

Annual Report 2023



**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.



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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 DSA Values and Behaviours represent our expectations of each other as a Board, staff members and volunteers as we commit to delivering DSA's organisational outcomes to create positive impact within our communities.

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

Our History

Disability Sports Australia has a rich and diverse history that spans over six decades. Our organisation is the result of the merger of three pioneering organisations that championed the cause of inclusive and accessible sports for people with disability in Australia:

1 Australian Sports Organisation for the Disabled (ASOD) –

Established in 1981, ASOD provided sports and recreational opportunities for individuals with amputations and other locomotor disabilities.

2 Cerebral Palsy Australian Sports and Recreation Federation (CPASRF) –

Established in 1989, CPASRF addressed the specific requirements of individuals living with cerebral palsy (CP).

3 Wheelchair Sports Australia (WSA) –

Originating in the 1950s as the Australian Paraplegic and Quadriplegic Sports Federation (AQPSF), WSA promoted wheelchair sports and empowered athletes with spinal cord injuries to compete on a global stage.

In April 2003, these three organisations formed a new entity called Australian Athletes with a Disability (AAWD), which was responsible for the

administration of its member organisations and the coordination of sporting opportunities for people with disability. AAWD also administered the Wheelchair Rugby and Wheelchair Basketball national leagues, and the Lawn Bowls Multi-Disability National Championships.

In June 2013, AAWD changed its name and constitution to become Disability Sports Australia (DSA), to better reflect its mission and responsibilities as the peak national body for state and other sports and recreational organisations representing people with a physical disability.

Today, DSA is one of the nine National Sporting Organisations for people with disabilities in Australia, sharing a common purpose to improve the lives of Australians living with disability using sport as the medium. DSA's current focus is on connecting Australians living with any disability to their local adaptive 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.

This is the Australian Sports Commission's (ASC) vision as we embark on a defining era in Australian sport over the next decade and beyond.

We are setting out to lead, support and provide opportunities for all communities to be involved in sport, while growing elite success and representation, inspiring future generations.

Our role, as the Australian Government agency responsible for supporting and investing in sport at all levels, is 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.

The 2022 Birmingham Commonwealth Games provided a perfect launch pad for our athletes to shine.

To finish on top of the medal table with 67 gold and cement our status as the most successful nation in the event's history sets us up brilliantly as we look to host the next Games in Victoria 2026.

These Games, uniquely hosted in regional areas, will be another opportunity to inspire Australians to get involved in sport, and to champion the role sport can play in engaging every Australian.

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

The sporting strategies, programs and facilities we deliver now have the capacity to shape Australia's long-term prosperity, well beyond sporting boundaries. A thriving Australian sport system is enormously influential to a thriving Australia.

We will advocate for sport and its positive influence on Australia, promote and support inclusive and diverse sporting environments and drive thought leadership and innovation to inspire world's best practices.

We will build the capability of sport and the people involved through projects like our Sport Volunteer Coalition Action Plan which outlines a new approach to foster positive, safe and fulfilling experiences for sport volunteers, and our Women Leaders in Sport programs which champion equal representation in sport.

It has been great to see the AIS site buzzing with activity again after a challenging few years due to COVID-19. We continue to welcome sports and athletes back to the campus, who are all keen to use our facilities to prepare for major sporting events.

Our aim is for sport in Australia to be world's best so we will optimise our facilities to advance sport and use them to showcase sport at its best.

This is an incredible opportunity to unite and inspire Australia through sport as we capitalise on the calendar of major sporting events on the road to a home Olympic and Paralympic Games.

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

Josephine Sukkar AM



Message from the Chair



I am delighted to announce that Disability Sports Australia (DSA) has successfully concluded the year in a robust state, despite facing some challenging issues that necessitated changes within the organisation.

In early 2023, our former CEO, departed, and with the full backing of the Board, I assumed the dual role of CEO and Chair under the title of Executive Chair. Additionally, several new Directors joined the Board in the past year, injecting renewed energy and focus into the organisation.

DSA's primary focus has been on strengthening our core programs and services, including Activate Inclusion Sports Days, Sports Incubator, Accessibility Champion, Building Inclusive Sport Clubs and Disability Sports Northern Territory. These foundational initiatives are performing well and will continue to progress in the future.

I would like to highlight the dedicated efforts of the entire DSA team over the past year and express my gratitude to them for their diligence, motivation, and meticulous work in consolidating and streamlining various programs and services. We are also excited to announce that Ayden Shaw has recently taken on the role of General Manager and will lead DSA with the unwavering support of the Board.

I extend my sincere appreciation to the DSA Board members for stepping up and helping the organisation navigate through challenging times. Moreover, DSA has developed a new Strategic Plan spanning from 2023 to 2026, a pivotal document that will steer our mission to "empower more Australians with disabilities to engage in physical activities more frequently."

“Currently, DSA stands on a solid financial foundation, with the prospect of growth on the horizon. Crucially, our organisation benefits from strong and capable governance that will continue to guide its progress and stability.”

Although I will be relinquishing my role as Chair to pursue a career opportunity, I am looking forward with enthusiasm to the upcoming year, and I want to express my appreciation to all DSA member organisations, stakeholders, and funding partners for their ongoing support.



Dr Phil Hamdorf





Message from the General Manager



I am pleased to share with you some of the highlights and achievements of Disability Sports Australia in the past year. It has been a year of transformation and innovation for our organisation, amidst many challenges and I want to thank our dedicated staff for their hard work and passion.

The Activate Inclusion Sports Day program, led outstandingly by Kristy Rohrer, has been a great success, thanks to its strong reputation, extensive outreach efforts, and strategic partnerships.

The program delivered a record number of 47 events across the country, reaching 4385 participants who had the opportunity to explore 34 different sports and activities that suited their interests and abilities.

We also celebrated the independence of Wheelchair Rugby Australia, which became a fully autonomous organisation after a period of transition as a business unit of Disability Sports Australia. We are proud of their growth and development, and we look forward to continuing our collaboration the future.

Another milestone was the delivery of a new look 2022 Toyota Wheelchair AFL National Championship, which we organised with support from the AFL in November. This event featured every state and territory for the first time and was broadcast on Kayo Freebies and ABC Sport, a landmark moment for the continued growth and development of Wheelchair Australian Rules Football.

Disability Sports Australia's Northern Territory (DSNT) business unit had a positive year of growth and impact, thanks to the leadership of our new Sports Coordinator, Jacinta De

Niese, and the support of our partners and stakeholders. We thank the Northern Territory Government for their continued support.

“ We delivered various inclusive and accessible sports programs and events across the region, reaching out to diverse communities and individuals and conducting a regional roadshow enabling us to connect with new participants. ”

In December we launched the Accessibility Champion online course, which we developed in partnership with the Australian Sports Commission. This free course is designed to help local sport and active recreation clubs become more accessible and welcoming for people with disability.

I want to acknowledge the contribution of our former staff member Craig Beed, who led the development of this course and delivered a high-quality product.

We also made significant progress on the Disability Sport Centre of Excellence project, which is a partnership with Blacktown City

Council. This project will create a state-of-the-art multipurpose indoor training facility for athletes with disability in Western Sydney.

In March, Victoria University partnered with us on the 'Building Inclusive Sports Clubs program. The program is facilitated by women leaders with lived experiences of disability and sport, who guide and empower participating clubs to implement new practices and programs targeted to people with disability.

Our team was fortunate to have the leadership and guidance of Dr Phil Hamdorf, who served as our Executive Chairman from early 2023. Phil challenged us to align our work with our mission of supporting people with disability to be active more often.

We also strengthened our partnerships with other organisations that share our vision and values. We welcomed Variety the Childrens Charity Victoria as our naming rights partner in Victoria, Matchworks as a major organisational partner, and UniSport Australia as a partner in enhancing the university adaptive sport pathway. We are grateful for their support and collaboration.

We are also thankful for the ongoing support of the Australian Sports Commission, which has been instrumental in enhancing our capacity and impact as an organisation. We are excited about the incoming National Sport Participation Strategy, and we are committed to working with the sector to ensure that all Australians with disability can enjoy active lives.

Finally, I want to thank the Disability Sports Australia Board for their support and guidance to the staff team over the past year. I also want to recognise the Board members who left the Board- Illona Meyers, Elizabeth Rushbrook and Chris Bond for their service and contribution to our organisation.



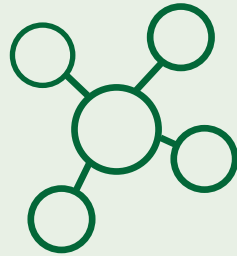
Ayden Shaw

Strategic Pillars



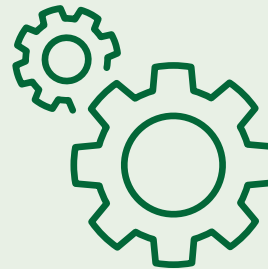
Create More Choice

Create more opportunities for Australians with disability to get involved in sport and active recreation.



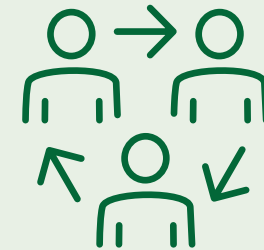
Inform and Connect

Develop pathways and resources for Australians with disability to build awareness and connect with sport and recreation opportunities.



Impact – Shared Services

Measure the impact of sport and active recreation for people with disability to drive program development, evaluation and advocacy.



Membership and Stakeholders Engagement

Fostering collaboration and provide support to members and partners to help people with disability to get involved in sport and active recreation and promote the benefits of sport and active recreation for people with disability.

Create more choice

Activate Inclusion Sports Day

This year Disability Sports Australia experienced resounding success with its flagship program, Activate Inclusion Sports Days. The initiative, aimed at promoting inclusivity and enhancing the participation of children with disabilities in sports and physical activities, achieved remarkable outcomes and made a significant impact on the lives of participants.

Activate Inclusion Sports Days experienced a significant increase in participation, attracting a broader and more diverse group of individuals with disabilities. This growth can be attributed to the program's strong reputation, extensive outreach efforts, and strategic partnerships with local disability organisations and schools.

“ I just wanted to say what a fantastic day it was today! The students and staff had such a great time! A massive thank you to your team for putting on the event today. Will definitely be coming back. ”

“ Thank you so much for providing our children with the opportunity to participate in the range of sports today at Marion. The event was very well organised and ran smoothly. Well done to everyone involved. All the children had an absolute ball. ”

One of the key factors contributing to the program's success was the diverse range of sports and activities offered. Participants had the opportunity to explore a multitude of disciplines, including wheelchair sports, blind sports, recreational activities and mainstream sports. This diverse lineup ensured that individuals could find an activity that suited their interests and abilities, promoting engagement and participation.



47
events
delivered



34
different
sports
delivered



4385
participants
registered





Disability Inclusion Project

Disability Sports Australia partnered with Sport NSW to deliver The Sport NSW Disability Inclusion Project. This is an 18-month participation and community capacity and capability project funded by the NSW Office of Sport as part of the NSW Government Community Sport Recovery Package 2021.

“ The project aims to support increasing opportunities for school aged children living with disability to participate in sports activities within their communities. ”

Disability Sports Australia delivered 8 Activate Inclusion Sports Days across NSW for this project. Through the delivery of the multi-sport days the project hopes to understand the experiences of participants and their carers participating in community sport.

The project will provide insights and recommendations that can improve outcomes for participants and sports.

Melbourne Show Activation – Inclusive Sport Zone

In September and October last year, Disability Sports Australia (DSA) began collaborating with, now Victorian AISD naming rights partner, Variety Victoria for the 2022 Royal Melbourne Show.

Across 11 days DSA were invited to host the 'Inclusive Sports Zone'. Adjacent to Variety Victoria's Big Bash cars and chill-out area, this was a space where attendees could participate in local all-abilities programs. Nine sports deliverers came to run their programs.

The Royal Melbourne Show had over 500,000 people attend over 11 days. DSA was grateful for the chance to give a platform for local inclusive program providers to connect to the attendees.

Thank you to Variety Victoria for sharing the space with us. It was the perfect way to begin a partnership that benefits children with disability across Victoria to be active.



For more events like this, come to our Variety Activate Inclusion Sports Days in Victoria.



2022 Toyota Wheelchair AFL National Championship

One of the highlights of Disability Sports Australia (DSA) in the past year was delivering a new look 2022 Toyota Wheelchair AFL National Championship, which was held in Melbourne from November 22 to November 25, 2022.

The championship was a showcase of the sport of wheelchair Australian rules football, which is a modified, fully inclusive game of Australian rules football played in a sports wheelchair.

The championship was delivered by DSA in partnership with the Australian Football League (AFL) and supported by Toyota as the naming rights sponsor at the state-of-the-art Diamond Valley Sports and Fitness Centre in Greensborough.

The championship was the largest and most diverse event of its kind, with 75 players from 11 teams representing every state and territory in Australia. It was also the first national wheelchair championship since 2019, due to the COVID-19 pandemic, and it demonstrated the resilience and passion of the wheelchair AFL community.



Break through partnerships enabled the event to be broadcast by Kayo and ABC Sport, reaching a wider audience and raising the profile of the sport Nationally.

The championship saw some thrilling matches and impressive performances from the players. Victoria Blue emerged as the division one champion, breaking South Australia's four-year winning dynasty with a convincing victory in the grand final.

In division two, it was a battle between the sport's origin teams, Returned Services League (RSL) Active and Australian Defence Force (ADF). ADF took the division two prize with a team that improved after every performance.



DSA is proud of the success of the 2022 Toyota Wheelchair AFL National Championship and congratulates all the participants, officials, volunteers and partners who made it possible.

DSA and AFL from 2023 will be co-delivering the event with the intention over the next period of time to finalise the transitioning of the sport to the AFL.

The 2022 Toyota Wheelchair AFL National Championship was proudly supported by Toyota as Naming Rights partner the

Victorian State Government through its Significant Events Grant program, APM, AFL Victoria, the ADF, Kayo Sports, ABC Sports and Aligned Leisure.

The event was also supported by B-Live Streaming, Nillumbik Shire Council, Quest Apartment Hotels, NDSP Plan Manager, Access Ability Australia, the Australian Sports Commission.

Northern Territory Business Unit

Disability Sports Australia's Northern Territory (DSNT) had a remarkable year of growth and impact, thanks to the leadership of our new Sports Coordinator, Jacinta De Niese, and the support of our partners and stakeholders.

We delivered various inclusive and accessible sports programs and events across the region, reaching out to diverse communities and individuals and conducting a regional roadshow enabling us to connect with new participants.

Some of the highlights of the year for our business unit included:

On the 31st of August we had the pleasure of hosting our second Variety Activate Inclusion Sports Day in Darwin at the CDU Stadium. We were spoilt with NT Government staff from the Sport, Recreation and Strategic

Infrastructure department coming down to volunteer and putting on a sausage sizzle.

We also were able to place SEDA students with different sports providing a valuable learning experience in adapting activities for people with disability.

Hosting two Roadshows in Katherine and Alice Springs, where we conducted Variety Active Inclusion Sports Days (AISD) with multiple sports on offer, such as Golf, Tennis, Touch Football, and AFL. We also partnered with local schools and organisations to provide sports clinics and workshops for students and teachers.

Supporting the first Ntaria Inclusive Sports Day in collaboration with NT Government Community Sport Officers, AFL NT, Tennis NT, and Sport4All. The event involved a sports clinic for all classes and an inclusivity workshop for the senior students in the Ntaria community.

Partnering with AFL Northern Territory to send a team the Northern Territory Thunder to compete in their first Toyota Wheelchair AFL National Championship in partnership with AFL Northern Territory. After conducting three try-outs we selected three Territorians to be part of the team. Annie Rose and Alison McGowan were co-captains for the

event with Annie claiming the NT Thunders Most Valuable Player Award. We thank the anonymous donors who helped the team get to Melbourne to compete.

On the 13th of June 2023 we were back at Darwin for another Variety Activate Inclusion Sports Day with 200 students with disability trying 10 inclusive sports at Sitzler Netball Centre, we also had our new sports wheelchairs on show that had been funded through the Northern Territory Governments Community Benefit Fund.

We also collaborated with the NT Government to refine our work plan and strategy for the region. We refreshed our branding and strengthened our community ties by working with various sport and active recreation providers. We helped them build their capacity to deliver inclusive and accessible programs and services for people with disabilities. We also consulted on working groups to provide input and feedback on policies and initiatives that affect our sector.

We are proud of what we have accomplished this year and look forward to continuing our mission of empowering people with disabilities through sport. We thank the Northern Territory Government, Variety Northern Territory and School Sport NT for their continued support.





DSA Sports Incubator

The Sports Incubator program is an innovative initiative by Disability Sports Australia (DSA) to support mainstream National Sporting Organisations (NSOs) to develop and deliver inclusive and accessible sports programs and services for Australians with disability.

The program aims to increase the participation and engagement of people with a disability in sport, as well as to enhance the capacity and capability of NSOs to provide quality and sustainable sport opportunities.



Current Sport Incubator partners include:

- National Rugby League (NRL)
- Bowls Australia
- Badminton Australia
- Archery Australia
- AusCycling



Each sport is engaged on a tailored initiative basis and also are provided the opportunity to promote local programs as part of our Activate Inclusion Sports Day program.

Program highlights:

In December 2022 we partnered with NRL to deliver an online inclusion workshop for the Rugby League and Touch Football community. The workshop aimed to increase their awareness and understanding of how to be inclusive and accessible for people with disability who want to participate in these sports.

The workshop featured presentations from DSA and league representatives on the importance of inclusion and adaptation in

club sport. The workshop also provided practical tips and examples on how to create a welcoming and supportive environment for people with disability.

In September 2022 Bowls Australia delivered the Australian Multi-Disability Championships for the first time with Disability Sports Australia supporting with resources, documentation and guidance.

We were able to support Badminton Australia with the launch and development of the Shuttle Smash program. We also were able to prioritise participation of Badminton Australia in our Activate Inclusion Sports Day program.

In 2023 we partnered with AusCycling through our Sports Incubator program to deliver an online workshop for cycling clubs and organisations in Queensland. The workshop aimed to increase their knowledge and skills on how to be inclusive and accessible for people with disability who want to engage in cycling.



Inform and connect

Disability Sports Australia aim to be a connector in the disability sport sector – connecting Australians looking to participate in their local sports or recreational activities. This is done through the Activate Inclusion Sports Days and National Referral Hub.

National Referral Hub

The National Referral Hub (NRH) was launched in October 2021 with the aim of connecting Australians with disabilities to their local sport and recreation activities.

While that tool has been beneficial, DSA determined that implementing a self-service model would be the most effective approach. As a result, the NRH for 2023 has been undergoing a comprehensive review.

DSA would like to thank the Australian Sports Commission for their support in the build of first version of National Referral Hub.





Impact – Shared Services

Wheelchair Rugby Australia Established as an Independent Organisation

On August 17, 2022 a historic milestone governance change for Disability Sports Australia occurred with the formal separation of Wheelchair Rugby Australia (WRA) into an independent organisation.

In June 2019 the organisation created a separate division for WRA within its structure, and the transition process commenced through the organisation's Sports Incubator program.

Disability Sports Australia congratulates Wheelchair Rugby Australia on this milestone and was thrilled to see its former staff member Chris Nay appointed as the organisation's inaugural CEO and Kelsey Singh as its General Manager – Operations.

Wheelchair Rugby Australia is now thriving and in June 2023 was recognised as a National Sporting Organisation (NSO) by the Australian Sports Commission.

Accessibility Champion Course

The Accessibility Champion Course launched in December 2022, supported by the Australian Sports Commission. Over 400 individuals have completed the course, taking the first step towards promoting accessibility in their local community club.

The course has had a significant impact, as 91% of participants now possess a high or very high level of confidence in engaging individuals with disabilities to participate in their sporting clubs or leisure facilities.

This significant outcome demonstrates the course's effectiveness in equipping individuals with the necessary knowledge and skills to create inclusive environments. By fostering confidence and competence, the course empowers participants to make a positive difference in the lives of people with disabilities, promoting greater inclusivity within the sports and recreational community.



404

individuals completed the course

Contributors to the Accessibility Champion Course:



- Louise Sauvage OAM PLY
- Chris Bond OAM PLY
- Katie Kelly OAM PLY
- Melissa Perrine PLY

Blacktown Centre of Excellence

In 2022 DSA were successful in an application for a new facility to be built in partnership with Blacktown City Council on the Blacktown International Sports Park site in Western Sydney's Rooty Hill.

The facility, named the Disability Sport Centre of Excellence, will be a state-of-the-art multipurpose indoor training facility for athletes with disability, complete with bespoke and flexible amenities designed to allow athletes to train around work, family, educational and additional commitments.

The facility will also be a hub for disability sport in Western Sydney, offering a range of programs, services, and events for people with a disability of all ages and abilities.

The \$30.5 million dollar project was supported by the NSW Office of Sport's Centre of Excellence round one grant fund, as well as by several current Paralympic sports.

This project will enable these lower-funded sports to work closely with DSA and the wider sector to build organisation capacity, increase participation and develop new talent on the runway to the 2032 Paralympic Games.

The current sports involved in this project include Badminton, Boccia, Fencing, Goalball, Blind Sports Australia, Taekwondo and Volleyball.

The Disability Sport Centre of Excellence will complement the \$100 million Blacktown Exercise Sports and Technology hub (BEST), designed by ARM Architecture to open in late 2023.

The project will also involve partnerships with various organisations and stakeholders from the sport, health, education, and disability sector to promote and enhance disability sport in the region.



Construction on the new centre will start in 2023 and is slated for completion in late 2024.

Membership and Stakeholder Engagement

Building Inclusive Sports Clubs

In 2023 Victoria University partnered with Disability Sports Australia to deliver the Building Inclusive Sports Clubs program. This program aims to support community sport organisations to embed sustainable, inclusive practices and programs to better support people with disabilities to access their sport.

The program is facilitated by women leaders with lived experiences of disability and sport. Their invaluable guidance will empower participating clubs to engage in meaningful dialogues, exchanging insights on best practices and fostering an inspiring camaraderie to foster inclusivity and accessibility.

During the eight months, the focus is on clubs implementing a new practice/program targeted to people with disability.

A significant 54 clubs from, QLD, VIC, ACT, TAS and WA have signed up and committed to this eight-month program. These clubs will

work with their facilitators and implement a new practice/program targeted to people with disability.

The program is delivered by Victoria University in partnership with Disability Sports Australia through funding from the Australian Government.

54
clubs
participating



10
Women Leaders
Employed through
the program



Our members

Membership Review

In late 2022 we commenced a process of reviewing and improving our member communication, we thank Disability Sports Australia members for their continued support as we reshape our membership model for the future.

Our members are pioneers with a storied legacy of involvement 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
- Sporting Wheelies & Disabled Association
- Rebound WA
- Western Australia Disabled Sports Association (WADSA)
- Horsepower Australia (formerly Riding for the Disabled Association of WA)
- Paraquid Association of Tasmania



Our Staff

Ayden Shaw

General Manager – Programs and Partnerships (from July 2022)

Madeline Wood

Operations & Communication Officer

Kristy Rohrer

National Manager – Activate Inclusion Program

Max Reilly

Events and Communications Officer
(from September 2022)

Liam Bentley

NT Business Unit Manager

Rae Anderson

Activate Inclusion Program Support Officer

Jacinta De Niese (until March 2023)

Murray Elbourn (until March 2023)

Craig Beed (until December 2023)

Chris Guest (until September 2023)

Kelsey Singh (until September 2023)

Chris Nay (until September 2023)



Board of Directors

We thank the DSA Board of Directors for their commitment and support.



Chair of Disability Sports Australia

Dr Phil Hamdorf

(Chair) From March 2023

Phil is an accomplished sports administrator having held roles as Executive Director of the Office for Recreation and Sport (South Australian Government), Chief Executive Officer of the Australian College of Physical Education Ltd. and Executive Director – Sport Development and Executive

Director – Sport and Recreation, both within the Office of Sport, New South Wales Government. Most recently through his consultancy company, Phil has provided a range of services to the sport sector across Australia.

Phil is an exercise physiologist with a doctorate that examined cardio-respiratory training amongst older women. He is a Life Member, Fellow and Past President of Exercise and Sports Science Australia, a Fellow and Past President of Sports Medicine Australia (SA Chapter) and a Churchill Fellow.

Phil has extensive experience as a Board Director including the World Police and Fire Games Corporation, Australasian Masters Games, Trans-Tasman Netball League Corporation, 2015 Asian Cup, 2022 UCI World Road Cycling Championships and Muirfield Golf Club. He is currently President of Outdoors NSW & ACT, Chair of Skate Australia and Executive Chair of Disability Sports Australia.



Director

Steve Loader

(Chair) From July 2022 – March 2023

(Deputy Chair) From March 2023 – June 2023

Steve has worked in sport for over 25 years and is a former Chair of DSA. He is currently the Director of Corporate Relations and Customer Advocacy for Rex (airlines) and was the Chief Executive Office of Sport NSW. Through his own consultancy, Steve provides sport and major event-related consultancy in Australia and overseas and is a Visiting Fellow with the World Academy of Sport, facilitating and lecturing in courses to sporting federations and governments.

Steve is Chair of the Advisory Board of Wheelchair Rugby Australia and a member of the DSA Governance Committee. He is also a Non-Executive Director of World Wheelchair Rugby. He is a recipient of the Australian Sports Medal and has served on the Boards of Paralympics Australia, Snow Australia and Rowing Australia.



Director
Leeanne Grantham

Leeanne is a highly accomplished and experienced senior sports and major events administrator, leading

to engaging with National and State Sports Organisations, various International Sports Federations and with all levels of Government in and outside of Australia.

After retiring from full time employment Leeanne continued to use her skills and experience in support of the Sports and Major Event Industries both in the capacity of a non-executive Director and as Chair of various Board sub-committees.

She is currently the Vice President with Commonwealth Games Australia, non-executive Director with Table Tennis Australia and Disability Sports Australia

Leeanne has previously been a non-Executive Director with organisations such as, Cycling Australia (now AusCycling), Netball SA, UCI (International Cycling Fed) Women's Commission, FIBA Women's Basketball World Cup and others including several major event Boards and Committees.



Director
Kerri Griffiths
(From November 2022)

Kerri is a highly accomplished strategy and corporate affairs adviser. She was in

the team that managed CBA's defence on the banking Royal Commission and has led events including financial results, AGM, and parliamentary hearings.

Kerri worked for federal and state cabinet Ministers dealing with nationally significant and sensitive issues, advising during major events including IMF & G20 meetings, and attending bilateral meetings with world leaders. Prior to this, she was a journalist covering breaking issues, elections, and APEC.

Kerri has a keen interest in sport and reached national level. She is delighted to be a Director with Disability Sports Australia and is also currently a Director with Boccia Australia.

Kerri holds the following qualifications: Graduate of the Australian Institute of Company Directors, Graduate Diploma of Commerce, Bachelor of Arts, and Master of Business Administration.



Director
Garry Goodman
(From November 2022)

Garry is a Managing Director with a solid reputation of achieving solid corporate growth

objectives by providing strategic direction, diverse perspectives and positive leadership. He improves company efficiencies as a dynamic results-oriented leader with a strong track record of performance in a high paced company.

He uses insights and team approach to drive company improvements and implementation of best practices. He has superior interpersonal skills, capable of resolving multiple and complex (sales, human resources, legal, financial, operational) issues and motivating staff to peak performance. With a large workforce of professionals in what is ultimately a 'people business', he is committed to providing care and support to people.



Director

John Hart

(From November 2022)

John is a deeply experienced wealth management professional with over 32 years

of experience leading financial services experience, including wholesale and retail advice and managed discretionary (MDA) operations.

Previously John was Head of the Financial Planning Division of Centric Wealth group where he worked from 2007 to 2011. Before this, John was Chief Executive Officer of the Halliday Financial Group, a boutique advice and MDA funds management business, from 2005 until its sale to Centric Wealth in 2007.

John is a Certified Financial Planner and Member of the Financial Planning Association of Australia, a practicing member of the Profession of Independent Financial Advisors, a registered Tax Agent and a designated Chartered Tax Professional and member of the Tax Institute.



Director

Dr Catriona Rose

(From November 2022)

With over 20 years of involvement in sport from a competitive to community level, Catriona

has a wealth of knowledge of the sport sector in Australia. After completing a PhD in Sport and Exercise Science (2019), Catriona went on to work as a research associate with SPRINTER at the University of Sydney, generating evidence to support guidelines for sports and physical activity initiatives for local, state, and federal government as well as all levels of sporting and health organisations within Australia.

Catriona rowed at an elite level for Queensland between 2006 and 2012, continues to race as a Masters athlete, and plays community AFL. Having experienced sport as an athlete, coach, administrator, researcher and advocate, Catriona uses this unique combination of experience and formal training, to achieve evidence-based strategic objectives for all members of the Australian sporting landscape.



Director

Dr Nathalie Mann

(From November 2022)

Nathalie Mann is an impact strategist and public health specialist with over 18 years'

experience working across industries. She has a deep understanding of the Australian, Thai, Vietnamese and French healthcare systems.

Nathalie has experience in the areas of policy, strategy and innovation with extensive experience in business operations and development. Nathalie sits on boards across industries with a particular interest in disability and paediatrics.



Director
Dr Renae Domaschenz
 (From November 2022)

Renae is a Tokyo 2020 Paralympian and a world champion high performance coach in the sport of Rowing. A strong role model for women in sport – she was awarded a place on the 2022 AIS Women Athlete Accelerate Program and 2020 AIS Women in Sport Leadership Talent Program funded by The Australian Government’s Office for Women.

Currently providing leadership and specialist advice for KPMG’s Policy, Economics and Public Impact Team, Renae is also an experienced medical and life sciences leader and who has led and delivered several complex multi-disciplinary and multi-institutional projects with industry domestically and worldwide.

Outgoing Directors

Dr Liz Rushbrook (Until November 2022)

Ilona Meyer (Until November 2022)

Chris Bond OAM (Until November 2022)

Board Committees 2022-23

Audit and Risk Committee (A&R)

Committee Member	DSA Director/Independent
John Hart (From July 2022)	Chair
Dr Phil Hamdorf (From November 2022)	Non-Executive Director
Kerri Griffiths (From November 2022)	Non-Executive Director
Nathalie Mann (From November 2022)	Non-Executive Director
Michael Lane (From July 2022)	Independent Member

Board Governance Committee

Committee Member	
Ilona Meyer (until November 2022)	Chair
Dr Phil Hamdorf (From November 2022)	Chair
Steve Loader	Non-Executive Director
Elizabeth Rushbrook	Non-Executive Director
Dr Catriona Rose	Non-Executive Director
Dr Renae Domaschenz	Non-Executive Director

Board Nomination and Remuneration Committee

Committee Member	
Leeanne Grantham	Chair
Elizabeth Rushbrook (Until November 2022)	Non-Executive Director
Steve Loader	Non-Executive Director
Chris Bond (Until September 2022)	Non-Executive Director
Dr Phil Hamdorf	Non-Executive Director
Garry Goodman (From November 2022)	Non-Executive Director

Corporate Governance

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 31 December 2022 is 55%.

Sport Integrity Australia

In partnership with Sport Integrity Australia (SIA) a variety of resources has been created including the creation of a Sport Integrity webpage dedicated to the promotion and implementation of the National Integrity Framework Policies and awareness of the

threats such as competition manipulation, anti-doping, and behaviours that impact people's positive experience of the organisation such as discrimination, abuse, and bullying.

The organisation also adopted the Sport Integrity Australia National Integrity Framework.

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

There are 35 SGS across the nine Sport Governance Principles, bringing the principles to life in practice. 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

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

Following the annual self-assessment against the SGS in May 2023, Disability Sports Australia developed an operational plan outlining the actions the board and management will put in place over the next 12 months to increase governance maturity.

Principle 1 – The Spirit of the Game

Standard 1.1 Code of Conduct

Our Board has a published directors code of conduct which is reviewed annually by the Board and annually executed by all directors. The code directly integrates behavioural expectations with the organisations values.

Disability Sports Australia has met the expected standard

Standard 3.1 Strategic Plan

The organisation has developed a comprehensive whole of sport strategic plan, with an accompanying budget

As part of this strategic plan development, new values were created for the organisation which represent our expectations of each other as a Board, staff members and volunteers.

Disability Sports Australia has met the expected standard. Noting that the refreshed Disability Sports Australia strategy was launched in June 2023.

Principle 4 – The Players

Standard 4.1 Board Skills Matrix

Review board skills matrix and identify gaps in board skills prior to director election/recruitment.

Standard 4.2 Diversity Equity and Inclusion

Our Board has a diverse mix of directors. We make investment decisions to support the implementation of leadership diversity.

At Disability Spots Australia we are committed to providing equal opportunities to all, regardless of ability, gender identity, sexual orientation or ethnicity

Action required: Complete Diversity, Equity, and Inclusion Assessment through participation in the Women Leaders in Sport Executive program.

Disability Sports Australia has met the expected standard

Standard 5.4 Director Induction

New directors do not undertake a documented induction process or training but are provided with key documents including the Constitution, Board Charter, Code of Conduct, Conflict of Interest Policy, Risk Management Policy, Strategic Plan and any other relevant governance documents.

Action: Provide new directors with a Board Induction Manual, which includes key documents such as the Constitution, Board Charter, Code of Conduct, Conflict of Interest Policy, Risk Management Policy, Strategic Plan, and any other relevant governance documents



Principle 6 – The Playbook

Standard 6.1

Our organisation has an Audit & Risk Committee operating under agreed terms of reference, reviewed, and updated annually. The Committee includes at least one external and independent CPA or Chartered Accountant. The committee meets at least quarterly.

As part of a review, Disability Sports Australia has undertaken substantial measures to address its future financial performance and sustainability including:

- Engaging Sport Accounting Australia to provide professional accounting services.
- Reviewing and implementing a comprehensive delegations policy to ensure proper authorisation of transactions.
- Placing greater emphasis on expense reporting and budgeting.

Disability Sports Australia has met the expected standard

Standard 6.5 Governance Reporting

The organisation does not currently report on governance outcomes in its annual report and Annual General Meeting.

Action: The organisation will commence reporting on governance outcomes at both its Annual General Meeting (AGM) and in its Annual Report.

Principle 7 – The Defence

Standard 7.2 Development of Risk Management

The organisation has developed policies associated with the management of risk these have been endorsed by the Board.

This included the development of a Risk Management Framework and Risk Matrix

The organisation also adopted Safe 365 is a digital health and safety system that enables businesses to assess, manage and improve their health and safety performance.

Action:

- The organisation will ensure Risk is a standard agenda item at Board and Audit and Risk Subcommittee Meetings.
- Implement adopted Risk Management Framework and Risk Matrix

Standard 7.3 Implementation of Risk Management

Action: The board has established a risk management system that is appropriate for the size and context of the organisation, aligns with the strategy and enables organisation-wide decision making for the management of threats and opportunities.

Finance Report

**Disability Sports Australia Limited
Responsible Persons' Declaration
For the Financial Year Ended 30 June 2023**

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 2023 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*.


Dr Philip Hamdorf
Director – Chair
23 November 2023

**Disability Sports Australia Limited
Responsible Persons' Declaration under the *NSW Charitable Fundraising Act 1991*
For the Financial Year Ended 30 June 2023**

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 2023;
- 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 2023;
- 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 2023; 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 2023.


Dr Philip Hamdorf
Director – Chair
23 November 2023

Finance Report



SDJ Audit Pty Ltd t/a SDJA
ABN: 11 624 245 334
P: PO Box 324
West Pennant Hills NSW 2125
M: 0428 074 081
E: info@sdja.com.au
W: www.sdja.com.au

**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 2023**

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 2023, 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

SDJA

Simon Joyce
Director
23 November 2023
Sydney, New South Wales

Liability limited by a scheme approved under Professional Standards Legislation



SDJ Audit Pty Ltd t/a SDJA
ABN: 11 624 245 334
P: PO Box 324
West Pennant Hills NSW 2125
M: 0428 074 081
E: info@sdja.com.au
W: www.sdja.com.au

**Disability Sports Australia Limited
Independent Auditor's Report to the Members of Disability Sports Australia Limited
For the Financial Year Ended 30 June 2023**

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 2023, 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 significant accounting policies, 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 2023 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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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 2023**

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 2023**

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 2023, 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 entity during the financial year ended 30 June 2023 has been properly accounted for and applied, in all material respects, in accordance with the above-mentioned Act and Regulations.

SDJA
SDJA



Simon Joyce
Director
23 November 2023
Sydney, New South Wales

Our reach

DSA, DSNT and AISD combined:



Facebook

6,137 **132,381**
followers reach



Instagram

4,796 **59,309**
followers reach



LinkedIn

2,793 **1,005**
followers new followers



Website

67,779 **138,896**
unique views views



Partners, Sponsors and Supporters



Contact and Donate

Head office address: Sports House, Level 2,
Quad 1, 8 Parkview Drive, Sydney Olympic Park NSW 2127

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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www.sports.org.au/donate

