

# 2021 Annual Report



# PRESIDENT'S REPORT

***“How is Paddle Australia going, during these challenging times?” was the most frequent question asked last year. This year, the question has been “How are your people going?”***

With membership numbers beyond expectations and remaining in a sound financial position, Paddle Australia (PA), together with the State Paddle Associations (SPAs), has shown the resilience, adaptability and capable management to navigate the challenges faced over the last twelve months.

As the global pandemic has continued into a second year, bringing even more challenges and ongoing restrictions, the impact on our people cannot be underestimated. For both staff and volunteers, the business of managing every aspect of paddling has come with an overlay of complexity. The additional degrees of difficulty cross over into everyday life, with fatigue and mental health challenges taking their toll, with the constant changes and uncertainty impacting all of our people. No matter where in Australia we live, or how different our circumstances might be, each of us is affected in some way.

How we have done business this year has shown the continual learning required to meet the circumstances. Committing to online meetings and making them work. Being patient and adaptable in how we do business, acknowledging that things are not the same. Understanding that our staff are impacted as people, not just as employees. Having flexibility in rescheduling and modifying events. Preparing for the Olympic and Paralympic Games with an international travel ban, restrictions in place and a Games time environment the likes of which no one has ever experienced. Amongst all of these are learnings that will benefit PA into the future. Understanding what is most important to us and how we can operate even more effectively as an organisation for the benefit of

our people has become an even sharper focus.

On behalf of the Board, I would like to thank the PA Staff for their hard work and dedication through this particularly challenging year. CEO Phil Jones has continued to lead the team in a manner that has progressed the delivery of strategic outcomes, despite the circumstances.

Thanks also to the SPAs for their willingness to work collaboratively for the benefit of our vision of a United Paddling Community. Agreement from all SPAs to introduce a model for membership fee harmonisation was an exceptional achievement. Bringing about the level of change required for some SPAs was significant and showed long term vision. Collectively, all stakeholders highlighted the importance of defining and promoting our collective value proposition. Projecting pride in PA and the SPAs through a consistent, positive narrative is essential for building the trust and confidence of our members and the wider community.

‘Socially distanced exercise; Sydney goes kayak crazy in lockdown’, was possibly the best news headline in 2020. It has been the year for exploring paddling opportunities closer to home. With an overall growth in members this year, paddling is seen as a form of exercise that is very desirable in the current situation. It is a way of connecting with nature at a time when restrictions are enforced inside ‘working from home’, bringing huge mental health benefits. The Paddle on Foundation has continued to provide support for those experiencing hardship to stay or become club members, through the generosity of donations.

While recreational participation has grown, competitive paddling has been limited to local competitions. The PA Canoe Sprint Championships, held in May, was the only national paddling event to occur this year. Even a last minute venue change from Sydney to Adelaide couldn't dampen the enthusiasm of athletes who were thrilled to be able to race again. All involved did an outstanding job of delivering such a high quality event at short notice. We also recognise the efforts of all Discipline Technical Committees and volunteers in organising national events, even those forced to be cancelled.

In addition to COVID-19, the flooding of the Nepean River that affected water quality at the Penrith Whitewater Stadium (PWS) and Sydney International Rowing Centre (SIRC) had a huge impact on paddling this year. The lack of facilities to support international level paddling events and training within Australia remains of high concern heading towards the 2032 Brisbane Olympic Games. The continued deterioration of the aging PWS has a detrimental effect on Canoe Slalom and Canoe Freestyle pathways, safety, training and major events, as well as the local economy of Penrith.

Four new PA Board members were welcomed in November, with Sue Eaves, Rob Pickering and Simon Traynor joining as Appointed Directors and Andrew Trim was appointed by the Board to fill a casual vacancy. All new directors have made valuable contributions in their areas of expertise. My thanks to each of the Directors for their contributions of time, well-considered input, and support.

Following the release by Sport Australia (SA) of the updated Sports Governance Principles, a review was undertaken by PA to self-evaluate our governance maturity against each of the standards. A benchmarking report of federally funded National Sporting Organisations was also produced based on the self-evaluations of the 64 sports. PA scored an average rating of 3.21, out of 4, against a benchmark average of 2.96. Notably, several of the areas where PA scored less than 4 were related to the National Integrity Framework that is yet to be finalised. The

PA Board undertook Director and Chair evaluations following the review as a pilot program for SA and will now conduct annual reviews. 'Leading the way in Australian sport' is the way that PA has been described in terms of governance.

The valuable support from Sport Australia, the Australian Institute of Sport, the Australian Olympic Committee and Paralympics Australia has been greatly appreciated.

In the coming year, there will continue to be uncertainty and disruption, however we will continue to meet the challenges as a United Paddling Community.

### **Andrea McQuitty**

President and Chair





# CEO'S REPORT

**There are two thoughts that are front of mind as I try to make sense of what has been a remarkable year, even by last year's standards!**

The first is that 'change is constant'. This has always been true, but never has it been so obvious as it has over the past 12 months. Sometimes it is thrust upon us, as has been the case with COVID and our need to respond to it. While at other times, we recognise the need to make change in order to move forward and to reach our goals.

Some are comfortable with change, others less so. This brings me to my second point - 'people are extraordinary'. We have seen a lot this year that is extraordinary and it hasn't just happened, extraordinary people have made it happen.

When change has been needed, for one reason or another, people have so often responded with enormous resilience and a commitment to make things happen. Even when the outcome hasn't been what they have been hoping for, they have bounced back and gone again.

So, I should start by thanking everyone in the paddling community, paid or volunteers, for what they contributed this year, responding to change in an extraordinary way.

## STRATEGIC SHIFT

The focus of Paddle Australia (PA) in recent years has been on strategic planning and the development of systems and processes that allow PA, and support our SPAs, to operate more efficiently and effectively in areas such as governance, membership, finance and HR. In some of these areas, we are now the 'go to' National Sporting Organisation (NSO). Plans are in place for ongoing improvement.

However, during this period limited progress has been made in the development and delivery of sport outcomes such as education, coaching, officiating, volunteer programs and events. The approach to these areas has not been driven in the same way that the non-sport functions have been, largely due to the

limited support and resources available.

The organisation has now started to shift focus, continuing to improve 'Business Operations' while taking a much more proactive approach to the changes needed in 'Sport Operations'. This is the area that clubs and members rightly see as at the priority of PA and the SPAs, as reflected in the Strategic Plan for Paddling in Australia.

## SPORT GOVERNANCE

During the year, Sport Australia released a set of revised [Sport Governance Principles](#). The PA Board undertook a self-assessment against the new [Sport Governance Standards \(SGS\)](#) and the response lodged with Sport Australia. While generally satisfied with the current position, the PA Board has in place an action plan to address the gaps identified.

## NATIONAL INTEGRITY FRAMEWORK

A new integrity framework, covering issues such as Member Protection and Child Safeguarding, has been under discussion for several years.

In March 2021, a draft suite of [National Integrity Framework](#) (NIF) documents was released by the newly established Sport Integrity Australia (SIA). An [overview document](#) was provided, showing the relationship between four NIF policies and a Complaints, Disputes and Discipline Policy. Also, released was a [video](#) that provides more details. This was circulated widely to PA stakeholders.

The original intention of SIA was that sports adopt all of the NIF policies "without material changes". This was with the intention of standardising the management of complaints under the NIF policies across the sporting landscape. The obvious downside of standardisation is that there is limited opportunity to tailor policies to the specific needs of individual sports.

Importantly the management of any integrity issues raised under the NIF will be managed by SIA. This means that, for example, if a Member Protection complaint were lodged within the paddling



community, the initial assessment of the complaint would be handled by SIA rather than a Paddling Organisation.

However, it has subsequently been confirmed that those matters that SIA do not consider as related to 'sport integrity', such as some disputes between members, will be referred back to the sport concerned. The National Sports Tribunal is now developing a process to support sports with these matters.

Work on the framework continues under the guidance of the PA Ethics and Integrity Committee. It is anticipated the NIF can be adopted by PA before the end of the 2021 calendar year.

### ATHLETE REPRESENTATION

During the year, the Board, with the support of key Committees, considered the important issue of athlete representation within the Paddle Australia structure.

PA has had an Athletes Commission (AC) since 2000. More recently, the Australian Olympic Committee (AOC) position has changed, with only those NSOs with an AC whose Charter (or Terms of Reference) has been approved by the AOC being able to nominate individuals to the AOC AC. Paddle Australia recognises the importance of the AC within PA and of having athletes representing the sport on both national and international athlete bodies, such as the AOC and ICF.

The background of the AC means membership has been limited to those in the Olympic and Paralympic disciplines. Whilst the AC serves an important purpose it cannot be said to be representative of the 'athlete body' of PA. The AC has a clear mandate, based on how the members are elected, to provide feedback on issues related to the Olympic and Paralympic athletes and the program more generally. This is an important function and should be maintained.

Throughout the debate, the importance was recognised of current, national level athletes from all disciplines having a mechanism for representation within PA, initially within each DTC and, on matters impacting athletes across multiple disciplines, directly to either the management or Board of PA. Recommendations to give life to this are now being implemented.

### PRIDE IN SPORT INDEX

During the year, Paddle Australia took part in the Pride In Sport Index for the first time, allowing PA to not only benchmark our progress in the inclusion of the LGBTQ community against other sporting organisations, but also to determine what constitutes good practice for PA going forward.

PA submitted a 'zero-score questionnaire' as a way to commence our participation in this area. We will look to collaborate with Pride In Sport to start improving practices in this area.

### UNITED PADDLING MANAGEMENT (UPM)

While most of the work specific to UPM was completed in 2019/20, this year has seen further related developments.

At the start of the year, Sport Australia produced a case study [video](#) about the initial implementation of UPM. Both [Sport Australia](#) and [Paddle Australia](#) took to social media and the web to promote the video and the great work done. The final element of promotion was in [Sport Australia Industry News](#) released in February 2021.

During the year, Sport Australia and the AIS, jointly provided resources and support in the design, development, and implementation of our organisational Performance Management Framework (PMF). This was an extension of the work we had already delivered as part of the UPM Workforce Workstream.

The project was guided by the Working Party with representatives from PA, the PA Board, two SPA Executive Officers and a representative from an SPA Board. The Working Party was involved in a design workshop in late April and each member reviewed the draft materials developed by consultants in response to the feedback received from the staff survey. The PMF has now been integrated into enableHR, our online portal, and is available to all PA and SPA staff.

## MEMBERSHIP FEE HARMONISATION

Discussions on the streamlining of the Membership Fee Model commenced with SPAs in January 2019. These discussions came to an abrupt halt with the onset of COVID-19. At the time, the priority was the creation of the Paddle Support Package to insulate Clubs and SPAs from financial impact from the pandemic.

The issue was revisited during the year with the active engagement of the SPAs. High level principles were agreed and extensive modelling undertaken. One-on-one meetings were held with each SPA President, EO and other representatives, to work through the likely financial impacts on their State.

Our thanks go to all SPAs for their strong leadership in relation to the adoption of the new Membership Fee model. After extensive consultation and consideration by SPA Boards and Executive Officers, the new three-tier membership structure went live in all states on 1 June 2021, coinciding with the opening of registrations for the 2021/22 paddling season.

This has been a solid step forward for our united paddling community as it now sees all members nationally paying a consistent fee to PA (ex Tasmania Senior members) for the same products, services, and benefits. All fees are collected at checkout to the relevant organisation, keeping administration for everyone to a minimum. SPAs continue to have the flexibility to set variable SPA fee components based on their operational requirements.

The change in the membership fee structure appears to have been well accepted across the national base of Affiliated Clubs and individual Members. As was to be expected, there have been some issues raised in states where the overall fee has increased. The promotion of the benefits of membership of SPAs and PA and the support provided to those experiencing hardship through the Paddle on Foundation has been positive in justifying the change.

## MEMBERSHIP VALUE PROPOSITION

As part of the Membership Fee Harmonisation consultation process, there was a clear message that collectively, PA and the six SPAs needed to do better at defining and communicating the combined value that we provide to Clubs and Members. A wide range of stakeholders were provided with the opportunity to give feedback on the draft communication

materials before they were finalised. The resulting communications included an animated video and a social media campaign throughout June, combining static tiles, animated video, and case study videos as well as website content via [membership page](#).

## PADDLE PROTECT INSURANCE

PA and SPA membership ensures individuals are covered for Personal Accident and Third Party Liability in the event of an accident. [Paddle Protect](#), launched this year goes further, offering paddle craft and equipment insurance for individual members. Previously, this offering was only available for Paddle Australia, the SPAs and Affiliated Clubs. The extension of this comprehensive policy with a competitive pricing structure has provided a strong additional benefit for members. The insurance offered through our brokers, V-Insurance, covers craft against accidental damage and/or theft (including equipment and accessories).

## COMMERCIAL PROVIDER MEMBERSHIP (CPM)

After initial testing in 2019/20, Commercial Provider Membership (CPM) was launched during the year by PA and the SPAs to further support and grow paddling within the community.

CPM provides PA qualified Instructors, Guides and Coaches a great opportunity to benefit from the support of the National Sporting Organisation, including PA's insurance program, a registration system for participants, and advertising on the PA website.

CPM recognises that there are hundreds of people across Australia offering paddling services to those interested in learning more about the world of paddling. By better engaging with those operating commercially, we can assist paddlers in finding quality service providers in their area, ensuring that they are able to develop their knowledge and skills in a safe environment.

This is one of the most important ways we can strengthen our sport and progress towards the PA vision of a 'united paddling community'.

## COMPETITION

Scheduling of National Level Competitions was very challenging all year due to the impact of COVID-19, largely due to state border closures and access to venues for training purposes. 2020/21 saw many events planned and cancelled. I would like to acknowledge the hard work on our Discipline Technical Committees and other volunteers for their commitment and tenacity.

The situation was not helped by the flooding in the Penrith area in April 2021, with the water quality at both the Sydney International Regatta Centre (SIRC) and the Penrith Whitewater Stadium (PWS) deteriorating to the extent that all paddling activities were prohibited.

The 2021 Paddle Australia Canoe Sprint Championships were first postponed due to uncertainty around interstate travel and then had to be moved to West Lakes in Adelaide due to the water quality issues. Again, my thanks to all those that worked to make this event happen with around just three weeks notice and to all those that participated in what turned out to be a great event.

What all this has highlighted is the need to find ways to stimulate investment in facilities around Australia. This is a major part of the Competition Development Strategy currently being drafted.

## HONOURS AND AWARDS

During the year we recognised that our Annual Awards would need a different focus with performance awards presentations challenging given there were no national or international events looking likely in 2020. The PA Athletes Commission agreed.

For some time previously, we had been discussing with the SPAs ways to better recognise the many dedicated people that contribute to paddling day in, day out.

PA agreed to introduce three awards that would see the winners of specific SPA Awards, Instructor/Guides, Club Coaches and Volunteers, progress as finalists to the PA National Awards. As lockdowns continued and with state borders closed, it became clear that these Awards, as well as the established Awards of Services to Paddling, Life Membership and the President's Award, would all have to be presented virtually. The one hour show was a great success.

## CANOE SPRINT PERFORMANCE PATHWAY INITIATIVES UNDERWAY

With support from the AIS, the canoe sprint performance pathway's program has begun implementing two new initiatives.

The first initiative will see the canoe sprint performance pathway's program partner with 4 of the State Institute/Academies of Sport (SIS/SAS) to conduct talent identification and development programs. These programs have begun in each of the 4 States with an identified talent pathways coach appointed in each state. Under the local guidance of each of the 4 SIS/SAS Head Coaches, we have already seen some great traction.

The second initiative, called 'Paris 24', aims to support the next generation of sprint athletes (outside of the current Tokyo Olympic Games Team). The 'Paris 24' squad, a quality group of young developing canoe sprint athletes, underpins the currently selected Tokyo Olympic Games Team and targets those athletes who have been identified as being in the pool to represent Australia at the 2024 Games.

The aim of the program is to create opportunities that are designed to motivate, drive, upskill and fast track these athletes during the ongoing uncertain times due to COVID-19, providing them with a goal to work towards over the next 12 months (and beyond) and expose them to high levels of training with the aim of assisting their transition into the Senior Team.

Unfortunately, some of the proposed activities have had to be cancelled due to State border closures, but we are hoping to conduct more development opportunities for this group soon.





## OLYMPIC AND PARALYMPIC GAMES

Although I know it falls outside the period of this Annual Report, I would like to acknowledge the great work of our athletes, coaches and support staff at the Tokyo Olympic and Paralympic Games. Much has been written about the individual performances, all of which were truly memorable.

The success of our paddling team at the Tokyo Olympic Games is unmatched. In the sprint competition, we had crews in all the kayak A finals and in all four finals in slalom. Swimming topped the Australian medal tally, with our friends at Rowing second and our Paddlers third.

Medals aside, our 17 Olympians and 4 Paralympians represented Australia proudly. Not only did they deliver some outstanding performances, but just as impressive was the way they inspired so many back home at a time when we were all looking for something positive to celebrate.

Obviously, I would like to acknowledge the High Performance team at Paddle Australia that support our athletes and have so willingly gone that extra mile, especially over a very challenging last two years. As important though, are all those people that have contributed so much to paddling, day in, day out. They say, 'it takes a village to raise a child'. Well, it takes a whole community to raise an Olympian or Paralympian! Whether you are a coach, official, volunteer, administrator, or parent involved in our sport, you have made a difference through the contribution that you make.

## IN CLOSING

I acknowledged at the beginning the extraordinary work done this year. I would particularly like to mention two groups. The first is the inspirational PA and SPA staff teams that deliver so much each day for the paddling community, often in challenging circumstances. The second are all our volunteers but especially the Board of Paddle Australia under the careful leadership of Andrea McQuitty; our various Committees that contribute so freely of their time; and of course, the Boards, Committees and other volunteers that support all our SPAs and Clubs. Thank you.

I look forward to working with you in what I am sure we all hope will be a more normal year in 2022.

Yours in Paddling

**Phil Jones**  
CEO



# SPORT AUS REPORT

## A message from the Chair of the Australian Sports Commission – Josephine Sukkar AM

Like so many Australians, sport has been a cornerstone of my life and has shaped me in ways I could never have imagined. I am passionate in my belief in sport's unrivalled ability to unite, inspire, and build healthier, stronger communities and I am committed to ensuring that every Australian who wants to be part of a sports community, in any role, enjoys the extraordinary benefits and grows as a result of their engagement with the sport of their choice.

The Australian Sports Commission (ASC), comprising Sport Australia and the Australian Institute of Sport (AIS), is proud to support Australian sport at all levels, on behalf of the Australian Government. We nurture and develop sport at the community level with the help of our partners across the industry. This support extends to our Australian athletes competing at the pinnacle of world competition.

The unprecedented challenge of the global COVID-19 pandemic since 2020 has required incredible resilience as a society and within our sport sector. We know, however, sport is playing a crucial role in the nation's rebuilding efforts, which presents us with great opportunities.

The Tokyo Olympics and Paralympics were shining examples of the hope and inspiration sport can provide to our elite athletes, but also the communities they represent. Postponed a year, it was wonderful to see our Australian athletes respond to this adversity with the equal-best gold medal haul in our Olympic history and a total of 46 medals across a myriad of sports. Our Paralympians also overcame the toughest of preparations to excel and inspire Australians, bringing home 80 medals including 21 gold across 10 sports. More so, it was inspiring to see how our Olympians and Paralympians represented us so proudly with humility and respect, reinforcing their status as important role models.

This is important, because we need Australian sport to carry forward a legacy from one generation to the next. This is about building sustainable improvement and success across everything we do.

We want to inspire a thriving participation base, recognise the invaluable contribution of our volunteers, build sport capability and give our elite athletes the very best chance to succeed to competition and life beyond.

We are immensely proud of our many programs and initiatives that support a connection and involvement with sport at all levels. Our national Sporting Schools program provides an important first step to get children active and engaged through sport, while the AIS's focus on wellbeing can ensure our athletes feel supported during their time in high performance sport so it is as positive and rewarding as it can be.

There is so much to look forward to with a golden runway of major sporting events on home soil over the next decade, leading to the Brisbane 2032 Olympic and Paralympic Games. Some of the world's biggest sporting events will converge on our shores, with World Cups or World Championships locked in for basketball, cricket, football, and netball, to name a few, presenting more wonderful opportunities for Australian sport to thrive.

South East Queensland's winning bid for the 2032 Olympic and Paralympic Games provides an incredible opportunity to unite the nation through sport and provide all Australian children the chance to dream of representing their nation on the world's biggest stage, right here at home.

2032 has become a giant target to aim towards, aligning our sports, our infrastructure, and our communities to leave a positive legacy for a post-COVID Australia.

This is a pivotal time for our sector and the future green and gold runway provides an opportunity to consider the role that each of us can play in building a stronger, leaner and healthier sports industry.

On behalf of the ASC, thank you to everyone who contributes to Australian sport with the aim of making it better for all.

I could not be more excited for sport in Australia and the opportunities that will come our way.

**Josephine Sukkar AM**



# OUR PARTNERS

## PRINCIPAL PARTNERS

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





# 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



# SPOTLIGHT ON TOKYO OLYMPIC AND PARALYMPIC GAMES

Following the postponement of the Olympic and Paralympic Games in 2020, the canoe slalom, canoe sprint and paracanoe teams navigated their way through constant uncertainty and challenges to arrive in Tokyo in great condition. The Olympic and Paralympic canoe and kayak teams achieved some exceptional results in Tokyo, bringing home four gold, one silver and one bronze medal - making it one of the most successful Olympic and Paralympic campaigns in the sport's history.

## SLALOM

Australia was represented by three slalom athletes in Tokyo: Jessica Fox (C1 and K1), Lucien Delfour (K1) and Daniel Watkins (C1). The team travelled to Europe for their final preparations for the Games, including competing in the opening ICF World Cup of the season.

Arriving in Tokyo three weeks before the Games, the team were able to train on the Olympic course ahead of competition. The Slalom team performed exceptionally well throughout the Games, with all three athletes qualifying for the final in their respective disciplines.

Dual Olympian Jessica Fox was the only slalom athlete at the Games to podium in both disciplines, winning bronze in the women's kayak and gold in the first ever women's canoe event.

### RESULTS

Canoe	Women	Jessica Fox	1st – Gold Medal	Final
Kayak	Women	Jessica Fox	3rd – Bronze Medal	Final
Canoe	Men	Daniel Watkins	9th	Final
Kayak	Men	Lucien Delfour	8th	Final





## SPRINT

A total of fourteen athletes were selected on the Canoe Sprint team for the Tokyo Olympic Games: Jo Brigden-Jones, Josephine Bulmer, Alyssa Bull, Riley Fitzsimmons, Tom Green, Cat McArthur, Shannon Reynolds, Jaime Roberts, Murray Stewart, Lachlan Tame, Bernadette Wallace, Jean van der Westhuyzen, Alyce Wood and Jordan Wood. The team chose not to travel overseas, and remained on the Gold Coast for their final preparations.

The team arrived in Japan on the 24th July, where they were based in Toda, the venue for the 1964 Tokyo Olympic Games, for a pre-Games staging camp.

In their first international competition as a pair, Tom Green and Jean van der Westhuyzen claimed Australia's first ever gold medal in the men's K2 1000. The gold medal highlighted an extraordinary Olympic campaign for the canoe sprint team, with the team managing to secure A-Final results in every kayak class they competed in.

### RESULTS

K2 1000m	Men	Jean van der Westhuyzen /Tom Green	1st Gold Medal	A Final
		Riley Fitzsimmons /Jordan Wood	13th	B Final
K1 1000m	Men	Jean van der Westhuyzen	11th	B Final
		Tom Green	7th	A Final
K2 500m	Women	Jo Brigden-Jones /Jaime Roberts	13th	B Final
		Alyssa Bull/Alyce Wood	5th	A Final
K1 500m	Women	Alyssa Bull	16th	B Final
		Alyce Wood	8th	A Final
K4 500m	Women	Jo Brigden-Jones/Catherine McArthur /Shannon Reynolds/Jaime Roberts	7th	A Final
K4 500m	Men	Riley Fitzsimmons/Murray Stewart /Lachlan Tame/Jordan Wood	6th	A Final
C1 200m	Women	Bernadette Wallace	-	1/4 Final
		Josephine Bulmer	-	1/4 Final
C2 500m	Women	Bernadette Wallace /Josephine Bulmer	13th	B Final

## PARA-CANOE

Four athletes were selected to the Australian Para-Canoe team for the Tokyo Paralympic Games: Curtis McGrath (KL2 and VL3), Susan Seipel (KL2 and VL2), Dylan Littlehales (KL3) and Amanda Jane Jennings (KL3). The team prepared for the Paralympics in their home base on the Gold Coast, managing to avoid the impact of lockdowns.

The team delivered some impressive results in Tokyo, bringing home three Paralympic medals with Curtis McGrath becoming the first para-canoe athlete to win two gold medals at a single Paralympic Games, Susan Seipel won silver in her pet event the VL2 and Dylan Littlehales finished fourth in a strong men's kayak field.

### RESULTS

KL2	Men	Curtis McGrath	1st Gold Medal	A Final
VL2	Women	Susan Seipel	2nd Silver Medal	A Final
VL3	Men	Curtis McGrath	1st Gold Medal	A Final
KL2	Women	Susan Seipel	7th	A Final
KL3	Men	Dylan Littlehales	4th	A Final
KL3	Women	Amanda Jane Jennings	10th	SF



# SPOTLIGHT ON MEMBER BENEFITS

## CASE STUDY: #WITHYOUONTHEWATER

When a member joins one of our great Paddle Clubs, they become part of a united paddling community that is supported by their State Paddle Association and Paddle Australia.

Paddle Australia and State Paddle Associations add value and benefits in many different ways. Some relate directly to members, some to Clubs and others to the broader paddling community. This all adds up to good news for our members.

It is important that prospective and existing members know about and understand the many products and services that are provided as part of membership and so the #WithYouOnTheWater campaign was born.





# SPOTLIGHT ON CREATING CONSISTENCY ACROSS THE PADDLING COMMUNITY

## CASE STUDY: MEMBERSHIP FEE HARMONISATION

Paddle Australia and our six State Paddle Associations undertook a project titled Membership Fee Harmonisation which represents an important step forward in bringing to life our vision of A United Paddling Community.

The project addressed the significant variation and disparity that the historic Affiliation Fee Model had created across the nation in relation to the dollar amount per member paid to Paddle Australia, as demonstrated in the graph below.



Now, under a transparent, equitable, simplified and automated model of fee collection in GoMembership (our national Membership & Events Portal), a nationally consistent fee per member is collected by PA at checkout - \$40 per senior member\* and \$20 per junior member. A separate, additional fee is collected by the State Paddle Association at the same time. State Paddle Associations continue to have flexibility and autonomy in relation to the fee they charge.

When joining or renewing, members now see three line items at checkout, showing the split of their membership fees across Paddle Australia, their State Paddle Association and Club.

\*A transition arrangement has been put in place for Paddle Tasmania which, due to the constraints of their existing fee structure, sees Senior members receiving a 50% discount off the PA component. Paddle Tasmania have committed to a transition plan to close this gap by the 2023/24 membership year.

# DISCIPLINES REPORT

## SPRINT

In the last two years, the Sprint community has been fortunate during these COVID times to be able to deliver successive National Championships and National Grand Prix competitions, one of the few sports who can boast this during these unprecedented times.

The 2021 National Championships and final Paralympic selection trials were relocated from Sydney International Regatta Centre (SIRC) in New South Wales to West Lakes in South Australia, due to the severe water quality issues with algae following the torrential rainfall and flooding in the weeks leading up to the Championships.

With only limited lead time when the decision was made, a huge thanks must be extended to Paddle South Australia who were able to facilitate the last minute relocation of the Australian Championships and the PA Events team to coordinate the significant last minute organisation and logistics of the change in venue.

The attendance of Australia's Olympic & Paralympic Team athletes just months before the Tokyo Games combined with the professional delivery of the event, created an enjoyable experience for all those in attendance. Working collaboratively with Rowing Australia who were conducting their Australian masters Rowing Championships proceeding the National Championships, allowed for sharing of resources such as live-streaming, lifting the overall event coverage.

During the five year Olympic/Paralympic cycle, the Sprint Committee has played an integral part in achieving the Olympic/Paralympic outcome in terms of setting and meeting competition standards, venue and equipment standards, participation in team selection processes, professional officiating and event presentation and delivery in accordance with ICF standards. Additionally, the oversight and support for Canoe (C) boat development, officiating and coaching course curriculum development.

The sustainability of the sprint discipline is the PACSPTC's prime focus with a strong emphasis on the objectives for the draft strategic plan as well as broadening the participation base and the appeal of competition events for members going forward in the

build up to the Olympic and Paralympic Games in Paris 2024. State associations are integral to that focus and their participation and ongoing engagement is appreciated and encouraged.

The announcement of the Olympic & Paralympic Games to be held in Brisbane in 2032, has reinforced the importance of retention and ongoing development of officials and coaches in sprint. After discussions with the ICF, current ICF officials are to be reaccredited. Future discussions with the ICF training and accreditation opportunities so that many of the State and National officials can be assessed and accredited. Many are deserving of RPL assessment and recognition, while modern training delivery methods are also needed if the ICF is to foster and encourage increased volunteer participation in the competition program. The silver lining of COVID is it has forced people to deliver opportunities through more online means without necessarily having 'face to face' training and development opportunities.

With a focus now on the 2024 Olympic & Paralympic Games, the Committee has been fortunate to recruit two new members and will actively commit to delivery of the Strategic Plan objectives.

Regular PACSPTC meetings have been established, facilitated by PA staff, as well as Regatta Organising Sub-committee meetings in the lead up to events.

### **Key opportunities to be pursued in 2021/2022 include:**

- Finalise Committee Terms of Reference given the Committee's role in the delivery of outcomes through to Olympic/Paralympic level
- Identify and increase competitor growth opportunities to reduce per capita cost of State and National event delivery
- Review the selection and national regatta participation requirements
- Rationalisation of the regatta event program
- Recruitment and accreditation of ICF level officials within member States
- Elevate the profile and support of the Asia-Pacific Championships
- Foster ongoing development of 'C' boat competition, particularly the women's program
- Create opportunities for junior competition focus
- Provide channels of communication and feedback on the PA HP program
- Consider opportunities to increase the appeal of sprint canoe/kayak as a discipline.

## SLALOM

Like so many disciplines, Slalom was impacted greatly by the COVID-19 pandemic, with events, training and selection of touring teams prevented as a result. This combined with the flooding of the Nepean River and the Penrith White Water Centre, that subsequently resulted in broken pumps and poor water quality, prevented selection races from being held.

Despite all of this, where possible, participation events were held for slalom at State level. Participation rates remain stable, although numbers are still low.

While Australia's outstanding success achieved by canoe slalom paddlers has been achieved over a number of years on the international stage, the discipline here in Australia has been on the decline. As a result the [Canoe Slalom Recovery Plan \(Plan\)](#) is being drafted to highlight some of the challenges faced in the development of canoe slalom in Australia and to identify initiatives that may assist in overcoming some of the challenges faced by the discipline. The development of the Plan, to date, is the result of consultation between the Paddle Australia Canoe Slalom Technical Committee (PACSLTC), the Paddle Australia High Performance Team (HP), the Paddle Australia Executive and some feedback from the broader Australian canoe slalom community. The Plan is still being developed and currently there are opportunities to provide an update to the canoe slalom community on various initiatives that are being considered. While this Plan has been developed in the shadow of COVID-19, its recommendations and initiatives go further than simply being a response to the pandemic.

**There has already been areas identified as requiring attention which include:**

1. Lack of access to Whitewater. Including (a) access to water at Penrith Whitewater Stadium, and (b) Access to other Whitewater venues
2. Clarify roles within the canoe slalom athlete pathway
3. Create opportunities outside of high performance
4. Minimum performance standards.

Across the Development areas, where possible opportunities were delivered including online meetings, virtual coaching and WhatsApp groups. But as a whole, development was significantly hampered during this period. Time was focused on completing the Slalom Coaching Courses.

Extreme slalom equipment was purchased and it was pleasing to be able to have extreme slalom races delivered as part of the Penrith Open Series. The Penrith Open Series was held over three rounds from February-March.

Jessica Fox, Lucien Delfour and Daniel Watkins were selected to represent Australia at the Tokyo Olympic Games (see Olympic spotlight in this report for full results). Jessica was selected for both the WK1 and the WC1, which made its historical debut at the Tokyo Games.

The three person Olympic team along with self funded athlete Noemie Fox and European based Georgina Collin, were the only Australian athletes who were able to compete in the World Cups prior to the staging of the Olympic Games.

**Moving forward, the key focus for Slalom is:**

- Providing water at Penrith Whitewater Stadium for all interested paddlers
- Holding inclusive national races, training camps and tours
- Recruiting more paddlers to slalom
- Development of slalom coaches
- Recruitment of key canoe slalom high performance staff
- Building our capacity towards 2025 ICF Canoe Slalom World Championships that will be held in Penrith and the 2032 Olympic Games that will be held in Brisbane.



## CANOE POLO

PACPTC has been keeping the discipline moving the last 12 months, despite restrictions and lockdowns providing plenty of last minute challenges to overcome. Canoe Polo looks forward to the return of the local leagues, regional Interclub leagues and National Series of competitions, with greater certainty of successful delivery of events with the reopening of the country, and to celebrate all things Canoe Polo at the 2022 Australian Championships.

### Participation

A significant highlight of 2021 were the 84 athlete nominations received for the 2021 Australian Canoe Polo Squad to compete at Oceania Championships in Hawkes Bay, New Zealand. The squad included a full 20 person naming of U18 men, a U18 female, 35+ women's squads, along with a number of returning champions into the 45+ category.

There is significant energy and movement in the sport, which has brought potential opportunities to boost regional interclub leagues, local leagues and club memberships across the country.

When the Australian Canoe Polo teams last toured NZ in 2017, the squad numbered 55 members across the age categories.

Other highlights included Tasmania's growing participation across their State, with U18 and 35+ women's teams selected for the 2021 Australian championships (ultimately cancelled due to Covid), with a renewed interest in Hobart and inroads into Hobart University. Queensland continues to lead the way with solid growth in junior participation boosted with the introduction of Canoe Polo into an additional school.

### Development

Victoria trialled a permanent playing field for six months at Edgewater, close to the Essendon and Footscray Canoe Clubs that has proven to be successful, even during the continuing COVID restrictions in Melbourne. Victorian Canoe Polo (VCP) are currently negotiating an extension to the trial, with the end goal of turning this opportunity into a permanent facility. Ballarat Canoe Club and VCP are developing a Canoe Polo program, along with permanent fields adjacent to the club on Lake Wendouree, located in the centre of Ballarat.

In New South Wales, a group of interested Canoe Polo members is in the process of evaluating locations and setting for a recruitment and development program with the goal to establish a new Canoe Polo club or group in the Manly area. The group aims to promote and grow Canoe Polo in the Northern region in Sydney. Nowra region has renewed energy to grow Canoe Polo in the region. ACT paired with Big River Canoe Club to run a highly successful Nambucca Heads Canoe Polo competition in June, engaging new and returning members across northern NSW in Canoe Polo.

Western Australia held for the first time in several years a local league, engaging loyal Canoe Polo members, along with several new Canoe Polo players, with Perth Universities again participating in Canoe Polo.

### Performance

Australian Senior Women's and Men's squads formed in late 2019, with training throughout 2020, for selection into the National teams to compete in 2020 World Championships to be held in Rome. Unfortunately, the squads were disbanded following the cancellation of the 2020 Worlds event. A similar journey occurred for all athletes nominating for Oceania and Australian Championships in the year under review.

### Stakeholders

PACPTC acknowledges the support and understanding provided by all stakeholders across the year, in relation to nominations, selections and planning for the Go/No-Go processes for Major events.

There was significant work completed by Canoe Polo members across all regions, on working through the Go/No-Go process for events, along with squad management for the, ultimately, cancelled 2020 World Championships, 2020/2021 Australian Championships, and 2021 Oceania Championships.

### Moving forward

Working with various stakeholders, the PACPTC will focus on:

- PACPTC and NZCPA agreed to continue dialogue for greater region cooperation, increased cooperation for high performance, Oceania planning, and potentially U18 and U21 development.
- State Interclub leagues to be grown across the country and looking to increase the net number of Polo participation clubs and members.
- Focus on developing our volunteers' knowledge base and certifications in coaching, refereeing, and officiating.
- Greater communication and cooperation with our key regional stakeholders in the State Chairs and committees, for the coordination and focus of the sport across the country.



## WILD WATER

COVID 19 has had a huge impact on Wildwater with the 2021 Nationals rescheduled and moved several times and ultimately unable to be held because of border closures and water availability. Many of our athletes have been impacted with training restrictions due to travel distances to water, gym closures or limited access to coaches.

Works to the rivers where Wildwater is raced in Tasmania has seen events moved to Victoria for the 2022 selection races.

Australian based athletes were unable to travel internationally due to the border closures. This meant there were no Australian representatives able to travel overseas to attend the World Cups or World Championships. Unfortunately, this has resulted in Australia's elite wildwater athletes having no racing internationally for the last two years.

Georgina Collin, Australian athlete based in Europe was able to participate in the Wildwater World Cup 1 and 2 in WK1 and achieved a great 12th place finish.

### Participation

Western Australia has increased participation at its State events with the State Championships having 78 participants.

Victoria has developed a calendar of events across the year to further promote racing, unfortunately the majority were cancelled due to COVID restrictions.

Tasmania has conducted a number of events throughout the year with a strong focus on the development of younger athletes.

### Moving forward

The focus for the Wildwater Technical Committee has defined success over the next three years as achieving the following outcomes:

- A rolling national calendar of events between states that includes training and racing opportunities
- Over 100 participants at the nationals that would include training opportunities and post race recreational opportunities
- Australia being able to have full teams across all categories, to achieve this we recognise that training and coaching will be fundamental
- The performance of the Australian Athletes at World Cups and Championships is improved with athletes finishing in the top half of the field, and some of our athletes finishing in the top 10.





## OCEAN RACING

The 2020/21 Ocean Racing Season was hampered by the COVID 19 travel restrictions with the 2021 National Championships in Perth being cancelled. This was after Paddle Australia (PA) and Australian Outrigger Canoe Racing Association (AOCRA) had announced plans for an ocean racing collaboration for 2021. Under this collaboration AOCRA, the national sporting organisation for outrigger ocean racing, was to host the 2021 Paddle Australia Canoe Ocean Racing Championships, in conjunction with AOCRA's Ocean Downwind Series 2021 Race 4. Both national sporting organisations offer ocean racing competition pathways for their respective canoe disciplines being; outrigger canoes and ocean skis. Both PA and AOCRA collectively recognised the value in offering a quality event for both canoe disciplines to compete in the one ocean racing competition.

While the national championships were cancelled, some states managed to deliver a number of their usual series races, and some states introduced new races.

Ocean Racing is still growing in all states with the only thing holding it back is the availability of new ski's with the interruptions of manufacturing and container freight transport.

### Moving forward

- Safety for all taking part in the sport
- Development of Coaching
- 2022 National Championships
- Organising the ICF World Championships scheduled for 2023 to be held in Western Australia.





## MARATHON

The Paddle Australia Canoe Marathon Technical Committee has not been able to hold a National Championship since May 2019, primarily due to the inability of all attendees to travel freely – a precondition of such an event.

That is not to say that attempts haven't been made, and thanks must go to Paddle Victoria for the considerable time and energy invested in preparing for both the 2020 and 2021 Championships, only to be thwarted by COVID on both occasions.

Further impacts were felt with the inability to travel internationally and for paddlers to represent Australia. As most of the world starts to return to a level of normalcy, Australia sits a lot further behind restricting attendance at international level competition. The last Canoe Marathon World Championships attended by Australian athletes was 2019 in China.

State Associations are to be credited with the continued efforts of encouraging and holding events when possible. Many had the State Championships cancelled or postponed. State representatives have reported a slight decrease in participation at organised events as restrictions in each State varied from time-to-time depending on the situation in that state.

Paddle Victoria executed Plan B after the 2021 PA Canoe Marathon Championships were cancelled. The inaugural "Frank Harrison Interstate Marathon Challenge" was held with paddlers from New South Wales, South Australia, and Victoria. Single events saw 85 paddlers compete and in the doubles on the following day there were 89 participants. Victoria won the inaugural Interstate Marathon Cup.

Some states encouraged paddlers by developing virtual races. The success of these were lower as the restrictions within the states were either raised or lowered.

Opportunity for development has also been impacted. States have been encouraging members to undertake online courses for officials and coaches offered by PA.

### **The PACMTC will have much to consider going forward, including but not limited to:**

- Planning for future national championships from beyond 2023
- Planning to send teams to World Championships and hopefully World Games (if ICF permit)
- A review of the Canoe Marathon Official's Course, adding a practical component that can be delivered by the States
- Reconnecting with Oceania Federation and plan for Oceania Championships
- Reviewing and redesigning Canoe Marathon strategies for the coming years.



## VALE - JOE ALIA

This year the paddling community of Australia lost a very respected, passionate, dedicated, and enthusiastic paddler and volunteer (official and administrator). Joe was a member of the Paddle Australia Canoe Marathon Technical Committee (PACMTC) for near on a decade however had an unofficial role for slightly longer. During this time Joe earned his ICF Canoe Marathon qualification and attended several Canoe Marathon World Championships.

Joe contributed to the PACMTC over the years with future strategic planning and took a major role in the review of the Australian Canoe Marathon Competition Rules. During planning sessions and committee meetings Joe was not afraid to express passion for the development of the sport for all involved – paddler, coach, official and volunteer. Joe held the folio of Safety Officer on the PACMTC.

Joe's involvement in paddling has spanned nearly fifty years, being introduced to Fairfield Canoe Club by a school friend, after initially participating in the Murray Marathon on a home-built raft.

Joe participated in canoe marathon and dragon boating, competing both nationally and internationally on a number of occasions before he turned his talents to coaching. Joe contributed significantly to the development of paddling in Victoria and had a long involvement as coach with Trinity Grammar.

Joe demonstrated his commitment to paddling as a member of the Paddle Victoria Canoe Marathon Committee for approximately twenty years. Joe led the committee as Chair for a good portion of those years and subsequently as Deputy Chair. Joe had a uniqueness in his ability to see a person's quality and abilities, and ultimately recruit such.

The PACMTC were shocked and saddened by Joe's sudden passing and pass our thoughts and sympathy to Joe's partner Connie and their extended family.



The COVID-19 pandemic has impacted people's daily lives and Paddle NSW's (PNSW) operations and activities over the past 16 months. Paddle Australia, the SSOs, affiliated clubs and members continue to respond to health orders and local restrictions in a responsible and vigilant manner.

The paddling community is close-knit and looks after each other. PNSW extends its sincere gratitude to Sport NSW and NSW Office of Sport for their outstanding leadership, and just as importantly to the club office-bearers who enable PNSW members to participate when they can, and stay connected for well-being purposes when we are unable to congregate. We are stronger together.

## STRATEGIC PILLARS

Annual membership with PNSW continues to grow, in the last year increasing by 15% to 2,190 members. While direct membership to PNSW declined, in positive news a large proportion of those former direct members were influential in elevating club membership growth by 20%. Given restricted group paddling activity for a significant amount of time, it is quite evident that clubs offer more than just races and events. Bonding and a sense of community are greatly valued, and cannot be under-estimated in today's society.

In 2020/21, PNSW recorded 44 affiliated clubs, and welcomed newly-formed Western Sydney Whitewater Club, based at Penrith. The PNSW AGM and Club Forum was for the first time conducted online, with 31 members in attendance.

PNSW would like to thank all club office bearers and volunteers who contribute so much at the grassroots level. Many clubs are proactive and seek funding from government and corporate sources to improve their

facilities and opportunities for their members.

With lack of competition for part of that reporting period, PNSW revenue was bolstered by a recovery grant from NSW Treasury, thanks to the NSW Office of Sport. PNSW remains in a comfortable position to serve our members and the paddling community across NSW and ACT.

Despite COVID lockdown for a significant amount of time, all the Paddlesport Committees have performed with a high level of passion, professionalism and dedication. PNSW's gratitude is extended to each organising committee, host club and all the volunteers for conducting outstanding events in the past twelve months. The PNSW State Series and State Championships were conducted safely, fairly and professionally as always.

The PNSW Environment Committee, under Bron Powell's leadership, goes from strength to strength. Lynn Parker, with her hard-working team, continues doing a magnificent job coordinating all the education and training courses throughout NSW and ACT, and Margi Bohm enthusiastically oversees our coaching administration.

PNSW values the close relationship shared with NSW Maritime regarding industry safety issues. PNSW greatly appreciates the annual \$20K Sports Development Grant from the NSW Government, and the strong relationship with NSW Office of Sport and the Minister's Office. Sport NSW is the voice for all SSOs and we acknowledge the great advocacy work performed by them on our behalf.



### FOCUS AREAS & INITIATIVES

The Board and sub-committees are constantly improving the paddling environment and opportunities. Some projects commenced or on the drawing board include:

- Promotion of female leadership opportunities (Free of charge coach and instructor courses in 2020) continues with Leadership Workshops being facilitated by Ian Resavac.
- Financial incentives for affiliated clubs to grow their membership base.
- The sustainability of the PaddleSafe App and Waterways Guide is operated by PNSW and the PNSW will seek other funding opportunities for maintenance purposes, and to develop the Android version.
- Working closely with NSWIS to develop a first-class facility at Narrabeen for adaptive paddling.
- Diversity and Inclusion is at the forefront of all planning, both at state and club level. PNSW are delighted that Darren Forbes accepted the invitation as PNSW Indigenous Advisor. Darren is driving the development of our Reconciliation Action Plan, to be shared with PA and other SSOs upon completion.
- PNSW continues to monitor potential infrastructure projects with clubs and paddlesports, including identification and ranking with NSW Office of Sport for funding opportunities.
- Our advocacy work continues, including partnerships with Outdoors NSW / ACT and Sports Environment Alliance.
- Students from Macquarie University are assisting us with two projects. The first project is understanding our club capacity and interest to cater for adaptive paddlers, and then to empower that capability. The second is improving our education network, leading hopefully to mentoring opportunities.



Paddle Queensland's (PQ) main goal for the year was to increase its profile across the paddling landscape and ensure the physical and mental wellbeing of all paddlers was maintained during the COVID-19 pandemic. Through the tireless efforts of the office, board, technical committees, member clubs and volunteers, the paddle community was able to flourish in very trying conditions.

PQ was able to return to its participation programs in September and delivered 50 programs to over 650 members of the community. PQ's technical committees were able to deliver 15 events allowing over 1000 paddlers to develop their skills and abilities leading up to the State Championships.

The depth of Queensland's talent was on full display across five State Championships that saw 500 paddlers compete for the right to take their place on the dais. Following the State and National Canoe Sprint Championships, 11 paddlers proved they met the performance standards and were selected into the QAS Development, Junior World Championship or National Development Squads.

## PARTICIPATION

Following the easing of community restrictions, from September 2020 to June 2021, PQ's guides delivered more than 50 programs to over 650 residents on behalf of the Brisbane City Council, Moreton Bay Regional Council and the Boondall Wetlands Environmental Centre.

The Broken Paddle Canoe Club, Currumbin Creek Paddlers Club, and Elanora State High School utilised the PQ Development Kayaks to run Learn to Paddle Programs. Pleasingly, the first Sporting Schools Canoe Polo program was run for 30 students from Years 7-9.

## DEVELOPMENT

The **2020 Pacific Coast Virtual Series** was developed to keep our members focused on the joy paddling provides. At the end of each month each of the paddlers best times were supplied for distances of ten and five kilometres. The series consisted of six rounds between May to October receiving over 900 entries.

The **Pacific Coast 10k Series** consisted of three races held across Southeast Queensland from August to October. Hosts of the Series included Sunshine Coast Paddlesports Club, Brisbane Paddlers Club and Currumbin Creek Paddlers Club with over 200 paddlers supporting the two events (round two was unfortunately cancelled, due the COVID restrictions).

**PaddleFest** returned in December consisting of a Community Learn to Paddle day followed by the State School Canoe Sprint and Canoe Marathon Championships with over 200 paddlers taking part. Canoe Polo demonstrations were also held on Sunday.

The **Pacific Coast Marathon Series** returned in 2021 and consisted of five races held from May to September. Host clubs included Currumbin Creek Paddlers Club, Sandgate Paddlers Club, Brisbane Paddlers Club, Wynnum Redlands Canoe Club and Varsity Lakes Paddlers Club with more than 370 paddlers supporting the series. Unfortunately, the COVID pandemic impacted the series forcing the cancellation of Round 4.

A restructure of the Flatwater Technical Committee was undertaken to refocus on each discipline.

## PERFORMANCE

The inaugural PQ State Canoe Ocean Racing Championships was held on the Gold Coast in November and supported by 80 paddlers with Georgia Laird and Dan Collins taking line honours.

The 2021 State Championships returned to Lake Kawana on the Sunshine Coast in February, for the first time since 2015.

The Canoe Sprint Championships were held on Saturday and attended by over 350 people, with 119

paddlers competing across 63 events. The Canoe Marathon Championships were held on Sunday and attended by over 250 people with 84 paddlers competing across 10 events.

The Canoe Polo State Championships was attended by over 100 people, with five teams competing across seven rounds of play with the Brothers Canoe Club winning both the Men's and Mixed Open divisions.

Due to the impacts of COVID the 2021 Paddle Australia Canoe Marathon Championships were cancelled.

Following the success of State Championships in February, PQ's State Teams attended the Paddle Australia Canoe Sprint Championships at the new home of West Lakes in South Australia. Queensland paddlers achieved another outstanding performance and collected 21 Gold, 18 Silver and 10 Bronze medals.

### SUSTAINABILITY

Through the efforts of the paddle community, four new clubs affiliated with PQ, membership increased by 14 percent, 47 coaches and officials gained or renewed their qualifications, 156 assessors, instructors, guides or supervisors gained or renewed their qualifications and almost \$30,000 in grants was secured, ensuring the sustainability of PQ.

During the year PQ was pleased to welcome Hervey Bay Outrigger Canoe Club, Mooloolaba Paddlers, Noosa Outrigger Canoe Club and the Gold Coast Outrigger Canoe Clubs as the newest affiliated clubs. PQ conducted 31 member club health checks to discuss their top-three goals and identify how PQ can support the Club's achieve their vision.

A new home storage facility was secured for PQ's equipment at Coomera Lake. As part of the agreement fence signage will be provided to profile PQ's services to the visitors at one of the Northern Gold Coasts most frequented parklands.

### STAKEHOLDERS

To increase PQ's profile, the previous masthead 'QANOE' was relaunched to 2,845 subscribers achieving an average open rate of 35 percent over 24 campaigns. Across social media channels PQ's Facebook page grew by a modest 7 percent in followers, the Pacific Coast Paddle Series page achieved a 12 percent increase with PQ's Instagram page achieving 31 percent increase in followers.

PQ launched the Logan and Albert River kayak pontoon upgrades, working closely with the Logan City Council.

### EXTERNAL INFLUENCES ON PERFORMANCE

PQ's goals were heavily impacted due to the community restrictions in place to reduce the spread of COVID throughout the State. As restrictions start to ease and borders open, the community's confidence will return as well as interstate travellers which will see more people get back on the water.

### MOVING FORWARD

PQ is focused on delivering Our Vision of 'A united paddling community' through the defined objectives and initiatives of the 2020-2024 Paddling in Australia Strategic Plan.

PQ is committed to ensuring the highest level of support, service and member satisfaction is provided to our community through upholding Our Values of 'Collaboration, Inclusiveness, Transparency and Excellence' as we continue to develop frameworks to improve the knowledge and skills across our community.





## **STATE REPORT**

Paddle South Australia was fortunate that the impact of Covid was not as dramatic here as in some other states. However, its ramifications still affected a number of community, education, competition and recreational activities. Nonetheless, PSA still accomplished many positive achievements over the past 12 months.

Paddle SA were particularly proud to have had three local athletes selected to represent the State at the Tokyo Olympics - Catherine McArthur in the women's K4, and Bernadette Wallace and Josephine Bulmer in the new event of Women's Canoe. And the Olympic Team Canoe Coach, Cristi Florian, is also a member of the South Australian paddling family.

The annual sprint regatta series and the winter Long Distance series were successful, and the Marathon Canoe Club managed to complete the Murray 200/100, in spite of limited interstate competitors due to the impact of Covid. Unfortunately, Canoe Polo has really suffered in the pandemic environment.

Paddle SA also successfully hosted the National Sprint Championships in May, after the event was transferred from Sydney at short notice. A big thank you to Lucy Warhurst and her team for making it happen, but also a massive thank you to our local team of volunteer helpers and officials, and our event sponsors.

Despite a loss of government funding earlier this year, Paddle SA remain committed to our Disability Support Paddling Program. A big thanks to program coordinator George Hucks and his assistants for their ongoing dedication to supporting people of all abilities to paddle safely on the water.

The Paddling Trails SA program has continued to flourish, and is a shining jewel in the crown for us. Sincere thanks goes to the dedicated efforts of board members Meredith Blesing and Eddie Andriessen on this project, and they have received great support from past PSA director Lawrie Shem.

This initiative has assisted PSA to engage with a new recreation marketplace, and has also led us into significant partnerships with SA Water, DEW, the National Parks and Wildlife Service, and the Caravan and Camping Association of SA, among others. PSA were engaged to manage the opening of the Myponga Reservoir to on water activities in March, and will return in a similar capacity in December this year for the opening of the Happy Valley reservoir.

The opening of the reservoirs for recreational use addresses a key pillar of the Strategic Plan, providing people with access to new waterways. It also allows us to promote PSA brand in more diverse areas. PSA has received government funding support to establish an all abilities access ramp on the Murray River, and consultation continues with SA Water on the provision of similar facilities on a number of reservoirs.

Like all SPAs, PSA continues to support Paddle Australia with the ongoing rollout of the UPM model. Whilst this has placed additional workload on our limited resources, progress to date has had a positive impact on the governance and day to day administration of the sport.

Education programs continue to be a good income stream for PSA. Our Education and Safety Technical Committee is to be congratulated for leading the charge nationally on both the high volume of candidates accessing accreditation programs, and the consistently very high standards of training provided.

Membership demonstrated an encouraging growth spike in the past 12 months, and our events, education courses, Come 'n Try and school holiday program initiatives all flourished within our club and committee networks. Adelaide Canoe Club deserves a special mention for its focused program on safety education and sea skills training.

PSA has actively encouraged the training and development of club coaches, with a good number of candidates completing their Introduction and/or Foundation Coach accreditation this year. The PAQS leadership courses also continue to be well supported

The junior development pathway has been restructured in line with the national model, and clubs are actively working with their coaches to support pathway strategies. PSA are underpinning the club coaching framework through athlete co contribution payments.

Whilst club membership numbers have shown pleasing growth over the past 12 months, Paddle SA continues to express concerns that PA Direct Membership in its current format is counterproductive to ongoing club growth and sustainability.

Paddle SA facilitated a club forum earlier this year, which was attended by Paddle Australia CEO Phil Jones. PSA will continue to provide opportunities for two way exchanges of information and knowledge sharing, which includes the development of social media networks to better service members.

Covid, coupled with a restructure of government funding programs, have had negative effects on our ability to meet certain KPI's.

Nevertheless Paddle SA retain a positive outlook, and plan to focus our efforts in the following key areas over the next year:

1. Education and Safety, across all sectors and disciplines
2. The reinvigoration of Canoe Polo
3. A full review of key policies and governance procedures
4. Continue to foster gender equity throughout our organisation
5. Develop a roadmap to address recruitment, retention and recognition of volunteers.



The 2020-21 year has been successful for Paddle Tasmania and its affiliated clubs despite the early impacts of COVID. Paddle Tasmania prepared a return to paddling plan for the state and engaged closely with the Tasmanian Government and clubs to ensure that paddle activities could be resumed safely and that Tasmanian specific restrictions and requirements were implemented.

Clubs quickly resumed paddling activities including recreation and competition, and membership bounced back strongly with 458 members across the four affiliated Clubs. Although significant COVID restrictions in Tasmania were relatively short compared to other states, the effect seems to have been paddlers having a renewed appreciation for social interaction and actively re-engaging with their clubs and events to a greater extent than pre-COVID.

At a State level, Paddle Tasmania resumed its strong paddle education program, ultimately running 20 PAQS courses with 125 participants and a further two coaching courses for 8 participants.

## PARTICIPATION

Club membership increased slightly (up 6%) compared to 2019-20 despite COVID. Paddle Tasmania Club Members represent around 6% of total Paddle Australia membership, despite Tasmania only having 2.1% of Australia's population.

Youth programs have continued to expand through the Slalom Stingers program and a primary school targeted "Paddle Discovery" initiative. Specific 'Come and Try' programs for older paddlers have been run successfully, bringing both young and more mature paddlers into the sport.

Paddle Tasmania's education program has focussed strongly on the greatest areas of demand and delivered formal skills training for 125 paddlers, including 26 people undertaking Instructor level courses, supporting them to support increased participation in paddling.

Work around paddling facilities has continued at the Tasmanian Canoe Club's Forth canoe course to improve in-water features and the overall usability of the site. Additionally, Derwent Canoe Club has

continued work at the Brady's Lake Whitewater Course, making the course safer and more usable. Tamar Canoe Club has secured access to a flatwater Canoe Polo site which is enabling greater training and competition opportunities and reducing the cost and restrictions imposed by hiring indoor swimming pool facilities.

The Tasmanian Canoe Club has also negotiated with Parks Tasmania for works to remove log hazards from the Mersey whitewater course, improving useability and safety.

## DEVELOPMENT

The main formal pathway activity has been in Slalom and Canoe Polo disciplines. The Slalom Stingers program run by the Derwent Canoe Club provides structured introduction to Slalom and to whitewater paddling, with high quality coaching and regular camps. The Tamar Canoe Club is providing a similar pathway activity for Canoe Polo and has strong junior engagement as a result.

In a slightly different approach, the Tasmanian Canoe Club has implemented a Kayak School model to give new paddlers a longer introduction to paddling than a traditional, short 'Come and Try' program, with the intent that the greater support will deliver greater retention in the sport and conversion to memberships.

Paddle Tasmania also implemented and supported an Introduction to Coaching course and a Foundation Coach – Slalom course. Uptake on these was disappointingly low but will be further promoted in the coming year.

Paddle Tasmania has also supported and encouraged Clubs to ensure their non-paddling volunteers take out Volunteer Membership and that Tasmania's skilled event officials are recognised as such, even where formal qualification frameworks do not exist.



## PERFORMANCE

Tasmania has maintained a strong position in both Slalom and Canoe Polo. In Slalom Tasmania supported one Olympic Slalom Team athlete (Daniel Watkins), two other Senior Australian Slalom Team representatives (Kate Eckhardt and Demelza Wall) and junior Slalom representation at national team and development squad level. In Canoe Polo, a number of Tasmanian paddlers were selected for the Oceania Canoe Polo Championships which unfortunately did not proceed due to COVID.

## SUSTAINABILITY

Across various Club activities and events, and Paddle Tasmania education courses, paddling has been promoted extensively across the State with positive traditional media stories and extensive social media activity.

Paddle Tasmania has also supported Clubs to better use the GoMembership Events and Membership functions to achieve more efficient club administration and ensure greater income through better event entry systems and control of non-member entries.

Through 2020-21 a number of environmental initiatives have been implemented by Clubs and Paddle Tasmania. The Derwent Canoe Club partnered with an NRM group to progressively remove willow infestations from the Tyenna River in Southern Tasmania, whilst the Tamar Canoe Club developed a proposal to improve the environmental flow regime in the South Esk River through Cataract Gorge. This "Variable Flow Proposal" has been adopted by Paddle Tasmania and is being promoted to the Launceston City Council, NRM groups and Hydro Tasmania who control flows in this section of the river.

Paddle Tasmania has also engaged with a new body, the Tasmanian Rivers Alliance, to promote improved water management for the environment in Tasmania's rivers which are affected by hydro-electric generation operations and diversions and increasingly by irrigation extractions. Paddle Tasmania continues to engage with Hydro Tasmania to increase river flows for paddling which also has environmental benefits.

The Tasmanian Canoe Club has also continued its engagement with the Mersey Catchment committee to improve management of the Mersey/Forth water catchment, and with Parks Tasmania regarding management of the Mersey Whitewater course. Paddle Tasmania has also been involved in the review of the Tasmanian Government's Mersey Water Management Plan to promote increased flows in this important river to benefit both recreation and the environment.

## STAKEHOLDERS

Paddle Tasmania continues to engage with key State stakeholders including Hydro Tasmania, which provides regular controlled water releases for four significant paddling venues (Forth, Mersey, Brady's and Broken Bridge) and several releases each year on Cataract Gorge.

Paddle Tasmania has maintained engagement with Parks Tasmania through the Tasmanian Canoe Club. Parks Tasmania manages the Mersey Forest Reserve and the Whitewater course flowing through it and the Tasmanian Canoe Club have commenced discussions on a formal Memorandum of Understanding regarding use of the site.

Work has also continued with the paddle industry, in particular with the rafting industry to develop raft-guide training and to increase river-rescue training following the exit from this area of TAFE Tasmania. Continued work with the West Coast Council also occurred to develop training in the area to support the growing whitewater rafting industry on the West Coast.

The Derwent Canoe Club have worked with the industry, partnering with a local Ocean Ski retail and training business in the running of the ocean race series that resulted in increased participation.

### EXTERNAL INFLUENCES ON PERFORMANCE

The COVID-19 lock-down, although brief in Tasmania, impacted both competitions and education programs. Interstate paddlers were unable to travel to Tasmania for a range of competition events, reducing the event size, income and viability with Tasmanian competitors unable to travel interstate for competition.

Similarly, Tasmania regularly attracts interstate participants for whitewater education programs, most recently for Packrafting training. A significant number of course registrants have had to withdraw due to their state lockdowns or Tasmanian border restrictions, resulting in course cancellations or size reductions.

### MOVING FORWARD

In 2021-22 Paddle Tasmania will focus on maintaining a comprehensive statewide calendar so all paddlers can easily know what activities are available and when. Additionally, further development of the Paddle Education program offerings will continue, including to help meet the paddle industry's needs.

Advancing the River Wave projects' research components will also be a high priority to enable business cases to be put to local and State Government as well as land and water managers for infrastructure developments.

A strong focus on river health and water flows for recreation and the environment will continue through membership of the Tasmanian Rivers Alliance. Paddle Tasmania will also pursue reforming the Constitution to ensure it is fully aligned with State legislation via the state's Model Rules.



The successful features of the year 2020-21 are members, clubs, disciplines, and staff maintaining their planning, adapting to changes and showing resilience in the face of cancellations.

Despite the high levels of cancellation, paddling as recreation and exercise continued, resulting in paddling clubs seeing an increased membership. Activities on rivers and waterways have increased as people turned to outdoor recreation and adventure close to home.

The social and psychological benefits of paddling have never been more important than in these difficult times.

The Facebook Club forum has connected clubs, via sharing their approaches and successes. Fresh energetic new club committees have been given great support from experienced club committees.

Paddle Victoria's long term work to develop fun programs for children has been rewarded with the signing of an MOU with the YMCA Vic to run the Paddlepower Program throughout school camps. Thousands of Primary School children will be introduced to water safety and the fun aspects of paddling through this program.

## **PARTICIPATION**

Paddle Victoria's numerous participation programs were limited to a three month window due to lockdowns. Despite this, Paddle Victoria staff led organised participation programs to record attendances of over 1200 participants.

Clubs achieved high numbers at introduction programs and through new approaches to get more young people into paddling.

Previous consultation with Melbourne Water on the Imagine The Yarra Plan has contributed to the improvement of access to the Yarra at Templestowe. Use of natural stone materials to form steps and access points has enhanced the site for all paddlers. Regular slalom training and recreational paddlers are enjoying the site, with the improvements increasing participation at the site for all paddling activities.

## **DEVELOPMENT**

Supporting the training of officials and volunteers was limited to online activities throughout the year, with the Introduction to Flatwater Coach course online seeing high uptake. Disciplines such as Canoe Polo have worked hard to train new officials to enhance the consistency at their competitions.

Disciplines have all developed different competition formats and classes to attract and retain competitors, with the two consistent themes of making events fun and engaging young participants.

Paddle Victoria has worked with landholders to enhance paddling sites for competitions and recreational access. Accessibility remains a high priority for all sites, to ensure paddlers with different levels of ability can access these sites. Parks Victoria and waterway authorities throughout Victoria have consulted with Paddle Victoria to develop access at many new sites.

## **PERFORMANCE**

COVID restrictions unfortunately saw high level competition for Victorians almost non-existent. Wherever Victorian paddlers were able to attend the national competition, there was a large uptake from young and often newcomers to competition.

The Paddle Victoria Sprint Team that attended the Australian Sprint Championships in Adelaide was a larger and younger team compared to previous years. Paddle Victoria Sprint has worked hard to bring paddlers and their coaches together through forums and group training, which resulted in a strong team spirit that supported the young paddlers. All the other disciplines saw their national championships cancelled.



## SUSTAINABILITY

Paddle Victoria has maintained regular consultation and contact with government departments to the sport and advocate for the safe nature of paddling activities.

Paddle Victoria has assisted and encouraged clubs to use the Go Membership system to reduce the workload on club administrators. Assisting clubs through the ever-changing COVID regulations has emphasised the importance of supporting clubs in the interpretation of the regulations.

Recognising the importance of promoting paddling, Paddle Victoria worked on achieving funding for a dedicated communications position. The role was funded, and an appointment made late in the financial year.

## STAKEHOLDERS

Paddle Victoria continues to consult and advocate with authorities such as Parks Victoria, Melbourne Water, regional water authorities and local government. Paddle Victoria appreciates the support for paddling activities on waterways controlled by these authorities.

Due to everchanging COVID requirements, guidance and assistance from Sport and Recreation Victoria and Sport Victoria has been greatly appreciated. Paddle Victoria continues to work with mutually beneficial partners to promote paddling opportunities.

## EXTERNAL INFLUENCES ON PERFORMANCE

The lack of permanent infrastructure such as clubhouses, reduces the ability to activate paddling sites. Additionally there is increasing complexity around the usage of public land, making approvals increasingly difficult.

The low success of securing paddling infrastructure, such as shared white-water facility, continues to impact Victorian paddlers. Competition of usage with motorboats creates safety issues and often limits the ability to run events, with Paddle Victoria advocating for more dedicated zones of non-powered vessels to increase safe paddling participation.

Societal changes in attitudes to traditional volunteering limits the amount of active coaches and leaders available to support the ongoing skill sharing and safe induction paddling.

## MOVING FORWARD

As the State and country continues to open up post COVID lock downs, Paddle Victoria will work to support the re-opening of activities and increase interest in paddling. All disciplines have plans to deliver either cancelled national events or high level interstate events.

Paddle Victoria recognises that Clubs will need to be supported to take on new members, and there will also be challenges supporting our volunteers who have endured difficult times. Paddle Victoria's enhanced digital communication capability will help unite our paddling community and promote the benefits of our sport.



It was a successful year for Paddle Western Australia (PWA), who welcomed three new Club affiliates during the reporting period. As Australia prepared for the Tokyo Olympic Games, WA was thrilled to have two members, Jaime Roberts and Shannon Reynolds, selected as part of their first Olympic Games team.

The planning, provision of funds and completion of the State Slalom Centre at Ascot within the previous 12 months is a great credit to Sue McDougall (AKC Vice President), the slalom discipline committee and Ascot Kayak Club. While there were some initial setbacks, these were alleviated by local state government member support as well as the dedication of the group to develop an excellent facility for PWA members and the paddling community in general.

## DISCIPLINES

In Western Australia, across all disciplines there are approximately 47 events held throughout the 12 month period that are well supported by all PWA members, the wider paddling community. These were all delivered under the Liveligther banner.

The positive attendance at events is a credit to the huge work delivered by the Discipline Chairs and respective committees who work tirelessly to provide well delivered events and opportunities for PWA members.

## PROGRAMS

PWA was pleased to be able to deliver a number of paddling events throughout the year that saw an impressive 3719 participants take part.

PWA delivered the very successful Women of the Avon participation program which is designed for women of all abilities in paddling. The program aims to equip women with the skills that gives them confidence, and with support from other women, are offered a positive introduction to whitewater.

The Masters Women's program, delivered by Ramon Andersson and Jesse Phillips, was another positive participation initiative that received significant uptake. Participants who took part in the course were able to access training and technique tips to give

them the skills needed to take part in the State Sprint Championships. As a result, 95% of the women who took part (24 in total) competed at the State Championships, having previously never competed in a sprint event. The program also provides an inbuilt network where the women were able to support each other through the journey.

## DEVELOPMENT

The Paddle Academy delivered its best financial year. This is despite that for the months of March to June 2020, no sessions were able to be delivered due COVID.

The Paddle Academy is in a strong position with more than 865 students participating in the last year. This included 19 schools, which required those schools to make a commitment of taking part in the 4-6 week session.

The WASP'S sprint and slalom squads continued throughout the year. In addition, the WAIS sponsored TID squad selection continued with Bayswater and Champion Lakes hosting last season's programs, with Ascot set to host the upcoming season.

PWA education programs are also in a strong position, with 345 people taking part in 60 PAQ's courses.

## PERFORMANCE

The Western Australia paddle community congratulates Shannon Reynolds and Jaime Roberts for their selection onto the Australian Olympic Team for the Tokyo Olympic Games. Both athletes are fantastic ambassadors for Western Australia paddling and great female role models in a sport that is fortunate to give opportunities for women and men. With two athletes selected to the team it demonstrates that the elite section of the athlete pathway is strong, thanks to the leadership of Ramon Andersson over many years.

It has been pleasing to see throughout the year many long-standing records broken by PWA members in Western Australia events and the Avon Descent.

## SUSTAINABILITY

PWA has pleasingly received several enquiries from groups wanting to affiliate with PWA.

Andrew Crothers continues to remotely coach paddle athletes in East Java in preparation for the Papua New Guinea National Games (PON), which will be held in October 2022. With Andrew's great work in the international coaching scene and his great job with the TID Program, Andrew was named National Club Coach of the Year.

## STAKEHOLDERS

Despite a difficult year, PWA has been very well supported by the State Government, LotteryWest and Department of Local Government, Sport and Cultural Industries.

Additionally, the support that PWA has received from Paddle Australia and its staff has been exceptional and has made Paddle as an organisation better.

When it comes to volunteering Paddle is a fortunate sport to have so many amazing volunteers at all levels of the sport including Club, discipline, and event levels. There are so many volunteers willing to be called on at the last minute to step in and help out.

## EXTERNAL INFLUENCES ON PERFORMANCE

Not having a whitewater park in Western Australia significantly impacts the slalom discipline, resulting in all slalom athletes being forced to relocate to the east coast states to further their progression in the pathway. It also has an impact on whitewater and freestyle paddlers as well.

Given the large geographical spread of Western Australia and natural resources, including limited inland water, WA can be a challenging state to service for introduction paddlers.

## MOVING FORWARD

A key focus is to secure a whitewater park that would be a game changer for the sport as well as for Western Australia.

More young people taking part in paddling is critical for the state, with a disparity amongst Clubs in terms of the number of junior members. Our goal is to get more juniors into a wide range of Clubs.

Diversifying the delivery of events to provide more regional opportunities is also a priority, in particular in the sprint regattas and marathon events.

Recreational paddling in Western Australia is strong and PWA wants to engage those participants that are currently not members.

Building on the success of the Paddle Academy to deliver sessions in schools with pools. This will facilitate schools that are having problems getting permission for their students to leave the school grounds and for the other schools the need to hire buses.





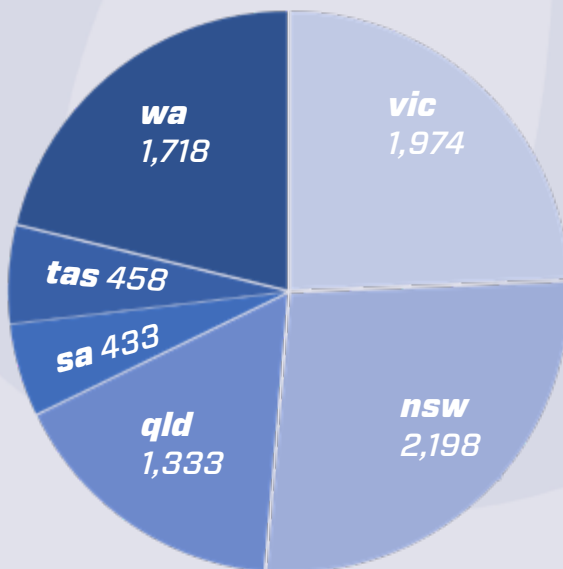
## OUR MEMBERS

### NATIONAL TOTAL

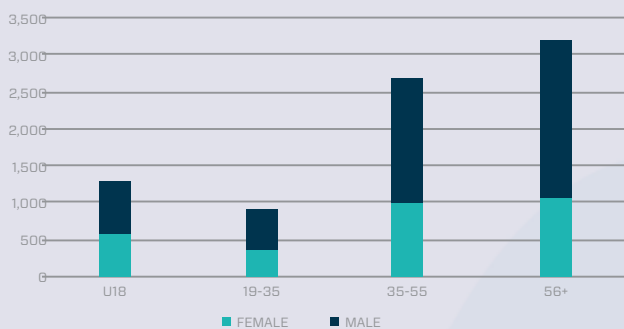
**8,105**  
members

**6,966**  
previous total

### STATE BREAKDOWN



### AGE BREAKDOWN



### GENDER



**3,077**  
females

**5,028**  
males

### GENDER: STATE BREAKDOWN

	F	M	F%	M%
NSW	784	1,405	36%	64%
QLD	522	811	39%	61%
SA	182	251	42%	58%
TAS	147	311	32%	68%
VIC	781	1,193	40%	60%
WA	661	1,057	38%	62%

### MEMBERSHIP TYPE

SENIOR MALE	4188	VOLUNTEER FEMALE	117
SENIOR FEMALE	2359	TRIAL MALE	15
JUNIOR MALE	708	TRIAL FEMALE	5
JUNIOR FEMALE	594	COMMERCIAL MALE	6
VOLUNTEER MALE	111	COMMERCIAL FEMALE	2

### RETENTION

**4,914**  
returning

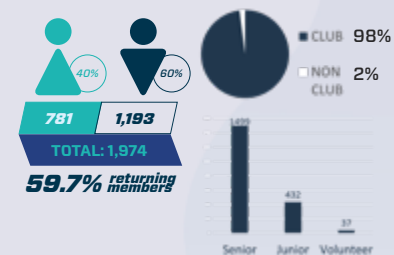
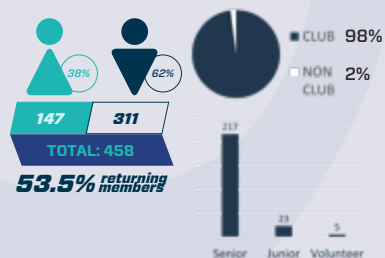
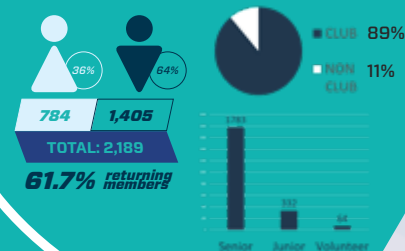
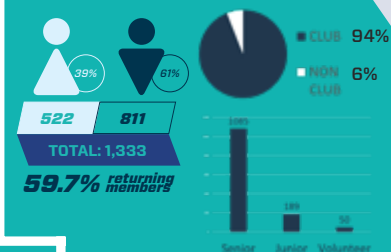
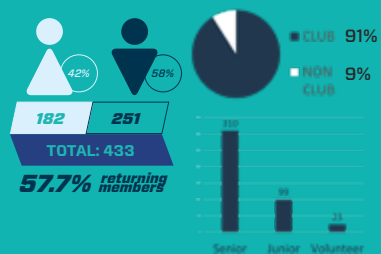
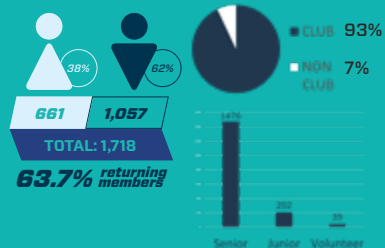
**3,191**  
new members

RETAINED SENIOR	73.2%	RETAINED MALE	72.6%
RETAINED JUNIOR	63.3%	RETAINED FEMALE	67%
RETAINED VOLUNTEER	51.4%		

# OUR MEMBERS

## STATE BREAKDOWN

40



# OUR PEOPLE

## BOARD

President and Chair	Ms Andrea McQuitty*	Elected President & Chair 12 November 2016
Director	Ms Connie Todaro*	Elected 12 November 2016
Director	Ms Cynthia Coward*	Elected 3 November 2018
Director	Dr Lisa Gowthorp*	Elected 3 November 2018
Director	Mr Jeremy Moller*	Appointed 5 October 2019
Director	Ms Susan Eaves*	Appointed 30 October 2020
Director	Mr Rob Pickering*	Appointed 30 October 2020
Director	Mr Simon Traynor*	Appointed 30 October 2020
Director	Mr Andrew Trim*	Filled Casual Vacancy 30 October 2020
Director	Mr Tony Haines	Retired 30 October 2020

\* Denotes current Director at 30 June 2021



# OUR PEOPLE

## LIFE MEMBERS

Mr Os Brownlee	1971	New South Wales	*
Mr Ross Chenoweth	1971	Victoria	*
Mr Albert Hopkins	1971	New South Wales	*
Mr Arthur Howard	1971	Victoria	*
Mr Max Hill	1971	New South Wales	*
Mr Harry Savage	1971		*
Mr George Varcoe	1971	Victoria	*
Dr Frank Whitebrook OAM	1971	New South Wales	*
Mr Phillip Coles AM	1981	New South Wales	
Mr Graham Johnson	1985	New South Wales	
Mr Garry Gardner OAM	1994	Queensland	*
Ms Helen Brownlee AM	1999	New South Wales	
Mrs Joan Morison OAM	2003	New South Wales	*
Mr Jim Murphy OAM	2005	South Australia	
Ms Danielle Woodward OAM	2014	Victoria	
Ms Sue Natoli OAM	2015	Victoria	
Mr Mark O'Brien	2016	South Australia	
Mr Peter Carter OAM	2017	South Australia	
Mr Jason Dicker	2017	Tasmania	
Mr Dennis Green OAM BEM	2017	New South Wales	*
Mr John Borojević	2018	Tasmania	
Mr Ian Hume	2019	South Australia	
Ms Lynn Parker	2019	New South Wales	
Mr Jeremy Dunn	2020	Queensland	
Mr Martin Finn	2020	South Australia	

\*Denotes deceased

# OUR PEOPLE

## HALL OF FAME



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.

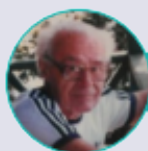
The Paddle Australia Hall of Fame was introduced in 2017, with the induction of 12 inaugural members listed below. Candidates are considered biennially, with a maximum of three Candidates being inducted. The next induction will be in November 2021.



**Helen Brownlee OAM**



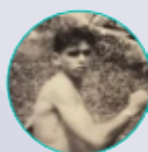
**Os Brownlee \***



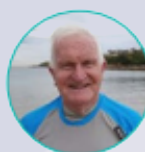
**Ross Chenoweth \***



**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**

\*Denotes deceased

# OUR PEOPLE

## COMMITTEES

### Athletes Commission

Chair	Curtis McGrath OAM
Vice Chair	Jaime Roberts
Member	Tim Anderson
Member	Jessica Fox
Member	Alyce Wood
Member	Bernadette Wallace
Member	Amanda Reynolds
Member	Ken Wallace OAM

### Competition Committee

Chair	Rob Pickering
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	Kate Vyvyan (Canoe Slalom)
Member	Sue Natoli OAM
Member	Bob Turner
Member	Curtis McGrath OAM

### Audit & Risk Committee

Chair	Connie Todaro
Member	Shauna Hewitt
Member	Karen Townsend
Member	Jocelyn Webb
Member	Jeremy Moller

### Ethics & Integrity Committee

Chair	Martyn Clancy-Lowe
Member	Anne Gripper
Member	Jeremy Moller
Member	Sue Eaves
Member	Matt Murphy
Member	Paul Oliver

### Honours & Awards Committee

Chair	Jeremy Dunn
Member	John Borojević
Member	Helen Brownlee
Member	John Jacoby
Member	Sue Natoli OAM

### Nominations Committee

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





# OUR PEOPLE

## TECHNICAL COMMITTEES

### Canoe Polo Technical Committee

Chair	John Moore
Member	Anthea Courtney
Member	DJ DuBose
Member	Gareth Jones
Member	Laura Kleinrahn
Member	Donald Leigh
Member	Matthew Moore
Member	Robert Watson
Member	Don Steel
Member	Louise Densley



### Canoe Marathon Technical Committee

Chair	Jerry Dunn Chair
Member	Bob Turner
Member	Margi Bohm
Member	Joe Alia*
Member	John Young (VIC)
Member	Marc Brehin (SA)
Member	Doug Hodson (WA)
Member	Naomi Johnson (NSW)

### Canoe Slalom Technical Committee

Chair	Kate Vyvyan
Member	Chris Thompson
Member	Peter Eckhardt
Member	Russell Bassett
Member	Sue Natoli OAM
Member	Chris O'Callaghan
Member	Georgia Rankin

\*Denotes deceased

### Canoe Sprint Technical Committee

Chair	Greg Kaeding
Member	Laura White
Member	Scott Cunningham
Member	Lisa Russ
Member	Mark Bulmer
Member	Andrea Wood
Member	Tracey Tapscott
Member	Jim Murphy
Member	Mark O'Brien
Member	Dasha Kopecek
Member	Ian Hume

### Canoe Freestyle Technical Committee

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

### Wildwater Canoeing Technical Committee

Chair	Karen Janiszewski
Member	Mathew French
Member	Alex McIntyre
Member	Kris Smith
Member	Chris Wharton

### Canoe Ocean Racing Technical Committee

Chair	Rob Jenkinson
Member	Julie Jenkinson
Member	Mike Mills-Thom
Member	Steve Dalton
Member	Tom Armitt



# OUR PEOPLE

## OFFICE STAFF - CORPORATE

Employee	Role	Appointed	Resigned
Kate Cohen	Special Projects Manager		
Samantha Denmeade	Digital Platform Implementation Manager		
Phil Jones	Chief Executive Officer		
Aaron Lane	Chief Financial Officer/Navigate	19-Dec-20	
Courtney McMillan	Sports Services & Events Coordinator		22-Jan-21
Samuel Murphy	Sports Services & Events Coordinator	16-Dec-20	9-Apr-21
Maddie Pirie	Administration Coordinator	21-Dec-20	11-Jun-21
Wayne Sankey	Finance Manager		18-Dec-20
Mark Thurgood	Participation & Training Manager		
Duncan Tweed	Chief Operating Officer		
David Winkle	Digital Services & ICT Coordinator		
Lucy Zell	Administration Coordinator		8-Jan-21



# OUR PEOPLE

## OFFICE STAFF - HIGH PERFORMANCE

Employee	Role	Appointed	Resigned
David Aitken	Senior Sports Science Biomechanist		
Jillian Bassett	Administration Assistant - Canoe Slalom		
Julien Billaut	National Senior Slalom Coach		
Nicola Bullock	Performance Scientist - Physiology Lead		
Peta Carige	Performance Nutrition Lead	11-Jan-21	
Shaun Caven	National Paracanoe Coach		
Gregory Cox	Lead Performance Nutritionist		6-Nov-20
Stewart Crewe	Assistant Performance Scientist - Sprint		
Mike Druce	National Slalom Pathways Lead		
Jesse Fleming	NCE Assistant Strength and Conditioning Coach		
David Foureur	National Performance Pathways Lead - Sprint		
Myriam Fox	National Senior Slalom Coach		
Valentin Henot	QAS State Development and Paracanoe Coach	23-Nov-20	
Robin Jeffery	Canoe Technical / National Development Coach - Canoe Slalom		
Katelyn Jones	Performance Pathway Coordinator/Scientist - Canoe Slalom		30-Nov-20
Sara Latham	Performance Operations Manager		
Jake Michael	NSWIS Sprint Kayak Head Coach		
Emma Moffet	Performance Operations Coordinator		
Emir Mujcinovic	National & NSWIS Slalom Coach		18-Dec-20
Matthew Murphy	Athlete Wellbeing and Engagement Manager		
Tahnee Norris	NCE Facility Manager / Program Manager - Paracanoe		
Kerry O'Bryan	Nutritionist	2-Jan-20	18-Dec-20
Rene Olsen	National Centre of Excellence (NCE) Women's Sprint Kayak Coach	1-Jan-21	
Jimmy Owens	NCE Senior Men's Sprint Kayak Coach		
Jan Martin Parker	Soft Tissue Therapist - Canoe Sprint		
Nicholas Perry	Performance Scientist Slalom		
David Smith	National Centre of Excellence (NCE) Men's Assistant Sprint Kayak Coach		
Shaun Stephens	National Performance Director		
Kenneth Wallace	QAS Canoe Sprint Head Coach		
Eden Williamson	Performance Operations Administrator - Sprint Canoe	1-Mar-21	
Anna Wood	National Centre of Excellence (NCE) Women's Sprint Kayak Coach		
Glen Workman	Senior Strength and Conditioning Coach.		29-Jan-21
Kieran Young	Performance Support Manager	4-Jan-21	

# **Paddle Australia Limited**

ABN: 61 189 833 125

## **Financial Statements**

For the Year Ended 30 June 2021

## Paddle Australia Limited

ABN: 61 189 833 125

## Directors' Report

### 30 June 2021

The directors present their report together with the financial statements of Paddle Australia Limited (the Company) for the financial year ended 30 June 2021.

### 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	
Concettina (Connie) Todaro	Director	
Cynthia (Cindy) Coward	Director	
Susan Eaves	Director	Appointed 30 October 2020
Lisa Gowthorp	Director	
Jeremy Moller	Director	
Robert Pickering	Director	Appointed 30 October 2020
Simon Traynor	Director	Appointed 30 October 2020
Andrew Trim	Director	Appointed 30 October 2020
Anthony (Tony) Haines	Director	Resigned 30 October 2020

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 2021**

#### **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 2021**

### **Directors**

Information relating to Directors

Andrea McQuitty (Chair)	Director
Qualifications	<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>-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>-Member of PA Education &amp; Safety Committee (2008 - 2012)</li><li>-Represented Australia for Wildwater Racing between 1985 and 2010</li><li>-Certificate in Governance Not For Profit, Governance Institute of Australia (2014)</li><li>-Director of PANEA Pty Ltd - event management (2002 - 2018)</li><li>-Program Leader – Science – Devonport High School (2013 present)</li><li>-Development Officer for Canoe Tasmania (2005 2012)</li><li>-Head Coach – Australian Wildwater Team (2008 2010)</li></ul>
Concettina (Connie) Todaro	Director
Qualifications	<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>
Cynthia (Cindy) Coward	Director
Qualifications	<ul style="list-style-type: none"><li>- Director (elected 3 November 2018)</li><li>- Chair of Paddle Australia Nominations Committee (2019 - present)</li><li>- Director Paddle Western Australia (2016 - 2018), Chair (2018 - 2019)</li><li>- Member of Paddle WA Canoe Slalom Technical Committee - Race Director/Team Manager (2011 - 2015)</li><li>- HDip Education - Johannesburg College of Education</li><li>- BA Education and Industrial Psychology - University of South Africa</li><li>- Post Grad Dip Dyslexia and Literacy - University of York</li><li>- Master Human Resource Management - Murdoch University</li><li>- Research and business interest in the impact models have on social innovation ecosystems (2019 - current)</li><li>- Consultant - strategies for personal and organisational success (2017 - present)</li><li>- Interest in diversity and inclusion, commitment to grow participation in sport.</li></ul>

## Paddle Australia Limited

ABN: 61 189 833 125

## Directors' Report

30 June 2021

### Directors (cont'd)

Susan Eaves

Qualifications

Director

- Director (appointed 30 October 2020)
- Member of Paddle Australia Ethics and Integrity Committee
- Director of Fluent Consulting (2001 – present)
- Experience in people and culture and change management working in both the corporate and not-for-profit sectors in Australia and the United States.
- Consulted many Australian State and National sporting bodies on their HR strategies and organizational structures including Netball, Athletics, Hockey, Tennis and Baseball
- Grad Dip (Management), Monash University
- Grad Dip (Labour Relations Law), University of Melbourne
- Cert IV (Workplace Training)

Lisa Gowthorp

Qualifications

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, & Associate 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

Jeremy Moller

Qualifications

Director

- 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.
- Member of the Paddle Australia Ethics and Integrity 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.

## Paddle Australia Limited

ABN: 61 189 833 125

## Directors' Report

30 June 2021

### Directors (cont'd)

Robert Pickering Qualifications	<p>Director</p> <ul style="list-style-type: none"><li>-Over 15 years of expertise in Digital and Technology with a specific capability set in large, enterprise technology, digital and business transformation – working in both Australia and China</li><li>-Currently the Chief Technology Officer of the Australian Football League (AFL)</li><li>-Holds professional qualifications in Cyber Security and Risk, Project Management, IT Service Management and Technology Architecture</li><li>-Studying a Certificate in Global Management specialising in Digital Transformation with INSEAD Singapore</li><li>-Graduate of the Australian Institute of Company Directors Course and Member of the AICD</li><li>-Chair of the Paddle Australia Competition Committee</li><li>-Director of the Mother's Day Classic Foundation (2018 – present)</li></ul>
Simon Traynor Qualifications	<p>Director</p> <p>Director (appointed 30 October 2020)</p> <ul style="list-style-type: none"><li>-Chair of Paddle Australia Growth and Investment Committee</li><li>-Director of Movember Foundation (2015 – present)</li><li>-Director of Kookaburra Sport (2018 – present)</li><li>-Director of Buying Intelligence (2018 – present)</li><li>-Director of Best Friends (2019 – present)</li><li>-Over 25 years of experience in building and managing high profile international sports, lifestyle, fashion, and outdoor brands, including Nike Europe, Quiksilver Asia Pacific and YETI Aus/NZ</li><li>-Bachelor of Business (Marketing) RMIT</li><li>-Masters of Business (RMIT)</li><li>-Graduate - Company Directors Course - AICD</li></ul>
Andrew Trim Qualifications	<p>Director - Appointed as a Director to fill Casual Vacancy – 30th October 2020</p> <ul style="list-style-type: none"><li>-Represented Australia for Sprint Kayaking between 1985 and 2000</li><li>-World Champion K2500m 1997, Halifax – Canada</li><li>-Triple Olympian (1992, 1996 and 2000)</li><li>-Olympic Silver Medallist 2000 – K2500m</li><li>-Olympic Bronze Medallist 1996 – K2500m</li><li>-Queensland Academy of Sport – Top ten athletes of the decade 1990 – 2000</li><li>-President Australian Olympians – Queensland (2016 – 2022)</li><li>-Executive Board member Queensland Olympic Council – Vice President Finance</li><li>-Managing Director "The Smartre Group"</li><li>-MBA – Southern Cross University</li><li>-Qualified Shipwright</li><li>-Published author 'Real Estate Dangers' – Wiley</li></ul>
Anthony (Tony) Haines Qualifications	<p>Director - resigned 30 October 2020</p> <ul style="list-style-type: none"><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>

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 2021, the total amount that the members of the company are liable to contribute if the company is wound up is \$11.00 (2020: \$8.00).

## Paddle Australia Limited

ABN: 61 189 833 125

## Directors' Report

30 June 2021

### Meetings of directors

During the financial year, 10 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)	10	10
Concettina (Connie) Todaro	10	10
Cynthia (Cindy) Coward	10	10
Susan Eaves	5	5
Lisa Gowthorp	10	9
Jeremy Moller	10	9
Robert Pickering	5	5
Simon Traynor	5	5
Andrew Trim	5	5
Anthony (Tony) Haines	5	4



## Paddle Australia Limited

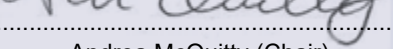
ABN: 61 189 833 125

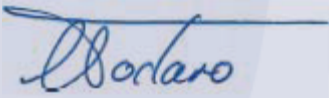
## Directors' Report 30 June 2021

### 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 2021 has been received and can be found on page 8 of the financial report.

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

Director:   
Andrea McQuitty (Chair)

Director:   
Concettina Todaro (Director)

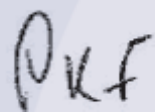
Dated this 21st day of September 2021

Paddle Australia Limited  
ABN: 61 189 833 125

## Auditors 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 2021, 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

21 SEPTEMBER 2021  
SYDNEY, NSW

## **Statement of Profit or Loss and Other Comprehensive Income**

### **For the Year Ended 30 June 2021**

		<b>2021</b>	<b>2020</b>
	<b>Note</b>	<b>\$</b>	<b>\$</b>
Revenue	4	<b>7,494,372</b>	8,245,691
Athlete support expenses		<b>(1,035,040)</b>	(782,584)
Courses expenses		<b>(36,983)</b>	(76,618)
Employee benefit expenses		<b>(3,944,806)</b>	(3,947,644)
Travel expenses		<b>(499,534)</b>	(1,809,808)
Occupancy expenses		<b>(196,406)</b>	(133,338)
Other expenses		<b>(550,045)</b>	(659,856)
Professional expenses		<b>(164,003)</b>	(290,942)
Program support and other overheads		<b>(832,498)</b>	(574,222)
<b>Profit/(loss) before income tax</b>		<b>235,057</b>	(29,321)
Income tax expense	2(h)	-	-
<b>Profit/(loss) for the year</b>		<b>235,057</b>	(29,321)
Other comprehensive income for the year		-	-
<b>Total comprehensive income for the year</b>		<b>235,057</b>	(29,321)

The accompanying notes form part of these financial statements.

## Statement of Financial Position

### As At 30 June 2021

	Note	2021 \$	2020 \$
<b>ASSETS</b>			
<b>CURRENT ASSETS</b>			
Cash and cash equivalents	5	2,207,838	3,113,927
Trade and other receivables	6	77,661	209,086
Inventories		-	250
Financial assets	7	6,950,000	3,250,000
Other assets	8	242,811	230,874
<b>TOTAL CURRENT ASSETS</b>		<b>9,478,310</b>	<b>6,804,137</b>
<b>NON-CURRENT ASSETS</b>			
Property, plant and equipment	9	328,512	530,878
<b>TOTAL NON-CURRENT ASSETS</b>		<b>328,512</b>	<b>530,878</b>
<b>TOTAL ASSETS</b>		<b>9,806,822</b>	<b>7,335,015</b>
<b>LIABILITIES</b>			
<b>CURRENT LIABILITIES</b>			
Trade and other payables	10	737,448	582,047
Contract liabilities	11	7,559,988	5,607,896
Employee benefits	12	537,713	376,428
<b>TOTAL CURRENT LIABILITIES</b>		<b>8,835,149</b>	<b>6,566,371</b>
<b>NON-CURRENT LIABILITIES</b>			
Employee benefits	12	72,810	102,563
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>72,810</b>	<b>102,563</b>
<b>TOTAL LIABILITIES</b>		<b>8,907,959</b>	<b>6,668,934</b>
<b>NET ASSETS</b>		<b>898,863</b>	<b>666,081</b>
<b>EQUITY</b>			
Retained earnings		847,353	612,296
Reserves	19	51,510	53,785
<b>TOTAL EQUITY</b>		<b>898,863</b>	<b>666,081</b>

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 2021

	Reserves	Retained Earnings	Total
	\$	\$	\$
Balance at 1 July 2020	53,785	612,296	666,081
Surplus attributable to the entity	-	235,057	235,057
Transfer from reserve	(2,275)	-	(2,275)
<b>Balance at 30 June 2021</b>	<b>51,510</b>	<b>847,353</b>	<b>898,863</b>
Balance at 1 July 2019	53,485	641,617	695,102
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>

The accompanying notes form part of these financial statements.

## **Statement of Cash Flows**

### **For the Year Ended 30 June 2021**

	<b>Note</b>	<b>2021</b> \$	<b>2020</b> \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Receipts from grants and other revenue		<b>7,581,518</b>	10,007,235
Payments to supplies and employees		<b>(4,588,409)</b>	(7,503,329)
Interest received		<b>32,592</b>	51,796
Net cash provided by operating activities		<b>3,025,701</b>	2,555,702
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Proceeds from sale of plant and equipment		<b>5,377</b>	46,373
Payments for property, plant and equipment		<b>(237,167)</b>	(85,368)
Purchase of financial assets		<b>(3,700,000)</b>	(3,250,000)
Net cash used in investing activities		<b>(3,931,790)</b>	(3,288,995)
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>			
Net decrease in cash and cash equivalents held		<b>(906,089)</b>	(733,293)
Cash and cash equivalents at beginning of year		<b>3,113,927</b>	3,847,220
Cash and cash equivalents at end of financial year	5	<b>2,207,838</b>	3,113,927

The accompanying notes form part of these financial statements.

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2021**

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 08 September 2021.

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 Summary of Significant Accounting Policies**

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

###### **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.

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2021**

#### **2 Summary of Significant Accounting Policies (cont'd)**

##### **(a) Revenue and other income (cont'd)**

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.

##### **Government grants**

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.



## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2021**

#### **2 Summary of Significant Accounting Policies (cont'd)**

##### **(b) Goods and services tax (GST) (cont'd)**

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.

##### **(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 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.

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% - 25%
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 are included in the Statement of Profit or Loss and Other Comprehensive Income 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 2021**

#### **2 Summary of Significant Accounting Policies (cont'd)**

##### **(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 (ECL) 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 ECL, 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 2021**

#### **2 Summary of Significant Accounting Policies (cont'd)**

##### **(f) Financial instruments (cont'd)**

###### **Financial assets (cont'd)**

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 2021**

#### **2 Summary of Significant Accounting Policies (cont'd)**

##### **(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.

##### **(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 2021**

#### **2 Summary of Significant Accounting Policies (cont'd)**

##### **(i) Employee benefits (cont'd)**

###### **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 10% 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) 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.

#### **3 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.

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2021**

#### **3 Critical Accounting Estimates and Judgments (cont'd)**

##### **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. 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.

## Notes to the Financial Statements

### For the Year Ended 30 June 2021

#### 4 Revenue

##### Grant revenue

- Grant revenue - AIS/ ASC/ SIS-SAS
- Government grants - JobKeeper
- Grants in kind
- Other grants

##### Revenue from other sources

- Provision of services
- Income from levies
- Sponsorship income
- Memberships & affiliation

##### Other income

- Sundry income
- Interest income

2021	2020
\$	\$
6,475,797	7,145,789
595,350	258,000
50,000	-
36,333	-
<b>7,157,480</b>	<b>7,403,789</b>
142,063	173,027
-	254,859
14,545	37,045
121,757	200,139
<b>278,365</b>	<b>665,070</b>
25,935	125,036
32,592	51,796
<b>58,527</b>	<b>176,832</b>
<b>7,494,372</b>	<b>8,245,691</b>

#### 5 Cash and Cash Equivalents

Cash at bank

<b>2,207,838</b>	<b>3,113,927</b>
------------------	------------------

#### 6 Trade and Other Receivables

##### CURRENT

- Trade receivables
- Provision for bad and doubtful debts
- Government grants receivable
- Other debtors

109,401	132,483
(34,859)	(26,796)
-	96,000
3,119	7,399
<b>77,661</b>	<b>209,086</b>

#### 7 Other Financial Assets

##### CURRENT

- Term deposits

<b>6,950,000</b>	<b>3,250,000</b>
------------------	------------------

#### 8 Other Assets

##### CURRENT

- Prepayments

<b>242,811</b>	<b>230,874</b>
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## Notes to the Financial Statements

### For the Year Ended 30 June 2021

#### 9 Property, plant and equipment

	2021 \$	2020 \$
Office Furniture & Equipment		
At cost	417,988	857,641
Accumulated depreciation	(89,476)	(326,763)
<b>Total property, plant and equipment</b>	<b>328,512</b>	<b>530,878</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 \$	Total \$
<b>Year ended 30 June 2021.</b>		
Balance at the beginning of year	530,878	530,878
Additions	237,166	237,166
Disposals	(5,377)	(5,377)
Depreciation expense	(434,155)	(434,155)
<b>Balance at the end of the year</b>	<b>328,512</b>	<b>328,512</b>

#### 10 Trade and Other Payables

##### CURRENT

Accounts payable	399,421	162,175
Accruals	138,676	98,209
Other	199,351	321,663
	<b>737,448</b>	<b>582,047</b>

#### 11 Contract liabilities

##### CURRENT

High performance funds received in advance	7,508,497	5,564,666
Other funds received in advance	51,491	43,230
	<b>7,559,988</b>	<b>5,607,896</b>

## Notes to the Financial Statements

### For the Year Ended 30 June 2021

#### 12 Employee benefits

	2021 \$	2020 \$
<b>CURRENT</b>		
Long service leave	83,238	37,575
Annual leave	454,475	338,853
	<b>537,713</b>	<b>376,428</b>
<b>NON-CURRENT</b>		
Long service leave	72,810	102,563

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 2(i).

#### 13 Financial Risk Management

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

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

##### Financial assets

##### *Held at amortised cost*

Cash and cash equivalents	2,207,838	3,113,927
Financial assets - term deposits	6,950,000	3,250,000
Trade and other receivables	77,661	209,086
<b>Total financial assets</b>	<b>9,235,499</b>	<b>6,573,013</b>
<b>Financial liabilities</b>		
Trade and other payables	737,448	582,047
<b>Total financial liabilities</b>	<b>737,448</b>	<b>582,047</b>



## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2021**

#### **14 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>2021</b>	<b>2020</b>
	<b>\$</b>	<b>\$</b>
Key management personnel compensation	<b>796,254</b>	<b>783,722</b>

#### **15 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.

#### **16 Commitments**

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

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

Payable – minimum lease payments

- not later than 12 months	<b>84,542</b>	66,799
- later than 12 months but not later than five years	<b>202,333</b>	7,325
- later than five years	-	-
	<b>286,875</b>	<b>74,124</b>

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.

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.

#### **17 Contingencies**

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2021 (30 June 2020: None).

## **Notes to the Financial Statements**

### **For the Year Ended 30 June 2021**

#### **18 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.

#### **19 Reserves**

	<b>2021</b>	<b>2020</b>
	<b>\$</b>	<b>\$</b>
<u>Marathon Committee</u>		
Reserves at the beginning of the financial year:	<b>9,766</b>	9,766
Transfers from earnings:	-	-
Transfers from reserves:	-	-
Reserves at the end of the financial year:	<b>9,766</b>	9,766
<u>Canoe Polo Committee</u>		
Reserves at the beginning of the financial year:	<b>44,019</b>	43,719
Transfers from earnings:	-	-
Transfers from reserves:	<b>(2,275)</b>	300
Reserves at the end of the financial year:	<b>41,744</b>	44,019
Total reserves at the end of the financial year:	<b>51,510</b>	53,785

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.

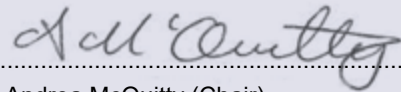
## Directors' Declaration

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 9 to 25, 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 2021 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.

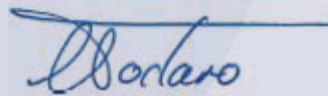
This declaration is made in accordance with a resolution of the Board of Directors.

Director .....



Andrea McQuitty (Chair)

Director .....



Concettina (Connie) Todaro

Dated this 21st day of September 2021

## 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 2021, 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 2021, 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 2021 but does not include the financial report and our auditor's report thereon.

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

## Other Information (cont'd)

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.
- 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.

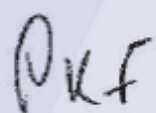


## Auditor's Responsibilities for the Audit of the Financial Report(cont'd)

- 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

21 SEPTEMBER 2021  
SYDNEY, NSW