

***Paddle  
Australia*** 

**ANNUAL REPORT**  
**2020**

Message from Sport Australia .....	3
Our Partners in Sport .....	4
Our Year in Focus .....	5
President's Report .....	5
Chief Executive Officer's Report .....	7
Strategic Plan.....	11
Our People .....	21
Board of Directors .....	21
PA Corporate Office .....	22
Life Members .....	23
Hall of Fame .....	24
Committees .....	25
Our Award Winners 2019-20 .....	26
Our Membership .....	27
Our Members .....	29
Paddle NSW .....	29
Paddle QLD .....	31
Paddle SA .....	33
Paddle TAS .....	35
Paddle VIC .....	37
Paddle WA .....	39
Our Participation .....	41
Our Performance .....	42
High Performance.....	42
Canoe Slalom Pathways .....	47
Canoe Sprint Pathways .....	48
Canoe Freestyle .....	50
Canoe Marathon .....	52
Canoe Ocean Racing .....	54
Canoe Polo .....	55
Canoe Slalom .....	57
Canoe Sprint .....	58
Wildwater Canoeing .....	59
Our Teams .....	61
Financial Statements .....	64

Paddle Australia presents this report to its members and external stakeholders for the purpose of reporting operational and financial performance for the period July 1 2019 to June 30 2020. ABN 61 189 833 125.

[paddle.org.au](http://paddle.org.au)

*Cover photo: Salty Dingo*

# A MESSAGE FROM SPORT AUSTRALIA

---

The start of 2020 has been an extraordinarily tough time for Australians, including all of us committed to sport.

The impact of bushfires and the COVID-19 pandemic have been confronting for communities, where we all know sport plays such an important role.

At the Australian Sports Commission (ASC), comprising Sport Australia and the Australian Institute of Sport (AIS), our energy is focused on supporting our partners through these times as we continue to advocate the importance of sport to our economy, productivity, health, wellbeing and culture.

We believe whole-heartedly that when we get through this challenging period, sport will play a prominent role in lifting the nation's energy and spirits again.

Times such as these can also make us more appreciative of what we do have and of the success we have achieved.

Success in sport is always hard fought. But it's a fight Australian high-performance sport welcomes as it continues to achieve success.

Last year the wonderful Ash Barty won the French Open and became our first female No1 tennis player since her idol, Evonne Goolagong Cawley, in 1976. Javelin-thrower Kelsey Lee-Barber set personal bests throughout the year and took the title at the IAAF World Championships in Doha. Dylan Alcott added three more Grand Slam quad wheelchair singles trophies to the cabinet and Sailing duo Matt Belcher and Will Ryan claimed the men's 470 World Championship. In the pool, our swimmers won seven gold medals at the FINA World Championships, placing Australia fourth on the medal tally.

This year our inspiring women's cricket team won a fifth World T20 title, drawing a record crowd of 86,174 to the MCG. How fitting that this historical moment fell on International Women's Day. These results are a testament to the tenacity and passion of athletes, coaches, sports staff and sporting organisations, which know we have all the skills and abilities to achieve success.

I am proud too of the service our organisation provides to Australian sport each year, on behalf of the Australian Government.

The ASC, through Sport Australia and the AIS, delivers 25,000 grants a year.

The AIS, funds and prepares our Olympic, Paralympic and Commonwealth Games to represent us at the highest level in international competition.

In the past few years, we have enhanced our support to athlete wellbeing and engagement, a move that is essential, especially in the current environment.

Sport Australia invests in sports participation programs, from our national Sporting Schools program for younger children through to the Better Ageing program aimed at Australians aged 65 and over.

So many of these grants fuel aspirations. Our Local Sporting Champions program supports 9,000 children a year to reach for their sporting dreams.

Our Women Leaders in Sport program and the AIS Talent program provide opportunities for women to progress their professional development in all roles across sport.

We continue to work with sports to modernise traditional governance structures in Australian sporting organisations and we continue to encourage environments that are inclusive, diverse, safe and welcoming, making sport the benchmark for a more equitable society.

This was to be the year of the 2020 Olympics and Paralympics in Tokyo. Instead, it has been postponed to 2021, with the Olympic Games to be held from 23 July to 8 August 2021 and the Paralympics from 24 August to 5 September 2021.

We have already witnessed a great deal of positivity from athletes who now need to re-set. I'm confident, as a united sport system, we will do the same.



**SPORTAUS**

**John Wylie AM**, Chair, Sport Australia

## OUR PARTNERS IN SPORT

---

### Principal Partner

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



### Program Partners

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



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



### Sport Partners

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



### Our Partners in Sport



Supported by the





*It is often said that in times of adversity, we come to know who we really are.*

The challenging year that has been, with catastrophic bushfires, floods and the start of a global pandemic, has revealed much about who we are as an organisation.

Just as the rapidity of changes has tested the fabric of our society during this time, it has also tested our organisation, revealing the strength of the threads that run through our paddling community.

*"How is Paddle Australia (PA) going at the moment, during these challenging times?"* is the most frequently asked question that I have needed to answer this year. This question has come from every level of sport, from our funding partners, to State Paddle Associations (SPAs), to PA Life Members and paddlers out on the water. The answer to that question lies in a snapshot of the last year. Inevitably, it starts with how we have met the most recent challenges but invariably ends with the achievements. It is a picture not just of what we have done, but of who we are.

There is no doubt that work over the last few years to engage more collaboratively and inclusively with State Paddle Associations (SPAs), to consolidate PA's financial position and to enhance systems and processes, has been central to the organisation's ability to respond proactively to the challenges.

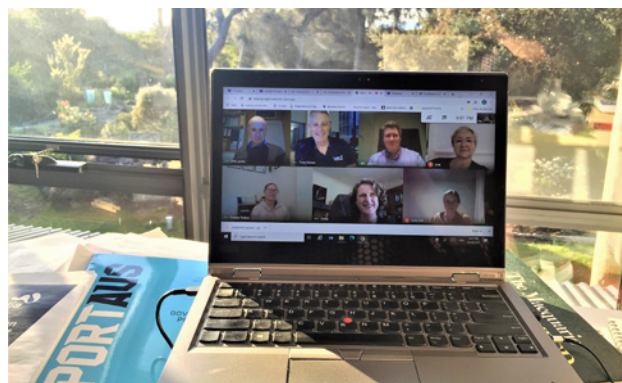
Our staff, led by Phil, have quickly adjusted, solving problems in a rapidly changing situation whilst working from home. The timely production of Covid-19 paddling specific guidelines, including the Paddle Safe Tips for use across a range of paddling contexts, provided clear and relevant information at a time of mixed media messages. The continued workflow over the last few months is a credit to PA Staff commitment and adaptability.

The Paddle Support Package, developed in collaboration with the SPAs, highlighted the willingness to work together to find solutions and offer support. Conversations about how PA and SPAs could jointly assist clubs and paddlers became a natural extension of work that had already commenced on the United Paddling Management (UPM) project.

Our elite paddlers have been creative and innovative, finding new ways to train in a changed environment. Using online media, they have continued to excel in inspiring others, despite isolation. In particular, our Olympic and Paralympic athletes have shown resilience and renewed focus in the face of a postponed Tokyo 2020.

Our broader paddling community has shown the ability to stay connected and continue paddling, where possible and within local limitations, across Australia. With the ease of physical distancing and the positive impacts on physical and mental health, paddling has proven to be an ideal form of exercise both during and when emerging from lockdowns.

The PA Board has met more frequently since the last face-to-face meeting in February. Although nothing matches the human element of meeting in person, the frequent shorter meetings have helped us to keep in touch with both the business and each other. Well-supported by the Board Committees, the work on policy frameworks and other business has not slowed. Collectively, we have all learned new ways of operating that will continue into the future.



The shorter answer to the question is that PA is doing well in the circumstances because of who we are and how we work together as a united paddling community. On behalf of the Board, I would like to thank each member of our paddling community, from PA Staff to volunteers, for everything that they have done over the past 12 months. In particular, I would like to thank Phil for his outstanding leadership and the SPAs for their willingness to engage in productive discussions for the benefit of paddling. My thanks go to the PA Board for their valued contributions. I would also like to thank Sport Australia, the Australian Institute of Sport, the Australian Olympic Committee and Paralympics Australia for their ongoing support.

*"So what does the future of paddling look like now?"* is another frequently asked question. Looking at what we have achieved in all of our 'business as usual' activities provides part of that answer.

On the water, there were some outstanding results. Curtis McGrath won the KL2 200m and VL3 200m world titles at the 2019 ICF Paracanoe World Championships in Hungary, bringing to ten the total number of world titles that he has won. Jess Fox, Noemie Fox and Ros Lawrence won gold

in the ICF Canoe Slalom World Championships in the C1 Teams event. Jess finished the ICF Canoe Slalom World Cup season with overall wins in both the C1 and K1 categories. Michael Booth won the inaugural ICF Stand Up Paddling World Championships long distance event, in China.

Excitingly, many U23 athletes shone on the world stage with world championship titles going to Jemma Smith in Canoe Ocean Racing, and Tom Green, Riley Fitzsimmons, Jackson Collins and Jean Van Der Westhuyzen in Canoe Sprint. Jack Newland picked up Australia's first ever U23 medal in Canoe Freestyle and Madison Wilson, Demi O'Brien and Georgina Collin matched this in Wildwater Canoeing.

The PA Board welcomed Jeremy Moller as an Appointed Director in October 2019. Connie Todaro returned to the Board as an Elected Director at the 2019 AGM and she has continued her valued work as the Chair of the PA Audit and Risk Committee. Edward Selby completed his term as an Appointed Director in January 2020 after providing outstanding advice in the area of information technology.

Important work undertaken during the year includes the United Paddling Management project and development of the Risk Management and Safeguarding Children and Young People Frameworks. The High Performance Strategic Plan 2021 – 28 was developed and this plan has led to further refinement of the PA Strategic Plan for Paddling in Australia. Federal Government funding for the development of a high performance facility at Penrith Whitewater Stadium was welcomed. This has seen the formation of a working group to help secure the long term future of this valuable training facility and event destination.

There is no doubt that the 'new normal' of the coming years will impact PA. Already, the uncertainty has added a layer of complexity to even the simpler tasks. Although funding for High Performance sport is guaranteed at current levels for the next 12 months, the future beyond that for PA is uncertain. State and international border closures and ongoing restrictions will have impacts on competitive paddling. Meanwhile, a focus on health and well-being might lead to an increase in recreational participation. The important role that sport plays in social connectedness and feelings of belonging and purpose will be even more crucial.

The shorter answer to the question of what the future of paddling will look like could be right in front of me. When I look out my home office window during a video conference board meeting, I see pairs of paddlers, paddling 1.5m apart. Everyone is still paddling, the business of paddling is still being done, it's just being done a little bit differently and still being done with excellence.



**Andrea McQuitty**  
President & Chair, Paddle Australia

Well, I suppose we can agree that we all got the answer wrong when asked the question 12 months ago, "What do you think we will be doing this time next year?". So far, 2020 has been a year like no other and, as we are reminded almost daily, it isn't over yet!

### The Changing 'Norm'

With everything that has happened in the last six months of the 2019/20 year, it is easy to forget that things started as usual, with people going about their lives in the 'old norm'. Early in the year, our teams were enjoying great success internationally, mainly in Europe. We qualified the places we were aiming for at the Tokyo Games. Returning home, athletes prepared for the all-important competitions that would determine selection.

When bushfires so brutally ravaged large parts of Australia, our hearts went out to those impacted by the loss of life and property. Yet, through the fires and the floods, most of our clubs and members were able to continue paddling. As spring gave way to summer here in Australia, our community was enjoying their time on the water as they always do, paddling recreationally and in club, state, and national events. Our participation programs were thriving, and people of all ages were enjoying of getting afloat for the first time.

In January, soon after the fires had started to be dampened by heavy rain and floods, the very resilient and experienced team at Ulladulla hosted the Canoe Ocean Racing Championship as part of the Makai Cup on the South Coast of NSW. Those that made the trip were shocked by the devastation caused by the fires. The drive is certainly one that I will never forget.

Around that time, we started to hear of the spread of Coronavirus or COVID-19. Just a trickle of information to start with, soon to become an almost overwhelming deluge. It was often difficult to understand what we were hearing, and the decisions being made. In mid-March, the Canoe Sprint Championships at Penrith was one of the last national sporting events held before the lockdown. Indeed, our Sprint paddlers were the last athletes to be selected for the Australian Olympic Team.

We still share the disappointment of those that qualified in various disciplines to represent Australia internationally but, as things have unfolded, have seen the opportunity slip away. Our thoughts are especially with those participating in age competitions who will never have the same opportunity again.

Quite suddenly, we all had to worry about a new set of challenges. Social distancing became a thing. The word

'unprecedented' was suddenly part of our national lexicon and certainly described what we were experiencing.

With the lockdown, sporting clubs closed and for many, their chosen sport or recreation was no longer available to them. We were successful in advocating on behalf of the community that paddling is an appropriate form of exercise, especially with clear guidelines, during a pandemic. Our arguments had strength largely because of the very responsible way paddlers behaved during this time. A huge thank you to all for heeding the advice and helping to ensure that you and others remained safe.

Paddle Australia and the State Paddle Associations worked together during this time to provide advice and information to support the paddling community. As restrictions slowly started to ease, we were able to provide information on 'rebooting' clubs. Requirements have varied between states much more as we have been emerging from the initial lockdown than they did going in. This has seen the State Paddle Associations take responsibility for more local advice and information.

Clearly the pandemic is some way from over. Perhaps the greatest challenge for all of us is the uncertainty of not knowing when and how things will change. We can only plan for change and change our plans. Above all, please continue to stay safe and check in regularly with friends and other members of the paddling community.

### GoMembership, Paddle Support Package and the Paddle On Foundation

When I wrote my last Annual Report, we were in the middle of the roll out of GoMembership. At the time, this initiative was our highest priority in the light of overwhelming feedback from our clubs and members that the old system was not 'fit for purpose' (sometimes put more strongly!). The message was also clear that proper support for the introduction of any new system was essential.

Our objective was to ease the administrative burden on each club by providing a technology solution to manage membership, events, and basic communications. Given that no two clubs are the same, the system had to have a lot of flexibility and had to be set up based in the specific needs of each club. All our clubs are now on the new system.

For a change of this magnitude, the response has been extremely positive. We will continue to develop GoMembership as one of the benefits of club affiliation.

We are looking to continuously enhance other benefits, such as the liability and other insurance cover extended to clubs.

The advantages of having a national platform in place was highlighted when PA and the SPAs agreed in April on the development and introduction of the Paddle Support Package in response to the pandemic. The feedback from clubs was that membership would be hard to maintain and some incentives would assist. The various elements are covered in the membership section on **page 27**.

What we were able to put in place relatively quickly was not only a 25% discount on the fees paid by members to their SPA and PA, but also a system for people to make a contribution to the Paddle On Foundation (POF), developed to support those in our community experiencing financial hardship as a result of COVID-19, to pay their club fees. My thanks to the many who have contributed by returning their discount, or another amount, to the POF. It has made a real difference.

What we are most proud of is that the Paddle Support Package and POF are entirely aligned with our vision for a 'United Paddling Community'. This would just not have been possible without having GoMembership or a similar platform in place.

## United Paddling Management

Last year, I reported briefly that we were at the start of our 'United Paddling Management' (UPM) journey, consistent with our strategic vision for a 'United Paddling Community'. This journey was supported throughout 2019/20 by Sport Australia, not only financially but also with valuable guidance and feedback. Whilst a framework was provided, it was for us, working together, to put the flesh on the bones.

Upfront, I want to acknowledge the trust and collaboration that we have enjoyed with our State Paddle Associations (SPAs). Whilst PA has done a lot of the heavy lifting, we have asked a lot of the SPAs and they responded. Yes, it has meant more work for everyone but looking back at where we were just 12 months ago, so much has been put in place. I am confident that paddling in Australia will continue to build on the sound foundation that we have built together.

The principles of UPM are simple. PA and our SPAs are small organisations. As such, we just cannot afford duplication of effort. Before UPM began we had taken the approach that if something could be done once, done well and shared, that was how we should do it.

UPM gave us the opportunity to bring this approach to life over the key areas of Strategic Planning, Finance and Workforce. Reducing the burden of management, administration, and compliance, especially within SPAs, frees resource to focus more on development, promotion and advocacy, the things that only they can do.

## Strategic Planning

From **page 11** onwards, I provide a report against our 'old' Strategic Plan for the last time, offering a 'snapshot' of those initiatives that were already underway or started in 2019/20. Again, we have used a basic 'scoring system' to assess performance, allowing a comparison of our performance with the previous year.

When we embarked on UPM, we quickly recognised that our 'Strategic Plan for Paddling in Australia' (SPPA) was not written in such a way that the strategies could be widely adopted and supported. This resulted in a complete 'reframing' of the SPPA, taking into account some feedback on the previous version but importantly, not changing strategic direction that had been developed over time with input from clubs and members. The new, high-level plan is reproduced on **pages 19-20**.

PA and the SPAs have all adopted this single, national 'Strategic Plan for Paddling in Australia' and the associated KPIs. The various organisations have now aligned their own annual operations plans with the SPPA. This alignment obviously helps greatly in defining the roles and responsibilities of PA and the SPAs.

## Finance

Another area of focus from UPM has been finance. After a stocktake of the current situation at the start of the year, the decision was made to move a single, common Chart of Accounts used by PA and six SPAs, followed by a phased migration to the Xero accounting system.

The result is that PA and the SPAs can now produce a Whole of Sport Financial Report for Paddling in Australia. On 30 June 2020 this included:

1. **Profit and Loss Statement** – individual P&L reports for Paddle Australia and each of the six State Paddle Associations.
2. **Balance Sheet** – individual Balance Sheets for Paddle Australia and each of the six State Paddle Associations.
3. **Consolidated Profit and Loss Statement** – combined P&L for all seven organisations.
4. **Consolidated Balance Sheet** – combined Balance Sheet for all seven organisations.
5. **Actual versus Budget** – combined Actual v Budget report for Paddle Australia and three of the State Paddle Associations (PNSW, QLD and PWA), noting that the remaining three State Paddle Associations (PSA, PVIC and PTAS) were yet to migrate budgets to Xero.

This is a level of business intelligence that we have never had before, and it clearly provides the opportunity to continuously improve the way we all operate.





Photo: Salty Dingy

## Workforce

Our initiatives around workforce have inevitably followed the work on the Strategic Plan and Finance. The development of new, best practice employment agreements supported by a full suite of HR policies was under development at year-end. These will be utilised by PA and each SPA, supported by an HR Information system.

Taken collectively, the initiatives that have been taken under UPM will have tangible business benefits to PA, the SPAs, and paddling as whole.

## Coaching Pathway and Qualifications

For some years, Paddling Australia has been looking to revise our Coaching Pathway and Qualifications. With our coaches unable to get on the water because of the pandemic, they took the opportunity to push ahead with the development of some new, online coaching courses.

The Introduction to Coaching (ITC) course was already well advanced when COVID-19 hit. Given the course itself is entirely online, the decision was taken to make the ITC available free of charge as part of the Paddle Support Package. 163 paddlers undertook the course, with 56 securing the other elements, such as 'working with children' to secure their qualification.

Work continued on the Foundation Flatwater and Foundation Slalom courses during lockdown. The courses were launched early in the 2020/21 year. The word 'pivot' has often been used as we have found ways to deliver new outcomes. It very aptly describes the response of those that have developed our new coaching courses. I would like to acknowledge their flexibility, expertise, and the contribution that they have all made.

## High Performance Strategy

The year saw a thorough, independent review of our HP program and the development of new strategy based on the outcomes. A summary is provided on **page 43** and in the new Strategic Plan for Paddling in Australia.

The delay of the Tokyo Olympic and Paralympic Games until 2021 has meant that some of the planned changes have been delayed. However, we are conscious that whilst the Tokyo cycle will be five years long, the cycle to Paris will only be three! Steps have already been taken to ensure that our athletes that have Paris 2024 as their goal have every opportunity to train and compete.

More focus was being placed on the athlete pathway prior to the review of the high-performance program. The new strategy reinforces this. At the end of the year, the AIS confirmed additional funding specifically for athlete pathway support.

## Participation

At the start of the year, Paddle Australia was successful in securing funding through Move It AUS to increase participation, a national initiative support by the Federal Government through Sport Australia. During 2019/20, this resulted in over 1,300 young people having an opportunity to participate in paddling through 47 programs. Again, our SPAs played a key role in the delivery of the program. As the program was effectively curtailed by COVID-19 in the second half of the year, it has been agreed by Sport Australia that some funding can be rolled forward for use in 2020/21. Programs are already underway.



Our strategic plan report reflects that after a long period of engagement, paddling was finally accepted into the Sporting Schools program. We are better equipped in some states than others to promote and deliver this program but, with the renewed commitment from the Federal Government, it will continue to grow.

## Management and Staffing

This has been a difficult year for many of the PA staff. Like many others, they have been asked to take annual leave and, in some cases, reductions in hours. That said, it is pleasing that there has been stability in the team over the year and we have been able to keep everybody employed. At the same time, we are all conscious that some other individuals and organisations have been doing it considerably tougher than we have.

Perhaps the most challenging thing is that in many cases our people have been simply unable to carry on doing the things that they love doing, and that they normally do day in, day out. This has particularly been the case for our high-performance team.

All our staff have not only demonstrated their resilience but also great flexibility in turning their hands to different things to help meet the needs of the organisation. Encouragingly, many people have used the opportunity to undertake some form of professional development. It is always an inspiration to work with the very talented and committed group at Paddle Australia but this year, a year like no other, I am especially grateful for, and proud of, how everyone has responded.

Also, in a year where UPM has been a real focus, we have worked more closely than ever with our colleagues in the SPAs. I would like to take this opportunity to acknowledge their dedication and hard work during what has been an extremely challenging environment for many.

## Acknowledgements – to those that contribute

This year, with all that has gone on, the Board of PA has adapted as the circumstances have changed. They have again added enormous value, but in different ways. They recognised the need to respond to the situation and not simply continue to implement our agreed strategy. The community is indeed fortunate to have such a caring and empathetic group as custodians of paddling. I thank them all for their time and contribution, especially the President who has been a constant source of support.

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

My thanks as always to Sport Australia and the AIS for their time, guidance, expertise, and of course funding. It has been a period of considerable change for the sporting system in Australia. With a Chair and Board Member to be announced soon, it doesn't look like settling down in the near future.

## Finally

There is some conjecture over whether the words were originally his, but it was Winston Churchill who famously observed, *"Never let a good crisis go waste"* when working to form the United Nations after WWII.

Thanks to the support of all of you, we certainly haven't!



**Phil Jones**  
CEO, Paddle Australia

This Progress Report provides a year-end snapshot of those Activities, Actions and Measures from the 'Strategic Plan for Paddling in Australia' (SPPA) that were current during the 2019/20 financial year. 'Starting' is the date one which the 'Action' was live. OG indicates that the Action is likely to remain live for the life of the current plan.

NOTE: The SPPA has been reframed during 2019/20 as part of the United Paddling Management initiative and is provided in the 2020 Annual Report. The new SPPA has been adopted by PA and all the SPAs. It is hoped that Clubs will adopt the new plan over time. The overall strategic direction, agreed as part of an extensive consultation process with Members Associations and Clubs that concluded in November 2018, has not changed.

Activity	Actions and Measures	Starting	Snapshot at 30 June 2020	Status
<b>1. PARTICIPATION:</b> <b>Providing participation opportunities for all those wanting to join our community, whatever their age, background or ability</b>				<b>4.00</b>
<b>1.1 Implement Paddle Oz, the National Junior Paddling Program, ensuring suitability as paddling offering under the SA Sporting Schools initiative</b>	Full roll out of Paddle Oz and Sporting Schools, partially reliant on digital platform development  <i>MEASURE: Sporting Schools providing \$200,000 in grant support for paddling to schools in 2021/22</i>	01/07/2019 and OG	Paddle Oz Pilots complete. Sporting Schools recognition achieved early in 2019/20 year. Paddling selected as an option by schools but numbers impacted adversely by COVID-19. Paddle Oz used in MoveItAus initiative.	<b>4</b>
<b>1.1 Implement Paddle Oz, the National Junior Paddling Program, ensuring suitability as paddling offering under the SA Sporting Schools initiative</b>	Continuous development based on participant and provider feedback  <i>MEASURE: Increased participation and quality of delivery</i>	01/07/2019 and OG	Feedback limited based on reduced levels of activity. Research carried out as part of MoveItAus activities.	<b>4</b>
<b>1.2 Consider structural and financial arrangements for delivery of paddle education programs</b>	Quantify current participation and market opportunity. Develop options paper and plan for stakeholder consultation  <i>MEASURE: Research complete and consultation paper in place</i>	01/07/2019 to 30/06/2020	Paper developed and changes to delivery of Paddle Education Schemes agreed with SPAs. Roll out underway for 2020/21 season. KPIs set in new Strategic Plan.	<b>4</b>
<b>1.3 Target specific markets and engage actively with target groups including youth, women and older-aged Australians</b>	Continue to promote and expand Paddle Education, with more deliverers attracted and trained to meet increasing demand  <i>MEASURE: Increase qualified deliverers by 10% per annum until 2021/22</i>	01/10/2018 and OG	External consultation undertaken in 2019/20. Links between Paddle Education system and GoMembership being developed. KPIs set in new Strategic Plan.	<b>4</b>
<b>1.3 Target specific markets and engage actively with target groups including youth, women and older-aged Australians</b>	Seek sources of funding, especially to target women, youth and older-age Australians  <i>MEASURE: Likely outside scope of plan due to limited resources.</i>	01/10/2018 and OG	"Move It AUS" grant application for junior participation successful. Implementation during 2019/20 impacted by COVID-19. Some funding carried forward to 2020/21	<b>5</b>
<b>1.4 Develop initiatives to reduce barriers, such as equipment rental and storage facilities</b>	Gather examples of best practice and share amongst clubs and other interested parties  <i>MEASURE: Report developed as basis for next steps</i>	01/10/2018 and OG	Limited progress. Supported provided for initiatives being taken by clubs and commercial providers. Further work on pro-active initiatives to be undertaken	<b>3</b>
<b>1.5 Press for increased access to water and the development of appropriate facilities</b>	Lead and support initiatives for the development of facilities for paddling generally and slalom and sprint facilities in particular  <i>MEASURE: Facility development guide developed with arguments supporting increased water access</i>	01/07/2018 and OG	Leading major initiative to upgrade facilities at Penrith Whitewater Stadium. Whitewater and flatwater facility development in SE Queensland on hold with delay in 2032 Olympic bid. Funding secured for Flatwater Slalom Course at Ascot Canoe Club (WA).	<b>4</b>

Activity	Actions and Measures	Starting	Snapshot at 30 June 2020	Status
<b>2. PATHWAYS:</b>				<b>3.83</b>
<b>Promoting and supporting pathways for those seeking to be the best they can be in their chosen area</b>				
<b>2.1 Develop athlete pathway for all disciplines to encourage more participation, better retention and improved performance</b>	Continue work to develop long-term pathway plans for all disciplines, working across these disciplines to optimise opportunities where appropriate <i>MEASURE: 4-year development plans in place aligned to 4-year RSP</i>	01/07/2018 to 30/06/2021	Sprint and Slalom pathways complete with information provided on PA website. Pathways for other disciplines considered as part of strategic planning workshops. Work to be further progressed in 2020/21.	<b>4</b>
<b>2.1 Develop athlete pathway for all disciplines to encourage more participation, better retention and improved performance</b>	Develop consistent pathway programs across Australia in all disciplines <i>MEASURE: Pathway programs clearly documented for all disciplines</i>	01/07/2018 and OG	Work underway through relevant Discipline Technical Committees. Responsibility part of newly adopted Terms of Reference.	<b>4</b>
<b>2.1 Develop athlete pathway for all disciplines to encourage more participation, better retention and improved performance</b>	Work with SLSA and their clubs to ensuring mutually beneficial sprint kayak programs are in place <i>MEASURE: MOU with SLSA and strong mutually beneficial relationships with key clubs</i>	01/01/2019 and OG	Mutually beneficial local relationships between Kayak Clubs and SLS Clubs being established. AIS pathway funding secured to support initiative. QLD Development Coach secured with support from QAS as part of new HP Strategic Plan	<b>4</b>
<b>2.2 Develop, document and promote clear pathways for officials and volunteers</b>	Review and agree framework and training and mentoring needs for general and discipline specific pathways for officials at all levels <i>MEASURE: Framework complete with general and discipline specific officials education programs in place</i>	01/07/2019 and OG	Considered by Discipline Technical Committees in Strategic Plans. Lack of events has reduced opportunities. Priority in new Strategic Plan.	<b>3</b>
<b>2.3 Focus on the development of coach pathways, education and mentoring program</b>	Ensure that appropriate training and mentoring opportunities are in place for coaches at all levels, including support and resource materials <i>MEASURE: Quality coach training and mentoring widely available</i>	30/06/2020 and OG	New online Introduction to Coaching (ITC) Course offered FOC as part of Paddle Support Package. Online Foundation Flatwater and Slalom Coaching Courses finalised. Further consultation to finalise framework and transitional arrangements.	<b>4</b>
<b>2.4 Recognise and reward contributions made by volunteers, coaches and officials, especially at club level</b>	Align MA awards criteria and timing for club coach, official and volunteer awards <i>MEASURE: Alignment achieved with the consistent awards offered by each MA</i>	01/04/2019 and OG	Delayed in 2019. 2020 Awards impacted by COVID-19. Club Coach and Volunteer Awards to be based on 'state progression'. 2021 Awards to be reviewed after 2020 Awards complete.	<b>4</b>

Activity	Actions and Measures	Starting	Snapshot at 30 June 2020	Status
<b>3. COMPETITION: Developing our competitions into events that demand attention and involvement</b>				<b>3.40</b>
<b>3.1 Review the purpose of our major events and align programs and structure to purpose</b>	Align our events with our overall strategic direction, create a long-term event strategy and establishing a clear purpose for all National and State events  <i>MEASURE: A documented strategic direction for our events is in place and regularly reviewed</i>	01/10/2018 and OG	Discipline Committees engaged in strategic planning. No overall strategy yet finalised. End of 2019/20 and start of 2020/21 disrupted by COVID-19. Competition Development Working Party established, initially considering option for flatwater competitions.	<b>3</b>
<b>3.2 Promote our major events to showcase our sport and our athletes</b>	Develop and annually update communication plans with major events as a key component, including live stream of selected events where this can be financed within budget  <i>MEASURE: Annual Comms plan in place as basis for all Events Communications</i>	01/07/2018 and OG	Vastly improved promotion and coverage of major Australian Competitions and Teams at ICF Events in second half of 2019. Significantly improved use of social media. Plans in place but disrupted by COVID-19 in 2020. Requirement for more resource to deliver livestream or similar to standard required.	<b>3</b>
<b>3.2 Promote our major events to showcase our sport and our athletes</b>	Promote major events, particularly using the interest created through Olympic selection and participation to strengthen awareness  <i>MEASURE: Heightened awareness at time of Selection and Olympic Games</i>	01/01/2019 and OG	Olympic and Paralympic Games and lead up events postponed as a result of COVID-19. Plans to be reactivated once schedule of events in lead up to Tokyo 2020 is confirmed.	<b>3</b>
<b>3.3 Build competition and event capacity to ensure consistent paddling offering</b>	As part of event strategy, identify risks likely to impact over the plan period and how these will be mitigated  <i>MEASURE: Risks identified and mitigated in event strategy</i>	01/10/2018 and OG	New Host Agreement in place. Event Risk Management template under development. Long term commitment to hosting provides greater lead time for more effective planning.	<b>4</b>
<b>3.3 Build competition and event capacity to ensure consistent paddling offering</b>	Review governance arrangements and clearly identify the role of Technical Committees in the planning and execution of events  <i>MEASURE: Governance and management of events clarified, including the role of Technical Committees</i>	01/10/2018 and OG	Competition Committee introduced to ensure better oversight and identify and bring forward governance issues. New Terms of Reference for Disciplines Committees introduced during 2019/20.	<b>4</b>

Activity	Actions and Measures	Starting	Snapshot at 30 June 2020	Status
<b>4. DIGITAL PLATFORM:</b> Developing a network that seamlessly connects and delivers services to the entire paddling community				<b>4.50</b>
<b>4.1 Continuously identify requirements for our digital platform at local, state and national level</b>	Consult on and agree specification for version 2, being to replace and enhance what is available in current systems with enhanced as well as new functionality  <i>MEASURE: Functionality for version 2 identified.</i>	01/04/2019 to 01/10/19	GoMemberships rolled out and used for membership renewal by clubs during 2019/20. Functionality to manage qualifications, education and events being increasingly utilised.	<b>5</b>
<b>4.2 Build and maintain a platform to connect and service the whole paddling community</b>	Develop and launch version 2 of digital platform, including extensive user briefing program, ideally using provider responsible for version 1  <i>MEASURE: Version 2 of platform launched. 20,000 records entered</i>	01/04/2020 and OG	Extensive user support provided. SPAs and Clubs increasingly adopting GoM functionality. Positive feedback generally on new system. Live links with Competition Management and Education Systems under development.	<b>5</b>
<b>4.3 Develop and maintain a 'resource hub' for use by PA, MAs, Clubs and others</b>	Review and promote relevant generic and sport-specific information. Agree likely on-going content, structure and platform for 'resource hub'  <i>MEASURE: Structure and information to be incorporated discussed and agreed, with schedule for further populating hub in place</i>	01/04/2020 and OG	Resources being developed, initially from SPAs, largely through UPM initiative. HR information system being introduced for use by PA and SPAs. Policies and relevant documents being developed for use by Clubs. System for housing of documents delayed.	<b>4</b>
<b>4.4 Introduce and deliver regular forums for planning, review and information exchange</b>	Support and utilise state-based conferences and meetings, seeking to address issues in agreed strategic plan  <i>MEASURE: Schedule of state meetings agreed consistent with national planning and review arrangements</i>	01/07/2019 and OG	Approach 'locked in' with forums to be hosted by PA and MAs bi-annually, in March/April and September/October for Clubs and other stakeholders. COVID-19 impacted. No face to face meetings possible in April 2020 due the COVID-19. Strategic Plan restructured with active input of SPAs as part of UPM initiative.	<b>4</b>



Activity	Actions and Measures	Starting	Snapshot at 30 June 2020	Status
<b>5. ADDING VALUE:</b> Ensuring that our connected community benefits from strong, consultative leadership that adds genuine value				<b>4.00</b>
<b>5.1 Review, prioritise, expand and implement products and services that 'add value for recreational and other paddlers', based on recommendations in Repucom Report or originated elsewhere</b>	Introduce initial series of products and services when launching version 1 of digital network  <i>MEASURE: Successful launch of version 1 of digital platform with new products and services</i>	01/04/2019 and OG	Delayed until GoM introduced and functional. 'Paddle Pulse', monthly member newsletter, launched in late 2019. 'Paddle Protect', an expanded insurance offering to be launched in 2020. Other products and services under consideration, including a Waterways Guide.	<b>4</b>
<b>5.2 Engage with the paddle industry in areas of mutual interest and benefit</b>	Develop initiatives with industry, such as Paddle Partners and build into next RSP  <i>MEASURE: New initiatives launched with industry support</i>	01/01/2019 and OG	Piloted Commercial Provider Membership (CPM) with some commercial providers, providing liability cover for those delivering activities within the scope of their PA qualifications. CPM for be available as a form of membership through GoM during 2020 with participants registered through the Education System.	<b>4</b>
<b>5.3 Reinforce the role of PA as the 'authority voice' in advocating for paddling</b>	Ensure paddling continues to be represented on all relevant national, state and local bodies whose decisions have the potential to impact the sport, both positively and negatively  <i>MEASURE: Representation on all key bodies confirmed and monitored</i>	01/07/2018 and OG	On-going. Regular and positive engagement with SA, AIS, APC and AOC. Full stakeholder engagement plan yet to be documented.	<b>4</b>





Activity	Actions and Measures	Starting	Snapshot at 30 June 2020	Status
<b>6. BRAND, VALUES &amp; CULTURE:</b> Reflecting a positive, shared brand, culture and values that make everyone want to be 'a part of paddling'				<b>3.67</b>
<b>6.1 Agree and promote our core values and what we stand for as a paddling community</b>	Continue to review relevance of values adopted as part of the RSP review process <i>MEASURE: Views sought from the community show an increasing understanding of our culture and values and pride in being involved. Methodology to be established but likely to be on line census</i>	01/04/2019 and OG	Values refined during the UPM restructuring of the SPPA, agreed by the SPAs. The values will be incorporated into the National Paddling Integrity Framework and HR Policy Framework under development and in all relevant documents and communications.	<b>4</b>
<b>6.3 Develop structures and practices that encourage working together with aligned interests</b>	Build an integrity framework that reflects our inclusiveness and diversity and ensures we provide a safe environment for all paddlers <i>MEASURE: Robust integrity framework in place, understood and widely adopted</i>	01/07/2018 and OG	Delayed awaiting National Sport Integrity Framework (NSIF) from Sport Integrity Australia (SIA). Some key policies such as Child Safeguarding and Anti Doping in place but may require review once NSIF is available. All policies developed to apply to PA and SPAs, with clubs required to indicate where the policies have been adopted.	<b>3</b>
<b>6.4 Work with organisations whose values and activities are consistent with our own</b>	Cooperate with AOCRA, ADBF, SLSA, Surfing Australia and others to our mutual benefit <i>MEASURE: Enduring relationships in place with relevant organisations</i>	01/07/2018 and OG	Work continuing with AOCRA on areas of mutual interest and cooperation. Discussions on-going with Surfing regarding GoM and SUP.	<b>4</b>



Activity	Actions and Measures	Starting	Snapshot at 30 June 2020	Status
<b>7. SUSTAINABLE STRUCTURE:</b>				<b>3.55</b>
<b>Building a sustainable structure that maximises the prospects of success of paddling in Australia</b>				
<b>7.1 Introduce a system of membership that better engages the individual and supports Clubs, MAs &amp; PA</b>	Review the current arrangements and consider options, recognising the need to actively engage with paddlers outside the formal club structure <i>MEASURE: Options canvased and agreed as part of RSP planning and review process</i>	01/07/2018 and OG	Vision of revised national approach to membership. Agreement to move towards standard fees to members joining through clubs over 3 years, with all MAs charging a common senior and junior fee, further streamlining arrangements.	<b>4</b>
<b>7.1 Introduce a system of membership that better engages the individual and supports Clubs, MAs &amp; PA</b>	As a minimum, introduce an interim system that facilitates engagement with paddlers outside the club structure <i>MEASURE: System captures key data to allow distribution of information and product and service offers</i>	01/07/2019 and OG	Direct Membership agreed and supported by SPAs. No impact on membership numbers reported by clubs to date. Paddle Support Package includes 25% on PA/SPA membership fees for 2020/21	<b>4</b>
<b>7.1 Introduce a system of membership that better engages the individual and supports Clubs, MAs &amp; PA</b>	Introduce a system with various options catering for all paddlers, including those within and outside the formal club structure <i>MEASURE: In place by July 2019 at the earliest with timing dependent on option and version 1 content of digital platform</i>	01/07/2019 and OG	Introduction of a single national membership option, with both free 'stay connected' and senior and junior paid membership offering. Allows active engagement and prospecting by clubs.	<b>4</b>
<b>7.2 Understand the needs and offerings of clubs to improve support and services</b>	Consider introduction of a regular national club census, including information required, timing and frequency <i>MEASURE: Covers information not available through digital platform</i>	01/10/2019 and OG	On-going process as part of engagement with clubs. Specific questions addressed as part of engagement with clubs Australia wide. Club affiliation benefits extended include the Club+ feature of GoMembership.	<b>4</b>
<b>7.3 Introduce processes and procedures that reduce duplication, improve efficiency and allow a focus on promotion development and advocacy</b>	Examine and develop shared services opportunities in areas such as, HR, legal, accounting and governance to reduce compliance, especially amongst MAs and Clubs <i>MEASURE: Initial investment required to realise benefits maybe outside scope of plan due to limited resources</i>	01/01/2019 and OG	United Paddling Management (UPM) rolled out, supported by Sport Australia under the One Management initiative. Objective to improve efficiency, reducing time spent on admin, management and compliance and allow focus on development, promotion and advocacy. Outcomes include Single National Strategy and Whole of Sport Financial reporting.	<b>5</b>
<b>7.3 Introduce processes and procedures that reduce duplication, improve efficiency and allow a focus on promotion development and advocacy</b>	Write new and rewrite existing policies in such a way that they can be adopted by or automatically capture all those to whom they apply <i>MEASURE: New policies written with this outcome in mind. Immediate review of current policies outside scope of plan due to limited resources</i>	01/01/2019 and OG	Approach implemented as new policies developed. Resources limited to rewrite existing policies but schedule under development. HR Policies and Employment Agreements all drafted through UPM for adoption by PA and SPA.	<b>4</b>
<b>7.3 Introduce processes and procedures that reduce duplication, improve efficiency and allow a focus on promotion development and advocacy</b>	Seek to use our collective buying power, consolidating services such as insurance to meet the needs of the whole paddling community <i>MEASURE: Partially in place but extended to cover other risks during plan period, including offerings to individual paddlers</i>	01/01/2019 and OG	Initial focus on insurance opportunities. MA boats and equipment now insured under PA policy. Option for club equipment to be covered with additional premium. CPM to be introduced for commercial providers. 'Paddle Protect' offering cover for member boats and equipment.	<b>3</b>



Activity	Actions and Measures	Starting	Snapshot at 30 June 2020	Status
<b>7.4 Seek third party partners with a shared interest in reaching the paddling community</b>	Work with MAs and other third parties to clarify rights to commercial properties and agree responsibility for taking to market <i>MEASURE: Commercial rights and responsibilities clarified</i>	01/10/2019 and OG	Priority for 2020/21 to leverage commercial opportunities. Requires marketing resource to define rights and give effect to sponsor search.	<b>2</b>
<b>7.4 Seek third party partners with a shared interest in reaching the paddling community</b>	Launch initial third-party relationships when launching version 1 of digital network <i>MEASURE: Initial commercial relationships established and launched</i>	01/10/2019 and OG	Some additional Paddle Pals secured. Promotion to take place during 2019/20 season.	<b>2</b>
<b>7.5 Secure sources of funding and create ways to reduce the costs of participation at all levels</b>	Develop and promote donation and similar programs through agencies such as the Australian Sports Foundation <i>MEASURE: \$250,000 per annum through ASF by 2021/22</i>	01/01/2019 and OG	Paddle Support Package introduced raising funds through the ASF to support members through COVID-19 pandemic. Initial donations circa \$20,000 in 2019/20 focused on meeting club membership fees. Plans for expansion under consideration.	<b>3</b>
<b>7.5 Secure sources of funding and create ways to reduce the costs of participation at all levels</b>	Promote grant opportunities as appropriate, providing evidence and support for relevant applications <i>MEASURE: Provision of support may initially be outside the scope of plan due to limited resources</i>	01/07/2018 and OG	Successful grant applications for MoveItAUS and One Management. Grant opportunities for clubs promoted to club administrators. Supported grant applications as appropriate. Considering non-sport grant opportunities.	<b>4</b>



# PADDLING IN AUSTRALIA

Strategic Plan 2020 - 2024

**Our Vision** A united paddling community

**Our Values** Collaboration, Inclusiveness, Transparency, Excellence

## 1. Participation

**OBJECTIVE**  
An inclusive and active  
paddling community

### STRATEGIES

- 1.1 Promote programs to those learning and developing their paddling or leadership skills
- 1.2 Expand junior and youth participation through targeted programs
- 1.3 Actively encourage diversity in paddling
- 1.4 Welcome and support those new to our paddling community
- 1.5 Develop water access, boat storage, rental and other facilities to reduce barriers

## 2. Development

**OBJECTIVE**  
Clear pathways supporting  
more people

### STRATEGIES

- 2.1 Develop participation pathways for all paddlers in a variety of disciplines
- 2.2 Attract, develop and retain volunteer officials and administrators
- 2.3 Build and support comprehensive leadership and coaching development opportunities
- 2.4 Encourage greater involvement and retention in our competitions
- 2.5 Align our facilities to meet the demand for recreation, training and competition

## 3. Performance

**OBJECTIVE**  
Consistent medal  
winning international  
performances with  
athletes who inspire  
the nation and promote  
excellence

### STRATEGIES

- 3.1 Deliver quality performance driven and athlete focussed daily training environments
- 3.2 Enhance quality technical and system leadership
- 3.3 Improve the talent pipeline in all paddling disciplines
- 3.4 Encourage performance behaviours with resources targeted towards success at the Olympic and Paralympic Games
- 3.5 Promote innovation, excellence and learning in all that we do

## 4. Sustainability

**OBJECTIVE**  
Strengthening paddling in  
Australia

### STRATEGIES

- 4.1 Promote paddling to our community and the public
- 4.2 Adopt structures, systems and processes to reduce duplication and improve efficiency
- 4.3 Add genuine value to paddlers, through our membership, services and products
- 4.4 Enhance support and services to our clubs
- 4.5 Secure the financial independence of our paddling organisations
- 4.6 Advocate for the improvement of our paddling environment

## 5. Stakeholders

**OBJECTIVE**  
A network which delivers  
value to our community

### STRATEGIES

- 5.1 Enhance and engage with paddling's digital platform to connect us as a community
- 5.2 Contribute to and implement on-going, transparent planning and review processes
- 5.3 Recognise and reward the contributions made by volunteers
- 5.4 Engage with paddling organisations and other sport bodies in areas of mutual interest and benefit
- 5.5 Identify and engage with government partners
- 5.6 Engage with the paddle industry in areas of mutual interest and benefit



# PADDLING IN AUSTRALIA

Strategic Plan 2020 - 2024  
KPI's

**Our Vision** A united paddling community

## Our Values

- Collaboration** → working respectfully together for improved outcomes  
**Inclusiveness** → ensuring safe places, fair play and embracing diversity  
**Transparency** → building consensus through open engagement  
**Excellence** → striving at all times to deliver our best

### 1. Participation KPI's

- » Increase non-member participants by 5% annually
- » Increase numbers in our participation programs by 10% annually
- » Increase the number of programs for target groups by 5% annually
- » Increase the number of PA leadership qualification holders by 5% annually
- » Create 6 new places or improve existing points to paddle (access points) annually

### 2. Development KPI's

- » Increase the number of participants in state and national competitions by 5% annually
- » Increase state and national competition stakeholder (paddlers, coaches & officials) overall satisfaction by 5% annually
- » Increase the number of technical officials by 30% by 2024
- » Increase the number of coaches by 30% by 2024

### 3. Performance KPI's

- » 3-4 medals achieved at Olympic Games
- » 2-3 medals achieved at Paralympic Games
- » 80% of Paris Cycle athletes meeting individual performance plan targets by 2024
- » Increase the number of athletes achieving minimum performance standards within the Performance Pathway by 15% by 2024
- » 80% of National Performance Staff meeting individual performance plan targets
- » 90% of compliance measures completed on time and on budget
- » Increase the number of top ten finishers at World Championships for non-Olympic disciplines by 10% by 2024

### 4. Sustainability KPI's

- » Increase overall Club membership by 5% annually
- » Retain over 70% of Club members annually
- » Increase new Direct Members (non-club) by 10% annually
- » Retain over 70% of Direct Members annually
- » Increase the number of profiles in GoMembership by 20% annually
- » Increase non-grant revenue by 5% annually

### 5. Stakeholders KPI's

- » Increase Member satisfaction by 10% by 2024
- » Increase Affiliated Club satisfaction by 5% by 2024
- » Achieve newsletter open rates of 20%
- » Increase social media engagement (Twitter, Facebook, Instagram) by 10% annually
- » Increase grant revenue by 5% annually

## Board of Directors

President and Chair		<b>Ms Andrea McQuitty*</b>	Elected President & Chair 12 November 2016
Director		<b>Ms Connie Todaro*</b>	Elected 12 November 2016
Director		<b>Mr Tony Haines*</b>	Elected 11 April 2017
Director		<b>Ms Cynthia Coward*</b>	Elected 3 November 2018
Director		<b>Dr Lisa Gowthorp*</b>	Elected 3 November 2018
Director		<b>Mr Jeremy Moller*</b>	Appointed 5 October 2019
Director		<b>Mr Hien Pham</b>	Retired 15 August 2019
Director		<b>Mr Edward Selby</b>	Retired 23 January 2020

\* *donates current Director at 30 June 2020*

## PA Corporate Office

### Chief Executive Officer

Phil Jones

### Chief Operating Officer

Duncan Tweed - *Appointed January 2019*

### Finance Manager

Wayne Sankey

### Special Projects Manager

Kate Cohen

### Digital Platform Implementation Manager

Samantha Denmeade

### Digital Services & ICT Coordinator

David Winkle

### Participation & Training Manager

Mark Thurgood

### Sports Services & Events Coordinator

Courtney McMillan

### Administration Coordinator

Lucy Zell

## PA High Performance

### National Performance Director

Shaun Stephens

### Performance Operations Manager – Canoe Slalom

Sara Latham

### National Pathways Lead – Canoe Slalom

Mike Druce

### National Senior Coach – Canoe Slalom

Myriam Fox

### National Senior Coach – Canoe Slalom

Julien Billaut

### National Development Canoe Coach – Canoe Slalom

Robin Jeffery

### Performance Pathways Coach – Canoe Slalom

Emir Mujcinovic

### Performance Scientist – Canoe Slalom

Nick Perry

### Athlete Wellbeing and Engagement Manager

Matt Murphy

### Performance Operations Coordinator – Canoe Sprint

Emma Moffet

### QAS Men's Coach – Canoe Sprint

Jimmy Owens

### National Centre of Excellence (NCE) Women's Coach

Anna Wood

### National Centre of Excellence - Sprint Development Coach

David Smith

### National Canoe Coach

Dusan Ruzicic - *Resigned Nov 2019*

### Senior Sports Science Biomechanist

David Aitken

### Performance Scientist – Canoe Sprint

Nicola Bullock

### Junior Performance Scientist – Canoe Sprint

Stewart Crewe

### Soft Tissue Therapist / SSSM Coordinator – Canoe Sprint

Jan Martin Parker

### Senior Strength & Conditioning Coach - Canoe Sprint

Glen Workman

### Strength & Conditioning Coach / Performance Support – Canoe Sprint

Jesse Fleming

### Program Manager Paracanoe / NCE Facility Manager – Canoe Sprint

Tahnee Norris

### National Paracanoe Coach

Shaun Caven

### Performance Pathways / Paracanoe Assistant Coach – Canoe Sprint

Guy Power - *Resigned March 2020*

### Performance Pathways Lead – Canoe Sprint

David Foureux

### National Performance Pathway Coach – Canoe Sprint

Kenneth Wallace

### Performance Pathway Coordinator/Scientist - Canoe Slalom

Katelyn Jones

### Sports Dietitian – Canoe Sprint

Greg Cox (*Casual*)

### Sports Dietitian – Canoe Sprint

Kerry O'Bryan

### Administration Assistant – Canoe Slalom

Jillian Bassett

<b>Mr Os Brownlee</b>	1971	New South Wales	*
<b>Mr Ross Chenoweth</b>	1971	Victoria	*
<b>Mr Albert Hopkins</b>	1971	New South Wales	*
<b>Mr Arthur Howard</b>	1971	Victoria	*
<b>Mr Max Hill</b>	1971	New South Wales	*
<b>Mr Harry Savage</b>	1971		*
<b>Mr George Varcoe</b>	1971	Victoria	*
<b>Dr Frank Whitebrook OAM</b>	1971	New South Wales	*
<b>Mr Phillip Coles OAM</b>	1981	New South Wales	
<b>Mr Garry Gardner</b>	1994	Queensland	*
<b>Mr Graham Johnson</b>	1985	New South Wales	
<b>Ms Helen Brownlee AM</b>	1999	New South Wales	
<b>Mrs Joan Morison OAM</b>	2003	New South Wales	*
<b>Mr Jim Murphy OAM</b>	2005	South Australia	
<b>Ms Danielle Woodward OAM</b>	2014	Victoria	
<b>Ms Sue Natoli OAM</b>	2015	Victoria	
<b>Mr Mark O'Brien</b>	2016	South Australia	
<b>Mr Peter Carter</b>	2017	South Australia	
<b>Mr Jason Dicker</b>	2017	Tasmania	
<b>Mr Dennis Green OAM BEM</b>	2017	New South Wales	*
<b>Mr John Borojević</b>	2018	Tasmania	
<b>Mr Ian Hume</b>	2019	South Australia	
<b>Ms Lynn Parker</b>	2019	New South Wales	

\* denotes deceased



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

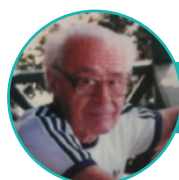
The Paddle Australia Hall of Fame was introduced in 2017, with the induction of 12 inaugural members listed below. Candidates are considered biennially, with a maximum of three Candidates being inducted. The next induction will be in November 2021.



**Helen Brownlee OAM**



**Os Brownlee \***



**Ross Chenoweth \***



**Phillip Coles AM**



**Garry Gardner OAM \***



**Dennis Green OAM BEM \***



**Graham Johnson**



**Joan Morrison OAM \***



**Jim Murphy OAM**



**Clint Robinson OAM**



**George Varcoe \***



**Frank Whitebrook OAM \***



**Danielle Woodward OAM**



**John Jacoby**



## Athletes Commission

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

## Canoe Polo Technical Committee

Chair	John Moore
Member	Anthea Courtney
Member	Louise Densley
Member	Donald Leigh
Member	Matthew Moore
Member	Robert Watson

## Canoe Marathon Technical Committee

Chair	Jeremy Dunn
Member	Joe Alia
Member	Margi Bohm
Member	Marc Brehin (SA)
Member	Chris Hurley (QLD)
Member	Peter Hughes (NSW)
Member	Doug Hodson (WA)
Member	Bob Turner
Member	John Young (VIC)

## Canoe Slalom Technical Committee

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

## Canoe Sprint Technical Committee

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

## Canoe Ocean Racing Technical Committee

Chair	Robert Jenkinson
Member	Steve Dalton
Member	Julie Jenkinson
Member	Mike Mills-Thom

## Canoe Freestyle Technical Committee

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

## Wildwater Canoeing Technical Committee

Member	Matthew French
Member	Karen Janiszewski
Member	Alex McIntyre
Member	Kris Smith
Member	Chris Wharton
Member	Nic Wilson
Ex-officio Member	Jill Bassett

## Competition Committee

Member	Jeremy Dunn (Canoe Marathon)
Member	Rob Jenkinson (Canoe Ocean Racing)
Member	Greg Kaeding (Canoe Sprint)
Member	Karen Janiszewski (Wildwater Canoeing)
Member	Jez Jezz (Canoe Freestyle)
Member	John Moore (Canoe Polo)
Member	Sue Natoli OAM
Member	Bob Turner
Member	Kate Vyvyan (Canoe Slalom)

## Education and Safety Committee

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

## Ethics and Integrity Committee

Chair	Tony Haines
Member	Martyn Clancy-Lowe
Member	Anne Gripper
Member	Jeremy Moller
Member	Matt Murphy
Member	Paul Oliver

## Audit and Risk Committee

Chair	Connie Todaro
Member	Mark Bellofiore
Member	Shauna Hewitt
Member	Karen Townsend
Member	Jocelyn Webb
Ex-officio Member	Phil Jones
Ex-officio Member	Wayne Sankey

## Honours Committee

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

## Nominations Committee

Chair	Cindy Coward
Member	Eddie Andriessen
Member	Paul Bruce
Member	Martyn Clancy-Lowe
Member	Monica Daley
Member	Anjie Lees

\* Denotes deceased

## OUR AWARD WINNERS 2019

Paddler of the Year (Olympic)	<b>Jessica Fox</b>
Paddler of the Year (Non-Olympic)	<b>Jemma Smith</b>
Paracanoeist of the Year	<b>Curtis McGrath</b>
Junior Paddler of the Year (Olympic)	<b>Kailey Harlen</b>
Junior Paddler of the Year (Non-Olympic)	<b>Jazmin Shipway Carr</b>
Master Paddler of the Year	<b>Matthew Rees, Terry Bolland</b>
Team of the Year	<b>U23 Men's Canoe Sprint K4 500M (Riley Fitzsimmons, Thomas Green, Jackson Collins and Jean van der Westhuyzen)</b>
Coach of the Year	<b>Shaun Caven</b>
Technical Official of the Year	<b>Graeme Caudry</b>
Instructor and Guide of the Year	<b>Tracy Gibson</b>
Olegas Truchanas Award	<b>Sarah Davis</b>
Award of Merit	<b>Jack Newland, Doug Hodson, U23 Wildwater Canoeing K1 Team (Georgina Collin, Madison Wilson and Demi O'Brien)</b>
Excellence Award	<b>Ian Beasley</b>
Service to Paddling	<b>Andrea King</b>
President's Award	<b>Jez Jezz</b>
People's Choice Award	<b>Briana Massie</b>

## OUR MEMBERSHIP

The 2019/20 paddling season has been an exciting time of change and progress in the membership arena. It has also been a challenging year, with members and Clubs adversely impacted by the effects of COVID-19.

The year has seen a high level of collaboration and increased engagement between Paddle Australia, our six State Paddle Associations and our 130 Affiliated Clubs which has helped further realise our vision of a United Paddling Community.

Of note is the successful implementation of our new Membership & Events Portal, GoMembership, across all levels of the organisation. This implementation took place in September 2019. The introduction of this new digital platform has led to:

- The ability to clearly communicate Club and national member benefits.
- An improved member experience when new and existing members purchase membership.
- The ability for Clubs to select either fixed date or date of purchase (rolling) memberships.
- A nationally consistent approach to family discounts, triallists, and second club memberships.
- Nationally consistent Direct Memberships with member benefits for those paddlers who do not have access to or a desire to join an Affiliated Club.
- The creation of the Stay Connected membership which enables non-members to connect with Paddle Australia to receive newsletters and other paddling information.

In keeping with the vision of a United Paddling Community, Paddle Australia and the State Paddle Associations were very aware of the impact of COVID-19 on many paddlers. To help existing and prospective members through the pandemic, the Paddle Support Package was developed and launched in May 2020.

### There were four key elements in the Paddle Support Package:

1. A 25% discount on State and Paddle Australia fees for Club members on renewals and new memberships.
2. Establishment of The Paddle On Foundation to help those in need keep paddling with their Club. New and renewing members affected by COVID-19 were able to make an application to the Foundation for support with their PA, State and Club membership. Members who were able had the opportunity to make a tax-deductible donation to the Foundation to support their fellow paddlers.
3. Club members were able to gain free access to the new, online Introduction to Coaching course to upskill while they had time during lockdown, so they can help coach Club members.
4. A three-month extension was provided to all Paddle Australia qualification holders given they had not been able to use their qualifications.

It was heartening to see 16% of members elect to donate their 25% Paddle Support Package discount to the Paddle On Foundation to help support their fellow paddlers. As at the time of writing, 16 individuals and three families have been supported by the Paddle On Foundation and planning is underway to expand the application and eligibility criteria to support Affiliated Clubs who have been adversely affected by COVID-19.

From a membership statistics perspective, the number of **active members as at 30 June 2020** was as follows:

2019-20	NSW	QLD	SA	TAS	VIC	WA	Total
Junior	256	131	61	43	250	171	<b>912</b>
Senior	1272	901	271	322	1311	1283	<b>5360</b>
Trial	9	39	-	-	2	3	<b>53</b>
Volunteer	80	55	9	6	42	51	<b>243</b>
Direct Junior	22	15	-	-	1	15	<b>53</b>
Direct Senior	264	25	8	1	9	37	<b>344</b>
<b>Total</b>	<b>1903</b>	<b>1166</b>	<b>349</b>	<b>372</b>	<b>1615</b>	<b>1560</b>	<b>6965</b>
<b>Club</b>	<b>1617</b>	<b>1126</b>	<b>341</b>	<b>371</b>	<b>1605</b>	<b>1508</b>	<b>6568</b>
<b>Direct</b>	<b>286</b>	<b>40</b>	<b>8</b>	<b>1</b>	<b>10</b>	<b>52</b>	<b>397</b>

These figures represent the retention of 65% of members from the 2018/19 season and an overall decrease of 4% year on year. It is important to note that the change to the new Membership & Events Portal means that data comparisons are a little challenging, so it will be interesting to monitor these statistics moving forward.

Encouragingly, the 2019/20 season saw an impressive 2,200 paddlers take out a membership for the first time. This represents 32% of the total membership base.

Paddle Australia and our six State Paddle Associations look forward to leveraging the strong base that is in place to support and service our existing members and attract new members into our United Paddling Community.



## OUR MEMBERS **Paddle NSW**

What a year. To suggest events have been unprecedented is a complete understatement. We've suffered drought, floods, horrendous and debilitating bushfires, then a world pandemic. You simply can't write a script for all this, not even in Hollywood.

I must say, I couldn't be more proud of the way Paddle Australia, all the State Paddle Associations, our affiliated clubs and indeed our members have responded. Some of our close friends and loved ones lost dwellings and property in the fires, and some lost their jobs in the economic downturn due to COVID-19. We all rallied. Some days were tough. Some days were scary. Many days we were left scratching our heads – when does the plague of locusts arrive? Wonderful leadership has been displayed not only by those mentioned above, but also by Sport NSW and NSW Office of Sport. Paddling as a sport and recreation wasn't as severely affected as other sports, and certainly not as badly as the hospitality and tourism industries. Even in the darkest COVID-19 times, we were still able to paddle, initially solo and with family members, then in groups of 10 which expanded to 20 and beyond. I extend my sincere gratitude to the club committee members who ensured the safety messages were not only disseminated to their club members, moreover they enacted all the necessary restrictions and safety plans at their local coalface. I repeat – I am proud of you all.

### Awards & Recognition

At the gala 2019 NSW Annual Sports Awards, we had three finalists acknowledged at state level - Jessica Fox (Athlete), Dylan Littlehales (Young Para-athlete) and one other (Administrator). Paddling continues to fly the flag amongst sports with more popular profiles.

The highlight of 2019 was Paddle Australia awarding Life Membership to Lynn Parker for decades of outstanding service to the sport at club, state, and national level. Together with Helen Brownlee and Danielle Woodward, Lynn is widely considered a matriarch of paddling in Australia and thoroughly deserves the highest honour in our sport. Lynn was previously bestowed Life Membership of PaddleNSW in 2016.

### Clubs

We welcomed eight new or returning clubs under our wing which brought our total club affiliation to 47. The PNSW Club Forum was again held at the home of River Canoe Club in Tempe with 37 members and supporters in attendance. My appreciation to Simon Wilkes and RCC for hosting, and to the many club executives and personnel who travelled from far and wide.



### Initiatives

Some projects commenced or on the drawing board include:

- More opportunities for female coaches and instructors by reimbursing the training & accreditation expenses for 30+ women.
- The sustainability of the PaddleSafe App and Waterways Guide is being considered. If national input can't be obtained, then the resource may revert to local ownership at club level.
- PA has introduced a better, more user-friendly digital strategy. GoMembership eases the administrative burden for so many of our volunteer club office-bearers.
- PaddleNSW adopted the national strategic plan and developed our own operational plan. A highlight of that strategic implementation was the formation of the first ever environment committee at state or national level in the sport's 71-year history. Bron Powell chairs an innovative and passionate PNSW Environment Committee.
- PaddleNSW completed an infrastructure audit with clubs. Major projects were identified for ranking with NSW Sport & Recreation. Congratulations to Windsor Paddlesports Club for securing \$801,218 funding from the NSW Government for their multi-purpose facility at Macquarie Park.



## Appreciation & Acknowledgments

- All the Paddlesport Committees have performed with a high level of passion, professionalism, and dedication. I specifically thank long-term and outgoing Chairs Eileen Callaghan, Laura White, and Gary Rake who each did a magnificent job over many years. Our PNSW State Series and State Championships were conducted professionally as always. Congratulations also to the Paddlesports that hosted National Championships in the past 12 months – wildwater canoeing on the Mitta Mitta river, canoe slalom at PWS, and canoe ocean racing hosted by Makai Paddlers.
- A PNSW Slalom State team was established under the leadership of Emir Mujcinovic and Kim Latter. Athletes and officials look good in their state gear with prominent PNSW logo.
- Lynn Parker, with her hard-working team, continues doing a magnificent job coordinating all the education and training courses throughout NSW and ACT, and Kiaran Lomas (State Coaching Coordinator) oversees our coaching activity.



- Event Coordinator Bob Turner with back-end assistance from Tony Hystek and many magnificent volunteers produced another outstanding Myall Classic with 200+ entries, including for the first time a fun 3-hr Paddle Scrabble for recreation enthusiasts.
- Bob Turner and all the Board Directors have been inspirational. Our deep gratitude to Bob, Zac Thompson, Suzi Edwards, Tony Hystek, Ros Lawrence, Kiaran Lomas and Bron Powell.
- Our warm relationship with the national body is greatly appreciated. I'm pleased to report the cooperation, shared vision and energetic rapport with the Paddle Australia staff and Board, and indeed all our fellow inter-state Paddle colleagues is friendly and productive.

- Each year we feature at the 5-day Sydney International Boat Show. Thanks to Lynn Parker, Lee Wright, John Stefas, Lis O'Farrell, Cindy Budai, Andrew McKay, Adrian Clayton and Neil Crabb who volunteered at our stand on behalf of our clubs and our lifestyle.



- Tony Hystek continues to liaise closely with NSW Maritime on all safety matters.
- We greatly appreciate the annual \$20K grant from the NSW Government. In 2020 we secured two grants from Service NSW for small business assistance. To replace the marathon trailer destroyed in the New Year's Eve fires, we received \$24,489 and later we received \$3K for COVID-19 recovery. All sports received additional COVID-19 recovery funding from Office of Sport after three months of lock-down.

**Peter Tate**  
Chief Executive Officer  
Paddle NSW



Since my appointment in late November, Paddle Queensland has been a hive of activity. 2019 finished strongly with a Community Christmas Paddle held in December, hosted by Brisbane Canoeing.

2020 started with a bang, with the State Sprint Canoe Championships held at Lake Wyaralong in January. The Championships saw 65 paddlers from across the State give their all to earn the right to represent the great State of Queensland at the PA Canoe Sprint Championships in March.

In February, I met with Paddle Australia and our State Paddle Associations at the first National Paddling Forum in Sydney. The two day forum provided the opportunity to meet Paddle Australia staff members and form relationships to ensure the needs of our members are heard, reviewed, and a positive outcome achieved for our community.

Following the National Paddling Forum, I attended the Canoe Polo State Championships at Springfield Lakes and was treated to seeing the State's current and future canoe polo stars in the making. Unfortunately, due to severe weather conditions the event was cancelled.

March will be remembered as a milestone month for the office. To start, the first canoe marathon event of the year, the Tingalpa Trot, was held by Wynnum Redlands Canoe Club with 74 paddlers taking to the water. The sport secured its new long-term home on Lake Orr at Sports House Varsity Lakes, providing direct water access thanks to the support of the City of Gold Coast. The move to the Gold Coast will allow the office to develop recreational and educational programs currently underway in Brisbane, while increasing the profile of the sport at the same time. An additional benefit to moving to the Gold Coast is the proximity to the newly formed Paddle Australia National Centre of Excellence at Pizzey Park, while sharing the same home as the Australian canoe sprint senior men and women's team, providing access to the best resources the sport has to offer.

March also saw 25 paddlers represent our great State at the PA Canoe Sprint Championships in trying conditions. Queenslanders exceeded their own expectations and secured 119 medals over the five day event. The PA Canoe Sprint Championships was also the final qualification event for the Tokyo 2020 Olympics. During the Championships, six athletes secured their ticket on the Australian team. A further eight athletes secured their places in the U23, 21 and Junior teams.

March also saw the reintroduction of the QANOE Masthead to all member communications. The COVID-19 pandemic was announced to the paddling community at

the PA Canoe Sprint Championships and is still impacting our daily lives. Paddle Australia and the State Paddle Associations worked tirelessly throughout March to June to ensure the paddling community was provided with the latest information to ensure the safety of all paddlers, resulting in multiple updates and the development of the Paddle of Foundation. To ensure the physical and mental wellbeing of the Queensland paddle community were prioritised, the office partnered with the Queensland Outdoor Recreation Federation and lobbied the local and state governments to ensure access to waterways remained open during the pandemic.

With the constantly changing landscape, the office continued supporting the community through regular meetings with national and state bodies to develop plans for the eventual Return to Play activities while supporting the needs of our affiliated clubs and members.

As the pandemic continued to spread, all events across the state were postponed or cancelled during March, April, May, and June. Due to the great work of the Queensland Government and the Queensland community, activities and events are starting to return under the approved Aquatic Sport Sector Industry COVID Safe Plans and COVID Safe Event Checklists.

## Pacific Coast Virtual Series

The Virtual Series was developed to support our affiliated clubs, their members, and the wider paddle sports community following the COVID-19 pandemic and launched in April. Since its launch, the Virtual Series has been received extremely well, with over 350 participants taking part. Over 200 10k and 150 5k sessions have been completed over the three rounds with over 7,500 kilometres paddled. While the Virtual Series was developed prior to the COVID-19 pandemic, it will play a key role of the office's participation and pathway programs for years to come.

## Board

During the 2018-19 Annual General Meeting, Julian Norton-Smith was elected as the new President of the Board. Rhonda McSweeney was joined by Annie Bryce as Special Skills Directors. Chris Hurley and Sally Trestrail were also welcomed as Representative Directors. Paddle Queensland would like to thank the outgoing President, Peter Cooke, for his many years of service, as well as Lucy Snelling for her time as Treasurer on the Board.

Chris Hurley resigned from the Board and Technical Committees to focus on the development of paddlers and the growth of the Currumbin Creek Paddle Club and CV Paddlers. Paddle Queensland would like to thank him for his years of service. With Chris' departure, the Board was presented with the opportunity to invite an elite athlete to help grow the profile of the sport. Alyce Wood was welcomed to the Board as a Representative Director.

Following the United Paddle Management (UPM) structure, the Paddle Queensland 2020-2024 strategic and operational plans have now been finalised. The Board's direction will focus on ensuring the five pillars (participation, development, performance, sustainability and stakeholders) of the strategic and operational plans are front of mind in every activity and engagement across the community.

Paddle Queensland's mission is to promote, support, and unite all levels and types of paddling. The office and Board will ensure we act and represent the sport with our core values of Collaboration, Inclusiveness, Transparency, and Excellence on display at all times so we can fulfil our vision of More People Paddling, More of the Time.

## Staff

With my arrival at Paddle Queensland, Michelle Scoccimarro was contracted to help in my transition to the office and I would like to thank Michelle, Sam, and Steve for all their support during the end of 2019. Paddle Queensland was not immune to the impacts of the COVID-19 pandemic and were saddened by the departures of Samantha Parker (Events and Communication Manager) and Steven Rowland (Education and Recreation Manager). With the completion of the 2020-24 Paddle Queensland Strategic Plan, and the Queensland activity landscape returning to the new COVID-19 norm, an Events Manager will be recruited as a welcomed addition to the office.

## Technical Committees

Paddle Queensland's affiliated clubs and members are incredibly lucky to have passionate and committed discipline experts across our three Technical Committees. They drive the development, engagement, and growth of each respective discipline. I would like to acknowledge the hard work and dedication each Technical Committee member provides the State to ensure paddlers of all disciplines are able to participate and enjoy their time on and off the water.

## New Club Affiliations

Paddle Queensland would like to welcome the Mooloolaba Paddlers, Gold Coast Outrigger Canoe Club, Noosa Outrigger Canoe Club, and the Hervey Bay Outrigger Canoe Club to the Paddle Queensland family.

## Club Members

With the implementation of GoMembership, Paddle Queensland Club Members finished the year with 1166 active paddle members.

## Stakeholders and Partners

Paddle Queensland would like to acknowledge and thank the State Government for their continued funding of active recreation programs across Queensland. The State Government's financial support enables Paddle Queensland to ensure its mission of promoting, supporting and uniting all levels and types of paddling is achievable. Paddle Queensland would also like to thank Crimsafe Security Systems, Hastings Deering CAT, and Flight Centre for their sponsorship of six junior development kayaks. Paddle Queensland proactively engages and advocates with the Local Government Association of Queensland, Maritime Safety Queensland, Local, Region and City Councils to improve facilities, access to waterways, water quality and safety. Paddle Queensland values the strong partnerships it has developed with the Queensland Outdoor Recreation Federation and the Queensland Sports Federation who represent the best interests of active recreation and sport within Queensland.

In closing, I would like to thank the Paddle Queensland community for welcoming me to the family with open arms and I look forward to working with you all as we strive to increase the paddling opportunities across the great state of Queensland.

**Scott Sharples**  
Executive Officer  
Paddle NSW



## OUR MEMBERS **Paddle SA**

As everybody knows only too well, the final stanza of the 2019/20 year was ambushed by the COVID-19 pandemic. It has been, and will continue to be for some time, very challenging circumstances for us all.

Thankfully, restrictions in SA were not as severe as other states, so our activities were able to resume to some form of normality within a reasonable timeframe. But we all need to remain on full alert.

Aside from the impact of COVID-19, it was once again a very busy year for the Paddle SA Board and management team. Our Board welcomed two new directors this year, James Tucker and Lana Dulic. Both people bring diverse and critical skillsets to our organisation.

The advances made within the UPM framework have been positive, which included the alignment of state Operational Plans to the national model. It has required significant input and commitment by our staff and directors, but the associated improved efficiencies will bring enormous benefits to our operations.

The ongoing development of GoMembership has been well managed. We are pleased that all our member clubs have embraced the new system and thank all those volunteers who commit their personal time to support updates as they roll out.

Paddle SA actively supported the Move It Aus funding grant program, but like many other activities unfortunately several projects were postponed due to COVID-19.

One of the highlights of the past year was the official launch of our Paddling Trails SA website project. Special thanks to Paddle SA directors Meredith Blesing and Eddie Andriessen, and past director Lawrie Shem, for their enormous commitment to this initiative. The project continues to develop and will be of great benefit to all paddlers, with special relevance to the recreation sector.

We have also been liaising closely with SA Water regarding the state government's policy to open several reservoirs to the public. Three reservoirs are already accessible for on-water activities, with another three scheduled to open by the middle of next year.

Our Education and Safety Technical Committee (ESTC) continues to lead the way with management of the Paddle Australia Qualification Scheme (PAQS). More than 40 new paddling leadership qualifications were certified this year, an excellent result for a state of our size and population. The ESTC also made a valuable contribution to the PAQS review.



Paddling through the narrow channels along the Murray River near Mannum SA. *Photo courtesy Lawrie Shem*



The Flatwater Technical Committee plays a pivotal role in the promotion and development of canoe sprint and canoe marathon. It is responsible for the management of local regattas and facilitating the national Grand Prix 1, held annually at West Lakes in December.

We held five canoe sprint regattas between October and March, including our State Titles. We also held a long-distance regatta series during winter, which was managed by our clubs with assistance from the Flatwater Committee. The participation rates were on par with recent years, but we are constantly investigating ways to expand the program and participation numbers.

Thankfully, we managed to complete our full summer season pre COVID-19 restrictions. Unfortunately, the same could not be said for canoe marathon and canoe polo, which were both forced to cancel events. The loss of this year's Canoe Polo National Championships, which were to be held in Adelaide over Easter, was a particularly big blow.

Despite these setbacks, our Canoe Polo Technical Committee remains committed to an active focus on growth and development via various school and community programs, including the facilitation of events in regional areas.

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

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

One of the key components in 2019/20 was a focus to both retain existing athletes, and actively recruit new athletes into the state program. The canoe squad demonstrated a 75% increase in numbers, while the kayak state squad quadrupled in numbers, a fantastic result. The focus will now shift to providing additional support mechanisms to our clubs so that they can also improve recruitment and retention of athletes.

We were very excited to hear the news that three SA athletes, Bernadette Wallace, Josie Bulmer, and Cat McArthur, were selected on the Australian Olympic team, the ultimate reward for dedication and self-sacrifice.

We also recognise the commitment and achievements over many years by Matt Goble, who narrowly missed selection. We wish all athletes and officials on the Olympic team every success next year.

Our second Annual Awards function was another successful event as we celebrated all aspects of our sport. Other annual activities that Paddle SA supports and manages include the Team Paddle Challenge (an orienteering event for young people on the River Murray) and the Paddle 4 Prostate fundraiser, which this year raised about \$10,000 for research and awareness programs.

Paddle SA was also the convenor for all paddling events at the 2019 Australian Masters Games, which was successfully held at West Lakes last October.

On a sad note, we lost two local icons of our sport this year- Rick Bayliss, president of West Lakes Canoe Club, and Paddle SA Life Member, and founding member of West Lakes CC, Roger French. Both men made enormous contributions to paddling in our state, and beyond, over many years.

On behalf of Paddle SA, thanks to the Office for Recreation, Sport and Racing and SASI for their significant and generous support of our local activities. We also recognise the outstanding contribution made by our club volunteers and committees, with a special acknowledgement to the professional manner in which they have worked through the impositions caused by COVID-19.

In closing, thanks to Phil and his team, and Andrea and the PA Board for all the support provided to Paddle SA, our member clubs, and committees over the past 12 months.

The guidance in navigating through the COVID-19 crisis in particular is greatly appreciated. The circulation of key information through our networks, and the generous support package implemented, will significantly assist with both the retention of existing members and recruitment of new members as we head forward.

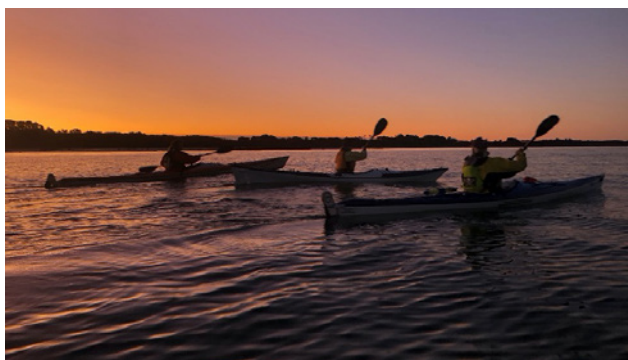
The high level of cooperation demonstrated by all State Paddle Associations is also a reflection of strong management practices, and a credit to all key stakeholders.

**Jim Murphy**  
President  
Paddle NSW





The 2019-20 year started like any other but then finished in a way that none of us predicted. Although a pandemic was always just a matter of when, not if, I, like most of the world expected that we wouldn't see this in our lifetime. So, a year of promise ended early in March with lockdowns and autumn and winter paddling activities cancelled or postponed as we developed new paddling hygiene plans for a hopeful return to paddling. Fortunately, paddling is a sport which lends itself easily to social distancing so whilst large group, team, and competition activities were on hold, outdoor paddling as personal exercise, close to home, solo or in small, appropriately distanced groups, was always allowed in Tasmania, helping paddlers maintain their mental and physical health.



*Tasmanian Canoeing Club "Paddling Pirates" Don Heads Sunset  
Photo: Bruce Cameron*

### Clubs

Four of our five affiliated clubs maintained a strong membership base and activities through the year, with a wide range of sea, river, and lake paddling occurring, covering recreational and competitive paddling. Sadly, our smallest club, the Launceston Paddling Club which affiliated 4 or 5 years ago, decided to return to their roots as a small, informal Facebook meet-up group and are no longer affiliated with Paddle Tasmania. The small number of their members who wish to continue with competition or other Paddle Tasmania education activities have been encouraged to join the local Tamar Canoe Club.

Club activities have included a wide range of beginner, intermediate and advanced sea, lake and river paddling, pool skills training, and river and sea safety and rescue training. Competitions have included well attended canoe polo rosters, canoe slalom, wildwater canoeing, xtreme, flatwater, and canoe ocean racing competitions. A wide range of social activities were also maintained up to the COVID-19 restrictions coming into force.

All things considered, membership has remained relatively stable although teething issues with the transition to GoMembership may have reduced renewals to some

degree and the impact of COVID-19 event cancellations meant a significant number of memberships normally taken out for autumn/winter canoe polo seasons held by Tamar and Derwent Canoe Clubs, and the Winter Flatwater Race Series for Derwent and Tasmanian Canoe Club, did not occur. Similarly, Tamar Canoe Club, which has renewals from 1 April each year, experienced a renewals drop-off.

At April 2020 Paddle Tasmania's clubs had 352 members down from 448 at June 2019.

### Tasmanian Canoe Club 50th Anniversary

One of the year's major social events was Tasmanian Canoe Club celebrating its 50th Anniversary with over 100 people spending a weekend of paddling, camping, socialising and reminiscing at their Forth Whitewater Course. The TasCC was the first canoe club in the state, followed a year later by the Derwent Canoe Club, and we are fortunate that one of its founding members, Don Beaton, was able to attend the celebrations. Sadly, other founding members are no longer with us. A highlight of the weekend was the retro-river trip, where canoes and kayaks approaching 50 years old and vintage paddling gear were dragged out, de-spidered, and paddled on a short, packed river trip from Paloona Dam to the Forth site.

### Paddle Week 2020

Building on previous success, Tamar Canoe Club again organised and hosted "Paddle Week 2020". Held between 25 January and 2 February 2020, the week included scheduled Hydro Tasmania water releases on rivers across the state, catering for a range of skill levels. Paddlers could choose from the King, Forth, and Mersey Rivers, Bradys Lake Whitewater Course, and Cataract Gorge. Local rainfall also enabled the Little Henty River to be paddled. The week attracted many local and interstate paddlers to spend a week paddling across the state, culminating in the annual Hydro Tasmania Cataract Gorge Xtreme Race.



*Hydro Tasmania Cataract Xtreme Race*

## Paddle Education

Our Paddle Education courses continued strongly with a wide and varied range of programs offered, including the increasingly popular Packrafting Courses from Introductory to Advanced level. Mark Oates and Dan Hall also worked on documenting these courses with a view to them being included as a formal component of the Paddle Australia Qualifications System from 2020-21 onwards. We also made progress with Paddle Education in a number of new schools through the Move it Aus initiative and continue to maintain a large pool of qualified and experienced guides, instructors, and assessors across the state. A concern is that the COVID-19 restrictions and its impact on tourism will reduce employment opportunities in the local paddle industry with qualifications consequently being allowed to lapse.

## Representation

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

### PA Wildwater Canoeing Discipline Technical Committee:

Nic Wilson (Paddle Tasmania Board Member),  
Matthew French

### PA Canoe Slalom Discipline Technical Committee:

Peter Eckhardt (Commodore, Derwent Canoe Club)

### PA Honours Committee:

John Borojević (Chair, Paddle Tasmania)

### National Teams:

A significant number of Tasmanian paddlers represented Australia internationally in disciplines as varied as canoe ocean racing, canoe slalom, and wildwater canoeing, with significant success. The most prominent of these is Daniel Watkins, who successfully achieved qualification for the Tokyo Olympics in canoe slalom. Due to COVID-19, Daniel will now have to wait until 2021 for the chance to compete at Tokyo.

## National Competition

In January 2020, Paddle Tasmania, in conjunction with the Derwent and Tasmanian Canoe Clubs, successfully hosted the PA Canoe Slalom Age Championships on the Mersey River below Parangana Dam. The event was targeted at junior and master paddlers, awarding Australian Championships medals for age groups from under 14 through to 55 years+, whilst the Australian Open Champion was to be decided at Penrith. The event was smaller than anticipated as the timing of national team selection events at Penrith provided an incentive for young paddlers and families to bypass Tasmania to secure more training time on the Penrith course. Paddle Tasmania hopes that scheduling issues like this may be avoided in future to ensure that Australian Championships are given the status they deserve.

Nonetheless, the event received high praise from competitors and supporters as it ran smoothly and to schedule, with excellent social events following each day's racing supporters.

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



Masters K1 Paddlers - Australian Age Slalom Championships, Mersey River

## Infrastructure

This year also saw further repairs and improvement to paddling facilities across the state, including further flood repair at Tasmanian Canoe Club's Forth River course. The in-water works have significantly improved the courses usability at a wide range of water levels.

Paddle Tasmania Board Member, Adam Dickenson, also continued his work on the River Surf project, to develop a plan for a series of "park and play" waves across Tasmania to attract new paddlers and increased paddling tourism to the state. This project has attracted significant funding, including winning the Great Regional City Challenge, enabling Paddle Tasmania to progress with market research and feasibility work during 2020-21. Hopefully this project results in significant in-river wave infrastructure being created over coming years.

## The Coming Year

Looking to the future, in 2020-21 Paddle Tasmania will work to increase female representation on the Board, renew our paddling guide Paddle About Tasmania, and to again run the Go Paddling initiative for people with disabilities. We are also planning on hosting the PA Canoe Slalom Championships at Brady's Lake in January 2021 but this is in doubt due to current border closures.

**John Borojević**  
Chair  
Paddle Tasmania



Last year's report I used the saying, "*nothing seems constant except for change.*" That was prophetic.

Even before COVID-19, Victoria and other states were coping with extreme weather conditions and rewriting risk assessments for air quality due to bushfires.

The State Canoe Sprint Championships held at Nagambie 19th of January was a case in point. Weather forecasts and air quality [bushfire smoke] predictions were monitored and interpreted constantly in the preceding weeks.

A decision was made to run the event and to monitor conditions at the event. The competition commenced with cool conditions and gusty winds, as the day progressed the weather became warmer and the wind dropped. The air quality was fine, and officials and competitors worked to run on schedule as there was the possibility of thunderstorms later in the day.

Live monitoring of thunderstorm progression indicated the area would be impacted. Events finished and paddlers were urged to secure all boats and equipment due to high wind, and then take shelter with the approach of lightning. Officials, paddlers and supporters worked cooperatively to secure the site.

To finish off the day, the trip back to Melbourne was impacted by large hail and torrential rain. I saw young drivers coping with near zero visibility conditions towing large trailers. They showed great skill and judgment in pulling over and then progressing with caution.

The point of this story is to demonstrate the flexibility and skills we have within our volunteers and paddlers and how reactive they can be to extreme challenges and changes.

COVID-19 of course brought another level of challenges to paddling in Victoria.

The 2019- 2020 year commenced full of hope and positivity.

Canoe marathon consolidated on their active committee under the guidance of John Young and was working to hosting the PA Canoe Marathon Championships in Geelong in April 2020. Hard sought permits for exclusive use of the river and facilities were attained and exemptions for Victoria's PFD laws were achieved.

The Victorian Canoe Marathon Championships were conducted on 29 February as dry run at the site for the national event. The state event was well attended, with interstate and NZ entries keen to preview the course before the national event. The atmosphere was good and everyone was looking forward to Nationals.

Planning was enacted to run a COVID-19 safe event however, as the landscape was changing, the required standards became more and more demanding. John Young was rewriting risk plans until the decision was taken out of our hands by the local and state governments.

The following weeks saw Victoria go into a staged form of lockdown, each stage presenting different challenges and actions. Clubs were often subject to varied interpretations of allowed activity from their landholders or local council.

Whilst Paddle Australia and Paddle Vic developed COVID-19 plans, these had to be adapted both for varied regulatory interpretations and unique characteristics. Paddle Vic staff assisted clubs formulating plans and endorsing these with councils and local authorities. PV has been hosting Zoom meetings for clubs enabling them to meet and plan. The Zoom meetings have also facilitated a closer and more active relationship with club committees and PV. We have progressed now to hosting Zoom AGMs for clubs and the PV AGM in October will be completely online. Fortunately, we have forayed in to online AGM participation for the last two years and have the confidence and skills it is good way to engage more clubs in the AGM process.

Club committees, discipline committees, and paddlers have risen and taken on enormous responsibility in areas they probably thought they would never have to administer. Their efforts were supported by the actions of Paddle Australia to reduce membership fees and develop the Paddle on Foundation.

### Working with Paddle Australia

Paddle Australia has been working on with states completing the roll out of the new membership system and progressing well with preparing numerous policies and governance tools that are available to all states. I think the simplest way to sum up Paddle Australia's goals is "do it once, do it well, and make it available for all", to paraphrase Phil Jones.

Paddle Victoria now has access to numerous updated policies such a strategic planning, child protection, member protection, and many more. This places us in a lot safer position with up to date governance of our state organisation.

Communication between PA and the State Paddle Associations has been consolidated with regular online meetings and series of forums we attended in person.



## Victorian Disciplines

Canoe slalom has continued with an active committee, now chaired by Chris Runting and supported by numerous experienced members. Vic slalom is scheduled to host the PA Canoe Slalom Age Championships in January 2021 and has been working towards the event.

Canoe sprint has continued to run improving events with a well established committee and better attended events. Victorian representation at Grand Prix events has increased.

Canoe polo has been making efforts to seek out and try new venues and has taken the enforced shut down as an opportunity to plan new strategies and approaches.

Canoe marathon has continued introducing new race technology and attracting a strong and varied committee. Events are well run and have great support from the existing paddlers, as with most disciplines they recognise little or no growth in numbers and are continually to attract more participants.

Wildwater canoeing has a new chair following the retirement of the long-serving and respected Chris Wharton. Roy Farrance has taken on the role and Victoria is scheduled to host the PA Wildwater Canoeing Championships in January 2021.

## Facility and Access

Melbourne Water has commenced work on upgrading the water access at Westerfolds Park Templestowe. Terracing and landscaping will allow everyone to connect with the water, including paddlers using the canoe slalom site. The site was identified as a priority in the Imagine the Yarra Strategic Plan. The improvement will be a great asset for park visitors and paddlers.

## Paddle Victoria Board and Staff

Chair and President Paul Grant stepped down during the year and Paul Loughran assumed the role of Chair. Paul Grant chaired Paddle Vic through many changes and challenges and was an integral part of forming active relationships with the then new Phil Jones and PA Chair Andrea McQuitty. Paul Grant navigated through challenging issues such as vandalism of canoe slalom facilities and communicating with animal activism.

Paul Loughran has continued to engage and guide the Board, rising to the challenge of all meetings online. Paul has shown great skill working with this sometimes awkward medium.

The Board has also had to deal with complex new issues that create varied opinions, and I am proud to see robust and respectful discussion taking place.

I am lucky to have such long-term staff who all show adaptability and support each other's roles.

The office staff work closely with our numerous instructors and leaders. I commend the staff for maintaining their enthusiasm and positive efforts through this period of isolation.

More than ever, it has been wonderful to see the support and respect in our community from member level through to the national and state associations.

**Mark Heggie**  
Executive Officer  
Paddle Victoria





## COVID-19

I think it's a must to start off my report this year with COVID-19, given how this virus has changed our world. But speaking personally, I believe as a sport paddling fared well; we were still able to get out and do what we love – PADDLE and our Clubs and disciplines obeyed every condition that Paddle WA, Paddle Australia, our State and Federal Governments put out to make sure we all stayed safe. Now, six months after we were alerted of how serious this could be for Australia, we in Western Australia are so blessed that, although we must remain vigilant, as a State we are in a very good position.

Sport in WA has been very well supported by our State Government, Lotterywest, and the Department of Local Government, Sport and Cultural Industries, of which we are very thankful.

During the isolation period, Paddle WA staff worked remotely, but we updated advice weekly and stayed in close contact with our Clubs.

## Membership

Our membership numbers have stayed very similar to previous years, with a great mix of juniors, seniors, males and females across the board. At present we have, between our 11 clubs, Paddle Academy and the general community that take part in our events, over 3,000 current members.

We have been doing some amazing activities with our junior members this last year, including whitewater paddling and first aid courses.



## Disciplines

Between all the disciplines, approximately forty-seven (47) events have been run over a 12-month period. These have been well supported by all PWA members and the wider paddling community, which are all run under the SunSmart banner.

Paddle WA has been represented in the disciplines of canoe sprint, canoe slalom, canoe marathon, canoe freestyle, wildwater canoeing, and canoe ocean racing by 61 West Australian athletes, with many of these medal winners. We also had two athletes selected in canoe sprint for the Olympic Games that have been postponed until 2021.

A huge thank you to the disciplines chairs and their committees who worked so hard throughout the year to put on fantastic events.

## PWA Events

Paddle WA office put on five events throughout the year from July 2019 to June 2020:

**Sunsmart Northam To Toodyay** - 14 July 2019

**Sunsmart Avon Challenge** - 4 August 2019

**Sunsmart Classic Paddle** - 6 October 2019

**Sunsmart Be Active Sea Kayak Fest** -  
28 February - 2 March 2020

**Sunsmart Paddle Challenge** - 7 June 2020

From these five events we had over 800 competitors, many of whom were not Paddle WA members.

## Paddle Academy

Paddle WA is currently working with over 20 schools and several government organisations to offer Paddle Academy. The number of schools involved equates to over 800 students, offering both flatwater and whitewater sessions.

The idea for Paddle Academy is to introduce upper school-aged children to paddling in a fun and friendly space, at the same time educating them in safety and water awareness.

A deep focus has been on developing this area within the Paddle WA office team, as we can see the confidence and positive mental wellbeing that being exposed to an exciting outdoor adventure such as paddling can bring for young people.

## TID Program

For the second year, Paddle WA has worked closely with WAIS to run the TID Program. Clubs are asked to put in an EOI to be the club that hosts the program for five (5) months which culminates in the WA Sprint State Championships. This year, Ascot Kayak Club hosted the program, with 12 athletes involved, all of whom have continued in the sport.

## WASPS

In January 2020 we held an intensive four-day flatwater racing training camp at Ascot Kayak Club, which was attended by 28 invited athletes.



## Java

Paddle WA was asked to support East Javanese paddling athletes to help them reach their full potential at the PON Games. The PON Games, due to be held in October 2020, are far more important to the East Javanese than the Olympics. The Games have now unfortunately been cancelled.

PWA made four visits to Surabaya at the end of 2019 and early 2020 to assist KONI (which is the National Sports Committee of Indonesia).

## PWA Board

We are very fortunate to have a fantastic Board directing PWA, with a full Board of seven (7) with 4 males and 3 females.

## Paddle Australia

Paddle WA, with all the other state bodies, has worked very closely with Paddle Australia this year. We have all transitioned to Xero and have worked together to make the new Strategic Plan to which we all align. From this, all states now have an Operational Plan that we work through at state level. We are currently working on HR documents that will be very beneficial to all of the SPAs around the country. The leadership from PA over the last year has been beyond fantastic – a massive thank you to Phil and all the staff at Paddle Australia.

## Volunteers

I must finish off by giving massive praise and thanks to our incredible volunteers, they are so hard-working, understanding and readily available to help out at all times, they make our job in the office so much easier.

### Rosalie Evans

Executive Officer  
Paddle WA





Photo: Salty Dingo

## Training

Well, what an interesting year. As with most other things in life at the moment, Education and Participation have been affected by COVID-19. This has meant that minimal programs were delivered between February and June 2020.

However, by the end of June 2020, Paddle Australia (PA) had 2012 Leaders spread around Australia. Over the past twelve months, PA has started work on reviewing the delivery of the Paddle Australia Qualification Scheme (PAQS) system to grow the strength, exposure, consistency, and reputation of the scheme. The review should be complete, and any changes made, by October 2020.

Paddle Log and Paddle Ed have undergone fine adjustments to ensure more reliable and user-friendly systems. Paddle Ed and the issuing of Basic Skills awards is still proving to be a popular program, even with the effects of COVID-19, with 426 Basic Skills certificates awarded this year.

The year saw the release of the Introduction to Coaching (ITC) program through the Paddle Support Package. The ITC program is designed for a coach who works with paddlers who wish to gain coaching on core paddling skills. This program will also be the prerequisite for all Foundation coaching programs moving forward. The ITC was offered for free to club members for a limited time, which was well received, and 155 club members enrolled in the program.

Foundation coaching qualifications for canoe sprint, canoe marathon, and paracanoe, as well as canoe slalom are complete and to be released in September 2020. The canoe sprint, canoe marathon, and paracanoe courses will be 100% online, with the canoe slalom course including an online component plus one face-to-face workshop.

Talent programs for both canoe sprint and canoe slalom are also well underway, with a release pencilled in for the first quarter of 2021.

## Participation

### Move It Aus:

PA was successful in gaining a Move It Aus grant from Sport Australia, which has seen the delivery of Paddle Oz (incorporating the Paddle Discovery and Paddle Ball programs) to 13–17 year olds living in rural and remote areas. This grant has enabled the delivery of over 47 programs to over 1300 kids around Australia to date. The program was meant to be completed by June 2020 however an extension has been granted until June 2021 with the goal to engage over 1700 kids in the program by its completion.

### Sporting Schools:

Several Sporting School and paddling program enquires have been received now that PA is one of the NSOs within the Secondary Sporting Schools program. Again, COVID-19 has had a big effect on the funding and opportunities in this space. However, PA is now looking at the pathway to enter Sporting Schools for primary aged children.

I would like to say a huge thank you to all of those who have helped and all the magnificent work that has been undertaken over the past twelve months. Special thanks go to the high performance team, especially Mike Druce and David Foureur, for all their work on the coaching programs. Thank you also to the State Paddle Associations for the ongoing support that is being shown in the Training and Participation space. It is really appreciated.

### Mark Thurgood

Participation & Training Manager

## High Performance

With Olympic and Paralympic qualification on the line, the 2019/20 year was an important one for the high performance program. It is very pleasing to report that following the 2019 Global Qualifying Competitions and the 2020 Oceania Continental Championships, Australia managed to secure all of the Olympic and Paralympic quota positions that the program set out to achieve. Maximum quota places across canoe slalom, canoe sprint and paracanoe disciplines were secured and included the C1W canoe slalom quota, as well as the WC2 and WC1 canoe sprint quotas, which were significant because it is the first time the women's canoe discipline has been represented at the Olympic Games in either discipline.

The year was highlighted by three athletes each securing two medals in Olympic/Paralympic events at World Championships. Jessica Fox had another stellar year, securing World Cup titles in the C1W and K1W, along with two individual silver medals at the World Championships, plus a gold medal in the C1W's Teams event, along with Rosalyn Lawrence and Noemie Fox. Curtis McGrath defended his two World Championship titles in the kayak and va'a events, whilst Susan Seipel had a successful World Championship, winning a silver and bronze medal in the va'a and kayak events, respectively.

Special mention is also warranted for the U23 men's kayak team who secured two gold medals and one silver at the Junior/U23 World Championships. Tom Green secured gold in the MK1 1000, whilst the MK4 500 crew of Fitzsimmons, Green, Collins, and Van der Westhuyzen also won gold. Jackson Collins and Jean Van der Westhuyzen secured silver in the MK2 1000. These results are extremely encouraging for the future of the Australian canoe sprint program.

The 2020 domestic season included Olympic/Paralympic selection events. We were extremely fortunate to contest all of the important domestic events despite interruptions due to the devastating bushfires and prior to COVID-19 forcing events to be cancelled.

The canoe slalom athletes were the first paddle athletes to confirm their selection to the Olympic Games Team with Jessica Fox (K1W & C1W) gaining early selection based on her outstanding international results. Jessica was joined on to the team by Lucien Delfour (K1M) and Daniel Watkins (C1M) who earned their positions based on their results through the domestic selection competitions.

GP2 and the Paddle Australia Canoe Sprint Championships were the two selection events for the canoe sprint and paracanoe teams.

Following some extremely competitive racing, the following athletes were selected for the 2020 Tokyo Olympic Games Team:

<b>Fitzsimmons, Riley</b>	<b>Brigden Jones, Jo</b>
<b>Green, Tom</b>	<b>Bulmer, Josie (Canoe)</b>
<b>Stewart, Murray</b>	<b>Bull, Alyssa</b>
<b>Tame, Lachlan</b>	<b>Burnett, Alyce</b>
<b>Van der Westhuyzen, Jean</b>	<b>McArthur, Cat</b>
<b>Wood, Jordan</b>	<b>Reynold, Shannon</b>
<b>Robert, Jaime</b>	<b>Wallace, Bernadette (Canoe)</b>

These athletes were nominated to the AOC and subsequently selected to the Team. Following the postponement of the Olympic Games for 12 months, the AOC confirmed that all selected athletes (including canoe slalom and canoe sprint athletes) would remain selected to the Team, and hence will be the members of the Team that will compete for Australia at the Tokyo Olympic Games in 2021.

Due to some differences in the qualification process between Olympic and Paralympic sports, the paracanoe athletes who fulfilled the nomination criteria were not subsequently selected by Paralympic Australia and hence the Paralympic team is still unconfirmed and will be required to compete for selection again in 2021. In recognition of their achievements, the following paracanoe athletes achieved the 2020 nomination criteria:

<b>Littlehales, Dylan</b>	<b>Reynolds, Amanda</b>
<b>McGrath, Curtis</b>	<b>Seipel, Susan</b>

Following confirmation that the Olympic and Paralympic Games would be postponed until 2021, the athletes and staff did a tremendous job of accepting the uncertainty and challenges that COVID-19 created. Whilst the postponement was disappointing, it also presents an opportunity for our athletes and staff to identify areas that they could work on which they previously did not have the opportunity to do. Credit must go to the entire team, including athletes and staff, for how they managed and responded to this very difficult period.

Late in 2019, the high performance program embarked on a strategic planning process with the assistance of highly respected high-performance sport consultant, Mike McGovern. Mike conducted a comprehensive consultation process with the view of identifying important strategic and operation practices to implement throughout the Paris 2024 quadrennial cycle, and beyond.





Photo: JGR Images

The broad strategic priorities identified for the high performance program include:

**1. Deliver quality performance driven and athlete focussed daily training environments**

High performance coaching prioritised with quality performance support practices and managed accountabilities.

**2. Enhance quality technical and system leadership**

Best practice leadership anchored by two National Centre of Excellence models (Sprint and Slalom) that leads, delivers and promotes collaborative performance behaviours.

**3. Improve the talent pipeline**

Clearly defined, targeted and fit for purpose talent identification, transfer and development strategies that improve our performance pathways.

**4. Encourage performance behaviours with resources targeted towards success at the Olympic/Paralympic Games**

Clear roles and responsibilities of system partners, engaging in purposeful collaboration, with prioritised resources towards programs/athletes/crews with the greatest probability of success.

**5. Promote innovation, excellence and learning in all that we do**

Learning, adapting, bringing new ideas and challenging the 'current state' is welcomed and prioritised.

Each of the Olympic/Paralympic disciplines have their own specific strategic priorities that have been identified. The postponement of the Olympic and Paralympic Games for 12 months provides an opportunity for some of these strategies to be implemented immediately, whilst others will be put on hold until after Tokyo 2020 to minimise disruption to current plans.

With some very talented athletes across all three disciplines, and a clear strategic plan in place, the high performance program remains in good shape to improve upon its current international standing over the coming years.

## 1. Canoe Sprint and Paracanoe

### 2019 Canoe Sprint Junior and U23 World Championships – Pitesti, ROMANIA (1-4 August 2019)

The Junior and U23 Canoe Sprint World Championships were held in Pitesti, Romania between 1 and 4 August 2019. The team came away with three medals (two gold and one silver). The U23 Men continued their exceptional form from 2018, dominating on the international stage in 2019. Tom Green won gold in the U23 MK 1000, Riley Fitzsimmons / Tom Green / Jackson Collins / Jean Van Der Westhuyzen won gold in the U23 K4 500m and Jean Van Der Westhuyzen / Jackson Collins won silver in the U23 K2 1000.

There is still plenty of work to be done through the sprint pathways program to elevate the performance of our junior and women's programs but results during the 2019 domestic season were encouraging, indicating there is significant progress taking place.

#### U23:

Gold	A-Final	MK1 1000	Thomas Green
Gold	A-Final	MK4 500	Fitzsimmons / Green / Collins / Westhuyzen
Silver	A-Final	MK2 1000	Jean Van Der Westhuyzen / Jackson Collins
6th	A-Final	WK1 1000	Jemma Smith
14th	B-Final	WK1 500	Briana Massie
15th	B-Final	WK1 200	Briana Massie
15th	B-Final	MK1 200	Ethan Neville
	Semi-Final	WK2 500	Lucinda Kelly / Jemma Smith

#### Junior:

3rd	B-Final	MK2 1000	Daniel Kucharski / Jesse Kneebone-Ellis
3rd	B-Final	MK2 500	Daniel Kucharski
7th	B-Final	WK4 500	Ray / Fay / Schone / Webber
20th	C-Final	MK1 200	Jesse Kneebone-Ellis
27th	C-Final	WK1 200	Charlie Smyth
	Semi-Final	K1 1000	Tinus Koekemoer
	Heat	WK2 500	Charli Smyth / Caitlin Webber

### 2019 Canoe Sprint Senior World Championships – Szeged, HUNGARY (21-25 August 2019)

The Senior Canoe Sprint World Championships were held between 21 and 25 August 2019. With the focus on qualifying Olympic quota positions, it was pleasing to see both the men's and women's K4 500 crews gaining the all-important four quota places. With Riley Fitzsimmons and Jordan Wood placing 5th in a hotly contested MK2 1000 event, the men's kayak team finished the regatta with maximum quota positions. Whilst disappointed not to come away with a medal, the primary objective was achieved, and the team is well positioned to capitalise on their potential in Tokyo.

#### Senior:

4th	A-Final	MK1 500	Thomas Green
5th	A-Final	MK2 1000	Riley Fitzsimmons / Jordan Wood
7th	A-Final	WK4 500	Bull / Roberts / Burnett / Brigden Jones
8th	A-Final	WK2 200	Jaime Roberts / Jo Brigden Jones
10th	B-Final	MK1 1000	Jean Van der Westhuyzen
10th	B-Final	MK4 500	Tame / Green / Collins / Goble
14th	B-Final	WK1 200	Alyce Burnett
20th	Semi-Final	WK1 500	Cat McArthur
28th	Semi-Final	WK2 500	Cat McArthur / Massie
	Heat	WC2 500	Josie Bulmer / Bernadette Wallace

## 2019 Paracanoe World Championships – Szeged, HUNGARY (21-25 August 2019)

Once again, our paracanoe team performed exceptionally well in 2019, highlighted by Curtis McGrath's two gold medals. Curtis continues to impress with his competitiveness and composure under pressure. Susan responded from a relatively disappointing year in 2018 to come away with an outstanding 2nd and 3rd place in the va'a and kayak events, respectively. Dylan Littlehales continues to improve against his older and more experienced competitors, and is edging closer to the podium with a 4th place. After a challenging year, Amanda fought a hotly contested race to finish 7th.

### Paracanoe:

Gold	A-Final	MKL2	Curtis McGrath
Gold	A-Final	MVL3	Curtis McGrath
Silver	A-Final	WVL2	Susan Seipel
Bronze	A-Final	WKL2	Susan Seipel
4th	A-Final	MKL3	Dylan Littlehales
7th	A-Final	WKL3	Amanda Reynolds

## 2. Canoe Slalom

### 2019 Junior and U23 Canoe Slalom World Championships – Krakow, POLAND (16-21 July 2019)

The Junior and U23 Canoe Slalom World Championships were held in Krakow, Poland, between 16 and 21 July 2019. The highlights were the finals positions of Noemi Fox who placed 5th in the K1W and Kate Eckhardt who placed 6th in the C1W. Australia's C1W Team of Kate Eckhardt, Noemi Fox, and Demelza Wall managed to win an impressive bronze medal. Overall the results were not quite as strong as we have had in previous years, but a great deal of learning and experience was gained by the next generation of team athletes.

### Juniors:

27th	SF	C1M	Jack Choate
19th	SF	C1M	Daniel Shamieh
33rd	Heat	C1M	Mark Crosbee
19th	SF	C1W	Alexandria Choate
33rd	SF	K1M	Jack Choate
39th	SF	K1M	Joshua Montalto
41st	Heat	K1M	Bradley McLaughlan
35th	Heat	K1W	Alexandria Choate
38th	Heat	K1W	Sophie Wilson
7th	Final	C1M Team	Jack Choate / Daniel Shamieh / Mark Crosbee
19th	Final	K1M Team	Jack Choate / Joshua Montalto / Bradley McLaughlan

### U23s:

13th	SF	C1M	Brodie Crawford
28th	SF	C1M	Tristan Carter
30th	SF	C1M	Steven Lowther
6th	Final	C1W	Kate Eckhardt
11th	SF	C1W	Noemie Fox
20th	SF	C1W	Demelza Wall
58th	Heat	K1M	Angus Thompson
5th	Final	K1W	Noemie Fox
15th	SF	K1W	Kate Eckhardt
24th	SF	K1W	Georgina Collin
7th	Final	C1M Team	Brodie Crawford / Steven Lowther / Tristan Carter
6th	Final	K1W Team	Kate Eckhardt / Noemie Fox / Georgina Collin
3rd	Final	C1W Team	Kate Eckhardt / Noemie Fox / Demelza Wall

## 2019 Canoe Slalom Senior World Championships – La Seu d’Urgell, SPAIN (25-29 September 2019)

The 2019 Canoe Slalom World Championships were again highlighted by Jess Fox’s performances in K1W and C1W, securing two silver medals to her ever-increasing World Championship medal tally. Added to these two medals was the women’s canoe team gold medal, consisting of Jess Fox, Rosalyn Lawrence, and Noemie Fox, with Australia finishing the competition ranked 3rd in the medal tally.

With Olympic qualification on the line, Lucien’s 8th place in the MK1 Final was a tremendous effort and one that secured Australia a quota position in an extremely competitive field. Jess’s two medals at the World Championships, along with her results during the nominated World Cup events, were enough to secure Jess automatic pre-selection to the 2020 Tokyo Olympic Games Team.

### Senior:

Gold	Final	C1W Team	Jessica Fox / Rosalyn Lawrence / Noemie Fox
Silver	Final	C1W	Jessica Fox
Silver	Final	K1W	Jessica Fox
8th	Final	K1M	Lucien Delfour
8th	Final	K1M Team	Lucien Delfour/ Tim Anderson / Daniel Watkins
11th	Final	C1M Team	Ian Borrows / Daniel Watkins / Tristan Carter
13th	Final	K1W Team	Jessica Fox / Rosalyn Lawrence / Noemie Fox
16th	Semi-Final	C1W	Rosalyn Lawrence
17th	Semi-Final	K1M	Tim Anderson
23rd	Semi-Final	C1M	Ian Borrows
27th	Semi-Final	C1M	Tristan Carter
30th	Semi-Final	C1W	Noemie Fox
33rd	Heat	K1W	Rosalyn Lawrence
41st	Heat	C1M	Daniel Watkins
48th	Heat	K1W	Noemie Fox
81st	Heat	C1M	Daniel Watkins

## 2019 Canoe Slalom World Cup Finalists:

### ICF World Cup 4 – Markleeberg – 30 August – 1 September 2019

Silver	Final	K1W	Jessica Fox
Silver	Final	K1M	Lucien Delfour
Bronze	Final	C1W	Jess Fox
9th	Final	C1W	Kate Eckhardt

### ICF World Cup 5 – Prague – 6-8 September 2019

Gold	Final	C1W	Jessica Fox
Gold	Final	K1W	Jessica Fox
8th	Final	C1W	Noemie Fox



## Canoe Slalom Pathways

2019/2020 was a year to continue to develop the new structure and focus on the young athletes coming up in the pathway, building towards the 2021 ICF Junior and U23 Canoe Slalom World Championships in NZ. The event has since been cancelled due to COVID-19 however, despite this, some good activity and progress has been made.

### 2019 ICF Junior and U23 Canoe Slalom World Championships

**Team Leader** - Jill Bassett

**Coaches** – Mike Druce, Myriam Fox, Robin Jeffery and Emir Mujcinovic.

**Physio** – Tony Laven

The Junior Team assembled in Augsburg, Germany, as many of the athletes had been already competing in ECA Cup races. The team traveled via Prague to allow for training opportunities at the World Cup. The Junior Team then met up with the U23 Team in Kraków, Poland, for an extended training camp prior to the official training period.

This early training camp provided very valuable opportunities for learning the course and developing skills while the course was relatively quiet before other nations arrived. The final week of preparation was extremely busy and quite challenging for the young athletes to learn how to train in such hectic conditions. This is great preparation for when they graduate to senior events.

The competition was extremely tight with a very fast course with high poles, providing some very challenging competition. Many of the younger athletes competed well and showed great potential, learning a great deal from the experience. Learning is our major objective from this Junior competition.

The main highlights of the results were the finals position from Kate Eckhardt, 6th in the C1W, and Noemi Fox, 5th in the K1W. Australia's medal came in the C1W Team of Kate Eckhardt, Noemi Fox and Demelza Wall.

Overall, the results were not quite as strong as we have had in previous years but a great deal of learning and experience was gained by the next generation of team athletes.

### National Development Squad (NDS) Program

The canoe slalom pathways program operated well through the spring and summer, with NDS training camps in Penrith and Tasmania, combining the Tasmanian Championships with training camps at Bradys Lake.

Athletes competed in the 2020 PA Canoe Slalom Age Championships at the Mersey River, TAS. The results showed an improvement across the Junior cohort. National Junior team selection started at the 2020 PA Canoe Slalom Championships in Penrith, on the 10-12th January, and followed up with the 2020 PA Canoe Slalom Australian Open, on the 21-23rd February.

The 2020 new NDS was selected from testing camp in Penrith, held on the 14-15th January. 17 athletes were selected across male and female K1 and C1. The testing data showed an improvement in fitness levels across the group.

The 2020 NDS attended a training camp in Tasmania in March where, together with a full on-water program, the squad worked on team values and season planning. With the help of Pathways Coordinator, Katelyn Jones, a new online training log was introduced for NDS athletes. The uptake and compliance with the training log has been high and it has produced important insights for the athletes.

The NDS athletes were at this stage planning to attend our annual tour to New Zealand however the tour unfortunately had to be cancelled due to COVID-19. At that stage of the program, the activities planned for the NDS and Junior/U23 Teams were seriously impacted with the Junior and U23 Team camps and World Championships tour cancelled.

During the travel restrictions due to COVID-19, we have worked hard to continue connections with the athlete group by assisting with training plans, home-based activities, and video review. We have run several online meetings to keep the squad together and connected. Each state has had different experiences with how much on-water training they could complete. The level of resilience and motivation to continue training hard has been strong and all athletes and coaches are looking forward to re-engaging with national competitions and training camps as soon as this is possible.

During this year we have maintained our Hub Coach positions. The states have been encouraged to build state squads and teams to support training activity in the pathway and provide more incremental steps for young athletes.

### Hub Coaches

**Hobart** - Peter Eckhart and Matt Dalziel

**Perth** - Zlatan Ibrahimbegovic

**Melbourne** – Warwick Draper

**Penrith** - Emir Mujcinovic

To provide continuity towards the 2021 ICF Canoe Slalom World Championships, we appointed coaches for 2020 and 2021 Junior and U23 Teams listed below.

**Christian Fabris**  
**Dave Crosbee**

**Emir Mujcinovic**  
**Mike Druce**

The focus moving into the coming season is to get activities back up to pre-restriction levels as and when possible. We are working very hard on coach development and will be working to raise the level of coaching at the club and state level with new coach training later in 2020.

### 2020 National Development Squad

**Sarah Crosbee** VIC  
**Miranda Pulkkinen** NSW  
**Georgie O'Callaghan** VIC  
**Kate Moorhen** VIC  
**Danielle Latter** NSW  
**Sophie Wilson** NSW  
**Dominic Curtin** NSW  
**Sebastian Montalto** VIC

**Benjamin Little** VIC  
**Mark Crosbee** VIC  
**George Pankhurst** WA  
**Hugh Clements** TAS  
**Hamish Dalziel** TAS  
**Ryan Hughes** VIC  
**Ben Ross** VIC  
**Declan Ellis** NSW  
**Jack Choate** WA

**Mike Druce**

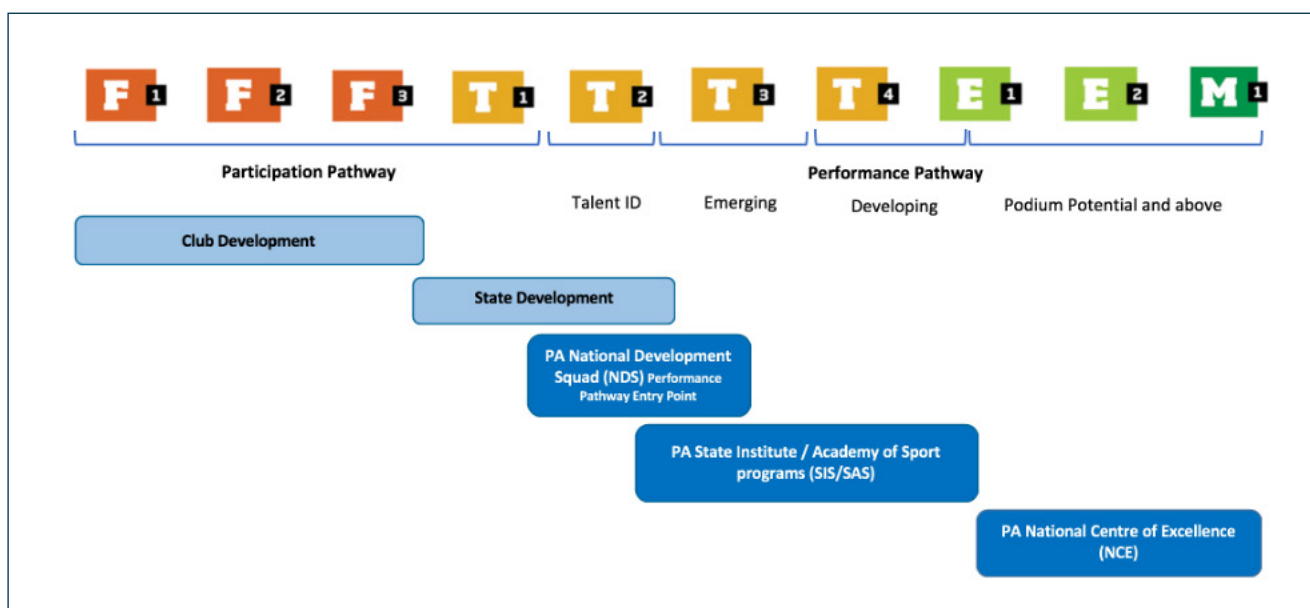
National Pathways Lead - Canoe Slalom

## Canoe Sprint Pathways

The key objective of Paddle Australia's canoe sprint performance pathway is to provide appropriate levels of leadership, coaching, education, direction, support, and competition opportunities for identified athletes and their coaches as they enter and progress through the performance pathway. Successful athletes continue to be supported by PA's performance pathway and our high performance program throughout their entire journey, ultimately culminating in repeated international success at Junior, Under 23, and Senior World Championships and Olympic Games.

In the daily training environment, identified emerging and developing athletes within the performance pathway receive support from either State Institute / Academy of Sports (SIS/SAS) programs or performance pathway hubs. Currently there are four active SIS/SAS canoe sprint programs: WAIS, SASI, NSWIS, and QAS, who all provide quality coaching and support for established athletes within the pathway.

Newly identified athletes who are entering the performance pathway are generally supported by PA's performance pathway hubs or recognised clubs working with these athletes. All performance pathway hubs and their coaches are closely connected to the SIS/SAS programs, supporting the high performance strategic plan. They play a vital role in upskilling, developing, and fast tracking our transitional athletes.



## 2019/2020 Recognised Performance Pathway Hubs and Development Coaches/Coordinators:

<b>WA (WASPS)</b>	Jesse Philips
<b>SA</b> <i>[PSA Development Program]</i>	Luke Haniford
<b>NSW</b>	
<i>NSWIS (assistant coach)</i>	Ross Chaffer
<i>Northern Beaches</i>	Christine Duff
<i>Central Coast / Avoca</i>	Scott Cunningham
<b>QLD</b>	
<i>Sunshine Coast</i>	Shane Dalziel
<i>Gold Coast - recognised club (Varsity)</i>	Peter Winton
<b>National</b>	
<i>National Pathways Development Coordinator</i>	Kenny Wallace

## 2019/2020 National Pathway Activities for Identified and Selected Pathway Athletes:

### National Camps:

#### December

River Murray, SA (National Development Squad)

#### January

NCE Gold Coast (Junior Shadow Squad)

#### April

Proposed Junior Team Camp (cancelled due to COVID-19)

## Selected Development Teams, Tours and International Events:

### 2019 Teams Selected and Tours:

2019 National Junior and U23 Canoe Sprint Team:

Tour involved international training camps and World Championships in Pitesti, Romania (20 athletes).

*\* See HP report for 2019 World Championship Results.*

2019 Olympic Hopes Team: Tour involved an international training camp in Hungary and Olympic Hopes Regatta in Bratislava, Slovakia (14 athletes).

### 2020 Teams Selected:

2020 Junior and U23 Team (21 athletes): Tour and event (Germany) cancelled due to COVID-19.

2020 Asia Pacific Sprint Cup team (35 athletes): Tour and event (Japan) postponed due to COVID-19. Event has been rescheduled for May 2021.

2020 Olympic Hopes Team (12 athletes). *\* Team not officially announced. Tour and event (Hungary) cancelled due to COVID-19*

### David Foureur

National Pathways Lead – Canoe Sprint

## Canoe Freestyle

Canoe freestyle, as with every discipline, has had a very challenging year due to the COVID-19 health crisis and the extreme bushfire season. With all national and international events and festivals being postponed for most of the year, as well as the closure of Penrith Whitewater Stadium during the lockdown, it has been a very surreal season. In saying this, we still had a fantastic Sydney International Whitewater Festival (SIWF) in partnership with canoe slalom and had our first ever official ICF qualified judges.

The SIWF kicked off the season well, with fantastic performances from many of our Australian athletes as well as several new faces. We had a strong team of judges, officials, and volunteers that meant the event ran extremely smoothly and professionally and was a great success. As well as the Aussies, we also had athletes compete from Japan, New Zealand, and the UK.

With the rest of this year's events officially cancelled or postponed, we are already looking forward to an amazing year next year, with our major event the ICF Canoe Freestyle World Championships being held in Nottingham, UK. COVID-19 allowing, it is currently scheduled for July 2021. A significant number of Australian athletes are very excited to travel and compete at this event, and are already training hard, albeit in a different way to normal, with the support of the Australian team coaches.

Next year, we are also looking forward to potentially another fantastic kayaking season in Australia, with our third partnership with canoe slalom to host another big canoe freestyle event at the SIWF in Penrith. Hopefully we will be able to have athletes from Australia and all over the world participate in this unique collaboration, showcasing what canoe freestyle athletes can do. If the event goes ahead, this will be the perfect build up to the ICF Canoe Freestyle World Championships for our Australian team athletes.

This year, as a positive outcome of COVID-19, we were fortunate to have two members of the canoe freestyle community accepted to be a part of the inaugural online ICF judging seminar. Both Gary Finlay and Liam Dowd successfully became the first ever Australian ICF qualified judges, achieving ICF B grades. They will be able to hugely assist the sport both locally and internationally. They are also both keen to further develop their skills, starting the process to having the first ever Oceania judges at an ICF Canoe Freestyle World Championships competition, which is extremely exciting for the sport. This is part of a long-term judge development project in partnership between the Paddle Australia Canoe Freestyle Technical Committee, the canoe freestyle community, Oceania Canoe Federation and the ICF.



2020 Paddle Australia Freestyle Champs at Whitewater Stadium. Photo - JGR Images



Throughout the year, a huge amount of behind the scenes work continues to be done by the Paddle Australia Canoe Freestyle Technical Committee. Special thanks go out to Eileen Callaghan, Peter Newland, Josh Singleton, Jez Jez, Claire O'Hara, and Lorna Cartwright Hliounakis for the endless hours of work they put in to support the canoe freestyle community here in Australia.

In addition to this, we are extremely fortunate to have Jez continue his role as an ICF Canoe Freestyle Committee member, overseeing many of the major ICF canoe freestyle projects internationally, including taking a lead on the global media projects. Claire O'Hara has also continued her role on the ICF Athletes Committee. Part of their work has been a large development project with the international canoe freestyle committee rules working groups, which has created significant changes in the rules and appendices for our sport.

This group continues to ensure that the rules are up to date with what athletes are doing, and helping to move the sport forward in keeping with the continually changing new moves and progressions within canoe freestyle.

There is also a huge amount of work currently going on to support athletes, events, and organisers affected by COVID-19 and to create innovative ways to keep the excitement, enthusiasm, wellbeing and promotion of canoe freestyle and the global canoe freestyle community going during these crazy times.

We look forward to the year ahead and really hope that our community, as well as all other disciplines, stay safe and continue to be positive in these very challenging times.

We will see you all on the water very soon.

#### Jez Jez

Chair, Canoe Freestyle Technical Committee

## Canoe Freestyle Strategic Plan



### COMPETITIONS

- Co-ordinate freestyle competitions with other disciplines to raise freestyle awareness and facilitation of access to whitewater.
- Align events with strategic direction, create long term event strategy and establish a clear purpose for National and State events.
- Promote our major events to showcase our sport and athletes

### PACFTC PLANNING

The Paddle Australia Canoe Freestyle Technical Committee (PACFTC) developed an extensive Canoe Freestyle Plan that complements existing Strategic Plan for Paddling in Australia (SPPA) framework. The PAC FTC seek to reflect a 'united paddling community' where canoe freestyle disciplines are met by creative and sustainable solutions to the question of water access, participation opportunities, promotion and developing freestyle competitions into events.

# STRATEGIC PLAN FOR CANOE FREESTYLE IN AUSTRALIA

### PROMOTION AND DEVELOPMENT

- Develop athlete pathway for all disciplines to encourage participation, retention and improved performance.
- Develop, document and promote clear pathways for officials and volunteers.
- Focus on the development of coach pathways, education and mentoring programs

### PARTICIPATION

Penrith Whitewater Stadium is a tremendous asset that allows for access to moving water. To increase participation we must:

- Engage actively with target groups including youth, women and older aged Australians.
- Press for increased access to water and development of appropriate facilities

**Paddle Australia**  
Jackson

## Canoe Marathon

I wish to acknowledge the members of the Paddle Australia Canoe Marathon Technical Committee (PACMTC) (Joe Alia, Bob Turner, and Margi Bohm) and the State Representatives (Chris Hurley (QLD), John Young (VIC), Marc Brehin (SA) and Doug Hodson (WA)) for their enthusiasm and valued input. I also wish to thank the contribution from State Representatives throughout the year of reporting – Peter Hughes (NSW) and John Hilton (WA).

In October 2019, the Australian Canoe Marathon Team attended the 2019 ICF Canoe Marathon World Championships in Shaoxing, China. The inaugural ICF Masters Canoe Marathon Championships was held in the days leading into the World Championships. This was the first year the ICF held short course races over 3.4km, with two portages for men and women K1 and C1. Short course races were held with heats and a final (maximum of 20 per final).

### Results achieved by Australians:

#### Short Course

##### **K1 Women (Final)**

7th Kate Leverett  
16th Hannah Scott

##### **K1 Men (Final)**

6th Josh Kippin

#### Standard Course

##### **K1 Junior Women 18.30km**

17th Emily O'Rourke  
23rd Madeleine Lamb

##### **K1 Junior Men 22.10km**

25th Joseph Burton

##### **K2 Junior Women 18.30km**

19th Emily O'Rourke /  
Madeleine Lamb

##### **K1 Women Under 23 22.10km**

12th Alana Johnson  
13th Hannah Scott

##### **K2 Junior Men 22.10km**

16th Joseph Burton /  
Chad Wiese

##### **K1 Men Under 23**

**25.90km**

16th Brendan Clarke  
18th Hamish Young

##### **C1 Women 14.50km**

9th Reka Abraham

##### **K1 Women 25.90km**

7th Kate Leverett  
12th Tegan Fraser

##### **K1 Men 29.70km**

16th Josh Kippin  
22nd Michael Leverett

##### **K2 Women 25.90km**

9th Rebecca Mann /  
Hannah Scott  
12th Laura Lee /  
Naomi Johnson

##### **K2 Men 29.70km**

13th Josh Kippin /  
Jesse Phillips  
17th Hamish Young /  
Isaac Johnson

At the World Championships, there was a pause during the presentations on the last day of competition to pay respect to Jorn Cronberg, ICF Board member and Chair of the ICF Canoe Marathon Committee. Jorn chaired the ICF Canoe Marathon Technical Committee for 35 years and died at the age of 71 after a long illness.

Jorn fought to have canoe marathon recognised by the ICF as an official discipline, achieving the goal in 1984. He was appointed the chair of the canoe marathon committee in the same year. Under his leadership, canoe marathon became more popular around the world. He oversaw major changes to the production and presentation of the sport, taking canoe marathon from one of the smallest members of the International Canoe Federation family to one of the most popular and most exciting.

The 2019 ICF Canoe Marathon World Championships in China was one of the ICF's first disciplines to hold its showcase event in the country.

Ruud Heijsselaar was appointed as the Acting Chair until the ICF Congress in late 2020.

2020 has delivered unprecedented circumstances throughout the world, causing the biggest pause on normality of life to which we are accustomed. Business is not as we know it in many aspects. It has caused everyone to adjust to a 'different normal' in manner of operations and behaviours. State Organisations and clubs re-invented activities and races, making them virtual events. This engaged with members and others permitting them to interact whilst staying apart. To thank individuals would be inappropriate, so to all who hosted conducted these activities – well done!

As the pause of normality progressed, state, national and international competitions were cancelled. Paddle Victoria and its volunteers had invested many hours into the organisation and preparation of the cancelled 2020 Paddle Australia Canoe Marathon Championships, the PACMTC acknowledged these efforts and determined Paddle Victoria should be provided the opportunity to host the 2021 PA Canoe Marathon Championships. It is hoped this will come to fruition and normality is restored as best as possible.

Early in 2020, the paddling community of Australia and in particular South Australia paid tribute to Roger French on his sudden passing.

As a paddler, Roger represented his club, state, and country in both canoe marathon and canoe sprint. Roger has been a team manager for canoe sprint and also competed at many international and national championships, including the World Masters Games, Red Cross Murray 400 Canoe Marathon, and numerous RPM 200 / 100 races.

Roger was a Life Member of Canoeing South Australia, nominated for Australian Canoeing Masters Marathon Paddler of the Year and received a Service to Paddling Award from Paddle Australia in 2018. Roger will be missed but never forgotten. Vale Roger French.

I must acknowledge the medal tally of the Australian Masters team that competed in China at the inaugural ICF Canoe Marathon Masters World Championships:

**Gold – 15**

**Silver – 5**

**Bronze – 5**

**4th – 10**

**5th – 3**

**6th – 4**

**7th – 2**

**8th – 2**

**9th – 1**

**10th – 2**



The PACMTC met in August 2019 to set a Strategic Plan for Canoe Marathon in line with the PA Strategic Plan.

The PACMTC has completed:

- ▶ Inclusion of State Representatives on to the PACMTC, benefitting in greater communication to members/ paddlers within the respective State Paddle Associations.
- ▶ Specifications and costs for the fitting out of a container for transportation of kayaks.
- ▶ Online courses / exams for development of officials at the new PA Foundation and National Levels. Information about the courses was disseminated to the State Paddle Associations and posted on Facebook. In addition to this, the PA Canoe Marathon Competition Rules underwent a full and comprehensive review.
- ▶ PACMTC provided detailed and informative assistance to the Foundation Level Coach program.
- ▶ Novice races included in the program for future PA Canoe Marathon Championships.
- ▶ News articles from the 2019 ICF Canoe Marathon Championships included on PA website and Facebook pages.
- ▶ Results from 2009 to 2019 (except 2009 and 2010) Australian Canoe Marathon Championships formatted and posted on the PA website.

Matters being developed, progressed or delayed:

- ▶ Inclusion of an Athletes Representative on the PACMTC.
- ▶ Strategy to target youth participation, utilising different communication channels.
- ▶ Athlete development framework with performance indicators.
- ▶ Collaboration with the PA canoe sprint for possible multi-discipline national championships.

Although the 2020 PA Canoe Marathon Championships was not held, the PACMTC still held the 2019 Canoe Marathon Paddler of the Year awards. The awards recipients are:

**Junior Female Paddler of the Year** – Emily O'Rourke

**Junior Male Paddler of the Year** – Joseph Burton

**Female Paddler of the Year** – Naomi Johnson

**Male Paddler of the Year** – Josh Kippin

**Master Female Paddler of the Year** – Laura Lee

**Master Male Paddler of the Year** – Michael Leverett

**Jeremy Dunn**

Chair, Canoe Marathon Technical Committee

**PACMTC PLANNING**

The Paddle Australia Canoe Marathon Technical Committee (PACMTC) held a planning meeting to discuss the direction of Canoe Marathon within Australia. Working within the Strategic Plan for Paddling in Australia, the PACMTC developed a 12 month plan for the sport and these are the key points.

**STRATEGIC PLAN FOR CANOE MARATHON IN AUSTRALIA**

**PARTICIPATION**  
Target specific markets and engage actively with target groups including youth, women, and older aged Australians

**DEVELOPMENT**  
Develop, document and promote clear pathways for officials and volunteers.

**EVENTS**  
Review the purpose of our major events and align programs and structure to purpose.

**PLANNING**  
Introduce and deliver regular forums for planning, review and information exchange.

Photo credit: John O'Sullivan photography



## Canoe Ocean Racing

### World Championships

This racing season saw the 2019 ICF Canoe Ocean Racing World Championships held in Quiberon, France, with another good performance from the Australian Team. With 31 countries competing, Australia gained four gold medals, six silver, and six bronze. Our Juniors and U23s once again showed their depth on the global stage. These two age groups are expanding well within canoe ocean racing and we need to keep it growing.

### World Championships – 2020-2021

This year has seen the 2020 ICF Canoe Ocean Racing World Championships, scheduled to be held in Portugal, cancelled. Other options were looked at such as postponing or relocating but the cancellation was the best outcome considering the COVID-19 infection rates around the world. Another factor was the limited to no flights available in many countries to get to Portugal and the opportunity for athletes to travel.

With Portugal being cancelled this year we still have Spain (Lanzarote, Canary Islands) scheduled for the 2021 ICF Canoe Ocean Racing World Championships and New Zealand in 2022.

The big news for Australia is that we have secured the 2023 ICF Canoe Ocean Racing World Championships, which is scheduled for Mandurah in Western Australia.

## ICF

Australia has again put forward recommendations to the ICF to change the points system for world ranking events. This was necessary to acknowledge the strength of some countries' top athletes not being able to travel to World Cup events and to not disadvantage smaller nations with developing canoe ocean racing athletes.

### MAKAI Cup and 2020 PA Canoe Ocean Racing Championships

We held our Championships in conjunction with the Makai Cup at Ulladulla, NSW, in testing storm front conditions. The event was run very well by Damo Staunton and his experienced crew and volunteers. We used a mix of safety apps, such as "SafeTrx" and tracking devices kindly loaned by AOCRA, to monitor the field, enabling us to get a result from the "shortened" event due to a storm front coming in. I cannot praise the race organisers enough in making the right decisions in a changing weather environment that could have been disastrous.

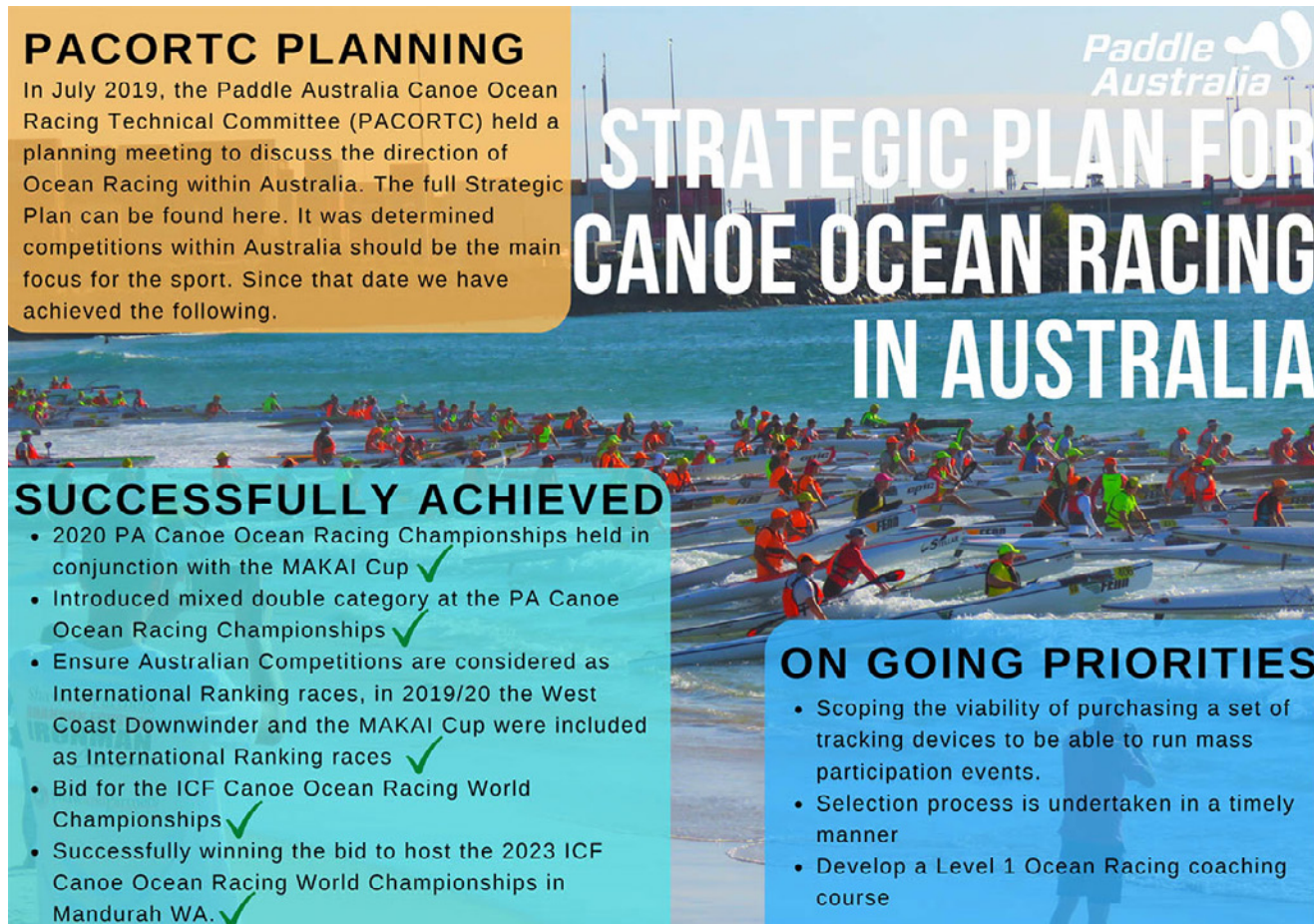
It was also good to support a regional area that had just been ravaged by the summer bush fires. The organisers had set the maximum participation rate of 250 which was filled two weeks before the event, making an easier event to cater and organise.

### Administration

Our Committee has had two new members join: Steve Dalton from South Australia and Tom Armitt from Queensland. These two new members bring with them a wealth of experience.

#### Rob Jenkinson

Chair, Canoe Ocean Racing Technical Committee



**PACORTC PLANNING**

In July 2019, the Paddle Australia Canoe Ocean Racing Technical Committee (PACORTC) held a planning meeting to discuss the direction of Ocean Racing within Australia. The full Strategic Plan can be found here. It was determined competitions within Australia should be the main focus for the sport. Since that date we have achieved the following.

**STRATEGIC PLAN FOR CANOE OCEAN RACING IN AUSTRALIA**

**SUCCESSFULLY ACHIEVED**

- 2020 PA Canoe Ocean Racing Championships held in conjunction with the MAKAI Cup ✓
- Introduced mixed double category at the PA Canoe Ocean Racing Championships ✓
- Ensure Australian Competitions are considered as International Ranking races, in 2019/20 the West Coast Downwinder and the MAKAI Cup were included as International Ranking races ✓
- Bid for the ICF Canoe Ocean Racing World Championships ✓
- Successfully winning the bid to host the 2023 ICF Canoe Ocean Racing World Championships in Mandurah WA. ✓

**ON GOING PRIORITIES**

- Scoping the viability of purchasing a set of tracking devices to be able to run mass participation events.
- Selection process is undertaken in a timely manner
- Develop a Level 1 Ocean Racing coaching course

**Paddle Australia**



## Canoe Polo

The Australian canoe polo community has demonstrated its strength in the last twelve months through a range of on- and off-water initiatives that are delivering tangible benefits to all and new opportunities to connect.

Following the 2019 Oceania Canoe Polo Championships at Penrith Whitewater Stadium at Easter, a strong pool of athletes has continued their training toward the next ICF Canoe Polo World Championships, which has been rescheduled to be held in 2021.

The Australian Women's Team for 2021 has been selected and under the leadership of Rebecca Jennings, in her third term as Australian Women's Team Coach, the team has demonstrated commitment to building on their current world ranking of 16th place.

The Australian Men's squad has formed, and previous World Championship athlete Craig Hutchinson has been appointed as Coach. Final team selections are pending for 2020-2021, with aims to lift the current world ranking from 12th place.

Despite on-water restrictions associated with COVID-19, including the cancellation of the 2020 PA Canoe Polo Championships weeks before the event was to be held, the Australian athletes have demonstrated resourcefulness, adaptability, and innovative ways to train under new circumstances.

I am very pleased to see this level of dedication from our Australian athletes, and I know that this test of resolve is

what will yield outstanding performances when times allow a return to regular on-water participation. I commend all for this attitude to success.

The annual National Summer Series continues to be popular. This comprises of a set of four events hosted by the state/ club structure of Canberra in October, Sydney in December, Adelaide in January and Nagambie (Victoria) in February. This year saw the preliminary trial of a new National Summer Series League format emphasising club-based participation in Division 1, Division 2, and Women's categories. This format will be repeated in the future, and aims to boost the club focus of canoe polo in Australia.

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

Athlete and official development continued with National Player Development Camps conducted in Brisbane (5-6 October 2019), Launceston (7-8 December 2019) and Adelaide (22-23 January 2020). The Launceston event is a new addition to the calendar and saw coaches Rebecca Jennings, Josie Beever, and James deBose run a weekend of skills and strategies to a pool of 29 participants.

Online referee training and assessment modules are currently in development and will rolled out in 2020-21 to increase referee standard and accreditation into the future.



### PACPTC PLANNING

The Paddle Australia Canoe Polo Technical Committee (PACPTC) planning meeting worked on a strategic plan for the sport in Australia. Working within the PA strategic plan framework, we decided our most important function was to improve the pathways for our athletes, coaches, officials and volunteers. Here are some key action points:

# STRATEGIC PLAN FOR CANOE POLO IN AUSTRALIA

Paddle  
Australia

### ACTIVE PATHWAYS

- Pathways to facilitate athlete participation and retention.
- Partner with other disciplines to provide athlete pathways into Canoe Polo.
- High performance programs are strategically implemented and transparently communicated
- Develop quality coaches for national and international competition
- Volunteer retention and recruitment through active recognition and reward for service offered.

### GROWING PARTICIPATION

- Promote and incorporate ball oriented paddle activities, such as PaddleBall, as part of beginner paddle programs.
- Generate opportunities for paddlers to try Canoe Polo.
- Prioritise development of permanent Canoe Polo facilities that enable hubs to be generated.
- Engage with and develop local canoe polo clubs associated with facility hubs.

### QUALITY COMPETITIONS

- Clearly defined roles and responsibilities of PACPTC to lead development of quality competition events.
- Major competitions built to promote Canoe Polo with our core fan base.
- Greater attention paid to the promotion of these competitions
- High standard of technical delivery, and transfer of knowledge between events.

Setting the strategic direction on the future of Australian canoe polo began in early 2019. A number of productive discussions with members of the canoe polo community and Paddle Australia have culminated in the first strategic plan for canoe polo in Australia, which is a critical milestone for our sport and professional operation. Four priorities identified by the plan will shape the work of the PA Canoe Polo Technical Committee into the future.

#### The strategic priorities are:

**Priority 1:** Active Pathways

**Priority 2:** Grow Participation

**Priority 3:** Quality Competitions

**Priority 4:** Connected networks

The PA Canoe Polo Technical Committee has recently welcomed Don Steel (QLD). Along with all other long-term standing committee members, we are in a good position to deliver the right initiatives that address these priorities.

I congratulate previous Chair Ian Beasley on receiving an Award of Excellence at the 2018 – 2019 Paddle Australia Awards. Ian's outstanding contribution to canoe polo in Australia well deserves the accolade.

The 2020 launch of the unique Australian Representative Number for athletes has been a resounding success. This recognises athletes that have competed at international events in Open Men and Open Women A categories since 1984. The initiative seeks to recognise the depth and history of canoe polo in Australia, with 69 female athletes and 76 male athletes assigned their unique ARN to date.

In a year that has disrupted our usual course of operation, I am impressed by the way the Australian canoe polo community has demonstrated its commitment and connection to each other. Players both past and present have joined forces to share memories, build new connections, and share common ambitions for a bright future in sport. I am confident that the impending return to our new ways of participating and competing will be outstanding and exciting for all.

*Yours in Polo,*

**John Moore**

Chair, Canoe Polo Technical Committee



## Canoe Slalom

### 2020 PA Canoe Slalom Championships

The 2020 PA Canoe Slalom Championships was held at Penrith Whitewater Stadium (PWS), 9-12 January 2020

The event was well attended with 117 entries. Entries were restricted to Australian, New Zealand and Canadian athletes (as part of their Canadian Olympic selection). The event was part of Australian Junior team and NDS squad selection but had only Open class.

Class	Entries
MC1	29
WK1	21
MK1	49
WC1	15
C2	3
Teams Event	22

The race programme had to be changed several times during the event due to poor air quality caused by the large bush fires in NSW and Victoria. All events proceeded as per the revised schedule, except for the Teams Event which had to be cancelled 25% through the event due to rapidly deteriorating air quality.

Special thanks must go to PWS in allowing the late changes and revisions to the programme.

The Championships were run in the ICF Format of Qualifications, Semi Final and Finals. Where entries were less than semi-final quotas, all paddlers progressed.

The National Champions in each class for 2020 are:

**WC1** – Jess Fox  
**MK1** – Lucien Delfour  
**MC1** – Daniel Watkins  
**WK1** – Jess Fox

The event also included Extreme Canoe Slalom for the first time which was not without challenges. There were 25 entries, with the eventual winners being Ben Pope and Dita Pahl.

Thanks go to all the volunteers from the organising committee, officials and team managers. Thanks also to PWS and PA staff involved.

As a result of our strategic planning, the Juniors (and Masters) Championships became the Paddle Australia Canoe Slalom Age Championships, open to all competent paddlers and with awards in all ICF aged categories where there was a class. This was held on the Mersey River in Tasmania.

The 2020 PA Canoe Slalom Age Championships was a great success. The event was smaller than expected due to the splitting of the national championship program and the focus on time at Penrith for aspiring juniors. The event ran on time and was under budget despite smaller than expected entry fees income.

The organisers were able to engage with stakeholders of Parks and Wildlife and Hydro Tasmania during the event. The event was the first major national event to be held at the newly reconstructed site and there were no safety or event management problems. The canoe slalom community in Tasmania is small and thus heavily reliant on a few people which is a risk for the future, however running such an event annually does mean that corporate memory is not lost and the organising becomes much more efficient. Thanks go to that small group for once again pulling off a great event.

Junior trophies were taken by Mark Crosbee in both MK1 and MC1, and Sophie Wilson in WK1 and WC1. The best performing club was Melbourne Canoe Club and the best performing school was Ivanhoe Grammar School.

### Australian Open 2020

Once again, the Australian Open had a strong international field and flew under the Sydney International Whitewater Festival banner. Hearteningly, 27 out of the 71 Men's C1, 46 out of the 113 Men's K1, 13 of the 39 Women's C1 and 20 of the 62 Women's K1 were Australians, with an impressive age range in the men's K1.

With Olympic and team selection to be finalised, the racing amongst the Australians was fierce and exciting. Lucien Delfour sealed his MK1 berth with an emphatic win on his home course, Daniel Watkins just missed out on the final in 12th. However, Daniel Watkins had already earned an Olympic spot in MC1 and a third place to boot, with Brodie Crawford in 11th place. Jess Fox had early selection based on World Cup and World Championship racing but won in both K1 and C1 anyhow, with an impressive five second gap in C1. Kate Eckhardt was 9th in K1 and 5th in C1. Noemie Fox was 6th in C1.

Officials from several countries contributed to the running of this event. Thanks go to Sue Natoli and her team, including Jill Bassett, Kellie Bailey from New Zealand, and Russell Bassett and his team in results.

### Strategic Planning

The committee continues to work towards its goals in the strategic plan, which has been hampered by COVID-19. The focus has been on getting the two national events right to set a platform for the future, as well as providing a festival of paddling for all in the Age Championships and a high level of national competition in the PA Championships. We are hoping to bid for and host some major international events in future years which will assist us to boost our technical capacity.

We continue to progress the pathways for athletes, officials and coaches. Particular attention has gone to the gap between Junior and U23s, where more support and high-level racing opportunities are being planned. A survey of female canoe slalom athletes was undertaken to provide some insights into how female participation and retention can be boosted.

#### Kate Vyvyan

Chair, Canoe Slalom Technical Committee

## Canoe Sprint

Canoe sprint, like many other sports, has been disrupted due to the COVID-19 pandemic. We were fortunate to be able to successfully complete our 2019/20 competition season, completing the 3-regatta season: Grand Prix 1 at West Lakes and Grand Prix 2, incorporating the 2020 Canoe Sprint Oceania Championships and the 2020 PA Canoe Sprint Championships. I would like to thank all the athletes, volunteers, officials, coaches, parents, spectators, and staff who made the season possible.

Coach development and accreditation is another achievement made in canoe sprint through the coordination and support of PA staff in developing accreditation opportunities – not that having an accreditation system should preclude us from recognising and supporting those who put in endless hours with athletes on the water, teaching them the basics of competitive paddling.

Officials development and accreditation must also be promoted at a state level similarly to the coaching initiative if we are to have an ongoing pool of trained, accredited, and internationally experienced officials overseeing the state based delivery of our national competition and selection events. We are in the process of developing a new officiating accreditation course.

As we head into a new Olympiad, there is a plan to review and revise our current format to allow for the increase in participation of paddlers and other sports. Depending on how we can proceed with the 2020/21 domestic season, we hope to see some of these changes implemented in the new season.

I would like to acknowledge the PACSPTC members who continue to discuss, debate, promote, and critique our discipline. They are each active in their own areas, retaining their involvement and engagement of athletes, administrators, and officials at all levels within their respective states and across Australia. They are working to deliver a fair, consistently professional, objective, and successful competition program in areas such as coaching, event and facility development, and officiating, whilst networking with club, state, national, and international colleagues as the need dictates.



Photo: Briny McArthur

Committee members retain nominal portfolio responsibilities as follows and I encourage you to contact them on specific matters for support and advice:

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

In addition, my fellow Regatta Management Team members :Jim Murphy, Ian Hume, PA's Courtney McMillan, and Tracey Tapscott are instrumental in ensuring the successful planning and delivery of our regatta event program and entry processes.

It was with much sadness during the year that we received the news of South Australia's Rick Bayliss' passing after a long health battle. I wish to acknowledge his steadfast support for canoe sprint and C-boats in South Australia and the national championship program. His support will be sadly missed.

I wish also to acknowledge Shaun Stephens, PA National Performance Director, and David Foureur, PA National Pathways Lead - Canoe Sprint, for their ongoing engagement, liaison, and support of the PACSPTC.

We also welcome former Olympic K4 500m paddler, Lisa Russ née Oldenhoff, to our Committee as Athlete Representative. We look forward to her contribution to matters of interest and importance from an athlete perspective.

On an international level, congratulations to Committee member Laura White on her nomination and appointment to the 2020 Paralympic Games as an International Technical Official.

To PA President Andrea McQuitty and CEO Phil Jones, thank you for your support in the name of sprint canoe / kayak in Australia.

And my final word goes to acknowledging former World and Olympic Champion and gold medallist Ken Wallace, who may have raced his last sprint race. An outstanding athlete in any sense of the word, a team player and oft outspoken athlete at regattas. Good intent always, if not in delivery, but nevertheless congratulations from our Committee on a long and outstanding career for Australia.

### **Greg Kaeding**

Chair, Canoe Sprint Technical Committee



## Wildwater Canoeing

### Strategic Plan

The Paddle Australia Wildwater Canoeing Technical Committee (PAWCTC) has developed a Strategic Plan for wildwater canoeing in Australia which is being used to both grow the sport and improve the quality of our athletes.

**The PAWCTC is pursuing a number of objectives and actions as follows:**

- ▶ Pressing for more access to water by seeking access to new bodies of water and former waterways such as Nymboida.
- ▶ Increasing participation in states where wildwater canoeing is conducted and seeking to establish communities in Queensland.
- ▶ Developing athlete pathways for all disciplines to encourage more participation, better retention and improved performance by developing a four year development plan with pathways for athletes and setting standards with selection criteria.
- ▶ Focusing on the development of coach pathways and mentoring programs by supporting education pathways.
- ▶ Reviewing the purpose of our major events and aligning programs and structure for purpose by aligning events and creating a long-term event strategy that co-ordinates across states to the national level.
- ▶ Building competition and event capacity to ensure a consistent paddling offering by developing comprehensive manuals for execution of events and allowing for transfer of knowledge.
- ▶ Reinforcing the role of PA as the 'authority voice' in advocating for paddling by building a stakeholder engagement plan and engaging with our stakeholders.
- ▶ Agreeing and promoting our core values and what we stand for as a paddling community by working with PA to establish culture and then discussing with the State bodies.



# STRATEGIC PLAN FOR WILDWATER CANOEING IN AUSTRALIA

**Paddle Australia**

### PAWCTC PLANNING

The Paddle Australia Wildwater Canoeing Technical Committee (PAWCTC) planning meeting worked on a strategic plan for the sport in Australia.

Working within the PA strategic plan framework, we decided our most important function was to improve the pathways for our athletes, coaches, officials and volunteers. Here are some key action points:

#### COMMUNITY

- Provide opportunities to all our community irrespective of age, background or ability.
- Developing relationships with QLD community for opportunity to water access.

#### PATHWAYS

- Establish and promote Wildwater Canoeing pathways
- Support the coaching education review

#### GROWING PARTICIPATION

- Develop a positive brand, culture and value in Wildwater Canoeing to increase participation.
- Developing a National Wildwater Canoeing series
- Develop a three year calendar of Wildwater Canoeing competitions



## World Championships 2019

### Senior

The 2019 ICF Wildwater Canoeing World Championships was held from 25 - 29 September 2019 at La Seu D'Urgell, Spain, in conjunction with the ICF Canoe Slalom World Championships. The ICF Wildwater Canoeing Championships was represented by 35 countries. The Australian team consisted of four athletes competing in five classes, with two officials:

**Kaylen Bassett** VIC - K1M (27th) & C2M (9th)

**Lachlan Bassett** VIC - C2M (9th)

**Georgina Collins** WA - K1W (15th)

**Madison Wilson** VIC - C1W (13th)

The Australian Wildwater Canoeing team was a cohesive and professional group of athletes, and the team should be very proud of their achievements on and off the water. They built a supportive environment, setting a positive tone for future wildwater canoeing tours.

### U23 and Junior

The 2019 U23 and Junior World Championships were held in Banja Luka, Bosnia and Herzegovina from 23 - 28 July 2019.

Several athletes made it to individual finals, with the absolute highlight being the U23 K1W team, consisting of Georgina Collins, Demi O'Brien, and Madison Wilson, winning a bronze medal.



## Nationals 2020

The 2020 PA Wildwater Canoeing Championships, held on the Mitta Mitta river, was a great weekend of racing. Representatives from New South Wales, Victoria, Tasmania, and Western Australia competed for national titles and selection for the Australian Team to compete at the 2020 World Championships which were to be held in the USA in April and May. It was really pleasing to see a number of athletes achieve the required qualifications for the Australian Team, including juniors.

## World Championships 2020

The Wildwater Canoeing World Championships was the first of many casualties of COVID-19, being cancelled four weeks before the start date. Our athletes have managed their disappointment, with many now focusing on next year with the hope that travel and competing will be realised in 2021.

### Karen Janiszewski

Chair, PA Wildwater Canoeing Technical Committee

## 2019 Canoe Sprint Senior World Championship Team

Jo Brigden-Jones (NSW)  
 Alyssa Bull (QLD)  
 Josephine Bulmer (QLD)  
 Alyce Burnett (QLD)  
 Jackson Collins (QLD)  
 Riley Fitzsimmons (NSW)  
 Matt Goble (SA)  
 Thomas Green (QLD)  
 Brianna Massie (QLD)  
 Catherine McArthur (SA)  
 Joel McKitterick (QLD)  
 Jaime Roberts (WA)  
 Lachlan Tame (NSW)  
 Murray Stewart (NSW)  
*(withdrew – did not compete)*  
 Jean Van der Westhuyzen (QLD)  
 Bernadette Wallace (SA)  
 Jordan Wood (QLD)

## 2019 Paracanoe World Championship Team

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

## 2019 Canoe Sprint Senior Team Management:

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

## 2019 Paracanoe Team Management:

Shaun Caven  
 Kate O'Connell  
 Guy Power

## 2019 Canoe Sprint U23 Worlds Team

Ella Beere (NSW)  
*(withdrew-did not compete)*  
 Josephine Bulmer (SA)  
 Jackson Collins (QLD)  
 Riley Fitzsimmons (NSW)  
 Tom Green (QLD)  
 Kailey Harlen (NSW)  
*(withdrew – did not compete)*  
 Lucinda Kelly (QLD)  
 Brianna Massie (QLD)  
 Ethan Neville (NSW)  
 Jemma Smith (NSW)  
 Yale Steinepreis (WA)  
 Jean van der Westhuyzen (QLD)

## 2019 Canoe Sprint Junior Worlds Team

Alicia Fay (QLD)  
 Kailey Harlen (NSW)  
*(withdrew – did not compete)*  
 Jesse Kneebone-Ellis (SA)  
 Tinus Koekemoer (NSW)  
 Daniel Kurcharski (SA)  
 Yasemin Ray (WA)  
 Ashlee Schoene (SA)  
 Charli Smyth (SA)  
 Caitlin Webber (SA)

## 2019/2020 Canoe Sprint National Talent Squad

Jeremy Alderson (WA)  
 Asby Allen (NSW)  
 Fletcher Armstrong (NSW)  
 Demi Bates (SA)  
 Noah Boldy (WA)  
 Harriet Brown (WA)  
 Lauren Burchard (SA)  
 Riley Clarke (NSW)  
 Rachel Donnelly (SA)  
 Luke Egger (WA)  
 Angelina Good-Gerne (WA)  
 Daniel Hardwick (QLD)  
 Tim Hyde (WA)  
 Jenaya Massie (QLD)  
 Chaise Richardson (QLD)  
 Isabelle Rupenovic (NSW)  
 Toby Schooley (NSW)

Jarrah Sheppard (NSW)  
 Charli Smyth (SA)  
 Oliver Tucker (SA)  
 Alisa van der Kwartel (NSW)  
 Nicci Vessely (NSW)  
 Phoebe Wills-Grace (QLD)

## 2020 Canoe Sprint Asia Pacific Team

*(due to COVID-19 this team was unable to compete)*  
 Jeremy Alderson (WA)  
 Harriette Alexis (WA)  
 Ashby Allen (NSW)  
 Fletcher Armstrong (NSW)  
 Demi Bates (SA)  
 Harriet Brown (WA)  
 Riley Clarke (NSW)  
 Bailey Connolly (NSW)  
 Rachel Donnelly (SA)  
 Natalia Drobot (NSW)  
 Mackenzie Duffy (QLD)  
 Luke Egger (WA)  
 Callum Elliot (NSW)  
 Tom Green (QLD)  
 Jakob Hammond (NSW)  
 Daniel Hardwick (QLD)  
 Kailey Harlen (NSW)  
 Tim Hyde (WA)  
 Jesse Kneebone-Ellis (SA)  
 Daniel Kucharski (SA)  
 Jasmine Locke (NSW)  
 Ava Lund (QLD)  
 Jenaya Massie (QLD)  
 Ethan Neville (NSW)  
 Chaise Richardson (QLD)  
 Toby Schooley (NSW)  
 Jarrah Sheppard (NSW)  
 Georgia Sinclair (NSW)  
 Jemma Smith (NSW)  
 Will Spencer (SA)  
 Sascha Taurins (NSW)  
 Oliver Tucker (SA)  
 Hana Venek (WA)  
 Alisa van der Kwartel (NSW)  
 Phoebe Wills-Grace (QLD)



## 2019 Canoe Sprint Olympic Hopes Team

Ashby Allen (NSW)  
Demi Bates (SA)  
Lauren Burchard (SA)  
Rachel Donnelly (SA)  
Luke Egger (WA)  
Daniel Hardwick (QLD)  
Jenaya Massie (QLD)  
*(withdrew-did not compete)*  
Chaise Richardson (QLD)  
Isabelle Rupenovic (NSW)  
Toby Schooley (NSW)  
Jarrah Sheppard (NSW)  
*(withdrew-did not compete)*  
Alisa Van der Kwartel (NSW)  
Nicci Vesely (NSW)  
*(withdrew-did not compete)*  
Phoebe Wills-Grace (QLD)

## 2019 Canoe Sprint Olympic Hopes Management

Christine Duff  
Cristi Florian  
Ken Wallace

## 2019 Canoe Sprint U23 Team Management:

David Aitken  
Ramon Andersson  
Laurence Fletcher  
David Foureur  
Tahnee Norris  
Kate O'Connell  
David Smith

## 2019 Canoe Sprint Junior Team Management:

David Aitken  
Ramon Andersson  
Laurence Fletcher  
David Foureur  
Tahnee Norris  
Kate O'Connell  
David Smith

## 2020 Canoe Slalom Olympic Team

Jessica Fox (NSW)  
Lucien Delfour (NSW)  
Daniel Watkins (TAS)

## 2020 Canoe Slalom Senior Team

Jessica Fox (NSW)  
Noemie Fox (NSW)  
Kate Eckhardt (TAS)  
Lucien Delfour (NSW)  
Daniel Watkins (TAS)  
Tristan Carter (VIC)  
Brodie Crawford (WA)  
Ben Pope (WA)

## 2020 Canoe Slalom U23 Team

Noemie Fox (NSW)  
Georgina Collin (WA)  
Kate Eckhardt (TAS)  
Demelza Wall (WA)  
Tristan Carter (VIC)  
Angus Thompson (NSW)  
Kaylen Bassett (NSW)  
Lachlan Bassett (NSW)

## 2020 Canoe Slalom Junior Team

George Pankhurst (WA)  
Mark Crosbee (VIC)  
Hamish Dalziel (TAS)  
Sebastian Montalto (VIC)  
Georgia O'Callaghan (VIC)  
Sophie Wilson (NSW)  
Ben Ross (VIC)

## 2019 Wildwater Junior and U23 Team World Championships

### Junior

Ashlee Ilott (VIC)  
Ben Strmecki (VIC)  
Caleb Flowers (VIC)  
Imogen Douglass (VIC)  
James Humphry (VIC)  
Joshua Lee (NSW)  
Luke Anderson (VIC)  
Ryan Hughes (VIC)  
Thomas Ladson (VIC)

### U23

Demi O'Brien (WA)  
Georgina Collin (WA)  
Kaylen Bassett (VIC)  
Kieran Simpson (WA)

Lachlan Bassett (VIC)  
Madison Wilson (VIC)  
Max McDonald (VIC)  
Robert Janiszewski (VIC)  
Thomas Elms (VIC)

## 2019 Wildwater Senior World Championships Team

Alex McIntyre (NSW)  
Ben Strmecki (VIC)  
Dan Hall (TAS)  
Dita Pahl (VIC)  
Georgina Collin (WA)  
Imogen Douglass (VIC)  
Kaylen Bassett (VIC)  
Lachlan Bassett (VIC)  
Lewis Wylie (VIC)  
Madeleine Batters (VIC)  
Madison Wilson (VIC)  
Robert McIntyre (NSW)

## 2019 Canoe Marathon World Championships Team

### Open

Josh Kippin (WA)  
Glenn Rypp (SA)  
Tegan Fraser (QLD)  
Kate Leverett (VIC)  
Reka Abraham (VIC)  
Hamish Young (VIC)  
Isaac Johnson (VIC)  
Hannah Scott (VIC)  
Rebecca Mann (VIC)  
Jesse Phillips (WA)  
Laura Lee (NSW)  
Naomi Johnson (NSW)

### U23

Hamish Young (VIC)  
Brendan Clarke (VIC)  
Alana Johnson (VIC)  
Hannah Scott (VIC)

### Junior

Joseph Burton (NSW)  
Chad Wiese (WA)  
Nicci Vesely (NSW)  
Emily O'Rourke (VIC)  
Chelsea Beale (SA)  
Maddie Lamb (VIC)



## Masters

Alanna Ewin (NSW)  
Allan Newhouse (NSW)  
Allan Ribbons (WA)  
Amanda Bowman (WA)  
Andy Heartcliffe (WA)  
Ann LLOYD-Green (NSW)  
Brad Hagan (QLD)  
Brett Greenwood (NSW)  
Brett McDonald (WA)  
Cathy Venning (SA)  
Chris Watson (WA)  
Dallas Newman (NSW)  
Daniela Angela-Torre (NSW)  
Darren Lee (NSW)  
Darryl Long (WA)  
David England (SA)  
Dmytro Medvedyev (NSW)  
Dominic Scarfe (VIC)  
Fifi Tan (NSW)  
Garth Civil (WA)  
Geoffery Horsnell (NSW)  
Geoffrey Baggett (NSW)  
Grant Pepper (WA)  
Jan van Maanen (WA)  
Jason Bingham (WA)  
John Hilton (WA)  
John Sims (WA)  
John Young (VIC)  
Julia Ong (NSW)  
Kevin Nettle (NSW)  
Laura Lee (NSW)  
Lawrence Greed (WA)  
Leanne McKenzie (SA)  
Lorraine Harper-Horak (NSW)  
Lucinda Remilton (SA)  
Marc Brehin (SA)  
Margi Bohm (ACT)  
Mark Alderson (WA)  
Mark Lawson (WA)  
Mark Sanderson (QLD)  
Matthew Dynon (WA)  
Matthew Jones (WA)  
Matthew Windon (NSW)  
Michael Laloli (WA)  
Nathan Jamieson (WA)  
Patricia Ashton (ACT)  
Paul Genovesi (WA)  
Peter Pawlow (WA)  
Rain Metsoja (QLD)  
Richard Robinson (NSW)  
Rob Hardy (NSW)  
Robert Roll (WA)  
Roger French (SA)  
Ron Clarke (WA)

Russell Walker (NSW)  
Shylie Davidson (SA)  
Simon O'Sullivan (WA)  
Spencer King (WA)  
Stuart Bryson (QLD)  
Sung Tae Kim (WA)  
Terry Bolland (WA)  
Terry Brooke (WA)  
Tom Kennan (VIC)  
Trevor Longwood (WA)  
Vladimir Vanek (WA)  
William Lee (WA)

## 2019 Canoe Freestyle World Championships Team\

Jez Blanchard (NSW)  
Sue Robb (NSW)  
Dita Pahl (VIC)  
Richard Cass (NSW)  
Josh Singleton (NSW)  
Christopher Greed (WA)  
Peter Newland (VIC)  
Luke Carter (NSW)  
Jack Newland (VIC)  
Christian Hliounakis (NSW)  
Panayiotis Trigas (NSW)

## 2019 Canoe Ocean Racing World Championships Team

### Open

Cory Hill (QLD)  
Tom Norton (TAS)  
Sam Norton (TAS)  
Mark Anderson (NSW)  
Mackenzie Hynard (NSW)  
Oscar Jones (NSW)  
Georgia Laird (TAS)  
Elizabeth Wise (NSW)  
Danielle Gowan (NSW)

### U23

Oscar Jones (NSW)  
Noah Havard (NSW)  
Nathan Neale (NSW)  
Kent Jenkinson (WA)  
Jackson Collins (QLD)  
Devon Caren (WA)  
Montannah Murray (NSW)  
Georgia Sinclair (NSW)  
Brianna Tier (NSW)  
Sari Bone (NSW)  
Jemma Smith (NSW)

## Junior

Patrick Eley (WA)  
Hayden Smart (NSW)  
Ben Rees (NSW)  
Josh Murphy (NSW)  
Jazmin Shipway Carr (WA)  
Nicci Vesely (NSW)  
India-Rose Sheppard (WA)  
Jasmine Locke (NSW)

## Masters

Alex Lloyd (QLD)  
Brian Burgess (WA)  
David Jepsen (NSW)  
David Knight (QLD)  
David Norton (WA)  
Fiona Tschaut (NSW)  
Gareth Wright (WA)  
Garry Gilchrist (NSW)  
Guy Gilchrist (NSW)  
Jamie Stubbs (TAS)  
Jai Di Tommaso (NSW)  
Jeremy Norton (TAS)  
Jim Walker (NSW)  
Jules Hall (NSW)  
Julie Jenkinson (WA)  
Kate Atkinson (WA)  
Kathleen Allen (NSW)  
Kim Bingham (WA)  
Kylie Hirst (QLD)  
Laurelle Stalker (VIC)  
Leanne Lewis (WA)  
Madeline Baxter (WA)  
Mark Gillett (NSW)  
Matthew Rees (NSW)  
Mich O'Connor (VIC)  
Michael McKeogh (NSW)  
Mike Woodborne (NSW)  
Mike Mills-Thom (NSW)  
Mitchell Coffey (NSW)  
Peter Kennett (NSW)  
Quona Atkinson (QLD)  
Rob Bird (NSW)  
Rob Jenkinson (WA)  
Ron Clarke (WA)  
Rozetta Payne (NSW)  
Sally Trestrail (QLD)  
Sandra Gadsby (TAS)  
Steve Steward (NSW)  
Tim Cornish (WA)  
Todd Boreland (NSW)  
Vanessa Mercer (QLD)  
William Lee (WA)

# **Paddle Australia Limited**

**ABN: 61 189 833 125**

## **Financial Statements**

**For the Year Ended 30 June 2020**

# **Paddle Australia Limited**

ABN: 61 189 833 125

## **Contents**

**For the Year Ended 30 June 2020**

	<b>Page</b>
<b>Financial Statements</b>	
Directors' Report	1
Auditor's Independence Declaration under Section 307C of the Corporations Act 2001	7
Statement of Profit or Loss and Other Comprehensive Income	8
Statement of Financial Position	9
Statement of Changes in Equity	10
Statement of Cash Flows	11
Notes to the Financial Statements	12
Directors' Declaration	27
Independent Auditor's Report	28

## Paddle Australia Limited

ABN: 61 189 833 125

## Directors' Report

30 June 2020

The directors present their report together with the financial statements of Paddle Australia Limited (the Company) for the financial year ended 30 June 2020.

### Directors

The names of the directors in office at any time during, or since the end of, the year are:

Names	Position	Appointed/Resigned
Andrea McQuitty (Chair)	Director	
Anthony (Tony) Haines	Director	
Concettina (Connie) Todaro	Director	Re-elected 10 November 2019
Cynthia (Cindy) Coward	Director	
Edward Selby	Director	Resigned 23 January 2020
Lisa Gowthorp	Director	
Jeremy Moller	Director	Appointed 5 October 2019
Hien Pham	Director	Resigned 15 August 2019

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

### Principal activities

The principal activities of the Company during the financial year were:

The provision of national leadership and a national framework to advance the sport of paddling and its various disciplines throughout Australia. The Company works towards a vision of a united paddling community, including recreational paddling, club based paddling, and paddling at the highest levels both domestically and internationally. Its values in the pursuit of this vision are collaboration, inclusiveness, transparency and excellence.

The Directors acknowledge the recent and ongoing outbreak of COVID-19 which was declared a pandemic by the World Health Organisation in March 2020. Implications of the pandemic for the operations of the Company include: the cancellation of international and domestic competitions; cancellation of national team tours and training activities; reduced access to training facilities for athletes and support staff; fewer opportunities to support participation and education initiatives. Paddle Australia has managed this disruption to operations, including a rapid shift to working from home protocols for all staff applied in March 2020 and a temporary reduction in hours for some high performance staff. With refinements to operations and working from home systems over the past months there has been minimal impact on the administration of the Company, as staff perform their usual duties and are working effectively in a virtual environment

### Strategic objectives

The Company's strategic objectives are to:

- Participation - An inclusive and active paddling community.
- Development - Clear pathways supporting more people.
- Performance - Consistent medal winning international performances with athletes who inspire the nation and promote excellence.
- Sustainability – Strengthening paddling in Australia
- Stakeholders - A network which delivers value to our community.



## **Directors' Report**

**30 June 2020**

### **Strategies for achieving the objectives**

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

#### **Participation**

- Promote programs to those learning and developing their paddling or leadership skills
- Expand junior and youth participation through targeted programs.
- Actively encourage diversity in paddling.
- Welcome and support those new to our paddling community.
- Develop water access, boat storage, rental, and other facilities to reduce barriers.

#### **Development**

- Develop participation pathways for all paddlers in a variety of disciplines.
- Attract, develop, and retain volunteer officials and administrators.
- Build and support comprehensive leadership and coaching development opportunities.
- Encourage greater involvement and retention in our competitions.
- Align our facilities to meet the demand for recreation, training, and competition.

#### **Performance**

- Deliver quality performance driven and athlete focused daily training environments.
- Enhance quality technical and system leadership.
- Improve the talent pipeline in all paddling disciplines.
- Encourage performance behaviours with resources targeted towards success at the Olympic and Paralympic Games.
- Promote innovation, excellence and learning in all that we do.

#### **Sustainability**

- Promote paddling to our community and the public.
- Adopt structures, systems, and processes to reduce duplication and improve efficiency.
- Add genuine value to paddlers, through our membership, services, and products.
- Enhance support and services to our clubs.
- Secure the financial independence of our paddling organisations.
- Advocate for the improvement of our paddling environment.

#### **Stakeholders**

- Enhance and engage with paddling's digital platform to connect us as a community.
- Contribute to and implement on-going, transparent planning and review processes.
- Recognise and reward the contributions made by volunteers.
- Engage with paddling organisations and other sport bodies in areas of mutual interest and benefit.
- Identify and engage with government partners.
- Engage with the paddle industry in areas of mutual interest and benefit.

## **Directors' Report**

**30 June 2020**

### **Directors**

Information relating to Directors

Andrea McQuitty (Chair)	<p>Director</p> <ul style="list-style-type: none"><li>- Chair (elected on 11th November 2012, Deputy Chair from December 2015, Chair since 12th November 2017)</li><li>- Board Representative on the Education &amp; Safety Committee</li><li>- Board Representative on the Recreation Advisory Committee</li><li>- Board Representative on the Wildwater Technical Committee</li><li>- BSc – Biochemistry/ Botany, University of Tasmania (1986)</li><li>- Dip Ed, University of Tasmania (1990)</li><li>- Grad Dip Applied Science – Sports Coaching, University of Queensland (2006)</li><li>- AC Whitewater Instructor</li><li>- Level 2 Wildwater Coach</li><li>- Program Leader – Science – Devonport High School (2013 – present)</li><li>- Teacher, Mathematics and Science; secondary and senior secondary (1991 - 2013)</li><li>- Development Officer for Canoe Tasmania (2005 2012)</li><li>- Head Coach – Australian Wildwater Team (2008 2010)</li></ul>
Anthony (Tony) Haines	<p>Director</p> <ul style="list-style-type: none"><li>- Director (appointed as a casual vacancy on 11 April 2017, elected on 4 November 2017)</li><li>- General Manager, co-founded XTD Limited (June 2013-current)</li><li>- Established Shark Island Paddlers in 2015 and holds office of Secretary</li><li>- Member of Paddle NSW Open Water Technical Committee</li><li>- Established the 'Tingira Challenge' Event at Rose Bay</li><li>- Member of the Paddle Australia Ethics and Integrity Committee</li></ul>
Concettina (Connie) Todaro	<p>Director</p> <ul style="list-style-type: none"><li>- Director (elected on 12 November 2016)</li><li>- Deputy Chair since December 2018</li><li>- Chair of Paddle Australia Audit &amp; Risk Committee (2015 – present)</li><li>- Member of Skills Impact Ltd Audit &amp; Risk Committee (2018 – present)</li><li>- Marathon Technical Official</li><li>- Member of the Canoe Marathon Technical Committee (2012–2016)</li><li>- State representative on Nominations Committee (2014)</li><li>- Director of Canoeing Victoria (2010 – 2014)</li><li>- CPA, CPA Australia Ltd, 1995</li><li>- AGIA, Associate Member, Governance Institute of Australia 2018</li><li>- Certificate in Governance Not For Profit, Governance Institute of Australia (2018)</li><li>- Bachelor of Commerce (Accounting), Victoria University, Australia, (1990)</li><li>- Associate Diploma in Marketing, Holmes College, 1998</li><li>- Finance Manager, Forestworks Ltd (2007–2017)</li><li>- Finance Manager, Skills Impact Ltd (2017 – present)</li></ul>

# Paddle Australia Limited

ABN: 61 189 833 125

## Directors' Report

30 June 2020

### Directors

Cynthia (Cindy) Coward

Director

- Director (elected 3 November 2018)
- Member of Paddle Australia Nominations Committee
- HDip Education - Johannesburg College of Education
- BA Education and Industrial Psychology - University of South Africa
- Post Grad Dip Dyslexia and Literacy - University of York
- Master Human Resource Management - Murdoch University
- Current Masters by Research - social innovation and governance in sport - Murdoch University
- Background in the development of education, recreation and sport orientated community organisations in Australia, South Africa and the United Kingdom.
- Experienced leader of people and culture in community organisations, ensures alignment between strategic intent and operational outcomes.
- Interest in diversity and inclusion, commitment to grow participation in sport.
- Previous roles include: technical committee member, race director, team manager and President of Paddle Australia (WA)

Edward Selby

Director

- Director (appointed 23 January 2018, resigned 23 January 2020)
- Strategic Accounts Manager, System Partners
- Experienced in customer relationship management and covers the spectrum of customer facing management roles to strategy and technology delivery.
- Previous roles with GE, National Australia Bank, Accenture and for the last eight years has been working with the US technology Salesforce
- Manages strategic accounts for Salesforce across Marketing and Advertising
- Bachelor of Business (Marketing)
- MBA, Melbourne Business School
- Director and Trustee, Selby Scientific Foundation
- Experience in technology, customer experience and relationship management will fill an important role on the Board of Paddle Australia in leading the development and implementation of short and long-term information technology strategies across the organisation.

Lisa Gowthorp

Director

- Director (Elected 3 November 2018)
- Director on the Board of Sport Management Australia and New Zealand (SMAANZ):(2017-2020)
- Secretary General, Board of Sliding Sports Australia (2014 2017)
- Director on the Board of UniSport Australia (2020 – present)
- Associate Dean, External Engagement, & Assistant Professor of Sport Management (Bond University) (2013 – present)
- Over 12 years' experience in High Performance Sport ( NSW Institute of Sport, The Australian Institute of Sport and Australian Canoeing)
- Gymnastic Section Manager, Australian Olympic Team in Beijing in 2008
- Research Interest include governance and management of Australian High performance sport system, government involvement in sport; sport governance and regulation, sport development and high performance sport management issues
- Bachelor of Education (PD/H/PE)
- MBA (Sports Management)
- PhD
- Member of Paddle Australia Athletes Commission

## Paddle Australia Limited

ABN: 61 189 833 125

## Directors' Report

30 June 2020

### Directors

Jeremy Moller

Director

Qualifications

- Director (Appointed 5 October 2019)
- Background in law.
- Worked in Australia, the United Kingdom and New Zealand
- Specific expertise in the areas of risk management and governance.
- Member of the Paddle Australia Audit and Risk Committee.
- Experienced board director particularly interested in the arts and sport.
- Member of the boards of the Sydney Fringe Festival, the NSW Friends of the Australian Ballet.
- Member of the NSW Law Society's Ethics Committee.
- Particular focus on sports integrity, given his legal practice specialises in financial crime compliance and in particular anti money laundering.

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

### Members' guarantee

Paddle Australia Limited is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$1.00 each towards meeting any outstanding obligations of the entity. At 30 June 2020, the total amount that the members of the company are liable to contribute if the company is wound up is \$8.00 (2019: \$7.00).

### Meetings of directors

During the financial year, 8 meetings of directors were held. Attendances by each director during the year were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Andrea McQuitty (Chair)	8	8
Anthony (Tony) Haines	8	6
Concettina (Connie) Todaro	8	7
Cynthia (Cindy) Coward	8	8
Edward Selby	5	3
Lisa Gowthorp	8	8
Jeremy Moller	6	6
Hien Pham	-	-



**Paddle Australia Limited**


ABN: 61 189 833 125

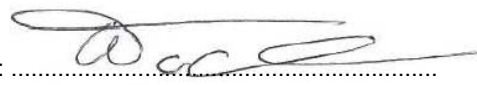
**Directors' Report**  
**30 June 2020**

**Auditor's independence declaration**

The lead auditor's independence declaration in accordance with section 307C of the *Corporations Act 2001*, for the year ended 30 June 2020 has been received and can be found on page 7 of the financial report.

Signed in accordance with a resolution of the Board of Directors:

Director:   
Andrea McQuitty (Chair)

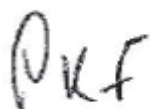
Director:   
Concettina Todaro (Director)

Dated this .....18th..... day of .....September..... 2020

## Auditor's Independence Declaration under Section 307C of the Corporations Act 2001 to the Directors of Paddle Australia Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2020, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



PKF



KYM REILLY  
PARTNER

18 SEPTEMBER 2020  
SYDNEY, NSW

## Paddle Australia Limited

ABN: 61 189 833 125

### Statement of Profit or Loss and Other Comprehensive Income For the Year Ended 30 June 2020

		2020	2019
	Note	\$	\$
Revenue	5	8,245,691	8,179,982
Athlete support expenses		(782,584)	(764,716)
Courses expenses		(76,618)	(1,495)
Employee benefit expenses		(3,947,644)	(3,562,689)
Travel expenses		(1,809,808)	(2,207,627)
Occupancy expenses		(133,338)	(86,099)
Other expenses		(659,856)	(547,544)
Professional expenses		(290,942)	(197,129)
Program support and other overheads		(574,222)	(529,895)
<b>Profit/(loss) before income tax</b>		<b>(29,321)</b>	282,788
Income tax expense	3(h)	-	-
<b>Profit/(loss) for the year</b>		<b>(29,321)</b>	282,788
Other comprehensive income for the year		-	-
<b>Total comprehensive income for the year</b>		<b>(29,321)</b>	282,788

The accompanying notes form part of these financial statements.

## Paddle Australia Limited

ABN: 61 189 833 125

### Statement of Financial Position As At 30 June 2020

	Note	2020 \$	2019 \$
<strong>ASSETS</strong>			
<strong>CURRENT ASSETS</strong>			
Cash and cash equivalents	6	3,113,927	3,847,220
Trade and other receivables	7	209,086	81,019
Inventories		250	250
Financial assets	8	3,250,000	-
Other assets	9	230,874	840,339
<strong>TOTAL CURRENT ASSETS</strong>		<strong>6,804,137</strong>	4,768,828
<strong>NON-CURRENT ASSETS</strong>			
Property, plant and equipment	10	530,878	693,299
<strong>TOTAL NON-CURRENT ASSETS</strong>		<strong>530,878</strong>	693,299
<strong>TOTAL ASSETS</strong>		<strong>7,335,015</strong>	5,462,127
<strong>LIABILITIES</strong>			
<strong>CURRENT LIABILITIES</strong>			
Trade and other payables	11	582,047	627,411
Contract liabilities	12	5,607,896	3,666,489
Employee benefits	13	376,428	388,934
<strong>TOTAL CURRENT LIABILITIES</strong>		<strong>6,566,371</strong>	4,682,834
<strong>NON-CURRENT LIABILITIES</strong>			
Employee benefits	13	102,563	84,191
<strong>TOTAL NON-CURRENT LIABILITIES</strong>		<strong>102,563</strong>	84,191
<strong>TOTAL LIABILITIES</strong>		<strong>6,668,934</strong>	4,767,025
<strong>NET ASSETS</strong>		<strong>666,081</strong>	695,102
<strong>EQUITY</strong>			
Retained earnings	20	612,296	641,617
Reserves	21	53,785	53,485
<strong>TOTAL EQUITY</strong>		<strong>666,081</strong>	695,102

The accompanying notes form part of these financial statements.



## Paddle Australia Limited

ABN: 61 189 833 125

### Statement of Changes in Equity For the Year Ended 30 June 2020

	Reserves	Retained Earnings	Total
	\$	\$	\$
<b>Balance at 1 July 2019</b>	<b>53,485</b>	<b>641,617</b>	<b>695,102</b>
Deficit attributable to the entity	-	(29,321)	(29,321)
Transfer to reserve	300	-	300
<b>Balance at 30 June 2020</b>	<b>53,785</b>	<b>612,296</b>	<b>666,081</b>
<b>Balance at 1 July 2018</b>	39,721	372,593	412,314
Surplus attributable to the entity	-	282,788	282,788
Transfer to reserve	13,764	(13,764)	-
<b>Balance at 30 June 2019</b>	<b>53,485</b>	<b>641,617</b>	<b>695,102</b>

The accompanying notes form part of these financial statements.

## Paddle Australia Limited

ABN: 61 189 833 125

### Statement of Cash Flows For the Year Ended 30 June 2020

	<b>2020</b>	<b>2019</b>
<b>Note</b>	<b>\$</b>	<b>\$</b>
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>		
Receipts from grants and other revenue	<b>10,007,235</b>	9,619,147
Payments to suppliers and employees	<b>(7,503,329)</b>	(8,998,163)
Interest received	<b>51,796</b>	68,803
Net cash provided by operating activities	<b>2,555,702</b>	689,787
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>		
Proceeds from sale of plant and equipment	<b>46,373</b>	-
Payments for property, plant and equipment	<b>(85,368)</b>	(769,372)
Purchase of financial assets	<b>(3,250,000)</b>	-
Net cash used in investing activities	<b>(3,288,995)</b>	(769,372)
Net decrease in cash and cash equivalents held	<b>(733,293)</b>	(79,585)
Cash and cash equivalents at beginning of year	<b>3,847,220</b>	3,926,805
Cash and cash equivalents at end of financial year	<b>6 3,113,927</b>	3,847,220

The accompanying notes form part of these financial statements.

## **Paddle Australia Limited**

ABN: 61 189 833 125

# **Notes to the Financial Statements**

## **For the Year Ended 30 June 2020**

The financial report covers Paddle Australia Limited ('the Company') as an individual entity. Paddle Australia Limited is a not-for-profit Company limited by guarantee, incorporated and domiciled in Australia.

The financial report was authorised for issue by the Directors on 18 September 2020.

Comparatives are consistent with prior years, unless otherwise stated.

### **1 Basis of Preparation**

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Reduced Disclosure Requirements of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001.

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

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

### **2 Change in Accounting Policy**

#### **AASB 15 Revenue from Contracts with Customers**

The Company has adopted AASB 15 from 1 July 2019. The standard provides a single comprehensive model for revenue recognition. The core principle of the standard is that an entity shall recognise revenue to depict the transfer of promised goods or services to customers at an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. The standard introduced a new contract-based revenue recognition model with a measurement approach that is based on an allocation of the transaction price. This is described further in the accounting policies below. Credit risk is presented separately as an expense rather than adjusted against revenue.

Contracts with customers are presented in an entity's statement of financial position as a contract liability, a contract asset, or a receivable, depending on the relationship between the entity's performance and the customer's payment.

Customer acquisition costs and costs to fulfil a contract can, subject to certain criteria, be capitalised as an asset and amortised over the contract period.

#### **AASB 16 Leases**

The Company has adopted AASB 16 from 1 July 2019. The standard replaces AASB 117 'Leases' and for lessees eliminates the classifications of operating leases and finance leases. Except for short-term leases and leases of low-value assets, right-of-use assets and corresponding lease liabilities are recognised in the statement of financial position. Straight-line operating lease expense recognition is replaced with a depreciation charge for the right-of-use assets (included in operating costs) and an interest expense on the recognised lease liabilities (included in finance costs).

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **2 Change in Accounting Policy**

##### **AASB 16 Leases**

In the earlier periods of the lease, the expenses associated with the lease under AASB 16 will be higher when compared to lease expenses under AASB 117. However, EBITDA (Earnings Before Interest, Tax, Depreciation and Amortisation) results improve as the operating expense is now replaced by interest expense and depreciation in profit or loss. For classification within the statement of cash flows, the interest portion is disclosed in operating activities and the principal portion of the lease payments are separately disclosed in financing activities. For lessor accounting, the standard does not substantially change how a lessor accounts for leases.

##### **AASB 1058 Income of Not-for-Profit Entities**

The Company has adopted AASB 1058 from 1 July 2019. The standard replaces AASB 1004 'Contributions' in respect to income recognition requirements for not-for-profit entities. The timing of income recognition under AASB 1058 is dependent upon whether the transaction gives rise to a liability or other performance obligation at the time of receipt. Income under the standard is recognised where: an asset is received in a transaction, such as by way of grant, bequest or donation; there has either been no consideration transferred, or the consideration paid is significantly less than the asset's fair value; and where the intention is to principally enable the entity to further its objectives. For transfers of financial assets to the entity which enable it to acquire or construct a recognisable non-financial asset, the entity must recognise a liability amounting to the excess of the fair value of the transfer received over any related amounts recognised. Related amounts recognised may relate to contributions by owners, AASB 15 revenue or contract liability recognised, lease liabilities in accordance with AASB 16, financial instruments in accordance with AASB 9, or provisions in accordance with AASB 137. The liability is brought to account as income over the period in which the entity satisfies its performance obligation. If the transaction does not enable the entity to acquire or construct a recognisable non-financial asset to be controlled by the entity, then any excess of the initial carrying amount of the recognised asset over the related amounts is recognised as income immediately. Where the fair value of volunteer services received can be measured, a private sector not-for-profit entity can elect to recognise the value of those services as an asset where asset recognition criteria are met or otherwise recognise the value as an expense.

##### **Impact of adoption**

AASB 15 and AASB 1058 were adopted using the modified retrospective approach and as such comparatives have not been restated. There was no impact on opening retained profits as at 1 July 2019.

The Company has assessed the impact of AASB 16 through performing a review of contractual relationships in place and determined that there are no operating leases requiring disclosure. Existing leases are short term in nature and are expensed directly to the Statement of Profit or Loss and Other Comprehensive Income. At this stage it is not reasonably certain that an option for renewal of existing leases will be taken up, due to the changing nature of the way in which staff are working under current COVID 19 restrictions, this will be re-assessed on an ongoing basis.



## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **3 Summary of Significant Accounting Policies**

##### **(a) Revenue and other income**

###### **For current year**

###### **Revenue from contracts with customers**

The core principle of AASB 15 is that revenue is recognised on a basis that reflects the transfer of promised goods or services to customers at an amount that reflects the consideration the Company expects to receive in exchange for those goods or services. Revenue is recognised by applying a five-step model as follows:

1. Identify the contract with the customer
2. Identify the performance obligations
3. Determine the transaction price which takes into account estimates of variable consideration and the time value of money
4. Allocate the transaction price to the separate performance obligations on the basis of the relative standalone selling price of each distinct good or service to be delivered
5. Recognise the revenue when or as each performance obligation is satisfied in a manner that depicts the transfer to the customer of the goods or services promised.

Generally the timing of the payment for sale of goods and rendering of services corresponds closely to the timing of satisfaction of the performance obligations, however where there is a difference, it will result in the recognition of a receivable, contract asset or contract liability.

None of the revenue streams of the Company have any significant financing terms as there is less than 12 months between receipt of funds and satisfaction of performance obligations.

The revenue recognition policies for the principal revenue streams of the Company are:

###### **Grant revenue**

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

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

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

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **3 Summary of Significant Accounting Policies**

##### **(a) Revenue and other income**

###### **Government grants - JobKeeper**

Government grants include amounts received or receivable under the Federal Government's JobKeeper Payment Scheme and Cash Flow Boost Scheme, which provide temporary subsidies to eligible businesses significantly affected by COVID-19. These grants are recognised when there is reasonable certainty that the grant will be received and all grant conditions are met.

###### **Donations**

Donations and bequests are recognised as revenue when received.

###### **Interest revenue**

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

###### **Provision of services**

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

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

##### **(b) Goods and services tax (GST)**

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

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

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows included in receipts from customers or payments to suppliers.

##### **(c) Cash and cash equivalents**

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

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **3 Summary of Significant Accounting Policies**

##### **(d) Inventories**

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

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

##### **(e) Property, plant and equipment**

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

##### **Depreciation**

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

The depreciation rates used for each class of depreciable asset are shown below:

<b>Fixed asset class</b>	<b>Depreciation rate</b>
Office machines	33.33%
Motorised vehicles and boats	15% - 25%
Plant and equipment	10% - 20%
Watercraft	25%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

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

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **3 Summary of Significant Accounting Policies**

##### **(f) Financial instruments**

Financial instruments are recognised initially on the date that the Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

##### **Financial assets**

All recognised financial assets are subsequently measured in their entirety at either amortised cost or fair value, depending on the classification of the financial assets.

##### *Classification*

On initial recognition, the Company classifies its financial assets into the following categories, those measured at:

- amortised cost

Financial assets are not reclassified subsequent to their initial recognition unless the Company changes its business model for managing financial assets.

##### *Amortised cost*

Assets measured at amortised cost are financial assets where:

- the business model is to hold assets to collect contractual cash flows; and
- the contractual terms give rise on specified dates to cash flows are solely payments of principal and interest on the principal amount outstanding.

The Company's financial assets measured at amortised cost comprise trade and other receivables and cash and cash equivalents in the statement of financial position.

Subsequent to initial recognition, these assets are carried at amortised cost using the effective interest rate method less provision for impairment.

Interest income, foreign exchange gains or losses and impairment are recognised in profit or loss. Gain or loss on derecognition is recognised in profit or loss.

##### *Impairment of financial assets*

Impairment of financial assets is recognised on an expected credit loss (ENCL) basis for the following assets:

- financial assets measured at amortised cost

When determining whether the credit risk of a financial assets has increased significant since initial recognition and when estimating ENCL, the Company considers reasonable and supportable information that is relevant and available without undue cost or effort. This includes both quantitative and qualitative information and analysis based on the Company's historical experience and informed credit assessment and including forward looking information.



## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **3 Summary of Significant Accounting Policies**

##### **(f) Financial instruments**

###### **Financial assets**

The Company uses the presumption that an asset which is more than 30 days past due has seen a significant increase in credit risk.

The Company uses the presumption that a financial asset is in default when:

- the other party is unlikely to pay its credit obligations to the Company in full, without recourse to the Company to actions such as realising security (if any is held); or
- the financial assets is more than 90 days past due.

Credit losses are measured as the present value of the difference between the cash flows due to the Company in accordance with the contract and the cash flows expected to be received. This is applied using a probability weighted approach.

###### *Trade receivables*

Impairment of trade receivables have been determined using the simplified approach in AASB 9 which uses an estimation of lifetime expected credit losses. The Company has determined the probability of non-payment of the receivable and multiplied this by the amount of the expected loss arising from default.

The amount of the impairment is recorded in a separate allowance account with the loss being recognised in finance expense. Once the receivable is determined to be uncollectable then the gross carrying amount is written off against the associated allowance.

Where the Company renegotiates the terms of trade receivables due from certain customers, the new expected cash flow are discounted at the original effective interest rate and any resulting difference to the carrying value is recognised in profit or loss.

###### *Other financial assets measured at amortised cost*

Impairment of other financial assets measured at amortised cost are determined using the expected credit loss model in AASB 9. On initial recognition of the asset, an estimate of the expected credit losses for the next 12 months is recognised. Where the asset has experienced significant increase in credit risk then the lifetime losses are estimated and recognised.

###### **Financial liabilities**

The Company measures all financial liabilities initially at fair value less transaction costs, subsequently financial liabilities are measured at amortised cost using the effective interest rate method.

The financial liabilities of the Company comprise trade payables, bank and other loans and finance lease liabilities.

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **3 Summary of Significant Accounting Policies**

##### **(g) Impairment of assets**

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

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

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

##### **(h) Income Tax**

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

##### **(i) Employee benefits**

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

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

##### **Other long-term employee benefits**

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

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

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **3 Summary of Significant Accounting Policies**

##### **(i) Employee benefits**

###### **Retirement benefit obligations**

###### *Defined contribution superannuation benefits*

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

##### **(j) Leases**

For comparative year

Leases of fixed assets where substantially all the risks and benefits incidental to the ownership of the asset, but not the legal ownership that are transferred to the Company are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments, including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for the period.

For current year

The lease liability is initially measured at the present value of the remaining lease payments at the commencement of the lease. The discount rate is the rate implicit in the lease, however where this cannot be readily determined then the Company's incremental borrowing rate is used.

Subsequent to initial recognition, the lease liability is measured at amortised cost using the effective interest rate method. The lease liability is remeasured whether there is a lease modification, change in estimate of the lease term or index upon which the lease payments are based (e.g. CPI) or a change in the Company's assessment of lease term.

Where the lease liability is remeasured, the right-of-use asset is adjusted to reflect the remeasurement or is recorded in profit or loss if the carrying amount of the right-of-use asset has been reduced to zero.

###### *Exceptions to lease accounting*

The Company has elected to apply the exceptions to lease accounting for both short-term leases (i.e. leases with a term of less than or equal to 12 months) and leases of low-value assets. The Company recognises the payments associated with these leases as an expense on a straight-line basis over the lease term.

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **3 Summary of Significant Accounting Policies**

##### **(k) Economic dependence**

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

##### **(l) Adoption of new and revised accounting standards**

The Company has adopted all standards which became effective for the first time at 30 June 2020, the adoption of these standards has not caused any material adjustments to the reported financial position, performance or cash flow of the Company or refer to Note 2 for details of the changes due to standards adopted.

#### **4 Critical Accounting Estimates and Judgments**

The directors make estimates and judgements during the preparation of these financial statements regarding assumptions about current and future events affecting transactions and balances.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

The significant estimates and judgements made have been described below.

##### **Key estimates - employee benefits**

As described in the accounting policies, the liability for long service leave is recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

##### **Key estimates - impairment of receivables**

The Company has applied the simplified approach in determining its provision for impairment of receivables. This includes using a lifetime expected loss allowance in estimating expected credit losses to trade receivables based on, historical collection rates and forward-looking information that is available.

##### **Property, plant and equipment residual values and useful lives**

The Company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and definite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

##### **Key estimates - impairment of property, plant and equipment**

The Company assesses impairment at the end of each reporting period by evaluating conditions specific to the Company that may be indicative of impairment triggers. Recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

## Paddle Australia Limited

ABN: 61 189 833 125

### Notes to the Financial Statements For the Year Ended 30 June 2020

#### 5 Revenue

	2020	2019
	\$	\$
<b>Grant revenue</b>		
- Grant revenue - AIS/ ASC/ SIS-SAS	7,145,789	6,683,543
- Government grants - JobKeeper	258,000	-
- Grants in kind	-	439,601
- Other grants	-	58,500
	<b>7,403,789</b>	<b>7,181,644</b>
<b>Revenue from other sources</b>		
- Provision of services	173,027	240,827
- Income from levies	254,859	426,312
- Sponsorship income	37,045	25,182
- Memberships & affiliation	200,139	180,681
	<b>665,070</b>	<b>873,002</b>
<b>- Other income</b>		
- Sundry income	125,036	56,533
- Interest income	51,796	68,803
	<b>176,832</b>	<b>125,336</b>
	<b>8,245,691</b>	<b>8,179,982</b>

#### 6 Cash and Cash Equivalents

Cash at bank	3,113,927	3,847,220
--------------	-----------	-----------

#### 7 Trade and Other Receivables

CURRENT		
Trade receivables	132,483	105,226
Provision for bad and doubtful debts	(26,796)	(34,547)
Government grants receivable	96,000	-
Other debtors	7,399	10,340
	<b>209,086</b>	<b>81,019</b>

#### 8 Other Financial Assets

CURRENT		
Term deposits	3,250,000	-

#### 9 Other Assets

CURRENT		
Prepayments	230,874	840,339



## Notes to the Financial Statements

### For the Year Ended 30 June 2020

#### 10 Property, plant and equipment

	2020 \$	2019 \$
Leasehold Improvements		
At cost	22,790	22,790
Accumulated amortisation	(22,790)	(22,790)
	-	-
Office Furniture & Equipment		
At cost	857,641	869,659
Accumulated depreciation	(326,763)	(176,360)
	530,878	693,299
<b>Total property, plant and equipment</b>	<b>530,878</b>	<b>693,299</b>

#### (a) Movements in Carrying Amounts

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

	Office Furniture & Equipment \$	Leasehold Improvements \$	Total \$
<b>Year ended 30 June 2020.</b>			
Balance at the beginning of year	693,299	-	693,299
Additions	85,368	-	85,368
Disposals	(46,373)	-	(46,373)
Depreciation expense	(201,416)	-	(201,416)
<b>Balance at the end of the year</b>	<b>530,878</b>	<b>-</b>	<b>530,878</b>

#### 11 Trade and Other Payables

##### CURRENT

Accounts payable	162,175	165,764
Accruals	98,209	105,929
Other	321,663	355,718
	<b>582,047</b>	<b>627,411</b>

#### 12 Contract liabilities

##### CURRENT

High performance funds received in advance	5,564,666	3,483,320
Other funds received in advance	43,230	183,169
	<b>5,607,896</b>	<b>3,666,489</b>

## Notes to the Financial Statements

### For the Year Ended 30 June 2020

#### 13 Employee benefits

	2020	2019
	\$	\$
<b>CURRENT</b>		
Long service leave	37,575	27,520
Annual leave	338,853	361,414
	<b>376,428</b>	<b>388,934</b>
<b>Non-current liabilities</b>		
Long service leave	102,563	84,191

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

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

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 3(e).

#### 14 Financial Risk Management

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

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

##### Financial assets

##### *Held at amortised cost*

Cash and cash equivalents	3,113,927	3,847,220
Financial assets - term deposits	3,250,000	-
Trade and other receivables	209,086	81,019
<b>Total financial assets</b>	<b>6,573,013</b>	<b>3,928,239</b>

##### Financial liabilities

##### *Held at amortised cost:*

Trade and other payables	582,047	627,410
<b>Total financial liabilities</b>	<b>582,047</b>	<b>627,410</b>

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2020**

#### **15 Key Management Personnel Remuneration**

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

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

	<b>2020</b>	<b>2019</b>
	<b>\$</b>	<b>\$</b>
Key management personnel compensation	<b>783,722</b>	852,570

#### **16 Other Related Parties**

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

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

There were no transactions with related parties during the period.

#### **17 Commitments**

##### **(a) Operating lease commitments**

Non-cancellable operating leases contracted for but not recognised in the financial statements.

	<b>2020</b>	<b>2019</b>
	<b>\$</b>	<b>\$</b>
Payable – minimum lease payments		
- not later than 12 months	<b>66,799</b>	74,119
- later than 12 months but not later than five years	<b>7,325</b>	138,788
- later than five years	-	-
	<b>74,124</b>	212,907

Operating leases are in place for buildings and other property rentals and normally have a term between 3 and 5 years. Lease payments are increased on an annual basis to reflect market rentals.

Property lease commitments mature in May 2021 with no option for renewal and have thus not been reclassified under AASB 16 as lease liabilities. Other property are for the non-exclusive right to use part of a premises for the purpose of carrying out the activities of the organisation.

#### **18 Contingencies**

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2020 (30 June 2019: None).

## Notes to the Financial Statements

### For the Year Ended 30 June 2020

#### 19 Events after the end of the Reporting Period

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

#### 20 Retained Earnings

	2020	2019
	\$	\$
Retained earnings at the beginning of the financial year	641,617	372,593
Transfer from reserves	-	(13,764)
(Loss)/profit for the year	(29,321)	282,788
	<b>612,296</b>	<b>641,617</b>

#### 21 Reserves

##### Marathon Committee

Reserves at the beginning of the financial year:	9,766	9,766
Transfers from earnings:	-	-
Transfers from reserves:	-	-
Reserves at the end of the financial year:	<b>9,766</b>	<b>9,766</b>

##### Canoe Polo Committee

Reserves at the beginning of the financial year:	43,719	29,955
Transfers from earnings:	-	-
Transfers from reserves:	300	13,764
Reserves at the end of the financial year:	<b>44,019</b>	<b>43,719</b>
Total reserves at the end of the financial year:	<b>53,785</b>	<b>53,485</b>

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

## Paddle Australia Limited

ABN: 61 189 833 125

### Directors' Declaration

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

1. The financial statements and notes, as set out on pages 8 to 26, are in accordance with the *Corporations Act 2001* and:
  - a. comply with Australian Accounting Standards - Reduced Disclosure Requirements; and
  - b. give a true and fair view of the financial position as at 30 June 2020 and of the performance for the year ended on that date of the Company.
2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

This declaration is made in accordance with a resolution of the Board of Directors.

Director .....  
Andrea McQuitty (Chair)

Director .....  
Concettina (Connie) Todaro

Dated 18<sup>th</sup> September 2020



## INDEPENDENT AUDITOR'S REPORT

### TO THE MEMBERS OF PADDLE AUSTRALIA LIMITED

#### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of Paddle Australia Limited (the Company), which comprises the statement of financial position as at 30 June 2020, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the directors' declaration.

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

- (a) Giving a true and fair view of the company's financial position as at 30 June 2020, and of its financial performance for the year then ended; and
- (b) Complying with the Australian Accounting Standards – Reduced Disclosure Requirements and Corporations Regulations 2001.

#### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report.

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

#### Independence

We are independent of the Company in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

#### Other Information

The directors are responsible for the other information. The other information comprises the information included in the Company's annual report for the year ended 30 June 2020, but does not include the financial report and our auditor's report thereon.

## Other Information (cont'd)

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## Responsibilities of the Directors for the Financial Report

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

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

## Auditor's Responsibilities for the Audit of the Financial Report

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

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

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.

## Auditor's Responsibilities for the Audit of the Financial Report (cont'd)

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors.
- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

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

We also provide the directors with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, action taken to eliminate threats or safeguards applied.



PKF



KYM REILLY  
PARTNER

18 SEPTEMBER 2020  
SYDNEY, NSW