashleigh Flowers was the best performed placing 22nd.

The Australian Slalom Team participated in the World Championships at Bourg St Maurice in late August. Justin Boocock, who was our only finalist, turned on a show in the C1 event to record his best ever performance in finishing 8th in the final of the World Championships at Bourg St Maurice. Justin also won Bronze in the Canoe Slalom 2002 World Cup Series.

A Slalom Junior Development Team toured New Zealand in April and a Junior Team has been selected for the World Championships in July.

The Senior Slalom Team has also been selected to compete in this season's World Cup competitions and the World Championships and first Olympic qualification event in Germany.

Australia won its first ever C1 Gold medal at a World Cup Slalom event with Justin Boocock winning C1 Men's competition at the EnergyAustralia Canoe/Kayak World Cup at Penrith White Water Stadium on Sunday May 11. Boocock edged out countryman Robin Bell, who joined his teammate on the podium for second place with a superb clean run. An amazing result considering the pair were involved in a car accident the night before the competition. Earlier in the day Mia Farrance had the Australian Team off to a great start when she won Silver in the Women's K1. Australia also won a Bronze medal in the new cat-4 relay.

The Team 22 tour returned from Europe in June after competing in ICF events in Slovakia and Italy. The team of 9 athletes produced some promising results and two of the team stayed in Europe to join the Junior Team for the Junior Pre-World Championships in Austria.

### **Wildwater**

Stewart Bennett finished 9th in the men's K1 classic race at the 2002 Wildwater Junior World Championships, held in July in Bala, Wales. Bennett's performance was the second best individual Australian performance at a Junior World Championships.

The Australian Junior B Wildwater Team competed at the New Zealand Schools Championships and the New Zealand Championships in April.

## **Marathon**

Michael Leverett won a Bronze medal in the Marathon World Cup in Maribo, Denmark in July 2002. Leverett finished just under a minute behind winner Manuel Busto Fernandez from Spain.

Unfortunately the 2002 World Marathon Canoeing Championships were postponed due to the flooding in the Czech Republic. The river where the event was to be held rose in excess of 2.5m and the town temporarily blocked. The Australian Team as such were forced to return to Australia without competing.

After the disappointment of spending several weeks in the Czech Republic preparing for the original world championships – only to see them cancelled – five of the original 13 national team members returned to Europe in September for a re-scheduled Championships in Spain.

For most of the athletes going back, the key factor in their decision to compete was special financial assistance from the Australian Sports Commission.

Amy Boer placed 5th in the Junior Girls K1 at the Championships. Amy finished 4:25 minutes behind the winner Berenike Faldum from Hungary.

Australian Canoeing announced the Australian Marathon Canoe Team to compete in the 2003 World Championships to be held in Spain in September. Selection occurred at the Australian Championships on the Gold Coast at Easter. A team also competed in the ICF Marathon World Cup 1 in Bergen, Norway in June 2003.

## **Canoe Polo**

The Australian Canoe Polo Team departed Australia in August 2002 for a 5 week tour culminating in the 5th World Canoe Polo Championships to be held in Essen, Germany.

The Australian Women's Canoe Polo Team won the Bronze medal following their defeat of Japan. The men's Team won the 5th & 6th place play-off against France.



Lachie Milne and Mark Bellofiore.

Photo: Delly Carr.

At Easter Men's and Women's squad were selected for the 2004 World Canoe Polo Championships to be held in Japan. The team had its first camp in June and from all reports we can expect them to again be amongst the medals in both men's and women's events. For the first time in 2004 we are also planning to send U/21 teams. Teams will also be selected from these Squads for the Inaugural Oceania Canoe Polo Championships to be held in Brisbane in October.

Australian Men's and Women's Emerging Canoe Polo Teams were also selected at Easter and these teams will tour of Europe in July.

### **Freestyle**

The Australian Freestyle Canoeing Team attended the World Championships in Graz, Austria in late May. Anita Cowley, 7th in the Junior Women's K1 and Brock Flowers, 8th place in the C1 were our best-performed athletes.

### **National Training Centres**

Flatwater National Training Centre Programs continue to operate at the NSWIS, QAS, SASI and WAIS. Australian Canoeing, in conjunction with CWA and WAIS scaled back the WAIS program from the 1st July to a part time program. In doing this Australian Canoeing has ensured that WAIS athletes in contention for National Team Selection are appropriately catered for until at least the Olympic Team is finalised and that WAIS developmental athletes are provided adequate coaching to ensure their continued development. Australian Canoeing will continue to monitor the situation in Western Australia and hope to once again return the program to full time status in the future.

Slalom NTC programs are also operating at the VIS and NSWIS. Head Coach, Richard Fox is working closely with both programs.

AIS programs are both performing above expectations. There is evidence of a strong National identity developing within the Flatwater program and this is supported by feedback obtained through a survey of SIS/SAS programs. The Slalom program also continues to operate well with the support of NSWIS.

In late 2002 Clint Robinson was named, along with twenty other internationally and nationally renowned Australian sports stars, as the "Best of the Best" graduates of the Australian Institute of Sport. The 21 include former Wallaby captain John Eales, fast bowler Glenn McGrath, marathon man Robert de Castella, swimmers Michael Klim and Petria Thomas, tennis player Todd Woodbridge and soccer star Mark Viduka.

The Far North Coast Sprint Canoe High Performance Centre was the winner of the NSWIS regional centre of the year and Nathan Baggaley was one of three finalists in the NSWIS Athlete Of The Year won by Ian Thorpe.

Baggaley was also one of six finalists for the 'Sport Industry Australia Member Award – Individual Achievement.'

The Australian Sport Awards are the premier sporting awards in Australia and selection in the final six in any of the categories is a significant and notable achievement.



### **3 Membership Services**

#### **Outcome**

*A National membership management system and membership benefits package:*

- *Linking every canoeist with their State and National body;*
- *Facilitating a strong client focus at the National and State levels of Canoeing, and*
- *Promoting a sense of ownership and belonging throughout Canoeing.*

#### **Review**

Traditionally the most recognised benefit of membership is access to structured competition and a pathway to international competition. Australian Canoeing also provides insurance cover to members, member discounts, a website and State Association support.

Many of the day-to-day activities of Australian Canoeing and its State Associations go to providing indirect support to recreational canoeists, either through supporting the club framework of which many are a part, or by ensuring the rights and interests of the canoeing community are properly represented.

The benefits of membership, and particularly the personal accident insurance offered as part of AC and the State Associations membership categories is designed with all those involved in canoeing in mind. Personal Accident cover offers added protection for the individual while participating in endorsed canoeing activities. A number of members are already grateful for the cover offered by AC membership.

Australian Canoeing continues to offer insurance cover to all State Associations and affiliated clubs as part of their member's annual fee. Cover includes public liability, personal accident and professional indemnity. Australian Canoeing also covers qualified club officials, coaches, guides and instructors under this policy.

Australian Canoeing has also negotiated a special policy offering travel insurance for those travelling overseas. Not only are the rates very competitive but likely risks are also covered. Many policies currently offered on the open market specifically exclude water activities.

Australian Canoeing works to secure the support of benefit providers at State and National level to add direct commercial benefits to membership. Current providers include HBA Health Insurance, Outdoor Australia Magazine and the Insurance Exchange of Australia.

Australian Canoeing is building a more detailed profile of existing participants through the National Membership Program, club returns and other available survey information. This profile once developed and feedback from a working party that is in the process of being formed to investigate the extent of the role AC should have in recreational canoeing will enable AC to better consider the needs of this important group of paddlers. The working party will be consulting with national and state canoeing and marine authorities and groups, the canoeing industry, recreational boat users and others.

The membership card, identifying members is issued to all members joining in a membership greater than 4 months in duration.

All club members whether involved in recreational or competitive canoeing benefit from the general support provided to canoe clubs. This includes club contact information on the National database that can be accessed through the Australian Canoeing website.

Over the past year the Australian Canoeing Member Protection Bylaw has been implemented. The Bylaw ensures Australian Canoeing, the State Associations, Clubs and other Members look at practices and procedures that create safe, welcoming and enjoyable environments. The By-Law ensures we meet legislative requirements (such as anti-discrimination and child protection laws), identify the potential for any incidents relating to harassment and abuse of our members, and develop strategies to reduce the likelihood or severity of its occurrence.

The Australian Canoeing Online database is now being used by most State Associations. Representatives from each State office were briefed on the program at the 2003 Strategic Forum and all states now have access to the online version.

Australian Canoeing has continued to offer various Awards to recognise its members. In 2002/03 the Honours Committee granted the following Awards of Merit. The Canoeist of the Year Awards were also made. Details of these winners can be found in Appendix D.

**Katrin Borchert** *Winner Overall 2002 Flatwater World Cup*

**Nathan Baggaley** *K1 500 Gold Medallist at 2002 World Championships Seville*

**Women's Canoe Polo Team** *3rd Place World Championships Essen*  
Carolyn Cochrane (Capt.), Juliette Makin, Gail Songberg,  
Kate Abbey, Anne Rosser, Sarah Alexander, Megan Holmes,  
Jo Patrick, Alison Hughes, Briony Turner

During the year Australian Canoeing has been considering the development of a corporate membership category open to tour operators, retailers and educational providers. This is in response to the desire of a number of paddle sports corporate entities to create a forum that can address a wide range of issues; including safety and risk management, providing a common voice to lobby key government departments and regulatory bodies and provide support to deal with trends that are directly impacting their operations (such as the current insurance crisis).

It is also in response to the current public liability insurance crisis and proposed changes to the law of negligence. The difficulty faced by adventure recreation organisations seeking to access public liability insurance has created significant financial distress, forcing some to cease operations. Consequentially, AC is considering the development of an accreditation process in response, based on the recently developed safety guidelines.

The common objective of AC and corporate entities interested in collaboration is to provide a safe environment for members of the general public to pursue their interest in paddle sports to level that will fulfil their individual aspirations.

It is envisaged that a code of conduct covering best practice risk management policies and procedures will be developed as part of the accreditation package. The objective will be to provide a series of operating guidelines by building upon the foundations provided by the current award scheme. Corporate entities will be provided with a range of endorsement options as part of a multi-level membership package that will include a range of benefits covering insurance, accreditation, consolidated buying power and representation on working committees in safety and risk management to lobby key stakeholders. It is anticipated that endorsed corporate entities will be provided with an appropriate logo and other branded material that will be featured in a public education campaign.

It has been recognised by both AC and interested corporate parties that the development of a separate industry lobby group would be a wasteful duplication of resources and threaten the viability of a coordinated approach to key regulatory, insurance and other industry bodies. Member interests can be represented through a range of options, with the most appropriate to be decided by the AC board on the basis of recommendations, from a working party of interested corporate operators.

In order to move forward with the development of an accreditation process, AC developed a discussion paper regarding a proposed commercial membership category. Feedback was sought in February with overwhelming support for the concept. AC will further consider the issue in early 2003/04.

## **4 Community Development**

### **Outcome**

*Nationally driven and coordinated participation programs, implemented and monitored at State level and delivering consistent growth in participation across all states, new clubs in growing areas, quality volunteer experiences and more volunteers.*

### **Review**

In August 2002 Australian Canoeing formed a task force to develop guidelines for the minimum safety standards for Canoeing and Kayaking activities. The task force included representatives from commercial operators, the insurance industry, the legal fraternity, NSW Waterways, Canoe Clubs, and the Australian Board of Canoe Education as well as experienced instructors, coaches and guides and an Olympian. The safety code details the minimum equipment requirements, the required qualifications for instructors and guides and instructor/guide versus participant ratios.

Australian Canoeing has been a constant voice in advocating increased safety regulations for canoeing activities. Australian Canoeing works closely with many government departments and private organisations. Recently Australian Canoeing has provided feedback and represented canoeists' interests to the National Maritime Safety Council, National Park Authorities, the Australian Transport Council and Standards Australia.

Australian Canoeing and State Canoeing Associations are developing an increasing number of services to Canoe Clubs. These include Management improvement initiatives and on line management tools. Further details are available in the Strategic Plan.

Australian Canoeing represents the interests of all member canoeists to a number of government and statutory authorities. These include:

### **Standards Australia**

Australian Canoeing is represented on a number of the Standards Committees including those responsible for the development of new standards for Personal Floatation devices.

### **Land Managers and Waterways Organisations**

Australian Canoeing works closely with many government departments and private organisations. Recently AC has provided feedback and represented canoeists interests to the National Maritime Safety Council, National Park Authorities, and the Australian Transport Council.

### **Outdoor Recreation**

Australian Canoeing is a member of the Outdoor Recreation Council of Australia and has nominated Manager – Sport Development, Peter Horne to sit on their Board. Australian Canoeing also works closely with the Sport and Recreation Industry Training Council on amendments to the Outdoor Recreation Training Package and with many other organisations on issues of interest to our members.

### **Risk Management**

Australian Canoeing manages risk in accordance with the Australian Risk Management Standard and is assisting State Associations and Clubs to improve their risk management practices. Australian Canoeing is currently reviewing its Safety in Canoeing Guidelines to ensure they meet international Best Practice. Australian Canoeing's risk management practices and safety guidelines will assist in maintaining insurance premiums at affordable levels.

Australian Canoeing conducted a workshop for interested people on Risk Management at the 2002 Annual General Meeting.

### **Environment & Waterway Access**

Increased interest in the environment is generally positive for the canoeing community. However some developments are of concern and must be closely monitored. The monitoring of environmental and access issues is perhaps the fastest growing area of Australian Canoeing's general activities. Australian Canoeing represents members interests to organisations such as Coast Care, Sydney Water and the Department of Natural Resources.



Schools relay paddler on the Red Cross – Herald Sun Murray Marathon.

**Photo: Michael Loftus-Hills.**

## **5 Competition Development**

### **Outcome**

*A commercially viable and successful National Events program providing:*

- *High level competition and a quality development pathway for Australian Canoeists*
- *Improved media profile*
- *Opportunities for participation by members.*

### **Review**

Australian Canoeing hosted the EnergyAustralia Canoe Slalom World Cup on behalf of the ICF in May. A total of 15 nations participated in the event and given the SARS out break this was a good result. Australian Canoeing's appreciation must be extended to EnergyAustralia who were secured as major sponsor just a few weeks before the event. Without such support, world-class events such as this simply would not be possible.

Australian Canoeing would also like to thank the Penrith City Council and Penrith Whitewater Stadium for their ongoing support of Canoeing. Without their support critical domestic training and competition opportunities, such as the EnergyAustralia World Cup, would not be possible and this facility allows us to showcase our talent on home soil and provide inspiration to up and coming juniors.



Justin Boocock – Gold Medallist C1 – at the EnergyAustralia Canoe Slalom World Cup.

**Photo: Delly Carr.**



Other partners in the World Cup were Spanline and Teach NSW for whom we also express our appreciation.

\$40,000 was received from the NSW Department of Sport and Recreation for the EnergyAustralia Canoe Slalom World Cup. This included a special grant of \$15,000 to assist with the development of a new results system that will be used for National and International events in the future.

In January, Australian Canoeing organised the Canoe/Kayak events of the 2003 Australian Youth Olympic Festival. The goal for the event was to provide high level, international competition for all involved. In accordance with the recommendations from the 2001 edition we stepped away from State-based competition, to provide greater opportunities for Australian and our close neighbours, New Zealand, to compete against foreign athletes, without the great expense of overseas travel, by increasing the number of International competitors invited to attend.

Teams from Australia, Japan, New Zealand, Germany, South Africa, France and the United States participated in the two disciplines of Flatwater and Slalom this year.

The Australian Olympic Committee's objective was to provide an outstanding opportunity for young Olympic aspirants to follow in the footsteps of their Olympic heroes in Olympic style events and venues. The AYOF is a commitment by the AOC to support developing athletes in Australia and our Oceania region. They have recently advised that the 3rd AYOF will be held in Sydney in January 2005.

Since July 2002, most of our National Championships have been held around the Nation.

In October 2002 Canoe South Australia hosted the 2002 Interclub Canoe Polo Championships. In January Canoe Tasmania hosted the Australian Slalom and Wildwater Championships and the incorporating Australian Schools Slalom and Wildwater Championships.

In April the Australian Flatwater Championships were held at the Sydney International Regatta Centre, the Australian Freestyle Championships at Penrith Whitewater Stadium, the Australian Interstate Canoe Polo Championships in Adelaide, and the Australian Marathon Championships also incorporating Australian Schools Marathon Championships on the Gold Coast.

These events have all proved to be successful with good competitor numbers and strong competition.

Australian Canoeing thanks our various hosting organisations – Canoe South Australia, Canoe Tasmania, Queensland Canoeing and Penrith Whitewater Stadium for their efforts in coordinating the various National Championships they hosted.

Events being organised for the remainder of 2003 include the Australian Wildwater Championships being hosted by Canoeing Western Australia in August and the Australian Interclub Canoe Polo Championships, thanks to Queensland Canoeing in October Brisbane. These Canoe Polo Championships will also include the inaugural Oceania Championships with teams anticipated from New Zealand, Japan and Singapore.

Planning for the 2005 World Marathon Championships is progressing well. The organisation of the event has been outsourced to Australian Canoeing Event's Ltd, a company limited by guarantee, with Australian Canoeing, as its sole member. The ACE LTD Board has appointed Brevis Choate as Chairman and AC thank Brevis for agreeing to take on this role. Jon Bisset, Robin Belcher and Ramon Andersson join Brevis as Directors of the company.

With the EnergyAustralia Canoe Slalom World Cup successfully hosted Australian Canoeing will now begin to focus on the arrangements for the 2005 World Championships.

The Freestyle Canoeing Pre-World Championships will be conducted by Penrith Whitewater Stadium in January 2004, and the World Championships the next year. Penrith Whitewater Stadium staff have recently attended the Championships in Austria and report significant interest in the events here. Penrith Whitewater Stadium will conduct the events with support from Australian Canoeing.

## **6 Corporate Governance & Representation**

### **Outcome**

*To be a nationally recognised 'best practice' sport characterised by:*

- Widely embraced strategic planning, implementation and review processes,*
- A nationally driven strategic communication strategy,*
- Annual operational planning which underpins the strategic plan,*
- Nationally coordinated programs driven through shared vision at National and State levels,*
- Well understood National and State roles and responsibilities,*
- Linked National and State governance documents and strategic plans,*
- A skilled National board and a dynamic management team, and*
- A culture of professionalism and smart business practice.*
- Enthusiastic commitment to agreed strategies*

### **Review**

Historic changes to the governance structure of Australian Canoeing were unanimously endorsed at the 53rd Annual General Meeting in Sydney in October 2003.

The changes reflected a process commenced in 1996 and highlight the atmosphere of trust and cooperation between the State Associations and Australian Canoeing. Under the new constitution only State Associations have the right to vote at General Meeting recognising their position as the key stakeholders of Australian Canoeing.

Australian Canoeing developed a model constitution to assist State Associations to comply with the new Australian Canoeing Constitution. The new constitution requires State Associations to adopt in principle, the objects of Australian Canoeing and adopt rules, which reflect, and which are generally in conformity with the Australian Canoeing constitution. The Rules require the State Associations to amend their constitutions within 1 year from the date Australian Canoeing's new constitution took effect (i.e. by 1st November 2003).

Consistent constitutions will assist with the administration of the sport. Further, the consistent constitutions will provide a tighter legal structure and support the federation structure.

Most State Associations are well on track to achieve the deadline.

Australian Canoeing was represented at the 2002 ICF Congress in Madrid by President Greg Kaeding and General Manager, Jon Bisset. Of significant importance on the final day of the congress, the representatives of 115 National Federations showed unanimous support for a resolution presented by the ICF President to maintain canoe/kayak slalom on the programme for the 2008 Olympic Games and beyond.

The IOC had the week before announced that it was recommending that Canoe Slalom be dropped from the Olympic program. In its review the IOC focused on three reasons for its recommendation to exclude the canoe/kayak slalom discipline from the Olympic programme in 2008:

- The cost of constructing a slalom specific venue.
- The value or use of such a venue in most countries where the slalom discipline is not well developed
- The low global participation and the significant challenges for the future development of slalom.

The ICF President emphasised the proven low cost and sustainability of existing Olympic canoe slalom facilities in Germany, Spain and Australia, the number of new slalom venue projects on all five continents and the positive impact of this discipline on the media and public in recent Olympic Games and World Championships.

The ICF and AC will counter the IOC's reasoning by revealing the relatively low cost and sustainability of slalom competition venues and by introducing a new project of the ICF Development Programme, Canoe/Kayak Slalom – "Beijing and Beyond". The aim of this project is to achieve continuity in the Olympic programme for slalom and to accelerate the global development of this activity.

In February 2003 the IOC announced that Slalom would remain on the Olympic Program in 2008.

Also at the ICF Congress, Australian Canoeing called for a review of the Flatwater Program for World and Olympic Games, as a result of considerable international concern as to the future of Flatwater Canoeing on the Olympic Program without some radical changes. Following the successful resolution the International Canoe Federation formed a working group to conduct a review of the Flatwater Canoeing discipline. The principle aim of review was to consider initiatives that will increase the interest of TV Broadcasters, Media and Spectators in the sport, to increase the interest of Sponsors, to ensure more participants in World Cups and World Championships, to increase the number of athletes in Canadian canoe and women kayak events and to improve Flatwater canoeing in any other way.

On behalf of Australian Canoeing, Greg Kaeding attended a workshop in Hungary in January as part of the review.

## **7 Marketing & Communication**

### **Outcome**

*A culture of open and dynamic communication throughout canoeing and with the public demonstrated by:*

- *Linked National, State and club websites*
- *Regular information services*
- *Public information services delivered from the National Office*
- *Regular ideas forums involving states and stakeholder groups.*

### **Review**

One of the key issues identified in the development of the Strategic Plan was the need for a better system for the exchange of best practice ideas and information. Australian Canoeing and State Canoeing Associations are striving to improve communication to help facilitate this.

Meetings between AC Staff and State Association Executive Officers occurred on 5 occasions in 2003/04. Face to face meetings were held in October, March and June – with teleconferences in August and December.

The national database being developed as part of the National Membership Scheme is the engine that drives the Australian Canoeing website. This website is a key source of information for those involved in any form of canoeing.

The Australian Canoeing website ([www.canoe.org.au](http://www.canoe.org.au)) is one of the most frequently visited canoeing websites in the World. The site covers information on all aspects of paddle-sports. As the world becomes increasingly dependent on computers this has become an imperative form of communication to members. All key Australian Canoeing documents, our Annual Report and Financial Statements together with a great deal of information is now available on the site.

To draw attention to current issues on the website, Australian Canoeing distributes a weekly e-news. The mail list is growing daily and at June 2003 was over 4,500. E-News includes a calendar of events. Already a number of clubs have benefited directly by being able to act quickly on the information contained in the newsletter.

The agreement with Outdoor Australia Magazine as the "Official Magazine of Australian Canoeing" has continued. Australian Canoeing has a dedicated page in the magazine with additional news items and feature articles on the sport. In December the magazine featured a "paddling lift out" that went to its 60,000 monthly readers.

# Financial Report and Statements

## Finance Report

From a financial perspective Australian Canoeing has continued to consolidate its financial position and remains committed towards achieving a viable cash reserve to cover core-operating activities for at least six months.

Despite some budgetary issues during the year as a result of significant insurance increases, a cut in AOC funding and a significant reduction in projected income for the Australian Canoeing Award Scheme, Australian Canoeing has achieved a profit of \$33,010 for the 12 months ended 30 June 2003. This is a slightly better than budgeted performance. The budgeted profit for the year was \$28,350.

This compares to a profit of \$66,174 in 2001/02, and a loss in 2000/01 of \$113,289.

## Revenue

Australian Canoeing had total revenues of \$2,321,441 for the 12 months ended 30 June 2003, down from \$2,428,462 in 2001/02.

It is important to note that in line with our objective to decrease our financial reliance on the Federal Government the ASC contributed 62.7% of our income this year, up from 54.4% in 2001/02 but down from over 72% in 1996/97. This comprised \$1,345,000 for High Performance Outcomes, \$100,000 for Development Outcomes and \$10,000 as a special grant to assist with the governance review undertaken in 2002. The percentage increase was a result of additional funding being secured for specific projects.

State Association and Club Membership will contribute approximately 5.2% in 2002/03, up from 4.6% last year.

The AOC continues to support our Flatwater and Slalom Teams and provided \$85,000 this year. For the first time in many years the AOC did not have a sponsor in the telecommunications, automobile and insurance categories and as sponsorship and licensing interest generally remains soft as at 30 June 2003 they still have some considerable way to go in fundraising for the 2004 Olympics. As such in February 2003 the AOC reduced their funding to us from \$105,000 to this \$87,500, and whilst understandable this caused Australian Canoeing some budgetary problems.

Included in Australian Canoeing's High Performance Funding was additional funding from the ASC totalling \$110,000 for the Flatwater Olympic Program, to assist with upgrading the canoe and kayak fleet and the relocation and employment of Brendan Purcell as Australian Canoeing Senior Coach.

Special funds were also received to assist the Australian Canoe Marathon Team with a second trip to Europe as a result of the cancellation due to floods of the World Championships in the Czech Republic, and their subsequent relocation to Spain.

Sponsorship revenues increased from \$5,477 in 2001/02 to \$73,201 as a result of the agreement for the Slalom World Cup with EnergyAustralia.



## Expenses

Australian Canoeing's principle area of expenditure continued to be travel and accommodation for Australian Team Programs. In 2002/03 this expenditure was \$918,240 compared to \$1,173,615 in previous 2001/02. Employment costs this year were \$279,064, up from \$231,331 in 2001/02.

## Assets and Liabilities

At June 30 2003, Australian Canoeing had total assets of \$322,943 and liabilities of \$192,925 resulting in accumulated funds of \$130,018, up from \$97,008 at the 30 June 2002.

In addition a fleet of boats is based in Europe for our Flatwater Canoeing Program. These Boats are valued at \$427,835, however under current Australian Canoeing accounting policies have been 100% depreciated on our statement of financial position.

## Technical Committee Balances

It is the current Policy of Australian Canoeing that where there is a surplus or debt incurred by any Technical Committee that surplus or debt will be carried forward.

Current committee balances as at 30 June 2003 are:

### Canoe Polo

	Opening Balance (1st July)	Surplus (Loss)	Closing Balance (30 July)
2000/01	\$9,469	\$12,545	\$22,014
2001/02	\$22,014	(\$2,843)	\$19,171
2002/03	\$19,171	(\$525)	\$18,646

### Slalom Racing

	Opening Balance (1st July)	Surplus (Loss)	Closing Balance (30 July)
2000/01	\$5,088	\$2,994	\$8,082
2001/02	\$8,082	(\$4,239)	\$3,843
2002/03	\$3,843	\$1,966	\$5,809

### Marathon Racing

	Opening Balance (1st July)	Surplus (Loss)	Closing Balance (30 July)
2000/01	\$3,876	\$4,981	\$9,962
2001/02	\$9,962	\$2,843	\$12,805
2002/03	\$12,805	(\$1,861)	\$10,944

### Flatwater Racing

	Opening Balance (1st July)	Surplus (Loss)	Closing Balance (30 July)
2000/01	\$10,173	\$607	\$10,780
2001/02	\$10,780	(\$4082)	\$6,698
2002/03	\$6,698	\$3,812	\$10,510

### Freestyle

	Opening Balance (1st July)	Surplus (Loss)	Closing Balance (30 July)
2002/03	\$0	(\$195)	(\$195)

### Wildwater

	Opening Balance (1st July)	Surplus (Loss)	Closing Balance (30 July)
2002/03	\$0	\$1,866	\$1,866

# AUSTRALIAN CANOEING INC.

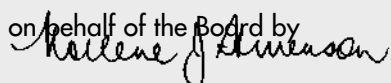
ABN 61 189 833 125

## STATEMENT BY MEMBERS OF THE BOARD OF DIRECTORS

In the opinion of the Directors:

- 1 The Statement of Financial Position, Statement of Financial Performance, Statement of Cash Flows and accompanying notes are drawn up so as to present fairly the financial position of the Association as at 30 June 2003 and its performance for the year ended on that date in accordance with Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
- 2 At the date of this statement, there are reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due;
- 3 The financial statements for the year ended 30 June 2003 have been prepared and presented in accordance with the provisions of the Associations Incorporation Act 1991 of the Australian Capital Territory
- 4 Proper accounting and other records have been kept by the Association.

This statement is made in accordance with a resolution of the Board and is signed for and on behalf of the Board by



**Noelene Stevenson**

*Director and Chair, Audit Committee*

Dated: 9 October 2003

# INDEPENDENT AUDIT REPORT TO THE MEMBERS OF **AUSTRALIAN CANOEING INC.**

ABN 61 189 833 125

## **Scope**

We have audited the financial report of Australian Canoeing Inc. for the year ended 30 June 2003, consisting of the statement of financial position, statement of financial performance, statement of cash flows and accompanying notes. The Directors of the Association are responsible for the financial report. We have conducted an independent audit of the financial report in order to express an opinion on it to the members.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Accounting Standards and statutory requirements so as to present a view of the Association which is consistent with our understanding of the Associations financial position and performance as represented by the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

## **Audit Opinion**

In our opinion:

- a) to the best of our information and according to the explanations received by us the financial report is properly drawn up in accordance with the provisions of the Associations Incorporation Act, 1991 of the Australian Capital Territory so as to present fairly:
  - i the financial position of the Association as at 30 June 2003, and
  - ii the results of its operations for the year ended on that date in accordance with Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
- b) proper accounting and other records have been kept by the Association.
- c) the audit was conducted in accordance with the rules of the Association.

## **Walker Osborn**

*Chartered Accountants*

## **K. Osborn**

*Partner*

Dated: 9 October 2003

# AUSTRALIAN CANOEING INC.

ABN 61 189 833 125

## STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2003

	2003 \$	2002 \$	2001 \$
<b>CURRENT ASSETS</b>			
Cash at Bank			
Head Office	151,911	76,597	38,997
Sprint Racing Committee	–	–	11,116
	<b>151,911</b>	<b>76,597</b>	<b>50,113</b>
Cash on deposit			
Macquarie Bank	10,438	10,068	9,724
Commonwealth Bank	30,976	30,483	–
	<b>41,414</b>	<b>40,551</b>	<b>9,724</b>
Receivables			
Debtors & prepayments	113,103	312,810	541,283
Provision for doubtful debts	(5,000)	(5,000)	(5,000)
	<b>108,103</b>	<b>307,810</b>	<b>536,283</b>
Inventories – at cost	9,015	7,577	7,384
<b>TOTAL CURRENT ASSETS</b>	<b>310,443</b>	<b>432,535</b>	<b>603,504</b>
<b>NON-CURRENT ASSETS</b>			
Office furniture & equipment – cost	13,976	13,976	18,532
Accumulated depreciation	(13,976)	(13,976)	(18,532)
	–	–	–
High performance equipment – cost	427,835	353,320	350,770
Accumulated depreciation	(427,835)	(353,320)	(350,770)
Motor vehicle – at cost	20,000	20,000	–
Accumulated depreciation	(7,500)	(3,333)	–
	<b>12,500</b>	<b>16,667</b>	<b>–</b>
<b>TOTAL NON-CURRENT ASSETS</b>	<b>12,500</b>	<b>16,667</b>	<b>–</b>
<b>TOTAL ASSETS</b>	<b>322,943</b>	<b>449,202</b>	<b>603,504</b>

**AUSTRALIAN CANOEING INC.**

ABN 61 189 833 125

**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2003**

	<b>2003</b>	<b>2002</b>	<b>2001</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>LESS: CURRENT LIABILITIES</b>			
Creditors	155,562	321,581	547,759
Provisions for employee entitlements (holiday pay and long service leave)	37,363	30,613	24,911
<b>TOTAL LIABILITIES</b>	<b>192,925</b>	<b>352,194</b>	<b>572,670</b>
<b>NET ASSETS</b>	<b>130,018</b>	<b>97,008</b>	<b>30,834</b>
<b>ACCUMULATED FUNDS</b>			
Balance at beginning of year	97,008	30,834	124,481
Surplus(Loss) from operations	33,010	66,174	(113,289)
Transfer from Canoe Polo Committee	–	–	9,469
Transfer from Sprint Racing Committee	–	–	10,173
<b>Balance at end of year</b>	<b>130,018</b>	<b>97,008</b>	<b>30,834</b>

*The statement of financial position is to be read in conjunction with the accompanying notes to and forming part of the financial statements.*



# AUSTRALIAN CANOEING INC.

ABN 61 189 833 125

## STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30 JUNE 2003

<b>2003 2002</b>	<b>2001</b>		
	\$	\$	\$
<b>REVENUES FROM ORDINARY ACTIVITIES</b>			
Operating activities			
– membership fees	170,947	112,320	75,044
– grants	1,626,187	1,321,200	1,181,532
– donations	5,550	108	800
– entry fees	57,231	103,736	88,457
– sale of publications	8,177	23,660	37,103
– sponsorship funds	73,201	5,477	67,709
– athlete contributions	327,310	533,329	644,636
– other sources	63,780	301,623	107,359
	<b>2,332,383</b>	<b>2,401,453</b>	<b>2,202,640</b>
Non-operating activities			
– interest received	7,967	8,130	11,528
– royalties	253	698	1,840
– licence fees	13,848	18,181	13,981
	<b>22,068</b>	<b>27,009</b>	<b>27,349</b>
<b>TOTAL REVENUE</b>	<b>2,354,451</b>	<b>2,428,462</b>	<b>2,229,989</b>

### EXPENSES FROM ORDINARY ACTIVITIES

Operating activities			
– employee expenses	279,064	231,331	249,954
– cost of sales (publications)	8,624	25,644	14,349
– depreciation & equipment purchases	115,678	42,822	36,348
– audit fees	8,000	8,300	8,000
– bad debts	7,060	6,149	6,186
– direct athlete support	29,500	15,000	4,775
– travel & accommodation (team tours)	918,240	1,173,615	975,785
– other expenses	935,242	859,427	967,881
Non-operating activities			
– contribution to development of Penrith Whitewater Stadium	20,033	–	80,000

<b>TOTAL EXPENSES</b>	<b>2,321,441</b>	<b>2,362,288</b>	<b>2,343,278</b>
Profit (loss) from ordinary activities before income tax expense	33,010	66,174	(113,289)
Income tax expense	–	–	–
Profit (loss) from ordinary activities attributable to the Association	33,010	66,174	(113,289)

*The statement of financial position is to be read in conjunction with the accompanying notes to and forming part of the financial statements.*

**AUSTRALIAN CANOEING INC.**

ABN 61 189 833 125

**STATEMENT OF CASH FLOWS  
FOR THE YEAR ENDED 30 JUNE 2003**

	<b>2003</b>	<b>2002</b>	<b>2001</b>
	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Cash receipts in the course of operations	2,657,094	2,336,011	2,229,989
Cash payments in the course of operations	2,514,369	2,264,280	2,421,925
Net Cash provided by (used in) operating activities: Note 5 (ii)	142,725	71,731	(191,936)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for plant and equipment	(74,515)	(22,550)	(15,772)
Interest received	7,967	8,130	11,528
Net Cash used in investing activities	(66,548)	(14,420)	(4,244)
Net Increase (Decrease) in cash held	76,177	57,311	(196,180)
Cash at the beginning of the Financial Year	117,148	59,837	256,017
Cash at the end of the Financial Year: Note 5(i)	193,325	117,148	59,837

*The statement of financial position is to be read in conjunction with the accompanying notes to and forming part of the financial statements.*

# AUSTRALIAN CANOEING INC.

ABN 61 189 833 125

## NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2003

### 1 STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards and other mandatory professional reporting requirements and the requirements of the Associations Incorporation Act (ACT). The financial report is prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

The following is a summary of the significant accounting policies adopted by the Association in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated,

#### **a Inventories**

Trading stock is valued at the lower of cost and net realisable value. Inventories which are not treated as trading stock are valued at cost.

#### **b Property, Plant and Equipment**

Property, plant and equipment are included at cost and with the exception of high performance equipment depreciated over their estimated useful lives commencing from the time the asset is held ready for use.

The Directors have decided to write-off the cost of all high performance equipment, and other items of equipment valued at less than \$5,000, in the year of purchase. This is considered to be more appropriate in light of rapid technology changes which results in high turnover of equipment and the likelihood of loss and damage due to constant transporting of high performance equipment to various locations for meets. Purchase of equipment is predominately funded by Government grants which are brought to account when received. The matching of the purchase costs against the income recorded is deemed appropriate in the circumstances of the Associations operations.

#### **c Employee Benefits**

Provision has been made in respect of the Associations liability to employees for annual leave and long service leave at the reporting date.

#### **d Taxes**

The Association is exempt from income tax being a non-profit organisation formed for the administration of a sport.

The Association is registered for GST purposes and is liable for fringe benefits tax.

## 2. SEGMENT REPORTING

The Association is the national body responsible for the management, coordination, development and promotion of canoeing and kayaking in Australia.

## 3 FINANCIAL INSTRUMENTS

### a *Interest Rate Risk*

The Associations exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities, is as follows:

	Weighted Average Effective Interest Rate			Floating Interest Rate		
	2003	2002	2001	2003	2002	2001
Financial Assets	%	%	%	\$	\$	\$
Cash at bank	1.0	2.0	2.0	151,911	76,597	50,113
Cash on deposit	3.0	5.0	5.0	41,414	40,551	9,724
				<b>193,325</b>	<b>117,148</b>	<b>59,837</b>

### b *Credit Risk*

The maximum exposure to credit risk at balance date to recognised financial assets is the carrying amount, as disclosed in the balance sheet and notes to the financial statements.

The Association does not have any material credit risk exposure to any single debtor or group of debtors under financial instruments entered into by the Association.

### c *Net Fair Values*

The net fair values of assets and liabilities approximates their carrying value. No financial assets and financial liabilities are readily traded on organised markets.

## 4 RELATED PARTY TRANSACTIONS

The members of the Board of Directors act in an honorary capacity and receive no honorarium.

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

## 5 NOTES TO THE STATEMENT OF CASH FLOWS

### i *Reconciliation of Cash*

For the purposes of the statement of Cash Flows, cash includes cash on hand, cash at bank net of outstanding bank overdrafts and cash invested at call. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the balance sheet as follows:

	2003	2002	2001
	\$	\$	\$
Cash at bank	151,911	76,597	50,113
Cash on deposit	41,414	40,551	9,724
	<b>193,325</b>	<b>117,148</b>	<b>59,837</b>

**ii Reconciliation of Operating Surplus to Net Cash used in Operating Activities**

Operating surplus	33,010	66,174	(113,289)
Add (less):			
<i>Item classified as investing activities:</i>			
Interest received	(7,967)	(8,130)	(11,528)
<i>Non-cash flows included in operating surplus</i>			
Depreciation	78,682	5,883	15,772
Increase (decrease) in provisions	6,750	5,702	(2,251)
	<b>110,475</b>	<b>69,629</b>	<b>(111,296)</b>

Changes in assets and liabilities:

(Increase) decrease in receivables

and inventories

198,269 228,280 457,440

Increase (decrease) in creditors

(166,019) (226,178) (538,080)

Net cash provided by (used in)

142,725 71,731 (191,936)

operating activities

**iii The Association has no credit stand-by or financing facilities in place.****iv There were no non-cash financing or investing activities during the period.****6 LEASE COMMITMENTS**

Leases for office equipment contracted for to 28 June 2004 and 2 December 2004 but not capitalised in the financial statements:

Payable

– not later than 1 year	15,045	15,612	–
– later than 1 year but not later than 5 years	3,673	18,718	–

---

**18,718 34,330 –**


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**7 COMMITMENT FOR FUTURE EXPENDITURE**

The Association has undertaken to make annual contributions of \$15,000 until September 2012 for financial assistance towards the construction of the 2000 Olympic Slalom Course – total commitment \$150,000.

**8 ASSOCIATION DETAILS**

The principal place of business of the Association is:

Level 2, Wentworth Park Sports Complex

Wattle Street

Ultimo, NSW, 2007



# Appendices

## APPENDIX A

### List of directors committee members and staff members

#### Board of Directors

*Current as at 30 June 2003*

President	Greg Kaeding
Interested Director	Peter Vandeppeer
Interested Director	Robin Belcher
Interested Director	Gai Ness
Interested Director	Graham Halford
Independent Director	Noelene Stevenson (appointed October 19, 2002)

*Retired during 2002/03*

Ex-Officio Director	Jon Bisset (retired October 31, 2002)
---------------------	---------------------------------------

#### Permanent Staff (as at 30 June)

General Manager	Jon Bisset
Manager – Sport Development	Peter Horne
Manager – Client Services	Amanda Whittaker
Finance and Administration Officer	George Zorbas
Competition Coordinator	Laura White
National & AIS Head Flatwater Coach	John Sumegi
National & AIS Head Slalom Coach	Richard Fox
National & AIS Flatwater Program Coordinator	Yvonne Ord
National & AIS Slalom Program Coordinator	Samantha Hutchins

#### Committees (as at 30 June)

##### Audit Committee

Chair	Noelene Stevenson
Member	Peter Vandeppeer
Member	Graham Halford

##### Olympic Canoeing Program Committee

Chair	Robin Belcher
Member	Gai Ness

**Honours Committee**

Chair	Gai Ness
Member	Helen Brownlee
Member	Jim Murphy

**Flatwater Technical Committee**

Chair	John Malcolm
Member	Tony White
Member	David Russell
Member	Ric Mingramm
Ex-Officio	Graham Halford

**Slalom Technical Committee**

Chair	John Felton
Member	Roy Farrance
Member	Andrew Mollison
Member	Sue Natoli
Member	Peter Flowers
Ex-Officio	Jon Bisset

**Canoe Polo Technical Committee**

Chair	Graeme Cartwright
Member	Duncan Cochrane
Member	Belinda Ness
Member	Kate Abbey
Ex-Officio	Jon Bisset

**Freestyle Technical Committee**

Chair	Wayne Thomas
Member	Alexandra Parker
Member	Chris James
Member	Brock Flowers
Ex-Officio	Noelene Stevenson

**Marathon Technical Committee**

Chair	Ian Hume
Member	Paul O'Keefe
Member	Tom Hirrschoff
Ex-Officio	Robin Belcher

**Wildwater Technical Committee**

Chair	Ben Reitze
Member	Nigel Woolley
Member	Ben Maynard
Member	Paul Burke
Ex-Officio	Gai Ness

**Education Technical Committee**

Chair	Jason Dicker
Member	Mike Ashton
Member	David Williamson
Member	Wayne Langmaid
Ex-Officio	Peter Vandeppeer

**Other**

Public Officer	Jane Hiatt
Legal Advisers	Lander & Rogers Lawyers
Auditor	Ken Osborn, Walker Osborn Chartered Accountants

## APPENDIX B

### Life Members and Past Presidents

#### Life Members

Mr Os Brownlee, 1971 (Deceased)  
Miss Helen Brownlee OAM, 1999  
Mr Ross Chenoworth, 1971 (Deceased)  
Mr Phillip Coles, 1981  
Mr Gary Gardner, 1994 (Deceased)  
Mr Max Hill, 1971  
Mr Albert Hopkins, 1971 (Deceased)  
Mr Arthur Howard, 1971 (Deceased)  
Mr Graham Johnson, 1985  
Mr Harry Savage, 1971 (Deceased)  
Mr George Varcoe, 1971 (Deceased)  
Mr Frank Whitebrook, 1971 (Deceased)

#### Past Presidents

George Varcoe, 1949-1952  
Os Brownlee, 1953-1954  
George Varcoe, 1955-1956  
Max Hill, 1957-1960  
George Varcoe, 1961-1962  
Frank Whitebrook, 1963-1969  
Gary Gardner, 1970-1976  
Graham Johnson, 1977-1985  
Helen Brownlee, 1985-1999

Victoria Milne, WK1 – at the EnergyAustralia Canoe Slalom World Cup.  
**Photo: Delly Carr.**



## APPENDIX C

### National Team Members 2002-03

Following is the list of National Team members that finished their international competition program between 1st July 2002 and 30 June 2003.

#### 2002 Australian Junior Canoe Slalom Team

*2002 World Canoe Slalom Championships,  
Poland.*

Cameron Gee  
Christian Fabris  
William Hughes  
Liam Garvey  
Amanda Pain  
Ashleigh Flowers  
Hayley Shaw-McGuinness  
Matthew Armstrong  
Ben Coy  
William Forsythe  
Lachlan Valance  
Mark Nicholds  
Robin Jeffery  
Richard Fox – Head Coach  
Daniel Milne – Coach  
Myriam Fox – Coach  
Zlatan Imbrahimbegovic – Coach  
Robert McGuinness – Coach  
Peter Flowers – Manager  
Bruce Pain – Asst Manager

#### 2003 Australian Junior Canoe Slalom Team

*2003 Pre World Canoe Slalom  
Championships, Austria*

Nicholas Caudry  
Ashleigh Flowers  
William Forsythe  
Liam Garvey  
Christopher Guinea  
Leanne Guinea  
William Hughes  
Neil Joubert  
Sam Lyons  
Rosemary Mollison  
Amanda Pain  
Graeme Caudry – Team Manager  
Lauren Sykes – Coach  
Dan Milne – Coach

## **2003 Australian Canoe Slalom**

### **Team 22**

*International C class Canoe Slalom events  
in Bratislava and Italy.*

William Forsythe

Matthew Gabb

Tristan Koochew

Jacqueline Lawrence

Katrina Lawrence

Emma Lefroy

Sam Lyons

Adam Marmion

Susie Wharton

Lachlan Vallance

John Forsythe – Team Manager

## **2003 Australian Canoe Slalom**

### **Development Team**

*New Zealand Canoe Slalom Championships  
and New Zealand Schools Championships*

Emmie Barratt

Thomas Bedford

Craig Borrows

Matthew Brookfield

Ian Catto

Katie Etheridge

Philip Gibbins

Sarah Grant

Scott Guinea

Farrah Hilder

Anton Jurkiw

Toby Kowal

Richard Merjan

Kate Mollison

Quita Nicholds

Manning Thomson

Peter White – Coach

Dita Pahl – Coach

Ben Parsons – Coach

Andrew Mollison – Team Manager

Anita Roche – Assistant Team Manager

## **2003 Australian Canoe Slalom Team**

*ICF Canoe Slalom World Cup Series*

Robin Bell

Mark Bellofiore

Justin Boocock

Warwick Draper

Andrew Farrance

Mia Farrance

Ben Hankinson

Anton King – World Cup 1 Only

Kynan Maley

Lachie Milne

Victoria Milne

Louise Natoli

Sam Norton

Duncan Proust

Kai Swoboda

John Wilkie

Emma Lefroy

Richard Fox – Head Coach

Myriam Fox – Coach

Mike Druce – Coach

Zlatan Imbrahimbegovic – Coach

Sam Hutchins – Team Manager

Liz Broad – Team Manager



**2002 Australian Canoe Slalom Team**

*2002 World Canoe Slalom Championships,  
France*

Robin Bell  
Justin Boocock  
Warwick Draper  
Andrew Farrance  
Mia Farrance  
Anton King  
Kynan Maley  
Lachie Milne  
Victoria Milne  
Louise Natoli  
Kai Swoboda  
Susie Wharton  
John Wilkie

Richard Fox – Head Coach  
Myriam Fox – Coach  
Mike Druce – Coach  
Zlatan Imbrahimbegovic – Coach  
Rob McGuinness – Team Manager  
Sam Hutchins – Team Manager

**2002 Australian Canoe Marathon Team**

*2002 World Canoe Marathon  
Championships, Czech Republic  
(Event Cancelled due to Flooding  
and rescheduled)*

Letitia Quick  
Katie Brisbane  
Erin O'Keeffe  
Michael Leverett  
Chad Meek  
David Provan  
Bennett Maxwell  
  
Colin Dobson – Team Manager  
Gary Hunter – Asst Manager

**2002 Australian Junior Canoe  
Marathon Team**

*2002 World Canoe Marathon  
Championships, Czech Republic  
(Event Cancelled due to Flooding  
and rescheduled)*

Amy Boer  
Nicola Cronin  
Lee Davey  
Andrew Hosken  
Mathew Miles  
Luke Mitchell  
Jeremy Tibbits  
  
Colin Dobson – Team Manager  
Gary Hunter – Asst Manager

**2003 Australian Freestyle  
Canoeing Team**

*2003 World Freestyle Canoeing  
Championships, Austria*

Anita Cowley – Junior  
Craig Chivers  
Kate Collister  
Brock Flowers  
Aaron Hemmerle  
Andre Hemmerle  
Rob Jamieson  
Mark Killip  
Georgia LePlastrier  
Alexandra Parker  
Scott Wiltshire

**2002 Australian Junior Wildwater  
Canoeing Team**

*2002 World Junior Wildwater  
Canoeing Championships*

Ryan Longstaff

Stewart Bennet

Nigel Woolley – Team Manager

**2002 Australian Flatwater  
Canoe/Kayak Team**

*2002 World Flatwater Canoe/Kayak  
Championships, Spain.*

Nathan Baggaley

Katrin Borchert

Keith Colomb

Justin Dean

Jason Egan

Paula Harvey

Sebastian Marczak

Martin Marinov

Simon Martin

Chantal Meek

Lisa Oldenhof

Glen Pickering

Amanda Rankin

Craig Rodgers

David Rhodes

Ken Wallace

John Sumegi – Head Coach

Carsten Loemker – Coach

Brendan Purcell – Coach

Ben Hutchings – Coach

Brett Worth – Coach

Karl Russel – Team Manager

**2002 Australian Flatwater  
Canoe/Kayak Squad**

*2002 World Cup Flatwater Canoe/Kayak  
Competitions, Europe*

Nathan Baggaley

Katrin Borchert

Alistair Carrie

Piers Christiansen

Keith Colomb

Justin Dean

Jason Egan

Lyndsie Fogarty

Paula Harvey

Sharlene Kelly

Katrin Kieseler

Sebastian Marczak

Martin Marinov

Simon Martin

Chantal Meek

Lisa Oldenhof

Glen Pickering

Amanda Rankin

Craig Rodgers

David Rhodes

Rachel Simper

Glenn Singleton

Tate Smith

Ken Wallace

Andrea Wood

John Sumegi – Head Coach

Dagmar Kopecek – Coach

Carsten Loemker – Coach

Brendan Purcell – Coach

Ben Hutchings – Coach

David Foueur – Coach

Brett Worth – Coach

James Owens – Coach

Karl Russel – Team Manager

**2003 Australian Flatwater  
Canoe/Kayak Squad**

*2003 World Cup Flatwater Canoe/Kayak  
Competitions, Europe*

Nathan Baggaley

Kate Barclay

Piers Christiansen

Daniel Collins

Justin Dean

Jason Egan

Paula Harvey

Katrin Kieseler

Sebastian Marczak

Martin Marinov

Chantal Meek

Julian Norton-Smith

Glen Pickering

Amanda Rankin

David Rhodes

Peter Scott

Glenn Singleton

Tate Smith

Susan Tegg

John Sumegi – Head Coach

Dascha Kopecek – Coach

Brendan Purcell – Coach

Ben Hutchings – Coach

Yvonne Ord – Team Manager

Peter Horne – Team Manager

**2002 Australian Men's Canoe Polo Team**

*2002 World Canoe Polo Championships,  
Germany*

Bradley Baker (Captain)

Duncan Cochrane (Vice Captain.)

Trent Baker

Graham Bayne

Mark Henwood

Alan Lawson

Dean McIntosh

Matthew Moore

Nathan Moore

Brett Houghton – Coach

Margot Rosser – Team Manager

**2002 Australian Women's Canoe  
Polo Team**

*2002 World Canoe Polo Championships,  
Germany*

Carolyn Cochrane (Captain)

Kate Abbey

Sarah Alexander

Megan Holmes

Alison Hughes

Juliette Makin

Jo Patrick

Anne Rosser

Briony Turner

Gail Songberg

Jo Vartanian – Coach

Margot Rosser – Team Manager

## **APPENDIX D**

### **2002 Australian Canoeing Award Winners**

#### **2002 Canoeist of the Year – Nathan Baggaley**

New South Wales Institute of Sport athlete, Nathan Baggaley was honoured as the Australian Canoeist of the Year for 2002. Nathan's performances during 2002 included a gold medal in the Men's K1 500m at the World Flatwater Championships in Seville, Spain. Nathan also achieved a 5th place in the Men's K1 1000m at the same championships.

#### **2002 Junior Canoeist of the Year – Ashleigh Flowers**

The winner of the Junior Canoeist of the year award was NSW athlete Ashleigh Flowers. Ashleigh won the Under 16 Ladies Slalom K1, Wildwater K1 and Slalom C1 at the Australian Championships and the same events at the Australian Schools Championships. Ashleigh represented Australia at the 2002 World Junior Slalom Championships in Poland and was placed 22nd. Ashleigh is a member of the NSW Institute of Sport and the Western Academy of Sport.

#### **2002 Coach of the Year – Ben Hutchings**

Ben Hutchings, coach of Nathan Baggaley, was awarded Australian Canoeing's Coach of the Year award in recognition of his support and contribution towards Nathan's win at the 2002 World Championships.

#### **2002 Team of the Year – Australian Women's Canoe Polo Team**

The Australian Canoe Polo women's team won the Team of the Year award for their third place at the World Canoe Polo Championships in Essen, Germany.

#### **2002 Master Canoeist of the Year – Stephanie Finn**

Stephanie Finn from SA was the winner of the Master's Canoeist of the Year Award for bringing home a truckload of medals from the World Masters Games held in Melbourne. Stephanie won a total of 9 gold medals at the Games in both the Flatwater and Marathon disciplines.

#### **2002 Service to Canoeing Award – Bev Pallister**

Bev Pallister from NSW was been awarded the Service to Canoeing Award for her many years of service to Slalom Canoeing. A most deserved recognition for Bev's years of commitment.

## Strategic Principal Partner

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Ausport

## Major Sponsors

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## Program Sponsors

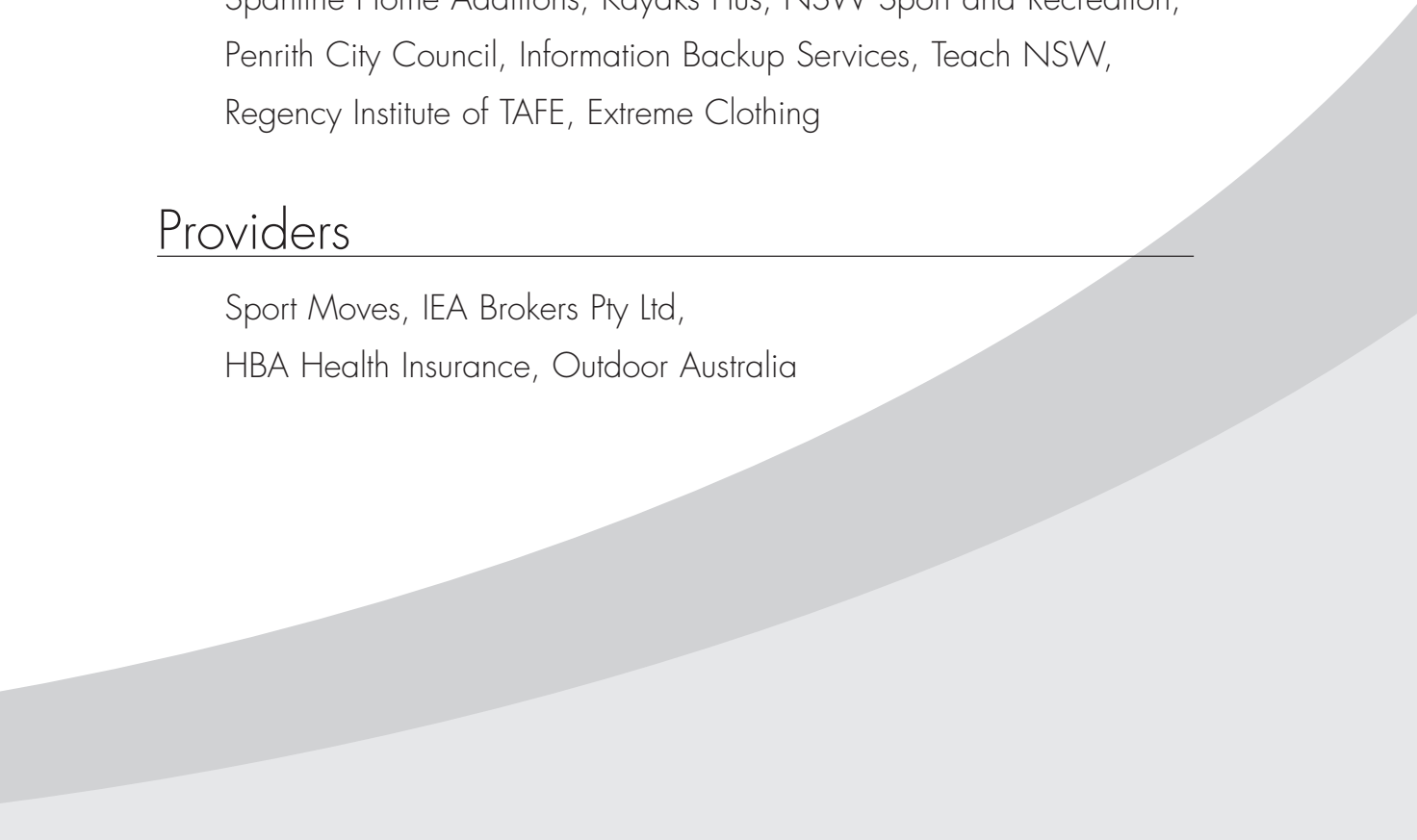
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Sport Moves, IEA Brokers Pty Ltd,  
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*The Australian Sports Commission proudly  
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