

Impact Report 2023–24



**Disability
Sports**
Australia

Acknowledgment of Country

Disability Sports Australia acknowledges the Australian Aboriginal and Torres Strait Islander peoples as the first inhabitants of the nation and the traditional custodians of the lands where we live, learn and work. We pay our respects to Ancestors and Elders past, present and emerging.



Contents

Our Vision and Mission	4	Our Impact	15
Our History	5	Our Highlights from 2023–24	16
A message from the Chair of the Australian Sports Commission	6	Governance	29
A Message from our Co-Chairs	8	Our People	31
A Message from the CEO	9	Our Partners	32
Our Strategic Pillars	12	Our Supporters	33
Our Reach	14	Finance Report	36



Our Vision and Mission



Vision

Active lives for all
Australians with disability



Mission

To enable more Australians
with a disability be more
active more often



Our Values and Behaviours

Our Disability Sports Australia (DSA) Values and Behaviours represent our expectations of each other as a Board, as staff members and as volunteers as we commit to delivering DSA's organisational outcomes to create positive impact within our communities. As an organisation we:

- commit to Equality and Inclusiveness.
- believe in Collaboration and Partnership.
- show Belongingness.
- commit to Integrity.
- commit to Innovation.

Our History

Before DSA was formed, the prior iteration of the organisation was Australian Athletes with a Disability (AAWD).

2003

AAWD was formed through the merger of three organisations in 2003, Australian Sports Organisation for the Disabled (ASOD), Cerebral Palsy Australian Sports and Recreation Federation (CPASRF) and Wheelchair Sports Australia (WSA). Prior to the merger, each organisation was responsible for the development of sports for athletes with a disability. They also administered, promoted and coordinated sporting opportunities. All had state and territory members.

AAWD was established at the request of the Australian Sports Commission in April 2003. It was responsible for the administration of its member organisations listed above.

AAWD and its member organisations performed the role of national coordinating bodies, providing a single point of contact between partner organisations (e.g. National

Sports Organisations (NSOs) ASC and APC) and State and Territory members (e.g. Wheelchair Sports NSW, Wheelchair Sports Victoria, Sporting Wheelies Queensland and Disabled Association, etc).

AAWD through WSA, administered the Wheelchair Rugby and Wheelchair Basketball national leagues, and the Lawn Bowls Multi-Disability National Championships, providing opportunities for the development of athletes at a national level and supporting elite pathways.

AAWD's mission was to develop, administer and promote sporting opportunities for people with a disability – "sporting opportunities for all abilities".

2013

In June 2013, AAWD underwent a transformative change. Its members voted for a new constitution and renamed the organisation: Disability Sports Australia (DSA). The objective of this change was to enable the organisation to present one strong brand and voice for members. These changes were also sought to better reflect the organisation's mission and responsibilities as a peak national body that represents sport and other recreational organisations for people with a physical disability.



Today, DSA stands among Australia's nine National Sporting Organisations for people with disabilities, all of whom share a common purpose to improve the lives of Australians living with disability using sport as the medium. DSA's current focus centres on connecting Australians living with any disability to their local adaptable sport and recreational activities.

A message from the Chair of the Australian Sports Commission



Sport has a place for everyone and delivers results that make Australia proud.

As we progress through this defining era in Australian sport, the Australian Sports Commission (ASC) is clear in our vision to lead and support the sector.

Our role is to provide opportunities for all communities to be involved in sport, while growing elite success and representation, inspiring future generations.

As the Australian Government agency responsible for supporting and investing in sport at all levels, we strive to increase involvement in sport and enable continued international sporting success.

We do this through leadership and development of a cohesive and effective sports sector, targeted financial support and the operation of the Australian Institute of Sport (AIS).

We play a unique role in the sport ecosystem and tackle the big challenges and opportunities with and for the sector.

We're proud to do so and through our vision, we aim to bring out the best in everyone involved in sport as we establish Australia as the world's best sporting nation.

Collectively, we've already made huge strides to set Australian sport up for success.

Australia's High Performance 2032+ Sport Strategy is an industry-wide approach to harness our collective strengths, talent and resources.

The strategy has a strong focus on Winning Well – balancing success and wellbeing and acknowledging that how we win is just as important as when we win.

Working hand in hand with this is the codesigned National Sport Participation Strategy which will transform the way participation is connected, delivered and supported in Australia.

The strategy will be the first of its kind in Australia and I'm looking forward to seeing the positive impact it has on the sector.

The sporting strategies, programs and facilities we deliver now have the capacity to shape Australia's long-term prosperity, well beyond sporting boundaries.

This is a defining era for Australian sport. We are well into the Green and Gold decade to Brisbane 2032, and we are focused on building sustainable success for decades to come.

Meanwhile, it has been wonderful to see continued demand from sports to use the AIS facilities in Canberra to prepare for major events, at home and abroad.

As the national home of sport, we are proud of the role we play in supporting athletes, coaches and high performance staff to reach their potential and I look forward to seeing many of our athletes shine at the upcoming Paris 2024 Olympic and Paralympic Games and Milano Cortina 2026 Olympic and Paralympic Winter Games.

On behalf of the ASC, thank you to everyone who contributes to the sector as we work collectively to ensure every Australian sees a place for themselves in sport.

Josephine Sukkar AM



A Message from our Co-Chairs

Over the past year, Disability Sports Australia (DSA) has worked hard to engage the community and highlight the value of people with disabilities participating in sport.

DSA's financial performance grew significantly, new partnerships were established, and fit-for purpose governance practices were updated in-line with Australian Sports Commission Governance principles.

The 2023 Toyota Wheelchair AFL Championships, the Australian Paralympic Team Launch at Parliament House, and the Brisbane Airport Community Awards are just a few of the external events we have enjoyed representing DSA and engaging with the community.



DSA continues to move forward and contribute to building the capability of sport to enable the participation of people with a disability. We are filled with a sense of optimism for the sector. Disability Sports Australia and Paralympics Australia are excited to present Try Para-Sports.

The Blacktown Disability Sports Centre is expected to be completed by mid-2025 and will be the first of its kind in Australia. Federal Government funding through a Play Well Grant has enabled the establishment of a Disability Advisory Committee. The committee will help guide and inform the work of Disability Sports Australia to make sure that our work in sport is what people with disability in Australia want to see and be a part of – no matter which sport or activity they choose.

We are grateful to the DSA board for voluntarily dedicating their time to support DSA, as well as to all our funding partners and numerous stakeholders. To all of our Members, we wish you every success for the coming year and thank you for your continuing commitment to DSA. As we look ahead to the coming year, we see only more opportunities to shape and champion lives changed through the power of sport.

**Dr Renae Domaschenz
and Kerri Griffiths**

A Message from the CEO



The year 2023-24 has been a transformative period for Disability Sports Australia. We embarked on a journey of discovery, engaging with our members, the community and key stakeholders to reassess our purpose and realign our programs. During this time, we have set the stage for a new chapter in our organisation.

Our Abilities Unleashed program continued to deliver outstanding outcomes, thanks to the support of our sport delivery partners and council partners who have been instrumental in connecting people with disabilities to local opportunities.

We recently completed a comprehensive review of our Northern Territory business unit and extend our gratitude to the Northern

Territory Government for their support as we implement a new workplan for the upcoming funding period.

Building on the success of our Building Inclusive Sports Clubs program, delivered in partnership with Victoria University, we facilitated open and honest dialogue through our Reimagining Disability Employment and Volunteering Forums.

The Building Inclusive Sports Clubs program, facilitated by women leaders with disabilities, saw clubs implement new practices and programs targeted at people with disabilities over an eight-month period. These conversations will be pivotal in creating more opportunities for people with disabilities to be employed in the sports sector.

We are excited to welcome the Australian Sports Commission's new Play Well Participation strategy. This initiative aligns

perfectly with our mission to foster inclusive and accessible sporting environments, and we look forward to the positive impact it will have on our community.

Our Sports Incubator program has continued to enhance the capacity of National Sports Organisations to deliver inclusive and accessible programs for people with disabilities. Additionally, we also successfully transitioned the sport of Wheelchair AFL to the AFL, co-delivering the 2023 Toyota Wheelchair AFL National Championship. Disability Sports Australia has now become the Community Engagement partner for the new AFL Open.

Our value proposition has been further strengthened through critical partnerships. We maintained strong collaborations with Matchworks and Variety the Children's Charity, and we are thrilled to announce a new



partnership with Bupa, our Official Healthcare Partner for the Abilities Unleashed Adults pilot program.

In the latter half of 2024 we joined forces with Paralympics Australia to deliver the Bupa Try Para-Sports program, aimed at raising awareness for the upcoming Paris 2024 Summer Paralympic Games and providing pathways for participation. This partnership reflects our renewed focus on grassroots participation.

Recognising a significant gap in grassroots participation for people with disabilities, we are committed to creating accessible and welcoming environments. Our goal is to ensure that people with disabilities have increased knowledge and awareness of how to stay active. As part of this effort, Disability Sports Australia is developing a new website to better serve our community.

This year, we also dedicated considerable effort to enhancing our organisational governance. We extend our heartfelt thanks to the Australian Sports Commission for their support in providing professional development opportunities for our staff, enabling them to thrive and grow.

We also continued to strengthen our governance through the implementation of our Sport Governance Enhancement plan and the Women Leaders in Sport Executive program.

Special commendation goes to Madeline Wood for overseeing the significant strengthening of our integrity processes.

We thank both outgoing Chair Dr. Phil Hamdorf (until November 2023) for his leadership during a challenging period for the organisation, and Dr. Renae Domaschenz and Kerri Griffiths, our new co-chairs, for their guidance and considerable support.

None of our achievements would be possible without our outstanding, dedicated team. Their tireless efforts and passion for our mission of supporting people with disabilities to be more active are truly commendable.

I also want to express my gratitude to our Board for their continued support and guidance over the past year, their contribution as volunteers is remarkable.

Special thanks go to our outgoing Directors, Steve Loader and Leeanne Grantham, for their many years of distinguished service to

the disability sports sector, as well as Dr. Phil Hamdorf and Catriona Rose for their valuable contributions.

“ We are immensely grateful to our supporters, donors, and in-kind partners who continue to support the work we do. Without their contributions, we would not be able to have the impact we do in the community. ”

We were also delighted to become the charity partner of Matta in June 2024. Matta is an award-winning global creative agency.

This partnership reflects our mantra that we do change lives through sport and underscores the importance of increasing visibility for disability sport.

As we look ahead, we are excited about the coming year with a refreshed strategy aligned to the sector’s needs. We strive for equal opportunities for people with disabilities to be involved in sport in ways that are meaningful to them.

Reflecting on our foundations as the birthplace of wheelchair sport in Australia with our members, we are proud to continue filling gaps in the sector today. It is with great delight that I lead this organisation as its CEO. We are committed to ensuring the authentic representation of people with disabilities and intersectionality going forward.

Thank you all for your commitment to our mission and for your patience as we consulted on our future aim and strategy.

Sincerely,

Ayden Shaw
CEO, Disability Sports Australia

Our Strategic Pillars



Advocacy

In sport and active recreation for people living with disability:

- Strengthen our position as a leading expert.
- A critical influencer of policy and funding decision makers.
- More informed and confident that Government, industry, community and participants know where and how to access information.



Financial Stability

- Achieve fiscal sustainability, delivering on plans that protect, preserve and secure the organisation's financial future with a sound risk management framework.
- Diversify revenue streams, reduce reliance on Government funding and secure funding and resources for major projects.



Programs and Delivery

- Create and provide evidence-based sports and active recreation programs and services that deliver opportunities for individuals with disability to participate, engage and remain involved in sports and active recreation.
- Build capabilities for delivery of programs that are practical, evidence-based and commercially viable.



Partnerships and Stakeholder Engagement

- Develop a deeper understanding of the value we offer our partners and stakeholders.
- Create and maintain partnerships that offer opportunities for capability building.
- Align our value proposition and improve communication, marketing and information sharing.



People, Culture and Systems

- Adopt best practice corporate governance and structures to deliver on strategic objectives and provide ongoing professional development to enhance staff capability.
- Engage employees and internal stakeholders to create a positive culture that aligns to our operations and work environment.
- Create an environment of leadership where employees and stakeholders are empowered and valued.

Our Reach



Facebook

6,830 followers
192,867 reach



Instagram

5,056 followers
31,869 reach



LinkedIn

3,126 followers



Website

139,450 views





Our Impact



59
Abilities Unleashed Events



800+
people completed the Accessibility Champion Course



Continuing support to Sports through our
Sports Incubator program



101
clubs participated in the Building Inclusive Sports Clubs



Co-delivered the 2023 Toyota
Wheelchair AFL National Championships
with AFL

Our Highlights from 2023–24

Abilities Unleashed



The 2023–24 year was a resounding success for Abilities Unleashed, with 59 events delivered across our kids, adults and school holiday programs.

We welcomed over 4,000 participants, who engaged in a wide variety of inclusive sports and recreational activities as part of our introduction to sport program.

This year, we proudly rebranded the program from Activate Inclusion Sports Day to Abilities Unleashed, a name that better reflects the spirit of empowerment and inclusivity that defines our events. The new name was chosen through a vote at one of our events, with participants, carers, teachers, and sports providers all having a say in the decision. We also piloted an adult version of the program with the support of our new official healthcare partner, Bupa. We are grateful for their support during this pilot period.

In addition, we introduced a council partnership program to ensure genuine opportunities for participants to connect with their local communities. We extend our heartfelt thanks to the council partners involved over this period for their invaluable support.

Our programs continue to provide valuable opportunities for individuals living with disabilities to explore new sports, develop skills, and connect with others in their communities. We are proud of the impact we've had and look forward to continuing to expand and evolve Abilities Unleashed in the future. We are tremendously appreciative of our sporting partners who support delivery and the on-the-day volunteers who ensure a wonderful experience for our participants.



“ Just a note to thank you all for the great day at your event at Lightsview, our participants had a ball (literally!) and thoroughly enjoyed themselves. Our staff commented on how well everything was run. Thank you again! ”

KnH Quality Time Services





“ What an amazing afternoon! Our clients were absolutely thrilled to attend. It was truly wonderful! Thank you to everyone that made this happen! ”

Endeavour Foundation

Our Council Partners

During the year we partnered with many local councils to bring Abilities Unleashed to local communities.



Accessibility Champion



Our Accessibility Champion Course launched in December 2022. It has been supported by the Australian Sports Commission and has experienced continuous uptake since its inception.

Since December 2022:



817
individuals have completed the course



33%
of those are volunteers at their sporting and leisure clubs



90%
have a high or very high level of understanding of disability



89%
have a high or very high confidence in their ability to engage with people with disabilities to participate in their sporting and leisure clubs



89%
are now confident in their ability to champion accessibility at their sporting and leisure club





Sports Incubator



The Sports Incubator program is an initiative by Disability Sports Australia (DSA) designed to assist mainstream National Sporting Organisations (NSOs) in creating and implementing inclusive and accessible sports programs for Australians with disabilities.

The program's goals are to boost the participation and engagement of people with disabilities in sports, and to enhance the capacity and capability of NSOs to offer high-quality, sustainable sporting opportunities.

Our approach with each partner is tailored to their specific needs and objectives. As part of this process, we deliver workshops and other initiatives to support the development and delivery of these inclusive programs.



Current Sport Incubator partners include:

- National Rugby League (NRL)
- Badminton Australia
- Archery Australia
- Australian Dragon Boat Federation

Each sport is engaged on a tailored initiative basis and is given the opportunity to promote local programs as part of our Abilities Unleashed program.

In 2023, we initiated a partnership with the Australian Dragon Boat Federation. We conducted an audit of their disability services, facilitated a club workshop on engaging people with disabilities, and assisted in making their website content accessible, thereby enhancing their inclusive practices.

We also continued our close collaboration with Badminton Australia, ensuring that their Shuttle Smash program was seamlessly integrated into our Abilities Unleashed program. Additionally, we worked with the NRL to support the ongoing development of a disability participation framework.



Building Inclusive Sports Clubs



The Building Inclusive Sports Clubs program was designed to enable inclusive practices and programs, to better support people with disabilities to access sport.

This initiative was made possible through a partnership between Victoria University and Disability Sports Australia, through Australian Government funding.

Facilitated by women leaders with lived experiences of disability and sport, the program empowered clubs to discuss best practice and champion one another towards more inclusive and accessible sport.

Over an eight-month period, 101 clubs participated in the Community of Practice program, implementing new practices and programs targeted at people with disabilities.

The program was conducted across five locations: Queensland, Australian Capital Territory, Victoria, Tasmania and Western Australia.

To celebrate the clubs' successes, 344 people registered for the online good practice forums. The interest in these forums highlighted the need for further initiatives.

We extend our heartfelt thanks to the various facilitators involved, particularly Elle Steele PLY for her exceptional management of the program as the Program Manager and Professor Clare Hanlon for her continued guidance and ensuring a high-quality, evidence-based approach.

Although the program is ending, the lessons learned will continue to inform our practices and initiatives. Thank you to the facilitators who worked on this project:

- Elle Steele
- Katie Kelly OAM PLY
- Brandy O'Connor
- Dr Renae Domaschensch
- Katherine Reed
- Marcelle Kersenboom
- Jessi Hopper
- Melissa Hale
- Taishar Ovens
- Kerrie Duff

As part of the program the following initiatives were delivered:

Reimagining Disability Employment and Volunteering Sport Forums

The Reimagining Disability Employment and Volunteering Sport Forums were a four-part series focused on the topic: "How can we increase disability employment and volunteering in sport?"

“ This was the most inspiring interactive workshop I've attended. ”

Attendee of QLD event.

“ Fantastic! I learned so much hearing from people with lived experience of disability, and about things we can actually do in our organisation to make ourselves a more attractive option for people with disability. ”

Attendee of Metro Victoria event.

These sentiments were echoed by the 125 sports administrators, council and club representatives who attended.

The forums featured panels with individuals who have lived experiences and employers of people with disabilities, providing invaluable insights into accessible employment practices. Each forum included a keynote speaker, panel discussion and workshop to apply the learnings.

We thank our event delivery partners Regional Sport Victoria, Leisure Networks, Victoria University, Q-Sport and our member WADSA for ensuring delivery was by local organisations. We also extend our appreciation and gratitude to Sport4All and Matchworks for their support providing engaging panellists.

Online Forums and Module Development

The success of these initiatives has sparked the development of additional online forums and modules, continuing our commitment to fostering inclusive and accessible sports environments. With the support of the Australian Sports Commission and some of the program facilitators, we will be developing a resource for sport administrators to build their knowledge and capability to deliver programs for people with disabilities. As part of this process, a series of video case studies about on-the-go learning were filmed with program participants.

2023 Toyota Wheelchair AFL National Championship



The 2023 Toyota Wheelchair AFL National Championships took place over the first weekend of November.

Nine teams from around the country came together for four action-packed days of footy at the State Netball Hockey Centre in Melbourne. The championship was a showcase of wheelchair Australian rules football – a modified, fully inclusive game of Australian rules football played in a sports wheelchair.

It was the first year Disability Sports Australia (DSA) co-delivered the event with the AFL. This was the second stage of a three-year transition of the championships from DSA to the AFL. In the next phase of the competition, DSA will serve as the Community Engagement Partner for the newly announced AFL Open, with the AFL taking the lead in delivering the program.

The Toyota AFL Open merges the previously separate Toyota AFL National Inclusion Carnival and the Toyota Wheelchair AFL National Championships into one unified event.

From the lightning round carnival to the finals, every team gave their all. Tasmania took the trophy for Division Two in an 82-49 victory against NSW/ACT, while the Division One trophy went to Victoria Metro after defeating WA 109-52. Congratulations to the winners and to everyone who took part.

This initiative also featured a number of community engagement events:

- Variety Abilities Unleashed Kids
- School engagement programs
- Wheelchair Auskick

- Women's showcase match
- All-star exhibition match

These events provided a robust opportunity for positive community engagement, as well as increased brand awareness among our target audiences. They also provided the opportunity for greater inter-organisational collaboration towards inclusion in sport for all.

The 2023 Toyota Wheelchair AFL National Championships was proudly supported by Toyota as Naming Rights partner, APM, AFL Victoria, the ADF and Kayo Sports.





Did you know?

The Sport of Wheelchair Aussie Rules was initially developed by Kevin Faulkner from Para-Quad Tasmania and gained significant momentum through the efforts of Disability Sports Australia and the Australian Defence Force who created the first-ever National Competition the Wheelchair Aussie Rules Carnival.



Northern Territory Business Unit

Major accomplishments included successfully covering nine events across diverse regions, enhancing participant engagement and expanding our network of key stakeholders.

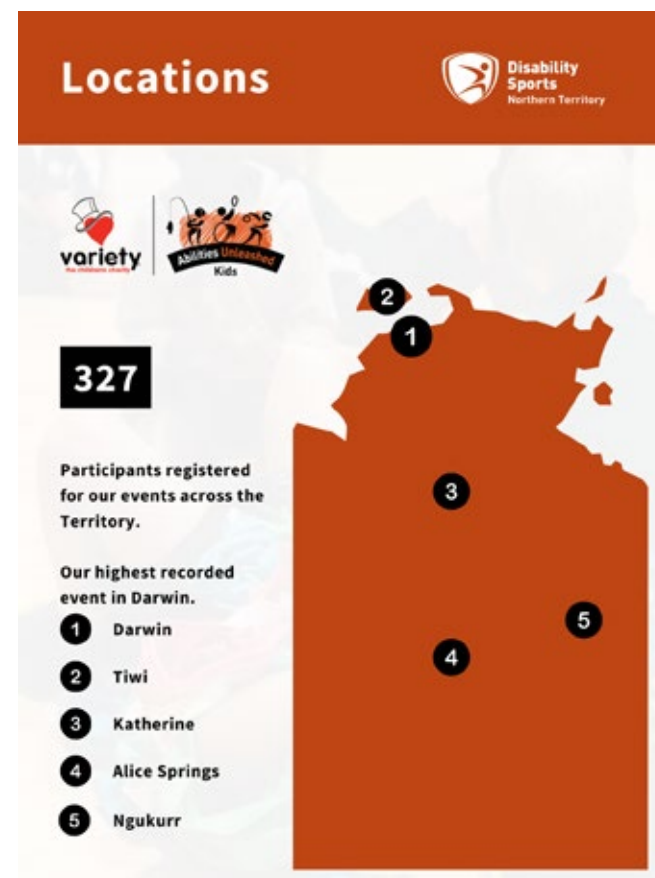
In 2023, Sam Cunningham assumed the role of Business Unit Manager, bringing fresh perspectives and goals.

The nine events spanned five regions, including major centres: Darwin, Katherine and Alice Springs, as well as remote areas such as the Tiwi Islands and Ngukurr. Despite our efforts, we faced challenges in reaching more remote regions due to staffing constraints and environmental factors. Nonetheless, our targeted approach had a notable impact, especially in areas where we previously had limited presence.

Through these events we engaged 327 participants, showcasing our growing influence and reach. Significant strides were made in regions where our presence was previously minimal. These successes are attributed to strategic initiatives aimed at increasing our visibility and impact in underserved areas.

Our involvement in the National AFL Wheelchair Carnival underscored our commitment to supporting major sporting events. We continued to build strong relationships with individual sport clubs and organisations, while also working closely with key stakeholders such as the NT Government and Paralympics Australia. These collaborations have been crucial in advancing our mission and expanding our program offerings.

Disability Sports Northern Territory is excited about the new programs planned for 2024/25, targeting sports and organisations previously not engaged in disability programs. Additionally, we are undertaking a comprehensive redevelopment of our website and sporting structure to enhance participant reach and engagement across the Northern Territory. These initiatives are aimed at maximising our impact and efficiency.



DSNT Reach:



Website
4,072
views



Instagram
365
followers



Facebook
20,672 **1,064**
reach followers

Member Review



Our members continue to be vital stakeholders for the organisation and we thank them for their support as we continue to adjust our membership model for the future.

This year we held one-on-one consultations to ensure that our future activities and goals are aligned with stakeholder expectations. We acknowledge our members as pioneers with a strong legacy of helping build inclusion in disability sport and active recreation.

Our members are:

- Wheelchair Sports NSW/ACT
- Australian Powerchair Hockey Association (NSW)
- Cerebral Palsy Alliance (CPA)
- Cerebral Palsy Sport & Recreation Association NSW (CPSARA)
- One Culture Support Services
- Disability Sport & Recreation Victoria
- Sporting Wheelies & Disabled Association
- Rebound WA
- Western Australia Disabled Sports Association (WADSA)
- Horsepower Australia (formerly Riding for the Disabled Association of WA)
- Paraquad Associations of Tasmania



Co-design and the voices of people with disabilities are at the heart of our programs going forward



In 2023, Disability Sports Australia continued to be an active member of the Australian Sporting Alliance for People with Disability (ASAPD).

We were delighted to see our previous Chairperson, Dr. Phil Hamdorf, appointed as the inaugural CEO of ASAPD. Dr. Hamdorf brings a wealth of experience and leadership to the role, and we are confident in his ability to drive the Alliance forward.

ASAPD is a collaborative initiative that unites nine National Sporting Organisations for People with Disabilities (NSODs), including Blind Sports Australia, Deaf Sports Australia, Disability Sports Australia, Disabled

Wintersport Australia, Riding for the Disabled Australia, Special Olympics Australia, Sport Inclusion Australia and Transplant Australia. The Alliance aims to advocate, collaborate, and facilitate inclusive sport and physical activity for people with disabilities, impairments or limitations.

We were also pleased to attend an in-person strategic workshop, which was instrumental in ensuring the continued effectiveness of the Alliance. This workshop provided a valuable opportunity to align our efforts and strengthen our collective impact on the disability sport sector.

Development of Play Well Strategy



Disability Sports Australia is thrilled to see the development of the Play Well strategy by the Australian Sports Commission.

This landmark strategy aims to create safe, welcoming, inclusive, and fun sporting environments for all Australians, ensuring that everyone has a place in sport. The strategy focuses on six priority areas: empowering people and organisations, driving lifelong involvement, activating places and spaces, building connections, equitable access and transforming culture.

We are particularly proud that our former Chair, Dr. Phil Hamdorf, was a member of the Steering Group that oversaw the development of this strategy. Additionally, our CEO, Ayden Shaw, was invited to attend a Co-Design workshop in September 2023, contributing valuable insights to the strategy's formulation.

Looking ahead, we are excited to develop a comprehensive participation plan in alignment with the Play Well strategy alongside our members.

In June 2024, we received a Play Well Participation Grant from the Australian Sports Commission. This grant will enable us to deliver a range of initiatives aimed at raising awareness about the importance of disability sport participation.

Bupa Try Para-Sports



This year we are partnering with Paralympics Australia and Bupa to leverage the buzz surrounding para-sport following the Paris 2024 Paralympics.

Together we are creating opportunities for local communities to engage with para-sports, through Try Para-sport events. These events aim to make the pathways to Australian Paralympic sports clearer and provide more opportunity for para-sport engagement.

Participants aged ten and over will have the opportunity to learn about local para-sports, meet Paralympians and speak to classifiers about classification requirements.

A total of eight events will be held across Australian states and territories.

These events will commence after the Paris Paralympics have been completed in 2024.



Uni Sport Australia



In 2023 we also began working in partnership with UniSport Australia. This collaboration marked a full year of progress in improving participation for people with disabilities in adaptive sports.

We extend our heartfelt thanks to UniSport member universities for their invaluable contributions during the initial consultation process, where critical data on adaptive sports in universities was captured.

UniSport member universities played a key role in the Reimagining University Sport Adaptive Pathway Workshop. This workshop hosted by DSA, was part of our Sports Incubator program with the support of the Australian Sports Commission.

The input of member universities helped identify the steps necessary for increasing disability sport pathways and improving access to sport within universities.

DSA also delivered a workshop focused on educating member universities on how to ensure communication is accessible.

In early 2024, a working group comprised of UniSport member university staff, including people with lived experience of disability, was established to further advance our efforts.

Blacktown Centre for Excellence



Construction of the Disability Sport Centre of Excellence, created in partnership with Blacktown City Council, is still underway.



This state-of-the-art multipurpose indoor training facility for athletes with disabilities, will be located in Blacktown International Sports Park in Western Sydney. The Centre will feature two full-size basketball courts, a gymnasium, a hydrotherapy pool, a climbing wall and other equipment.

It will also feature bespoke amenities including accessible accommodation, catering, transport and childcare. These amenities are designed to allow athletes with disabilities to train more often around work, family and educational commitments.

Another central focus of the Centre will be to support Paralympic sports, helping foster pathways for sporting talent. Local, state and national training camps will also be hosted at the Centre. As will community and school programs that promote disability sports and active recreation. This Centre was funded by the NSW Government.

Governance



Corporate Governance

Disability Sports Australia is committed to working with the Australian Sports Commission (ASC) to ensure quality governance, accountability and transparency through the Sport Governance Standards (SGS).

The board of Disability Sports Australia (DSA) is composed of individuals with diverse backgrounds, experiences and expertise.

The board is committed to ensuring that its skills and competencies are aligned with the strategic direction and vision of DSA.

The organisation has developed and implemented a board skills matrix, and our current Board of directors reflect this skills matrix.

Gender Balance On Board

The Board recognises the value of gender balance noting the percentage of women on our Board as of 30 June 2024 is 62% including female co-chairs.



National Integrity Framework

Sport Integrity Australia (SIA) plays a vital role in ensuring that all levels of Australian sport remain safe and fair for participants. On 13 December 2022, DSA adopted SIA's National Integrity Framework (NIF). Following a review and update of the NIF policies, DSA has further aligned with the non-traditional NIF policies to better reflect our unique sporting structure.

We are dedicated to enhancing governance and upholding integrity at DSA. To this end, we have committed to SIA's Safeguarding in Sport Continuous Improvement Program. In partnership with SIA, DSA is developing and implementing a tailored Action Plan, informed by the findings of an independent audit. This initiative is ongoing and will continue into 2025.

Sport Governance Standards

There are 35 Standards within the nine Sport Governance Principles, noting that the Standards relating to Principle 8 are administered and measured by Sport Integrity Australia.

The Principles are as follows:

- **Principle 1:** The spirit of the game – values-driven culture and behaviours
- **Principle 2:** The team – aligned sport through collaborative governance
- **Principle 3:** The gameplan – a clear vision that informs strategy
- **Principle 4:** The players – a diverse Board to enable considered decision-making

The results for Disability Sports Australia are below:



Figure 1: The top left graph shows year-on-year performance as a total average score across all Standards. The top right graph shows year-on-year performance of the Principles, and the bottom graph details the score of each Standard in 2024 (dark green), the expected maturity level (orange bar) and the subsequent maturity gap (light green).

- **Principle 5:** The rulebook – documents that outline duties, powers, roles, and responsibilities
- **Principle 6:** The playbook – Board processes which ensure accountability and transparency
- **Principle 7:** The defence – a system which protects the organisation

- **Principle 8:** The best and fairest – a system for ensuring integrity
- **Principle 9:** The scorecard – embedded systems of internal review to foster continuous improvement

Organisations assess their governance maturity against the Standards on an annual basis as part of the [Governance Performance Cycle](#).

Completing the SGS self-assessment at the end of FY24, Disability Sports Australia is pleased to report improvements over the past 12 months include:

- Revision and update of Disability Sports Australia Committee Charters.
- Additional content added within the Annual Report to reflect key governance outcomes.
- Commencement of a Board Performance assessment including evaluation.
- Development of a Board Conflict of Interest policy.
- Review and update of Director Induction process.

Disability Sports Australia has developed a Governance Plan with activities to address the following activities in FY25.

- Development and review of succession plans for key personnel.
- Review and update of the DSA Board Charter
- Review of Constitution
- Development of a rolling whole of sport strategic plan.

Our People

Our Staff

Ayden Shaw

General Manager

Madeline Wood

Operations & Communication Officer

Kristy Rohrer

National Manager – Activate Inclusion Program

Max Reilly

Events and Communications Officer

Rae Anderson

Abilities Unleashed Program Support Officer

Liam Bentley

NT Business Unit Manager
(from July 2023 to September 2023)

Julie Charlton

Abilities Unleashed Adults Project Officer
(from September 2023 to October 2023)

Sam Cunningham

NT Business Unit Manager
(from October 2023)

Jess Avdelas

Abilities Unleashed Casual Delivery Officer
(from May 2024)



Our Directors

We thank DSA's Board of Directors for their commitment and support:



Co-Chair
Kerri Griffiths
(Co-Chair from
November 2023)



Co-Chair
Dr Renae Domaschenz
(Co-Chair from
November 2023)



Director
Leeanne Grantham



Director
Dr Nathalie Mann



Director
Garry Goodman



Director
David Thompson
(From November 2023)



Director
Brett Bennett
(From November 2023)



Director
Erin Hoare
(From November 2023)



Director
Simone Pearce
(From November 2023)

Outgoing Directors



Director
John Hart
(Until November 2023)



Director
Catriona Rose
(Until November 2023)



Director
Steve Loader
(Until November 2023)



Chairperson
Dr Phil Hamdorf
(Until November 2023)



Our Partners

Major Partners:



Community Partners:



University Partners





Our Supporters

Thank you to all of the organisations and individuals who have supported DSA over the past year. This support has included fundraising, regular donations and volunteering at events.

Some of the support we have received has included the following:

- Callum from Australian National University organised Parawalk for Sport Fundraiser. This fun-run was held on the university campus and all proceeds were donated to DSA.
- Architecture & Access have been making regular monthly donations to DSA and their staff have been volunteering at our Abilities Unleashed events.
- Mac.Robertson Girls' High School have fundraised at their school and proceeds have been donated to DSA.



Support DSA

[Click here to donate](#)

Finance Report

**Disability Sports Australia Limited
Responsible Persons' Declaration
For the Financial Year Ended 30 June 2024**

The Responsible Persons declare that in the Responsible Persons' opinion:

- a) the financial statements and notes are in accordance with the *Australian Charities and Not-for-profits Commission Act 2012*, including:
 - i) giving a true and fair view of the registered entity's financial position as at 30 June 2024 and of its performance for the year ended on that date; and
 - ii) complying with Australian Accounting Standards – Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Regulations 2022*; and
- b) there are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Kerri Griffiths
Director – Co-Chair
28 October 2024



Renae Domaschenz
Director – Co-Chair
28 October 2024



**Disability Sports Australia Limited
Responsible Persons' Declaration under the NSW Charitable Fundraising Act 1991
For the Financial Year Ended 30 June 2024**

The Responsible Persons declare that in the Responsible Persons' opinion:

- a) the statement of profit or loss and other comprehensive income and associated notes gives a true and fair view of all income and expenditure of the organisation with respect to fundraising appeals for the financial year ended 30 June 2024;
- b) the statement of financial position and associated notes gives a true and fair view of the state of affairs of the organisation with respect to fundraising appeals conducted by the organisation as at 30 June 2024;
- c) the provisions of the *NSW Charitable Fundraising Act 1991* and Regulations and the conditions attached to the authority have been complied with during the financial year ended 30 June 2024; and
- d) the internal controls exercised by the organisation are appropriate and effective in accounting for all income received and applied by the organisation from any of its fundraising appeals during the financial year ended 30 June 2024.

Kerri Griffiths
Director – Co-Chair
28 October 2024



Renae Domaschenz
Director – Co-Chair
28 October 2024



Finance Report



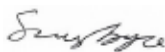
SDJ Audit Pty Ltd t/a SDJA
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**Disability Sports Australia Limited
Auditor's Independence Declaration to the Board of Directors of Disability Sports Australia Limited
For the Financial Year Ended 30 June 2024**

In accordance with the requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, as lead auditor for the audit of Disability Sports Australia Limited for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been:

- a) No contraventions of the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
- b) No contraventions of any applicable code of professional conduct in relation to the audit.


SDJA



Simon Joyce
Director
28 October 2024
Sydney, New South Wales

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15



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**Disability Sports Australia Limited
Independent Auditor's Report to the Members of Disability Sports Australia Limited
For the Financial Year Ended 30 June 2024**

Opinion

We have audited the financial report of Disability Sports Australia Limited (the registered entity), which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, the notes to the financial statements, including a summary of material accounting policy information, and the responsible persons' declaration.

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* (ACNC Act), including:

- (a) giving a true and fair view of the registered entity's financial position as at 30 June 2024 and of its financial performance for the year then ended; and
- (b) complying with Australian Accounting Standards – Simplified Disclosures and the *Australian Charities and Not-for-profits Commission Regulations 2022*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the registered entity in accordance with the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 *Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

Responsibilities of Responsible Persons for the Financial Report

The responsible persons of the registered entity are responsible for the preparation and fair presentation of the financial report in accordance with Australian Accounting Standards and the ACNC Act, and for such internal control as the responsible persons determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

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

The responsible persons are responsible for overseeing the registered entity's financial reporting process.

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16

Finance Report

**Disability Sports Australia Limited
Independent Auditor's Report to the Members of Disability Sports Australia Limited
For the Financial Year Ended 30 June 2024**

Auditor's Responsibilities for the Audit of the Financial Report

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

A further description of our responsibilities for audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor's report.

Report of the requirements of the NSW Charitable Fundraising Act 1991

We have audited the financial report as required by Section 24(2) of the *NSW Charitable Fundraising Act 1991*. Our procedures included obtaining an understanding of the internal control structure for fundraising appeal activities and examination, on a test basis, of evidence supporting compliance with the accounting and associated record keeping requirements for fundraising appeal activities pursuant to the *NSW Charitable Fundraising Act 1991* and the *NSW Charitable Fundraising Regulation 2021*.

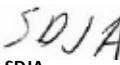
Because of the inherent limitations of any assurance engagement, it is possible that fraud, error or non-compliance may occur and not be detected. An audit is not designed to detect all instance of non-compliance with the requirements described in the above-mentioned Acts and Regulations as an audit is not performed continuously throughout the period and the audit procedures performed in respect of compliance with these requirements are undertaken on a test basis. The audit report expressed in this report has been formed on the above basis.

**Disability Sports Australia Limited
Independent Auditor's Report to the Members of Disability Sports Australia Limited
For the Financial Year Ended 30 June 2024**

Opinion

In our opinion:

- a) the financial report of Disability Sports Australia Limited has been properly drawn up and associated records have been properly kept during the financial year ended 30 June 2024, in all material respects, in accordance with:
 - i) sections 20(1), 22(1-2), 24(1-3) of the *NSW Charitable Fundraising Act 1991*; and
 - ii) sections 10(6) and 11 of the *NSW Charitable Fundraising Regulation 2021*.
- b) the money received as a result of fundraising appeals conducted by the registered entity during the financial year ended 30 June 2024 has been properly accounted for and applied, in all material respects, in accordance with the above-mentioned Act and Regulations.


SDJA


Simon Joyce
Director
28 October 2024
Sydney, New South Wales

Contact

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Postal Address: PO Box 4016, Keilor Downs, VIC, 3038

*Disability Sports Australia Ltd. is a registered Charity with
Australian Charities and Not-for-profits Commission (ACNC).*

ABN: 96 104 461 814

ACNC: 104 461 814

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**Disability
Sports**
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