



# 2014-15 ANNUAL REPORT



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## Message from the President



It is with very mixed feelings that I present my final report as the President of Athletics Australia, a position I have held for two years. This year, I reach my maximum nine-year term as a member of the Board of Directors.

Athletics Australia has made some great advances over the course of my Presidency, especially in the last 12 months. The 2014-15 year started with some serious challenges but in the second half of the year we brought about considerable positive change and set a new course for the future. This has continued into the 2015-16 year.

Ideally I would like to direct the changes that we have initiated, however some of the Member Associations believe a change in leadership and rejuvenation of Board composition is needed at this time, consistent with Australian Sports Commission Governance Principles.

### **Board Changes**

Unfortunately, our two Vice-Presidents, Nick Moore and Matt Mahon, who have provided extensive support and guidance to me as President, also both reach their maximum terms at the 2015 Annual General Meeting. With the three of us departing at the same time, we are losing a considerable amount of corporate knowledge from the Board of Directors.

This situation is amplified by the resignation of Melissa Babbage from the Board in September 2015. During her time on the Board, Melissa made an extraordinary contribution, both as

a director and chair of our Audit and Risk Committee. Melissa left the Board for personal reasons and, in acknowledging her work, I wish her and her family all the very best for the future.

I would like to acknowledge the very valuable contributions made by my other fellow Board Members, Peter Bromley, Anne Lord, Jan Swinhoe, Brenda LaPorte and Nathan Deakes who is the representative of the Athletes Commission. I know that all are committed and will continue the work we have started.

Despite the current adverse impact on Athletics Australia, I do strongly support renewal at both director and management level in organisations such as ours, if this can be achieved without impacting the future of the organisation. Too often we see volunteers and employed staff, remaining in their roles too long. It is good to see that the ASC is starting to address this by encouraging the introduction of Governance Principles amongst sporting organisations. But these principles should be flexible and adaptable to the needs of a particular organisation.

### **Glasgow Review and Independent Review of Athletics in Australia**

The past year has seen the delivery of two significant reviews into our sport. Following the Glasgow Commonwealth Games, we established our own internal review, The Glasgow Review. This Review inevitably deals with, and makes recommendations about our high performance program and related activities.

I would like to acknowledge the enormous contribution made by the panel consisting of independent chair Chris Wardlaw and Athletics Australia Board Members Jan Swinhoe, Peter Bromley and Anne Lord in conducting the review. I also thank the more than 100 people who provided input including athletes, coaches, Athletics Australia staff, team staff, Athletics Australia Board Members, Member Associations (MAs), media and the wider athletics community.

Separately the ASC Commissioned a more wide ranging 'Independent Review of Athletics in Australia' (IRAA), chaired by retired cricket coach John Buchanan. When the IRAA was handed down at the end of February 2015, the Board of Athletics Australia broadly supported the general direction of the recommendations. However there were a number of serious concerns over the accuracy of some of the information in the report, the style and tone, and the detail of some of the recommendations.

Athletics Australia and the ASC agreed that the report did not adequately reflect the broad scope of the topic but rather focused on Athletics Australia, as opposed to 'the design, delivery and administration of Athletics in Australia'. In this respect the IRAA was a lost opportunity to deliver a set of shared recommendations and responsibilities to deliver ONE SPORT across key partners including the ASC, Member Associations, Little Athletics and others.

The ASC Response to the IRAA pointed out that meaningful reform and improvement could not occur without structural change and noted that the Buchanan Review failed to identify what this change might look like. This is something that Athletics Australia is committed to continuing to discuss with stakeholders, with the aim of realising the full potential of athletics in Australia. In the meantime very significant steps are being taken with the goodwill and cooperation of all stakeholders and the broader athletics community. Many meetings throughout Australia have occurred in recent months to achieve this aim and to establish a responsible strategic plan and vision.

The Board was disturbed by the tone of comments in the IRAA calling into question the competence and commitment of specific

individuals and the Board of Athletics Australia as a whole. In its response, the ASC similarly noted the unnecessarily personal nature of some of the Report's commentary. The Athletics Australia Board is comprised of professional individuals who bring their skills and experience to the sport on a voluntary basis and who are well aware of their fiduciary responsibilities. The personalised approach of the IRAA was felt by many to be deplorable.

The ASC Response reasonably recognised the complex nature of the sport and the issues that the sport has faced for a long period of time, noting that the problems facing athletics go beyond the Board of Athletics Australia or its leadership. In this respect, I am delighted to see the level of engagement of stakeholders in the current process to develop a whole-of-sport vision and strategic plan.

The IRAA recommended the establishment of an oversight committee to monitor the implementation of the various recommendations. I thank Matt Mahon, as chair of the Athletics Review Monitoring Committee (ARMC), and Jan Swinhoe, for the role they have played on behalf of Athletics Australia, as well as Michael Thomson, Geoff Howes and Dean Kenneally from the Australian Sports Commission (ASC)/Australian Institute of Sport (AIS). I also acknowledge the support of the ASC, through the ARMC in the process of implementing the recommendations of the IRAA.

Our response to the IRAA and status of the various recommendations is dealt with separately. I would however like to acknowledge the financial support of the ASC for an Independent Board Review, initiated during the financial year 2014-15. The Review has assisted greatly in helping to identify the skills required in new directors, to be elected in November at the 2015 AGM.

### **Senior Management Restructure**

The year has seen considerable change in the senior management of Athletics Australia. Former CEO Dallas O'Brien departed in October 2014. I acknowledge the significant contribution that Dallas made during his four years at Athletics Australia.

## Message from the President

The Board recognised the need to have someone in this key position at the earliest opportunity but that the recruitment process would take some time. With the grateful assistance of the ASC, we were fortunate to secure the services of Phil Jones as Interim CEO from mid December 2014, contracted initially until the end of March 2015. Phil came to us having recently resigned from his role as CEO of Yachting Australia after 17 very successful years.

With the support of the ASC, we undertook an extensive recruitment process (involving processing over 80 applications) eventually identifying Phil as our preferred candidate for the permanent role in late April 2015. Once appointed, Phil moved quickly to restructure the Senior Management Team. More detail is provided in his separate report.

Phil Jones has brought to his position a great deal of competence and expertise. His leadership has been well received by management and stakeholders alike and he is greatly respected. I have worked closely with him, often on a daily basis, to effect the structural and management changes essential to our development. I am pleased to report that Phil has performed excellently in his role to date.

### International Athletics

In August 2015, Sebastian Coe was elected President of the International Association of Athletics Federations (IAAF). I believe that this is a significant step forward for the sport internationally. His job will not be easy but he is genuinely committed to change. He is also a great supporter of Australia and our region of Oceania.

I acknowledge the work performed by President Geoff Gardner and Executive Director Yvonne Mullins and the team at the Oceania Athletics Association (OAA). Early in 2015, Matt Mahon was elected to the Board of OAA. He will continue in this role and I know will make an enormous contribution to the sport in the region, just as he has to the sport in Australia.

During this reporting period, Athletics Australia athletes performed admirably at the 2014 Commonwealth Games and IAAF World Junior Championships, and also in many other International events including in para-athletics, the IAAF World Walking Cup and masters events. The results have been separately reported, but they bring credit to all concerned and deserve congratulations.

Since July 2015 our senior team has competed at the 2015 IAAF World Championships in Beijing, China, our para-athletes at the 2015 IPC World Championship in Doha, Qatar and our youth athletes at the 2015 IAAF World Youth Championships in Cali, Columbia. These events were extensively reported and will be covered in the 2016 Annual Report.

I would like to acknowledge the performances of all of our athletes that have represented Australia internationally at these and other events.

### Other Acknowledgements

I sincerely thank the sponsors that have supported us during the year. Without them we would be unable to undertake many of the activities covered in this Annual Report.

Our Principal Sponsor is the ASC without whom we would not be able to offer the range of programs that we do in high performance and participation.

I would also like to take this opportunity to thank adidas, 2XU, Virgin Australia, the Art Series Hotel Group and Eurosport Australia. We look forward to continuing our journey with you into the future.

Athletics Australia is also grateful to the Australian Olympic Committee, the Australian Paralympic Committee, the Australia Commonwealth Games Association, Athletics International and the various State and Territory Institutes and Academies of Sport throughout Australia for their support.

## Conclusion

I leave Athletics Australia knowing that the organisation is in a considerably better position than when I commenced my Presidency two years ago, exemplified by the fact that:

- We have very committed directors remaining on the Board and I am sure our nominations process has identified some excellent candidates to join them at the time of the AGM
- We have strong leadership from our CEO and a highly skilled and dedicated management team
- Our relationship with the ASC is excellent and has been enhanced through the Athletics Review Monitoring Committee
- The level of engagement and communication with our stakeholders is improving and a new paradigm is in existence
- We are engaged in a process that will see the sport, for the first time, take a whole-of-sport approach in planning for the future of the sport of athletics in Australia.

I urge all involved to continue down the path on which we all embarked. It is the only way we will ensure the success for our sport that we all seek. For my part, I will continue to be available to the wonderful sport of athletics in whatever capacity I am able to contribute. I have been involved in the sport for 50 years, as an athlete, coach and administrator. It is in my blood and will continue to be so.

In closing, I thank the entire athletics family including Member Associations, athletes, coaches, managers, staff and volunteers for their tireless efforts. I especially thank the members of the Board of Athletics Australia, past and present, for their enormous and often unheralded contributions. Whilst the task has not always been easy, it has been a pleasure to serve with you all.



**David Grace QC**  
President

## Message from the Chief Executive Officer



It gives me pleasure to present my first Annual Report as the CEO of Athletics Australia. It has been a very busy start!

### **Vision and Strategic Plan**

Athletics has many stakeholders and it became clear to me very early in my tenure that in order to bring about the change and improvement that many appear to be seeking, we need to collectively agree what we all want the sport to look like in the future. Only once the destination is clear will we be able to start planning how we get there.

Change is challenging and without a clear, agreed vision, different stakeholders will inevitably go on doing different things and we will fail to realise the enormous potential of athletics. When there is no clear vision and plan to work to, people just go on doing the same things, often expecting the outcome to be different. It won't be! We need to change this approach and start planning our future together.

The development of a shared vision and strategy for a sport like athletics is no easy task. There are multiple stakeholders, all of who need to work together for the sport to succeed. It is also recognised that there is a lot of history that sometimes gets in the way of taking the steps that are in the best interests of the sport as a whole. Again, our behaviour needs to change, recognising, celebrating and building on the many good things we do already, whilst at the same time defining our own future.

Clearly there is limited value in the different stakeholders in athletics going on having separate plans. The work we have done so far is characterised by two clear tenants.

The first is that we are developing a vision and strategic plan for Athletics in Australia, not just Athletics Australia. All stakeholders need to be engaged with and agree on the direction. Our plan needs to clearly identify the roles of different bodies in its delivery and set targets and measures for the whole sport that all stakeholders agree and adopt.

The second is that we are focused on the 'what' and not the 'how', at least for the time being. Clearly we have to work out how, but first the destination, the vision, needs to be clear. Tempting though it is to dive into the detail, the time we spend now discussing and understanding what we want athletics to be, the better our plan will be to take us there.

We are embarked on a difficult journey, made more complex by the way our sport is structured. There is enormous power in athletics if we can get everyone pulling in the same direction. The vision and strategic plan we are now collectively engaged in developing is the key to this. It will take time but the investment will be worthwhile.

I have been enormously encouraged by the response of everyone involved in the process so far. It is amazing when people leave their hats at the door, how much they have to contribute to the sport as a whole. I look forward to this continuing as we look to finalise the vision



and strategic plan over the coming months.

### **Management Structure**

The Independent Review of Athletics in Australia called for a new vision and strategic plan to be developed and once in place, for the management of Athletics Australia to be restructured. This relied on the old planning paradigm that 'structure follows strategy'. What the approach fails to recognise is that the business of the organisation can't be put on hold while the strategy is developed, appealing though this idea is.

In discussions with the Board, it was agreed that there was an immediate and ongoing need, almost whatever the new vision and strategic plan eventually looked like, for a stronger focus on commercial growth and workforce development. Also, it was recognised that any plans needed to be developed with regard to their resourcing and sustainability are viewed through this lens. Having relevant managers in place during the planning period was considered a priority.

June saw a significant restructuring of the Executive Management Team. Tracey Gaudry, formerly CEO of the Amy Gillett Foundation and current Vice President of the International Cycling Union, joined the organisation as General Manager, Commercial and Growth. Kitty Chiller took up the role of General Manager, People and Culture on a part time basis, complementing her role as Chef de Mission of the 2016 Australian Olympic Team. Both have certainly hit the ground running!

### **Participation Growth**

There has been strong focus this year on programs designed to grow participation. The ASC introduced Sporting Schools, a new program aimed at junior school aged children. Support from the ASC has seen the IAAF Nestlé Healthy Active Kids' Athletics product developed for delivery in primary schools with hundreds of accredited coaches trained across the country. Athletics was one of ten sports in the pilot. It is pleasing that there was more demand for

athletics than any other sport and that more children participated in athletics than in any other sport. This type of program, which delivers athletics to the market in a different way, seems to offer some real opportunities for the future.

Even as Sporting Schools was being rolled out, the sport started to address the next challenge. In 2015, with the support of the ASC, we completed a Go-To-Market Strategy and developed a blueprint for the launch of a new participation product for teenagers in schools and clubs. Work continues on this project and Athletics Australia is targeting a national roll-out of a new teen product in the 2016-17 period. The research that sits behind the development of this product, and particularly the information gleaned from the focus groups, is heavily informing the new vision and strategic plan.

There has been much discussion regarding recreational running. Our iRun Program has seen support for wide range of events. Some of our Member Associations have developed different offerings in an effort to engage with this market. Over the next year, with the support of the ASC, we will be carrying out research to better identify our value proposition to this important part of the athletics community. This work will again help to inform our vision and strategic plan.

### **Reviews**

I took up the role as CEO on an interim basis in December 2014, following changes in the organisation prompted mainly by issues that occurred at the Glasgow Commonwealth Games.

Very shortly after my appointment, first the Glasgow Review and then the Independent Review of Athletics in Australia (IRAA), commissioned by the ASC, were released. Inevitably the Glasgow Review had a strong high performance focus. The IRAA had a wider focus.

Much has been made of the IRAA. The response of Athletics Australia to the various recommendations is dealt with elsewhere in this Annual Report.

# Message from the Chief Executive Officer

## Finally...

It is a great honour for me to be working in the sport of athletics. I would like to take this opportunity to thank everyone for the warm and friendly welcome that has been extended to me by the athletics community. I would particularly like to thank the Boards and CEOs of our Member Associations and our other key stakeholders, including Little Athletics Australia, for their support.

At the end of what has been a challenging but enjoyable year, I acknowledge the members of the Board of Athletics Australia, not only for their commitment as directors, but also for the support and advice that they have provided to me personally. In this regard, a personal thanks to David Grace as he reaches his maximum term. His support has been steadfast and his advice sound. His knowledge, experience and insights will be greatly missed, as will those of Nick Moore and Matt Mahon.

Finally, thanks to the very hard working and talented managers and staff at Athletics Australia. It was witnessing their dedication and hard work that, perhaps more than anything else, encouraged me to apply for the permanent role as CEO. It is a pleasure and an inspiration to be a part of such a great team.

I look forward to next year with great excitement.

A handwritten signature in black ink, appearing to read 'Phil Jones', with a horizontal line underneath it.

**Phil Jones**  
Chief Executive Officer



## Message from the Australian Sports Commission



The past year has seen considerable success and progress for Australian sport on the world stage, for the Australian Sports Commission (ASC) and our elite sport partners and athletes.

The Government's 2014–15 investment of nearly \$120 million continues to be refined to ensure funding is aligned to sports with the greatest potential to contribute to Australia's Winning Edge 2012–2022 targets and maximise our chances at success.

Since Winning Edge was launched, the AIS re-allocated \$20 million of high performance funding among sports and boosted direct athlete funding (dAIS) by \$3.6 million or 40 per cent.

The Sports Tally 2015 – the annual report card for Australian sports – revealed promising signs as we gear up for the Rio 2016 Olympic and Paralympic Games, while highlighting some of the challenges presented by our performance at the 2014 Glasgow Commonwealth Games.

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

strong organisations that deliver the products and opportunities Australians want. Some highlights in 2014–15 included:

- **Personal excellence** – The most significant athlete wellbeing program in AIS history, incorporating myAISPlaybook – a new high performance athlete learning and development platform.
- **AIS Sports Draft** – Athletes selected in this fast-tracked development came together at the AIS to share their journeys as they transition to Olympic or Commonwealth Games sports.
- **AIS Centre for Performance Coaching and Leadership** – More than 45 coaches graduated from the centre, providing development and mentoring for our brightest coaches and administrators.

As our attention starts to focus on Rio and the major events leading up to the Games, I look forward to the ASC teaming up with your organisation to help put our athletes in the best possible position and enhance our chances of success.

**John Wylie AM**  
Chair  
Australian Sports Commission



# ONE SPORT: A response to ‘The Independent Review of Athletics in Australia’

Following the 2014 Commonwealth Games, the ASC commissioned an independent review of the design, delivery and administration of Athletics in Australia (IRAA). Further background to the Review is contained in the President’s Report and elsewhere in this Annual Report.

The IRAA called for the establishment of an ‘Oversight Committee’ comprising representatives from the ASC, AIS and Athletics Australia to monitor progress in implementing the recommendations. The ‘Athletics Review Monitoring Committee’ (ARMC) was established in response. Current members are:

Matt Mahon - Chair	Athletics Australia
Geoff Howes	ASC
Dean Kenneally	AIS
Jan Swinhoe	Athletics Australia
Michael Thomson	ASC

The ARMC has adopted a process for monitoring the progress made on each of the 16 recommendations. The table below provides a snapshot at the time this Annual Report was produced. The graphic (on page 21) shows the program against each recommendation in the view of the ARMC.

Whilst some recommendations can be addressed in parallel, others, such as the development of a brand for athletics (Rec 9), can only occur once the vision is clarified. Thus not all recommendations can be progressed at the same rate. It is also noted that certain recommendations will always be, to some extent, ‘work in progress’.

Visit the Athletics Australia website for updates on progress after each meeting of the AMRC. The table below is updated frequently as part of this process.

## 1 Strategic Forums

**Recommendation** Athletics Australia must hold two forums (a strategic forum and a coaching forum) within the next six months as the centrepieces of a stakeholder engagement plan.

These forums must build momentum and support for Athletics Australia through a clear plan of engagement. They will also need to lead to ongoing high levels of engagement beyond the six months and to an associated solid foundation of trust. This engagement plan must include direct strategies with Member Associations, ATFCA, SIS/SAS, ASC, Little Athletics Australia, Athletics International, Australian Masters Athletics, Pro League and Park Run, to drive greater exposure with sponsors, broader government, fans of athletics, and Member Associations running promoters. This will begin to address the current lack of engagement between Athletics Australia and its stakeholders.

**Update as at  
20 October 2015**

Extensive consultation since March 2015. Draft Vision for the Sport of Athletics in Australia shared with Member Associations and Little Athletics at workshops, Joint Management Group and MA Presidents Meeting in mid September.

Consultation meetings to test Vision and identify strategic priorities confirmed during October and November in each state and territory. Consultation to be completed by Athletics Australia AGM on 27th November.

Consultation meetings will involve a wide range of stakeholders including coaches, officials, administrators, clubs committee members, sponsors, funding partners and athletes.

Specific consultation meetings to be held with Little Athletics Australia and Australian Masters Athletics in October.

## 2 Vision and Strategic Plan

**Recommendation** Athletics Australia must analyse, review and refine its vision and key overarching strategies for both the immediate term between now and the Rio 2016 Olympic Games (Rio), and also post Rio. This will require input from all key stakeholders, at the strategic forum as well as through input received before and after this forum. The vision and strategy should reflect Athletics as a 'foundation' physical activity as well as a forefront brand of Australian sport.

This vision must accelerate progress towards a ONE SPORT future.

Athletics Australia management and each of its departments, in close consultation with relevant key stakeholders, must then produce costed and budgeted business and operational plans for the next three years.

The Strategic Plan and costed and budgeted Operational Plans must then be reviewed and refined post Rio.

**Update as at  
20 October 2015**

Draft Vision developed for consultation. Process for development of the strategic plan and on-going planning system under consideration with ASC support.

Plans in place to further engage staff and Member Associations in the strategic planning process prior to Athletics Australia AGM in late November and new Board during a workshop in early December.

Availability of draft Rolling Strategic Plan (RSP) by February 2016.

# ONE SPORT: A response to ‘The Independent Review of Athletics in Australia’

## 3 Board Performance Review

**Recommendation** Athletics Australia must undertake a detailed and independent Board performance review, supported by the ASC, within the next three months to identify skill gaps and required structural and procedural improvements.

Within six months this performance review will be used as the basis for Board rejuvenation, with a minimum of two of the existing nine Board Members to be replaced by new Board members who can provide a new level of independence, crucial Board experience and needed skills.

The Board review must include an assessment of the Chair as Athletics Australia needs a Chair who is able to drive positive cultural change, commercial growth, lead the organisation towards the ONE SPORT objective and gain business and media support for athletics.

### Update as at 20 October 2015

Independent Board Performance Review commissioned in June with financial support from ASC. Draft report considered by Board on 20th September. Final version circulated to directors in early October. Board considering summary version for circulation to stakeholders on 20th October.

Individual reports, based on 360 degree review and other feedback, provided to directors with offer of individual debriefs.

Suggested changes to Board Governance Policies to be considered for adoption on 20th October. Plan for implementation of other recommendations considered by new Board during workshop in early December.

Board Review used to inform skills required amongst new directors to be recommended for nomination in November 2015.

## 4 Reporting Systems

**Recommendation** Athletics Australia must establish appropriate reporting mechanisms for its interim and longer term strategic and operational plans.

This must include greater accountability on senior management, specifically the CEO, reporting to the Board directly on performance of the strategic and operational plans as opposed to through committee structures.

Reporting of performance against key planning documents must be included in detail in the Athletics Australia Annual Report, and in summary through a regular reporting mechanism with the Member Associations and key stakeholders.

Given the critical need to streamline Athletics Australia governance arrangements, an immediate audit of all Athletics Australia committees must be undertaken by the interim CEO. Only those Athletics Australia committees serving a genuine strategic purpose are to be retained, following a review of their purpose, terms of reference and composition. This review should include a focus on each committee's governance arrangements to ensure they are consistent with ASC standards.



**Update as at  
20 October 2015**

KPIs for CEO and Senior Managers in place, but with further refinement of Senior Manager KPIs required.

Reporting systems being considered as part of work on new strategic plan. Plan will contain agreed measures for all bodies involved in delivering 'one sport'.

2016-17 Operations Plan to be developed from Strategic Plan in second quarter of 2016. Operations Plan to contain detailed reporting system.

Board Committee Policy considered and adopted in principle by Board in late May. Committee review undertaken as part of the Independent Board Review. Recommendations to be taken forward from Review.

Audit and Risk and Nominations Committee continuing to operate in line with organisational requirements.

## 5 Risk Management Plan

**Recommendation** Athletics Australia must develop and implement a Risk Management Plan, with a review following each Major Championship.

The Risk Management Plan must be communicated to all key stakeholders, and the Athletics Australia Board, on the advice of its Risk and Audit Committee, must communicate clearly any instances where the plan has been modified along with justification for doing so.

**Update as at  
20 October 2015**

Risk Management Plan adopted by Board on 20th September. Risk Schedule now being populated. Risk management being integrated into new planning systems as developed. Process of communication being considered as part of roll out.

## 6 Management Restructuring

**Recommendation** Following the development and adoption of the new Strategic Plan, the Board of Athletics Australia must empower the CEO to restructure the business so it can directly address its most important strategic challenges, implement the appropriate structures and employ staff with the skills to address the strategic needs of the sport. Simultaneously, the Board must create the operational environment for the CEO and staff to achieve the strategies set out in the plan by providing appropriate leadership through the CEO.

**Update as at  
20 October 2015**

Recommendations for restructuring accepted by Board in June 2015. GM, People and Culture and GM, Commercial and Growth recruited. Some further staff changes and restructuring has occurred as a result of the initial changes.

Governance policies reviewed as part of Independent Board Review under Recommendation 3. Changes to be considered by Board at meeting in October 2015.

# ONE SPORT: A response to 'The Independent Review of Athletics in Australia'

## 7 HR Tools and Policies

**Recommendation** The CEO must lead the adoption of appropriately sophisticated human resource management tools and policies to enable the business to effectively manage its staff and provide the expected levels of staff accountabilities to the organisation.

**Update as at 20 October 2015** Limited performance indicators in place with emphasis on development of new strategic plan and associated processes. Immediate priorities clear to all staff.

CEO KPIs developed and agreed for 2015-16 despite absence of functional strategic plan. CEO KPIs reviewed quarterly.

Policy group established, document register developed, policies being established or reviewed for consideration and approval.

## 8 Performance Management

**Recommendation** The Strategic Plan and aligned, costed and budgeted Operational Plan, adopted from Recommendation 2 must provide direct accountability to individuals' activities in the organisation. As a result of this planning, staff (in particular senior management) must then be performance managed in line with these plans to ensure the sport achieves its desired goals.

**Update as at 20 October 2015** See Recommendation 7 above

## 9 Brand Refresh

**Recommendation** Athletics must develop a vibrant, relevant and valued brand for the sport built on a strong understanding of what the sport offers and what the customers, fans, participants, members and stakeholders want from the sport as a brand. The resulting brand architecture must inform all of athletics' marketing, communications and property management enabling the sport to attract investment from government and the corporate sector.

**Update as at 20 October 2015** Consultation on brand values taking place during discussion on vision at strategic forums under Recommendation 1 and 2 above.

Athletics is set apart from other sports because it is:

- Fundamental
- Simple
- Healthy
- Lifestyle
- Global

Athletics has millions of people attracted to participate because it is:

- Engaging
- Relevant
- Appealing
- Contemporary
- Accessible
- Inclusive

**Update as at  
20 October 2015**

Athletics has a significant public audience because it is:

- Entertaining
- Compelling
- Authentic
- Excellent
- Extraordinary
- Inspiring

Athletics as a sport is:

- Unified
- Aligned
- Sustainable
- Leading
- Successful

## 10 Commercial Development

**Recommendation** Athletics Australia, Member Associations and key stakeholders must begin to build a suite of commercially driven properties that provide a high level of value to the corporate sector. These properties must be informed by detailed consumer research and provide innovative solutions leading to more diverse revenue sources for the sport.

**Update as at  
20 October 2015**

GM, Commercial and Growth, with strong commercial acumen recruited in June 2015 following management restructuring at Recommendation 6. above. Commercial propositions for existing and new products under development. Go to market strategy involves repositioning of athletics include brand refresh.

GM, Commercial and Growth closely involved in development of strategic plan, recognising need for this function to remain focused on operational imperatives at the same time.

## 11 Financial Strategies

**Recommendation** Athletics Australia must develop financial strategies that create growth in the sport through targeted investment. These strategies must also achieve growth in participation, commercialisation and improved results at the HP level of the sport. These financial strategies must be included in the costed and budgeted Operational Plans.

**Update as at  
20 October 2015**

Significant work underway in development of commercial properties, under direction of GM, Commercial and Growth. Financial strategies to be articulated out of RSP process.

# ONE SPORT: A response to 'The Independent Review of Athletics in Australia'

## 12 Coaching Development

**Recommendation** The coaching forum in Recommendation 1 must be used as a catalyst for clearly defining roles and responsibilities in coaching oversight and support, and a clear delineation between the three components of a coaching framework: accreditation, professional development, and HP.

- Coaching accreditation will remain the responsibility of Athletics Australia, but Athletics Australia must work with ATFCA to reach agreement on the consolidation of all existing and proposed accreditation, including content, resources, delivery arms and methods, as well as schedules. There can be no dual accreditation offering by ATFCA beyond 2015.
- Athletics Australia must dedicate sufficient resourcing to appropriately deliver coaching accreditation, or look to outsource it. Any Athletics Australia outsourcing should consider using ATFCA as a delivery arm, but Athletics Australia must retain full control of intellectual property and quality assurance.
- Coaching professional development, support and creating a coaching profession will be the province of ATFCA. ATFCA will provide a business plan for Athletics Australia's consideration, outlining how it will deliver services to all Athletics Australia coaches to assist them in developing, improving and refining their craft.
- This business plan should be standalone in these areas, and only include accreditation support upon agreement with Athletics Australia. Athletics Australia will work with the ATFCA to finalise a business plan based on available resources given Athletics Australia's overall financial capacity.
- HP Coaching will be the province of the Athletics Australia HP Director, who must establish and communicate a HP coaching pathway, including a selection methodology with clear criteria and metrics for progression.

**Update as at  
20 October 2015**

Athletics Australia is working more closely with the ATFCA, as evidenced by support for and participation in recent ATFCA Coaching Congress.

Various coaching groups, including the ATFCA, are to be engaged via RSP development process. Anticipated that strategies for coach development will be a component of RSP and Operational Plans.

Despite the success of their Congress, the ATFCA report they are at a critical point, with membership and revenue declining. Given this and rather than waiting until the vision and RSP is complete, as originally intended, a plan is being developed that focuses on the possible future role of the ATFCA in coaching generally and in coach development in particular.

### 13 Officials Framework

**Recommendation** Athletics Australia must complete the Officials Development Framework once it has a new Strategic Plan in place. This framework must give clear direction to increasing the numbers and experience of officials and provide guidance of how officials fit into the overall growth strategies for the sport.

As a support to this framework the Athletics Australia participation plan must address the following issues:

- courses
- continuing professional development
- resource materials
- competition schedules
- selection criteria for major competitions
- uniforming

**Update as at  
20 October 2015**

The Australian Athletics Officials' Education Scheme (AAOES), a joint initiative of Athletics Australia and Jetstar Little Athletics Australia, providing a seamless and transparent education pathway for Australian Athletics Officials has been finalised and launched.

The systems of recognition and reward requires further focus. These issues will be taken forward in the new vision and strategic plan.

### 14 High Performance Plan

**Recommendation** The HP Director is to review the current HP Plan and then spend time educating and delivering clear answers for all athletes, coaches, SSSM providers, SIS/SAS, and other relevant stakeholders around their roles and expectations in delivering this plan.

Key elements to be addressed will include:

- athlete and coach support, specifically explanation around NASS and other forms of support available and the criteria for receiving such support
- investment and resourcing in SSSM and what is required to achieve objectives
- competitions – specifically the program for the domestic and national series, and the international program through each of the Youth, Junior, u23 and open age categories
- measures of accountability

# ONE SPORT: A response to ‘The Independent Review of Athletics in Australia’

## 14 High Performance Plan - continued

**Update as at  
20 October 2015**

The HP Plan for 2017 to 2020 is under development. Initial discussion on the draft plan will be held with the AIS on 17th November prior to a detailed presentation to the Board. The plan will be consistent with the vision that highlights a need for:

- a focus on development programs for coaches and technical support personnel
- a ‘no stone unturned’ approach to preparing and supporting Australian Teams
- increased participation and a comprehensive pathway, increasing the pool of potential athletes
- the development a team culture where success at international level is the key driver
- a strategy complemented by bids to host the IAAF Junior World Championships, World Relay Championships and the IAAF World Championships

The Board has approved the Terms of Reference for the new HP Advisory Group (HPAG). Individuals to contribute to the HPAG are now being identified. The first meeting is anticipated in the first quarter of 2016.

## 15 High Performance Culture

**Recommendation**

In reviewing and refining the HP Plan, the HP Director must articulate how Athletics Australia will develop a leading edge HP culture. This will require stated positions on the:

- relationship between an athlete’s personal coach and an Event Coach
- potential movement of athletes if required, from their personal coach to a centralised training program
- role of training pods/hubs
- priorities for the 2015 World Championships and 2016 Rio Olympic Games
- management of unexpected emergence of elite talent (e.g. current junior male sprinter and similar cohorts) will be program managed over future Olympic cycles
- coordination with SIS/SAS to maximise use of finite resources
- selection criteria for coaches, team management and SSSM staff for major events
- benchmarking as outlined in the Glasgow Review Report

**Update as at  
20 October 2015**

Whilst some changes have been made to the systems and processes that have had a limited impact on HP Culture, much of the planning for 2017 is being done in view to the development of a stronger ‘team culture’ in athletics in mind.

As an important start to the change needed, a workshop is being planned for the day following the Australian Athletics Championships (AAC) in Sydney in early April 2016. This will be preceded by the Annual Athlete of the Year Awards to which all athletes at the AAC will be invited to attend, together with family and friends. The full program is under development.

The plan for cultural change will be tested with the overall HP Plan being developed for discussion with the Board and AIS.

## 16 Little Athletics Relationship

**Recommendation** The sport of athletics must begin the process of aligning its delivery systems by adopting nationally driven products and programs of quality and consistency. To achieve this Athletics Australia along with Little Athletics Australia must also bring together both Athletics Australia and Little Athletics Australia Member Associations along with their clubs and centres as the grassroots delivery agencies of their respective current and new product lines. These products must have clear connection and provide best practice in participant delivery irrespective of any notional ownership.

This alignment of the system must also lead to an environment where children and their parents are well informed and encouraged to seek out adequately designed and delivered products which directly address the transition and retention issues currently experienced across the entire athletics landscape.

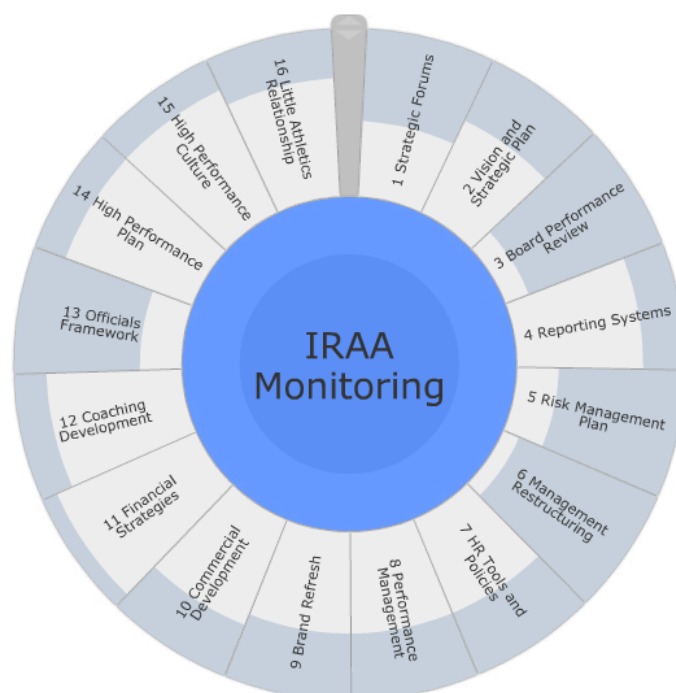
To enable this alignment Athletics Australia, Little Athletics Australia and their respective Member Associations must work towards the vision of ONE SPORT to ensure sustainable growth of the sport, as these stakeholders are accountable for the entire athletic pathway.

**Update as at  
20 October 2015**

Many of the matters impacting Athletics Australia and Little Athletics Australia are being addressed in the consultation process underway relating to recommendations 1 and 2.

Little Athletics Australia has been engaged through their state Executive Officers, Board and the Athletics Australia/Little Athletics Australia Joint Management Group. Many of the consultation meetings throughout October and November will involve joint meeting of the Member Association and Little Athletics Australia state Boards. The development of a new MoU is underway.

Key issues are around the age range of the Little Athletics offering and the development of a clear pathway; removal of the current duplication of events; and age cut off dates.



## High Performance

It has been a significant year for the Athletics Australia's High Performance Department, with our continued focus on Athletics Australia's 2013-2016 Strategic Plan and the Australian Institute of Sport's 'Winning Edge' Strategy.

As part of this effort, Athletics Australia were able to extend the offer of National Athlete Support Structure (NASS) membership to 102 of the nation's best athletes, capturing 68 able-bodied and 38 para-athletes.

Now in its second year, it was great to be able to offer of a higher level of membership to more athletes than we did in the inaugural year and all Commonwealth Games medallists were captured within the program to highlight an increased level of performance by Australian athletes.

We were also able to include the Athletics Australia Under 19 Talent Squad to the Emerging Level of the Enhanced Program, providing the next generation of national representatives a chance to engage with the facilities of the state and territory institute and sport academy network.

Competition continued on the international stage too, with Australian teams competing at the Commonwealth Games, the IAAF World Junior Championships, the IAAF World Cross Country Championships, the IAAF World Relays and the Chiba Ekiden Relays.

The Commonwealth Games in Glasgow, Scotland, represented our biggest ever travelling team, with 96 athletes competing at Hampden Park. Our team ranked third on the medal tally, winning eight gold, one silver and three bronze, with more than half of the team placing among the top eight. Sixteen athletes also improved on their personal best.

I would like take this opportunity to congratulate gold medallists Sally Pearson (100m hurdles, coach: Antony Drinkwater-Newman), Dani Samuels (discus, Denis Knowles), Alana Boyd (pole vault, Ray Boyd), Michael Shelley (marathon, Dick Telford), Eleanor Patterson (high jump, David Green), Kim Mickle (javelin, Grant Ward), Jodi Elkington (para-athletics long jump, Nicole Boegman-Stewart) and Angela Ballard (wheelchair 1500m, Louise Sauvage) on

their gold medal success in Glasgow.

The success of athletics team at the Commonwealth Games was in part made possible by the continued support of the Australian Commonwealth Games Association (ACGA). The ACGA are a highly valued partner of Athletics Australia, and we extend sincere thanks to their Board of Directors, led by Sam Coffa, Chief Executive Perry Crosswhite and staff for their continued contribution to the development of athletes in this country.

These Games were filled with controversy off the track and it is a testament to our coaches and athletes that they did not let that effect them on the track.

The Glasgow Review, conducted internally, and the subsequent Independent Review of Athletics in Australia, led by John Buchanan, will only make the sport stronger.

2014 was also an IAAF World Junior Championships year, with an Australian Spark team of 61, the biggest ever team, competing against athletes from 167 nations at the historic Hayward Field in Eugene, America.

The team ranked tenth overall on the points table, which is our third best ever behind behind 1990, where the likes of Catherine Freeman and Tim Forsyth won medals, and a home championships in Sydney in 1996.

No less than 20 athletes achieved lifetime best performances, a further two won medals and 16 athletes finished in the top-eight. Records also fell with Cedric Dubler (decathlon) and Nina Kennedy (pole vault) becoming Australian record holders in their events, with Dubler joining Georgia Wassall (800m) on the medal winners' list.

Success at the IAAF World Junior Championships can in part be attributed to the great work of the Athletics Australia's Junior High Performance Program.

Providing a stable and unified pathway for our up and coming high performance athletes and coaches in 2013-14, the program, which is led by Sara Mulkearns, ran a series of successful camps for athletes and coaches who were



members of our Under 19 Talent Squad and Under 17 Development squad.

Athletics Australia has also continued to engage closely with our Member Associations in the running of the Local Target Talent Program (TTP).

The program aims to encourage and develop the best young athletes around the country by providing them with an opportunity to train with other talented athletes, learn from professionals and to interact with their personal coach and State TTP coaches in a training environment.

In closing I would like to thank the staff of the Athletics Australia High Performance department for their hard work, as well as all of our stakeholders - especially the Australian Sports Commission, the Australian Institute of Sport and the state institutes and sports academies - for their continued support of our performance programs.

**Simon Nathan**  
High Performance Director

# High Performance

2014-15 Team Results

## IAAF World Junior Championships Eugene, USA 22-27 July 2014

Overall Team Rank: 10  
Team Size: 59 athletes

Cedric Dubler  
Georgia Wassall

Silver - Decathlon  
Bronze - 800 metres

## Commonwealth Games Glasgow, GBR 27 July – 2 August 2014

Overall Team Rank: 3  
Team Size: 96 athletes

Michael Shelley  
Angela Ballard  
Alana Boyd  
Jodi Elkington  
Kimberley Mickle  
Eleanor Patterson  
Sally Pearson  
Dani Samuels

Gold - Marathon  
Gold - 1500 metres (T54)  
Gold - Pole Vault  
Gold - Long Jump (F37/38)  
Gold - Javelin Throw  
Gold - High Jump  
Gold - 100 metres Hurdles  
Gold - Discus Throw

Kurt Fearnley

Silver - 1500 metres (T54)

Hamish Peacock  
Kelsey-Lee Roberts  
Jessica Trengove

Bronze - Javelin Throw  
Bronze - Javelin Throw  
Bronze - Marathon

## Chiba Ekiden Relay Chiba, JPN 24 November 2014

We sent a team to this event, with Australia finishing in 8th position.

## IAAF World Cross Country Championships Guiyang, CHN 28 March 2015

We sent a team of 22 to this event. The best results were 11th position for both the junior boys and junior girls.

## IAAF World Relays Nassau, BAH 2-3 May 2015

We sent a team of 37 with bronze medals won by the men's and women's 4x800m teams and the men's distance medley relay team.



# Participation & Community Sport

As part of a suite of recommendations, the Independent Review of Athletics in Australia offered clear messages for the sport's Participation area focused on product innovation, coach development and system alignment. The sport has achieved new milestones in each of these areas during 2014-15 and the continuing progress in the strategic focus areas of membership, club capability, junior pathways and recreational running at national, state and community levels augurs well for the sport's future.

The sport engaged 27,953 athlete members in the 2014-15 period, an increase of almost ten percent on the previous period and an 84 percent increase in the national membership total across the last five years. These members are engaged in the programs, products and services coordinated by Athletics Australia and its Member Associations and many are part of the network of 277 affiliated clubs across the country. The sport continues to grow its reach with recreational participants and in 2014-15 commenced pilot activities in the primary schools channel.

## Coaching Development

The National Coaching Development Program leads the accreditation and education of athletics coaches in Australia, and in 2014-15 provided a range of services for 4,330 Accredited Athletics Coaches. The sport's network of Endorsed Coach Education Providers continues to deliver Level 1, Level 2 Intermediate and Level 2 Advanced courses for both athletics and recreational running disciplines. A substantial body of work was undertaken to develop new accreditation programs for the IAAF Nestlé Healthy Active Kids' Athletics and Level 3 programs and these courses will continue to roll out through the 2015-16 period.

Professional development initiatives were offered for coaches in conjunction with national championship competitions and additionally Athletics Australia provided the opportunity for accredited coaches to engage with international experts Steve Backley and Henk Kraaijenhof. With the financial support of the Australian

Sports Commission's 'Women Leaders in Sport' grants program, Athletics Australia funded 23 women to undertake their next level of coach accreditation.

In the coming twelve months, Athletics Australia will record more than 4,500 coaches for the first time, will introduce a new online learning platform to increase the accessibility of education for coaches and will begin to roll out the IAAF's higher level education programs for coaches.

## Sporting Schools Programme

Athletics was selected as one of ten sports to be involved in the pilot phase of the Australian Sports Commission's new Sporting Schools Programme. Support from the Commission enabled the sport to prepare the IAAF Nestlé Healthy Active Kids' Athletics product for delivery in primary schools and deliver relevant training to hundreds of accredited coaches across the country. The Sporting Schools Programme provides an opportunity for Athletics to engage with an increased number of primary school-age children and provide avenues for continuing participation through Little Athletics centres and clubs across the country.

## Youth Participation

The sport enjoys significant exposure among teenagers through secondary school athletics participation, but fails to convert this engagement in schools to substantial participation in club and competition programs. In addition, teen-aged participants continue to churn out of organised sport pathways across the sector, with evidence pointing to large numbers of teens seeking opportunities to participate in Athletics for fitness and social benefit rather than traditional performance outcomes. In 2015, the sport completed a Go-To-Market Strategy with the support of the Australian Sports Commission to develop a blueprint for the launch of a new participation product for teens in schools and clubs. Work continues in earnest on this project and Athletics Australia is targeting a national roll-out of this new teen product in the 2016-17 period.

## **Recreational Running**

The sport experienced significant growth in engagement with the national iRun Program from runners and event organisers. The Program provided support for a vast array of recreational events, including parkrun Australia's weekly events across the country, the Swisse Color Run series and an increased number of events focused on trail, mountain and ultra-distance running. A small number of Member Associations introduced programs to engage with this market, allowing runners to connect with the sport to add value to their participation; aligned engagement opportunities delivered by the national, state and community levels of the sport will be a significant focus of future Participation planning. Athletics Australia acknowledges the valuable contribution of IMG Sports Technology Group as the iRun Program's partner and technology provider.

In 2014-15, Athletics Australia conducted national Road Running Championships and acknowledges the support of the following events for the conduct of the national championships: 2015 Road Running Championship (ANSW Sydney:10), 2014 Half Marathon Championship (Blackmores Sydney Running Festival) and 2014 Marathon Championships (Gold Coast Airport Marathon).

## **Relationship with Little Athletics Australia**

Athletics Australia continues to work with Little Athletics Australia to foster increased participation in the sport for athletes, coaches, officials and volunteers, and this cooperation is reflected in each state at Member Association level and increasingly among clubs and centres. The Joint Athletics Management Group, comprising leaders from national and state associations, continues to meet and in 2014-15 the inaugural 'Athletics Summit' was held in Melbourne for the leaders of all state associations. Athletics Australia was invited to present to attendees at the 2014 Little Athletics Australia National Under 15 Camp in October,

and has been delighted to accept invitations to present to Little Athletics leaders at various national conferences on emerging opportunities for the two arms of the sport to collaborate to grow the sport.

## **Para-Athletics**

As a first for the sport, Athletics Australia worked with Member Associations to deliver a fully-integrated national competition pathway in 2014-15. In conjunction with the continued delivery of a national athlete classification program to an increasing number of new athletes, national championship competition included opportunities for all athletes to compete together. The sport's continuing partnership with the Australian Paralympic Committee has been vital and also allowed Athletics to offer a series of 'Get Involved' sessions in four states for new participants. Athletics Australia acknowledges the support provided by the network of para-sport organisations for these initiatives.

## **Indigenous Participation**

The 'Athletics for the Outback' program is funded by the Department of Prime Minister and Cabinet, and the sport's engagement with indigenous communities is largely focused on the provision of participation and training opportunities for athletes, coaches and volunteers in regional and remote areas. In 2014-15, activities were delivered in five states by Member Associations and included carnivals, coach education, recreational running initiatives and community events. Athletics Australia also partnered with the University of Melbourne to stage the inaugural 'Raise The Bar Academy', which offered a residential program in Melbourne for 30 indigenous senior school students from all states and territories, with an emphasis on sport, leadership and higher education pathways. The Academy was very successful, and will be expanded in 2015-16 to offer the program to more indigenous students.

# Participation & Community Sport

## **Illicit Drugs in Sport Education Program**

Athletics Australia received funding from the National Integrity in Sport Unit for the provision of education and awareness-raising activities focused on the use of Illicit Drugs in Sport. The sport's 'Compete Clean' initiative was expanded this year to include a new 'Ethical Decision Making' resource, and Member Association representatives were involved in training for the delivery of this resource to appropriate athlete groups within each state. The sport will continue to develop and deliver initiatives across a range of integrity education topics, and is preparing to introduce an online learning resource to support this training for the Athletics community.

There is a strong sense that the sport is on the verge of a very exciting time. In 2015-16, Athletics will begin the task of reinvigorating its Participation Plan and continue to create opportunities to engage with more participants in more places more often. At all levels, the sport can continue to optimise its traditional track and field offering, and develop an expanded suite of programs and services to engage the vast number of recreational participants across the country. Current projects focused on workforce development, product innovation, school engagement and new digital capabilities will begin to bear fruit in the next twelve months. The sport's long-term health will be underpinned by a nationally-aligned approach to engagement with the community that fosters lifelong participation and sustainable commercial success. I thank the staff of the national and Member Association offices for their invaluable efforts to grow the sport, and acknowledge the vital support provided by the Australian Sports Commission and the wide array of stakeholders in our Athletics community.

### **Tim Klar**

General Manager,  
Participation and Community Sport



## Commercial & Growth

Established in June 2015, the Commercial and Growth Function combined the former Competitions and Events, and Communications and Marketing departments.

This section outlines the activities and achievements of the former Competitions and Events, and Communications and Marketing departments throughout the 2014-15 Financial Year and closes with an introduction to the strategic and structural changes setting the scene for growth in future years.

### Competition Management

The 2014-15 year commenced with the Gold Coast Airport Marathon welcoming the best distance runners for the Australian Marathon Championships in July. This was followed by the Australian Half Marathon Championships at the Blackmores' Sydney Running Festival in September, and the National Road Race Championships in Sydney in May 2015.

Athletics Australia are grateful to the organisers of these and indeed all distance running and walking Australian Championship events including Zatopek: 10 hosted by Athletics Victoria.

In August 2014, the Australian Cross Country Championships were held in Albany, Western Australia, with the event welcoming almost 1000 competitors. We thank School Sport Australia and Athletics Western Australia for their collaboration on this event.

Earlier in 2015, the Australian athletics season featured an eight-meet Australian Athletics Tour bringing world-class athletics to every state and a number of National Championship events, highlighted by the Australian Junior Athletics Championships and the 93rd Australian Athletics Championships.

The domestic season provided an important competition opportunity for Australia's elite and aspiring athletes seeking selection to international events including the IAAF World Championships and the IPC Athletics World Championships, with competing international athletes including the likes of world 800m record holder David Rudisha.

Athletics Australia sincerely thanks our hard working Member Associations for their contribution to the Australian athletics season, as well as our State Government partners including Destination New South Wales, the Sydney Olympic Park Authority, Sport & Recreation Victoria, Eventscorp Western Australia and Tourism & Events Queensland for their continued support for Athletics in Australia.

The upcoming 2016 Summer of Athletics has been designed in close consultation with High Performance to ensure the best preparation for the Rio 2016 Olympic and Paralympic Games. The structure features double-header Athletics meets for the first time and we are excited about the opportunities this presents. We look forward to seeing the return of the Australian Athletics Championships to Sydney Olympic Park where athletes will compete on a newly resurfaced track.

### Australian Athletics Officials

The exemplary series of athletics events hosted by Athletics Australia would not be possible without the continued commitment of our hard working officials, who volunteer their time and expertise to ensure the conduct of high standard, technically excellent events.

Australia is fortunate to have some of the most respected officials within our ranks, and we congratulate Khan Sharp, Peter Hamilton, Brian Roe and Helen Roberts on their appointment as International Technical Officials by the IAAF. Well done also to Zoe Eastwood-Bryson and Kirsten Crocker, members of the International Walks Panel, and to Janet Nixon, who represents us on the International Photo Finish Judges Panel.

In September 2015 Athletics Australia and Jetstar Little Athletics Australia launched the Australian Athletics Officials Education Scheme. The Scheme is the first of its type in the world, and delivers an innovative, integrated and transparent education pathway for all officials, with online learning coupled with face-to-face education.

With the Gold Coast 2018 Commonwealth Games fast approaching, it is vital that Athletics



in Australia maintains and grows a network of educated and capable officials. The online learning system will bring more people into the sport through officiating and provide a pathway for international officiating for experienced Australian officials.

### **Marketing & Communications**

Our marketing and communications efforts throughout the latter period of 2014 and the 2015 Australian athletics season were centred around the Summer of Athletics and deeper engage with the Athletics community across a myriad of events including local fun runs, major running festivals, and competition at club, state, national and international championships.

Encouraging athletes, participants and fans alike to join the conversation with the hashtag #SUMMERofATHS, the campaign was delivered across our social media channels and in all outbound communications. #SUMMERofATHS was also heavily promoted during the live streaming of events, which for the first time incorporated all Australian Athletics Tour meetings and both the Australian Junior Athletics Championships and Australian Athletics Championships.

The #SUMMERofATHS hashtag was used more than 14,000 times during the first four months of 2015, increasing engagement from 50-150 mentions per event to an embrace from the athletics community across the season, importantly at events and on their own accord. Viewership of our live streams exceeding expectations to reach cumulative views of 168,819.

Across the campaign period, a particular focus on increasing engagement with partners, saw event promotions extend into their social media audience of 274,519, collectively.

Athletics Australia also delivered solid media awareness and media management at major international championships including the 2014 Glasgow Commonwealth Games and the 2015 IAAF World Junior Championships, and later, the 2015 IAAF World Championships and 2015 IPC World Championships.

Glasgow 2014 presented many challenges and the lessons learned from this event helped realise many media and engagement highpoints in 2015 international events for Australia. For example during the 2015 IAAF World Championships 637,399 impressions were made on a national Fairfax Media partnership campaign to promote the Australian Flame team performances on the world stage.

Our Communications and Marketing team is well prepared for the hype surrounding the Olympic and Paralympic Games next year.

A thorough review of our media and public relations planning and execution, our branding framework and guidelines, the way in which we use and capitalise on digital and social media, and communication with our stakeholders is underway. We are confident of rapid improvement in these areas in the immediate future.

### **Partnerships**

The Independent Review of Athletics in Australia (IRAA) crystallised the need for Athletics Australia to improve its financial autonomy by the Australian Sports Commission. To do this, we will identify and realise new independent revenue streams and build stronger preferred supplier partnerships. This is a key priority for the newly formed Commercial and Growth Function.

We would like to take this opportunity to thank the Australian Sports Commission, adidas, 2XU, Virgin Australia, the Art Series Hotel Group, Eurosport Australia, Nestle, the IAAF, our State Government partners, and Athletics International for their direct and in-kind support to Athletics Australia. We look forward to continuing our journey with you into the future.

### **Future focus on growth**

As part of a suite of recommendations, the IRAA supported immediate restructure of the business establish a commercial focus in advance of the development of the Athletics Australia Strategic Plan.

## Commercial & Growth

Established in June 2015, the Commercial and Growth Function combined the former Competitions and Events, and Communications and Marketing departments. The newly formed function is charged with developing and implementing a whole of sport commercial and growth strategy to recognise and realise the value of, and investment in, Athletics in Australia.

Objectives include building financial autonomy and reducing reliance on Government funding, strengthening Athletics' overall financial position, raising Athletics' profile to become a forefront brand of Australian sports and physical activity, and confirming creating and leveraging Athletics assets including a transformation of the Athletics competition structure while protecting High Performance imperatives.

To achieve these objectives the Commercial and Growth Function has already embarked upon a multi-faceted approach including a development of a three-year plan to revitalise the competitions framework, alignment of competition, participation and other products and program offerings into a suite of Athletics assets, commencement of development of a

Commercial and Fundraising plan, Stakeholder Engagement plan and Integrated Marketing and Communications plan.

In closing, I thank Marc Howard for his contribution to Athletics Australia as Communications and Marketing Manager over three years up to June 2015. His role in leading the Department and team has provided a sound platform for the establishment of the Commercial and Growth Function.

Thank you also to the continuing staff of Andrew Matthews, Michelle James, Cody Lynch, Tikali Nicholls and Matthew Donker for your efforts throughout the year.

The next twelve months present a great opportunity for growth and development bolstered by the excitement and anticipation that surrounds the Rio 2016 Olympic and Paralympic Games. I look forward to working with the strength of our newly integrated team to deliver our growth objectives in 2016 and beyond.

### **Tracey Gaudry**

General Manager, Commercial & Growth

## 2014-15 Season

Athlete Participation and Attendance figures

### EVENT ATHLETE PARTICIPATION\*

Event	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	INT	TOTAL
All Schools	88	229	8	204	156	51	171	88	0	995
Schools Knockout	14	111	0	103	82	21	97	33	0	461
Zatopek:10	2	29	0	9	15	5	253	7	12	332
50km Race Walk Championships	1	11	0	2	2	1	18	0	4	39
AAT - Hobart	3	24	0	5	6	100	53	4	9	204
AAT - Newcastle	6	192	0	29	11	8	38	6	5	295
AAT - Canberra	40	76	0	24	12	2	49	7	10	220
Cross Country Trials	15	35	0	18	3	0	45	6	1	123
AAT - Perth	7	18	0	19	6	2	13	74	2	141
AAT - Adelaide	3	42	0	25	59	2	46	5	8	190
20km Race Walk Championships	0	8	0	1	8	1	12	0	6	36
AAT - Brisbane	7	48	0	396	12	3	42	20	68	596
Australian Junior Athletics Championships	101	668	1	496	106	54	517	168	95	2206
AAT - Sydney FINAL	8	65	0	23	8	5	32	5	42	188
AAT - Melbourne FINAL	3	27		14	4	4	55	8	41	156
Australian Athletics Championships	27	218	1	181	53	22	197	46	119	864

\*Figures shown are cumulative

### ATTENDANCE

# 22,080

Australian Athletics Tour - total attendance at the events

# 11,000

Australian Junior Athletics Championships - total attendance across the Championships

# 5,000

Australian Athletics Championships - total attendance across the Championships

## People & Culture

The role of General Manager, People and Culture, was instigated by Athletics Australia Chief Executive Officer Phil Jones in June 2015 and it was with excitement that I commenced work in a part time capacity in this position in July.

The creation of the role stemmed from an acknowledgement of the importance of culture and values in any organisation – not only in representative teams but across the staff, officials and volunteer workforce. It is an area that many national sporting organisations are now beginning to focus on and Athletics Australia is one of the first national sporting organisations to dedicate a resource in this space.

The focus of the role will be both internal and external, with the short term priority being on internal systems.

It is vital that staff in the Athletics Australia head office and those who work remotely are supported in their daily business by an effective and efficient framework of policies and procedures, as well as all staff having clearly defined roles, job descriptions and responsibilities. All staff should also have an individual performance plan and aligned performance appraisal system that reflects the priorities within the strategic and operational plans. These areas will be the focus for the first six months of the upcoming 2015-2016 Financial Year.

There has been a significant period of change for Athletics Australia in the last year and it

is important to retain a strong focus on the committed and passionate staff and volunteers who work in our sport to ensure they feel both valued and valuable.

An internal staff survey was conducted in July 2015 and will be followed up at the end of the year. This survey was an excellent vehicle to capture not only the great things that Athletics Australia is already doing but the areas for improvement. The feedback received will also drive priorities in the People and Culture space for the first half of 2015-16.

As a result of the recent reviews into Athletics in Australia, it is also vital to ensure that we develop and maintain strong relationships with all our external stakeholders.

An external stakeholder perception survey was carried out in August 2015. Feedback from this survey will help drive our priorities in the upcoming 12 months to ensure we have open, robust and collaborative partnerships with our member associations and other vital stakeholders.

It is an exciting time for athletics in this country and with the acknowledgment by the Athletics Australia Board of Directors and Chief Executive Officer of the vital role that 'people' and culture play in the success of an organisation, the future looks bright.

### **Kitty Chiller**

General Manager, People and Culture



DIADORA  
AUSTRALIA  
Virgin media  
PATTERSON  
GLASGOW 2014  
XX COMMONWEALTH GAMES

ASGGO



# Board & Committees

## Board appointments

Athletics Australia is governed by a Board of Directors. The number of Directors must not be less than five nor more than nine, including any Director holding office as the Australian member of the IAAF (currently no appointment) and the Chair of the Athletics Australia Athletes Commission (currently Nathan Deakes). The maximum number of Directors who may be elected to office is eight. The Board consists of a President (Chair), two Vice Presidents. All directors are non-executive members of the Board.

In July 2014 Jan Swinhoe and Brenda LaPorte were appointed as members of the Board. The appointments filled vacancies arising from the resignations of Rob Fildes OAM and Eddie McGuire AM in the 2013-14 financial year.

## Board committees

### Audit and Risk Committee

The Audit and Risk Committee's role is defined by its Charter and advises the Board on matters relating to:

- Preparation and integrity of the financial accounts and statements
- Internal controls, policies and procedures that the organisation uses to identify and manage business risks
- The organisation's insurance activities
- Qualifications, independence, engagement, fees and performance of the organisation's External Auditor
- External Auditor's annual audit of the organisation's financial statements
- The organisation's compliance with legal, regulatory requirements and compliance policies.

The existence of the Committee does not imply the fragmentation or diminution of the role of the Board to ensure the integrity of the organisation's financial reporting and risk management.

The Audit and Risk Committee comprises two directors and one independent member. At September 2015 the members of the committee were:

- Melissa Babbage – Athletics Australia Director (Chair)
- Peter Bromley – Athletics Australia Director
- Joseph Carrozzi – independent member

The Chief Executive Officer and the General Manager – Finance, IT and Compliance attend all meetings, but are not voting members.

The Committee held four meetings during 2014-15.

During the reporting period, the committee had a particular focus on reviewing the company's operating and statutory financial statements, overseeing the external audit program, overseeing the establishment of a risk management framework, review of the organisation's Delegations Matrix and overseeing the renewal of the organisation's insurance program.

### Governance Committee

The Governance Committee was established in 2013-14 to assist the Board in progressing governance matters in line with the Australian Sports Commission's published Governance Framework and Principles. The Committee's role is defined by a Charter and its primary role to advise the Board on matters relating to corporate governance.

The existence of the Committee does not imply the fragmentation or diminution of the role of the Board to ensure the integrity of the organisation's governance obligations.

The Governance Committee comprises three members. At September 2015 the members of the committee were:

- Peter Bromley – Athletics Australia Director (Chair)
- Matt Mahon – Athletics Australia Director
- Melissa Babbage – Athletics Australia Director

The Chief Executive Officer and the General Manager – Finance, IT and Compliance attend all meetings, but are not voting members.

The Committee held five meetings during 2014-15.

During the reporting period, the committee had a particular focus on reviewing the structure and composition of Board committees and their respective charters, addressing opportunities to enhance the organisation's governance practices as identified in the Australian Sports Commission's governance principles, reviewing and commencing a re-write of the organisation's constitution, reviewing the Australian Sport Commission's 2014 Annual Sports Performance Review and making recommendations to enhance governance practices and instigating an Evaluation of Board including the skills mix.

### **Nominations Committee**

At the 2014 Athletics Australia Annual General Meeting a number of changes to the organisation's Constitution were confirmed to enhance the organisations corporate Governance. One significant changed reflected a revised process for the nomination of directors to fill vacancies. To implement this change the Board agreed to replace the Nominations and Remuneration Committee with a stand-alone Nominations Committee.

The new committee was established late in the 2014-15 year. The Nominations Committee's role is defined by a Terms of Reference to ensure that the Board has the skills, diversity and values required for the good governance of the organisation.

The existence of the Committee does not imply the fragmentation or diminution of the role of the Board.

The Nominations Committee comprises two Athletics Australia directors, two Member Association Presidents who will rotate annually and one independent member. At September 2015 the members of the committee were:

- Anne Lord – Athletics Australia Director (Chair)
- Brenda LaPorte – Athletics Australia Director
- Andrew Watson – Director, Athletics New South Wales
- Des Johnston – President, Queensland Athletics
- Max Binnington – independent member

The Chief Executive Officer may attend meetings by invitation.

The Committee held its first meeting in July 2015 at the start of the 2015-16 financial year.

During the reporting period, the committee had a particular focus on progressing the process for identifying candidates for up to four directors and known vacancies on the Audit and Risk Committee, Governance Committee and Special Awards Committee. This process, including succession planning, is currently underway.







# Athletics Australia Financial Report

For the year ended 30 June 2015

## Summary of the Financial Report

### In brief

The information in the table below relates to the financial statements contained in the 2014-15 Financial Report.

\$000	2014-15	2013-14	Movement
Surplus	124.6	79.3	45.3
Net assets	2,754.7	2,630.1	124.6
Investment property	1,050.0	1,050.0	-
Cash and term deposits	3,551.5	2,652.6	898.9
Trade and other receivables	653.7	926.4	(272.7)
Trade and other liabilities	2,925.8	2,426.7	499.1
Borrowings	-	-	-

### Net result

Athletics Australia achieved a surplus of \$124,573 compared to an annual budget surplus of \$53,000 (2014: surplus \$79,328).

Sustaining an operating surplus over the four-year athletics cycle is a critical financial strategy for the longer term health of the organisation. Net assets exceeds \$2.7 million and underpins the organisation's financial viability and provides capacity to address emerging issues, new opportunities and asset replacements.

### Five-year trend (\$000)

Year	2010-11	2011-12	2012-13	2013-14	2014-15
Income	9,288.3	10,532.3	11,136.4	12,318.8	11,353.0
Expenses	9,216.8	10,447.4	10,768.9	12,239.5	11,228.4
<b>Net result</b>	<b>71.5</b>	<b>84.9</b>	<b>367.5</b>	<b>79.3</b>	<b>124.6</b>

### Income

Total income for the 2014-15 year was \$11.35 million, a decrease of \$0.97 million from the previous year. This was largely attributable to an increase in carry over funding to the next year for ASC grants. This amounted to an additional \$0.83 in comparison to the prior year.

A breakdown of the major revenue sources is shown below. This highlights Athletics Australia's reliance on the Australian Sports Commission to support the funding of high performance and other business activities.

Sources of income	2014-15 %	2013-14 %
Government funding – high performance (ASC and AIS)	73.5	76.9
Government funding – other	5.5	8.0
Payments from other organisations	6.3	4.3
Commercial income	8.2	6.7
Other income	6.5	4.1

## Summary of the Financial Report

### Expenses

Total expenditure for 2014-15 was \$11.23 million, an increase of \$1.01 million from the previous year. A breakdown of expenditure by activity is shown below. The table highlights that 79.7% (2014: 77.9%) of total expenditure relates to high performance, competitions and participation with 20.3% (2014: 22.1%) to administration, marketing and communications activities.

Expenditure breakdown	2014-15 \$000	2014-15 %	2013-14 \$000	2013-14 %
High performance	7,114.6	59.2	6,886.8	56.3
Competitions	1,032.9	9.2	1,461.9	11.9
Participation	800.3	11.3	1,181.9	9.7
Administration	1,778.9	15.8	1,420.4	11.6
Marketing & communications	501.7	4.5	1,288.6	10.5

### Financial support provided to Member Associations during 2014-15

Total financial support provided to Member Associations during 2014-15 amounted to \$0.85 million or 7.6% of total expenditure (2014: \$1.22 million or 10% of total expenditure). The major categories of funding were: high performance \$0.30 million participation \$0.18 million, and domestic competitions \$0.10 million.

Category (\$000)	ACT	NSW	NT	QLD	SA	TAS	VIC	WA
Coaching accreditations	0.2	7.0	0.1	6.2	1.0	0.4	5.3	1.1
Capitation	-	-	-	6.8	-	0.8	4.7	-
Para-athletes classification	0.8	3.1	1.0	5.4	2.1	-	2.1	3.4
High performance	10.0	76.0	-	126.9	32.0	10.0	46.0	-
Domestic competitions	5.9	113.4	-	28.7	14.9	8.2	-	12.0
Participation	4.0	42.1	48.6	39.1	16.5	4.0	4.5	44.0
iRun	-	31.1	-	42.9	0.9	8.5	14.3	-
Facility hire	-	-	-	-	-	-	4.0	-
Miscellaneous	-	0.8	0.3	1.3	-	0.2	6.0	3.6
<b>Total \$</b>	<b>20.9</b>	<b>273.5</b>	<b>50.0</b>	<b>257.3</b>	<b>67.4</b>	<b>32.1</b>	<b>86.9</b>	<b>64.1</b>
<b>Total %</b>	<b>2.5</b>	<b>32.0</b>	<b>5.9</b>	<b>30.2</b>	<b>7.9</b>	<b>3.8</b>	<b>10.2</b>	<b>7.5</b>

Athletics Australia facilitated two national programs with the Member Associations during 2014-15. Funding for an ongoing comprehensive national insurance program and a new national digital project is shared between Athletics Australia and Member Associations.

The objective of the digital project is to develop and deliver a shared national database and web services for the sport. The platform will improve existing capabilities and introduce the following new opportunities; member management, web service design and implementation, competition and results management, stakeholder communication and commercial income.

## Summary of the Financial Report

### Financial Position

Our financial position is demonstrated by net assets which has increased in 2014-15 by \$0.12 million to \$2.75 million.

Net assets at 30 June 2015 include \$1.32 million in non-current assets (investment property \$1.05 million and other fixed assets \$0.27 million) and cash reserves (net of liabilities) of \$1.43 million.

### Cash Flow

Athletics Australia's cash flow and liquidity remained healthy during the 2014-15 year. A target cash reserve of one million dollars was isolated and maintained during the year.

The organisation has no borrowings.

### Capital expenditure

Capital expenditure totaled \$110,888 and included computer hardware \$65,855 and computer software development \$36,219.

### Future planning

A key priority in the Athletics Australia's financial strategy is to further develop commercial income and new revenue streams. This is important to address the sport's current and future demands on funding and to reduce a reliance on government support.

The organisation's strategic plan will be reviewed during 2015-16. A four-year budget will be developed to underpin the financial resources required to meet the needs of the business over this period.

The financial statements were audited and an unqualified audit opinion has been issued by our external auditor. Refer page 43 for the full Financial Report including the Auditor's Report.



**Rob Ewart**  
General Manager,  
Finance, IT and Compliance

# Directors' Report

For the Year Ended 30 June 2015

The directors of Athletics Australia present their report, together with the financial statements of the Group, being the Company and its controlled entities, for the financial year ended 30 June 2015.

## 1. General information

### Directors

The names of the directors in office at any time during, or since the end of the year are:

<b>Names</b>	<b>Appointed/Resigned</b>
Noah David Grace QC	
Matthew Bryan Mahon	
Nicholas Robert Moore	
Melissa Anna Babbage	
Peter John Bromley	
Nathan Douglas Deakes	
Brenda Fay LaPorte	appointed 9 July 2014
Anne Robyn Lord	
Jan Margaret Swinhoe	appointed 2 July 2014

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

### Principal activities

The principal activity of the Group during the financial year was the organisation of athletics. No significant change in the nature of these activities occurred during the year.

### Short term objectives

The Group's short term objectives and strategies for achieving the objectives have been captured in the 2015-16 Operations Plan. This plan was developed taking into account the overarching direction outlined in the organisation's 2013-2016 four-year Strategic Plan and short term priorities identified in Athletics Australia's 2014 Glasgow Commonwealth Games Review, the Australian Sports Commission's 2014 Annual Sports Performance Review and the 2015 Buchanan Report.

Key focus areas contained in the 2015-16 Operations Plan are:

- **Engagement and performance** including stakeholders, officiating and coaching.
- **Commercial** including properties, competitions, marketing, communications, growth strategies, sponsorship, grants and broadcast.
- **Operations** including compliance, annual budget, digital and strategic plan.
- **Participation and community sport** including leadership, operations, stakeholders, product development and programs.
- **High performance** including athletes, coaches, services, daily training environment, competitions, management and processes.
- **Governance** including culture, policies, compliance, risk management, directors, committees and documentation.

# Directors' Report

For the Year Ended 30 June 2015

## Long term objectives

The Group's long term objectives are to:

- Develop a culture of success within the athletics community;
- Increase participation in athletics by delivering vibrant, best practice participation programs that support the athlete and coaching across the sport;
- Provide a stable and unified pathway for Australian high performance athletes and coaches involving talent identification, development, and elite performance leading to national and international success;
- Provide competitions that enhance participation and performance opportunities for the development of athletes, coaches and officials at all levels of the sport;
- Provide a stable and viable organisation through effective business practices and sound financial management to increase the commercial value of the sport; and
- Ensure that there is agreement on the respective roles and responsibilities of the Group and Member Associations.

## Strategy for achieving the objectives

To achieve these objectives, the Group has adopted the following strategies:

- Work effectively with Member Associations, utilise the iRun program to recruit more recreational runners, and conduct events around the country;
- Develop the Athletics Australia Coaching Framework;
- Continue to refine the National Marketing Strategy, including quality use of social media to improve communication;
- Identify opportunities to improve and integrate pathways in the sport across age groups; and
- Drive best practice processes in delivering high performance objectives.

## Information on directors

<b>Noah David Grace QC</b>	<b>President</b>
<b>Qualifications</b>	Bachelor of Economics. Bachelor of Law (Hons) and Masters of Law.
<b>Experience</b>	Lawyer in private practice with a specialty in a number of areas of law including sports law. Has had extensive involvement with sporting organisations as a competitive athlete, a consultant and in administration. Has also acted as an advocate for many sportspersons appearing before sporting tribunals. Has been an Arbitrator on the Court of Arbitration for Sport since 2000 and was a member of that Court's Division established for the 2006 Commonwealth Games in Melbourne and the 2010 Winter Olympic Games in Vancouver Canada. 2001-2006 President of the Athletics Australia Tribunals. 2004 Team Advocate for the Australian Olympic Team at the Athens Olympic Games. Since 2004 he has been General Counsel for the West Coast Eagles Football Club in the AFL.

## Directors' Report

For the Year Ended 30 June 2015

<b>Matthew Bryan Mahon</b>	<b>Vice President</b>
<b>Qualifications</b>	Bachelor of Commerce.
<b>Experience</b>	More than 20 years' experience in marketing communications, corporate and financial advisory services and sport. Committee, Old Xaverians Athletics Club 2013.
<b>Nicholas Robert Moore</b>	<b>Vice President</b>
<b>Qualifications</b>	Bachelor of Arts.
<b>Experience</b>	Project Director at Macquarie Group. Over 30 years' management, consulting and technology experience. President of Sydney University Athletics Club (1991-2000). Organising committee - 1996 World Junior Athletics Championships. Technical official - Sydney 2000 Olympic Games.
<b>Melissa Anne Babbage</b>	
<b>Qualifications</b>	Master of Commerce. Bachelor of Applied Science (Physiotherapy). Graduate AICD.
<b>Experience</b>	Highly experienced financial services professional with a 19 year Investment Banking career in both International and Domestic Financial Markets. Board of Trustees, Q Super Non-Executive Director, Q Super Ltd and Q Invest Ltd Non-Executive Director, Swiss Re Life & Health Aust. Ltd Advisory Board Member, Swiss Re Aust Ltd Non-Executive Director, St Vincent's Health Australia Ltd Non-Executive Director, Mercer Investments Australia Ltd Non-Executive Director, IOOF Foundation
<b>Peter John Bromley</b>	
<b>Qualifications</b>	Bachelor of Business (Marketing), Certificate IV Financial Services.
<b>Experience</b>	General Manager SME Sales CoreLogic. Past Chairman of Athletics NSW and President Ku Ring Gai Little Athletics. Founding member Gosford Athletics Club. Former State Champion 1500 metres.

# Directors' Report

For the Year Ended 30 June 2015

## Information on directors continued

### Nathan Douglas Deakes

#### Qualifications

Bachelor of Commerce (Banking & Finance), Bachelor of Laws (Hons) and Graduate Diploma in Legal Practice.

#### Experience

Previously one of Australia's most accomplished race walkers, winning a bronze medal at the 2004 Athens Olympic Games at the 20km distance, as well as World Championship Gold over 50km in 2007 at Osaka.

A four time Commonwealth Games gold medal winner, winning the 20km and 50km double at both Manchester 2002 and Melbourne 2006. Winner of the bronze medal over 20km at the 1998 Commonwealth Games in Kuala Lumpur.

Winner of 10 national walking titles and hold numerous national records. Broke the 50km walk world record on 2 December 2006 at the Australian 50km Road Walking Championships in Geelong. Chairperson Athletics Australia Athletes Commission.

### Brenda Fay LaPorte

#### Qualifications

Bachelor of Business Hospitality Management (Hons) Masters and Business Administration.  
Masters of Business – Sports Management.

#### Experience

Partner in Global Consulting Firm Accenture with 15 years' management consulting experience prior to transitioning to a career in the Sport and Entertainment industry.

Management and advisory roles including General Manager Project Planning Risk and Strategy Melbourne 2006.

Commonwealth Games; Senior Advisor Australian International Sporting Events Secretariat; Program Manager Village Roadshow Theme parks.

Establishment Manager Big Bash League for Cricket Australia. General Manager Strategy Planning and Workforce ICC Cricket World Cup 2015.

### Anne Robyn Lord

#### Qualifications

Bachelor of Science (Physiotherapy), Certificate of Hydrotherapy and Graduate Member Australian Institute of Company Directors (2006). Life Member Athletics Victoria.

#### Experience

Founder and Manager - The Gully Physiotherapy Clinic.

Former President of Athletics Victoria. Team Manager and physiotherapist to the Australian Track and Field Cross Country teams from 1992 to 2002 including physiotherapist to 1994 and 1998 Commonwealth Games Teams, 1999 World Championship team and 2000 Olympic Games team.

Member of the IAAF Cross Country Committee.



# Directors' Report

For the Year Ended 30 June 2015

## Jan Margaret Swinhoe

### Qualifications

Bachelor of Science (Hons), Associate of the Actuaries Institute of Australia (A.I.A.A), Graduate of the Institute of Company Directors (GAICD).

### Experience

Non-executive Director of Australian Philanthropic Services, Mercer Superannuation Australia Limited, Mercer Investments Australia Limited, Suncorp Portfolio Services Limited and IMB Limited.

Over 30 years' experience in Banking and financial services covering corporate superannuation, investment banking, private banking and derivatives trading. Jan held General Management positions within Westpac Banking Group where she spent the last 16 years of her executive career.

### Meetings of directors

During the financial year, 12 meetings of directors were held. Attendances by each director during the year were as follows:

<b>Director's Meetings</b>		
	<b>Number eligible to attend</b>	<b>Number attended</b>
Noah David Grace QC	12	12
Matthew Bryan Mahon	12	12
Nicholas Robert Moore	12	12
Melissa Anne Babbage	12	10
Peter John Bromley	12	11
Nathan Douglas Deakes	12	6
Brenda Fay La Porte	12	12
Anne Robyn Lord	12	11
Jan Margaret Swinhoe	12	11

## 2. Operating results and review of operations for the year

### Operating results

The consolidated surplus of the Group amounted to \$124,573 (2014: \$79,328).

### Review of operations

A review of the operations of the Group during the financial year and the results of those operations show an increase in overall surplus from previous year by \$45,245.

## Directors' Report

For the Year Ended 30 June 2015

### 3. Other items

#### Significant changes in state of affairs

There have been no significant changes in the state of affairs of the company during the year.

#### Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Group, the results of those operations or the state of affairs of the Group in future financial years.

#### Future developments and results

The Group will continue with its normal activities of conducting national championships and organising various teams to compete in the World Championships and other international events.

#### Indemnification and insurance of officers and auditors

The Company has paid premiums to insure each of the directors of Athletics Australia and those of member association's and clubs against liabilities for costs and expenses incurred by them in defending legal proceedings arising from their conduct while acting in their capacity as director, other than conduct involving a wilful breach of duty in relation to the Company. The contract of insurance prohibits disclosure of the nature of liability and the amount of the premium.

The Company has not otherwise, during or since the end of the financial year, indemnified or agreed to indemnify an officer or auditor of the Company or of any related body corporate against a liability incurred as such an officer or auditor.

#### Auditor's independence declaration

The lead auditor's independence declaration in accordance with section 307C of the Corporations Act 2001, for the year ended 30 June 2015 has been received and can be found on page 49 of the financial report.

Signed in accordance with a resolution of the Board of Directors:

David Grace QC  
Director



Rob Ewart  
Secretary



Dated this 19th day of September 2015

## Athletics Australia and Controlled Entities

### Auditor's Independence Declaration under Section 307C of the Corporations Act 2001 To the Directors of Athletics Australia and Controlled Entities

As the lead auditor of Athletics Australia, I declare that, to the best of my knowledge and belief, during the year ended 30 June 2015, there have been:

- (i) no contraventions of the auditor independence requirements as set out in the *Corporations Act 2001* in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.

**Lachlan Nielson Partners Pty Limited**



**Anthony Rose**

**Director**

Sydney 19<sup>th</sup> September 2015

## Statement of Profit or Loss and Other Comprehensive Income

For the Year Ended 30 June 2015

	Note	2015 \$	2014 \$
Revenue and other income	2	11,353,017	12,318,835
High performance expenses		(7,114,601)	(6,886,761)
Competition expenses		(1,032,871)	(1,461,912)
Participation expenses		(800,319)	(1,181,852)
Administrative expenses		(1,778,909)	(1,420,396)
Marketing and communication expenses		(501,744)	(1,288,586)
<b>Surplus for the year</b>		<u>124,573</u>	<u>79,328</u>
<b>Other comprehensive income</b>			
Items that will not be reclassified subsequently to profit or loss		-	-
Items that will be reclassified to profit or loss when specific conditions are met		-	-
<b>Total comprehensive income for the year</b>		<u>124,573</u>	<u>79,328</u>

The accompanying notes form part of these financial statements.

## Statement of Financial Position

For the Year Ended 30 June 2015

	Note	2015 \$	2014 \$
<b>ASSETS</b>			
CURRENT ASSETS			
Cash and cash equivalents	3	3,551,477	2,652,588
Trade and other receivables	4	653,690	926,355
Other assets	8	483,706	452,582
TOTAL CURRENT ASSETS		<u>4,688,873</u>	<u>4,031,525</u>
NON-CURRENT ASSETS			
Plant and equipment	5	197,745	217,815
Investment property	6	1,050,000	1,050,000
Intangible assets	7	73,949	65,309
TOTAL NON-CURRENT ASSETS		<u>1,321,694</u>	<u>1,333,124</u>
TOTAL ASSETS		<u>6,010,567</u>	<u>5,364,649</u>
<b>LIABILITIES</b>			
CURRENT LIABILITIES			
Trade and other payables	9	2,925,764	2,426,659
Employee benefits	10	264,651	232,478
TOTAL CURRENT LIABILITIES		<u>3,190,415</u>	<u>2,659,137</u>
NON-CURRENT LIABILITIES			
Employee benefits	10	65,405	75,338
TOTAL NON-CURRENT LIABILITIES		<u>65,405</u>	<u>75,338</u>
TOTAL LIABILITIES		<u>3,255,820</u>	<u>2,734,475</u>
NET ASSETS		<u>2,754,747</u>	<u>2,630,174</u>
<b>EQUITY</b>			
Retained earnings		<u>2,754,747</u>	<u>2,630,174</u>
TOTAL EQUITY		<u>2,754,747</u>	<u>2,630,174</u>

The accompanying notes form part of these financial statements.

## Statement of Changes in Equity

For the Year Ended 30 June 2015

2015	Retained Earnings \$	Total \$
<b>Balance at 1 July 2014</b>	2,630,174	2,630,174
Surplus attributable to members of the parent entity	124,573	124,573
<b>Balance at 30 June 2015</b>	<b>2,754,747</b>	<b>2,754,747</b>
2014	Retained Earnings \$	Total \$
<b>Balance at 1 July 2013</b>	2,550,846	2,550,846
Surplus attributable to members of the parent entity	79,328	79,328
<b>Balance at 30 June 2014</b>	<b>2,630,174</b>	<b>2,630,174</b>

The accompanying notes form part of these financial statements.

## Statement of Cash Flows

For the Year Ended 30 June 2015

	Note	2015 \$	2014 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES:</b>			
Receipts from customers		12,147,787	12,955,820
Payments to suppliers and employees		(11,275,672)	(12,679,670)
Net cash provided by operating activities		<u>872,115</u>	<u>276,150</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES:</b>			
Payment for intangible asset		(29,556)	(75,950)
Interest received		102,114	135,535
Purchase of property, plant and equipment		(45,784)	(49,178)
Net cash used by investing activities		<u>26,774</u>	<u>10,407</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES:</b>			
Net increase in cash and cash equivalents held		898,889	286,557
Cash and cash equivalents at beginning of year		<u>2,652,588</u>	<u>2,366,031</u>
Cash and cash equivalents at end of financial year	3	<u><u>3,551,477</u></u>	<u><u>2,652,588</u></u>

The accompanying notes form part of these financial statements.

# Notes to the Financial Statements

For the Year Ended 30 June 2015

The financial report includes the consolidated financial statements and notes of Athletics Australia and Controlled Entities (the Group). Athletics Australia is a not for profit Company domiciled and incorporated in Australia.

Each of the entities within the Group prepare their financial statements based on the currency of the primary economic environment in which the entity operates (functional currency). The consolidated financial statements are presented in Australian dollars which is the parent entity's functional and presentation currency.

## Summary of Significant Accounting Policies

### (a) Basis of preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements Australian Accounting Interpretations, other authoritative pronouncements of the Australian Accounting Standards Board and the Corporations Act 2001.

Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements have been prepared on an accruals basis and are based on historical costs modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities.

### (b) Principles of consolidation

The consolidated financial statements include the financial position and performance of controlled entities from the date on which control is obtained until the date that control is lost.

Intragroup assets, liabilities, equity, income, expenses and cash flows relating to transactions between entities in the consolidated entity have been eliminated in full for the purpose of these financial statements.

Appropriate adjustments have been made to a controlled entity's financial position, performance and cash flows where the accounting policies used by that entity were different from those adopted by the consolidated entity. All controlled entities have a June financial year end.

A list of controlled entities is contained in Note 14 to the financial statements.

### Subsidiaries

Subsidiaries are all entities (including structured entities) over which the parent has control. Control is established when the parent is exposed to, or has rights to variable returns from its involvement with the entity and has the ability to affect those returns through its power to direct the relevant activities of the entity.

### (c) Comparative amounts

Comparatives are consistent with prior years, unless otherwise stated.

### (d) Income tax

The Company is exempt from income tax under Division 50 of the Income Tax Assessment Act 1997.



# Notes to the Financial Statements

For the Year Ended 30 June 2015

## 1. Summary of Significant Accounting Policies continued

### (e) Leases

Lease payments for operating leases, where substantially all of the risks and benefits remain with the lessor, are charged as expenses on a straight line basis over the life of the lease term.

### (f) Revenue and other income

Revenue is recognised when the amount of the revenue can be measured reliably, it is probable that economic benefits associated with the transaction will flow to the entity and specific criteria relating to the type of revenue as noted below, has been satisfied.

Revenue is measured at the fair value of the consideration received or receivable and is presented net of returns, discounts and rebates.

All revenue is stated net of the amount of goods and services tax (GST).

#### **Sale of goods**

Revenue is recognised on transfer of goods to the customer as this is deemed to be the point in time when risks and rewards are transferred and there is no longer any ownership or effective control over the goods.

#### **Grant revenue**

Grant revenue is recognised in the statement of profit or loss and other comprehensive income when the entity obtains control of the grant, it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor, otherwise the grant is recognised as income on receipt.

#### **Interest revenue**

Interest is recognised using the effective interest method.

#### **Rendering of services**

Revenue from the rendering of a service is recognised upon the delivery of the service to the customer.

#### **Rental income**

Investment property revenue is recognised when received.

# Notes to the Financial Statements

For the Year Ended 30 June 2015

## 1. Summary of Significant Accounting Policies continued

### (g) Goods and services tax (GST)

Revenue, expenses and assets are recognised net of the amount of goods and services tax (GST), except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payable are stated inclusive of GST.

The net amount of GST recoverable from, or payable to, the ATO is included as part of receivables or payables in the statement of financial position.

Cash flows in the statement of cash flows are included on a gross basis and the GST component of cash flows arising from investing and financing activities which is recoverable from, or payable to, the taxation authority is classified as operating cash flows.

### (h) Plant and equipment

Classes of plant and equipment are measured using the cost or revaluation model as specified below.

Where the cost model is used, the asset is carried at its cost less any accumulated depreciation and any impairment losses. Costs include purchase price, other directly attributable costs and the initial estimate of the costs of dismantling and restoring the asset, where applicable.

Assets measured using the revaluation model are carried at fair value at the revaluation date less any subsequent accumulated depreciation and impairment losses. Revaluations are performed whenever there is a material movement in the value of an asset under the revaluation model.

#### Plant and equipment

Plant and equipment are measured using the cost model.

#### Depreciation

The depreciable amount of all property, plant and equipment, except for freehold land is depreciated on a straight-line method from the date that management determine that the asset is available for use.

Assets held under a finance lease and leasehold improvements are depreciated over the shorter of the term of the lease and the assets useful life.

The depreciation rates used for each class of depreciable asset are shown below:

Fixed asset class	Depreciation rate
Competition and high performance equipment	2.5 to 10%
Furniture, fittings and office equipment's	10 to 40%

At the end of each annual reporting period, the depreciation method, useful life and residual value of each asset is reviewed. Any revisions are accounted for prospectively as a change in estimate.

# Notes to the Financial Statements

For the Year Ended 30 June 2015

## 1. Summary of Significant Accounting Policies continued

### (i) Investment property

Investment properties are properties held to earn rentals and/or for capital appreciation. Investment properties are measured initially at its cost, including transaction costs. Subsequent to initial recognition, investment properties are measured at fair value. Gains and losses arising from changes in the fair value of investment properties are included in profit or loss in the period in which they arise.

An investment property is derecognised upon disposal or when the investment property is permanently withdrawn from use and no future economic benefits are expected from the disposal. Any gain or loss arising on derecognition of the property (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in profit or loss in the period in which the property is derecognised.

### (j) Financial instruments

Financial instruments are recognised initially using trade date accounting, i.e. on the date that Company becomes party to the contractual provisions of the instrument.

On initial recognition, all financial instruments are measured at fair value plus transaction costs (except for instruments measured at fair value through profit or loss where transaction costs are expensed as incurred).

#### Financial assets

Financial assets are divided into the following categories which are described in detail below:

- loans and receivables;
- financial assets at fair value through profit or loss;
- available-for-sale financial assets; and
- held-to-maturity investments.

Financial assets are assigned to the different categories on initial recognition, depending on the characteristics of the instrument and its purpose. A financial instrument's category is relevant to the way it is measured and whether any resulting income and expenses are recognised in profit or loss or in other comprehensive income.

All income and expenses relating to financial assets are recognised in the statement of profit or loss and other comprehensive income in the 'finance income' or 'finance costs' line item respectively.

#### Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. They arise principally through the provision of goods and services to customers but also incorporate other types of contractual monetary assets.

After initial recognition these are measured at amortised cost using the effective interest method, less provision for impairment. Any change in their value is recognised in profit or loss.

# Notes to the Financial Statements

For the Year Ended 30 June 2015

## 1. Summary of Significant Accounting Policies continued

### (j) Financial instruments continued

#### Loans and receivables continued

The Company's trade and most other receivables fall into this category of financial instruments.

Discounting is omitted where the effect of discounting is considered immaterial.

Significant receivables are considered for impairment on an individual asset basis when they are past due at the reporting date or when objective evidence is received that a specific counterparty will default.

The amount of the impairment is the difference between the net carrying amount and the present value of the future expected cash flows associated with the impaired receivable.

For trade receivables, impairment provisions are recorded in a separate allowance account with the loss being recognised in profit or loss. When confirmation has been received that the amount is not collectable, the gross carrying value of the asset is written off against the associated impairment provision.

Subsequent recoveries of amounts previously written off are credited against other expenses in profit or loss.

In some circumstances, the Company renegotiates repayment terms with customers which may lead to changes in the timing of the payments, the Company does not necessarily consider the balance to be impaired, however assessment is made on a case-by-case basis.

#### Financial assets at fair value through profit or loss

Financial assets at fair value through profit or loss include financial assets:

- acquired principally for the purpose of selling in the near future
- designated by the entity to be carried at fair value through profit or loss upon initial recognition or
- which are derivatives not qualifying for hedge accounting.

Assets included within this category are carried in the statement of financial position at fair value with changes in fair value recognised in finance income or expenses in profit or loss.

#### Held-to-maturity investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturity. Investments are classified as held-to-maturity if it is the intention of the Company's management to hold them until maturity.

Held-to-maturity investments are subsequently measured at amortised cost using the effective interest method, with revenue recognised on an effective yield basis. In addition, if there is objective evidence that the investment has been impaired, the financial asset is measured at the present value of estimated cash flows. Any changes to the carrying amount of the investment are recognised in profit or loss.

# Notes to the Financial Statements

For the Year Ended 30 June 2015

## 1. Summary of Significant Accounting Policies continued

### (j) Financial instruments continued

#### Financial liabilities

Financial liabilities are recognised when the Company becomes a party to the contractual agreements of the instrument. All interest-related charges and, if applicable, changes in an instrument's fair value that are reported in profit or loss are included in the income statement line items "finance costs" or "finance income".

Financial liabilities are classified as either financial liabilities 'at fair value through profit or loss' or other financial liabilities depending on the purpose for which the liability was acquired.

The Company's financial liabilities include trade and other payables.

#### Impairment of financial assets

At the end of the reporting period the Company assesses whether there is any objective evidence that a financial asset or group of financial assets is impaired.

#### Financial assets at amortised cost

If there is objective evidence that an impairment loss on financial assets carried at amortised cost has been incurred, the amount of the loss is measured as the difference between the assets's carrying amount and the present value of the estimated future cash flows discounted at the financial assets original effective interest rate.

Impairment on loans and receivables is reduced through the use of an allowance accounts, all other impairment losses on financial assets at amortised cost are taken directly to the asset.

### (k) Intangible assets

#### Software and Digital Project

Software is recorded at cost. Software has a finite life and is carried at cost less any accumulated amortisation and impairment losses. It has an estimated useful life of between one and three years.

#### Amortisation

Amortisation is based on the cost of an asset less its residual value.

Amortisation is recognised in profit or loss on a straight-line basis over the estimated useful lives of intangible assets, other than goodwill, from the date that they are available for use.

Amortisation methods, useful lives and residual values are reviewed at each reporting date and adjusted if appropriate.

### (l) Cash and cash equivalents

Cash and cash equivalents comprises cash on hand, demand deposits and short-term

# Notes to the Financial Statements

For the Year Ended 30 June 2015

## 1. Summary of Significant Accounting Policies continued

### (l) Cash and cash equivalents continued

investments which are readily convertible to known amounts of cash and which are subject to an insignificant risk of change in value.

Bank overdrafts also form part of cash equivalents for the purpose of the statement of cash flows and are presented within current liabilities on the statement of financial position.

### (m) Employee benefits

Provision is made for the Company's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled.

Employee benefits expected to be settled more than twelve months after the end of the reporting period have been measured at the present value of the estimated future cash outflows to be made for those benefits. In determining the liability, consideration is given to employee wage increases and the probability that the employee may satisfy vesting requirements. Cashflows are discounted using market yields on national government bonds with terms to maturity that match the expected timing of cashflows. Changes in the measurement of the liability are recognised in profit or loss.

Employee benefits are presented as current liabilities in the statement of financial position if the Company does not have an unconditional right to defer settlement of the liability for at least 12 months after the reporting date regardless of the classification of the liability for measurement purposes under AASB 119.

### (n) Interest in joint operation

The Group's share of the assets, liabilities, revenue and expenses of jointly controlled operations have been included in the appropriate items of the financial statements.

### (o) Foreign currency transactions and balances

#### Functional and presentation currency

The functional currency of each of the Group's entities is measured using the currency of the primary economic environment in which that entity operates. The consolidated financial statements are presented in Australian dollars which is the parent entity's functional and presentation currency.

### (p) Critical accounting estimates and judgments

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Group.

These estimates and judgements are based on the best information available at the time of preparing the financial statements, however as additional information is known then the actual results may differ from the estimates.

# Notes to the Financial Statements

For the Year Ended 30 June 2015

## 2. Revenue and other income

### Revenue from continuing operations

	2015	2014
	\$	\$
<b>Revenue</b>		
Grants, contributions and other income	10,877,093	11,626,529
Entry fees	123,977	97,207
Sponsorship	214,813	445,133
	<u>11,215,883</u>	<u>12,168,869</u>
	2015	2014
	\$	\$
<b>Other income</b>		
Interest income	105,567	135,535
Rental Income (investment property)	28,864	12,311
Other income	2,703	2,120
	<u>137,134</u>	<u>149,966</u>
<b>Total revenue and other income</b>	<u>11,353,017</u>	<u>12,318,835</u>

## 3. Cash and cash equivalents

	2015	2014
	\$	\$
Cash at bank and in hand	551,477	402,588
Short-term bank deposits	3,000,000	2,250,000
	<u>3,551,477</u>	<u>2,652,588</u>

### Reconciliation of cash

Cash and cash equivalents reported in the statement of cash flows are reconciled to the equivalent items in the statement of financial position as follows:

	2015	2014
	\$	\$
Cash and cash equivalents	<u>3,551,477</u>	<u>2,366,031</u>

## 4. Trade and other receivables

	2015	2014
	\$	\$
CURRENT		
Trade receivables	477,912	818,020
Sundry debtors	175,778	108,335
<b>Total current trade and other receivables</b>	<u>653,690</u>	<u>926,355</u>

## Notes to the Financial Statements

For the Year Ended 30 June 2015

### 5. Plant and equipment

	2015	2014
	\$	\$
Competition and high performance equipment		
At cost	78,308	75,632
Accumulated depreciation	(31,073)	(22,176)
Total plant and equipment	<u>47,235</u>	<u>53,456</u>
Furniture, fittings and office equipment		
At cost	311,795	289,921
Accumulated depreciation	(161,285)	(125,562)
Total furniture, fittings and office equipment	<u>150,510</u>	<u>164,359</u>
<b>Total plant and equipment</b>	<u><u>197,745</u></u>	<u><u>217,815</u></u>

#### (a) Movements in carrying amounts

Movement in the carrying amounts for each class of plant and equipment between the beginning and the end of the current financial year:

	Competition and high performance equipment	Furniture, Fittings and office equipment	Total
	\$	\$	\$
<b>Year ended 30 June 2015</b>			
Balance at the beginning of year	53,456	164,359	217,815
Additions	2,675	43,109	45,784
Depreciation expense	(8,896)	(56,957)	(65,854)
<b>Balance at the end of the year</b>	<u><u>47,235</u></u>	<u><u>150,510</u></u>	<u><u>197,745</u></u>

### 6. Investment property

	2015	2014
	\$	\$
Land and building at fair value	1,050,000	1,050,000
<b>Balance at end of year</b>	<u><u>1,050,000</u></u>	<u><u>1,050,000</u></u>

An independent valuation was performed by Charter Keck Cramer on 9 September 2013.



## Notes to the Financial Statements

For the Year Ended 30 June 2015

### 7. Intangible assets

	2015	2014
	\$	\$
Digital Project		
Cost	-	61,525
<b>Net carrying value</b>	<b>-</b>	<b>61,525</b>
Computer software		
Cost	111,212	20,131
Accumulated amortisation and impairment	(37,263)	(16,347)
<b>Net carrying value</b>	<b>73,949</b>	<b>3,784</b>
<b>Total Intangibles</b>	<b>73,949</b>	<b>65,309</b>

#### (a) Reconciliation detailed table

	Computer software	Digital Project	Total
	\$	\$	\$
<b>Year ended 30 June 2015</b>			
Balance at the beginning of year	3,784	61,525	65,309
Transfers	61,525	(61,525)	-
Additions	29,556	-	29,556
Amortisation	(20,916)	-	(20,916)
<b>Closing value at 30 June 2015</b>	<b>73,949</b>	<b>-</b>	<b>73,949</b>

### 8. Other non-financial assets

	2015	2014
	\$	\$
CURRENT		
Prepayments	483,706	452,582
	<b>483,706</b>	<b>452,582</b>

### 9. Trade and other payables

	2015	2014
	\$	\$
CURRENT		
Unsecured liabilities		
Trade payables	350,935	865,195
Accrued expense	569,445	247,197
Unearned income	1,912,249	1,288,030
Other payables	93,135	26,237
	<b>2,925,764</b>	<b>2,426,659</b>

## Notes to the Financial Statements

For the Year Ended 30 June 2015

### 10. Employee benefits

	2015	2014
	\$	\$
Current liabilities		
Long service leave	45,822	40,165
Provision for employee benefits	218,829	192,313
	<u>264,651</u>	<u>232,478</u>
	2015	2014
	\$	\$
Non-current liabilities		
Long service leave	65,405	75,338
	<u>65,405</u>	<u>75,338</u>

### 11. Capital and leasing commitments

#### Operating leases

Operating lease agreement for the office premise is still under negotiation and finalisation with the Lessor. Currently lease payments are paid monthly.

### 12. Members' guarantee

The Company is incorporated under the Corporations Act 2001 and is a Company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$20 each towards meeting any outstandings and obligations of the Company. At 30 June 2015 the number of members was 8 (2014: 8).

### 13. Credit standby arrangement and loan facilities

The Company has a bank overdraft facility amounting to \$500,000 (2014: \$500,000). At year-end, total unused amount is \$500,000. This may be terminated at any time at the option of the Bank.

### 14. Controlled entities

	Principal place of business/ Country of Incorporation	Percentage Owned (%)	Percentage Owned (%)
		2015	2014
<b>Subsidiaries:</b>			
Australian Flame Pty Ltd	Australia	100	100
Australian Road Running Series Pty Ltd	Australia	100	100
Host City Marathon Ltd	Australia	100	100
Team AA Ltd	Australia	100	100
Australian Athletic Federation Ltd	Australia	100	100

# Notes to the Financial Statements

For the Year Ended 30 June 2015

## 15. Key management personnel disclosures

During the 2014-15 financial year, Athletics Australia had 8 key management personnel (KMP) which included the CEO, Executive Management and Head Coach, who were remunerated as follows:

	<b>2015</b>	<b>2014</b>
<b>Band</b>	<b>Number</b>	<b>Number</b>
< \$100,000	3	3
\$100,000 - \$199,000	4	4
\$200,000 +	1	1
	<b>2015</b>	<b>2014</b>
	<b>\$</b>	<b>\$</b>
<b>Total remuneration paid to KMP</b>	<b>1,122,657</b>	<b>1,133,241</b>
Bonuses paid to KMP	-	-

## 16. Contingencies

In the opinion of the Directors, the Company did not have any contingencies at 30 June 2015 (30 June 2014: None).

## 17. Related parties

The Group's main related parties are as follows:

### (a) Entities exercising control over the Group

The ultimate parent entity, which exercises control over the Group, is Athletics Australia.

### (b) Key management personnel

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity is considered key management personnel.

For details of disclosures relating to key management personnel, refer to Note 15: Key management personnel disclosures.

### (c) Other related parties

Other related parties include immediate family members of key management personnel and entities that are controlled or significantly influenced by those key management personnel, individually or collectively with their immediate family members.

### (d) Transactions with related parties

Transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other parties unless otherwise stated.

## Notes to the Financial Statements

For the Year Ended 30 June 2015

### 18. Events occurring after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or could significantly affect the operations of the Group, the results of those operations, or the state of affairs of the Group in future financial years.

## Directors' Declaration

For the Year Ended 30 June 2015

The directors of the Company declare that:

1. The financial statements and notes, as set out on pages 50 to 66, are in accordance with the Corporations Act 2001 and:
  - a. comply with Accounting Standards - Reduced Disclosure Requirements; and
  - b. give a true and fair view of the financial position as at 30 June 2015 and of the performance for the year ended on that date of the Company and consolidated group.
2. In the directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

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

David Grace QC  
Director



Rob Ewart  
Secretary



Dated this 19th day of September 2015

## Athletics Australia and Controlled Entities

# Independent Auditor's Report to the members of Athletics Australia and Controlled Entities

### Report on the Financial Report

We have audited the accompanying financial report of Athletics Australia and Controlled Entities, which comprises the statement of financial position as at 30 June 2015, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration of the Company and the consolidated entity.

#### *Directors' Responsibility for the Financial Report*

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

#### *Auditor's Responsibility*

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

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Company's preparation of the financial report that gives a true and fair view in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the directors, as well as evaluating the overall presentation of the financial report.

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

#### *Independence*

In conducting our audit, we have complied with the independence requirements of the *Corporations Act 2001*. We confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of Athletics Australia and Controlled Entities, would be in the same terms if given to the directors as at the time of this auditor's report.

## Athletics Australia and Controlled Entities

### Independent Auditor's Report to the members of Athletics Australia and Controlled Entities

#### *Auditor's Opinion*

In our opinion the financial report of Athletics Australia and Controlled Entities is in accordance with the *Corporations Act 2001*, including:

- (a) giving a true and fair view of the Company's and the consolidated entity's financial position as at 30 June 2015 and of their performance for the year ended on that date; and
- (b) complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

#### Lachlan Nielson Partners Pty Limited



**Anthony Rose**

**Director**

Sydney 19<sup>th</sup> September 2015

## National Participation

	ACT	NSW	NT	QLD	SA	TAS	VIC	WA	TOTAL
<b>Senior</b>	121	5,998	470	2,777	599	397	2,164	431	12,957
<b>Under 20</b>	48	566	34	282	109	32	342	125	1,538
<b>Under 18</b>	81	1040	68	664	151	51	640	250	2,945
<b>Under 16</b>	86	1398	84	913	149	66	749	256	3,701
<b>Under 14</b>	51	2024	615	3,169	62	88	635	168	6,812
<b>Total</b>	<b>387</b>	<b>11026</b>	<b>1271</b>	<b>7805</b>	<b>1070</b>	<b>634</b>	<b>4530</b>	<b>1230</b>	<b>27,953</b>
<b>Officials</b>	96	355	87	413	69	144	442	70	1,676
<b>Coaches</b>	89	1,195	49	1,351	185	107	1,025	314	4,330
<b>Total Registrations</b>	<b>572</b>	<b>12576</b>	<b>1407</b>	<b>9569</b>	<b>1324</b>	<b>885</b>	<b>5997</b>	<b>1614</b>	<b>33959</b>
<b>Life Members</b>	18	75	0	31	131	13	46	40	354







## Athletics ACT

I have much pleasure in presenting my annual report for 2014-15 in what has been a busy and successful year. The report below follows the format of my monthly e-newsletters where I comment on the association's performance against the five Key Result Areas (KRAs) in the Athletics ACT (AACT) Strategic Plan 2013-16.

### Leadership

The Board of Management ensured that the association maintained a solid financial position and the audited Financial Statements provided in the AACT Annual Report showed a healthy Operating Profit.

One of the Board's key governance activities during 2014-15 was to review the structure of our seven (7) committees and it was agreed that at a time when it is difficult recruiting volunteers a sensible outcome was to reduce the number of committees to three (3) – Competition, Selection and Officials Committees. Members supported a motion to amend the AACT By-Laws at this year's AGM.

The January 2015 Board Meeting was devoted to a review of the AACT Strategic Plan 2013-16 where members focused on the strategic direction and priorities for the association over the next few years. A key outcome was to focus our limited resources on school athletics carnivals where we have access to over 20,000 students per year by agreeing that AACT play a greater role in the management/organization of these events.

The Board also advised members of the Working with Vulnerable People (Background Checking) Act 2011 (ACT) (WWVP Act) which requires background checks for individuals in the ACT who work with children or disadvantaged adults. This means that all of our volunteers, particularly our officials, must be compliant with the WWVP Act by 8 November 2015.

### Participation

It is very pleasing to report that our athlete registrations of 316 for 2014 were up 33% on the 2013 figure of 237. This was largely due to the introduction of the 'Base Membership' option and the decision to register those school students who represented the ACT at Australian All Schools but were not previously members of Athletics ACT. We also recorded a 13% increase in the number of registered officials/administrators with numbers growing from 52 to 59.

ACT sent a large team of 88 athletes to compete in the 2014 Australian All Schools Athletics Championships in Adelaide in December where the team performed with great distinction winning 6 medals and achieved many PBs. Pleasingly, this momentum flowed through to the Australian Junior Championships in Sydney in March 2015 where the ACT fielded a big team of 93 athletes. This team won an impressive 23 medals and the Board was very pleased with the performances of all athletes, both on and off the field.

### Development

In November 2014 we welcomed Mary Schumacher as the new joint AACT/LAACT Participation and Development Officer (PDO). Mary came to our sport with over 15 years' experience in the sport and recreation industry spending the past 10 years with Gymnastics ACT and leading the organization as CEO in recent years. Mary has been able to continue the good work commenced by Alex van der Meer Simo with a focus on increasing participation numbers through visits to Primary & Secondary schools in Canberra and surrounding NSW regional areas, the transition of athletes from Little A's to Seniors, partnerships with the two universities, working with Athletics Australia in coordinating a range of coaching courses, and also managing the ACT Target Talent Program.

Mary's current focus is on two critical activities; firstly working with the AACT Executive Officer, Ben Offereins, in developing an action plan for AACT to play a much greater role in the management/coordination of school athletics carnivals, and secondly, working with the joint AACT/LAACT 'Transition Taskforce' to improve the pathway for junior athletes progressing into senior competition.

### **Competitions**

The highlight of the year was undoubtedly the two national events held on the weekend of 7/8 February. On the Saturday brilliant weather and a big crowd greeted our best national and local athletes in the Canberra Track Classic, the first national grand prix event held in Canberra since in 2006. To complete a very busy weekend AACT hosted the World Cross Country Selection Trials at Stromlo Forest Park the following morning. My thanks go to Ben Offereins (Track Classic) and Gerard Ryan and Scott Imhoff (Selection Trials) for their considerable contributions in ensuring the success of both events.

Other significant events held during the year included the ACT Cross Country Championships, winter 'High Noon' track and field series, ACT Combined Event Championships and All Comers Meet and ACT Open & Junior T&F Championships.

At this point it is most appropriate to extend a huge 'thank you' to our large band of dedicated volunteers who work as committee members, officials, and administrators and do a marvelous job throughout the year in keeping the association operating. It is also important to note that interstate athletes continue to support our meets in big numbers and this very much reflects on the expertise, commitment and friendly nature displayed by our officials.

Congratulations go to the following able-bodied and para-athletes that represented the ACT with great distinction at major international events during 2014:

- 2014 Commonwealth Games - Lauren Wells, Melissa Breen, Kelsey-Lee Roberts, Jessica Penney, Emily Brichacek, Martin Dent and Richard Nicholson.
- World Junior Race Walking Championships – Elizabeth Hosking
- World Junior Athletics Championships – Natalie Archer
- World Cross Country Championships

– Emily Brichacek

- World Junior Cross Country Championships – Leanne Pompeani and Bryce Anderson
- World Mountain Running Championships – Alan Craigie and Michael Chapman
- World Junior Mountain Running Championships – Bryce Anderson and Reuben Caley

I am very pleased to report that thanks to the efforts of Ryan Young, Erwin McRae and Ben Offereins, together with great support from the YMCA Canberra Runners Club, AACT conducted a winter running series in 2015 for the first time in many years. The 6-race series, named 'RunACT,' was well supported and will definitely continue in 2016.

### **Promotion and Partnerships**

AACT has continued to enjoy an excellent working relationship with our key stakeholders Athletics Australia and ACT Sport and Recreation, in the latter case highlighted by the opening of the new synthetic athletics track at Woden Park in February. AACT is keen to repay the support provided by the ACT Government in developing this facility and will assist in hosting the 2015 Australian Primary Schools Athletics Championships at the venue in December.

Our relationship with Little Athletics ACT has continued in a very positive vein and the input and support provided by (now former) Chairman Tony Reilly as a member of the AACT Board was invaluable. Further evidence of this partnership was reflected in AACT Board Members and Club Presidents taking part in a combined 'Transition Forum' held during the 2015 LAACT Annual Conference in June.

On the media front our thanks go to our Publicity Officer Hannah Walmsley who through her work with ABC Radio has seen athletics in general and AACT athletes in particular, receive excellent coverage through features and interviews on ABC 'Grandstand' and regular results and performances broadcast on FM106.3 and 104.7. Hannah's contacts in the printed media have also helped in having a number of feature articles published in 'The Canberra Times.'

### **Neil Boden**

President  
Athletics ACT



## Athletics New South Wales

It has been another exciting year for Athletics NSW – successful events in track and field were delivered such as the Sydney Track Classic, Australian Junior Athletics Championships, the ever popular All Schools meet and our various state championships. We also saw continued growth in winter running and also more community athletes joining events like the Fernleigh 15, Sydney 10 and the expanding list of events that we now call Run NSW.

Congratulations to UTS Norths on claiming the Treloar Shield. Each round was closely fought with Sydney University finishing a close second after the eight rounds. Our club based competitions remain an important part of the sport and nurture the talented athletes who go on to represent the state and Australia.

Speaking of nurturing talent, NSW was the host of the Australian Junior Athletics Championships which produced some great results. Seven NSW athletes were subsequently named the 22 person Australian team for the 2015 IAAF World Youth Championships held in Cali, Colombia in July. Well done to those athletes. During the year we also had 20 athletes qualify for the IAAF World Junior Championships, eleven qualify for the IAAF World Championships and no less than 23 NSW athletes represent Australia at the Commonwealth Games in Glasgow last year. These numbers illustrate the strength of athletics in our state.

The Australian Juniors Athletics Championships were neatly held around the Sydney Track Classic which was again a highlight of the summer athletics calendar. Spectators were privileged to witness some top class performances. A particular highlight was of course the great David Rudisha, Olympic champion and world record holder. We acknowledge the wonderful support of the

Sydney Olympic Park Authority (SOPA) for backing the Sydney Track Classic. It remains a showpiece event of the Australian Athletics Tour.

One of the major issues facing the sport in recent months has been the release of the Buchanan Report. This report has tabled many sensible and achievable recommendations to effectively modernise key aspects of athletics in Australia. Athletics NSW as a member association of Athletics Australia takes its role in the sport very seriously. ANSW made a joint submission to the report with Little Athletics NSW and met with the working party to provide further input. Whilst some might feel the report was unnecessarily critical of the Athletics Australia Board of Directors, ANSW believes that we must focus on the critical areas of our sport that can be improved and ensure the sustainability of athletics in Australia.

There is a need to work with Athletics Australia to protect the sport and ensure it is properly managed. As the largest athletics state we must also play a role in holding Athletics Australia to account in making good on the report's recommendations. We intend to ensure that Athletics Australia has good governance, is commercially viable and works toward 'one sport'.

We continue to work closely with our friends in Little Athletics with a joint working party meeting regularly to find ways of better aligning the sport. We have close and co-operative communication and collaboration. We have recently welcomed Little Athletics CEO Kerry O'Keefe onto the ANSW Board which is a tangible demonstration of our commitment to one sport.

We also welcomed Traci Edmondson to the Board. Traci brings a wealth of experience in

sports marketing to the table. At the same time Michael O'Mara retired from the Board after almost 12 years of service. Michael has made a real and significant contribution to the Board. On the financial front I am pleased to report that the company was again run with a surplus. Cash has increased and I believe the sport is well placed to continue the investment in athletics. We expect that the outlook will remain challenging as Athletics Australia realigns its direction. However, we have delivered on the community running targets which will help to replace lost funding with commercial events and greater engagement in the broader community.

I thank the ANSW staff for their hard work during the year. Greg and the team continue to do an excellent job of delivering quality events and support to clubs, officials, coaches and athletes. Thanks also to my fellow directors who give up substantial amounts of time to provide good governance and direction to the sport. And as always I extend a huge thank you to our tireless officials.

**Sean Scalon**

President  
Athletics NSW



## Athletics Northern Territory

It's been another significant year of change and growth for Athletics Northern Territory and we have experienced success in many areas.

The creation of two new clubs was the highlight of the last year and we welcome the Australian Defence Athletics Club and the Palmerston Athletic Club to Athletics Northern Territory and to Athletics Australia. To these two new clubs and to the other seven clubs we thank you for promoting the sport of athletics and providing all our athletes with a safe and fun environment to enjoy all the different areas of track, jumps, throws, cross country and road running.

Our annual income increased, from \$473,076 in 2014, to over \$600,000 for the year ending 30 June 2015. Membership also grew during this period from a little over 1200 to over 1350 with an increase in numbers of coaches and officials throughout the Territory. This was a result of continued significant growth of our events, new sponsorships, further developing important partnerships especially with the Australian Sports Commission (Active After-School Communities and Sporting Schools), Athletics Australia, Sport and Recreation, the NT Government and more grant income.

We've been very fortunate to able to employ Sarah Walker as Events Coordinator, Tatjana Linklater in a combined role with Life.Be In It as the Development Officer, Patrick Johnson as the part time Athletics for the Outback Coach, Penny Thyne part time as a Club Coordinator and Financial Assistant along with Michele Hughes as a part time Financial Director. It is looking likely that we will be employing a part time Development Officer in Alice Springs in the near future so there are exciting times ahead as we aim to strengthen all areas within athletics here in the Northern Territory. Of course special mention must be made of the Athletics NT Board of Directors, the Presidents of all our clubs plus the many volunteers, students and parents who

also contribute significantly to how Athletics NT grows and performs across a wide range of activities and events.

A number of established events were conducted very successfully during the year with three significant events added to our crowded calendar. The established events included developing and improving the NT Powerade City2Surf along with the Conoco Phillips Marathon4Kids, the Australia Day Fun Run plus increased participation for the Alice Springs Running and Walking Clubs Running Festival in Alice Springs which includes the Athletics NT Marathon Championship. Perhaps the highlight of the festival was the presence of Steve Moneghetti who conducted clinics and paced the half marathon.

The Palmy5km partnering with the Palmerston Council, the Mother's Day Classic, partnering with Women in Super, and the Mitchell Street Mile, partnering with the Department of Sport and Recreation and Festivals NT, were three major events which were established for the very first time. We know that these events and partnerships will grow and be of immense benefit to Athletics NT.

We will continue to develop our competition structure in 2016. Our competitions are not only to be a road map for those heading to national level but also to enable locals to compete in a friendly atmosphere at a level that they choose. We hosted The First Brigade Athletics Carnival during 2014 and will be hosting the Australian Masters Athletics Championships on the Queen's Birthday weekend of 2017. Many schools and school regions use Arafura Stadium for their school and regional championships and it is great to see many students of all ages and abilities enjoying the sport of athletics. Moving forward, we will be sure to engage the clubs

more directly with our schools especially with sporting schools set to be an important part of the sporting landscape in the future.

Through the work of our Development Coordinator we were well represented at a number of national events, including a team of nine at the Australian All School Championships in Adelaide. The Masters were again very successful at their championships in Sydney with the majority of the team all bringing home medals.

We are also working alongside the Northern Territory Institute of Sport in developing a pathway plan for our coaches, officials and coaches and we appreciate their input and support of athletics in the Northern Territory.

A key area that still needs attention in the Northern Territory is Officiating. Development of this now lies with all staff and clubs, with recent official courses and incentives slowly increasing our talent pool of qualified officials. This will continue to be a key focus for us, as officials are so important to our sport, with the 2018 Commonwealth Games providing a great incentive.

Our partnerships with key stakeholders such as Athletics Australia, the Northern Territory Government, Sport and Recreation and the NTIS grow stronger each year. Thanks to Athletics Australia and the Department of Sport and

**Kevin Mulvahl**  
President  
Athletics NT

Recreation for their ongoing support in many areas along with the other States and Territory. We also significantly acknowledge the NT Government who have been tremendous supporters of Athletics NT. They have confirmed a contribution of two million dollars to build an all-weather track in Alice Springs. This contribution will be of course be of immense benefit to our two clubs located in Alice Springs and we know the sporting community of Alice Springs is excited about the new track.

Sponsors and partners were also keen to join our new growth and direction, with Powerade, McDonalds, Conoco Phillips, Bendigo Bank, Channel 9, Territory FM 104.1, NT News, Double Tree by Hilton, Cazaly's in Palmerston, the City of Palmerston Council, the City of Darwin Council and Northern Territory Beverages all being significant supporters of Athletics Northern Territory.

Athletics Northern Territory also wants to congratulate Phil Jones who was appointed the new Athletics Australia Chief Executive Officer and we look forward to you visiting us towards the end of 2015.

Having spent a significant amount of time in 2014-15 still focusing on events, governance and strategy, we can now shift our attention to the most important aspect of our sport - our members and our clubs.

**John Bowden**  
General Manager  
Athletics NT



## Queensland Athletics

2014-15 was a year of continued growth, increased participation and quality performances from our athletes.

While many sports are struggling to maintain market share and relevance, athletics in Queensland is showing significant growth across all ages. Over the past three years we have seen registration numbers almost double and participation in school events and iRun also on the improve.

A significant contributor to increases in registration is improved unity in the sport, with Queensland Masters and Intraining bringing their full membership across to Queensland Athletics, utilising the new \$10 base membership to provide exceptional value to members.

Unification of our sometimes fractured sport is a key component of the current Strategic Plan and we will continue to pursue this through innovative programs that provide services and value to athletics clubs, groups and organisations.

The core business of Queensland Athletics will always remain "Track and Field", Cross Country and Road Running and it was good to see continued improvement in numbers and performances in those areas. Entries in Shield Meets were very healthy and State Championships were almost double those of a few years ago. With improved participation comes improved competition and performances and we are seeing some real strength now in Queensland, particularly in sprints, throws and jumps.

We also saw record-breaking numbers in the Queensland Heat Team for the Australian Juniors and a great battle with NSW and Victoria at the Australian All Schools, while just off the pace for a win, we are catching up fast.

### Finance

With increases in activity and registration, Queensland Athletics was able to continue to improve our financial position, income for 2014 was \$1,235,422 with an operating profit of \$10,075 and equity of now has a total equity of \$644,922.

Athletics North Queensland reported income of \$449,818 a surplus of \$60,399 and has an equity position of \$231,327. Looking at the entire business combined we have total income of \$1,685,240 and an equity position of \$876,249.

### International Results

Queensland athletes always produce in a Commonwealth Games year, and Glasgow being the penultimate Games before our own 2018 event on the Gold Coast, 2014 was no exception. Gold medals were won by Sally Pearson in the 100 metre Hurdles, Alana Boyd in the Pole Vault and Michael Shelley in the Marathon. Twelve Queenslanders made the top eight.

### 2014 Commonwealth Games – Queensland Results

Michael Shelley Marathon 1st 2.11.15 PB  
Alana Boyd Pole Vault 1st 4.50m  
Sally Pearson 100H 1st 12.67  
Robbie Crowther Long Jump 6th 7.96m  
Benn Harradine Discus Throw 4th 61.91m  
Josh Robinson Javelin Throw 4th 79.95m  
Alex Beck 4x400m 6th 3.04.19  
Craig Burns 4x400m 6th 3.04.19  
Dylan Grant 4x400m 6th\* DNC  
Hannah Joye High Jump 6th 1.89PB  
Linda Leverton Triple Jump 5th 13.69m  
Melanie Panayiotou Marathon 8th 2.35.01 PB  
Genevieve LaCaze 3000m Steeplechase 5th 9.37.04 PB  
Michelle Cutmore 4x100m 5th\* DNC  
Caitlin Sargeant 4x400m 5th 3.30.27



Our younger athletes were equally outstanding with Trae Williams winning Youth Olympic Bronze in the 100 metres and Gold in the 4 x 100 relay. This was the first international 100 metre medal by an Australian male since 1956. Cedric Dubler won Silver in the World Junior Decathlon, a sensational result from a very talented young athlete, and Shemaiah James won Bronze in the Youth Olympic High Jump. Matt Denny continued to break record after record in both Discus and Hammer and finished 4th at World Juniors. Cassie Purdon 5th in the High Jump, Mitchell Cooper 6th in the Discus, Filio Aokuso 7th in the Shot Put and James Kaluschke, Dan Forsyth and Joshua Robinson 5th in the 4 x 400 were also stand-outs at the World Junior Championships.

### **Queensland Track Classic**

The 2014 edition of the Queensland Track Classic was held on the 29th of March, the last meet in the 2014 Australian Athletics Tour and one week before the National Open Championships. Queensland really put on the great weather for the meet with warm conditions and light tail winds. It was a great night with around 3500 spectators treated to some great athletics.

### **Coaching**

Coach education and accreditation was a key focus for Queensland Athletics in 2014, with 29 courses conducted and 327 coaches receiving or upgrading accreditation.

I would like to thank all the members of the Queensland Athletics Board for their hard work and support over the past twelve months. I would also like to recognise the dedicated and professional staff we have working for Queensland Athletics and Athletics North Queensland in both the Nathan office and in Townsville.

### **David Gynther**

Chief Executive Officer  
Queensland Athletics



## Athletics South Australia

2014-15 has been an eventful year for Athletics South Australia, which was highlighted by the successful hosting of the 2014 Australian All Schools Championships, continued growth in membership and participation, the launch of a new sub brand, and excellent progress in the vital area of pathways via our strong relationship with Little Athletics SA.

With the Glasgow Commonwealth Games being the major international highlight of the period, South Australian athletes performed exceptionally well with Jess Trengove (marathon), Sean Roberts (T37 100m), Paul Raison (F42 Discus) and Margaret Gayen (long jump, 4x100m) all placing in the top 8. Jess Trengove's calculated come-from-behind bronze medal performance in the marathon in Glasgow was the standout performance.

The period also saw first year athlete, Dylan Stenson (800m), rewarded for an outstanding season with a place in the World Relays squad, Sophie Eckel joined Jess Trengove at the World Cross Country Championships, Kurtis Marschall competed in the pole vault at the IAAF World Junior Championships, training partner, Declan Carruthers, competed in the Youth Olympics, and Margaret Gayen was selected in the Continental Cup team. Junior star, Brayden Davidson also broke the world record in T36 long jump during the track and field season.

After a fourteen year absence, Athletics SA was pleased to host what was a very successful Australian All Schools Championship in December 2014. With unprecedented interest in the event surrounding 100m sensation, Jack Hale, the event attracted mass media coverage and strong crowds. Athletics SA also selected its largest ever team for the Australian All Schools with some 170 athletes offered a position in

the team. We also hosted another successful Adelaide Track Classic, which was followed by the Oceania 20km Race Walking Championships on a great course.

Athletics South Australia's junior programs continue to evolve with a number of important developments in 2014-15. Integral to this was the appointment of a Pathways Coordinator which is a joint position between Athletics SA and Little Athletics SA, funded with the assistance of the SA Government. This crucial appointment, accompanied by the development of a joint strategic plan for the junior age groups, has resulted in significant change. One of the first initiatives was the introduction of an Athletics Academy which consolidated Little Athletics SA and Athletics SA's development squads in to a single pathway for the first time. Both organisations continue to create and explore a large number of exciting joint initiatives, including the progressive One Club Model and will be looking to make significant progress in this area in 2015-16.

There were also further positive signs with participation during the local track and field season growing by just under 12% on the previous season. Reflecting this trend, Athletics SA's membership numbers are now at their highest level in twenty seven years. Key to this growth has been the evolution of our traditional membership model over the past five years to provide a range of options and price points for people to engage with Athletics SA events and services. In an era of particularly tough economic times for SA, it is very pleasing to be able to report strong growth of the sport in South Australia.

Athletics SA was also successful in securing a \$440,000 grant during the year to begin a project to upgrade the spectator areas at SA

Athletics Stadium. Working closely with the SA Government, we recently secured a further \$395,000 to complete the next stage of this project during the 2015-16 season. This project will completely transform the spectator areas at the stadium.

Our out of stadium events continue to produce strong results, aided by the establishment of Athletics SA's new recreational running sub-brand, Running SA, at the end of the 2014-15 period. The establishment of Running SA's digital presence was also accompanied by a new Athletics SA website earlier in the year as part of the sport's national digital project. The rollout of the database component of this project unfortunately caused significant issues for Athletics SA with the new system having a number of teething issues at the start of the track and field season.

Significant investment has also been made in the area of coaching, particularly after the Little Athletics SA churn rate study revealed that coaching was one of the biggest areas of concern for athletics in South Australia. During 2014-15, Athletics SA has conducted more coaching courses and accredited more coaches than any previous year since the introduction of the Athletics Australia coaching framework. Similar investment is required in the area of officials and we are eagerly awaiting the rollout of the new National Officiating Framework in 2015-16.

It would be remiss of us not to acknowledge the tireless work of the Athletics SA paid staff, the Board, and our dedicated officials, coaches, administrators and volunteers who give so freely of their time. The volunteer contribution that keeps our sport going is nothing short of amazing.

As with most small not-for-profit organisations, finances are an ongoing challenge. On the back of an \$11,000 surplus in 2013-14, Athletics SA looks to be on track to produce a small surplus

in 2014-15, when we close off our financial year on September 30. One of the highlights of 2014-15 has been the establishment of the Athletics SA Foundation as part of the Australian Sports Foundation. In particular, we are very grateful to the McGregor Family who kick-started the Foundation with a \$25,000 donation to support elite and developing athletes. This unprecedented support has highlighted the excellent potential the Athletics SA Foundation has to increase philanthropic investment in athletics in South Australia.

Partnerships remains a key part of Athletics SA's revenue base, with strong levels of cash and contra sponsorships. Thanks must go to the Office for Recreation and Sport, be active, Flinders University, Crowne Plaza Adelaide, the City-Bay Fun Run Trust, Vilis, the City of Charles Sturt, Streets, Events South Australia, the City of Burnside, Viv Sports, Percutane Sports Cream, Flight Centre Active Travel, Adelaide City Council, and Athletics Australia for their generous support.

On a sombre note, 2014-15 was also an incredibly sad time for athletics in South Australia with a large number of long-time contributors passing away. These included pole vault guru, Alan Launder, the Founder of the Flinders Athletics Club and dedicated coach, Toby Schreier, and long-time officials Bob Hillebrand, Ron O'Neil, Geoff Peters, Ray Kerlogue, Brian Wyld, and, Des Paul. Tragically, Athletics SA also had to say a heartbreaking goodbye to staff member, Damien Smith, who sadly succumbed to an aggressive cancer in January 2014 at just forty two years of age. Similarly, eighteen year old athlete Jacob Murphy was also tragically killed in a car accident. We extend our sincere thanks to the contributions these people made to SA athletics.

We look forward to a challenging, but exciting 2015-16 period for Athletics in South Australia where we plan to build upon the great momentum created during 2014-15.

**Adam Bishop**  
Chief Executive  
Athletics SA

**Joe Stevens**  
President  
Athletics SA



## Athletics Tasmania

During 2014-15 Athletics Tasmania (AT) had a year that where it has consolidated its position. Registrations in the south of the state were very strong once again - in particular out of stadium registrations continue to be very positive. Both the north and north-west had issues with participation numbers - the north-west due to the redevelopment of the track at Penguin which meant it was not available for the first half of the season.

From national championship level through to local inter club competition was strong. On the national stage Athletics Tasmania hosted two major competitions. In December the Australian All Schools 12 and under Track and Field Championships were conducted at Penguin. Athletics Tasmania was awarded the competition after the major upgrade of the track. More than 600 young athletes competed and along with coaches, managers and supporters it meant that well over 1500 people visited the North West Coast.

The competition provided excellent exposure for athletics and demonstrated that small regional communities can host and conduct these meets exceptionally well.

Once again Hobart hosted a round of the Australian Athletics Tour. The Briggs meet was well received by local athletes and had a strong contingent of elite athletes from all over Australia attending.

At an international level Tasmania had a strong representation. The highlight was Hamish Peacock winning a bronze medal at the Commonwealth Games. Huw Peacock also represented Australia at the Games. Athletics Tasmania had three representatives at the IAAF World Junior Championships. Samantha Lind, Jacob Despard and Jessie Usoalli all ran well in their first hit out in the green and gold.

AT reports against the nine objectives in our Strategic Plan 2011-2014, expanding on these and other achievements and outlining the challenges we continue to face in remaining relevant and becoming more appealing to existing and potential constituencies. This coming year requires Athletics Tasmania to develop a new Strategic Plan for 2015 – 2018. The Board will undertake this process under the guidance of the AT Executive Officer and CSRT. Branches, clubs, athletes and officials will be heavily involved in the process. Athletics Australia are also in the process of developing a new Strategic Plan. AT will take note of the Athletics Australia plan.

### **1. Re-establishing athletics as an activity of choice for Tasmanians:**

It was pleasing to note solid competition from under age through to masters continued to be strong across the state. It is the position of the AT Board that AT clubs need to work closely with Little Athletic centres to maintain the flow of athletes through the sporting pathway. Some clubs are doing this exceptionally well but all clubs need to understand this process is exceptionally important. The flow of young athletes from the Little Athletics, along with schools programs is critical for the sport's long term health and survival.

While masters competition in Hobart has been very successful there need to be a stronger emphasis on development of this area in both the north and north-west of the state. It has been pleasing to see the number of masters competing in Launceston but there is still room for improvement.

AT continued to work very closely with both the public and private schools systems to conduct interschool athletic activity at both primary and secondary level. This included delivering support and service to SATIS, High Schools and PSST

carnivals as well as continuing to deliver its own schools events in cross country, track and field and most importantly the SKO competitions around the state.

The Cadbury Marathon Festival once again continued to service the needs of the recreational runners around Tasmania and Australia. In an environment of strong competition with numerous fun runs, Park Run and other running activities the Cadbury Marathon Festival retained strong numbers and delivered an excellent experience for those who took part.

Our media and communication strategy continues to achieve outstanding outcomes with excellent recognition in print, radio and television and a broad social media program. The last year in particular was hugely successful given the unbelievable interest in the exploits of the record breaking feats of Jack Hale. With the three World Junior representatives, the Peacock brothers and Deon Kenzie attracting significant media attention our sport was regularly in the media spotlight.

## **2. Developing athletes', coaches', officials', administrators' and volunteers' level of skill, knowledge and competence in athletics**

AT had some success with this objective. Upgrading the coaches and officials already qualified proceeded well but recruiting new coaches and officials was a problem. A number of coaching and officials course were held during the course of the year. We will continue to take a strong approach to marketing these in future. We need to take a stronger role in working with coaches and officials once they have become qualified. This is an area where clubs can become more active. The key with developing new coaches seems to be involving the new coaches in an established coaching program where they can be mentored. This is occurring in a number of areas. Nicky Ristrom has taken on a very active role in co-ordinating and conducting coach education.

## **3. Motivating and recognising coaches, officials, administrators and volunteers at all levels of athletics who provide quality training and support environments**

Two clubs remain to undergo the development plan process. It is anticipated that by the end of 2015 all clubs will have a development plan

in place. CSRT will also work closely with AT in developing the skills of club officials. Service given to the sport in Tasmania continues to be recognised and appreciated through the Association's awards system and beyond. The Board is still working on the Athletics Tasmania Hall of Fame to acknowledge national representatives and champions at open level. It is anticipated that this project will be launched late 2015.

## **4. Providing quality competition and participation opportunities at all levels:**

AT, with the assistance of the branches and hard-working local organising committees, successfully hosted a number of national events including the Australian 12 and under Track and Field Exchange and the Briggs Athletics Classic. The All Schools was an outstanding success with a large number of interstate athletes attending. In both events the feedback from participants and other visitors was most positive. We thank Events Tasmania and CSRT for their support of our events hosting program.

Wayne Fletcher, Kevin Morse and Brandon Clark continued their fine work in managing our records and rankings programs which are now well established and working efficiently. AT continues to work closely with recreational running operators in Tasmania to assist in quality delivery of and support for their events. Both the Oceania and Tasmanian 10km road running championships were very successfully delivered in co-operation with TSE at the Launceston Ten. AT is working very closely with the newly formed Tasmania Road Runners Inc. This is an area where AT will try and develop strong links.

## **5. Capitalising on the high quality of facility development for athletics in each of Tasmania's three regions:**

Work has continued both at the Domain and St Leonards on a number of minor projects that will benefit athletes into the future. AS and the NACB are in discussions with the Hobart City Council and the Launceston City Council respectively in regards the relaying of their tracks. There is the distinct possibility that the relaying of the tracks will occur in 2016 and 2017 respectively.

**6. Building relationships with kindred bodies, the general community, government at all levels, the education system, the business community and the media:**

AT has maintained regular contact and strong relationships with government during the year. Cadbury and Macquarie Accounting remained as major sponsors. Cadbury Marathon was an outstanding success with strong numbers and with the consolidation of new events and event sponsors.

Under the strong and effective leadership of Aaron Humphrey (selection) and Rosemary Coleman (team management) our state teams program continues to be successful and we have supported all Athletics Australia and SSA championships with excellent outcomes both in terms of medals and personal best results. We appreciate the skills and commitment of the growing pool of talent serving as state team selectors and officials.

AT continues to build a strong relationship with the TIS. Susan Andrews who has replaced Peter Fortune as head coach of athletics at the TIS, has been excellent in her support of athletics in Tasmania. She has supported many athletes at all the major championships and has run the TTP program in a very professional manner.

I would like to thank the AT Board members, AT officers and team officials for their contribution during this past year. I would also like to thank the excellent AT staff for their dedication and hard work during the last year.

AT welcomes the arrival of Gabby Steele as the new EO of AT. Under her leadership the future of AT is in good hands.

Finally, I would like to thank Brian Roe for his outstanding service to AT over the last eleven years as Honorary Executive Officer. He has dedicated a large portion of his life to supporting and promoting athletics in Tasmania.

**Mike Gunson**

President  
Athletics Tasmania





## Athletics Victoria

The past year has been successful for not only the sport but for the business of Athletics Victoria. While success can be measured by profit/loss or membership numbers, it is important to look at the performance of the business through its continued investment in improving the member experience; inviting others to participate and/or join; improving IT support and systems, and identifying and supporting the pillars of business.

During this year, the 2014 – 2017 Strategic Plan was finalised with a restructure of internal business units and a combined and united vision:

- To provide leading opportunities in athletics to all Victorians and our mission for athletics to be the premier recreational and competitive participation sport in Victoria.

We will deliver our strategy through effective business development and team leadership across the five strategic functions:

- Community Engagement (membership focus)
- Excellence of Delivery (Athlete focus)
- Thought Leadership and Learning (Professional Development focus)
- Brand and Innovation (Brand Focus) and Sustainable Business Model (Management & Revenue focus)

Year 1 of the Strategic Plan (14-15) focused on consolidation and planning.

### **Community Engagement (CE):**

The Club Development Team championed a taskforce to evaluate the current member offering and CE has recommended AV membership be broken into components with the member controlling what they wish to purchase. This has been approved by the Board and the CE team are now working with our IT

partner Myriad IT to upgrade our current system ready for next season.

Another highlight for Community Engagement was the roll out the Club Connect program.

The program, supported by the Australian Sports Commission focuses on helping clubs to be compliant and to create good governance principles including areas such as succession planning, communication and compliance. Several clubs attended the Club Connect forums held in both Metro and Country regions and the feedback was very promising.

CE also focused on the member experience and with the assistance of the Brand Team initiated the Virtual Sports Bag which members were provided at registration. The 'Virtual Sports Bag' provided discounts and incentives across a number of sectors including Powershop, Runners World, The Pullman Hotel, MSAC, Fitness First, Booth Butler and TomTom.

**Excellence of Delivery (ED)** continued to build event delivery and experience this year. XCR has become the flagship product of Athletics Victoria. The standard of the event from entry to results has vastly improved and has set a high standard.

The summer calendar received a major rework as the focus turned too:

- Bringing the specialist groups into the pathway and/or back to one competition;
- Building the competition options at Shield (Zone v Zone as requested by members)
- Creating atmosphere at Shield and all competitions and
- Delivering consistent events.

ED also delivered the AV Rankings as the first State to do so listing all performances of members for local interclub competition.



The number of Big V representatives at National Competitions hit its highest mark for some years which was followed by excellent individual and team results. Victoria dominated the National XC Championships in Albany, Western Australia and then followed this with its largest Junior team to compete in Sydney at the National Junior Championships.

**Sustainable Business Model** focused on people and culture, finance and asset management. There were no changes to the AV Team in the last membership season.

We continued to invest in our online membership and club portal along with a new website which was launched during the year. Work continued on a schools portal which provided direct online access for all competing schools which meant that AV went 'paperless' from March 2015.

**Brand and Innovation** took control of how we communicate what it is that we do. With improvements made to social media content and emails, there was significant growth in the amount of information that was being read by the membership. Athsvictv continued to provide media content throughout the winter and summer season adding to the massive total of 2079 videos on two youtube channels.

Considerable energy has been invested in profiling and reporting on achievements from athletes and clubs within the membership. The membership is after fast and clean access to small components of information.

The final pillar is **Thought Leadership & Learning** that captures Coaching, Recreational Running and Victorian Officials.

Victorian Officials continues to lead the country with this joint initiative with Little Athletics Victoria. The pathway from the two organisations for Officials is defined and there is a tremendous sense of camaraderie and support. AV supported an Officials Exchange program for three Victorian officials to officiate

at the NSW Youth Championships in Sydney. It was a great success and will continue next year.

Our Coaching program hit record numbers for those wanting to increase their knowledge and experience. We again lead the country with coach education and continue to build long term relationships with programs now running in a number of universities. The Coaching framework is well established and offers a great foundation for growth.

Finally Recreational Running launched a new platform - the Victorian Running Network (VRN) as part of the VicHealth SSAP program. The platform brings together a community interested in various aspects of running and provides information in one central location. Long term VRN could be part of a national rec running program to capture the estimated 2.5 million rec runners that are currently not connected to a club.

In summary, it has been an effective and positive year at Athletics Victoria. There is still work to be done as we move to Year 2 of the Strategic Plan " Exploring Opportunities & Changing perceptions".

From a personal perspective it has been a good year and I thank the entire AV team for its hard work. AV President Ian Jones stepped down as President in July and we welcome Heather Ridley as the next President.

My thanks also to the Board of Athletics Victoria for their continued support and direction. To the Clubs, our members, coaches, athletes, Victorian Officials, supporters, contractors, suppliers and friends, thank you for participating this season. There is more to do and it will get done together.

**Dr Ian Jones**  
President  
Athletics Victoria



## Athletics Western Australia

It is with pleasure that I prepare this report after another successful year for Athletics Western Australia, a year that was highlighted on the international scene with the Glasgow Commonwealth Games and the World Junior Championships in Eugene USA.

WA was well represented by our females in Glasgow with eight girls being selected and congratulations to Kim Mickle (Javelin), Shannon McCann (100m Hurdles), Lyndsay Pekin (400m Hurdles, 4x400m Relay) Ella Pardy (T37/38 Long Jump), Madison de Rozario (T54 1500m), Liz and Vicky Parnov (Pole Vault) and Zoe Timmers (High Jump). Kim Mickle again led the way on the podium winning gold and continuing her outstanding performances at the international level.

Nina Kennedy and Emma Philippe (Pole Vault), Ella Solin (400m Hurdles) and Jordan Makins (800m) all will have gained invaluable experience through their experience of competing at the IAAF World Junior Championships. While not finishing with a medal, Nina Kennedy again confirmed her bright future by equaling the Australian Junior and Youth Records with 4.40m and she has had an amazing 12 months.

WA were also well represented at this year's IAAF World Relay Championships in the Bahamas where Lyndsay Pekin and Brianna Beahan competed in the women's 4x400m and 4x100m respectively.

At the local level Athletics WA hosted the National Cross Country Championships in Albany in August, which was an outstanding success!

Our sincere appreciation to the City of Albany as their genuine interest in partnering Athletics WA enabled us to take this national event to regional WA where the many visitors from the East were

able to witness the history and beauty of WA's oldest city for the first time. The on-going support of Healthway is also acknowledged as the major sponsor.

The event was an outstanding success and as with all athletics events, relied on the efforts of many volunteers who continue to contribute to our sport. I would like to thank all the staff and volunteers and in particular, note the effort of our Operations Manager Stephen Stingemore for his outstanding coordination and management.

From a whole of sport perspective, the Community Athletics Council continues to facilitate support in the areas of coaching, officiating and the transition of athletes. This delivers benefits to both Little Athletics and senior athletics.

The Council has also benefited from the inclusion of the new WALA Chairman Teresa Blackman who provides a refreshing appetite for the sport to consider new strategies to bring both levels of the sport closer.

The Department of Sport and Recreation has given the Council an ultimatum to seriously consider a whole of sport approach or risk the loss of current funding. Consequently the Council Chairman, Domenic Staltari has met with the WALA and AWA Boards separately and tabled a number of recommendations for the sport to consider implementing over the next two years. These have been approved by both Boards which provides great optimism for the future of the sport.

This year a loss of some sponsorship dollars resulted in Athletics WA hosting the inaugural Auction with the Stars which combined an entertaining sport panel with a brief auction while enjoying dinner. It was a fantastic night

and thoroughly enjoyed by all in attendance and thanks to our Chief Executive and his staff for their organization.

At a national level we are buoyed by the appointment of a new Chief Executive at Athletics Australia in Phil Jones. Phil comes with a strong sporting executive background after a successful stint at Sailing Australia and we look forward to Phil engaging with the Member Associations in a more positive manner than has been the case in recent years.

In accordance with our constitution, after having served as Chairman for the past four years I will vacate the position at the Annual General Meeting. I would like to thank my fellow Board members who bring a range of personalities and expertise to the table and have made my time as Chairman so enjoyable.

**David van der Walt**

Chairman  
Athletics WA

# Vale

## During 2014-15 Report Year

<b>Barbara Borham (SA)</b>	National Technical Officer
<b>John Bromley (NSW)</b>	NSW State Champion
<b>John Caulfield (TAS)</b>	AT Merit Award
<b>Joan Harris (WA)</b>	AWA Life Member
<b>Patricia Hood (TAS)</b>	AT Merit Award
<b>David Howard (TAS)</b>	National Technical Officer and AT Merit Award
<b>Larry Jacka (NSW)</b>	National Technical Officer
<b>Ray Kerlogue (SA)</b>	National Technical Officer
<b>Alan Launder AM (SA)</b>	Athletics Australia Life Member, National Team Official and Event Coach
<b>George Millar (TAS)</b>	Coach
<b>Jacob Murphy (SA)</b>	Athlete
<b>George Norris (TAS)</b>	National Technical Official and AT Merit Award
<b>Ron O'Neil (SA)</b>	ASA Life Member and National Technical Official
<b>DR (Des) Paul OAM (SA)</b>	ASA Life Member and National Technical Official
<b>Geoff Peters (SA)</b>	ASA Life Member
<b>Toby Schreier (SA)</b>	ASA Life Member and Coach
<b>Colin Smith (NSW)</b>	Athlete, Coach, National Technical Official
<b>Damien Smith (SA)</b>	ASA Staff Member
<b>Brian Wyld (SA)</b>	ASA Life Member

### **Margaret (Johnson) Arnold (15 Jun 1937 – 2015)**

Passed away earlier this year. Margaret represented Australia at the 1956 Olympics in Melbourne in the long jump. She jumped 5.59m but did not make the final. She was 3rd in both the 1954 and 1956 National Women's Championships. As a 14 year old she finished 6th in the 1952 Australian championships with 4.90m.

### **Dr. John Bartram (3 Jun 1925 – 20 Nov 2014)**

Represented Australia at the 1948 London Olympics where he finished 4th in the semi-finals of the 100m in 10.8 and was a quarter-finalist in the 400m in 49.9. He was also a member of the 4x100m relay team which ran 41.5 and narrowly missed the final. John was the 220 yds national champion in 1947 and 1951 and 440 yd champion in 1947 and 1948. His personal

bests were 9.6 for 100 yds, 10.6 for 100m, 21.1 for 220 yds and 48.4 for 440 yds.

### **Jackie (Gallagher) Fairweather (10 Nov 1967 – 2 Nov 2014)**

Was a former world triathlon champion World duathlon champion and Commonwealth Games marathon medallist. Jackie started in Little Athletics in 1979. She represented Australia in the 1993 World Cross-Country Champs (62nd) and the 2002 Commonwealth Games finishing 3rd in the Marathon in 2:36.37. She also finished 12 in the 2005 World Mountain Running Camps. She was the Australian 2005 marathon champion, 2008 and 2009 Ultra Running Champion. In 1992 she won the classic Zatopek 10,000m in 33.14.16. Even whilst she was competing she coached triathlon and athletics and later other sports at the AIS. Her personal bests were 5000m. 16.19.43 (2004), 10000m. 33.14.16 (1992), Hmar. 1:14.38 (1992), marathon.2:32.40 (2004)

**Phil May**  
**(20 Sep 1945 – 30 Nov 2014)**

Passed away after losing his battle with leukemia. Phil finished 6th in the triple jump in the 1968 Olympic Games with a jump of 17.02m. He also competed in 3 Commonwealth Games. He won in 1970 with 16.72m and was 5th in 1974 and 10th in 1966. He was also 2nd in the long jump in the 1970 Commonwealth Games. Phil won the long and triple jump at the 1969 Pacific Conference Games and was 3rd in the triple jump in 1973. He was 6 times national triple jump champion and 4 times long jump champion. He was also a member of the national 4x100m relay team which set a national record of 39.2 in a pre-meet in Mexico in 1968. His personal bests were 100m. 10.4, 200m. 21.1, 400m. 47.7, Long Jump 8.04m, Triple Jump 17.02m. Phil later served as a National selector and was chairman of the panel for 4 years.

**Michael Moroney**  
**(6 Dec 1933- 15 Mar 2015)**

Passed away in Tamworth from lung cancer. Michael represented Australia in the long jump at the 1956 Melbourne Olympics where he jumped 7.09m but did not make the final. He was 2nd in the long jump in the 1957 Australian Championships and 3rd in 1958. He had a personal best of 7.38m in 1958. In 1999 he was awarded the Order of Australia Medal for his community services. His son Nick represented Australia in the high jump at the the 2002 and 2006 Commonwealth Games.

**Brenton Norman**  
**(28 Dec 1944 – 29 Dec 2015)**

Passed away at 71 after an illness. He represented Australia at the 1974 Commonwealth Games in Christchurch where he finished 14th in the marathon 2:24.28.4.

Brenton finished twice in the National marathon championships in 1973 and 1974 and was 3rd in 1971. He was also twice second in the National 10,000m championships in 1970 and 1971. Brenton had personal bests of 3,000m – 8.12.8 in 1976, 5,000m – 14.03.4 in 1971, 10,000m – 29.22.0 in 1976, Marathon – 2:14.33.0 in 1973.

**Charles Morris**  
**(7 Jun 1926 – 4 Jun 2015)**

Passed away 3 days short of his 89th birthday. He represented Australia in the hammer throw at the Melbourne 1956 Olympics and threw 49.35m and did not qualify for the final. He also competed in the 1958 Cardiff and 1962 Perth Commonwealth Games. In Cardiff. He finished 6th with 54.99m and in Perth he was 4th with 56.78m. He was National Champion in 1957 and 1958 and 2nd in 1959. He had a personal best of 59.89m in 1962.

**Peter Lindner**  
**(10 Jun 1959 – 8 May 2015)**

Passed away at age 55. He was the 1977 National junior 200m champion and was 6th in the 1980 senior 200m National championships. He had personal bests of 10.80 for 100m (10.5 hand), 21.37 for 200m (20.9 hand) and 47.6 for 400m.

**Patricia Duggan (De Glas)**  
**(10 Dec 1937 – 29 Jun 2015)**

Passed away aged 76. She represented Australia at the 1960 Rome Olympics where she made it to the second round of the 100m running 12.32 (12.18 in heat) and finished 4th in her heat of the 200m in 24.80. She was also a member of the 4x100m relay that was disqualified in the heats. Pat was the national 100yds champion in 1960 and was 2nd in the 220yds. Her personal best were 100yds - 10.6, 100m - 11.5, 220yds – 23.4.

# Vale

## **Ron Clarke (21 Feb 1937 – 17 Jun 2015)**

It was an inspired decision to invite a 19-year-old who had missed selection for the 1956 Melbourne Olympics to light the Games Cauldron. But even those responsible for such a famous call could not surely have envisaged the stunning career waiting to unfold.

By the time Ron Clarke's contribution to the world of athletics on the track was over, his name was synonymous with success – 17 official world records, an Olympic bronze medal and four Commonwealth silvers. Both at home and in Europe he was the great entertainer of his time – drawing huge crowds in his own right and inspiring great improvements in performance in his disciplines across the Board.

Ron was unquestionably one of the all-time greats of world distance running but when he began his athletic career in the 1950s it was initially combined with Australian football. Ron's older brother Jack, himself a good junior mile runner, was the captain of the Essendon VFL (now AFL) football team and Ron was to play in their reserves.

Ron went to Melbourne High and ran for the School Old Boys at interclub in his early years. He won the Victorian sub-junior one mile championship in 1954 in 4.33.6 and the 1955 junior championship in 4.19.6. He was second on both occasions in the 880 yards.

At the Victorian Championships in January 1956 he ran a personal best of 4.07.6 to finish third in the mile behind John Landy and Merv Lincoln, providing an ideal preparation for a meet in Sydney three days later at which he set a world junior record of 4.06.8 for the distance.

That year's Australian Championships were held in Melbourne in March and a crowd of 20,000 people were anticipating a possible world mile record from Landy. It is now part of Australian sporting folklore that on the third lap Ron fell and John who was immediately behind tried to leap over him but in doing so cut the younger man's right arm with his spikes.

John stopped and ran back to see if Ron was okay. Ron urged John to keep going which he did, amazingly still winning the race. No world record but a great act of sportsmanship now immortalised in a sculpture featuring both men in Melbourne's Olympic Park precinct.

It was a time of great depth in Australian middle distance running. Ron did not make the 1956 Olympic team as Landy, Lincoln and Jim Bailey were simply superior at the time. But the invitation to bring the Games flame into the Melbourne Cricket Ground for the Opening Ceremony and to light the cauldron ensured he was part of the occasion.

The following year, Ron finished fourth at the Nationals in both the one and three miles but then spent the next four years focusing on his studies.

By 1961 he was running well again and finished second to Tony Cook in the Victorian 3 mile title. At the end of that year Ron won the first Zatopek 10,000m in Melbourne. Improvement was steady and at the 1962 state titles he was third in the one, three and six miles and was second, behind Trevor Vincent, over 5000m. He was fourth at the Nationals at 3 miles.

The 1962 Commonwealth Games provided Ron with his first international experience. In the blazing heat of a Perth November, he failed to finish the six miles but came back strongly two days later to take silver in the three miles behind New Zealand's Olympic gold medallist Murray Halberg in 13.35.92. On his return from Perth there was another Zatopek 10,000m victory in a respectable 29.53.0.

In early 1963 there were silver and bronze medals at the Nationals in Adelaide and later that year a gold in the National 10km cross-country. But the year's best was yet to come for when he returned to familiar territory at the Zatopek in December, Ron broke the world records for both 6 miles (27.17.8) and 10,000m (28.15.6).

Ron had transferred clubs to Glenhuntly and made its boomerang insignia famous around the globe. At the 1964 Australian championships in Melbourne he was the second Australian home

in the three miles. Selection for his first Olympic Games followed.

With few opportunities to compete around the globe at the time, simply as world record holder Ron was favoured to win gold in Tokyo. He led for most of the race, his powerful surges dropping most of the field. Just two runners stayed with him - Billy Mills (USA) and Mohamed Gammoudi (Tunisia). In the final lap Gammoudi sprinted into the lead down the back straight. Ron caught him on the final bend and the two sprinted for the tape only for both to be overtaken by Mills.

Ron took bronze in 28.24.4. On a rain-soaked track Ron was ninth over 5000m and as many of the top men of his day did, also ran the marathon again finishing ninth - in 2:20.27.

In December 1964 Ron set the third of his world records - 13.07.6 for three miles in Melbourne. The juggernaut was in train.

Ron began 1965 with a flurry of activity - two world records at 5000m in 16 days - first of all in Hobart in mid-January in 13.34.8 and then across the Tasman in Auckland (13.33.6). He returned to Hobart in February to finally win his first national senior track title, the 3 miles in 13.25.4 - as it happens the last occasion on which Australian championships were conducted over imperial distances.

Ron went overseas and had his most prolific record period - setting new world times for 5000m in Los Angeles (13.25.8) which included a three mile mark of 13.00.4; three miles again in London (12.52.4); 10,000m (27.39.4) and 6 miles (26.47.0) in Oslo. He had earlier bettered the 10,000m record in Turku, Finland with 28.14.0 but it was never ratified as it was said that permission to run was requested too late.

Ron's impact was appropriately summed up by Arne Kvalheim, President of the Bislett Alliance at the celebrations for the 50th edition of the Bislett Games in June 2015.

"There is, however, one athlete I want to pay tribute to right away, an athlete we had hoped to introduce here today. That is Ron Clarke of Australia. His fantastic world 10,000 metres record set the standard for our meets to come."

"Ron ran in the first Bislett Games meet on 12 July 1966 and in five consecutive meets after that. He ran ten great races at Bislett and won all but one. Moreover, and even more important to the organising group, he sold an enormous amount of tickets. Ron Clarke was by far the most popular foreign athlete in this country 50 years ago."

"Ron's excellent running and great charisma combined with (Arne) Haukvik's promotional skills and salesmanship got us off to a fantastic start."

Later in the year Ron set world records for 10 miles of 47.12.8 at the Mentone track in Melbourne and for 20,000m in Geelong (59.22.8) during his successful attempt on the one hour mark, in which he achieved 20,232 metres.

Ron celebrated Australia turning metric by winning the 5000 and 10,000m national titles in Perth in 1966. In July there were more world records - for 3 miles (12.50.4) and 5000m (13.16.6) in Stockholm. In August Ron went to his second Commonwealth Games this time in Kingston, Jamaica to face the new men of the sport - the emerging Kenyan distance runners. He collected two more Commonwealth silvers behind Kipchoge Keino (in 12.59.2) and Naftali Temu (in 27.39.42) in the three and six miles respectively. They were super races and marked the beginning of a changing of the guard in world athletics.

Back home around that time, Ron had drawn to the attention of the then Amateur Athletic Union of Australia (now Athletics Australia) that meeting organisers were so keen to have him at their events that they were offering him stipends which he feared could endanger his amateur status. Long-serving Honorary Secretary, Arthur Hodson, proposed that any funds so received by the federation be placed in a trust fund to provide assistance for other athletes needing assistance to travel to competitions and for other purposes.

Ron thought it was a terrific idea and agreed to lend his name to the project. The Ron Clarke Foundation was born and in ensuing years provided support to hundreds of aspiring athletes to pursue their dreams in the sport.

## Vale

In 1967 Ron retained his national 5000m title and later that year set his first world two mile record of 8.19.8 in Vasteras, Sweden.

Another national 5000m title a year later delivered selection for the Mexico Olympics. Ron was in great form going into the Games after running 13.27.8 and 27.49.4 in London and setting another world two miles record of 8.19.6 also in the British capital.

However the rarefied atmosphere of Mexico City's altitude destroyed the ambitions of many of the world's best distance runners who came from sea level. The now far more prominent Africans from the highlands of Kenya and Ethiopia easily won all the distance races.

Ron finished a gallant sixth in the 10,000m in 29.44.8 and fifth in the 5000m in 14.12.45. It nearly cost Ron's life as he lay on the track being resuscitated with oxygen equipment - moments captured in some of the most memorable photos in Australian sporting history. Heart problems later in life were attributed to the rare air of Mexico.

Ron returned to home base, recovering to win the 1968 Zatopek 10,000m in Melbourne and then the 1969 edition. He won three more national titles winning the distance double in 1969 and the 10,000m in 1970. But there was still hope for a Games gold medal.

The 1970 Commonwealth Games in Edinburgh provided the platform and in one of the last races of his career, Ron tried his hardest in the 10,000m but was outsprinted by local hero Lachie Stewart and again had to settle for silver, his fourth, in 28.13.45. He faded to fifth in the 5000m in 13.32.4.

Those Games were not without controversy off the track. Athletics section manager, Graeme Briggs agreed that it would be a good idea for Ron as an experienced athlete to spend some nights away from the village with wife Helen. The decision saw both men incur the wrath of ACGA officials who demanded Ron return to the village immediately or both would be thrown off the team.

Whilst Ron never won Olympic or Commonwealth gold he without doubt revolutionised distance running with his 17 official world records. He showed generations of distance runners what could be achieved with hard work and courageous running. In later life Ron again proved himself a champion as a successful businessman, politician as Lord Mayor of the Gold Coast, media commentator and author. He retained a strong interest in his sport, serving in various administrative capacities including as a member of Athletics Australia's Distance Commission.

He was among the inaugural inductees to both the Sport Australia and Athletics Australia Halls of Fame in 1985 and 2000 respectively. Recognition for his achievements as an athlete through national honours came with an MBE in 1966 and the Australian Sports Medal in 2000.

The Centenary Medal in 2001 acknowledged his distinguished service to eco-tourism - acknowledging, amongst other projects, his unique development of the Runaway Bay Training Centre which became a focal point for Australian and visiting team camps and competitions before and after the 2000 Olympics Games.

Ron was made an Officer of the Order of Australia in 2013, recognising his broader contributions to national life - in local government and philanthropy but also acknowledging a lifetime devoted to promoting the sport of athletics in any way that he could.

His life time of achievement and contribution to sport and to Australian society will be celebrated at a public commemoration at the Melbourne Cricket Ground on 14 July 2015 - the fiftieth anniversary of his famous 10,000 metres world record in Oslo. Prepared by Athletics Australia Historian Paul Jeness OAM with the assistance of Brian Roe.





# Vale

## **Alan Launder AM (6 Mar 1934 – 31 Aug 2014)**

Alan Launder started his working life as a maritime man. Although his service in the Royal Navy was relatively short in terms of the 80 plus years of his varied life - he often credited his learnings there as forming a crucial part of his philosophy on life and relationships.

Fortunately for the sport of athletics he thereafter attained a degree at Loughborough. Success in his field, eventually and thankfully, brought Alan and his wife Jenny to Australia via the United States where Al made his mark at Western Kentucky.



So many of Australia's citizens and institutions shall be eternally grateful for that which eventuated thereafter – and whilst it is easy and logical for those of us involved to concentrate on Alan's contribution to and achievements in athletics, there is so much more – both in education and in other sports.

He was also an architect of many things – not just through his lectures and books but in other ways, His involvement in the creation of the Five Star Award scheme and his partnership with Marg Mahony, in collaboration with Kevin Giles and Fletcher McEwen to deliver the original Athletics Australia junior development program were shining examples.

That junior program ensured not only that Australia was ready to hold its own when the IAAF introduced the World Junior Championships in 1986 but was able to develop so many athletes and coaches that the output remained at a consistently high level for years thereafter.

There were many elements to Alan's plan but the one that meant the most to him was the selection in the national team of two athletes in every individual event – even if they had not met the entry standard for the World Juniors. Those athletes not only travelled and competed on the pre-tour but had the chance to qualify up until the close of entries.

Alan believed that there were athletes with potential in every event – and that they, and those who were planning to follow them, should be given the chance to prove it and to wear the green and gold.

He was a warrior for any cause in which he believed. For fellow travellers, his crusades were irresistible. For the targets – no doubt either perplexing or terrorising.

He was also a reformer and innovator. There remain both IAAF and Athletics Australia rules that were generated in the first instance by Alan's ideas. And his ongoing collaboration with Marg Mahony was crucial in the introduction of pole vault for women internationally – even though after that occurred, Australia was still ridiculed for proposing such a crazy notion.

He served as a national team coach, as a national events coach in several events and was the brains behind the plan which brought Alex Parnov to Australia.

Alan was accountable and expected that from others. He didn't always claim to be the best available option but when no-one else was stepping up to the plate, he did.

Although he might have said otherwise from time to time, he appreciated the recognition as a member of the Order of Australia and as a life member of Athletics Australia. He was immensely proud to carry the Olympic torch in 2000 and to receive the Henri Schubert Memorial Award from his peers in the same year for services to coach education.

Alan fought a good fight on so many fronts – not the least with his own health, where he managed to eke out more than a few bonus years.

His book *From Beginner to Bubka and Isinbayeva* too developed a cult following – perhaps more overseas than in Australia. Clinics and evenings with Alan were eagerly awaited in the US and Great Britain.

He was a mentor to countless folk all over the world - but especially within our own Australian Athletics Family.

## Australian Records

Men						
Matthew Denny	QLD	Under 20	Discus (1.75kg)	66.81	Brisbane	23/11/14
Matthew Denny	QLD	Under 20	Discus (2kg)	62.37	Austria	4/06/15
Matthew Denny	QLD	Under 20	Hammer Throw (6kg)	79.11	Germany	30/05/15
Matthew Denny	QLD	Under 20	Hammer Throw (7.26kg)	70.52	Germany	17/05/15
Cedric Dubler	QLD	Under 20	Decathlon	8094 points	USA	23/07/14
Jack Hale	TAS	Under 18	100 metres	10.44	Hobart	24/09/14
New South Wales	NSW	Under 18	Swedish Relay	1.53.98	Adelaide	7/12/14
Alexander Rowe	VIC	Australian (Open)	800 metres	1:44.40	Monaco	18/07/14
Women						
Alex Hulley	NSW	Under 18	Hammer Throw (3kg)	71.14	Adelaide	6/12/14
Alex Hulley	NSW	Under 20	Hammer Throw (4kg)	63.65	Hobart	25/01/15
Nina Kennedy	WA	Under 18 & 20	Pole Vault	Eq 4.40	USA	24/07/14
Nina Kennedy	WA	Under 20	Pole Vault	4.59	Perth	14/02/15
Eleanor Patterson	VIC	Under 20	High Jump	Eq 1.96	Sydney	15/03/15
Queensland	QLD	Under 16	Swedish Relay	2.13.58	Adelaide	7/12/14



# Life Members & Award Winners

## ATHLETICS AUSTRALIA

Founded 1897

(Formerly the Amateur Athletic Union of Australasia 1897-1927)

(Formerly the Amateur Athletic Union of Australia 1927-1982 which merged with the Australian Women's Amateur Athletic Union [1932-1978] in 1978)

(Formerly the Australian Athletic Union 1982-1989)

Member of the International Association of Athletics Federations

### Affiliated with:

Australian Olympic Committee  
Australian Commonwealth Games Association

## MEMBER ASSOCIATIONS

Athletics Australian Capital Territory  
Athletics New South Wales  
Athletics Northern Territory  
Queensland Athletics  
Athletics South Australia  
Athletics Tasmania  
Athletics Victoria  
Athletics Western Australia

## ROLL OF OFFICE BEARERS

### PRESIDENTS

#### Men's Association (AAU) 1897-1978

1897-1934	Richard Coombes	NSW
1934-1938	Alfred G Fenner	SA
1938-1942	George E Langford	Vic
1942-1957	Hugh R Weir	NSW
1957-1978	C Ronald Aitken	SA

#### Women's Association (AWAAU) 1932-1978

1932-1933	Louise Mills	Vic
1933-1936	Emma Campbell	SA
1936-1940	Mary Chambers	NSW
1948	Doris Carter	Vic
1948-1952	Betty Beazley	WA
1952-1962	Doris Carter	Vic
1962-1978	Mabel Robinson	Vic

## Athletics Australia (1978 - )

1978-1983	Allan W McDonald	Vic
1983-1989	Graeme Briggs	Tas
1989-1996	David Prince	SA
1996-1999	Terry Dwyer	Tas
1999-2004	Andrew Forrest (Chair)	WA
2004-2005	Ken Roche	Vic
2005-2013	Robin Fildes	Vic
2013-	ND (David) Grace	Vic

## VICE-PRESIDENTS

### Men's Association (AAU) 1897-1978

1947-1950	Norman G Hutton	Tas
1950-1957	C Ronald Aitken	SA
1957-1966	Norman G Hutton	Tas
1966-1978	Thomas C Blue	Qld
1972-1977	Allan W McDonald	Vic
1977-1978	Raymond M Durie	NSW

### Women's Association (AWAAU) 1932-1978

1950-1952	Mabel Robinson	Vic
1952-1954	Betty Beazley	WA
1954-1956	Dorothy Spittles	Qld
1956-1958	Mary Chambers	NSW
1958-1960	Doreen Kitchenman	Tas
1960-1962	Lillian Kavanagh	SA
1962-1963	Beattie Mills	Qld
1963-1964	Doris Willson	Vic
1964-1965	Gwen Chester	WA
1965-1966	Nell Gould	NSW
1966-1967	Dame Mabel Miller	Tas
1967-1968	Wendy Ey	SA
1968-1969	Stella McMinn	Qld
1969-1970	Joyce Davis	Vic
1970-1971	Zora Fibbins	NSW
1971-1972	Shirley de la Hunty	WA
1972-1973	June Bowring	Tas
1973-1974	Wendy Ey	SA
1974-1975	Yvonne Lanyon-Owen	Qld
1975-1976	Joyce Davis	Vic
1976-1977	Zora Fibbins	NSW
1977-1978	Stella McMinn	Qld

## Athletics Australia (1978- )

1978-1979	Raymond M Durie	NSW
1978-1980	Thomas C Blue	Qld
1978-1984	Mabel Robinson	Vic
1979-1983	Murray R Aitken	SA

1980-1982	Florence E Wrighter	NSW
1982-1983	Graeme T Briggs	Tas
1983-1984	Denis P Wilson	ACT
1983-1988	Florence E Wrighter	NSW
1988-1989	David Prince	SA
1989-1999	Denis P Wilson	ACT
1999-2004	Ken Roche	Vic
2004-2005	Herb Elliott	WA
2010-2013	ND (David) Grace	Vic
2010-	Nick Moore	NSW
2013-	Matthew B Mahon	Vic

#### **HONORARY SECRETARIES / SECRETARIES / EXECUTIVE DIRECTOR / CEO**

##### **Men's Association (AAU) 1897-1978**

1897-1934	Ernest S Marks	NSW
1934-1942	Hugh R Weir	Vic/ NSW
1942-1944	Herbert W MacKinlay	Vic
1944-1947	Frank H Pizzey	Vic
1947-1974	Arthur J Hodson	NSW
1974-1975	A Lee Morrison	Vic
1975-1978	A Lee Morrison	Vic
	(Secretary)	

##### **Women's Association (AWAAU) 1932-1978**

1932-1937	Doris Mulcahy	Vic
1937-1940	Doris Magee	NSW
1940-1942	Phyllis Cantwell	Vic
1942-1978	Doris Magee	NSW

##### **Athletics Australia (1978- )**

1978-1979	A Lee Morrison	Vic
	(Secretary)	
1978-1985	Rick Pannell	Vic
	(Executive Director)	
1985-1989	Rick Pannell	Vic
	(General Manager)	
1989-1996	Neil King	Vic
	(General Manager)	
1997-1999	Martin Soust	Vic
	(Nat Executive Director)	
1999-2004	Simon Allatson	NSW
	(CEO)	
2004-2010	Danny Corcoran	Vic
	(CEO)	
2010-2014	Dallas O'Brien	Vic
	(CEO)	
2015-	Phil Jones	Vic
	(CEO)	

#### **HONORARY TREASURERS**

##### **Men's Association (AAU) 1897-1978**

1897-1908	Ernest S Marks	NSW
1908-1924	Stanley R Rowley	NSW
1924-1936	William B Alexander	NSW
1936-1941	Robert P Heathwood	NSW
1941-1948	James A McDonald	WA
1948-1974	Arthur J Hodson	NSW
1974	A Lee Morrison	Vic
1974-1978	Edward J Sumner	Vic

##### **Women's Association (AWAAU) 1932-1978**

1933-1940	Chrissie Dahm/Walter	NSW
1940-1978	Nell Gould	NSW

##### **Athletics Australia (1978-1999)**

1978-1982	Edward J Sumner	Vic
1982-1987	Joan Cross	Qld
1987-1989	Stan Guilfoyle	Vic
1989-1990	Merv Lincoln	Vic
1990-1991	Graeme Briggs	Tas
1991-1999	John Makarucha	Vic

## Life Members & Award Winners

### Honorary Life Governors

† Mr Hugh R Weir CBE	(1957)	Mr Noel J Ruddock AM	(1989)
† Miss Gwen Bull OAM	(1962)	† Mr Graeme T Briggs AM	(1990)
† Miss Nellie Gould OAM BEM	(1962)	† Mrs Stella McMinn AM	(1992)
† Mrs Doris I Magee AM MBE	(1962)	† Mr Frederick W Napier OAM	(1992)
† Miss Lillian M Neville OAM	(1962)	Mrs Brenda J Pearl OAM	(1992)
† Mrs Doris Mulcahy-Willson	(1964)	Hon Allan W McDonald QC AO	(1993)
† Mr C Ronald Aitken CBE	(1965)	† Mr George W Tempest	(1994)
† Mr Arthur J Hodsdon MBE	(1965)	Mr John D Bailey AM	(1995)
† Mrs Mavis M Ebzery OAM	(1967)	Mr Paul Jenes OAM	(1995)
† Mr Leonard B Curnow OBE	(1968)	Mrs Margaret L Mahony OAM	(1997)
† Mr Robert E Graham OBE	(1968)	Mr Denis P Wilson AM	(1997)
† Mr Norman G Hutton	(1968)	† Mrs Gwen Chester	(1998)
† Mr George Soper	(1969)	Ms Ronda M Jenkins OAM	(2002)
† Mr F Theo Treacy OBE	(1969)	Mrs Jill Huxley	(2003)
† Mrs Maisie McQuiston BEM	(1971)	† Mr RH (Reg) Brandis OAM	(2005)
† Mrs Margaret Cahill OAM	(1972)	Mr David A Prince OAM	(2008)
† Mrs Mabel E Robinson MBE	(1973)	Mr Brian S Roe	(2008)
† Mr C Herbert Gardiner QJM	(1974)	† Mrs Pamela Turney OAM	(2010)
† Mr H George Carruthers MBE	(1977)	Mr LR (Roy) Boyd OAM	(2012)
† Mrs Joyce P Bonwick OAM	(1978)	Mr Geoffrey Martin OAM	(2012)
† Mr Thomas C Blue AM BEM	(1980)	Mr Robin H Fildes OAM	(2013)
Mr Clive D Lee AM	(1984)	Mr PA (Pat) Clohessy AM	(2014)
† Mrs Flo Wrighter OAM BEM	(1986)		

† Deceased



## Honorary Life Members

†	Mr Julius L Patching AO OBE (V)	(1968)	Mr RJ (Rod) Gibb OAM (N)	(2008)	
†	Mrs Phyllis Andersson OAM (V)	(1971)	Mr HF (Fletcher) McEwen OAM (S)	(2008)	
	Mrs Jean Harmey (N)	(1971)	Ms Glynis L Nunn Cearns OAM (Q)	(2008)	
	Mrs Noella M Greenham OAM (S)	(1973)	Mr KJ (Ken) Roche AO (V)	(2008)	
	Mrs Pat Peters AM (S)	(1973)	†	Mr Raymond (Ray) Smith (V)	(2008)
	Mrs Amy Burow (V)	(1974)	Mr HJ (Harry) Summers (V)	(2008)	
	Mrs Jean Gell OAM (V)	(1974)	Mr John Atterton (N)	(2009)	
†	Mrs Joyce Davis MBE (V)	(1975)	Mrs Nancy Atterton (N)	(2009)	
†	Mrs Elva Schulz (Q)	(1978)	Mr WF (Bill) Bailey (Q)	(2009)	
	Mrs Joan M Cross OAM (Q)	(1985)	Mr Ian Boswell (S)	(2009)	
	Mr Everard Bartholomeusz (Q)	(1986)	Mr Richard Carter (S)	(2009)	
	Miss Marion J Patterson OAM (V)	(1986)	Mr Owen Heness (A)	(2009)	
†	Mrs Joyce M Petfield OAM (Q)	(1987)	Mr JK (Jim) Minehane (Q)	(2009)	
	Ms Marlene Mathews AO (N)	(1988)	Mr NR (Norm) Osborne OAM (V)	(2009)	
†	Mr Robin K Hood AM (T)	(1989)	Mr Colin Stubbings (Q)	(2009)	
†	Mr Peter W Lucas (N)	(1989)	Mr Michael Thomson (A)	(2009)	
†	Mrs Eileen D Murphy OAM (Q)	(1990)	Mr RH (Ray) Weinberg OAM (V)	(2009)	
	Mr Murray R Aitken (S)	(1993)	Mr A (Sandro) Bisetto (V)	(2010)	
	Dr John A Daly OAM (S)	(1993)	Ms JM (Jackie) Byrnes OAM (N)	(2010)	
†	Mr Laurie A Hutton (N)	(1993)	Mr RR (Ron) Carter (V)	(2010)	
†	Mr Donald W Jowett OAM (Q)	(1993)	Ms Judy Joy Davies (V)	(2010)	
	Mr Daryl P Cross (Q)	(1994)	Mr Max Debnam (N)	(2010)	
	Mr Ian Galbraith (A)	(1994)	Mr John Hamann OAM (S)	(2010)	
	Dr Brian Hodgson (V)	(1994)	Ms PE (Penny) Gillies (N)	(2010)	
	Mr Peter I Hamilton (N)	(1996)	Mr GDE (Dusty) Lewis (Q)	(2010)	
	Mrs Rosemary Owens OAM (N)	(1996)	Mr Barry Stanton OAM (S)	(2010)	
	Mr Dave B Cundy (A)	(1997)	Mr David Tarbotton (N)	(2010)	
	Ms Lorraine Morgan AM (V)	(2002)	Mr Christopher Wardlaw PSM (V)	(2010)	
†	Mr Greg Gilbert (A)	(2003)	Mr Peter Fortune (V)	(2011)	
	Ms Janelle Eldridge OAM (N)	(2004)	Mr Brent Kirkbride (N)	(2011)	
	Mr Ian RP White (N)	(2004)	Ms Diane (Di) Lowden (V)	(2011)	
	Mr David Culbert (V)	(2006)	Mrs Betty R Moore (N)	(2011)	
	Mr PW (Wayne) Fletcher OAM (T)	(2006)	Mr PV (Phil) O'Hara (N)	(2011)	
	Mr Maurie Plant (V)	(2006)	Mr Efim Shuravetsky (V)	(2011)	
	Mr Christopher Wilson (T)	(2006)	Ms Carol A Grant (V)	(2012)	
	Mr Peter Bowman (N)	(2007)	Mr Craig M Hilliard (A)	(2012)	
	Mr RJ (Ron) Crawford OAM (N)	(2007)	Mr Granton McKay (V)	(2012)	
	Mrs Lynette M Foreman (W)	(2007)	Mr PK (Khan) Sharp (V)	(2012)	
	Mrs PA (Trish) Kinnane (Q)	(2007)	Mr Stephen Stingemore (W)	(2012)	
†	Mr Alan G Launder AM (S)	(2007)	Mrs Wilma J Bain (Q)	(2013)	
	Mr AL (Tony) Rice (Q)	(2007)	Mr Gary Bourne (Q)	(2013)	
	Ms Pam Ryan AM MBE (V)	(2007)	Ms Susan Hobson (A)	(2013)	
	Mr Neville Sillitoe (V)	(2007)	Mr AW (Tony) Keynes (S)	(2013)	
	Mr Trevor A Vincent OAM (V)	(2007)	Mrs Helen M Lee (T)	(2013)	
	Dr John F Boas OAM (V)	(2008)	Ms Yvonne Mullins (Q)	(2013)	
	Mr Graham Boase (S)	(2008)	Mr Max Binnington (V)	(2014)	
	Dr RJ (Bob) Cruise (S)	(2008)	Dr CJ (Chris) Bradshaw (V)	(2014)	
	Mr Peter I Duras (V)	(2008)	Mr ML (Mike) Hurst (N)	(2014)	
			Mr Peter J Lawler OAM (N)	(2014)	

† Deceased

The Athletics Australia honours system was broadly revised in 2008. Then Life Members became Life Governors and all then living recipients of the Merit Award (who had not previously become so) were invited to become Life Members.

### Recipients Of The Merit Award Of Athletics Australia

#### (Elected by the Amateur Athletic Union of Australia 1968-1978)

†	Mr JB (Jim) Barlow (Q)	{1968}
†	Mr EW (Bill) Barwick MBE (T)	{1968}
†	Mr Reginald Clemson (V)	{1968}
†	Mr TB (Tom) Dodds (S)	{1968}
†	Mr HJ (Harry) Eastaughffe (Q)	{1968}
†	Mr JK (Keith) Faulkner (S)	{1968}
†	Mr CH (Bert) Gardiner QJM (V)	{1968}
†	Mr TF (Ted) Hantke (W)	{1968}
†	Mr Charles HF Morgan (S)	{1968}
†	Mr AE (Alf) Robinson (V)	{1968}
†	Mr FA (Fred) Rose (T)	{1968}
†	Mr Victor B Sharp MBE (S)	{1968}
†	Mr WC (Bill) Thompson (Q)	{1968}
†	Mr FT (Theo) Treacy OBE (W)	{1968}
†	Mr PS (Phil) McCavanagh (S)	{1969}
†	Mr H George Carruthers MBE (N)	{1970}
†	Mr RC (Dick) Corish BEM (N)	{1970}
†	Mr Herbert J Lowe OBE (S)	{1970}
†	Mr George B Stringer (V)	{1970}
†	Mr Raymund PB White (N)	{1970}
†	Mr JE (Jack) Draper (V)	{1971}
†	Mr PD (Pat) Walsh (N)	{1971}
†	Mr JH (Jack) Hanman (N)	{1972}
†	Mr JW (Jack) Cook (Q)	{1973}
†	Mr WW (Wally) Huxley (Q)	{1973}
†	Mr Eric R Goodwin (Q)	{1974}
†	Mr Eddie Moore (V)	{1974}
†	Mr Ray C Frith OAM (N)	{1975}
†	Mr Noel J Ruddock AM (T)	{1975}
†	Mr John D Bailey AM (Q)	{1976}
†	Mr Alex H Mclvor (S)	{1976}
†	Mr FJW (Fred) Budge (S)	{1977}
†	Mr Frederick W Napier OAM (W)	{1977}
†	Mr ED (Ted) Eastham (V)	{1978}
†	Mr ER (Ray) Graham OAM (S)	{1978}

#### (Elected by the Australian Women's Amateur Athletic Union 1971-1978)

†	Mrs Gladys Armstrong (V)	{1971}
†	Mrs Joyce P Bonwick OAM (Q)	{1971}
†	Mrs Doris Clarke (N)	{1971}
†	Mrs Zora Fibbins OAM (N)	{1971}
†	Mrs Edna Godfrey (N)	{1971}
†	Miss Nellie Gould OAM BEM (N)	{1971}
†	Mrs Lillian Kavanagh (S)	{1971}
†	Mrs Aileen Kennedy BEM (V)	{1971}
†	Mrs Yvonne Lanyon-Owen (Q)	{1971}
†	Mrs Emily McBeth (V)	{1971}
†	Mrs Stella McMinn AM (Q)	{1971}
†	Mrs Doris I Magee AM MBE (N)	{1971}
†	Miss Lillian M Neville OAM (V)	{1971}
†	Mrs Mabel E Robinson MBE (V)	{1971}
†	Mrs Gladys Rose (V)	{1971}
†	Mrs Grace Sheldon (N)	{1971}
†	Mrs Dorothy Spittles (Q)	{1971}
†	Mrs Doreen Stanton (V)	{1971}
†	Mrs Flo Wrighter OAM BEM (N)	{1971}
†	Mrs Margaret Cahill OAM (S)	{1972}
†	Mrs Mavis M Ebzery OAM (T)	{1972}
†	Mrs Gwen Chester (W)	{1973}
†	Mrs Nea Edwards (N)	{1973}
†	Mrs Martha Fraser (V)	{1973}
†	Mrs Phyllis M McWillie (W)	{1973}
†	Mrs Iris Bennett (V)	{1974}
†	Mrs Lena Berzinski (V)	{1974}
†	Mrs Doris Davis (V)	{1974}
†	Mrs Nancy Keily (V)	{1974}
†	Mrs Maisie McQuiston BEM (V)	{1974}
†	Miss Evelyn Morris (V)	{1974}
†	Mrs June Saunders (V)	{1974}
†	Mrs Faye Venn (V)	{1974}
†	Mrs Errol Clay (W)	{1975}
†	Mrs Marjorie Fitzgibbons (N)	{1975}
†	Mrs Doris (Dot) Barnes (S)	{1976}
†	Mrs Brenda J Pearl OAM (S)	{1976}
†	Mrs Nell Davey (N)	{1977}
†	Mrs Yvonne Neasbey (N)	{1977}
†	Mrs Gerida Bergman (N)	{1978}
†	Mrs Marion Cuthbert (N)	{1978}

### **(Elected by Athletics Australia 1979-2007)**

† Mr Harold L Ralph OAM (N)	(1979)	Mr Paul Jenes OAM (V)	(1992)
† Mr CA (Froggy) Wise (T)	(1979)	† Mr RW (Rick) Pannell (V)	(1992)
† Mrs Molly Heffernan OAM (S)	(1980)	† Mrs Wendy M Ey BEM (S)	(1993)
† Mr Graeme T Briggs AM (T)	(1981)	† Mr AK (Scotchby) Gordon OAM (S)	(1994)
† Mr Douglas G Ferrier (V)	(1984)	† Mr Jess Jarver OAM (S)	(1994)
† Mr J D (Jack) Forrest (Q)	(1984)	Mrs Margaret L Mahony OAM (V)	(1994)
† Mr Donald F Bell OAM (V)	(1985)	Mr Denis P Wilson AM (A)	(1994)
† Mr Henri J Schubert MBE (V)	(1987)	Mrs Jill Huxley (N)	(1996)
† Mr George W Tempest (W)	(1990)	Mr Brian S Roe (T)	(1996)
† Mr Frank J Day OAM (W)	(1991)	† Mr RH (Reg) Brandis (Q)	(1998)
† Mr ES (Sam) Martin (Q)	(1991)	Ms Ronda M Jenkins OAM (V)	(1998)

† Deceased

### **Athletics Australia Hall of Fame**

† Ron Clarke AO MBE	(2000)	Marlene Mathews AO	(2010)
Betty Cuthbert AM MBE	(2000)	† Jack Metcalfe	(2010)
Herb Elliott AC MBE	(2000)	† Peter Norman	(2010)
† Edwin Flack	(2000)	† Dave Power	(2010)
Marjorie Jackson Nelson AC CVO	(2000)	† Henri Schubert	(2010)
† Shirley Strickland AO MBE	(2000)	Judy Amooore Pollock	(2011)
Raelene Boyle AM MBE	(2004)	† Percy Cerutti MBE	(2011)
Ralph Doubell AM	(2004)	Brenda Jones Carr	(2011)
John Landy AC CVO	(2004)	Rick Mitchell	(2011)
† Anthony (Nick) Winter	(2004)	Charles (Chilla) Porter	(2011)
Robert de Castella AO MBE	(2008)	Noel Freeman	(2012)
Debbie Flintoff King OAM	(2008)	Dmitri Markov	(2012)
Pam Kilborn Ryan AM MBE	(2008)	Kerry Saxby-Junna AM	(2012)
† Decima Norman MBE	(2008)	† Franz Stampfl MBE	(2013)
† John Winter	(2008)	Louise Currey	(2013)
Catherine Freeman OAM	(2009)	Gary Honey	(2013)
Maureen Caird	(2009)	Norma Thrower	(2013)
† June Maston Ferguson MBE	(2009)	Darren Clark	(2014)
Glynis Nunn-Cearns OAM	(2009)	Jennifer Lamy	(2014)
† Stan Rowley	(2009)	Lisa Ondieki	(2014)
Michele Mason Brown	(2010)	Louise Sauvage OAM	(2014)

† Deceased

### The Edwin Flack Award

(Awarded by Athletics Australia to an athlete who has rendered distinguished service to athletics)

Max Binnington (V)	(1982)	Dean Barton Smith AM (S)	(1998)
Robert de Castella AO MBE (V)	(1983)	David Culbert (V)	(1999)
Helen Searle OAM (N)	(1984)	Emma George (W)	(2000)
Ray Boyd (V)	(1985)	Melinda Gainsford-Taylor (N)	(2001)
Denise Boyd (Q)	(1986)	Kerry Saxby Junna AM (N)	(2002)
Glynis Nunn OAM (S)	(1987)	Tim Forsyth (V)	(2003)
Rick Mitchell (V)	(1988)	Catherine Freeman OAM (V)	(2004)
Christine Stanton (W)	(1989)	Stephen Moneghetti AM (V)	(2005)
Gary Honey (V)	(1990)	† Kerryn McCann (N)	(2006)
Paul Narracott (Q)	(1991)	Nicole Boegman (N)	(2007)
Simon Baker (V)	(1992)	Kylie Wheeler (W)	(2008)
Susan Hobson (A)	(1993)	Jane Saville (N)	(2009)
Kerry Johnson (Q)	(1994)	Stuart Gyngell (N)	(2010)
Christine Schultz (V)	(1995)	Kyle van der Kuyp (V)	(2011)
Pat Scammell (N)	(1996)	Bronwyn Thompson (Q)	(2012)
Sean Carlin (S)	(1997)	Tamsyn Lewis (V)	(2013)
		Nathan Deakes (V)	(2014)

† Deceased

### Henri Schubert Memorial Award

(Awarded by Athletics Australia on recommendation from the ATFCA to an accredited coach who has rendered distinguished service to Australian athletics in different ways, but particularly in the field of coach education)

Norm Osborne OAM (V)	(1994)	Max Debnam (N)	(2005)
Tom Hancock (V)	(1995)	† Max Cherry OAM (T)	(2006)
† Jack Pross OAM (N)	(1996)	Peter Lawler OAM (N)	(2007)
† Frank Day OAM (W)	(1997)	Eric Brown (Q)	(2008)
Tony Rice (Q)	(1998)	Lyn Foreman (W)	(2009)
† Pam Turney OAM (V)	(1999)	Colin Smith (N)	(2009)
† Alan Launder AM (S)	(2000)	† Bryan Neighbour (V)	(2010)
Craig Hilliard (A)	(2001)	Barbara Stephens (S)	(2011)
L Roy Boyd OAM (V)	(2002)	Gus Puopolo OAM (V)	(2012)
† Tom Kelly (V)	(2003)	John Atterton (N)	(2013)
John Boas OAM (V)	(2004)	Efim Shuravetsky (V)	(2014)

† Deceased

### Platinum Service Award

(Awarded by Athletics Australia to technical official and club, branch and association administrators who have provided service to the sport of athletics for 40 years or more. Instituted in 2003)

† Donald Bell OAM (V)	(2003)	† Joyce Petfield OAM (Q)	(2004)
Peter Bethell (V)	(2003)	Ron Petfield (Q)	(2004)
† Jack Biggins (V)	(2003)	Grant Sargent (V)	(2004)
Murray Bird (T)	(2003)	† Ray Smith (V)	(2004)
Geoffrey Boon (T)	(2003)	Tom Stead (A)	(2004)
Frank Brennan (V)	(2003)	† Harold Stevens OAM (V)	(2004)
Amy Burow (V)	(2003)	Edward (Ted) West (T)	(2004)
† Maxwell Cherry OAM (T)	(2003)	Arthur Whitchell (V)	(2004)
Robert (Bob) Cruise (S)	(2003)	† Frank Woods (V)	(2004)
† Joyce Davis MBE (V)	(2003)	Ken English (A)	(2005)
Peter Dempsey (S)	(2003)	Wayne Fletcher OAM (T)	(2005)
Phillip Donelan (N)	(2003)	Ken Hall (V)	(2005)
† Royce Foley (V)	(2003)	Tony Keynes (S)	(2005)
Noella Greenham OAM (S)	(2003)	† Frank Knight (Q)	(2005)
† Robert (Bob) Hamilton (T)	(2003)	† Dot Mills OAM (A)	(2005)
John Harding (A)	(2003)	Geoff Moore (A)	(2005)
Vern Hough (N)	(2003)	Edward (Ted) Simmons OAM (N)	(2005)
† Kath Hoskin (V)	(2003)	Ian White (N)	(2005)
Robert (Bob) Hussey (S)	(2003)	Pat Agg (V)	(2006)
Margaret Mahony OAM (V)	(2003)	† Eric Arnold (N)	(2006)
Alan Minter (V)	(2003)	† Kingsley Curtis (V)	(2006)
Rex Morriss (T)	(2003)	Lola Downes OAM (V)	(2006)
† Fred Napier OAM (W)	(2003)	Jean Harmey (N)	(2006)
† Des Paul OAM (S)	(2003)	† Kevan Hook (W)	(2006)
John Pearce OAM (S)	(2003)	Valmai Loomes (N)	(2006)
Brenda Pearl OAM (S)	(2003)	Jeanette Robertson OAM (W)	(2006)
† Geoff Peters (S)	(2003)	Allan Stewart (V)	(2006)
Patricia (Pat) Peters AM (S)	(2003)	† Margaret Fisher (V)	(2007)
† John Purdie (S)	(2003)	† Graeme Nicholls (V)	(2007)
Margaret Ruddock (T)	(2003)	Frank Nott (T)	(2007)
Noel Ruddock AM (T)	(2003)	Jean O'Neill (V)	(2007)
† Basil Thompson (V)	(2003)	Marion Patterson OAM (V)	(2007)
† Peter Waddell (A)	(2003)	† Joy Soanes (V)	(2007)
† Ruth Weber (S)	(2003)	Ron Stobaus (V)	(2007)
Robin Whyte (A)	(2003)	Don Allen (N)	(2008)
Denis Wilson AM (A)	(2003)	† Peter Lucas (N)	(2008)
Sylvia Abbott (V)	(2004)	Geoffrey Martin OAM	(2008)
William Allamby (V)	(2004)	Ellen McGrath (N)	(2008)
† Phyllis Andersson OAM (V)	(2004)	James (Jim) McGrath (N)	(2008)
Daryl Cross (Q)	(2004)	Bette O'Neil (S)	(2008)
Joan Cross OAM (Q)	(2004)	† Ron O'Neil (S)	(2008)
Heather Doherty (Q)	(2004)	† Brian Wyld (S)	(2008)
Kevin Dynan (V)	(2004)	Fay Denholm (T)	(2009)
Jean Gell OAM (V)	(2004)	Wayne Mason OAM (T)	(2009)
JH (Bruce) Grummitt (Q)	(2004)	David Phillips (T)	(2009)
Judith Grummitt (Q)	(2004)	Margaret Dunbar (V)	(2010)
† Joan Hines (V)	(2004)	Robert (Bob) Fossey (V)	(2010)
James (Jim) Minehane (Q)	(2004)	Geoffrey Grant (V)	(2010)
Brian Moore (V)	(2004)	Alan Johnson (V)	(2010)

### Platinum Service Award - continued

† Donald Jowett OAM (Q)	(2010)	Paul Jenes OAM (V)	(2011)
Patricia Kinnane (Q)	(2010)	† John Moss (V)	(2011)
Ivan Kitt (V)	(2010)	Jill Huxley (N)	(2012)
Patricia Robinson (V)	(2010)	Persephone (Sef) Lazarakis (W)	(2012)
Stuart Robley (V)	(2010)	Siegfield (Siggy) Grimm (S)	(2012)
Brian Smith (Q)	(2010)	† Greg Gilbert (A)	(2013)
Pauline Stevens OAM (Q)	(2010)	Geoff Soanes (V)	(2013)
Cathreen Thompson (V)	(2010)	Anthony (Tony) Vecellio (N)	(2013)
Lorraine Morgan AM (V)	(2011)	Brian Roe (T)	(2013)
		† Andrew Willis (T)	(2013)

† Deceased

### Gold Service Award

(Awarded by Athletics Australia to technical official and club, branch and association administrators who have provided service to the sport of athletics for 30 years or more. Instituted in 2003)

Ellen Crane (V)	(2003)	Robert (Bob) Ryan (N)	(2005)
† Edward (Ted) Crisp (S)	(2003)	Trish Thomas (A)	(2005)
† Donald (Don) Dohnt (S)	(2003)	David Carr (W)	(2006)
Alan Mills (N)	(2003)	Margaret Devine (W)	(2006)
Valerie (Val) Prescott (W)	(2003)	Brendan Ferrari (V)	(2006)
Kathleen Rikus (N)	(2003)	Terry Mahoney (T)	(2006)
Theo Rikus (N)	(2003)	Bryan McCarthy (A)	(2006)
Diana Barnett (V)	(2004)	Barry Saxby (N)	(2006)
Joy Bradbury (V)	(2004)	Janice Saxby (N)	(2006)
† Shirley Brasher (T)	(2004)	Margaret Thompson (V)	(2006)
James (Jim) Ferrari (V)	(2004)	Michael Thomson (A)	(2006)
Ian Galbraith (A)	(2004)	William Williams (V)	(2006)
Charles Nolan (V)	(2004)	May Burling (V)	(2007)
† Judith Phillips (T)	(2004)	Patricia (Pat) Gartside (V)	(2007)
Ian Rickard (V)	(2004)	John Gomez (V)	(2007)
Joan Ryan (V)	(2004)	Ronda Jenkins OAM (V)	(2007)
Margaret Smith (Q)	(2004)	Ruby Lambden (V)	(2007)
† David (Dave) Stevens OAM (Q)	(2004)	Diane (Di) Lowden (V)	(2007)
Hazel Vaughan (V)	(2004)	Allan Mathews (V)	(2007)
Marlene Warren (V)	(2004)	Elaine McLeod (V)	(2007)
Lyndall Warry (Q)	(2004)	Ron Miller (V)	(2007)
Ian Williams (V)	(2004)	Margaret Nunn (V)	(2007)
Allen Bain (Q)	(2005)	Diane (Di) Pain (V)	(2007)
Wilma Bain (Q)	(2005)	Ron Palmer (V)	(2007)
Jo Cherry (T)	(2005)	Ellen Perry (V)	(2007)
Dora Dosser (V)	(2005)	Simon Phillips (T)	(2007)
Steven Downes (V)	(2005)	Nancy Pollard (V)	(2007)
Vilis Gravitis (N)	(2005)	Laurie Preston (V)	(2007)
Lorraine Haddrick (N)	(2005)	Sandra Davison (T)	(2008)
Stephen Hampstead (N)	(2005)	John Hamann OAM (S)	(2008)
Bev Jaye (N)	(2005)	David Hobson (A)	(2008)
Jan Knox (N)	(2005)	Laurie Keaton (A)	(2008)
Rosemary Owens OAM (N)	(2005)	Roslyn Mitchell (N)	(2008)
Gerard Ryan (A)	(2005)	Betty Moore (N)	(2008)

Mary Saunders (V)	(2008)	William (Bill) Toohey (V)	(2010)
Irene Williams (V)	(2008)	Beth Vize (V)	(2010)
Tony Williams (V)	(2008)	Geoff Warren (V)	(2010)
John Yarranton (V)	(2008)	Bruce Wilson (W)	(2010)
Dorothy Donald (T)	(2009)	Kevin Alomes (T)	(2011)
Kimba (Kim) Eyles (T)	(2009)	Jim Claxton (T)	(2011)
Jennifer Lennon (T)	(2009)	Jeffrey Hawkins (V)	(2011)
Lyn Miles (Q)	(2009)	Michael Pace (T)	(2011)
Vern Collings (V)	(2010)	Cheryl Wilson OAM (T)	(2011)
Lee Derby (W)	(2010)	Chris Wilson (T)	(2011)
Barry Dobson (Q)	(2010)	Robert (Bob) Chalmers (W)	(2012)
Nancy Emblin (V)	(2010)	Vern Curnow (V)	(2012)
Veronica Foard (V)	(2010)	Doreen Giannini (V)	(2012)
Geoff Garnett OAM (W)	(2010)	Jackie Halberg (W)	(2012)
Harry Giles (Q)	(2010)	Terry Jones (W)	(2012)
Ivan Harding (V)	(2010)	Leoni Nankervis (T)	(2012)
Brian Harrington (V)	(2010)	Les Nankervis OAM (T)	(2012)
Brent Hundloe (Q)	(2010)	Lloyd Nicholls (V)	(2012)
Kathy Hundloe (Q)	(2010)	Max O'Toole OAM (T)	(2012)
Richard Lawysz (V)	(2010)	Jenny Stevenson (T)	(2012)
Norman Mackie (A)	(2010)	Michael Stevenson (T)	(2012)
Colleen McEwen (S)	(2010)	Kevin Wigmore (V)	(2012)
Fletcher McEwen OAM (S)	(2010)	Denis Brazil (Q)	(2013)
Hugh McKechnie (V)	(2010)	Lesley Brandis (Q)	(2013)
William (Bill) McLennan (V)	(2010)	Graham Dwight (N)	(2013)
Anne Meadows (V)	(2010)	Jan Dwight (N)	(2013)
Heather Mitchell (N)	(2010)	Janelle Eldridge OAM (N)	(2013)
Pamela Noden (V)	(2010)	Ross Forster (N)	(2013)
Catherine Phillips (T)	(2010)	Fay Larkins (Q)	(2013)
Barbara Rumble (V)	(2010)	Terry Larkins (Q)	(2013)
Lorraine Smith (V)	(2010)	Fred O'Connor OAM (N)	(2013)
		Donald Stapleton (Q)	(2013)
		Frank Stephens (Q)	(2013)

† Deceased

# Athletics Australia Board of Directors & Staff

## BOARD OF DIRECTORS

### President

David Grace QC

### Vice Presidents

Matthew Mahon

Nicholas (Nick) Moore

### Directors

Peter Bromley

Anne Lord

Melissa Babbage

Nathan Deakes

Brenda LaPorte (from October 2014)

Jan Swinhoe (from October 2014)

## OFFICE OF THE CHIEF EXECUTIVE

### Chief Executive Officer

Dallas O'Brien (to October 2014)

Phil Jones (from December 2014)

### Executive Assistant to the Chief Executive Officer

Sarah Baker

## HIGH PERFORMANCE

### High Performance Director

Simon Nathan

### Head Coach

Eric Hollingsworth (to September 2014)

Craig Hilliard (from April 2015)

### Operations Manager

Nathan Sims

### High Performance Services Manager

Alison Campbell (from April 2015)

### Paralympic Program Manager

Andrew Faichney

### Senior Para-Athletics Coach & Mentor

Iryna Dvoskina

### Para-Athletics Coach

Brett Robinson

### Para-Athletics Junior High Performance Coordinator

Amy Hibbert

### National Junior High Performance Manager

Sara Mulkearns

### High Performance Coordinator - Junior Programs

Jennifer Chan

### Junior Coaching Coordinator

Nicky Frey

### High Performance Administration Coordinator

Carol Grant

## PARTICIPATION & COMMUNITY SPORT

### General Manager, Participation & Community Sport

Tim Klar

### Coaching Development Manager

Jill Taylor

### Coach Accreditation Administrator

Lynne Evans

### Coach Education Administrator

Kylie Italiano

### Sporting Schools Administrator

Tait Forster (from April 2015)

### Para-Athletics Development Coordinator

Brett Watton

### Indigenous Participation Coordinator

Bridgid Junot

## PEOPLE & CULTURE

### General Manager, People & Culture

Kitty Chiller (from July 2015)

### Ethics & Integrity Manager

Brian Roe

### Integrity Unit Education Officer

Lynda Gusbeth



## **COMMERCIAL & GROWTH**

### **General Manager, Commercial & Growth**

Tracey Gaudry (from July 2015)

### **Communications & Marketing Manager**

Marc Howard (to May 2015)

### **Media & Public Relations Manager**

Cody Lynch

### **Marketing Executive**

Tikali Nicholls

### **Graphic & Web Designer**

Matthew Donker

### **Competitions Manager**

Andrew Matthews

### **Events Manager**

Michelle James

## **FINANCE & ADMINISTRATION**

### **General Manager, IT, Finance & Compliance**

Rob Ewart

### **Assistant Accountant**

Di Robinson

### **ICT Projects Manager**

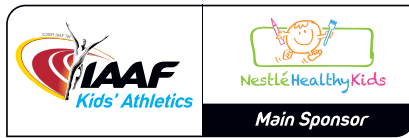
Phill Bewick

### **Office Administrator**

Alexandria Lewis (to September 2014)

Lynsey Curran (from September 2014)

PRINCIPAL PARTNER





DIADORA

AUSTRALIA



AT COMMONWEALTH GAMES & PARALYMPIC GAMES SCOTLAND 2014

