



**DISABILITY  
SPORTS  
AUSTRALIA**

# **2012 / 2013 Annual Report**



*Formerly Australian Athletes With a Disability*



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# MESSAGE FROM THE AUSTRALIAN SPORTS COMMISSION



**Australian Government**

**Australian Sports Commission**

The Australian Sports Commission (ASC) is committed to ensuring Australian athletes excel in the international sporting arena, and increasing Australians' participation in sport.

These two clear objectives are mutually reinforcing – international success inspires Australians to participate in sport and greater participation helps nurture our future champions. Sport inspires individuals, unites communities and encourages active lifestyles.

Success at the international level has become even more challenging for Australian athletes. Traditional competitors keep getting better, and rising countries are becoming forces to be reckoned with. Our tenth placing in the medal table at the London Olympic Games continued a downward trend over the past three games.

Through *Australia's Winning Edge 2012-2022*, our game plan to move Australian sport from world class to world best, we are changing the role of the Australian Institute of Sport (AIS) and the delivery of the high performance program, improving the financial performance and position of national sporting organisations (NSOs) and strengthening the governance structures and standards of NSOs.

We have initiated a fundamental reform process to improve Australian sport, by linking high performance sports funding more closely with performance; ensuring the AIS is the world's best high performance sports institute; modernising governance structures in a number of sports; investing to improve coaching, leadership skills, talent identification and innovation in Australian sport; and reinforcing public confidence in the integrity of sport. These reforms will create lasting change and improvement.

In 2013-14, the Australian Government, through the ASC, is investing almost \$120 million in national sporting organisations for high performance programs and to promote grassroots participation in sport. Our partner sports can expect a much sharper focus by the ASC in future on best practice governance and administration, intellectual property ownership, athlete management and support structures and general accountabilities by the sports. Equally, the ASC is committed to changing to meet the needs of contemporary sport.

Importantly, the ASC is focused on promoting grassroots participation in sport throughout Australia and to continue a suite of successful national programs such as the Active After-school Communities program. Increased community sport participation has a profound long term dividend, and remains a vital objective of the ASC.

The ASC looks forward to working in collaboration with the sport sector to encourage more people into sport and to drive Australia's continued international sporting success.



**John Wylie AM**  
**Chair**  
**Board of the Australian Sports Commission**



# EXECUTIVE OFFICER AND CHAIR'S REPORT

It was another significant year for AAWD, now known as Disability Sports Australia, following the achievement of a number of important milestones. A new strategic plan was developed, a new name and constitution adopted, future management of the wheelchair basketball national leagues was resolved and the first significant naming rights sponsorship was secured.

Following a vote of members on 20 June 2013, AAWD adopted a new constitution and new name, Disability Sports Australia (DSA). The objectives of this change were to enable the organisation to present one strong brand and voice for members and to better reflect the organisation's mission and responsibilities as the peak national body for state and other sports and recreational organisations representing people with a physical disability. Through our members we help people with a physical disability to develop and engage with the community through the provision of sports participation and recreational opportunities. DSA already conforms to the governance standards of a publically listed company, and our new constitution meets best practice corporate governance standards.

In 2012 / 2013 the Board accepted the resignation of Amanda Garland as Director after nine years and appointed Peter Debnam as a new Director.

DSA continued to administer the National Wheelchair Basketball League (NWBL) and Women's National Wheelchair Basketball League (WNWBL) in partnership with Basketball Australia (BA). In November 2012, DSA conducted a Wheelchair Basketball strategic meeting with BA, facilitated by the Australian Sports Commission (ASC). One of the outcomes was the formation of the Wheelchair Basketball Reference Group (WBRG) to facilitate the transition of responsibility of wheelchair basketball national competitions and development pathways for athletes, officials and administrators to Basketball Australia. The Reference Group which comprises members of both organisations has been meeting since early 2013 and determined that the first step will be to handover administration of the NWBL and WNWBL to Basketball Australia commencing from the 2014 season. The Reference Group will continue to meet to discuss and agree the details of the transition as well as the transition of other national competitions and development pathways.

In 2013, DSA continued to focus on development opportunities for wheelchair rugby players through the National Wheelchair Rugby Series (NWRS). The 2013 GIO National Wheelchair Rugby Championships was held in August 2013 with the Welcome Function incorporating the launch of Disability Sports Australia on 13 August. GIO is the first significant naming rights sponsorship and will continue through till 2016.

In 2012-13 DSA selected eight Australian bowlers to become members of the inaugural Gold Squad as part of the development program for the 2014 Commonwealth Games and other future international competitions.



The 2013 Lawn Bowls Multi-Disability National Championships were hosted by Sporting Wheelies and Disabled Association in partnership with Bowls Queensland, with the highest number of participants in recent years including the first participant from WA. DSA partnered with Bowls Australia to select a squad of twelve bowlers to attend a selection camp following the National Championships. From this squad, four bowlers were selected for the 2013 UK tour to preview and experience the lawn bowls venue for the 2014 Glasgow Commonwealth Games.

# EXECUTIVE OFFICER AND CHAIR'S REPORT

DSA is also currently working to partner with Bowls Australia and Bowls Victoria for the 2014 Lawn Bowls Multi-Disability National Championships to align with the 2014 Commonwealth Games selection process.

DSA signed an Memorandum Of Understanding (MOU) with Volleyball Australia in 2013 to collaborate, to further the development and increase participation opportunities for people with a disability in Australia.

DSA provided funding support to its members to conduct programs and development activities, supporting participation from grassroots to national level, including:

- ◆ Lawn Bowls Multi-Disability National Championships
- ◆ Boccia Australia National Championships
- ◆ Officials training and development
- ◆ International sports committee representation



Our recent member audit confirmed that DSA continues to represent approximately 6,000 athletes, officials, coaches and volunteers. This includes an estimated 4,000 participants across a variety of sports. In addition new information shows that wheelchair basketball is demonstrated to over 56,000 school program participants through DSA's member organisations.

Since 2003, DSA has provided over \$100,000 in grants directly to support coach and official training and development across multiple sports (eg. wheelchair rugby international referee accreditation, wheelchair basketball referee development).

DSA anticipates that 356 programs and competitions will be conducted during the year to December 2013, offering similar participation opportunities for people with a disability compared to previous years (approximately 350 per year).

## **DSA and its members invest approximately \$10 million every year in participation opportunities for people with a disability.**

Disability Sports Australia's state members currently offer sports participation programs and links to participation programs for people of all ages with a physical disability.

Sports programs range from introductory programs to state and national competitions, which all form part of the critical development pathway.

*These programs include:*

- ◆ Weekly social competition
- ◆ Hospital programs
- ◆ Junior development
- ◆ Coach and official development
- ◆ Club development
- ◆ Accessible opportunities to regional areas

# EXECUTIVE OFFICER AND CHAIR'S REPORT

In 2013 programs/events have been conducted either in partnership or directly by:

- ◆ State Sports Organisations for people with a Disability (SSODs)
- ◆ State Sports Organisations (SSOs)
- ◆ National Sports Organisations (NSOs)

Our SSODs deliver sporting programs such as:

- ◆ Programs where there is no NSO or SSO (eg. boccia, wheelchair rugby)
- ◆ Programs in collaboration with SSOs or other stakeholders (eg. wheelchair basketball)
- ◆ Introducing people with a disability to multiple sports as part of the NSO or SSO sporting pathway, particularly for juniors (eg. athletics, swimming)
- ◆ Programs in metropolitan and increasingly in regional areas

At the elite level, athlete members participated in many successful Australian teams such as the Australian Steelers Wheelchair Rugby Team (2012 Paralympic Gold), Australian Gliders Women's Wheelchair Basketball Team (2012 Paralympic Silver) and Rollers Men's Wheelchair Basketball Team (2012 Paralympic Silver). Many athlete members participated in the Australian Paralympic team in London, 104 out of 161 (65%) current or former athlete members of the DSA member network comprised the London team and won 54 out of 85 (65%) of Australia's medals.

## AWARDS

*A number of members and their supporters are to be congratulated on the achievement of awards in 2012 / 2013:*

Inducted to the International Paralympic Committee Hall of Fame

Sir Ludwig Guttman Trophy 2012

Prime Minister's Women in Sport Award

Fair Fighter Award

Paralympian of the Year Awards 2012

2012 Australian Paralympian of the Year

Junior Athlete of the Year (joint winners)

Female Athlete of the Year

President's Medal (joint winner)

Team of the Year (joint winners)

Louise Sauvage (WSWA / WSNSW)

Frank Ponta (WSWA)

Darryl Wingard (DRSSA)

Jacqueline Freney (CPSARA)

Bridie Kean (SWDA)

Jacqueline Freney (CPSARA)

Maddison Elliott (CPSARA)

Rheed McCracken (SWDA)

Jacqueline Freney (CPSARA)

Libby Kosmala (DRSSA)

The Steelers

Liesl Tesch (SKUD 18 crew) (WSNSW)

Congratulations to Disability Sport and Recreation (formerly Wheelchair Sports Victoria) for celebrating their 50th Anniversary in 2012.





# EXECUTIVE OFFICER AND CHAIR'S REPORT

DSA Directors attended many sports functions, workshops and events during 2012 / 2013, including:

- ◆ National Wheelchair Basketball League
- ◆ Women's National Wheelchair Basketball League
- ◆ National Wheelchair Rugby Championships
- ◆ Oz Day 10K
- ◆ Federal Ministers' meetings
- ◆ Australian Sports Commission meetings

In 2013, DSA employed its first Funding Project Officer to focus on generating new sources of funding. A funding plan has been prepared and is currently being implemented.



DSA and its members continue to operate in an environment where funds are increasingly difficult to secure. We continue to look for ways to use our funds more effectively to ensure positive outcomes for our stakeholders. We take this opportunity to thank the ASC, Minister for Sport, Shadow Minister for Sport, and our ASC Partnership Manager, Amanda Beehag, 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. Special thanks go to the team at PricewaterhouseCoopers, and Steve Johns from Norton Rose Fulbright for providing pro bono advice and services to DSA.

A big thank you to the players, coaches, officials and volunteers who continue to 'be the team behind the team' in disability sport, making many of our programs possible. Sincere thanks to Samantha, Tamara, Peter, Luke and Bill the diligent and hard working office team at DSA. We would also like to thank state CEOs and staff for their passion and dedication. Finally thanks to the sub-committees who guide each of their respective sports, ensuring that sport and recreation is available to people of all abilities.

This is my last report as Executive Officer. Thank you to everyone I have been involved with over the years. There are far too many to mention. It has been fantastic working with all of you and thank you for your support over the past 5 years. Special thanks to Esme and Tanya for all your support and guidance – we have achieved much as a team!

On behalf of the Board and staff – past and present – Esme would like to acknowledge Gillian's dedication, diplomacy, contribution and expertise over the last five years, to DSA and all its members, stakeholders and athletes. Her zealous passion for all sports has guided the organisation to where it is today. We wish her every success in her new journey ahead and know that she will always be a key advocate for disability sport.

We look forward to the next exciting phase of Disability Sports Australia over the coming year.

**Gillian Ting**  
Executive Officer

**Esme Bowen**  
Chair

# STRATEGIC DIRECTION



## Our Vision

Australia's peak national body for state and other sports and recreational organisations representing people with a physical disability.

## Our Mission

Through our members we assist people with a physical disability to develop and engage with the community through sports participation and recreational opportunities

## Primary Purposes

- ◆ Perform the role of national coordinating body, providing a single point of contact between partner organisations (eg. ASC, APC and NSOs) and state and territory members (eg. Wheelchair Sports NSW, Sporting Wheelies and Disabled Association etc).
- ◆ Provide opportunities for development of athletes at a national level and supporting pathways from grassroots to national level.
- ◆ Administer the wheelchair rugby and wheelchair basketball national leagues and the Lawn Bowls Multi-Disability National Championships.

## Board of Directors

During the financial year 10 meetings of Directors were held. Attendances by each Director were as follows:

	Number eligible to attend	Number attended
Esme Bowen, Chair	10	10
Paul Bedbrook, Vice Chair	10	9
Tanya Cox	10	8
Peter Debnam	6	6
Amanda Garland-Hunt	5	2
Michael Lane	10	10
Elizabeth Pollock	10	7
Cornelis Van Eldik	10	4

## Staff

**Executive Officer:** Gillian Ting (until August 2013)

**Sports Administration Officer:** Samantha Savva (maternity leave from October 2012)

**Funding Project Officer:** Peter Tate (from March 2013)

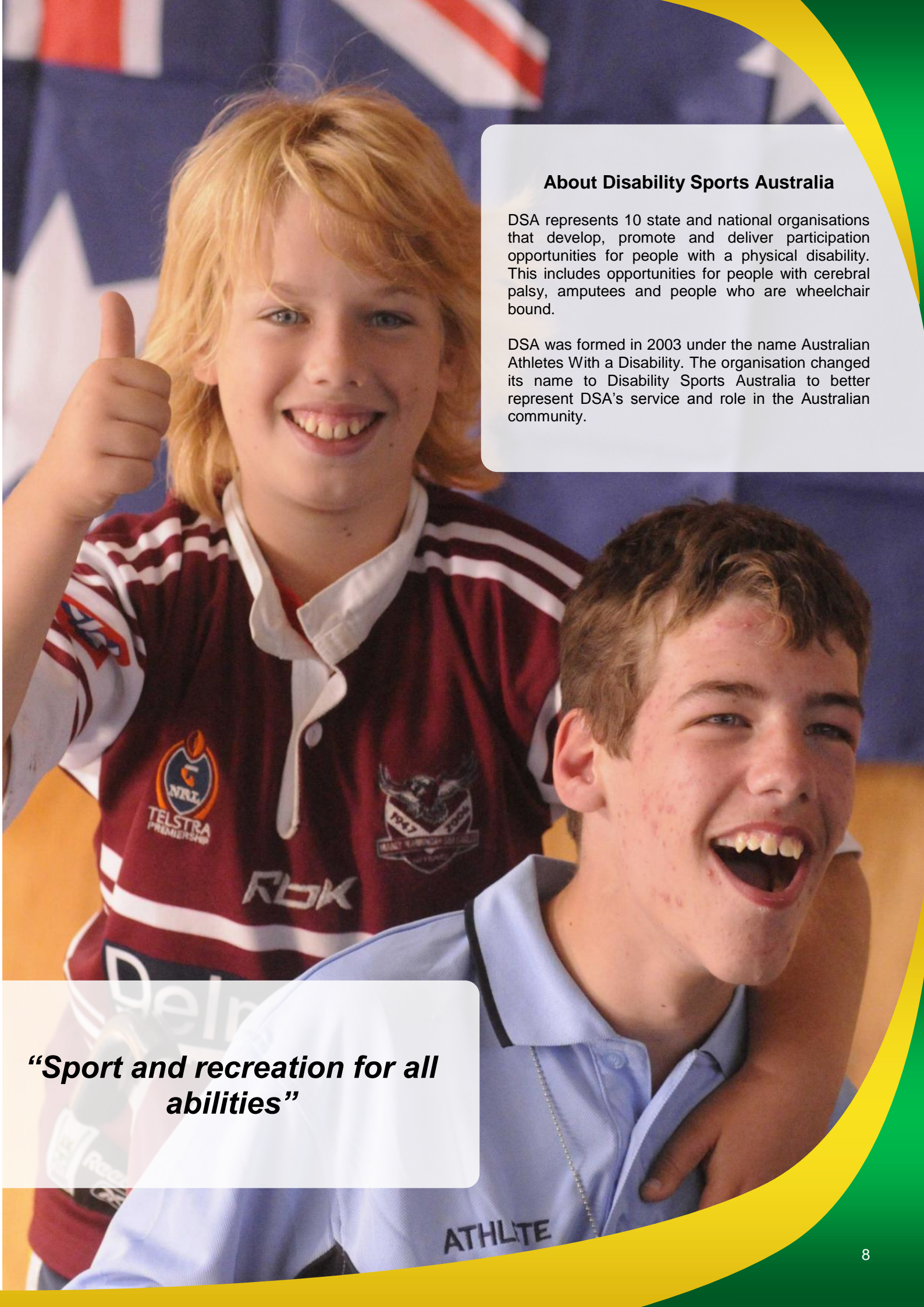
**Sports Development and Operations Coordinator:** Luke Cevolani (from April 2013)

**Project Officer:** Tamara Hohnberg

**Accountant:** Bill Hooker

**Auditor:** PricewaterhouseCoopers

*To review the Disability Sports Australia financial statements please contact the DSA office.*



### **About Disability Sports Australia**

DSA represents 10 state and national organisations that develop, promote and deliver participation opportunities for people with a physical disability. This includes opportunities for people with cerebral palsy, amputees and people who are wheelchair bound.

DSA was formed in 2003 under the name Australian Athletes With a Disability. The organisation changed its name to Disability Sports Australia to better represent DSA's service and role in the Australian community.

***“Sport and recreation for all abilities”***

# STRATEGY REVIEW

DSA aims to advance sporting opportunities for people with a disability in Australia by focusing on five Key Result Areas. This section outlines the strategies and activities that DSA conducted during 2012 / 2013 in pursuit of this aim.

## 1 Growth

- ◆ New data collection template created and implemented
- ◆ Wheelchair basketball participation workshop conducted and pathway mapped
- ◆ Wheelchair rugby development plan progressed and development competitions conducted with a 30% increase in new participants
- ◆ Selected inaugural Lawn Bowls Gold Squad to assist development of players for the 2014 Commonwealth Games and beyond
- ◆ Worked with members and sports organisations to promote participation opportunities and development sports programs

## 2 One Voice

- ◆ New vision agreed and adopted by members
- ◆ New constitution and name adopted by members
- ◆ New charter for members developed
- ◆ New logo and name launched

## 3 Effective Advocacy

- ◆ Annual plan of advocacy and lobbying developed and implemented
- ◆ PR firm engaged to assist stakeholder relations
- ◆ Meetings held with Federal Minister and Shadow Minister for Sport

## 4 Mainstream

- ◆ Continued partnership with Basketball Australia to conduct the 2013 WNWBL and NWBL
- ◆ Wheelchair Basketball Reference Group formed with Basketball Australia and agreement reached to transfer management of the WNWBL and NWBL from season 2014
- ◆ Continued to work with Bowls Australia including selection of Australian squad in lead up to the Commonwealth Games
- ◆ Memorandum Of Understanding signed with Volleyball Australia
- ◆ Funding assistance provided to member organisations to conduct national championships for lawn bowls and boccia, and national competitions for wheelchair basketball and wheelchair rugby
- ◆ Worked in partnership with member organisations and sponsors to conduct national championships for wheelchair rugby

## 5 Fundraising

- ◆ New fundraising plan created and implemented
- ◆ Continued to receive funding and in kind support from existing sponsors and partners
- ◆ Increased sponsor partnership with an existing sponsor

## DSA Objectives

- 1 **GROWTH** - To grow participation of people with a physical disability in sport and recreation
- 2 **ONE VOICE** - To present one strong national brand and voice for members
- 3 **EFFECTIVE ADVOCACY** - To increase effective advocacy and lobbying at a national level, focusing on recognition, rights and opportunities
- 4 **MAINSTREAM** - To support 'mainstreaming' of all sports in partnership
- 5 **FUNDRAISING** - To develop new sources of funding



# MARKETING REPORT



During 2013, DSA continued to implement of its marketing strategy focusing on creating one voice, building awareness of the new name and implementing its strategic fundraising objective.

## Disability Sports Australia Launch

This year saw the launch of Disability Sports Australia, including a new name, a fresh new look that was rolled out across all communication channels and a launch reception attended by Federal Minister for Sport, Senator the Honourable Don Farrell, Shadow Federal Minister for Sport, Luke Hartsuyker and NSW Minister for Sport and Recreation, Graham Annesley amongst other special guests.

## Raising Awareness of Disability Sports

Disability Sports Australia continues to successfully increase awareness and raise the profile of disability sports in Australia through the following activities:

- ◆ Producing television programs
- ◆ Distributing Bi-monthly Newsletter
- ◆ Tri-annual member and stakeholder updates
- ◆ Providing national calendar for over 350 programs
- ◆ Circulating Media Releases to over 300 media outlets
- ◆ Assisting with public relations opportunities such as providing profile opportunities for athletes and member organisations
- ◆ Live webcast of wheelchair rugby Grand Final
- ◆ Distributing videos of events
- ◆ Creating promotional materials including posters, flyers, signage and event programs

## Television Broadcasts

During 2013, the three National League Finals were filmed and broadcast on Aurora Community Channel:

- ◆ National Wheelchair Basketball League (60 minutes)
- ◆ Women's National Wheelchair Basketball League (60 min)
- ◆ National Wheelchair Rugby Championships (60 mins)

Each program will screen 12 times from August to December, with the capacity to reach 1.2 million Australians. Each program, along with their highlights are available to watch online.



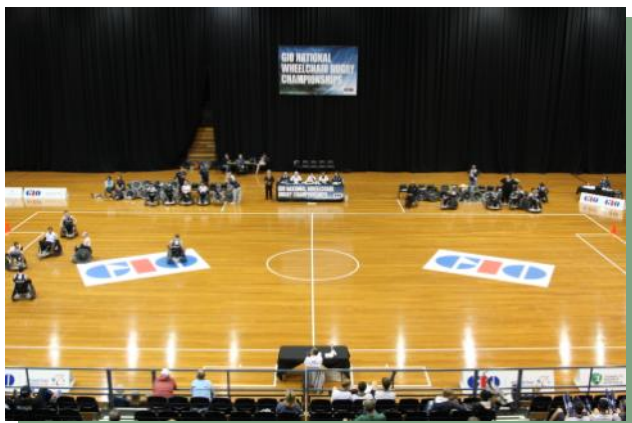
# SPONSORSHIP



Throughout 2013 DSA secured sponsorship funds and services in excess of \$150,000 to aid disability sport. Contributing to this was the first significant DSA sponsorship, the naming rights sponsorship with GIO.

Together GIO, Disability Sports Australia and Wheelchair Sports NSW implemented the activation plan for the 2013 GIO National Wheelchair Rugby Championships sponsorship, which included:

- ◆ Filming production of video clips, teasers and TV programs
- ◆ Pre event promotion in newspapers
- ◆ Radio campaign spoken by Stirling Mortlock
- ◆ Promotional materials including posters, event programs and flyers
- ◆ Event signage
- ◆ Officials and volunteer uniforms
- ◆ Wheelchair rugby ambassador - Stirling Mortlock
- ◆ Exhibition game with GIO Superstars
- ◆ Public Relations with various newspapers
- ◆ Merchandise clappers and visors
- ◆ VIP functions including welcome reception, morning tea and promotional bags
- ◆ Facebook competition to win \$1,000
- ◆ Event photography
- ◆ Team sponsorships for multiple teams
- ◆ New wheelchair rugby uniforms (with thanks to both GIO and KooGa Foundation for their sponsorship and assistance)



A special thank you to the hard working team at GIO for their assistance, generosity and on-going support for wheelchair rugby. GIO is a collaborative sponsor who generously offered financial support, as well as the resources and 'can-do' attitude that made the 2013 GIO National Wheelchair Rugby Championships the premiere event for 2013.

DSA would also like to thank the Australian Rugby Union for providing assistance with public relations to promote the 2013 GIO NWRC including organising segments on Fox Sports RugbyHQ and SBS.



Disability Sports Australia would like to acknowledge and thank the many sponsors who help disability sports for their generosity and support. We look forward to continuing our partnerships with you in the future.

# PROJECT FUNDING



## Australian Government

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## Australian Sports Commission

Disability Sports Australia provided funding to increase the number of activity based opportunities for people with a disability and to encourage and support participation in these activities. Supported by the ASC, a primary objective of DSA is to increase the number of people participating and to maximise the number of sporting opportunities for people with a disability. In addition, DSA aims to provide a clearly defined pathway for officials, coaches and classifiers.

During 2012 / 2013, DSA considered eligible applications for funding from DSA member organisations, state members of DSA, national members and associated sports committees.

### Disability Sports Australia Funding Support

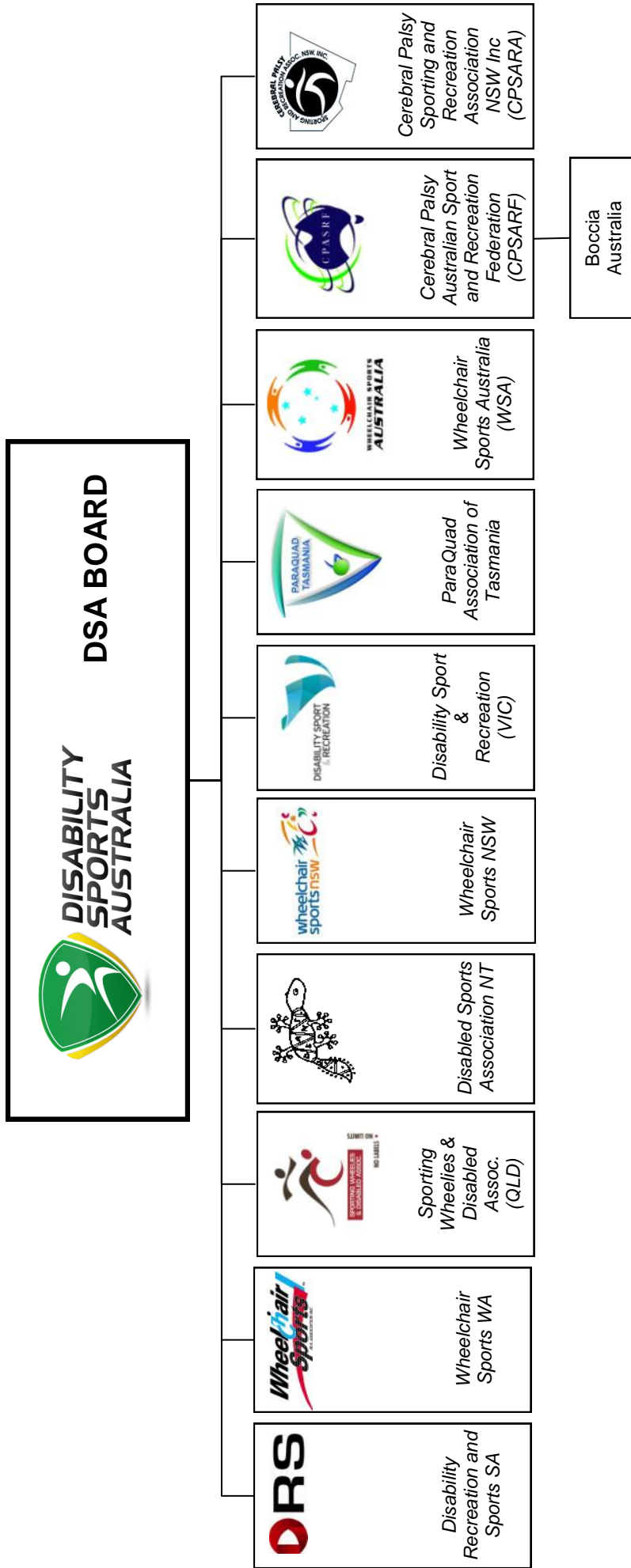
*During the 2012 / 2013 fiscal year, DSA provided project funding to support:*

- ◆ National championships for wheelchair rugby, boccia and lawn bowls
- ◆ National leagues for men's and women's wheelchair basketball
- ◆ Television broadcast and promotion of national leagues for men's and women's wheelchair basketball and national championships for wheelchair rugby
- ◆ Support to delegates attending international sports committee meetings
- ◆ National wheelchair basketball development workshop, plan and pathway
- ◆ National lawn bowls development program
- ◆ National referee development for wheelchair rugby





# DSA MEMBER ORGANISATIONS



# NATIONAL WHEELCHAIR RUGBY SERIES

The 2013 season included continued the development series comprising two tournaments to increase participation in wheelchair rugby across Australia. Almost one third of participants were rookies. DSA also conducted the classification of new athletes.

The first tournament was held in Melbourne during April. Five teams competed in 14 games over 3 days. Two teams from Victoria competed in the finals with Victoria Protect Thunder Storm winning the tournament.

The second NWRS tournament was held in Brisbane during May, with four teams competing over 3 days. The Enforcers won Tournament 2, defeating Queensland.

The 2013 GIO National Wheelchair Rugby Championships were the highlight of the season and were held in August. Five teams competed in the event including the GIO NSW Gladiators, Victoria Protect Thunder, Suncorp QLD Cyclones, Asteron Western Enforcers and Vero New Zealand Te Waka Hou. GIO was the major sponsor generously providing support in all areas, including supporting the exhibition game in which nine year old Harry Clist was the star performer.

The Suncorp Queensland Cyclones were victorious, taking out the 2013 GIO National Wheelchair Rugby Championships.

Throughout the year, DSA provided assistance to wheelchair rugby by administering tournaments and national championships, providing funding for events and grants for development including referee clinics. Thank you to each of the State Organisations who hosted events in their states during the season.



# LAWN BOWLS

The 2013 Lawn Bowls Multi-Disability National Championships were hosted by Sporting Wheelies and Disabled Association in partnership with Bowls Queensland. The event was held in Queensland during June and was assisted by a funding grant from DSA. Thirty eight athletes represented five states including New South Wales, Queensland, South Australia, Australian Capital Territory, Victoria and for the first time Western Australia.

Tony Bonnell (QLD) won the men's singles. Wendy Odgers (VIC) won the women's singles. Wayne Odgers/ Josh Barry (VIC) won the Open Pairs. For the first time in five years the ladies pairs returned and Caroline Nelson/ Lynn Smith (NSW) were victorious. The Interstate Aggregate Champions award was won by Victoria. The Clover Lester Encouragement Award was presented to Tim Slater from Victoria.

The 2013 Lawn Bowls Multi-Disability National Championships formed the basis of selection to join the Australian Para-Bowls Commonwealth Games Trial Squad. Selection into the trial Squad was based on performance and potential identified at the national championships. In the next stage of the selection process, the 12-member squad took part in a national selection camp in Melbourne, where four were selected to travel to Wales and Scotland in August to compete in the Eight Nation Commonwealth Games Invitational event, alongside the Australian Jackaroos.

The purpose of the trial Squad is to develop an Australian squad of bowlers for the 2014 Commonwealth Games and other future international competition.

Disability Sports Australia and Bowls Australia continue to progress towards a formal Memorandum Of Understanding for the benefit of athletes with a disability.



# WOMEN'S NATIONAL WHEELCHAIR BASKETBALL LEAGUE

The 2013 WNWBL season was managed by DSA in partnership with Basketball Australia. The League Advisory Committee (LAC) whose members include the WNWBL Executive and one representative from each team of the WNWBL guided the fourteenth WNWBL season.

The 2013 WNWBL season comprised five teams who competed over four rounds from May to August. Teams included the Sydney University Flames, Stacks Goudkamp Bears, The Be Active Western Stars, Victoria and the Queensland MineCraft Comets. The Sydney University Flames hosted the Finals at their home stadium the Sydney University Sports and Aquatic Centre. The Finals were played on the newly opened Brydens Stadium, an extension of the Sports and Aquatic Centre.

The 2013 WNWBL Minor Premiers were Victoria and the 2013 WNWBL Champions were The Be Active Western Stars. The Stars' win finished an amazing season double for Wheelchair Sports WA in both the men's and women's leagues.

Elite participation remains strong with 10 of the Australian Gliders Wheelchair Basketball Team participating in the WNWBL during the season. The Gliders also successfully defended their Osaka Cup title remaining undefeated for the 2013 tournament.

## League Administration

The WNWBL Executive and NWBL Executive continue to conduct joint meetings and operate as a Combined Executive including Basketball Australia. Embracing sport inclusivity, Disability Sports Australia will hand administration responsibilities for future leagues and national competitions to Basketball Australia from 2014 onwards.



# NATIONAL WHEELCHAIR BASKETBALL LEAGUE

Disability Sports Australia and Basketball Australia with the NWBL Executive Council, a sub-committee of DSA, conducted the 2013 National Wheelchair Basketball League.

This season was the twenty-sixth NWBL season. Six teams participated in seven weekends of competition held between June and August. The 2013 teams included the RSL Queensland Spinning Bullets, Wollongong Roller Hawks, Victoria, The Be Active Perth Wheelcats, Sydney University WheelKings and Adelaide Thunder.

The Finals were hosted by Disability Recreation and Sports South Australia in conjunction with DSA. The event was held at the Lefevre Community Stadium in Adelaide to a sell out crowd on Grand Final day. The Be Active Perth Wheelcats capped off an unbelievable season finishing undefeated and winning the NWBL Championship Title for 2013.

## U23 Spinners

The Under 23 Australian men's Basketball team are the Spinners and are tipped to be the future Australian team. The focus of the team is to provide opportunities for development and coaching for younger talented wheelchair players. This year saw the Spinners claim the Bronze medal at the 2013 IWBF Under 23 Men's World Championships in Adana, Turkey. All 12 members of the squad played in the NWBL this season and are members of the Disability Sports Australia member pathway.



# BOCCIA

Boccia is administered by Boccia Australia. Disability Sports Australia assists boccia by providing funding assistance. In April 2013, the National Boccia Championships were held at the Sydney Academy of Sport and Recreation. The National Boccia Championships were hosted by Boccia NSW.

More than 70 participants from around the country competed with strong individual performances across the three Paralympic classes, as well as in the junior development and open competitions. This included the junior BC3 team, showing that development is being encouraged across Australia.

The 2013 Boccia National Champions were conducted in New South Wales.

## Individual Results:

- ◆ BC1 - Gold - Mecenzi Howard (NSW)
- ◆ BC2-BC4 - Gold - Dean Nottle (NSW)
- ◆ BC3 - Gold - Tait Jenkins (NSW)
- ◆ BC1 Junior - Gold - Zac Ahoy (NSW)
- ◆ BC2-BC4 Junior Open - Gold - Julian Vaz (NSW)
- ◆ BC3 Junior - Gold - Spencer Cotie (NSW)
- ◆ Open - Gold - Ronald Chaytor (WA)

## Team Results:

- ◆ BC1-BC2 - Gold - NSW
- ◆ BC1-BC2 - Juniors Gold - NSW Juniors
- ◆ BC3 - Pairs Gold - VIC
- ◆ BC3 - Juniors Pairs Gold - NSW Juniors
- ◆ BC4 - Open Pairs Gold - WA



# 2013 SPORTS COMMITTEES

## WNWBL and NWBL Combined Executive

- ◆ NWBL Representative (League Commissioner)
  - ◆ WNWBL Representative (WSA Director)
  - ◆ Disability Sports Australia Chair
  - ◆ Disability Sports Australia Executive Officer
  - ◆ Basketball Australia Representative
  - ◆ Executive Member
  - ◆ Executive Member
- Greg Love  
Jane Spring  
Esme Bowen  
Gillian Ting  
Renee Narcis  
Matthew Wells  
Marilyn Groenewegen

## WNWBL League Advisory Committee

- ◆ WNWBL Executive:
    - League Commissioner*
    - Wheelchairs Sports Australia Director*
    - Disability Sports Australia Executive Officer*
    - Basketball Australia Representative*
  - ◆ Team representatives:
    - MineCraft Comets*
    - Stacks Goudkamp Bears*
    - Sydney University Flames*
    - The Be Active Western Stars*
    - Victoria*
- Greg Love  
Jane Spring  
Gillian Ting  
Renee Narcis  
Naomi Oliver  
Kylie Gauci  
Sarah Stewart  
Gary Lees  
Wayne Bird

## NWBL Executive

- ◆ League Commissioner
  - ◆ Disability Sports Australia Chair
  - ◆ Disability Sports Australia Executive Officer
  - ◆ Basketball Australia Representative
  - ◆ Executive Member
  - ◆ Executive Member
  - ◆ Ex. Officio (Classification)
- Greg Love  
Esme Bowen  
Gillian Ting  
Renee Narcis  
Matt Wells  
Marilyn Groenewegen  
Don Perriman

## NWBL Main Council

- ◆ NWBL Executive:
    - League Commissioner*
    - Disability Sports Australia Chair*
    - Disability Sports Australia Executive Officer*
    - Basketball Australia Representative*
    - Executive Member*
    - Executive Member*
    - Ex. Officio (Classification)*
  - ◆ Team representatives:
    - Adelaide Thunder*
    - RSL Queensland Spinning Bullets*
    - Sydney University WheelKings*
    - The Be Active Perth Wheelcats*
    - Victoria*
    - Wollongong Roller Hawks*
- Greg Love  
Esme Bowen  
Gillian Ting  
Renee Narcis  
Matthew Wells  
Marilyn Groenewegen  
Don Perriman  
Jacob Gracey/Daryl Taylor  
Naomi Oliver  
Gerry Hewson  
Gary Lees  
Wayne Bird  
Pablo Jimenez

## NWRL Executive

- ◆ League Commissioner
  - ◆ Wheelchair Sports Australia Director
  - ◆ Disability Sports Australia Executive Officer
- Darryl Wingard  
Wayne Robins  
Gillian Ting

## Lawn Bowls Committee

- ◆ Disability Sports Australia Chair
  - ◆ Disability Sports Australia Executive Officer
  - ◆ Disability Recreation and Sports SA
  - ◆ Disability Sport and Recreation (VIC)
  - ◆ Sporting Wheelies & Disabled Assoc (QLD)
  - ◆ Wheelchair Sports NSW
  - ◆ Disabled Sports Association NT
  - ◆ ParaQuad Tasmania
- Esme Bowen  
Gillian Ting  
David Bailey  
Tim Nield / Wayne Odgens  
Bernie Wolland  
Sebastian Van Veenendaal / Doug Lambert  
Jan Palazzi (Head Coach)  
Kevin Faulkner

# GOVERNANCE

Governance is the system by which organisations are directed and managed. Disability Sports Australia recognises that effective governance requires leadership, integrity and good judgment and ensures effective decision-making, transparency, accountability and responsibility in the activities it undertakes and the resources it expends.

At DSA we have implemented a best practice corporate governance model that guides how we:

- ◆ Develop our strategic goals and direction
- ◆ Monitor performance to ensure we achieve our strategic objectives
- ◆ Establish systems to ensure compliance with our legal and regulatory obligations
- ◆ Ensure the Board acts in the best interests of its members as a whole and not to represent individual constituents

DSA Directors understand their legal duties, including the requirement to:

- ◆ Act in good faith and for a proper purpose
- ◆ Exercise due care and diligence
- ◆ Ensure DSA does not carry on business while insolvent
- ◆ Adhere to its code of conduct
- ◆ Comply with its conflict of interest policy
- ◆ Maintain a register of related party transactions
- ◆ Undertake continuing professional development and engage in bi-annual performance assessments

## PRINCIPLE 1: BOARD COMPOSITION, ROLES AND POWERS

DSA was incorporated as a company limited by guarantee under the *Corporations Act 2001* (Cth). In 2013 the members of DSA adopted a revised constitution, drafted by Corrs Chambers Westgarth, incorporating ASC best practice principles regarding:

- ◆ Interpretation — objects and powers
- ◆ Members — membership and meetings of members
- ◆ The Board — powers, appointment of Directors, other roles and meetings of the Board
- ◆ Reporting, recording and execution of company documents
- ◆ Accounts
- ◆ Auditors
- ◆ Indemnity and insurance of Directors
- ◆ Winding up

### Board Charter

DSA developed a Board Charter in 2003 which clearly delineates the roles, responsibilities and powers of the Board and management. It also addresses the effective monitoring of management, the Board's accountability and balance of authority.

The members of DSA elect all Directors. All decisions, whether at a Board or General Meeting, require a majority of votes for any proposal to be passed, based on 'one member one vote'.



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The Board Charter also clarifies that individual Directors, the Chief Executive Officer and Board Committees hold no authority to act on behalf of DSA by virtue of their position alone. All authority rests with the Board, which has documented specific delegations of authority.

The Chair of DSA is appointed by the Board and works closely with the Chief Executive Officer, who manages the operations of the organisation. The Chair facilitates discussion among, and provides leadership to, the Board.

The Board of DSA appoints, evaluates the performance and determines the remuneration of the Chief Executive Officer. The Board also:

- ◆ Approves, monitors and is accountable for the financial and non-financial performance of DSA
- ◆ Has oversight of DSA's internal controls systems and ensures that appropriate policies are in place on key issues
- ◆ Ensures DSA complies with all relevant laws, codes of conduct and appropriate standards of behaviour
- ◆ Provides an avenue for key stakeholder input into the strategic direction of the organisation
- ◆ Ensures Director, Board and Chair performance is evaluated bi-annually and professional development occurs as required

## Board Composition

Throughout the year the DSA Board comprised eight non-executive Directors, five of whom are independent. Directors deliver a comprehensive blend of expertise, skills and diversity. The Board is empowered to make external appointments to fill skills gaps or casual vacancies. These appointments are subject to approval by members at the next AGM. Directors retire bi-annually and are eligible to stand for re-election. The Board has adopted a preferred tenure of no greater than ten years.

Directors affiliated with members are aware of their fiduciary duty to act in the interests of members as a whole and not to represent individual constituents. DSA has a conflicts of interest policy in place that governs a Director's involvement in any decisions with which they have a conflict of interest. DSA maintains a register of ongoing interest to provide a record of all potential conflicts. No Director holds an official or administrative position within DSA.

The Board has appointed a Nomination Committee, which is working with an independent search firm to identify prospective future Directors. Directors receive a letter of appointment outlining the responsibilities and expectations associated with the role and DSA has a formal Director induction process in place to ensure all Directors have:

- ◆ An appropriate level of knowledge of the industry
- ◆ A clear understanding of DSA's business operations, financial circumstances, strategy and direction
- ◆ A clear understanding of what is expected of a DSA Director, including legal responsibilities
- ◆ A high-level knowledge of the business risks

Management also offer a briefing session to all new Directors and each new Director receives:

- ◆ A copy of the Directors and officers insurance
- ◆ A copy of the constitution, Board Charter, governance policies, strategic plan and any other key governance documents

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## DSA Direction

DSA and its members have complementary objects and purpose to ensure effective and efficient achievement of strategic outcomes. DSA and its members work closely, striving to operate as one body working towards the same outcome to deliver effective services to members and stakeholders. Member bodies have approved DSA's Strategic Plan which forms the basis of all its activities and was developed with input from members and key stakeholders, including the ASC.

## PRINCIPLE 2: BOARD PROCESSES

The DSA Board Charter documents the Board process, including legal requirements, decision-making approach, protocols for meeting conduct and Director behaviour and logistical details.

The DSA Board generally meets monthly. An agenda and papers are distributed one week prior to each meeting and minutes are approved at the subsequent meeting. The Board meeting calendar is agreed annually in advance and the annual calendar of Board activities forms a standing item at each meeting. The Board reviews progress against its strategic and operational plans semi-annually.

The DSA Charter outlines the Terms of Reference of two Board Committees, being the Audit and Nomination Committees. The DSA Board Charter also states when and how Board members should go about accessing external or additional information in relation to Board issues.

## PRINCIPLE 3: GOVERNANCE SYSTEMS

The DSA Board oversees the development of a four year Strategic Plan, which is advanced in consultation with its members. Annual Operational Plans are then developed by management outlining the steps required to achieve its strategic objectives. These plans include KPIs, the achievement of which is monitored by the Board. KPIs include financial and non-financial objectives.

The DSA Board also reviews the following standing reports at each Board meeting:

- ◆ A Risk Register, which details organisational risks
- ◆ A Compliance Calendar, which details regulatory reporting requirements
- ◆ A Financial Report, which details actual income and expenditure compared to budget

Performance of the CEO is reviewed annually, via a questionnaire completed by the CEO, each Director and a number of external stakeholders. Results of the questionnaire are discussed between the Chair and CEO and development plans agreed. CEO KPIs are detailed in the Operational Plan.

## Audit Committee

The DSA Board established an Audit Committee to oversee internal and external processes and systems and ensure adequate controls are in place to alert management and the Board to potential risks. Audit Committee members have significant financial expertise, enabling them to understand and actively challenge information presented. Committee members are independent of management and the Committee Chair is not the Chair of the Board. The Committee meets with its auditor PricewaterhouseCoopers annually, without management present. This private meeting allows Directors to question the auditor regarding internal control systems and processes and the financial operations and health of DSA.

The Audit Committee has primary responsibility for:

- ◆ Reviewing the annual financial statements and recommending them to the Board
- ◆ Overseeing the relationship, appointment and work of the external auditor
- ◆ Overseeing DSA's risk management framework

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## Nomination Committee

The DSA Board has established a Nomination Committee. Committee members are independent of management and the Committee Chair is not the Chair of the Board. The Nomination Committee takes primary responsibility for:

- ◆ Reviewing the Board's skill mix and identifying gaps
- ◆ Identifying potential Directors for appointment to the Board
- ◆ Reviewing Director nominations and providing members with the Board's preferred nominees based on needs identified

## PRINCIPLE 4: BOARD REPORTING AND PERFORMANCE

DSA has a comprehensive reporting and performance management system in place to ensure organisational effectiveness and efficiency, including:

- ◆ Comprehensive and complete financial accounts
- ◆ Review and consideration of the accounts by the Audit Committee
- ◆ Ensuring the independence of the auditor
- ◆ Directors being knowledgeable, well-briefed and informed
- ◆ A Board and Director performance evaluation system
- ◆ Alignment between key performance indicators and the strategic objectives of DSA

DSA has appointed Marsh as its insurance broker and the Board receives expert advice regarding its insurance coverage annually. Directors may also access independent professional advice if required.

## PRINCIPLE 5: STAKEHOLDER RELATIONSHIP AND REPORTING

The DSA Board ensures its members and key stakeholders are:

- ◆ Consulted and involved in the development of its Strategic Plan
- ◆ Supportive of, and actively involved in, achieving the outcomes of its Plan
- ◆ Well-informed and actively participating at its general meetings
- ◆ Regularly provided with timely and accurate disclosures on all material matters regarding the governance and performance of DSA

Members of DSA have the ability to remove Board members and change the constitution, should they see fit. Directors do not have voting rights at general meetings, other than as proxy for a member.

## PRINCIPLE 6: ETHICAL AND RESPONSIBLE DECISION-MAKING

The DSA Board actively promotes ethical behaviour and decision-making through:

- ◆ An effective code of conduct
- ◆ Quality decision-making processes
- ◆ People of the highest integrity and ethical standards
- ◆ An intent to put DSA ahead of any personal gain

# BOARD PROFILES

## **Esme Bowen, B Sc (Nursing), GAICD, Chairperson**



Esme originally trained as a Registered Nurse in Paediatrics, and then specialised in spinal and orthopaedic injuries and has almost 30 years of disability experience. She was involved in tourism for 25 years in the far north Kimberley region and is a company Director of a Perth based family retail surf business.

Esme has also been involved in Community Road Safety, and is the Senior Vice President of the Royal Automobile Club of WA, serves on the WA Local Government Community Grants Committee and is a member of the Australian Institute of Company Directors. She has served as President of Wheelchair Sports WA - 2002 to 2012, President of Wheelchair Sports Australia since 2008, and was elected on to the DSA Board in 2011.

## **Paul Bedbrook, Bc Sc, FSIA, FAICD, Deputy Chairperson**



Paul Bedbrook has had a career of over 30 years in financial services, originally as an analyst and fund manager. Paul was an executive for 26 years with the Dutch global banking, insurance and investment group, ING. Paul's career included the roles of: President and CEO of INGDirect Bank, Canada; CEO and Director of ING Australia and Regional CEO, ING Asia Pacific, Hong Kong. Paul holds Directorships on the Boards of: the National Blood Authority, Zurich Financial Services Australia and Credit Union Australia. Paul's father, the late Sir George Bedbrook, was a pioneer in wheelchair sports as early as the late 1950s.

## **Tanya Cox, MBA, MAICD, FCIS, FCSA**



With over 25 years' experience in the finance industry, Tanya is the Executive General Manager, Property Services and Chief Operating Officer of DEXUS Property Group, a \$15 billion publicly listed real estate investment trust. Her current responsibilities include ensuring the performance of DEXUS's \$35 million property management business, as well as steering its corporate responsibility and sustainability practice, and delivering information technology solutions and company secretarial services across the Group.

## **Peter Debnam MBA, MAICD**



Peter served State Parliament for over 17 years (1994—2011) often acting as Shadow Minister responsible for many portfolios including Treasury, Police, Transport, Planning, Energy and Infrastructure. In 2005 he became Leader of the Opposition. Peter's earlier experience also includes his Navy service, business development and general management in aerospace and rural service industries.

Peter contributes much of his time and energy to helping charities and NFP organisations. He is currently Chairman of The Muscular Dystrophy Association of NSW, Chairman of the Advisory Board of Our Big Kitchen and a Director of Care Australia, Muscular Dystrophy Foundation Australia, The Paraplegic and Quadriplegic Association of NSW, PaddleNSW and Soils for Life.

# BOARD PROFILES



## **Amanda J Garland-Hunt, Grad Dip Mkt Mgn, MBA (until 02/13)**

Amanda has over 25 years' experience in marketing, communications and management roles in Small and Medium Enterprises and Government. Amanda is currently in a twelve month contract to Delta Electricity in a communications role dealing with stakeholder and media management. Amanda is currently completing a Master in Environmental Management. She was Treasurer of NSW Womensport and a member of the National Council of Women Environmental Committee and continues to support these organisations.



## **Michael Lane, B Sc**

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, Retail Developments and Group Sustainability at DEXUS Property Group. Michael sits on the National Sustainability Roundtable for the Property Council of Australia, the NSW Sustainable Development Committee and the City of Sydney Better Buildings Partnership Leadership Panel. Michael has completed various management courses with the Australian Graduate School of Management.



## **Liz Pollock, B App Sc, B Bus, Grad Dip PE & Rec for Disabled, MBA**

Liz is currently the Deputy Program Director for a new Registration and Licensing system at VicRoads. Liz has over 30 years of disability experience, starting in 1980 when she was working in the rehabilitation field and was introduced to wheelchair basketball. During Liz's time in rehabilitation she was instrumental in getting people involved in sport and recreation opportunities. Liz is currently a Director of Volleyball Victoria Inc. She is an International Volleyball Referee and involved in referee education and development in Victoria.



## **Cornelis Van Eldik, B Ed, Grad Dip IT**

Cornelis is a retired teacher of Advanced Mathematics and Science from Brisbane's largest high school. Cornelis has over 30 years of disability experience beginning as a Board Member of Sporting Wheelies and Disabled Association. He was a founding Director of CPASRF in 1989. He has been a team manager to two Paralympics; to the FESPIC games; and to three World CP games. Cornelis represents CPASRF at Cerebral Palsy International Sports and Recreation Association (CPISRA) meetings, and was an Executive Committee member from 1997 to 2004. He volunteers as the Director of Services for CPASRF.

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