



**DISABILITY
SPORTS
AUSTRALIA**

2015 **ANNUAL REPORT**



14

CELEBRATING 25 YEARS

GIO Presents

Melrose

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Left:
Standing
Beach Volleyball

SPORT

MESSAGE FROM THE ASC

The past year has seen considerable success and progress for Australian sport, as the Australian Sports Commission (ASC) and national sporting organisations (NSOs) continue to build on our nation's proud sporting tradition.

The Government's 2014–15 investment of nearly \$120 million into Australian sport continues to be refined to ensure funding is aligned to sports with the greatest potential to contribute to Australia's Winning Edge 2012–2022 targets, and drive greater participation outcomes for sport.

The sporting landscape has changed rapidly in recent years, as have the options for people's scarce leisure time. More than ever before, sport faces tough competition for our attention from electronic media and other sedentary pursuits.

In March the Commission launched Play.Sport.Australia. - our plan to help NSOs build participation in sport and make sure all Australians enjoy its benefits. Sports have the opportunity to attract more than 4.5 million Australians into their communities. It's important that we work together to ensure that more Australians, particularly

young Australians, participate in sport more often and that we have strong sporting organisations that deliver the products and opportunities Australians want.

Other highlights in 2014–15 included:

- **The transition to Sporting Schools and the development of its website** — the main portal for sporting organisations, schools, coaches and parents to access this \$100 million program which aims to reach more than 850,000 children.
- **The development of the AusPlay survey** — The ASC has committed to introducing a new national survey to better understand how Australians engage with, and play, sport. Good decisions require good data and this initiative by the ASC is critical.

And through Australia's Winning Edge we will continue to give our athletes the best chances at international success.

So now, more than ever, we have a clear plan to make sure all Australians enjoy sport and maximise our chances of success. On behalf of the ASC I thank you for your hard work in helping us achieve these goals and I look forward to working with you in to the future.



John Wylie AM
Chair
Board of the Australian Sports Commission



Australian Government
Australian Sports Commission



Left:
Cerebral
Palsy Football

SPORT

CEO AND CHAIR'S REPORT

This year has been a productive one for Disability Sports Australia (DSA), as well as a year where DSA's profile continued to rise. We have achieved important milestones, developed and strengthened key strategic partnerships, continued to build the platform for advocacy and influencing change, and further developed the organisational capacity to deliver on our core mission of helping Australians with a disability get involved in sport and active recreation.

During this year, the board and staff have been focused on five key areas:

1. Building capability to deliver on our key strategic priorities, through:
 - Strong, effective relationships with government, corporate and sporting partners
 - Regular communication and engagement with our members
 - Recruiting the staff, volunteers and board with the skills, knowledge and attitudes to deliver on our strategy
2. Providing access to information through delivery of a new website and increased engagement with social media
3. Consolidating and improving on the national competition and profile of Wheelchair Rugby, of which DSA is the National Governing Body
4. Developing an effective strategy to generate revenue in a manner that is sustainable and does not negatively impact our state based members, and
5. Further developing our corporate governance in line with industry best practice and working toward compliance with the ASC Mandatory Governance Principles.

The need for a strong, credible and connected national organisation for disability sport remains compelling. DSA is working to develop the organisational focus and resilience to increase our ability to influence decision makers, drive innovation and provide a focused voice for the sector, in support of this objective. As the federal

and state and territory governments roll out the NDIS, not-for-profits are under increased scrutiny and regulation, and the tight fiscal climate means that every dollar must be spent effectively and in the most evidence based manner to achieve strategic outcomes. DSA embraces these requirements and is comfortable that the total outcomes achieved per dollar of funds received in 2015 is an outstanding result.

In line with the longer term strategic objective of one clear national voice, Wheelchair Sports Australia (WSA) worked with the DSA Board to effect a member's voluntary deregistration in June 2015. This winding up of WSA has been foreshadowed for some years, with a gradual transition of functions from WSA to DSA, as was envisaged when DSA was incorporated over a decade ago. WSA has had a strong and proud history for almost 60 years in establishing and developing wheelchair sport across the nation and DSA wishes to acknowledge and celebrate the past work of WSA and all those individuals over its lifetime that have laid the foundation for a strong future in sport for people with a disability in Australia.

Our progress in sport

International success in sport is underpinned by strong national programs, and these in turn are supported by effective grassroots to state programs. The degree to which these three are cohesive and mutually supportive is central to the success at each level. This is strategically implemented through sporting pathways delivered through positive partnerships. DSA, as the lead national entity, is an integral part of these processes.

During 2015 DSA achieved a great deal, including:

- Further strengthened its capability as the national governing body for Wheelchair Rugby in Australia, as recognised by the International Wheelchair Rugby Federation (IWRF) and Australian Sports Commission (ASC)

SPORT CEO AND CHAIR'S REPORT

- Increased engagement with the Australian Paralympic Committee (APC) and IWRF
- Creation of the Wheelchair Rugby athlete's commission, review of all pathways and competition structures, development of strategic partnerships in the area of high performance
- Adopted and published the Disability Sports Australia Antidoping Policy
- Reviewed and published the updated Disability Sports Australia Member Protection Policy
- Worked with our partner National Sporting Organisations (NSOs) Basketball Australia, Bowls Australia and Volleyball Australia to support mainstreaming of these sports
- Worked closely with the Department of Defence to support development of sport for rehabilitation for the wounded, injured and ill
- Engaged with and signed a Memorandum of Understanding with the George Institute for Global Health as our research partner
- Built effective relationships at senior levels with government and non government organisations to support our advocacy and development objective of increasing the participation of people with a physical disability in sport and active recreation
- Secured grants and sponsorship to fund key projects and development initiatives

DSA is an effective and active national member organisation for IWRF, International Wheelchair Basketball Federation (IWBF) and International Bowls for the Disabled (IBD), engaging actively in all zonal and world assemblies, providing coordinated comment and feedback into international issues and successfully nominating Australians for key international positions. Further details can be found in the relevant sport section, demonstrating the leadership DSA is providing in the sector.

DSA continues to be a member focused organisation, seeking feedback and

strategic input from its members, and providing support across a range of areas. In partnership with our member organisations, sponsors and supporters, DSA was able to deliver increased national sporting programs in 2015, including:

- Preparing and sending the Australian team to the 2015 IBD World Championships for Lawn Bowls
- Successful delivery of 2015 GIO Fierce 4 Rugby Nationals in Sydney in partnership with GIO and Wheelchair Sports NSW
- Supporting the delivery of two additional Fierce 4 Rugby National Challenge events in Melbourne and Brisbane in partnership with Disability Sport and Recreation (VIC) and Sporting Wheelies and Disabled Association Queensland
- Celebrating 25 years of Wheelchair Rugby national competition in Australia aboard HMAS Canberra. This spectacular event included: exhibition matches, launch of the '25 Years of Wheelchair Rugby in Australia' video, and a celebration for Wheelchair Rugby family, sponsors, partners, and corporate and government guests in partnership with the Australian Navy, GIO and the Rugby Business Network and Wheelchair Sports NSW
- Supporting regional development and building capacity domestically by helping a Wheelchair Rugby team to attend the Bali 4's development event in July 2015
- Training classifiers in Lawn Bowls and Wheelchair Rugby
- Delivering ongoing professional development of Wheelchair Rugby referees and score bench officials

Our recent member audit confirmed that DSA continues to represent more than 6,000 athletes, officials, coaches and volunteers. This includes an estimated 4,000 participants across a variety of sports. New information shows that Wheelchair Basketball, Wheelchair Rugby and other sports are delivered to over 67,000 participants in school and community programs through DSA's member organisations.

SPORT CEO AND CHAIR'S REPORT

In addition, throughout 2014/15 DSA Management and Board represented DSA and its members at numerous functions and events. This includes the National Disability Awards, meetings with Federal and State Government ministers and advisers, the Australian Sports Commission (ASC), Department of Defence, National Disability Insurance Scheme (NDIS) and National Sporting Organisations.

The future

Building on the efforts of the past few years, DSA will continue to focus on building strategic partnerships, and expanding our reach in terms of public relations, media and government engagement to increase our ability to provide strong advocacy and representation to meet our core objectives.

We will drive research to better understand the benefits of sport and physical activity for people with a disability, help develop new sporting and active recreation opportunities, provide better access to information about sport programs and events, and continue to work to increase awareness of the achievements of our inspiring athletes.

DSA will work in partnership with others to continue to increase our capacity to effectively deliver Wheelchair Rugby programs to more people, to offer clear and navigable pathways for development, complemented by a strong and comprehensive competition structure. We will engage with the Australian Paralympic Committee (APC) and other strategic partners such as the ASC and the Australian Rugby Union (ARU) to build our capacity to deliver excellence in a sustainable manner

in the high performance area, ensuring that a 'whole' of sport focus delivers benefits across all levels.

We take this opportunity to thank the ASC, Minister for Sport, Shadow Minister for Sport, and our previous ASC Partnership Manager, Amanda Beehag and current partnership manager Nat Brown, for their ongoing support of DSA. We would like to acknowledge the Directors of DSA for all their work over the past 12 months including their time and expertise dedicated to the various DSA sub-committees, and their passionate and energetic commitment to the future of disability sport in Australia. Thank you to the team at PricewaterhouseCoopers, and Norton Rose Fulbright for providing pro bono advice and services to DSA.

A huge thank you to GIO for their extensive and unwavering support for Wheelchair Rugby national programs, and to Nathan Sharpe, our Fierce 4 Rugby Nationals Ambassador for the past two years.

A big thank you to the coaches, officials and volunteers who continue to 'be the team behind the team' in disability sport. Sincere thanks to the diligent and hard working office team at DSA. We would also like to thank state CEOs and staff of our member organisations for their passion and dedication in ensuring that sport and recreation is available to people of all abilities across Australia.

We look forward to working closely with our members, partners and stakeholders in the coming year to help Australians with a disability enjoy the benefits of participation in sport and active recreation.



Jenni Cole
Chief Executive Officer



Paul Bedbrook
Chair



Left:
Kurt Fearnley
Oz Day 10k

SPORT STRATEGIC DIRECTION

1. Our Vision

Sport and active recreation for all Australians with a disability

2. Our Mission

Through our members and partnerships, we help people with a physical disability to develop and engage with the community through sports participation and active recreational opportunities.

3. Primary Purposes

As Australia's peak body for people with a physical disability in sport, we provide leadership in sport and active recreation for people with a physical disability by:

- 3.1 **Performing the role of national coordinating body**, providing a single point of contact between partner organisations (e.g. ASC, APC, NSOs) and our state and territory members (e.g. Wheelchair Sports NSW)
- 3.2 **Being the National Sporting Organisation managing the Wheelchair Rugby National Program and Pathways** in Australia, including providing opportunities for the development of athletes, coaches and sport officials from grassroots through to elite level
- 3.3 **Supporting our partner organisations in provision of sport and active recreation opportunities** for people with a disability throughout Australia

4. Objectives

- 4.1 **One Voice** – to provide one strong national brand and voice for members
- 4.2 **Sport Partnerships** – to work collaboratively with:
 - 4.2.1. Our members and the APC and IWRF on developing Wheelchair Rugby pathways and competition in Australia and the Asia Oceania zone
 - 4.2.2. NSOs to support mainstreaming of all sports, and
 - 4.2.3. Other organisations to increase the choices in sport and active recreation

- 4.3 **Growth** – to increase participation of people with a physical disability in sport and active recreation

5. Core Business – What do we do to achieve our objectives?

5.1 Sport in Partnership

We work with others to facilitate excellence and diversity in opportunities for sport for people with a physical disability in Australia and beyond Australia where appropriate.

- 5.1.1. Being the National Sporting Organisation that manages the delivery of **Wheelchair Rugby** in Australia from grassroots to national level, in partnership with our state members, IWRF and the Australian Paralympic Committee
- 5.1.2. Promoting **inclusion and sporting pathways** for people with a physical disability in mainstream sports and sporting organisations, including maintaining a 'watching brief' on all sports already mainstreamed or in the process of mainstreaming
- 5.1.3. Promoting the development of **new and emerging sport** and recreation opportunities – e.g. Electric Wheelchair Hockey, Wheelchair AFL, Wheelchair Tai Chi
- 5.1.4. Promoting **pathways from grassroots to elite levels** for athletes, officials and coaches in Paralympic and non-Paralympic sports with our member organisations and the Australian Paralympic Committee

SPORT

STRATEGIC DIRECTION

- 5.1.5. Supporting our state member and other organisations to deliver a range of sport and active recreation opportunities from grassroots level, and to provide a national focus to promote cohesion and interstate cooperation.

5.2 Innovation and Capacity Building

We utilise our expertise to drive research and build the capacity of other organisations, government and individuals to deliver opportunities and remove barriers for sport and active recreation for all people with a physical disability.

- 5.2.1. Advocacy and influencing Government policy
- 5.2.2. Position Statements and Discussion Papers on topics of relevance
- 5.2.3. Partnerships with universities and other research institutions and organisations
- 5.2.4. Development of Consultancy and Education Programs

5.3 Information and Connection

We utilise our expertise and partnerships to provide a comprehensive and responsive information service about sport and active recreation opportunities, events, membership, organisations and services.

5.3.1. Website

- Sport Information
- Calendar and event Information
- Online fundraising, sponsorship and donation opportunities
- Promoting our sponsors and supporters
- Linkages to other organisations resources – articles and information
- Link to our YouTube, Twitter and Facebook
- Links to other sites, such as members, NSO partners, Sponsors, Government, APC, IFs and IPC

5.3.2. **Social Media** – using social media to bring our programs to the community and members, live sporting event updates, results, photographs, event information, building communities, extensive reach

5.3.3. **YouTube** – sport information, promotional videos, footage, education materials

5.3.4. **Info Hotline** – email or phone contact to assist connect people with the information and resources they need

SPORT STRATEGIC REVIEW

Disability Sports Australia aims to increase the opportunities for Australians with a physical disability to get involved with sport and active recreation and enjoy the social, emotional and health benefits available through sport participation. Our focus on good governance, responsible financial management, and building partnerships is critical in ensuring we can effectively achieve our objectives and do so with increasing effectiveness for years to come. This section highlights some of our key achievements in our three key strategic objectives during the 2014-2015 year, and many are further described in other sections of this report.

1. One Voice

- DSA Branding integrated into all communication and platforms
- New website launched as a hub for information and communication about disability sport
- Social media strategy implemented with effective and growing engagement on Facebook, Twitter, websites, Linked In, Instagram and YouTube
- Increased media engagement and coverage of events and initiatives
- Government relations strategy developed to support effective advocacy
- Increased advocacy through media, Government and Non Government agencies through meetings and other forms of engagement

2. Sport Partnerships

2.1 Wheelchair Rugby

- Increased engagement and collaboration with IWRF, Zone and APC
- Representation at IWRF zonal assembly, collaboration on international projects and development initiatives and election of an Australian as President of Asia Oceania Zone of IWRF
- Supported a team to attend the Bali 4's Wheelchair Rugby development tournament July 2015
- Collaborative planning of national competition calendar and structure to ensure integration of national team and support player pathways
- Establishment of Wheelchair Rugby Athletes Commission and addition of athlete representative to Wheelchair Rugby Executive Committee
- Delivery of three high quality national Wheelchair Rugby competitions in partnership with state member organisations

Right:
Wheelchair AFL





Left:
2015 GIO
Wheelchair
Rugby Nationals

- Trained two new referees, two new classifiers and supported ongoing professional development of all referees and classifiers
- Introduced new scoring technology for national events
- Developed new Scoretable training and trained 12 new Scoretable officials in NSW
- Successfully celebrated 25 years of Wheelchair Rugby in Australia – historical video and celebration event
- Established effective partnership with Australian Rugby Union and Rugby Business Network
- Analysed state by state audit of Wheelchair Rugby and published report and proposed pathways
- Provided support to Basketball Australia and advocated on behalf of member organisations and teams through planning process for season 2015 and beyond
- Collaborated with Basketball Australia on matters relating to the Men's and Women's national team and international meetings and events for IWBF
- Commenced engagement with Australian Football League (AFL) and Department of Defence to lead the development of Wheelchair Aussie Rules
- CEO presented at Sport without Borders Conference and provided lectures to health professionals about disability sport

2.2 Supporting NSOs and other organisations and delivering sport in partnership

- Regular meetings with Volleyball Australia to review strategy for development of ParaVolley in Australia
- Initiated bid to host World Championships of ParaVolley Beach (Standing) in Australia
- Meetings with Bowls Australia to progress planning for mainstreaming of Lawn Bowls over next five years
- Successful delivery of national team to IBD World Championships February 2015 and facilitated fundraising to offset the cost to participants
- Successful delivery of 2015 Multibowl in Gold Coast 2015
- Supported and funded training of classifiers for Lawn Bowls and delivery of classification services at 2015 Multibowl
- Conducted a review of the 2014 Wheelchair Basketball National Leagues and provided this feedback to Basketball Australia

3. Growth

- Increased participation in adaptive sport for wounded, injured and ill Australian Defence Force personnel through partnership with and support to ADF Adaptive Sports and Defence Rehabilitation
- Removed a barrier to participation by providing increased access to information about a wide range of disability sport through the new DSA website and through social media
- Worked effectively with NSO partners to increase focus on inclusion and the development of sport opportunities for people with a disability
- Increased the knowledge of health professionals about disability sport to increase their confidence in promoting involvement in disability sport
- Collected member data to report and analyse trends in participation in our member states



**DISABILITY
SPORTS
AUSTRALIA**



Wheelchair
Sports WA



National Organisations



**WHEELCHAIR SPORTS
AUSTRALIA**

Wheelchair
Sports
Australia
(WSA)



Cerebral Palsy
Australian
Sport and
Recreation
Federation
(CPSARF)



Disability
Recreation and
Sports SA

SPORT

MEMBER ORGANISATIONS



Disabled Sports Association NT



Sporting Wheelies & Disabled Assoc. (QLD)



Wheelchair Sports NSW



Disability Sport & Recreation (VIC)

ParaQuad Association of Tasmania





Left:
Members of the
GIO Gladiators on
the flight deck of the
HMAS Canberra

SPORT WHEELCHAIR RUGBY

As the National Governing Body for Wheelchair Rugby and the Australian member of The International Wheelchair Rugby Federation, Wheelchair Rugby continues to be a high priority for Disability Sports Australia.

Over the past two years considerable effort has been expended building effective communication and cooperation between DSA and the Australian Paralympic Committee (APC) to ensure that the programs delivered by each are mutually supportive towards the goal of excellence and sustainable pathways from grassroots to elite levels in Australia.

During 2014/2015 year, DSA worked closely with states, the APC, the International Wheelchair Rugby Federation and partner organisations, the Rugby Business Network and the Australian Rugby Union to deliver a range of key projects and initiatives through the year.

2015 marked the 25th anniversary of the first national championships of Wheelchair Rugby, which were held in Canberra during the 1990 National Wheelchair Games. The journey to these games began some 10 years earlier at the Stoke Mandeville Games, when several Australian athletes were invited by the Canadians to have a try of a new sport called 'murderball' that they had invented. The Aussies won, and the rest is history!

Celebration of 25 Years of Wheelchair Rugby

A special celebration event was successfully held aboard the HMAS Canberra, the Flagship of the Australian Navy in July, with significant support from GIO, the Australian Navy, the Rugby Business Network and Wheelchair Sports Australia. This event featured exhibition matches between the current Australian Champion team, the GIO NSW Gladiators, and a team of 'legends of the game', as well as celebrity match, a cocktail function and the launch of the video "Celebrating 25 years of Wheelchair Rugby". With over 200 guests representing Wheelchair Rugby players, member organisations, sponsors, government and other key stakeholders, this event effectively showcased the sport and has spurred a significant increase in awareness of and interest in Wheelchair Rugby in the sporting, media and corporate sectors. The event was covered by Fox Rugby HQ and received significant media and social media engagement, and the video and related content are available via the Disability Sports Australia Facebook page.

Right:

Wheelchair Rugby Ambassador Nathan Sharpe playing in the Celebrating 25 years of Wheelchair Rugby celebrity match.



SPORT

WHEELCHAIR RUGBY

Three national Fierce 4 Rugby competitions were delivered this year:

- Brisbane Fierce 4 Rugby Challenge – three teams over three days with Victoria Protect Thunder victorious over the GIO NSW Gladiators
- Melbourne Fierce 4 Rugby Challenge – six teams including the Canadian national team, with Canada narrowly defeating the GIO NSW Gladiators in the final match, and the
- 2015 GIO Fierce 4 Rugby Nationals in Sydney contested by six teams including the New Zealand representative team, with the GIO NSW Gladiators successfully defending their national title to win against the Suncorp QLD Cyclones, and the Asteron West Coast Enforcers taking out the bronze. The GIO Fierce 4 Rugby Championships continue to showcase the sport and provide the high quality competition critical to underpin elite development.

Significant investment was made in the development of officials for Wheelchair Rugby this year, with new scorable training and accreditation developed and delivered, referee training and ongoing education and classifier training delivered. This has resulted both in more and better trained officials to support the quality delivery of the sport in Australia.

Athletes remain our key focus, and in recognition of this Disability Sports Australia established the Wheelchair Rugby Athletes Commission in 2015, with representatives from each state, and the elected chair of this commission being a full member of the Wheelchair Rugby Committee. This brings to the table the experience and unique perspective of our athletes across the country, and ensures that all we do is grounded in what is in the interests of the athletes.

Australia remains an active member of the IWRF, with representation at the Asia Oceania Zone Assembly in Japan in October 2015, at which George Hucks was re-elected as Zonal President. Australia supports regional development for Wheelchair Rugby with sharing of our development resources, and supporting a self-funded team to attend a development event in Bali in July 2015.

As the Rio Paralympic Games approach in 2016, our focus on supporting the national team preparation is strong, with all planning for national level events conducted in close cooperation with the Australian Paralympic Committee. After some challenges in 2015 which has seen the Aussie Steelers drop in their international ranking, DSA has increased focus on ensuring that our pathways and competition activities strongly underpin the national program. DSA recognises the benefit of high level international competition for elite athlete development, and has recently submitted a bid to host the 2018 World Championships of Wheelchair Rugby in Sydney. If successful, this will provide a focus for our development pathways, media and corporate engagement and provide the opportunity for our national team to perform at the highest level in front of a home crowd.

The coming year sees DSA focus its planning on coach and player development and supporting a 'whole of sport' approach to Wheelchair Rugby, with increasing engagement with our state members and ensuring that the competition structure and opportunities in the sport support each stage of player development effectively.



Right:
Tim McCallum
sings Australian
National Anthem at
2015 GIO Wheelchair
Rugby Championships

SPORT LAWN BOWLS

While continuing to work with Bowls Australia towards effective and sustainable mainstreaming of Lawn Bowls for people with a physical disability in Australia, Disability Sports Australia is the Australian member of International Bowls for the Disabled (IBD) and remains the body responsible for delivery of national competition and the sending of Australian teams to international events.

In February 2015 DSA sent our national team to the IBD World Championships in Lower Hutt, New Zealand.

Our most successful international Lawn Bowls team ever was led by head coach Jan Palazzi, who was also elected to the Board of the IBD during this event!

In October 2015, the 2015 Multi-Disability Lawn Bowls National Championships was held at Musgrave Hill Bowls Club, with the support of a grant from the Gold Coast City Council. Many thanks to our Lawn Bowls Committee for all their hard work which ensured the success of the event, and to the Musgrave Hills Bowling Club for a magnificent venue and high quality competition management. The event was held at significantly lower cost to athletes than previous years, and with 38 bowlers competing over a full week of competition.

DSA supported and funded the development of classifiers for Lawn Bowls and the delivery of classification services at the 2015 Multi-Disability Lawn Bowls National Championships.



Left:
The Australian team at
the 2015 IBD World
Championships

SPORT WHEELCHAIR BASKETBALL

Supporting the principle of mainstreaming sport where possible, Disability Sports Australia (DSA) has worked closely and collaboratively with Basketball Australia (BA) through this year to support the transition of the Wheelchair Basketball national leagues to BA. After a challenging start in 2014, 2015 was the second year that BA had responsibility for the planning and delivery of the Men's and Women's Wheelchair Basketball National Leagues. In March 2015 Paul Maley was appointed as BA's General Manager of Leagues, with the Wheelchair Basketball Leagues firmly within his responsibility and priorities, supported by a full-time staff member for administration of the leagues.

DSA worked with BA to support this mainstreaming process, and to represent the interests of the sport as a whole and provide a voice for our state member organisations into this process.

A League Executive was formed by BA towards the end of the 2015 season, and had its first meeting in September 2015 in Melbourne. The League Executive is chaired by Lorraine Landon, with representation from DSA, teams, administrators, officials and BA. This committee will provide leadership and guidance to BA moving forward, in the interests of the development of the sport.

On the international stage and under the management of BA, the Men's team, the Rollers qualified for the Rio 2016 Paralympic Games recently at the Zonal Championships, while the Women's team, the Gliders have not qualified at this stage.

As the Australian member of the International Wheelchair Basketball Federation (IWBF), DSA has engaged effectively with international matters, including successfully nominating several individuals for election to the Zonal Committee. Successful candidates were:

- Lorraine Landon for Vice President (Oceania)
- Matthew Wells for Technical Officer (Referees)
- Don Perriman was also appointed Secretary General, so Australia is now very well represented at a zonal international level.

Right:

The MineCraft Comets prepare for the WNWBL championships caption





Left:
Flag ceremony on
the HMAS Canberra

SPORT PARTNERSHIPS

Partnerships have become critical to Disability Sports Australia's ability to maximise our reach and capacity to deliver value to our members and to develop sporting opportunities for people with a physical disability in Australia.

Our major partner is the Australian Sports Commission (ASC) whose participation funding for DSA as a peak sporting body for people with a disability is critical to our ability to deliver programs and to operate day-to-day. In recent times the ASC has increasingly provided support in facilitating collaboration and discussion between CEOs of all sports, improving sports governance and funding and supporting capacity development projects. Ongoing collaboration with the ASC will continue to be critical in coming years as the criteria for funding of sport continues to evolve.

Our extensive and developing partnership with the Australian Defence Force (ADF) continues to yield mutual benefit. There has been significant advances in Defence's approach to sport for the wounded, injured and ill ADF personnel. The ADF have supported the development of Wheelchair AFL, and jointly hosted with DSA the 'Celebrating 25 Years of Wheelchair Rugby' event on HMAS Canberra and has subsequently formally supported DSA's bid to host the 2018 World Championships of Wheelchair Rugby. The support of Defence significantly enhances our capacity to deliver quality events, to increase the participation of Defence personnel in disability sport, and increases our reach and profile with media and Government.

While Wheelchair Rugby is widely recognised as a sport that has no mainstream equivalent, the association with Rugby Union has strengthened. The developing partnership with the Australian Rugby Union (ARU) is and will continue

to be central to our planning and delivery of Wheelchair Rugby programs moving forward. ARU is also a partner in our bid to host the 2018 World Championships of Wheelchair Rugby and ARU CEO Bill Pulver and ARU Director Ann Sherry played in the celebrity match at the recent 2015 GIO Fierce 4 Rugby Nationals, both expressing to media their commitment to working with DSA and the importance of Wheelchair Rugby as part of the "rugby family".

During 2014-2015 Disability Sports Australia was pleased to sign a memorandum of understanding with the George Institute for Global Health, a world recognised research institution. Through this partnership DSA has already successfully applied for a grant to develop training for paediatric physiotherapists in disability sport, and are in the progress of developing a range of strategic research initiatives over the coming two years.

Our most important partnerships are with our members and our athletes. Our state based member organisations successfully deliver a wide range of sporting and social inclusion programs for people with a physical disability across Australia. From the time of injury, or from childhood, our members work tirelessly to introduce people with a disability to sports, and to support them to achieve their sporting dreams. While mainstreaming sport offers enhanced opportunities once a person has identified their chosen sport, our member organisations are absolutely critical in the grassroots and development work they do, making a difference every day in the lives of people with a disability. DSA works with our state organisations to support these programs and with increased corporate and funding support, DSA intends to increase our support and funding of strategic sporting initiatives and programs into the future.

SPORT WEBSITE AND COMMUNICATIONS

DSA Website

DSA engaged digital agency Ploott, to redesign and develop the new DSA website to create a more aesthetically pleasing site with greater ease of use to navigate and find information.

The new DSA website was delivered in late June and is now a portal for information about Australian based disabled sports, related news, photography and upcoming events. We will also add resources such as fact sheets and research in the coming months.



Fierce 4 Rugby Website

The previous Fierce 4 Rugby website was originally created by an external consultant. DSA has recreated the site in-house using a simple to use template system called Squarespace. This allows us to modify the website at short notice to include links such as the 2015 GIO Fierce 4 Rugby Championships live video stream of the finals.



Social Media

Early in 2015, the decision was made to increase DSA's social media presence using existing social media channels (Facebook and Twitter), plus the addition of Instagram, in order to increase our reach and improve awareness.

As DSA is new to the world of social media, and as a not-for-profit, social media growth needed to be achieved organically (as opposed to paid). The best way to ensure

SPORT WEBSITE AND COMMUNICATIONS

good organic growth was to use shareable content such as images, videos and links.

In 2016, DSA plans to become more active on social media with the beginning of the 2016 Wheelchair Rugby season, introduction of Wheelchair AFL and the Rio 2016 Paralympic Games.



Facebook

Facebook has been where DSA has applied the most effort with social media coverage and the increase in page likes has reflected this. At the start of the financial year, the DSA page had 101 likes. This increased to 491 likes by the end of the financial year, with the figure almost doubling between then and the time of printing this report.

Our most popular content was the "Celebrating 25 years of Wheelchair Rugby" videos posted in July. The 20 second promo had 3,000 views and reached 25,000 people, whereas the final video had a massive 10,500 views and reached 45,000.

Twitter

For DSA, Twitter is currently being utilised as a way to increase search engine hits and have a presence in the channel. We have not aggressively used twitter to gain followers or promote DSA as yet.

Followers for @DisSportsAus are 74, and @Fierce4Rugby is 640.



The surge in followers of the @Fierce4Rugby account were mostly a result of encouraging attendees at the 2015 GIO Wheelchair Rugby Championships to use the hashtag #Fierce4Rugby to ensure their social media posts were included in our visual social media feed, provided by Kinship Digital.



Instagram

DSA has managed to attract 232 followers. We found Instagram is best used during event periods, and given that 2016 will be an eventful year, we will begin to utilise it more and explore better ways of using this channel.

SPORT GOVERNANCE

DSA believes that governance structures significantly can significantly affect the performance of sporting organisations. As such DSA aspires to meet the ASC Mandatory Sports Governance Principles.

DSA is currently the National Governing Body and international member for Wheelchair Rugby. DSA also more broadly serves its members at a national level.

1. Structure for sport

1.1 *A single national entity for all forms of the sport - from junior through to high performance - with horizontal integration of sport disciplines*

Status: At the date of this report DSA and its members are responsible for participation, from junior to national level competition and the APC is responsible for high performance outcomes at the elite international level. Discussions have commenced with the APC regarding the integration of participation and high performance responsibilities for Wheelchair Rugby for the benefit of the whole sport, to operate with optimal efficiency and achieve the critical scale and whole-of-sport management that enables a sport to grow and compete in the marketplace.

1.2 *Where sports have a federated structure, all parts of the federation must demonstrate they are working in cohesion and adhere to a strategic direction set by the national entity to maximise the interests of the sport*

Status: Although a federated structure DSA member bodies have aligned objectives and purpose regarding Wheelchair Rugby to ensure achievement of sport outcomes. The sport's Development Pathway is driven by DSA to national level and the APC to international level. Regular Wheelchair Rugby Reference Group and Athlete's Commission meetings facilitate cohesive planning and sport development across states.

1.3 *The national body should be established as a company limited by guarantee*

Status: Disability Sports Australia Limited was established as a company limited by guarantee in April 2003.

2. Board composition and operation

2.1 *A staggered rotation system for board members with a maximum term in office*

Status: The DSA Board consists of a maximum of ten directors, all of whom are independent, non-executive directors. At the date of this report the Board comprised ten directors.

Directors are appointed under the terms of the Constitution, for a period of two years. In the event of a vacancy occurring, the Board may elect a person to that office. Such directors only hold office until the next AGM of the Company.

At each Annual General Meeting two or more directors retire, being those directors who have been longest in office. All retiring directors are eligible for re-election. However, in the interests of ensuring a continual supply of new perspectives to the Board, the maximum tenure for a director is four terms of two years. The exception to this policy is the chairperson who may serve an additional term in that role.

2.2 *A nominations committee that nominates directors for vacancies upon which the members vote*

Status: DSA has established a Nominations Committee, comprising three independent, non-executive directors, including the Chair of the Board. This Committee has responsibility for the maintenance of a board skills matrix and identification of prospective future directors.

The CEO has a standing invitation to Committee meetings to provide clarification where necessary.

2.3 *An audit and risk committee, including at least one external and independent Certified Practising Accountant or Chartered Accountant*

Status: DSA has established an Audit & Risk Committee, comprising three independent, non-executive directors, all of whom are financially literate and at least one of whom has financial expertise. This Committee has responsibility for ensuring there are adequate controls and systems in place to alert management and the Board to potential risks associated with the operation of the company. PwC has been the statutory auditor of DSA for the past 6 years.

The CEO has a standing invitation to Committee meetings to provide clarification where necessary.

2.4 *Chair elected by the board*

Status: In accordance with good business practice, the directors elect the chairperson. The chairperson is selected on the basis of the person's achievements and his or her record as a leader. The position of chairperson is reviewed by the board through a formal Board evaluation process conducted annually. The normal term for the chairperson is a period of two to four terms, subject to satisfactory performance.

2.5 *Annual board performance evaluation process involving external input*

Status: The DSA Board conducts an annual Board performance evaluation to monitor and evaluate its performance and implement change as appropriate. A Board Evaluation was completed during this financial year and the results informed board planning and governance review. In 2016 DSA will engage the ASC to facilitate the evaluation.

2.6 *Gender balance on boards*

Status: The DSA Board has a gender diversity target of 40 per cent female representation. At the date of this report female representation on the DSA Board was 50%. The DSA CEO is also female.

2.7 *All directors to be independent, regardless of whether elected or appointed*

Status: All DSA directors are elected by members and are considered independent by the Board. Specifically, DSA directors:

- are not elected by members to represent any constituent body
- are not employed by the organisation
- do not hold any other material office within the organisational structure
- have no material conflict of interest as a result of being a director

2.8 *Board skills mix appropriate to meet strategic goals, including the ability for the board to appoint a minority number of directors to obtain an appropriate skills mix*

Status: The DSA Nominations Committee has responsibility for maintaining the Board skills matrix, determining future skill requirements and skill gaps. To ensure effective Board renewal the Nominations Committee also maintains a Director Retirement Calendar, which includes the appointment date, maximum term date and projected retirement date of all directors.

2.9 *CEO not to be appointed to board after leaving role (for three years)*

Status: All DSA directors are independent, non-executive directors. The CEO is not eligible to be a director of DSA during or after their employment (for a period of three years).

2.10 *Conflict of interest register which is enforced*

Status: DSA has a Conflict of Interest register which is included in the papers of every Board meeting. DSA also has a process which governs a director's involvement in any decisions in which they have a conflict.

2.11 *Minimum of five board meetings per year*

Status: The DSA Board meets a minimum of six times per year. In FY15 the Board met seven times. Director attendance is detailed on the audited 30 June 2015 Financial Statements.

DSA Committees meet as often as necessary to undertake their responsibilities, but not less than two times per year.

3. **Sport transparency, reporting and integrity**

3.1 *NSOs to publish annual reports consistent with Corporations Act requirements*

Status: DSA produces audited Financial Statements and an Annual Report for members and key stakeholders, distributed annually for consideration at its Annual General Meeting, held in October/November each year.

3.2 *NSOs to report consolidated national financial accounts annually to the ASC in addition to national entity information*

Status: DSA provides audited Financial Statements and an Annual Report to the ASC annually, in addition to its annual Acquittal Statement.

3.3 *NSOs to adopt rolling three-year strategic plans with clear and measurable targets, including a detailed operating budget for the next financial year*

Status: DSA produces a rolling four year Strategic Plan which addresses its strategic objectives and how they will be achieved:

- Growth – to increase participation of people with a physical disability in sport and active recreation
- One Voice – to provide one strong national brand and voice for members
- Sport Partnerships – to work collaboratively with:
 - NSOs to support mainstreaming of all sports,
 - our members, the APC and IWRF developing Wheelchair Rugby pathways and competition in Australia and the zone, and
 - other organisations to increase choices in sport and active recreation

This Plan is presented to and discussed with member organisations annually and is implemented by DSA and its members. This Plan includes a detailed 12 month operational plan and corresponding detailed budget.

DSA will include measurable objectives and a detailed three-year forward financial model, compared with historical financials, in 2016. Measurable objectives will include the key performance indicators that are most relevant to the sport, and by which its performance can be measured and trends shown.

3.4 *Disclosure of administration expenses in the sport, including remuneration and associated expenses for key management personnel*

Status: In its Statement of Comprehensive Income DSA details employment costs. As DSA human resources include the CEO and up to three part time employees only, the remuneration of key management personnel is largely discernible. In FY16 DSA will include increased disclosure in its Financial Statements.

Details of gross administration expenses are fully disclosed in notes to the Financial Statements.

3.5 *NSOs to provide in a timely manner all information requested by the ASC*

Status: DSA has provided all information requested by the ASC in a timely manner, to enable the ASC to complete its Annual Sport Performance Review and effectively monitor performance of DSA against the outcomes set in its funding agreement.

3.6.a *NSO meets the anti-doping requirements pursuant to the Sport Investment Agreement. This includes, among other things the implementation and compliance with ASADA approved anti-doping policy*

Status: DSA and its members have adopted the Australian Sports Anti-Doping Authority (ASADA) policy.

DSA Board is cognisant of its obligations under the sport's anti-doping policy, national anti-doping scheme and applicable international federation anti-doping requirements and is committed to assisting, cooperating and liaising with ASADA, including in relation to the conduct of any investigation or hearing on any alleged anti-doping rule violations.

3.6.b *NSO needs to adopt and observe the AIS Sports Science Sports Medicine Best Practice Principles*

Status: DSA Board is investigating:

- adoption of the AIS Sports Science Sports Medicine Best Practice Principles, and
- implementation of recommended investigation, supervision and reporting practices

3.6.c *NSO will have an obligation to comply with the requirements of the National Policy on Match-fixing in Sport through enacting an NSO specific anti-match-fixing policy and code of conduct.*

Status: DSA Board is investigating enacting an anti-match-fixing policy and code of conduct.

3.6.d *NSO needs to ensure appropriate education has been provided to players, player agents, support personnel, officials and staff on their responsibilities under the sports anti-match-fixing policy and code of conduct.*

Status: DSA Board is also investigating the provision of appropriate education to athletes, agents, support personnel, officials and staff regarding their responsibilities under the National Policy on Match-fixing in Sport.

3.7 *Financial and high performance reporting requirements*

Status: At the date of this report the APC is responsible for the provision of high performance services and reporting with regard to the sport.

SPORT BOARD OF DIRECTORS

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

Directors Meetings	Number eligible to attend	Number attended
Paul Bedbrook	7	7
Jodie Baker	0	0
Esme Bowen	7	7
Tanya Cox	7	7
Peter Debnam	7	7
George Hucks	7	5
Stephen Johns	0	0
Michael Lane	7	5
Karen McBrien	3	3
Joan Steele-Mills	3	2
Elizabeth Pollock	2	1
Cornelis Van Eldik	2	1



Paul Bedbrook - Chairperson - B. Sc., FAICD, F FIN

Paul Bedbrook is a professional director who has had a career of over 35 years in financial services. He was originally an analyst, fund manager and then the GM & Chief Investment Officer for Mercantile Mutual Investment Management Ltd (ING owned) from 1987 to 1995. In all, Paul was an executive for 26 years with the Dutch global banking, insurance and investment group, ING, retiring in 2010. Paul's career included the roles of: President and CEO of INGDirect Bank, Canada (2000 – 2003); CEO and director of the ING/ANZ wealth management JV, ING Australia, now part of ANZ (2003 – 2008) and Regional CEO, ING Asia Pacific, Hong Kong (2008 – 2010).

Paul currently is the Chairman of: Zurich Financial Services Australia and subsidiaries, and the listed company, Elanor Investors Group. He is an independent non-executive director of Credit Union Australia and the National Blood Authority. Paul's father, the late Sir George Bedbrook, was a pioneer in wheelchair sports as early as the 1950s.

SPORT BOARD OF DIRECTORS



Jodie Baker - B. Com, GAICD, TFASFA

Jodie has over 25 years' experience in investment and institutional banking, superannuation and funds management. She specialises in credit and risk management, and is well versed in financial markets products, corporate lending and structured finance. Jodie's senior executive roles have included Head of Business Credit Performance and Controls, ANZ Institutional Bank; Managing Director, Head of Client Credit Group, Societe Generale Australia; and Senior Vice President, Head of Credit BT Financial Group. She has also worked in risk and front line roles at Macquarie Bank, Bankers Trust Australia, Westpac, Bankwest and Chase AMP.

Jodie is a Director of Financial Executives Institute (FEI) and Synergy and TaikOz, a founding member of Australian Red Cross, Society of Women Leaders and a member of Mission Australia Finance Advisory Council and Social Enterprise Finance Australia (SEFA) Credit Committee.



Esme Bowen - B. Sc (Nursing), FAICD

Esme is director of a Perth based retail surf business and has been involved in tourism in the far north Kimberley region of WA. Esme is also involved in Community Road Safety and is President of the Royal Automobile Club of WA; Chair of the Club Board and member of RAC Sponsorship Committee; Chair of the WA Carers Advisory Council; Chair of the Wheelchair Sports WA Life Member and Hall of Fame Selection Committee; and a Fellow member of the Australian Institute of Company Directors. Esme has almost 30 years' nursing and disability experience in the disability sports sector, has previously been President of Wheelchair Sports WA and served as President of Wheelchair Sports Australia 2008 to 2015.



Tanya Cox - MBA, MAICD, FCIS, FCSA

Tanya has over 25 years' experience in the finance industry, most recently as Chief Operating Officer and Company Secretary of DEXUS Property Group (DXS), an ASX top 50 listed property trust. Prior to joining DEXUS in July 2003, Tanya held various general management positions, including Director and Chief Operating Officer of NM Rothschild & Sons (Australia) Ltd and General Manager – Finance, Operations and IT for Bank of New Zealand (Australia).

Tanya has more than 20 years' experience as an executive director and over 10 years' experience as a non-executive director. Tanya is currently chair of the Green Building Council of Australia, a director of OtherLevels Holdings and Building IQ and is a member of the NSW Climate Change Council. She is also a member of the Australian Institute of Company Directors and a fellow of the Institute of Chartered Secretaries of Australia.

SPORT BOARD OF DIRECTORS



Peter Debnam - MBA, MAICD

Peter's experience began with his Navy service followed by business development and general management in the aerospace and rural service industries. He then completed a full-time MBA before being elected to State Parliament in 1994. Peter was a Shadow Minister for much of his seventeen years in Parliament and was responsible for many portfolios including Treasury, Police, Transport, Planning, Energy and Infrastructure. In 2005 became Leader of the Opposition and led the Coalition to the 2007 State Election.

After leaving State Parliament in 2011, Peter has contributed his time and energy to helping charities and not-for-profit organisations. He is currently Chairman of The Muscular Dystrophy Association of NSW, Chairman of the Advisory Board of Our Big Kitchen Limited, Vice Chairman of Care Australia and a Director of Muscular Dystrophy Foundation Australia, The Paraplegic & Quadriplegic Association of NSW, Disability Sports Australia Limited and Soils for Life Pty Ltd.



George Hucks - Dip Bus (Accounting)

George brings over 20 years of experience in the health and finance sectors, specialising in research and non-government funded projects. George is currently a Finance Officer for the Department of Health (SA) and was previously employed at the Repatriation General Hospital in South Australia for over fifteen years.

George represented Australia in four Paralympic Games - Atlanta 1996, Sydney 2000, Athens 2004 and Beijing 2008, gaining two silver medals in Sydney and Beijing for Wheelchair Rugby. George also competed in four World Championships: 1995, 1998, 2002 and 2006. George has been part of the National Wheelchair Rugby Program for over sixteen years and was a director of Disability Recreation and Sports SA from 2010 to 2012.



Stephen Johns - B. Laws. B. Sc

Steve is a Partner in the Corporate Group of Norton Rose Fulbright Australia specialising in mergers and acquisitions. Steve's experience spans Australia, South East Asia, USA and the Pacific.

Steve has a reputation for getting things done. He is commercially and culturally aware, flexible and pragmatic. His cross border experience spans Australia, South East Asia, the United States and the Pacific. He has also worked extensively in the United States, Asia and the Pacific.

SPORT BOARD OF DIRECTORS



Michael Lane - B. Sc. (Microbiology)

Michael has over 25 years' experience in the commercial property industry having worked for organisations such as Coles Myer, Growth Equities Mutual, Lend Lease and DEXUS Property Group. Michael is currently General Manager – Developments at Vinta Property Group. Michael has held positions on various property committees at both State and National level and has previously held senior roles in Corporate Responsibility, has been a member of the City of Sydney Better Buildings Partnership Leadership Panel and continues to lead corporate stakeholder and community engagement.

Michael has completed various management courses with the Australian Graduate School of Management.



Karen McBrien

Karen is a professional currently employed in the Not-For-Profit sector with extensive experience in event management, media, marketing, communications and fundraising. She has held roles in government, private and the community sectors as well as managing her own business.

Karen has a long association with disability sport and athletes with a disability both in paid and volunteer roles including serving on the Board of Wheelchair Sports NSW and Business Manager to some of Australia's most elite and successful Paralympic athletes.

Karen has attended three Paralympic Games on official media accreditation including Atlanta 1996 as part of the Sydney Paralympic Organising Committee media and evaluation team and she worked at the Sydney 2000 Paralympic Games as Press Information Specialist at the International Media Centre at the Olympic Stadium.



Joan Steele-Mills - B. Sc (Physiotherapy)

Joan is currently a Director of Caswell Health Care. Joan trained in the Netherlands as a physiotherapist and worked for 6 years in England in several major rehabilitation centres where she was involved in recreational and competitive swimming for young athletes with Cerebral Palsy and Acquired Brain Injury. After moving to Sydney in 1990 she worked for the Spastic Centre of NSW as a senior clinician before moving into private practice in 1999 continuing to work with children and adults with movement disorders and neurological impairments. She has always promoted sport as part of maintaining General Health, ongoing rehabilitation and sense of achievement for her clients. Joan commenced coaching and classification in 1990 and by 1995 was accredited as a CPISRA international classifier for all sports for athletes with Cerebral Palsy. Joan attended the 1996, 2000, 2004, 2008 and 2012 Paralympic Games some as Chief classifier for CPISRA, Boccia and CP football.

SPORT COMMITTEES 2014-2015

Board Audit and Risk Committee

Chair	Tanya Cox
Non-Executive Director	George Hucks
Non-Executive Director	Paul Bedbrook
Non-Executive Director	Jodie Baker

Board Nomination and Remuneration Committee

Chair	Paul Bedbrook
Non-Executive Director	Esme Bowen
Non-Executive Director	Tanya Cox

Board Revenue Committee

Chair	Michael Lane
Non-Executive Director	Peter Debnam
Non-Executive Director	Karen McBrien

Board Operations Committee

Chair	Paul Bedbrook
Non-Executive Director	Michael Lane
Non-Executive Director	Esme Bowen

Lawn Bowls Executive Committee

Chair	David Bailey
Head Coach	Jan Palazzi
DSA CEO	Jenni Cole
Member	Bernie Wolland

Lawn Bowls Reference Group

Executive Committee	As above
SA Representative	Jacob Gracey (DRSSA)
VIC Representative	Tim Nield (DSR)
QLD Representative	Daryl Francey (Bowls QLD) / Bernie Wolland
NSW Representative	Mark Wilson (WSNSW) / Doug Lambert
ACT Representative	Kate Lyttle (Bowls ACT)
NT Representative	Jan Palazzi (DSANT)
TAS Representative	Kevin Faulkner (ParaQuad Tas)
WA Representative	Hayden Lewis (WSWA) Denise McMillan (Bowls WA)

SPORT

COMMITTEES 2014-2015

Wheelchair Basketball Advisory Committee

Member	Lorraine Landon
Member	Matt Wells
Member	Greg Love
Member	Jenni Cole

Wheelchair AFL Advisory Committee

Chair	Kevin Faulkner
Member	Mark Howells
Member	W.O Scott Mengel (Defence Adaptive Sports)
Member	Josh Vandeloo (AFL)
Member	Jenni Cole

Wheelchair Rugby Executive Committee

Chair	George Hucks
League Commissioner	Darryl Wingard
Head Referee	Lloyd Whyte
Chief Classifier	Katie Bourke
Ex Officio	Jenni Cole
Ex Officio	Mark Leslie
Athlete Representative	Bryce Alman

Wheelchair Rugby Athletes Commission

Chairperson	Bryce Alman
SA Representative	Matt Mitchell
VIC Representative	Bryce Alman
QLD Representative	Ben Newton
NSW Representative	Andrew Edmondson
WA Representative	Aaron Camm

Wheelchair Rugby Reference Group

Executive Committee	As above
Wheelchair Sports NSW Representative	Mark Wilson
Sporting Wheelies & Disabled Assoc. Rep.	Robyn Stephenson
Disability Sport & Recreation (VIC) Rep.	Tim Nield
Wheelchair Sports WA Representative	Gary Lees
Disability Recreation & Sport SA Rep.	Jacob Gracey

SPORT PARTNERS AND STAKEHOLDERS

Major Partner



Australian Government

Australian Sports Commission

Sponsors

GIO

Wheelchair Sports Australia

Rhino

Supporters

Royal Australia Navy

Rugby Business Network

PricewaterhouseCoopers Australia

Norton Rose Fulbright

CBD Promotions

Wicked Promotions

Partnered National Sporting Organisations

Basketball Australia

Australian Rugby Union

Bowls Australia

Volleyball Australia

Australian Football League

The images contained in this document have been kindly provided by William A Stewart AAPS, Robyn Stewart, Jenni Cole, Max Illingworth, Serena Ovens and DSA supporters.

Chief Executive Officer:	Jenni Cole
Marketing and Communications Coordinator:	Michaela O'Leary
Wheelchair Rugby Coordinator:	Mark Leslie
Sports Coordinator:	Matthew Dunstan
Finance and Administration Officer:	Adrian Gilchrist (Until May 2015)
Marketing and Operations Manager:	Tamara Hohnberg (until Dec 2014)
Accountant:	Nimmy Prasad
Auditor:	PricewaterhouseCoopers

Disability Sports Australia
ABN 96 104 461 814

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DisabilitySportsAustralia



Fierce 4 Rugby Website

www.fierce4rugby.com.au



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