



DISABILITY  
SPORTS  
AUSTRALIA

# 2016

## ANNUAL REPORT









# TABLE OF CONTENTS

<b>MESSAGE FROM THE ASC.....</b>	<b>5</b>
<b>CEO AND CHAIR'S REPORT .....</b>	<b>6</b>
<b>STRATEGIC DIRECTION .....</b>	<b>9</b>
<b>STRATEGIC REVIEW .....</b>	<b>11</b>
<b>MEMBER ORGANISATIONS.....</b>	<b>15</b>
<b>WHEELCHAIR RUGBY .....</b>	<b>16</b>
<b>WHEELCHAIR AUSSIE RULES.....</b>	<b>19</b>
<b>LAWN BOWLS.....</b>	<b>20</b>
<b>WHEELCHAIR BASKETBALL.....</b>	<b>21</b>
<b>PARTNERSHIPS .....</b>	<b>23</b>
<b>WEBSITE AND COMMUNICATIONS.....</b>	<b>24</b>
<b>GOVERNANCE.....</b>	<b>26</b>
<b>BOARD OF DIRECTORS .....</b>	<b>30</b>
<b>COMMITTEES 2015-2016 .....</b>	<b>32</b>
<b>PARTNERS AND STAKEHOLDERS .....</b>	<b>34</b>
<b>CONTACT.....</b>	<b>35</b>
<b>FINANCIAL REPORT.....</b>	<b>36</b>



Left:  
Sitting Volleyball  
Invictus Games  
Orlando 2016



# SPORT MESSAGE FROM THE ASC

The Australian Sports Commission (ASC) congratulates our National Sporting Organisations (NSOs) on their achievements this year. In particular, we congratulate all of our athletes who represented Australia in the Rio Olympic and Paralympic Games. You did so with great distinction. The country is proud of your commitment and dedication, and the manner in which you conducted yourself throughout the campaigns.

In the aftermath of the Games, the Board of the ASC has re-committed to the core principles of Australia's Winning Edge, the ASC's ten year plan for high performance sport introduced in 2012. The four key principles are: high aspirations for achievement; evidence-based funding decisions; sports owning their own high performance programs; and a strong emphasis on improved leadership and governance.

We are confident these principles serve the long term interests of sporting sector.

We will also use the experience of the last four years to seek to improve implementation of Winning Edge in ways that will benefit the sector.

The ASC is equally committed to increasing community participation in sport, particularly amongst our children and youth. We have been pleased this year to see our flagship participation program Sporting Schools reach over 4,300 schools in partnership with NSOs.

Innovations by the ASC this year included the release of our Integrity Guidelines for Directors and Leaders of Sporting Organisations, which provides directors with comprehensive and practical guidance for the first time on anti-doping, sport science and medicine, illicit drugs, match-fixing, child protection and member protection – vital issues for maintaining trust and respect in the sporting sector.

We also staged our inaugural Athlete and Coaches Forum, giving Australia's elite athletes and coaches the opportunity to share their experiences and enhance their leadership capabilities.

And we were delighted to see fruits of our efforts to improve female opportunity in sports, with improved elite and participation opportunities in women's sport, better media exposure, some outstanding new commercial deals, and an increase in female representation at NSO board level from 27 per cent to a 39 per cent across the top 23 NSOs.

Looking ahead, ASC priorities include:

- further institutional and governance reform in sport, with an emphasis on increased national integration and alignment
- increased funding for sport, including new non-government sources of funding
- further embedding sport in schools' educational programs
- improved national coordination of sports infrastructure spending, and
- Improved use of data and technology in sports.

Reforms like this are often hard to achieve but have profound long term benefits. The evermore competitive environment in world sport on display in Rio highlights the critical importance of further reform if Australia is to maintain its proud reputation and traditions as a sporting nation.

The ASC thanks all of our sector partners for your effort and contribution to Australian sport. We look forward to continued success and progress together.

**John Wylie AM**  
Chair

Board of the Australian Sports Commission



**Australian Government**  
**Australian Sports Commission**



# SPORT CEO AND CHAIR'S REPORT

We are a sporting nation. We know that sport is important for health, emotional and psychological well-being, and sport seems to be part of this country's DNA. Yet it is very clear that there is much to do to bridge the gap between what we know needs to be provided to allow people with a disability to live lives enriched by sport, and what is able to be achieved in a climate of shrinking funding and resources.

Disability Sports Australia (DSA) has spent considerable time reviewing our strategy and operations this year, and in particular examining the WHY of what we do, to help us to focus on how we can be most effective with our limited resources. It became incredibly clear earlier this year when a mother of a 14 year-old boy with cerebral palsy tearfully and joyfully said to our CEO, "I never thought I'd see my son presented with a trophy for sport – this has changed his life!"

Every conversation we have with people with a disability who get involved in sport has an echo of this sentiment. Sport is great for everyone, but for a person with a disability, sport changes lives. This is the WHY that drives every decision we make about what we do, when we do it and for whom we do it.

There are around 1 million people in Australia with a physical impairment associated with a moderate to severe activity limitation, and that these people are likely to have challenges getting involved in sport. We know that every 15 hours a child is born with cerebral palsy (ref: Cerebral Palsy Alliance). We know that over 80% of people with a disability surveyed want to get more active and involved in sport and active recreation (ref - *Getting Involved in Sport*, Australian Sports Commission 2010). We know that sport changes lives. So this is the challenge we want to meet: changing lives through sport - bringing more sporting opportunities to more people with a disability, in partnership with our members and the other organisations that already work in this area.

DSA continued to broaden its scope of activities in 2105/16. As well as pursuing new sources of revenue and partnerships to secure its long term future, DSA won the rights to host the 2018 IWRF Wheelchair Rugby World Championship in Sydney at Olympic Park, started the new sport of wheelchair Australian rules football, embarked on research and education projects, sport development, and increase our service providing information to the public about sport for people with a disability.

In order to continue to change lives through sport, DSA continues to recognise the need for strong and collaborative partnerships, and diversified and sustainable revenue. In a climate where fundraising is challenging and future government funding for participation level sport is unknown, this remains one of our greatest challenges. It is only through generous donors and corporate partners that we will be able to help more people with a disability get active and into sport.



**Left:**  
2016 Multi-Disability  
Lawn Bowls National  
Championship

# SPORT CEO AND CHAIR'S REPORT

In this Report you will read of some of our key achievements and it should be clear in reading this that everything we do is underpinned by the hard work of our dedicated staff and volunteer team, committed and passionate Board, enthusiastic partners and the willingness of our member organisations and other partners to work with us to achieve more together than we could alone.

This year's Annual Report also includes an abridged version of our Financial Statements, with the full version available through the ACNC website ([www.acnc.gov.au](http://www.acnc.gov.au)). We are pleased to advise that based on our end of year financial statements, our expenditure on provision of sport programs and events was approximately 68% of our total turnover.

Each year, the Board and staff review the on-going strategy and select key strategic priorities to focus on within that year. This past year, amongst our ongoing activities and programs we focused on:

1. Finalising the website and digital strategy;
2. Partnerships and relationships that will benefit DSA and its members in the long term;
3. Bidding for, and winning the rights to, the 2018 IWRF Championship;
4. Establishing wheelchair Aussie rules as a new sport; and,
5. New sources of revenue.

The need for a strong, credible and committed 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, State and Territory Governments roll out the National Disability Insurance Scheme (NDIS), not-for-profit organisations are under increased scrutiny and regulation. 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 2016 is an outstanding result.

During this last financial year, we farewelled one of our longest serving and committed Board members, Esme Bowen. Esme was previously Chair of DSA and Chair of Wheelchair Sports Australia, and her wisdom and passion for disability sport was instrumental in the amalgamation of three National Sporting Organisations for the Disabled (NSODs) to form Disability Sports Australia in 2013. We also said thank you to retiring and founding Director, Tanya Cox. Tanya's work on governance, operations and as the Chair of the Audit Committee will be missed.

We acknowledge and thank the Australian Sports Commission for its funding and unwavering support for our activities, now and into the future. A huge thank you to GIO for their extensive and unwavering support of wheelchair rugby national programs and research. Thank you to the Foundation Members of the Disability Sports Australia Supporters Club for their generosity and for partnering with us in this work. Particular thanks to our sport committees and commissions for their tireless and often unrecognised work to help grow our sport programs. Most of all thank you to our athletes, including those of our member organisations in every state, and their parents and supporters.

You are our reason for doing what we do.



**Jenni Cole**  
Chief Executive Officer



**Paul Bedbrook**  
Board Chair

# SPORT STRATEGIC DIRECTION

## 1. Our Vision

Sport and active recreation for all Australians with a disability.

## 2. Our Mission

We provide leadership in sport and help people with a disability to get involved in sport and active recreation.

## 3. Primary Purposes

Our primary purpose is to increase participation of people with a physical disability in sport and active recreation by:

- 3.1 Providing leadership in sport and active recreation for people with a physical disability;
- 3.2 Promoting the benefits of sport for people with a disability to government, lead agencies, sporting organisations and the community;
- 3.3 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);
- 3.4 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; and,
- 3.5 Supporting our partner organisations in provision of sport and active recreation opportunities for people with a disability throughout Australia.

## 4. Objectives

- 4.1 Growth – to measure and increase participation of people with a physical disability of all ages in sport and active recreation.
- 4.2 Engaged Stakeholders – engage with key stakeholders to build collaboration to deliver on our primary purposes.

4.3 One Voice – to provide one strong national brand and voice for members.

4.4 Effective Partnerships – to work collaboratively with:

- 4.4.1. Our members, the APC and IWRF on developing Wheelchair Rugby pathways and competition in Australia and the Asia Oceania zone; and,
- 4.4.2. Other organisations (e.g. NSOs, GIO, Department of Defence) to increase the choices in sport and active recreation for people with a disability.

4.5 Development Framework – to establish a framework to deliver sporting opportunities for people with a disability from grassroots to elite levels in Australia.

4.6 Sustainable and increased revenue – to generate increased revenue and build an effective organisational structure to deliver effective services and programs into the future.

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

### 5.1 Innovation and Capacity Building

We leverage our experience and expertise to drive research and build the capacity of other organisations, government and individuals to deliver opportunities and remove barriers to sport and active recreation for all people with a disability. We do this via:

- 5.1.1. Advocacy and influencing government policy;
- 5.1.2. Position statements and discussion papers on topics of relevance;
- 5.1.3. Partnerships with universities and other research institutions and organisations;
- 5.1.4. Development of education programs; and,
- 5.1.5. Partnering with other organisations to help them develop and deliver sport and recreation programs for people with a disability.



# SPORT STRATEGIC DIRECTION

## 5.2 Sport in Partnership

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

- 5.2.1. DSA is the National Sporting Organisation that manages the delivery of wheelchair rugby in Australia from grassroots to national level in partnership with our state members, ARU, IWRF and the APC.
- 5.2.2. Promote the development of new and emerging sport and recreation opportunities – e.g. Wheelchair Australian Rules Football (Wheelchair Aussie Rules), Ice Sledge Hockey, ParaVolley Beach etc.
- 5.2.3. Promote pathways from grassroots to elite levels for athletes, officials and coaches in Paralympic and non-Paralympic sports with our member organisations, NSOs and NSODs including the APC.
- 5.2.4. Support our state member and other organisations to deliver a range of sport and active recreation opportunities in from grassroots level, and to provide a national focus to promote cohesion and interstate cooperation.

## 5.3 Information and Connection

We leverage our experience and 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. The DSA website provides:

- Sport information;
- Calendar and event information;
- Online fundraising, sponsorship and donation opportunities;
- Promotion of our sponsors and supporters;
- Links to other organisation's resources, articles and information;
- Links to our social media channels including YouTube, Instagram Twitter and Facebook etc; and,
- Links to other sites such as members, NSO partners, sponsors, government, APC, IFs and the IPC;

### 5.3.2. Using social media to bring our programs to the community and our members, live sporting event updates, results, photographs and event information;

### 5.3.3. YouTube provides sports information, promotional videos, footage and education material; and,

### 5.3.4. An info hotline with details to connect people with the information and resources they need.

#### Right:

2015 Women's National Wheelchair Basketball League final







Left:  
Adaptive  
Wheelchair  
Mountain Biking



# SPORT STRATEGIC REVIEW

This section highlights some key achievements in our five key strategic priorities during the 2015/2016 financial year. Many are further described in other sections of this Report.

Growth – measure and increase participation of people with a physical disability of all ages in sport and active recreation.

- Increased participation in adaptive sport for wounded, injured and ill Australian Defence Force personnel through partnership with, and support to, ADF Adaptive Sports. Delivery of training camps for the Australian Invictus Games team for the ADF;
- Removed a barrier to participation by expanding information provided through the DSA website about a broad range of sports and programs;
- Delivered training to 40 paediatric physiotherapists to support the facilitation of children with a disability to get involved in sport;
- Collected member data to report and analyse trends in participation in our member states. This information showed a 30% increase in member numbers across Australia to 7,900 members. In addition, member organisations delivered programs to more than 65,000 school students across Australia.
- Improved awareness of DSA programs and events evidenced by increased social media engagement and reach, media activities, and more partnerships and collaborations with other organisations;
- More national level sporting events delivered across three sports;
- Increased opportunities for international level competition in wheelchair rugby through participation of international teams in national events and securing the right to host the 2018 IWRP Wheelchair Rugby World Championship; and,
- Increased number and level of referees and other officials in wheelchair Aussie rules, and bowls.

Engaged Stakeholders – engage with key stakeholders to build collaboration to deliver on our primary purposes.

- Entered into Memorandums of Understanding with the Australian Rugby Union and Australian Football League to work in partnership and develop wheelchair rugby and wheelchair Aussie rules respectively;
- Regularly evaluate programs and events by surveying and interviewing athletes, coaches, officials and other stakeholders;
- Reintroduction of the bi-monthly newsletter sharing news from DSA and our state members and partners, sports events, announcements and other news of interest in the disability sport sector;
- Reintroduced regular DSA Member CEO teleconferences;
- Delivered a two-day CEO Forum for member CEO's with specialist external presenters focussed on capacity building, increased engagement, building strategic alignment and engagement; and,
- Significantly increased social media activity promoting DSA and member events and programs, as well as sharing news and information about disability sport nationally and internationally.

One Voice – to provide one, strong, national brand and voice for members.

- DSA has continued to roll out its branding and commercial identity across all communication platforms and publications;
- A refreshed DSA website including the addition of 13 new sports, improved news and social media integration, online donation options, optimisation for tablet and mobile devices, and online registration of events - in particular promoting state member organisations and partners;
- Strong focus on social media engagement through website content, Facebook, Twitter, LinkedIn, YouTube, Instagram, Snapchat including analytics to ensure our message has increased reach and relevance;
- Government relations agency, Fifty Acres, engaged in DSA's government strategy that is implemented to build relationships with Federal Ministers and their departments, as well as their Opposition counterparts;

# SPORT STRATEGIC REVIEW

- Face-to-face meetings with Ministers and Advisors in the areas of sport, health and social services, and their Opposition counterparts to increase awareness of funding shortfalls, the importance of sport for people with a disability and the programs and services offered by DSA and its member organisations;
- eKit campaign sent to all Federal Government and Opposition Ministers; and,
- Advocacy and consultancy to sports, government departments and agencies, NGOs and other related organisations to improve service delivery and access for athletes with a disability.

Effective Partnerships – work collaboratively with our members, the APC and IWRF on developing wheelchair rugby pathways and competition in Australia and the Asia Oceania zone, and work with other organisations (e.g. NSOs, Department of Defence) to increase the choices in sport and active recreation for people with a disability. This is achieved through:

- Ongoing effective and collaborative relationship with the Australian Sports Commission including compliance with the ASC's Mandatory Governance Principles, updating our Member Protection Policy, contributing to, or participating in, all ASC initiated CEO and other forums, surveys and projects of relevance;
- Successfully secured a grant from the ASC to develop the e-Sports Hub Project that will explore the journey of people with a disability getting involved with sport thereby increasing sport participation and developing a technical solution to more easily access sport program information;
- Regular communication and effective collaboration with International Federations of which DSA is the Australian Member, or with which DSA has an effective relationship, including the International Wheelchair Rugby Federation (IWRF), International Wheelchair Basketball Federation, (IWBF), International Wheelchair and Amputee Sport Federation (IWAS), World ParaVolley (WPV);
- Signed and announced a Memorandum of Understanding (MOU) with the Australian Rugby Union for the joint development of wheelchair rugby;
- Successfully bid for the right to host the 2018 IWRF Wheelchair Rugby World Championship through partnership with ADF, ARU, Wheelchair Sports NSW and key sponsors;
- Planning a national competition calendar and structure in consultation with the APC and member organisations to ensure integration of national team and support player pathways;
- Delivery of an expanded three round, wheelchair rugby national league in partnership with state member organisations and a National Championship scheduled for 2017;
- Commissioned a Coach Accreditation Pathway for wheelchair rugby which has progressed on budget and on time;
- Signed and announced a MOU with the Australian Football League with a special wheelchair Aussie rules event which received widespread media and public interest;
- Collaborated with member organisations to: develop wheelchair Aussie rules, support ADF programs, deliver sporting events and programs, promote programs through media, increase access to DSA national partners at a state level, and promote the programs and services offered by our state member organisations;
- Meetings and consultation with the Australian Paralympic Committee (APC) in areas of mutual interest particularly wheelchair rugby and advocacy;
- Continued to work effectively with Australian Defence Force Adaptive Sports, including:
  - partnering with member organisations in Tasmania, Victoria and South Australia and ADF Australian Rules to launch and develop wheelchair Aussie rules;
  - partnering with member organisations in NSW and QLD to deliver training camps and programs for the Australian Invictus Games team;
  - delivery of a sports camp for wheelchair Aussie rules; and,
  - ongoing advice and strategic input re: ADF Adaptive Sports programs;



# SPORT STRATEGIC REVIEW

- Implemented research and education projects through a partnership with The George Institute for Global Health;
- Partnered with The George Institute to develop and deliver a pilot project training paediatric physiotherapists in disability sport through a Grants 4 Grassroots small grant;
- Partnered with Mountain Bike Australia (MTBA) and Break the Boundary to develop and deliver an inaugural Adaptive Mountain Bike Conference in Melbourne and to support further development and promotion of adaptive mountain biking; and,
- Commenced discussions with Cricket Australia regarding the development of an adaptive form of cricket for people with a physical impairment.

Development Framework – establish a framework to deliver sporting opportunities for people with a disability from grassroots to elite levels in Australia.

- Reviewed and updated the committee structure for wheelchair rugby, including the addition of an Athletes Commission;
  - Commenced development of a Coach Accreditation Framework for wheelchair rugby;
  - Continued to implement development of scorebench officials for wheelchair rugby;
  - Introduced and developed wheelchair Aussie rules, reviewed and approved sport rules and commenced workshops to develop wheelchair Aussie rules umpires;
  - Engaged a National Wheelchair Dance Sport Coordinator to commence the development of wheelchair dance sport in Australia;
  - Partnered with Mountain Bike Australia (MTBA) and Break the Boundary to develop and deliver an inaugural Adaptive Mountain Bike Conference in Melbourne;
- Sustainable and Increased Revenue – to generate increased revenue and to support the ongoing development of organisational structure to deliver effective services and programs into the future.
- A four year DSA Revenue Strategy has been developed showing key goals and objectives. The Strategy includes sponsorship guidelines for partners, government grants, fundraising and donations;
  - DSA has continued its engagement with major sponsors including GIO;
  - A new sponsorship has been executed with ISC Teamwear as our Official Apparel Supplier with other sponsor / partner opportunities being finalised;
  - DSA has launched and successfully implemented the DSA Supporters Club. The Supporters Club provides tangible recognition of corporate or individual donors who have provided over \$1,000 p.a. to DSA. In addition, major donors (over \$5,000 p.a.) have access to further exclusive benefits. This program is anticipated to grow and provide a new revenue stream and opportunities for DSA;
  - DSA has successfully secured \$225,000 in government grants for programs in Australia and overseas. This includes the new e-Sports Hub Project and a Wheelchair Rugby Development Program in Indonesia;
  - DSA has been provided with the opportunity to host guests at major sporting events in Sydney. The opportunity to promote DSA has resulted in new revenue for DSA via events and direct support;
  - Increase annual turnover by 100% and more effective documentation of pro-bono and Value-In-Kind contributions as well as event income and expenditure;
  - Increased DSA Staff by 25% to meet the skill requirements for current and proposed strategic activities; and,
  - Maintained a safe, inclusive and flexible workplace environment.



**DISABILITY  
SPORTS  
AUSTRALIA**



Wheelchair  
Sports WA



### National Organisations



**WHEELCHAIR SPORTS  
AUSTRALIA**

Wheelchair  
Sports  
Australia  
(WSA)



Cerebral Palsy  
Australian  
Sport and  
Recreation  
Federation  
(CPASRF)



Disability  
Recreation and  
Sports SA



# SPORT

## MEMBER ORGANISATIONS



Disabled Sports Association NT



Sporting Wheelies & Disabled Assoc. (QLD)



Wheelchair Sports NSW



DISABILITY SPORT & RECREATION

Disability Sport & Recreation (VIC)



ParaQuad Association of Tasmania

# SPORT WHEELCHAIR RUGBY

## **Fierce 4 Rugby National League and the 2016 GIO Wheelchair Rugby National Championship**

Wheelchair rugby in Australia has experienced considerable changes in competition formats and the introduction of the Fierce 4 Rugby National League. The League consisted of a three round competition that concluded with the 2016 GIO Wheelchair Rugby National Championship.

One round of the Fierce 4 Rugby competition were each delivered in Melbourne and Brisbane, with the final round played in Sydney as part of the National Championship.

- Melbourne Fierce 4 Rugby Challenge - four teams: NSW, VIC Thunder, VIC Lightning and QLD competed over two days with the GIO NSW Gladiators victorious over QLD Suncorp Cyclones in the gold medal match. The MVP was awarded to Matt Lewis from VIC Protect Lightning; and,
- Brisbane Fierce 4 Rugby Challenge - four teams: NSW, VIC Thunder, VIC Lightning and QLD competed over two days with the GIO NSW Gladiators defeating VIC Protect Thunder in the gold medal match. The MVP was awarded to Ryley Batt from the GIO NSW Gladiators.

The 2016 Fierce 4 Rugby National League was capped off with the biggest and best Wheelchair Rugby National Championship to date.

Four teams: NSW, VIC Thunder, VIC Lightning and QLD were joined by two international representative teams from New Zealand and Japan to compete over three days.

In the gold medal match, Japan narrowly defeated the GIO NSW Gladiators in overtime to win 59 – 58. New Zealand were victorious over the QLD Suncorp Cyclones to clinch the bronze. The MVP was awarded to Ryley Batt from the GIO NSW Gladiators.

At the National Championship, the GIO NSW Gladiators were awarded both the National League and the National Championship trophies, finishing the League and the Championship as the highest ranked Australian team.

Gold and bronze medals were awarded to Japan and New Zealand respectively.

## **Australian Rugby Union MOU**

During 2015/16, DSA worked closely with state members, the APC the IWRF and our partner organisation, the Australian Rugby Union (ARU) to deliver a range of key projects.

In April, a MOU was signed between the ARU and DSA with the aim of fostering and promoting the development of wheelchair rugby in Australia. The main goal of the partnership is to drive participation in wheelchair rugby and develop pathways at local, state and national levels, as well as develop coaching and officiating accreditation frameworks and programs.

This partnership is vital in the development of the sport over the next five years and will assist in providing more opportunities for athletes with quadriplegia and multiple amputations to participate in wheelchair rugby.

## **2018 IWRF Wheelchair Rugby World Championship**

DSA was successful in bidding to host the 2018 IWRF Wheelchair Rugby World Championship.

Sydney will have the world's 12 best wheelchair rugby teams competing at Netball Central and the Sydney Olympic Park Sports Centre. The exciting announcement was made in July 2016 at the Opening Ceremony of the 2016 GIO Wheelchair Rugby National Championship.

This event will be a major factor in driving participation and boosting the public profile of the sport with the Australian public. The event will see the Australian team, the Steelers, who are the current Paralympic and World Champions, playing to defend their title on home soil.

Bringing the 2018 IWRF Wheelchair Rugby World Championships to Australia will also aid in elite athlete development, increase DSA's media and corporate engagement and provide the opportunity for our national team to perform at the highest level of competition in front of a home crowd.

The event will provide a focus on ensuring that each stage of the Player Development Pathway is providing the most effective playing opportunities and that the current competition structure is developed to support this program. In addition, DSA will focus on developing coach, official and player development programs.



**Right:**  
Chris Bond (QLD)  
2016 GIO Wheelchair  
Rugby National  
Championship





Left:  
2016 Wheelchair  
Aussie Rules National  
Championship

# SPORT WHEELCHAIR AUSSIE RULES

Wheelchair Australian Rules Football (Wheelchair Aussie Rules) has taken huge strides this year. With the inaugural Wheelchair Aussie Rules National Championship, and exciting new partnerships with the Australian Football League (AFL) and the Australian Defence Force, the future of Wheelchair Aussie Rules is continuing to grow.

In April 2016, Disability Sports Australia (DSA) and the Australian Defence Force were proud to host the inaugural 2016 Wheelchair Aussie Rules National Championship held at the Melbourne Sport and Aquatic Centre. Teams from South Australia, Tasmania and Victoria were joined by a team of RSL Veterans and, to aid in developing DSA's objective to increase participation in adaptive sports for wounded, injured and ill Australian Defence Force personnel, two Defence Force teams also competed.

The South Australian team took home the title of inaugural Wheelchair Aussie Rules National Champions and the gold medal, with Victoria taking silver and Tasmania the bronze. The event was a huge success and the perfect platform to begin developing the profile of wheelchair Aussie rules.

Endeavouring to build on the success of the Wheelchair Aussie Rules National Championship while also developing strategic partnerships, DSA announced a partnership with the AFL in July 2016 to promote and expand wheelchair Aussie rules in Australia as a fully inclusive sport for all.

AFL CEO, Gillon McLachlan, was joined by DSA CEO, Jenni Cole, to make the exciting announcement. The partnership with the AFL, in conjunction with an ongoing partnership with the Australian Defence Force will help to develop the profile of wheelchair Aussie rules as not only Australia's game, but everyone's game.

DSA is excited for the future of Wheelchair Aussie Rules. The coming year will see the 2nd Annual Wheelchair Aussie Rules National Championship as well as the development and growth in profile of the sport with the support of the Australian Defence Force and the AFL.



**Right:**  
2016 Wheelchair  
Aussie Rules National  
Championship



# SPORT LAWN BOWLS

The 2016 Multi-Disability Lawn Bowls National Championships (Multibowl) were held at Clearview Bowling and Community Club located in Adelaide from 22 - 27 May.

This year, the competition welcomed 43 participants from South Australia, Western Australia, Victoria, New South Wales, Queensland, Tasmania and ACT. This is the most competitors who have attended in the competition's history.

Across the six days of the tournament, the players competed in men's singles, women's singles, men's B5/6 pairs, men's B7/8 pairs, women's pairs and open triples.

The week started well with triples being completed in the first two days of competition however, as the week progressed, the weather didn't do the participants many favours.

The players battled through the conditions in the final three days to try and complete all the competitions but unfortunately almost no play could be held on the final day.

In the competitions that could not be finished due to weather, the winners were determined using a count back system per the rules of Bowls Australia.

The Clover/Lester Encouragement Award was won by Dylan-Jack Weaver of Victoria. Dylan, at the age of 16 was also this year's youngest competitor. Dylan started bowls four years ago when he was 12 and this was his first ever nationals and only his second time bowling on synthetic greens. Dylan made the final of the pairs and bowled well in triples and singles. Dylan's competitors have noted his good sportsmanship and good nature while embracing the spirit of the competition.

The Interstate Trophy was won by ACT.

Disability Sports Australia would like to thank Disability Recreation and Sports SA and Clearview Bowling Club for hosting the event, the Bowls Executive Committee and Tournament Director, Leon Harder, for conducting a successful tournament.



**Left:**  
2016 Multi-Disability  
Lawn Bowls National  
Championship



# SPORT

## WHEELCHAIR BASKETBALL

Disability Sports Australia supported Basketball Australia (BA) to present both the National Wheelchair Basketball League (NWBL) and the Women's National Wheelchair Basketball League (WNWBL).

The League had six teams competing throughout the year with a thrilling finals weekend held in Minto, NSW. The season concluded in June with the Kilsyth Cobras defeating the Be Active Perth Wildcats in the gold medal match to win back-to-back NWBL Championships. The bronze medal was won by the Wollongong Roller Hawks defeating the Red Dust Healers.

The WNWBL was a tightly contested competition between five teams from NSW, Queensland, WA and Victoria. During an exhilarating finals weekend in July in Sydney, the Be Active Western Stars shone the brightest to take out the gold medal and the National Championship. The Sydney Metro Blues won the silver medal with the Sydney Uni Flames taking out the bronze.

Both the NWBL and WNWBL provided the perfect opportunity for the athletes to prepare for the Rio 2016 Paralympic Games with the national men's team, the Rollers, qualifying to compete.

Unfortunately, the Rollers finished sixth in Rio after being beaten by Great Britain.

As the National Sports Organisation for wheelchair basketball and the member organisation of the International Wheelchair Basketball Federation (IWBF), DSA successfully nominated the following to people the IWBF Australia Oceania Zone Committees:

- Lorraine Landon, VP Oceania;
- Matthew Wells, Head Technical Official; and,
- Don Perriman, Secretary General.

DSA CEO, Jenni Cole, represents DSA and its state members on the BA National Wheelchair Basketball League Executive Committee.

### Right:

Brad Ness  
(Kilsyth Cobras),  
2016 National  
Wheelchair Basketball  
League Final





Left:  
Matt Kayrooz (GIO)  
2016 GIO Wheelchair  
Rugby National  
Championship VIP Match



Thank you to all of our partners for helping us to change lives through sport.

The partnerships held by Disability Sports Australia (DSA) are critical in developing further programs and expanding the opportunities for people with a disability to participate in a variety of sports nationwide.

## Government

Our major partner is the Australian Sports Commission (ASC). Their support enables DSA to operate day-to-day and carry out core program activities. DSA successfully secured a grant from the ASC to develop the e-Sports Hub Project that will explore the journey of people with a disability getting involved with sport thereby increasing sport participation and developing a technical solution to more easily access sport program information.

DSA continues to strengthen its partnership with the Australian Defence Force (ADF) through ADF Adaptive Sports including training camps and programs for the 2016 Australian Invictus Games team and for wheelchair Aussie rules, and provides ongoing advice and strategic input for ADF Adaptive Sports programs.

## Member Organisations

Close and effective partnership with each of our member organisations is vital. Their support has enabled successful events to be held, new events to be gained, programs to be delivered and more people with a disability participating in sport across Australia. It is those organisations that are directly providing sport and active recreation opportunities for over 6,000 Australians with a disability at a local level.

Planning a national competition calendar and structure, the integration of national team requirements and clear athlete pathways has allowed the delivery of programs for participants from grassroots through to Australian representatives and Paralympic level competition.

## Corporate Partners

GIO continue their remarkable support of DSA with particular emphasis on the GIO Wheelchair Rugby National Championship. Their partnership has enabled delivery of a wheelchair rugby program that continues to grow and strengthen the sport, providing competition and training for

all participants including the Australia team who are the current World and Paralympic Wheelchair Rugby champions.

ISC Teamwear have recently partnered with DSA as our Official Apparel Supplier. We are proud to join an elite group of sporting organisations wearing ISC apparel.

DSA's partnership with The George Institute for Global Health has allowed research and education projects including the development and delivery of a pilot program training paediatric physiotherapists in disability sport.

## International Federations and National Sporting Organisations

DSA regularly communicates and collaborates with International Federations of which DSA is the Australian Member, or with which DSA has an effective relationship, including International Wheelchair Rugby Federation (IWRF), International Wheelchair Basketball Federation, (IWBF), International Wheelchair and Amputee Sport Federation (IWAS) and World ParaVolley (WPV).

This year, DSA signed Memorandums of Understanding with the Australian Rugby Union and Australian Football League to develop the sports of wheelchair rugby and wheelchair Aussie rules respectively. In addition, DSA partnered with Mountain Bike Australia and Break the Boundary to develop and deliver an inaugural Adaptive Mountain Bike Conference in Melbourne and to support further development and promotion of adaptive mountain biking. DSA also commenced discussions with Cricket Australia regarding the development of an adaptive form of cricket for people with a physical impairment.

## DSA Supporters Club

In 2016, we launched the DSA Supporters Club recognising those corporates and individuals who provide significant contributions to DSA. In addition, access to an exclusive DSA Supporters Suite Program for selected donors has allowed development of strong partnerships and personal integration with our organisation. DSA Supporters Club Foundation Members are shown in this Annual Report and DSA additionally recognises our inaugural DSA Suite Program Members: John Croll, John Hart, Elanor Investors and DNW Group.

# SPORT WEBSITE AND COMMUNICATIONS

## Websites

Early in 2016, we redesigned and relaunched the DSA website ([www.sports.org.au](http://www.sports.org.au)) on a different platform, Squarespace. The switch to Squarespace provided a new site that is easier to use from both the user and editor perspective with a cleaner, more consistent design and better responsiveness on mobile devices.

Since its relaunch in February, the site has experienced a steady increase in traffic with most months nearly double the previous one. The site averages around 2,000 visits per month with the most visits in September around the Paralympics.

The Fierce 4 Rugby website ([www.fierce4rugby.com.au](http://www.fierce4rugby.com.au)), which had already been migrated to the Squarespace platform last year, got a minor update ready for the 2016 wheelchair rugby season. Since the start of competition in March, average views of the site were 900 per month, peaking in July around the time of the National Championship.



[www.sports.org.au](http://www.sports.org.au)

Late in 2016, the Fierce 4 Rugby website will be redeveloped and redesigned to become the home of wheelchair rugby competition in Australia. It will be a "one stop shop" for anyone wanting to play, watch or get involved in the sport from grassroots to the elite level.



[www.fierce4rugby.com.au](http://www.fierce4rugby.com.au)

## Facebook

Due to the more regular and scheduled delivery of content using social media automation tools, we have tripled the number of "likes" on our DSA Facebook page since the end of the last financial year, jumping from 491 likes to 1,207.



# SPORT

## WEBSITE AND COMMUNICATIONS

The most popular content on the DSA Facebook page was our post about winning the right to host the 2018 IWRF Wheelchair Rugby World Championship, with 20,000 reach and 2,300 engagements.

Our video, "Celebrating 25 Years of Wheelchair Rugby", reached a further 22,000 users and 9,000 views since the last Annual Report.

The Fierce 4 Rugby Facebook page achieved 300 likes since its inception in March.

Once the Fierce 4 Rugby website has been redeveloped to Wheelchair Rugby Australia in late 2016, the angle and content of the Facebook page will change and this should impact our "likes" and "engagements" in the future.

On the Fierce 4 Rugby page, the most popular post was the highlights reel from the 2016 GIO Wheelchair Rugby National Championship in July which reached 5,200 users, had 1,400 views, and received 502 engagements.

### Instagram

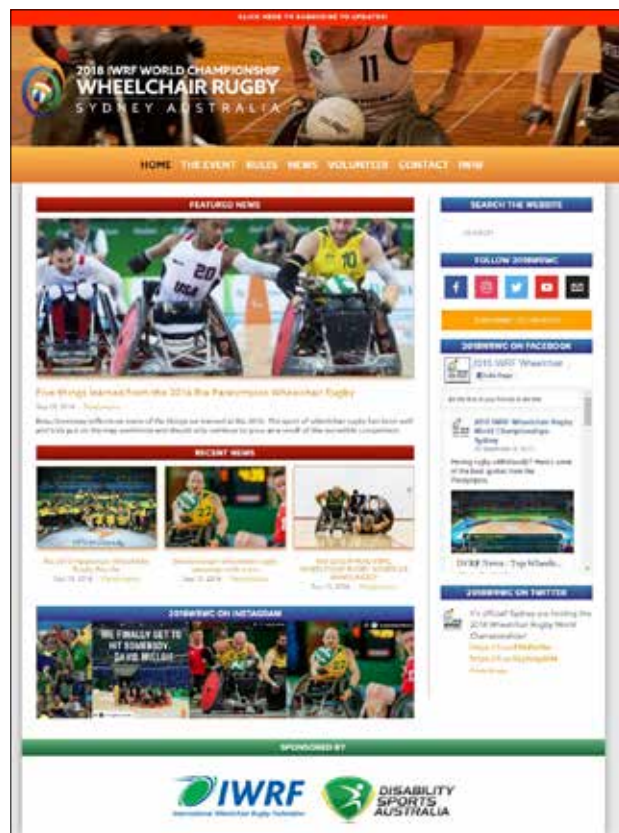
Instagram recently announced the introduction of Instagram Business Tools that allows accounts to list their business details and to connect to analytics. Since the analytics tool is still relatively new, we will have to wait for more data to report on any significant statistics.

Followers of the DSA page doubled from 232 to 529 and the most popular posts were about the Paralympics.

We also set up a Fierce 4 Rugby Instagram page simultaneously with the Facebook page earlier this year. The account has gained 192 followers since its inception and we expect it to continue to grow.

### Twitter

Our Twitter followers grew from an audience of 74 to 177 on our DSA page and 640 to 726 on the Fierce 4 Rugby page. The platform has decreased in popularity this year, giving rise to up-and-coming apps like Snapchat and improved services from Instagram and Facebook. As such, we will not focus on Twitter account user acquirement, but use it as channel to broadcast messages that have been posted on Facebook or Instagram.



[www.2018wrwc.com](http://www.2018wrwc.com)

### 2018 IWRF Wheelchair Rugby World Championship

In August, DSA announced its successful bid to host the 2018 IWRF Wheelchair Rugby World Championship. As part of a sponsorship proposal, TCx Design will assist with marketing and design aspects over and above our in-house capabilities. With input from our team, they designed the event logo which the IWRF lauded as "refreshing", "fun" and "colourful".

The event website is in the final stages of construction and we expect to launch the event logo and website containing preliminary event information, volunteer sign-ups and links to social media accounts before the end of October.

DSA have also set up Facebook, Twitter and Instagram accounts for the event to share relevant content and will develop a social media strategy and content calendar.

# SPORT GOVERNANCE

DSA believes that governance structures can significantly affect the performance of sporting organisations and DSA's policy is to meet the ASC Mandatory Sports Governance Principles.

## 1. Structure for sport

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

**Status:** DSA and its members are responsible for participation from junior to national level competition. The Australian Paralympic Committee (APC) is responsible for high performance outcomes at the elite international and Paralympic level. Discussions continue with the APC regarding the integration of participation and high performance responsibilities for wheelchair rugby for the benefit of the whole sport.

- b. *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:** Within the current federated structure, DSA and its members have aligned objectives and purpose regarding wheelchair rugby. This has resulted in the achievement of positive outcomes for the past few years. The sport's Development Pathway is driven by DSA to the national level and the APC to international level. Regular Wheelchair Rugby Reference Group and Athlete's Commission meetings continue to facilitate cohesive planning and sport development across all states territories.

- c. *The national body should be established as a company limited by guarantee.*

**Status:** Disability Sports Australia Limited is a company limited by guarantee, established in April 2003.

## 2. Board composition and operation

- a. *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 is comprised of nine directors.

- b. *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.*



**Left:**  
Ryley Batt (NSW)  
Brisbane 2016 Fierce 4  
Rugby Challenge



In the interests of ensuring continuing renewal of the Board, the retirement dates of directors are staggered and 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.

- c. *A nominations committee that nominates directors for vacancies upon which the members vote.*

**Status:** DSA has established a Nominations Committee comprising of two 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 attend Committee meetings to provide clarification where necessary.

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

**Status:** DSA has established an Audit and Risk Committee comprising of three directors all of whom are financially literate and at least one of whom has financial expertise. Until 13 September 2016, the Committee included an external, independent CPA. Recruitment of a replacement is underway at the time of writing this Report. The 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 had been the statutory auditor of DSA for the past six years and was replaced by Foster Raffan in the last quarter of the 2016 Financial Year.

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

- e. *Chair elected by the Board.*

**Status:** In accordance with good business practice, the directors elect the Chairperson. The position of Chairperson is reviewed by the Board through a Board evaluation process conducted annually. The normal term for the Chairperson is a period of two to four terms, subject to satisfactory performance.

- f. *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. The annual Board evaluation is occurring in the last half of 2016. The results will form part of the Board planning and governance review process.

- g. *Gender balance on boards.*

**Status:** The DSA Board has a gender diversity target of 40% female representation. At the date of this Report, female representation on the DSA Board was 33.33%. The DSA CEO is female.

- h. *All directors to be independent, regardless of whether elected or appointed.*

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

- i. are not elected by members to represent any constituent body;
- ii. are not employed by the organisation\*;
- iii. do not hold any other material office within the organisational structure; and,
- iv. have no material conflict of interest as a result of being a director.

Note: \* one director is currently on a short-term contract to utilise their marketing and sponsorship expertise for the benefit of DSA and its members.

- i. *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, led by the Chair, reviews and maintains 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 each director.

# SPORT GOVERNANCE

- j. *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.

- k. *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.

- l. *Minimum of five board meetings per year.*

**Status:** The DSA Board meets a minimum of six times per year. In FY16, the Board met nine times. Director attendance is detailed in the audited 30 June 2016 Financial Statements.

- m. *DSA Committees meet as often as necessary to undertake their responsibilities, but not less than three times per year.*

**Status:** DSA Committees usually meet more than three times per year.

### 3. Sport transparency, reporting and integrity

- a. *NSOs to publish annual reports consistent with Corporations Act requirements.*

**Status:** DSA produces audited Financial Statements with abridged accounts included in the Annual Report for members and key stakeholders. The full accounts are available on DSA's website and distributed annually for consideration at its Annual General Meeting held in October/November each year.

- b. *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.

- c. *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.

This Plan is presented to, and discussed with, member organisations annually and is implemented by DSA. This Plan includes a detailed twelve-month operational plan and corresponding detailed budget.

DSA will include measurable objectives and a detailed forward financial model, with comparisons to previous years. Measurable objectives will include key performance indicators that are most relevant to the sport and by which its performance can be measured and trends shown.

- d. *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 four part-time employees only, the remuneration of key management personnel is discernible. In FY16, DSA has increased disclosure in its Financial Statements.

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

- e. *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 the performance of DSA against outcomes set in its Funding Agreement.



# SPORT GOVERNANCE

- f. 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 state members have adopted the Australian Sports Anti-Doping Authority (ASADA) Policy.

The DSA Board is cognisant of its obligations under ASADA's Policy, national anti-doping scheme and applicable International Federation anti-doping requirements. It cooperates and liaises with ASADA in relation to the conduct of any investigations and is committed to assisting in hearings on any alleged anti-doping rule violations.

- g. NSO needs to adopt and observe the AIS Sports Science and Sports Medicine Best Practice Principles.

**Status:** The DSA Board is investigating:

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

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

- i. 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:** The DSA Board is investigating the provision of appropriate education for athletes, agents, support personnel, officials and staff regarding their responsibilities under the National Policy on Match-Fixing in Sport.

- j. 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.

**Right:**

DSA Board member, Steve Loader, with Paralympic Gold Medallist, Liesl Tesch



# SPORT BOARD OF DIRECTORS

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

Directors Name	Number eligible to attend	Number attended	Directors Name	Number eligible to attend	Number attended
Paul Bedbrook	9	8	Karen McBrien	9	6
Jodie Baker	8	7	Joan Steele-Mills	9	7
Peter Debnam	9	8	Karen McBrien	9	6
George Hucks	9	7	Steve Loader	4	4
Stephen Johns	8	8	Esme Bowen	9	6
Michael Lane	9	6	Tanya Cox	4	4

**Paul Bedbrook, B Sc, FSIA, F FIN** - Paul Bedbrook is a professional director who has had a career of over 35 years in financial services, primarily with the Dutch global banking, insurance and investment group, ING, retiring in 2010.

Paul is currently the Chairman of: Zurich Financial Services Australia and the listed company, Elanor Investors Group. He is also a director of Credit Union Australia and the National Blood Authority. His connection to DSA is that his father, Sir George Bedbrook, was an early pioneer in using wheelchair sports in the rehabilitation of patients with spinal injuries.



**Jodie Baker - B. Com, GAICD, TFASFA** - Jodie is a non-executive director with over 25 years' experience in investment banking and funds management. She specialises in developing and implementing strategy with a strong risk management and growth agenda. Formerly CEO of established fintech business, Morgij Analytics, Jodie was previously a senior risk executive at ANZ, Societe Generale and BT Financial Group. Earlier in her career, Jodie worked at Westpac, Macquarie Bank and Bankers Trust. Jodie is also a Director of Financial Executives Institute and Synergy & Taikoz, a Founding Patron of Australian Red Cross, Society of Women Leaders, a member of Social Enterprise Finance Australia Credit Committee and mentor at Tyro Fintech Hub.



**Peter Debnam - MBA, MAICD** - Peter's experience began with Navy service then business development and general management in aerospace and rural service. He completed an MBA before being elected to NSW Parliament in 1994 and in 2005 became Opposition Leader and led the Coalition to the 2007 State Election. After leaving Parliament in 2011, Peter contributed his time and energy to helping charities. He is Chairman of NSW Kids in Need Foundation, Muscular Dystrophy Association NSW, Advisory Board of Our Big Kitchen Limited and Vice Chairman, Care Australia and Director of Muscular Dystrophy Foundation Australia, ParaQuad NSW, Disability Sports Australia and Soils for Life P/L.



**George Hucks - Dip Bus (Accounting)** - George Hucks brings over 20 years of experience in health finance. George was a member of the Australian Wheelchair Rugby Team for over sixteen years from 1995-2008 competing in four Paralympic Games and four World Championships over this time. George represented his State of South Australia as a player and player coach for over 20 years from 1994-2014.

George served as a director of Disability Recreation and Sports SA from 2010 to 2012, (formally Wheelchair Sports SA) and is currently the Asia Oceania Zone President for the IWRF.



**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

**Steve Loader – B.Bus, GAICD** - Steve has worked in sport for over 20 years in Australia and overseas. He has facilitated courses and presented to staff from international sporting federations on sponsorship, brand management, elite athlete and coach pathways, international federation integration, new media in sport and a wide variety of other topics.

Steve is a recipient of the Australian Sports Medal and has served on the Boards of the Australian Paralympic Committee, Skiing Australia and Rowing Australia.



**Michael Lane - B. Sc.** - Michael has over 25 years' experience in the retail and commercial property industry having worked for Coles Myer, Lend Lease and DEXUS Property Group. Michael has previously held senior roles in Corporate Responsibility and Sustainability and is currently GM of Developments at Vinta Property Group. Michael has experience in property and portfolio investment, asset management and capital transactions. Michael has held positions on various property committees at both State and National levels. He has also been a member of the City of Sydney Better Buildings Partnership Leadership Panel.



**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.



**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.



**Esme Bowen - B. Sc (Nursing), FAICD - Retired** - 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 of the Australian Institute of Company Directors. Esme has almost 30 years' nursing and experience in the disability sports sector, and was president of Wheelchair Sports WA and Wheelchair Sports Australia.



**Tanya Cox - MBA, MAICD, FCIS, FCSA - Retired** - 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).



# SPORT COMMITTEES 2015-2016

## Board Audit, Risk and Operations Committee

Chair	Jodie Baker
Non-Executive Director	Steve Johns
Non-Executive Director	Paul Bedbrook
Independent Member	Greg Oong (resigned 13 September 2016)

## Board Nomination and Remuneration Committee

Chair	Paul Bedbrook
Non-Executive Director	Peter Debnam

## Board Revenue Committee

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

## 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 2015-2016

## Wheelchair Australian Rules Football Advisory Committee

Chair	Kevin Faulkner
Member	Mark Howells
Member	Brigadier Matthew Hall (ADF AR)
Member	Andrew Hughes
Member	Jenni Cole

## Wheelchair Rugby Executive Committee

Chair	George Hucks
League Commissioner	Darryl Wingard
Head Referee	Lloyd Whyte
Chief Classifier	Tracee-Lee Magginity
Ex Officio	Jenni Cole
Wheelchair Rugby Coordinator	Mark Leslie
Athlete Representative	Bryce Alman

## 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.	Jason Lees
Wheelchair Sports WA Rep.	Hayden Lewis
Disability Recreation & Sport SA Rep.	Jacob Gracey

## Wheelchair Rugby Athletes Commission

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

## Commonly used acronyms

ADF	Australian Defence Force
AFL	Australian Football League
APC	Australian Paralympic Committee
ARU	Australian Rugby Union
ASC	Australian Sports Commission
DSA	Disability Sports Australia
IF	International Federation
IPC	International Paralympic Committee
IWRF	International Wheelchair Rugby Federation
NSO	National Sporting Organisation
NSOD	National Sporting Organisations for the Disabled

# SPORT PARTNERS AND STAKEHOLDERS

## Major Partner



**Australian Government**

**Australian Sports Commission**

## Sponsors

GIO

ISC Teamwear

## Supporters

ANZ Stadium

Australian Defence Force Australian Rules

Foster Raffan

Norton Rose Fulbright

Royal Australian Navy

## Partnered National Sporting Organisations

Australian Paralympic Committee

Australian Football League

Australian Rugby Union

Basketball Australia

Bowls Australia

Volleyball Australia

## Partnered International Federations

International Wheelchair Rugby Federation (IWRF) International Wheelchair Basketball Federation (IWBF)

International Wheelchair & Amputee Sports Federation (IWASF) International Bowls for the Disabled (IBD)

Cerebral Palsy International Sports and Recreation Association (CPISRA)

## DSA Supporters Club Foundation Members

DNW Group Elanor Investors TCx Design Anonymous

John Croll John Hart Paul Bedbrook Jodie Baker Peter Debnam

The images contained in this document have been kindly provided by Commonwealth of Australia, Department of Defence, Emily Dimozantos, Basketball Australia, Kerry Halford, Serena Ovens and Disability Sports Australia.



Chief Executive Officer:	Jenni Cole
Marketing and Communications Manager:	Michaela O'Leary
Wheelchair Rugby Coordinator:	Mark Leslie
Sports Coordinator:	Kelsey Singh
Finance Manager:	Malcolm Beard (from October 2015)
National Wheelchair Dance Sport Coordinator:	Daria Alforova (from August 2016)
Auditor:	Foster Raffan

## Disability Sports Australia ABN 96 104 461 814

PO Box 4083, Homebush South, NSW 2140

Sports House, Level 2, Quad 1, 8 Parkview Drive, Sydney Olympic Park, NSW 2127, Australia



Phone

+61 2 8736 1220



Email

info@sports.org.au



DSA Website

www.sports.org.au



Disability Sports Australia

www.facebook.com/  
DisabilitySportsAus



@DisSportsAus

www.twitter.com/  
dissportsaus



@DisabilitySportsAustralia

www.instagram.com/  
DisabilitySportsAustralia



Phone

+61 2 8736 1221



Email

wheelchairrugby@sports.org.au



Fierce 4 Rugby Website

www.fierce4rugby.com.au



Fierce4Rugby

www.facebook.com/  
Fierce4Rugby



@Fierce4Rugby

www.twitter.com/  
Fierce4Rugby



@DisabilitySportsAustralia

www.instagram.com/  
Fierce4Rugby

# SPORT FINANCIAL REPORT

DISABILITY SPORTS AUSTRALIA LIMITED  
ABN 96 104 461 814

STATEMENT OF COMPREHENSIVE INCOME  
FOR THE YEAR ENDED 30 JUNE 2016

	Note	30 June 2016 \$	30 June 2015 \$
Event revenue	5	395,704	413,493
Grant revenue	2	210,000	277,765
Other revenue	3	<u>81,215</u>	<u>35,982</u>
<b>Total revenue</b>		<u>686,919</u>	<u>727,240</u>
Employee benefits expense		(180,583)	(180,547)
Event expenses	5	(393,708)	(413,493)
Fees to affiliated organisations		(7,093)	(5,390)
Operating expenses	4	<u>(95,768)</u>	<u>(71,582)</u>
<b>Total expenses</b>		<u>(677,152)</u>	<u>(671,012)</u>
<b>Profit before income tax</b>		9,767	56,228
Income tax expense		-	-
<b>Profit for the year</b>		9,767	56,228
Other comprehensive income for the year		-	-
<b>Total comprehensive income for the year</b>		<u>\$9,767</u>	<u>\$56,228</u>



# SPORT FINANCIAL REPORT

DISABILITY SPORTS AUSTRALIA LIMITED  
ABN 96 104 461 814

BALANCE SHEET  
AS AT 30 JUNE 2016

	Note	30 June 2016 \$	30 June 2015 \$
<b>CURRENT ASSETS</b>			
Cash and cash equivalents		346,097	273,468
Trade and other receivables	6	43,684	58,420
Prepayments	7	<u>8,677</u>	<u>4,243</u>
<b>TOTAL CURRENT ASSETS</b>		<u>398,458</u>	<u>336,131</u>
<b>NON-CURRENT ASSETS</b>			
Prepayments	7	<u>10,763</u>	<u>-</u>
<b>TOTAL NON-CURRENT ASSETS</b>		<u>10,763</u>	<u>-</u>
<b>TOTAL ASSETS</b>		<u>409,221</u>	<u>336,131</u>
<b>CURRENT LIABILITIES</b>			
Trade and other payables	8	169,554	96,662
Provision for event administration costs	9	133,467	144,607
Provision	10	<u>13,620</u>	<u>11,073</u>
<b>TOTAL CURRENT LIABILITIES</b>		<u>316,641</u>	<u>252,342</u>
<b>NON-CURRENT LIABILITIES</b>			
Provision	10	<u>-</u>	<u>976</u>
<b>TOTAL NON-CURRENT LIABILITIES</b>		<u>-</u>	<u>976</u>
<b>TOTAL LIABILITIES</b>		<u>316,641</u>	<u>253,318</u>
<b>NET ASSETS</b>		<u>\$92,580</u>	<u>\$82,813</u>
<b>EQUITY</b>			
Retained earnings		42,580	32,813
WSA Reserve		<u>50,000</u>	<u>50,000</u>
<b>TOTAL EQUITY</b>		<u>\$92,580</u>	<u>\$82,813</u>

# SPORT FINANCIAL REPORT

DISABILITY SPORTS AUSTRALIA LIMITED  
ABN 96 104 461 814


## DIRECTORS' DECLARATION

In the directors' opinion:

- a) the financial statements and notes set out on pages 36 - 37 are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012* including:
  - (i) complying with Accounting Standards, the *Australian Charities and Not-for-profits Commission Regulation 2013* and other mandatory professional reporting requirements, and
  - (ii) giving a true and fair view of the Company's financial position as at 30 June 2016 and of its performance for the financial year ended on that date, and
- b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable, and
- c) at the date of this declaration, there are reasonable grounds to believe that the members identified in note 14 will be able to meet any obligations or liabilities to which they are, or may become, subject.

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

Director

  
\_\_\_\_\_  
Jodie Baker

Dated this 6th day of October 2016

# SPORT FINANCIAL REPORT



FOSTER RAFFAN  
CHARTERED ACCOUNTANTS  
BUSINESS, FINANCIAL & TAX ADVISORS

Partners  
Graeme J McLean  
G Douglas Wood  
Vivien H Tang

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## INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DISABILITY SPORTS AUSTRALIA LIMITED

### Report on the Financial Report

We have audited the accompanying financial report of Disability Sports Australia Limited which comprises the statement of financial position as at 30 June 2016 as set out on pages 36 - 38.

#### Responsible Persons' Responsibility for the Financial Report

The responsible persons of the registered entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards and the *Australian Charities and Not-for-profits Commission Act 2012* and for such internal control as the responsible persons 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.

#### Auditor's Responsibility

Our responsibility is to express an opinion on the financial report based on our audit. We conducted our audit in accordance with Australian Auditing Standards. Those standards require that we comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance about whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the responsible persons' preparation of the financial report that gives a true and fair view 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 registered entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the responsible persons, as well as evaluating the overall presentation of the financial report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

#### Independence

In conducting our audit we have met the independence requirements of Australian professional ethical pronouncements. We have given the responsible persons of the company a written Auditor's Independence Declaration, a copy of which is included on page 8.

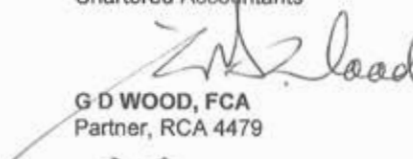
#### Auditor's Opinion

In our opinion the financial report of Disability Sports Australia Limited has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2016 and of its financial performance and cash flows for the year ended on that date; and
- (b) complying with Australian Accounting Standards and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

#### FOSTER RAFFAN

Chartered Accountants

  
G D WOOD, FCA  
Partner, RCA 4479

North Sydney, 6 October 2016.





