



## 2000/2001 Annual Report



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# Mission, Corporate Values and Key Goals

## Mission

Australian Canoeing is the national body responsible for the management, coordination, development and promotion of canoeing in Australia. It represents the interests of its members to government, the public and the International Canoe Federation.”

## Corporate Values

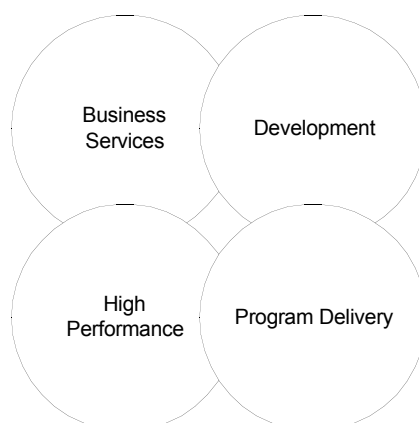
Australian Canoeing is committed to the provision of a high standard of competition, safety, and opportunity for participation in Canoeing in Australia. It aims to provide all members with fair competition, access to high standard facilities and equity in participation at all levels.

## Key Goals

The success of Australian Canoeing will be built on the foundation of four key goals:

1. The provision of efficient and effective administration and management of Australian Canoeing (**Business Services**).
2. The development of the sport and recreation of canoeing within Australia (**Development**).
3. The enhancement of athletic performance so that Australian Canoeing achieves the best possible results at an international level (**High Performance**).
4. The delivery of quality programs, products and services (**Program Delivery**).

## Strategic Model



The outcomes, performance indicators and key strategies will contribute to one or more of the four key goals. They are listed under the goal for which they will make the greatest contribution.

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### Reports Purpose

This Annual Report was produced to give Australian Canoeing's members and other interested readers an overview of Australian Canoeing and its performance for the year ending 30 June 2001.

### Reader Profile

This report is distributed to State Associations and other member bodies, the association's clients, the Australian Sports Commission, the Australian Olympic Committee, ASIC, the ACT Register Generals Office and other interested parties.

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## 2000/2001 – A Year in Review

### President's Review

#### **Greg Kaeding, President, Australian Canoeing Incorporated.**

It gives me much pleasure to introduce the report for Australian Canoeing for 2000/2001.

The post Olympic year has indeed been a very challenging period, as it has been for many Olympic sports in Australia. Whilst the euphoria of the Olympics was indeed a highlight for us all, as were the post Olympic celebrations, sport in Australia has had to adjust to the new post Olympic era!

The past 12 months has seen us extremely busy in terms of reviewing and reconciling the performance of our sport over the last 4 years, and indeed establishing the foundations and direction for improved development and performance of our sport into the future. The process has not been undertaken lightly and has to some extent been compromised by the uncertainty of funding in the 6 months following the Olympic program. However I am certain that across the sport, in all areas and disciplines, we now have a vision for our future.

Fortunately in the medium term the outlook for continued sports funding from the Federal Government is also very positive. Whilst there has been a distinct shift in policy towards funding broad based participation in sport from the previous focus on high performance, the Government has acknowledged that to maintain the Sydney performances, there must be a long-term commitment to sport funding, and they have addressed this in their funding programs.

With many athletes and administrators retiring post Sydney, the task of emulating and improving upon those performances should however not be taken lightly, and for each sport to generate such standards and performance for Athens and beyond, significant commitment must be given to athlete, coach and official development programs across Australia. This indeed is the thrust of Australian Canoeings' approach outlined in its draft strategic plan, which addresses high performance, competition, participation, development and member services, and more significantly will involve all stakeholders in its successful deployment and implementation.

In the post Olympic climate, the sponsorship market has been difficult, and unfortunately we remain reliant on Federal government funding for a majority of our programs. However sport development initiatives and competition events continue to draw sponsor support, and this provides a level of self-sufficiency to keep our National membership and competition entry fees for canoeists, amongst the lowest for sport in the country. Nevertheless effective marketing and promotion of such events is required to ensure canoeing retains its relatively high profile as an exciting and competitive sport for all age levels.

Successful National Championships are indeed an illustration of the effectiveness of our standing committees whose technical capacity and expertise to conduct such

events is to be acknowledged. National Championships were again successfully conducted across the country and States too are to be acknowledged for their contribution in providing the manpower and resources to enable our athletes to illustrate their craft and their potential for the international arena. Next years combined festival of Australian Championships at Penrith will indeed provide an excellent opportunity for Australian Canoeing to showcase this potential, and at the same time give many athletes the opportunity to watch their peers across the various canoeing disciplines.

The ultimate recognition for Australian Canoeing and indeed our athletes comes however not from the domestic scene but their performances in the various international competitions around the globe. Whilst there has indeed been significant disruption to competition schedules, and appropriate concern shown for the welfare of our teams overseas this year in light of the September 11 events in the US, the performances of our athletes are to be commended and Australia rightfully has delivered some excellent performances across several disciplines, and these are outlined further in this report.

We can also be proud of the expertise demonstrated and the profile developed for our sport by the staff and the standing committee in the area of canoe education. As a recipient of development grant funding from the Australian Sports Commission, it is indeed rewarding and particularly appropriate to acknowledge the efforts in having canoeing recognised as a finalist in the 'Provider' category of the Active Australia Awards.

The issues for canoeing into the future however remain common across most sports and the Management and Board of Australian Canoeing continue to accept the responsibility of ensuring appropriate and timely development of policy, standards and procedures, which enable the successful and robust, conduct of our operations. High profile issues in the last 12 months include the issues of pregnancy in sport, sports insurance, selection policy and appeals processes, and member protection.

The management and the staff of the Australian Canoeing office are to be commended for the quality of their work and their output over the last 12 months. With the cessation of Federal funding for the first half of this year, the office has remained under resourced, and with the retirement of several staff the transition from experienced to less experienced staff has required a significant commitment of time. Nevertheless significant improvements have been made in the service level, communications and the distribution of information from the office.

Those retiring in the last 12 months have given great service to canoeing over the years and I would particularly like to acknowledge the efforts of Katie Culbert, Noel Harrod, Liz Broad and Barry Kelly who left our employ in the latter half of 2000. New appointees or re-appointments have included Richard Fox, John Sumegi and Karl Russell in High Performance, and Amanda Whittaker, Andrew Davis and Paul Sheppard. All have brought enthusiasm and or experience to their respective positions and I acknowledge the efforts they have made since their appointments.

I wish to have specifically recorded the contribution of our General Manager Jon Bisset over this demanding period. The demands on Jon's time have increased significantly and the Board has been impressed by the professional manner in which he has risen to the occasion in dealing with the numerous and diverse issues befronting our sport, as well as the demands of managing the office staff.

I do however reserve my utmost thanks to the many men and women across the country that give so selflessly of their time and money in the voluntary administration of our sport. In the States, at national and indeed international level, we have personnel

prepared to contribute many hundreds, even thousands of hours in an ongoing commitment to further the development of our sport.

This year sees the retirement of some very experienced people from senior positions not only at State level but also on our National committees. Along with myself there have been retirements of Graham Halford NSW, Peter Schar SA, Margaret Buck Vic, and Craig Humbley Qld from their respective positions as State Presidents. At national level Geoff Blanc and Dawn Mickelborough both retired from the Executive of the Marathon Committee, Dawn having served so committedly for many years. Julian Carter's extraordinary commitment to the Canoe Polo Committee also came to an end and his warm and pleasant personality will be missed. At international level Sharyn Bojczenko was also a retirement from the ICF Sprint Committee and her commitment for many years in that post are to be acknowledged.

Many members of course continue on, and I would like especially to acknowledge our other ICF members in Jon Bisset ICF Canoe Polo, John Felton ICF Slalom, fellow Board member Robin Belcher ICF Marathon, Duncan Cochrane ICF Athletes Commission and of course Helen Brownlee in her role as the Member for Oceania on the Board of the ICF. Each contributes a significant wealth of experience and insight into their respective positions and gives significantly of their personal, professional and family time in their representation to the respective roles.

I personally had the opportunity to attend the ICF Congress in Poland last November and was pleased to report on the warm acknowledgement given to Australian Canoeing for its hosting and conduct of both pre-Olympic and Olympic competition in the lead up to Sydney 2000. I believe the successful conduct of such events and the exposure given to Australia was instrumental in Australian Canoeing securing the World Canoe Marathon Championships for Perth in 2005, and the World Junior Sprint Championships in Penrith in 2007. Combined with our World Slalom Championships in Penrith in 2005, the momentum of the Olympics is destined to carry on as athletes, officials and coaches alike recover, regroup and refocus on the job ahead to ensure Australia's representation reap the reward of competition on home venues.

I would like to acknowledge the counsel and support provided this year by the Australian Sports Commission in what I have already have acknowledged as a particularly demanding year. They and the Australian Institute of Sport have long acknowledged the potential of our sport and are keen to continue the partnership, which has developed medal-winning performances at international level as well as seen professional growth and development in our management and administration of the sport and its programs.

I would also take this opportunity to acknowledge the ongoing support and contribution of the Board. Australian Canoeing I believe is indeed fortunate to have people who not only have relevant professional management and administrative experience from there many and diverse occupations, but also have a significant insight into the sport having participated as administrators, officials, competitors or recreationally in one or more disciplines. Each not only contributes individually to their respective portfolio areas and the diverse nature of topics and issues which confront the Board, but without exception also provides ongoing counsel and support to the General Manager and staff in their day to day activities where needed.

I am particularly thankful to retired Board member Martin Finn whose commitment and diligence to the financial affairs of the organization held us in good stead as we overcame the funding shortfall bought on by the delay in funding from the Federal Government. Without such diligence and advice, many similar organizations would have struggled to maintain their financial viability. Also retiring is Board member Wennie van Lint to assume a State presidency role for Victoria. Wennie has brought business professionalism to the Board from a marketing perspective and whilst her

sure the objectives he set for himself and General Manager were stretched in the pre-Olympic climate to say the least, I know there has been as significant increase in the level of presentation to potential clients in this area as well as funds secured.

To Gai Ness and Robin Belcher I also extend my thanks to you both particularly for the enquiring nature and sensitivity you both demonstrate in dealing with delicate and sensitive issues at Board level. And to Peter Vandeppeer, thank you for your foresight and your preparedness to provide leadership and direction when I am unable to chair meetings through work demands.

On a sad note I acknowledge the passing of a personal friend, and good friend of Australian Canoeing in Life Member Gary Gardner. Gary was a lifetime stalwart and contributor to canoe sport and served in many positions on the Australian Canoe Federation as it was then, including President. His greatest acknowledgement is his family, sporting achievers in their own right and of course his OAM, so well deserved. Canoeing is the poorer for his passing.

Finally may I take this opportunity to thank the Council of Australian Canoeing.

In the last two years I have endeavoured to provide the necessary leadership and strategic direction for our sport, and this is not possible without the support and endorsement of the States and Committees represented on Council. Sure there is occasionally a divergence of viewpoints and opinions, but on the whole I believe the members of the Council have demonstrated the necessary foresight and ability to understand the necessity for a national perspective in the development of the sport without compromising their State and / or discipline development objectives.

The Mid-Year meeting and workshops, which I have continued to pursue, were the greatest indicator of the ongoing commitment and support of Council, and I appreciate the frankness and openness with which you dealt with issues at the table. The questions were both understandable, and constructive, and I believe this reflects the transparency with which the Board and Management of Australian Canoeing endeavour to conduct the business, and the understanding they provide to those prepared to listen. A reputation for good communication and frankness is consistent with my own values, and I believe to embrace them for the organization will only be to our benefit in the long term.

## **General Manager's Review**

### **Jon Bisset, General Manager, Australian Canoeing Incorporated.**

It is hard to believe that nearly a year has now passed since the Sydney 2000 Olympic Games. In the years leading to the Sydney Games, Australian Canoeing had a strong high performance focus. It is now time to develop canoeing for more Australian's, without compromising our international competitiveness.

Over the next period Australian Canoeing will have four key goals – to foster participation in sport; to support elite athletes through a high performance program; to develop competition, including the instigation of rules and regulations; and to improve member services. To address these and other challenges a focussed national approach is required. Accordingly, Australian Canoeing has nearly completed a new strategic plan for 2002-2005. The plan will give clear direction for administrators and stakeholders to follow, prioritising strategies that need specific attention. And it will set higher goals against which Australian Canoeing will report.

Central to achieving these objectives is improving communications at all levels and strengthening relationships between Australian Canoeing, State Associations and clubs. Advanced information technology will be utilised in the form of an expanded website, e-mail bulletins and a national electronic database.

2000/2001 was an extremely busy period, which was compounded significantly by the uncertainty and timing of post-games government funding levels, the conclusion of Olympic Athlete Funding as at the 30<sup>th</sup> December, and the immensely busy but exciting Olympic period.

Unfortunately the conclusion of the Federal Governments OAP funding program at the end of December, resulted in Richard Fox, Katie Culbert, Liz Broad and Noel Harrod all concluding their contracts with us in the fourth quarter of 2000. In essence this meant we operated with 50% staffing levels for several months. Rebuilding of our staff resources however commenced in January, subsequent to the delivery of the recommendations of the High Performance Review.

Australian Canoeing has been able to secure the ongoing services of Richard Fox in the capacity of Head Coach: Slalom, whilst John Sumegi was appointed Head Coach: Sprint in January. These appointments were subsequently followed by the appointment of Karl Russell as Sprint Program Coordinator and Andrew Davies as Sports Trainee. Our restructure will be completed in November 2001 when we appoint the Slalom Program Coordinator.

2000/2001 was also an extremely difficult year financially, which is evidenced by the loss from ordinary operations of \$33,289 and the net loss for the year of \$113,289. With the assistance of the Australian Sports Commission and a recently conducted independent audit, I am however in a position to verify our current and ongoing financial position and our capacity to ensure the continued conduct of all Australian Canoeing programs.

It is a reality however that our cash reserves have been significantly reduced by a number of separate and unrelated issues over the last 12 months. As a consequence the Board of Australian Canoeing has already implemented measures to ensure our financial position, and will put in place additional controls to further enhance our financial position.

The independent Audit was conducted by Accounting firm Peter Beames and



Associates, and they have confirmed that not only is Australian Canoeing solvent, but with the implementation of some additional controls and/or systems, in addition to those introduced by the Board, can ensure budgets for its programs are achieved.

For the record, some of the draft recommendations received include the following:

1. Australian Canoeing to review its 2001/02 budget and conservatively adjust, where appropriate the timing of its income and expenditure;
2. Following this review, Australian Canoeing amend its budget where required to ensure that expenditure is not committed, unless resources are available to pay for it on a timely basis;
3. Australian Canoeing update its budget to include the cash flow affect of collecting its current accounts receivable and funding its current accounts payable. (It was noted that this was a major flaw in Australian Canoeing's processes as the flow on effect of our current financial position was not included at any stage of our management information system or processes);
4. Australian Canoeing implement a better system for credit control and debtors recovery. (In particular it was recommend that Australian Canoeing not give credit for amounts of less than \$300 as a minimum, and that Australian Canoeing be more stringent in its credit terms and that outstanding debtors receive a reminder letter at 30 days, a letter advising of appointment of a debt collector at 60 days, and the actual appointment of a debt collector at 67 days. The implementation of these recommendations will significantly reduce the administrative burden on the Australian Canoeing office staff and improve the timing of its cash flow); and
5. That expenditure for overseas tours be more stringently reviewed before acceptance, and projected costs where possible be recovered in advance of expenditure including airfares, accommodation, transport and meal allowances to tour participants etc. (This approach will assist in overcoming the prospect and magnitude of cost overruns. In particular limitations need to be placed on cash advances and credit card limits for tour management to significantly reduce the likelihood of uncontrollable cost overruns).

The independent auditor also reviewed Australian Canoeing's budget for 2001/2002 and advised that in summary that it certainly appears to be achievable. It was emphasised that Australian Canoeing has little non-committed income in its budgets and therefore should not experience any shortfalls in funding for its programs.

The auditor further advised Australian Canoeing to review expenditure with a view to achieving a higher level of surplus in the range of \$68,000 to \$114,000 each year. The result of this recommendation is not only the regeneration of adequate balance sheet reserves but also the creation of a buffer against unexpected expenditure in the future.

Beames and Associates further recommend that Australian Canoeing allow for the availability of more resources in terms of people and the time to monitor and ensure the timeliness of the financial controls. The Board will review this recommendation as part of their staff resource review to be conducted in the near future.

Despite our financial issues we again have continued to set strong development benchmarks. During 2000/01 Australian Canoeing launched the redevelopment of the existing Australian Canoeing Award Scheme that has been in existence for nearly 30 years.

Another area of significance is the development of the first skills recognition process in the outdoor recreation sector through an auspice agreement with Deakin Institute of

TAFE SA. The securing of significant grant funding from the Australian Sports Commission and the setting up of international agreements for recognition of Australian Canoeing awards in UK and New Zealand with further agreements being sought with Canada, South Africa and the USA. This will improve the transportability of awards and open up further employment opportunities for our instructors, coaches and officials overseas.

The significant changes Australian Canoeing is implementing have not been without problems. Instructors, Assessors and the canoeing community at large have required a great deal of education regarding the Vocational Education & Training System in with the new Awards Scheme sits. I would particularly like to thank the ABCE, State Boards of Canoe Education, State Associations and Peter Vandeppeer, Australian Canoeing's Education and Recreation Director for their significant time and effort.

The Federal Government's new sport policy, 'Backing Australia's Sporting Ability: A More Active Australia', provides a major focus on increasing the number of Australians playing sport. The chief aim of 'A More Active Australia' component of the policy is to significantly increase the number of people participating in sport right across Australia, including rural and regional communities.

The new sports policy also sets a clear direction for the ASC's Sport Development area to work directly with national sporting organisations to increase participation in sport. This includes utilising the Commission's sport development programs for example coaching, officiating, junior sport, women in sport, harassment-free sport, Indigenous sport, volunteers, club management, SportNet and research.

Accordingly, the ASC has reassessed its continued servicing and support of Active Australia initiatives that do not impact directly on 'grass roots' sport participation.

The ASC's future development programs will commit significantly more funding directly to developing sports at the grass roots level by building a sustainable sports infrastructure with sporting organisations at all levels. Funding will be channeled through national sporting organisations, which the ASC recognizes as the responsible bodies for development at all levels.

In addition to expanding the sport development grant program, the ASC will target up to twenty sports for special support over the coming four years. Unfortunately at this stage Canoeing is not in the initial twenty sports that will come on board over a two-year period, and will each be supported for three years to grow their business through expanding active membership and reach of clubs and associations.

Support for regional and rural areas will be of particular priority during this process. The ASC has announced that they will actively partner the targeted sports to deliver a program of sustainable participation growth, supported initially through substantial up-front financial and service support from the ASC.

Junior sport will be a major focus under the new policy, with ongoing support for the Active Australia Schools Network, the development of the Olympic Youth Program in conjunction with the Australian Olympic Committee and the Australian Paralympic Council and the development of a number of generic junior sport programs.

It is also exciting that Australian Canoeing has been selected as a finalist in the 2001 Active Australia Awards - Provider category. This award is for well-managed clubs and organisations with initiatives that promote and encourage participation and physical activity.

Our high performance programs continue to prepare our athletes for international events and our events program has continued. The coming year will finally bring to

fruition Canoe 2002 - the Festival of Australian Championships. The event will see Australian Canoeing bring all its discipline championships together in Penrith over Easter 2002. Canoe 2002 commences on Good Friday, March 29th and will conclude on April 7th 2002. The event will see seven disciplines be contested as well as a Canoe Instruction Moderation Seminar and come and try activities. Australian Canoeing needs everyone's support to make this the biggest Canoeing event ever conducted in this country.

This year would have been even more difficult without the strong support of the Board of Directors and Standing Committees. I thank them for their exceptional work over the past year. It is the people in our organisation who will carry us forward successfully on our strategic journey.

I would particularly like to thank staff members Amanda Whittaker, Peter Horne, Grahame Lloyd, John Sumegi, Richard Fox and Paul Sheppard for their commitment, perseverance and support over the twelve months, as the workload has been particularly onerous. Welcome also to Andrew Davis and Karl Russell – our new Management team is now in place.

In the coming period, we will begin to see the fruits of our hard work on strategy. Members and the public will begin to notice improved services and technology and communications.

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## Report of Activities 2000-2001

### Business Services

#### Key Goal

“To provide efficient and effective administration and management of Australian Canoeing”

#### Key Outcome BS1 – Best Practise information and communication pathways established.

##### Communication

As a result of Australian Canoeing's commitment to increased information flow, KC Magazine, e-news and Australian Canoeing Online have now all been successfully established and continue to be Australian Canoeing's main communication mediums.

In December 2000 Michael Loftus-Hills was appointed as editor of KC Magazine due to the resignation of Scott Wood as the magazines editor. Since Michael's appointment the magazine has seen a revival. A decision was also made during the year to publish KC Magazine quarterly rather than every two months. This decision was made as a result of feedback and the increase in prominence of the Australian Canoeing website. It also resulted in a cost saving to Australian Canoeing. No subscriber was disadvantaged by the change.

E-News, Australian Canoeing's weekly email news bulletin, continues to be a popular information source with the number of subscribers growing continually. The objective of E-News is to provide a brief summary of news and other issues and direct subscribers to Australian Canoeing Online for more detailed information.

Australian Canoeing Online has been one of the best-regarded "small sport" sites since its establishment in 1996. Technology has progressed significantly since the development of the first generation site those five years ago. With 11,000 files on the old site Australian Canoeing has been unable to devote sufficient resources to keep the site up to date. As such Australian Canoeing commenced a re-develop of the site in June 2001. A temporary site has been established and the "Old Site" will remain online until the new is launched. It is envisaged the new site, which will be launched in October, will incorporate dynamic and static technologies. A network of contributors to the site is being developed to ensure regular content is published for all aspects of our sport. Michael Loftus-Hills has been appointed to undertake the project for Australian Canoeing.

##### Media

The Sydney 2000 Olympic Games created unprecedented interest in Olympic Sports in this country. The result was a media interest in Canoeing that had not been previously experienced. Good contacts were built with the Olympic journalists

in the lead-up to and during the games.

Unfortunately the timing of the Olympic Games meant little or no media coverage was obtained for the International success of our non-Olympic discipline teams in August and September 2000.

The significant extra resources applied by Australian Media outlets to the 2000 Olympics has obviously not been maintained following the Games and many of the contacts established are no longer working in the media. The challenge that lies ahead is to rebuild our contacts and increase the level of media interest in Canoeing.

## **Key Outcome BS2 – Achievement of a sustainable economic future.**

### **Performance to Budget**

As a result of the Federal Government funding cash flow and timing 2000/2001 has indeed been an extremely difficult year financially. Australian Canoeing's cash reserves have been significantly reduced by a number of separate and unrelated issues over the last 12 months and as a consequence the Board of Australian Canoeing implemented measures to ensure Australian Canoeing's continued financial position. As at June 30 2001 Australian Canoeing has \$30,834 that includes \$5,000 for outstanding receivables that may not be collectable from over expenditure associated with overseas team tours in 2000, in accumulated funds, down from \$144,123 at June 30, 2000.

It is important to emphasise Australian Canoeing's financial position is not unique, and like other sporting organisations, was not helped by the uncertainty with Federal Government and other funding. Australian Canoeing was initially informed to expect funding advice for the first six months of 2001 in November 2000. Advice that such an announcement was imminent was received on many occasions following that date; Australian Canoeing's specific funding allocation for the 2001/2002 financial year was finally received in mid-May.

Also to put Australian Canoeing's position in context further, Federal Government funding of Australian canoeing dropped from \$1.4 million in 1999/2000 to \$900,000 in 2000/2001. Whilst this was due to the conclusion of the Federal Government's Olympic Athlete Program as at the 30 December 2000, it meant that significant reductions had to be made to Australian Canoeing programs and in particular the High Performance Program to maintain essential cash reserves and cash flow. In particular the conclusion of staff employment contracts immediately following the conclusion of the Olympic Games meant an unacceptable increase in workload on remaining staff. This resulted in a deterioration of our planned programs and indeed our ability to maintain our high customer service standards.

It is also important to note that Canoeing had received advice through Australian Sports Commission and Australian Olympic Committee sources late in December that bridging finance for sport, for the period January 1 through to June 30 was likely due to the conclusion of the Olympic Athlete Program on December 30<sup>th</sup> 2000. However, 'no' such bridging finance was forthcoming, and as a consequence, no competition funding was made available for tours in the second half of the 2000/2001 financial year. Consequently the Board of Australian Canoeing was therefore forced to critically examine the cash flow of the organization, and the potential for further major expenditure prior to receipt of funding for the 2001/2002 financial year.

As a result of doing so, at its April meeting, the Board determined that before future 'in principle' approval is given to Australian Canoeing programs, it would be in everyone's best interests that the amount of money available for the programs is clearly known

and confirmed and is indeed available for expenditure.

The failure to achieve budgets was in both the Boards and the auditor's opinion due to there being no direct layer of accountability. This can be attributed to the less than clear delineation of the roles of the Board, the OAP Management Committee and the Committee replacement of the High Performance Commission. A new governance and management structure for the Olympic programs has been established to correct this problem, furthermore to assist in overcoming this situation Australian Canoeing will be appointing an Audit Committee reporting to the Board early in the 2001/02 Financial Year.

A copy of our Statement of Financial Position (Balance Sheet) and Statement of Financial Performance (Profit and Loss Statement) for the 2001/2002 Financial Year is included in this Annual Report.

The erosion of our balance sheet reserves resulted for several reasons, not the least of which were contributions to the construction of the Olympic slalom canoeing facility, and unexpected costs in excess of budget that occurred during the 2001 financial year.

The unexpected costs that occurred during 2001 also included legal costs associated with defending Olympic selections (\$51,000), high performance program cost overruns in preparation for the Sydney Olympics, and also cost overruns associated with the 2000 marathon team tour to Canada.

The Australian Canoeing Board recently endorsed a proposal by the Australian Sports Commission for Australian Canoeing to undertake an independent financial audit. Australian Canoeing acknowledged the ASC proposal as a 'welcome opportunity' to put any doubts about the capacity of the organisation to fund its programs into the future aside, and in particular to reassure the Board on Australian Canoeing's financial capability. It was interesting to note that the Commission stated in its letter to Australian Canoeing, that 'ALL' Olympic sports had indeed experienced funding issues since the 2000 Olympics and that several of the sports were indeed in the process of being audited by the ASC. It is expected that ASC audits will in future be more regular and common for sport over the next few years as the ASC gives Australian Canoeing and all other National Sporting Organisations a greater degree of flexibility within their funding allocation to distribute resources according to program priorities, and as such the ability to manage their affairs with less involvement and direction from the ASC.

In concluding this financial overview of the Annual report, you will see from the profit and loss report that income of \$2.229 million was received during the 12 months ending 30 June. In return, Australian Canoeing incurred expenditure for the 12 months of \$2.343 million resulting in a loss of \$113,289, or 5.08% of income. It must also be noted that this included a payment of \$80,000 to the ICF for the Penrith Whitewater Stadium.

### **Sponsorship**

Sponsorship revenue, excluding government and Australian Olympic Committee Funding, was down from \$115,741 in 1999/2000 to \$67,709 in 2000/01. The large decrease can be attributed to the extra sponsorship revenue obtained due to Australian Canoeing's organisation of the 1999 Slalom World Cup Final and the 2000 Slalom World Cup in the previous financial year.

The Australian Sports Commission was the major strategic partner of Australian Canoeing during 2000/2001. Based in Canberra the ASC provided funding to Australian Canoeing's High Performance and Sport Development Programs.

Also during the year the Australian Olympic Committee provided funding to assist with the cost of international competition and for special projects and equipment. In addition the AOC provided funding to athletes through two programs - Funding for Medallists and the Olympic Dream Medal Rewards.

Penrith Whitewater Stadium, a major Sponsor of Australian Canoeing, was the official training venue of the Australian Slalom Canoeing Team.

Network Appliance was the naming rights sponsor of the 2000 Australian Canoe Polo Team. The team was also supported by Fibre Glass International as a major sponsor. Canterbury was the official uniform supplier Kayaks Plus, the official equipment supplier, Koala Car Rentals the official car rental supplier and Kangaroo Island Sea Link Kangaroo Island Sea Link a support sponsor to the 2000 Australian Canoe Polo Team.

### **Penrith Whitewater Stadium**

At a meeting of the ICF in May 1997 the ICF agreed to contribute \$1.5 million to the construction of Penrith Whitewater Stadium through donations by member National Federations. Fourteen National Federations contributed to the appeal. The ICF agreed to contribute at least AUD\$300,000 of its own money. At that meeting Helen Brownlee, our President at the time, pledged that Australian Canoeing would endeavour to match the ICF contribution. The largest contribution from any other National Federation was AUD\$100,000.

Australian Canoeing determined that it would raise the pledge through a Fundraising drive. Through this drive Australian Canoeing supporters pledged approximately \$240,000, unfortunately Australian Canoeing has only received \$160,000 of these pledges. This is unfortunate in terms of our total pledge as we have also provided \$30,000 for donor recognition (eg plaques at Penrith Whitewater Stadium, including plaques for all the ICF Member Federations that donated), commissions to the Australian Sports Foundation, credit card payment fees and other bank charges, and promotional costs for the donation project. As such to date Australian Canoeing has paid \$130,000 to the ICF.

As a consequence, the President, earlier this year wrote to the ICF advising that Australian Canoeing are not in a position to make any further payments beyond those received as pledges to date and in the future. The reasons for this request were numerous and were as follows:

- Australian Canoeing was the first National Federation to be asked to contribute towards the construction of a facility at an Olympic Games;
- Australian Canoeing received no money from the conduct of the Olympic Games and does not receive money from the operation of the Penrith Whitewater Stadium;
- Australian Canoeing must pay to use the facility to train its Australian team athletes and to run events. (In 2001 Australian Canoeing and its NTC Programs partners will be paying in excess of \$50,000 to use the stadium).
- the conduct of the Olympics in Australia has made it very difficult to find sponsorship for not only this facility, but also for sport programs in general;
- we have received no allocation from our National Olympic Committee or Federal Government towards the facility, as several sports also asked for such monies, and were denied;

- we have limited assets, and in particular no capital in the slalom course with which to successfully seek a bank loan for the outstanding monies, and
- unlike the ICF, we do not receive an allocation of money from the IOC as a result of the Olympic Games. (It should be noted that the ICF received US\$12 million for their involvement in the Sydney Games).

It was further explained that whilst Australian Canoeing considered the possibility of managing the Slalom facility in the early days of the project, a partner such as Penrith City Council, with significant financial backing was needed to contribute to the capital costs and manage the facility. Australian Canoeing therefore does not have a controlling interest in the management of the facility. Whilst we do not necessarily agree this was the best outcome, Australian Canoeing entered into such an arrangement to ensure the construction and hence continuing involvement of ICF slalom canoeing on the Olympic program.

It should also be noted that Australian Canoeing has no contract with the Olympic Coordination Authority nor the International Canoe Federation or any other body in relation to payments for the Penrith Whitewater Stadium, and as such the Board of Australian Canoeing is confident it can legally defend its position in respect of these payments, and will continue to lobby the ICF until such a position is realised.

Australian Canoeing has however committed to continue fundraising and to attempting to collect outstanding pledge's for the stadium, and we will forward these monies once collected to the ICF.

The Board has also approached and enlisted the support of the AOC to discuss and present the facts of the situation.

## **Key Outcome BS3 – Best practise governance systems established.**

### **Board of Directors and Governance**

The business and affairs of Australian Canoeing are vested in the Board of Directors who have responsibility for the management and control of the Association. The Australian Council elects the President and the Deputy Chairman is appointed by the Board.

The Board consists of seven Directors – the President, the Marketing and Communications Director, the Competition Director, the Special Projects Director, the Finance Director, the Education and Recreation Director who are elected by Council and the General Manager who is appointed by the Board. Three of the elected Directors terms expire each year.

Day-to-day management of the association is delegated to the General Manager. To assist the Board and management in carrying out their duties, standing and other permanent committees are created with either delegated authority or an advisory role, as appropriate. Ad hoc committees, designed for special purpose, are usually established as working parties.

The role of the Board as stipulated in the Australian Canoeing By-laws is:

The Board is to direct Management and Standing Committees with a view to optimising the performance of the Association by:

- providing strategic direction and adopting a corporate strategy;



- identifying the principle risks of the Association's operations;
- monitoring the conduct and performance of the Association and management;
- appointing and appraising the General Manager;
- ensuring that appropriate procedures are in place so that the business of the Association is conducted in an honest, open and ethical manner.
- In addition to its duties as spelled out under State and Federal regulations, the Board will make available its individual and collective expertise to assist the Association.

The Board of Directors met on eight occasions during 2000-2001. Attendance at Board meetings was as follows:

	Meetings Attended	Meetings Held during Term of Office
Greg Kaeding	7	8
Martin Finn	8	8
Wennie van Lint	7	8
Peter Vandeppeer	8	8
Robin Belcher	8	8
Jon Bisset	8	8
Gai Ness	7	8

### **Board Decisions**

During the year the Australian Canoeing Board of Directors resolved that following meetings, a circular detailing the outcomes of the meeting would be issued as soon as practicable after the meeting. In addition, a Register of Policy Decisions, which is a historical record of decisions taken by the Board has been developed. The register is updated following each meeting and distributed to Australian Canoeing Council Members, State Associations, Standing Committee Executive members, and is also available from the Australian Canoeing website.

### **Policy Development**

#### *Member Protection Bylaw*

The implementation of a Member Protection Bylaw is part of Australian Canoeing's commitment to the Federal Government's Anti-Harassment in Sport Strategy. The Bylaw will aim to create a safer sport environment by developing a system for dealing effectively and appropriately with and whenever possible preventing harassment in sport, and in particular Canoeing activities.

In summary, the purpose of this Bylaw will be to protect the health, safety and well being of all Australian Canoeing members and of those who participate in the activities of Australian Canoeing, our Member Bodies and Affiliated Clubs. As part of our mission we seek to provide a safe environment for those participating in our activities and those of our Members Bodies or Affiliated Clubs and this Bylaw will confirm that Australian Canoeing, and our Members will not tolerate harassment, discrimination or abuse of those involved in our, and our Members' activities.

This By-Law will also document Australian Canoeing's commitment to strong ethical principles and our requirement that all people participating in our activities must comply with principles of responsible and professional behaviour. Australian Canoeing believes everyone who participates in our, and its Members' activities has the right to be treated with respect and dignity. They also have the right to have any complaints dealt with in a fair, confidential and sensitive manner, and to be given the opportunity to be heard before any penalties are imposed.

#### *Privacy Bylaw*

The Commonwealth *Privacy Amendment (Private Sector) Act 2000* which will come into force in December 2001 establishes a national scheme for the handling of "personal information" by private sector organisations. The legislation will have a significant effect on the way sporting organisations, including Australian Canoeing, handle information about individuals. This will include for example, membership registration, entries for events, and details about athletes and officials representing the sport.

The legislation requires organisations to comply with the National Privacy Principles. These principles are established as the minimum privacy standards for the dealing of "personal information."

The principles cover the collection, use, disclosure, quality, security and access to personal information. In summary, the principles provide that an organisation:

- Must ensure its collection of personal information is fair and lawful. An organisation must tell a person why the information is being collected and that they have a right of access to that information;
- Is to use information only for the purpose for which it was collected, unless the individual has consented or any secondary purpose is so reasonably related to the primary purpose, that a reasonable person would expect it to be used for the secondary purpose;
- Must take reasonable steps to ensure that the information collected is accurate and up to date;
- Must take reasonable steps to protect the personal information it holds for misuse or loss;
- Must have a policy which sets out its information handling practices;
- Must give individuals access to their personal information it holds subject to the request creating an unreasonable administrative burden or expense;
- Must not adopt, use or disclose, an identifier that has been assigned by a Commonwealth government agency;
- Must give individuals the option to interact anonymously where it is lawful and practical to do so;
- Can only transfer personal information to a recipient in a foreign country in circumstances where the information will have appropriate protection;
- Must not collect sensitive information unless the individual has consented or in other special specified circumstances (ie. public health and safety).

Whilst our advice is that Australian Canoeing may not be subject to the legislation we

are committed to adhering to the principles set out in the legislation as an important aspect of our risk management. As such Australian Canoeing commenced a privacy audit of our operations late in June 2001 to determine how we collect, hold, use and disclose personal information so as we can make necessary changes to ensure compliance with the National Privacy Principles. The Board of Directors is also developing a privacy by-law.

### **Legal Issues**

Rigby Cooke Lawyers continued as our legal advisers during 2000/2001. Our special thanks to Maria Shand and Ian Fullagar for their help.

Appeals against non-nomination of athletes to the AOC for selection in the 2000 Australian Olympic Team generated eight hearings, including two Tribunal hearings and six CAS applications. The essential question in the appeals was whether the nomination criteria was observed by the selectors. Whilst commencing in May 2000 the series of appeals were not completed until less than two weeks before the Olympic Games and cost Australian Canoeing in excess of \$50,000. It is clear changes are required to the appeals process.

Five appeals resulted from National Team selection in 2001. One appeal in slalom, and four in Marathon.

Whilst the Slalom appeal was dismissed the tribunal made several recommendations for consideration by the Board.

In respect of the four Marathon Appeals considered, the tribunal found the Selection Panel should be given the opportunity to review their decision and gave some directions in relation to sections of the selection policy to take into account. The selection panel subsequently selected two of the appellants to K2 but re-affirmed their position of the non-selection of the other two athletes. The appeal tribunal subsequently accepted these decisions. No further appeals were received against these appeals however one athlete declined to be selected and as a consequence her K2 partner was left without someone to paddle with. This issue was subsequently resolved.

### **Key Outcome BS4 - Membership Benefits Program Established**

Australian Canoeing finalised the alliance with API Leisure and Lifestyle in order to pass benefits on to the Australian Canoeing membership in May 2001.

API Leisure and Lifestyle is a membership based not for profit organisation initially established to provide lifestyle services to employees of Australia Post, later expanding to include Telstra workers and is now one of the largest and most successful membership organisations of its type in Australia.

The membership card to be received by members is the passport to the program and will be required for participation in Australian Canoeing and many state association activities, and to achieve further discounts to Australian canoeing services and programs.

The card can and will deliver benefits to the whole family. The API Easy Eats program on the back of the card gives members access to a range of special offers from suppliers. However the program benefits are just the start of expected returns to members, and Australian Canoeing will be expanding the member benefits program over the coming months. The positive feedback received so far for the card has to date been most encouraging.

## High Performance

### Key Goal

“To achieve excellence in canoeing performance”

### **Key Outcome HP1 – A Nationally focused High Performance Program providing maximum benefit to athletes and teams.**

#### **Review of 1997-2000 High Performance Program**

In October 2000 the Australian Canoeing Board of Directors appointed a High Performance Review Panel comprising of Ramon Andersson, Robin Belcher, John Felton and Graham Johnson to conduct a review of the 1997-2000 High Performance Programs (Olympic disciplines).

Submissions were received from people involved in the Olympic disciplines of Slalom and Sprint Racing, most of whom were past, or present Olympians. Further to this the Panel gave the opportunity for people to speak with them face to face at venues in Melbourne, Brisbane and Sydney over the period from 24th to 26th November 2000.

In the process of compiling the recommendations the Panel considered the written submissions, the interviews that took place in Melbourne, Sydney and Brisbane and the data compiled from the Australian Canoeing Post Olympic 2000 Surveys.

Whereas there were many common areas of concern between the two Olympic disciplines, there were also some issues, which were specific to either Sprint, or Slalom. The major concern was that there was a perception that the sport was at a 'crisis' point and that Australian Canoeing needed to show strong leadership at all levels from the Board of Directors to its employed staff if there was to be any improvement upon the performances at the 2000 Sydney Olympics.

It was noted by the panel that there is a perception by those making submissions of weak leadership from Australian Canoeing which permeates down from Board level through the management staff and employed administrators, to coaches and finally to the elite athletes. There is also a concern that either as a result of their poor leadership, or because of a lack of respect for people within the chain of command, they are constantly being undermined. Further to this there is a perception that there are some athletes within National Squads who are more concerned with merely making the National Squad, than they were with extending themselves to achieving the ultimate goal of Olympic success.

The Board of Australian Canoeing subsequently considered the review and implemented a range of measures to address the problems.

### **National Teams**

Australia was one of only four countries to qualify for all kayak events at the Olympic Games in Sydney. The four years leading into the games was also our most successful Olympiad. In 1997 the Australian Sprint Team achieved its best medal haul – seven medals in both Olympic and non-Olympic events. In 1998 the number of medals decreased to two and in 1999 two medals were again won. The two medals won at the 2000 Olympic Games meant that Australian Canoeing maintained its average of two medals per Olympics since 1980. Despite this our results were below expectations

Katrin Borchert won Bronze in the K1 500m and Andrew Trim and Daniel Collins won silver in the K2 500m. Katrin Borchert and Anna Wood also paired to finish 6<sup>th</sup> in the K2 500m Final. John Sumegi, who was subsequently appointed National Coach in January 2001, coached all four athletes. No other crews made Olympic Finals.

Danielle Woodward was Australia's best performed Slalom athlete at the Sydney Games finishing the K1 in 8<sup>th</sup> place. Robin Bell was 9<sup>th</sup> in the C1, John Wilke 21<sup>st</sup> in the K1 and the C2 crew of Andrew Farrance and Kai Swoboda finished in 11<sup>th</sup> place.

The Australian Canoe Polo Team also had a disappointing year with both the men's and women's teams failing to defend their World titles. Both the men's and the women's teams finished in 5<sup>th</sup> place.

At the 2000 World Marathon Championships Michael Leverett and Chantel Meek won Bronze Medals.

Nine Australians competed in the Pre-World Freestyle Championships, held in Spain in July 2000. Mark Killop (Junior K1) and Gabby Campbell-Lloyd (Women's K1) made it into the semi-finals, both finishing in tenth position, and Brock Flowers finished in fifth place in Men's C1. Several athletes continued the European tour, competing in the German Freestyle Nationals in Augsburg, with Gary Finlay finishing in fourth position in the Open C1.

Four Australian female sprint paddlers made the top ten in the 2001 World Cup rankings. The point score is based upon results in K1 and K2 200, 500 and 1000m events over the five World Cups. Katrin Kieseler lead the standings with 200 points. Ranked second with 162 points was Katrin Borchert. The other Australians in the top 10 were Amanda Rankin in 7<sup>th</sup> with 62 points and Paula Harvey in 10<sup>th</sup> with 52 points.

The slalom team competed in two tours in May and June 2001 the first to the US team trials from the 18-24 May, at the site of the 2001 World Championships. The second to World Cup's 1, 2 and 3 in Europe from the 15 May to June 11. Four athletes made World Cup Finals during the that European Tour – John Wilke (2), Lachie Milne (1), Louise Natoli (1) and Kynan Maley (1) and Robin Bell won 2 of the three races at the US team Trials.

The Junior Slalom Team had three camps under the direction of National Coaching Staff. Considerable effort is being invested in this area as some of the talented Juniors are good chances to make the 2004 Olympic Team. The Junior Team are attending Junior Pre-Worlds in Poland and International competition in the Czech Republic from the 1<sup>st</sup> to the 23<sup>rd</sup> July 2001.

A Canoe Polo development team toured Europe in June 2001. The team, many of who will be major players in the 2002 World Championship Team selection finished 7<sup>th</sup> at the Flanders Cup, 3<sup>rd</sup> at the Zurich International Competition, 3<sup>rd</sup> at the Machee Cup in Germany and 7<sup>th</sup> at the Deutschland Cup.

The Marathon team was selected at the Easter National Championships and will travel to the World Championships in September 2001. Danial Aulet, being the only member of the Marathon Development team who accepted their selection, finished 2<sup>nd</sup> in the Marathon World Cup in Spain in June.

Robin Bell won Australia's first ever medal at the 2001 World Freestyle Canoeing Championships in Spain when he took the Silver behind Barry Kennon from the USA. Penrith's Brock Flowers finished in 5<sup>th</sup> place and Kynan Maley finished in 9<sup>th</sup>. In the Open C1 Gary Finlay finished in 6<sup>th</sup> place.

**Key Outcome HP2 – A fair and consistent selection policy is applied in the selection of all National teams.**

The Board commenced a major review of Selection Criteria and Procedures in February 2001 following the receipt of the High Performance review conducted following the 2000 Olympic Games. Submissions were sought on a draft document and all those comments received, as well as the Hon Trevor Morling QC's report and recommendations to the AOC on the Australian Olympic Team Selection Process, and the Report from the Australian Sports Commissions Selection Forums, is currently being considered by the Board.

It is evident that the major issues are the over riding principles, the appeal procedures and the objective/subjective nature of the selection process, particularly with team boats and team competitions.

The Board will be removing the over riding principles and all subjective clauses so that this issue can be tackled in the context of each specific discipline. This will also allow the tailoring of the over riding principles to the specific team/event (ie allow for specific development teams etc). This is also in accordance with the recommendations of last years High Performance Program review to which the Board is fully committed.

Australian Canoeing is also committed to a more streamlined appeal process. The major issue seems to be the composition of the Selection Review Panel and the right of legal representation. In accordance with the Morling Report Australian Canoeing will be including in the policy that the selection review panel be independent of the Board.

As Morling says in his report good arguments can be advanced both for and against the right to legal representation. This is a difficult issue and one that most sports are grappling with at the moment. It must always be remembered that if there is no automatic right at Selection Review Panel stage the athlete will always have the right at the second stage in an appeal to CAS.

**Key Outcome HP3 – Talented athletes are identified and assisted to reach an international performance standard and an increase in the depth of skilled athletes/teams at a national level.**

Four Intensive Training Centres received Australian Canoeing funding during 2000/2001. The programs were located at the Western Australian Institute of Sport, the New South Wales Institute of Sport, the Queensland Academy of Sport and the South Australian Sports Institute.

In addition to this the AIS unit received funding of \$360,000 from the Canoeing allocation of ASC funds. This funding was not discretionary and it was mandatory that the money be used by the AIS unit.

Each institute supplemented the funding by varying amounts. State Associations in all states except Queensland were parties to the ITC agreements. In Queensland the agreement was between ACI/QAS and ASC only.

Since the commencement of Australian Canoeing's Olympic Canoeing Programs in January 2001 partnerships have been established with five endorsed National Training Centres.

The Australian Institute of Sport Sprint and Slalom programs are the camp based, non-residential programs focussing on the development of Senior Australian team members.

The New South Wales Institute of Sport operates Sprint and Slalom elite athlete programs as part of the AC Olympic Canoeing Program.

The Queensland Academy of Sport operates a Sprint elite athlete program as part of the AC Olympic Canoeing Program.

The South Australian Sports Institute operates a Sprint elite athlete program as part of the AC Olympic Canoeing Program.

The Western Australia Institute of Sport operates Sprint elite athlete program as part of the AC Olympic Canoeing Program. WAIS also provides individual scholarships to Western Australian members of the Australian Slalom Team.

The Victorian Institute of Sport operates a Slalom elite athlete program as part of the AC Olympic Canoeing Program. The VIS also provides individual scholarships to some Victorian members of the Australian Sprint Team.

The Tasmanian Institute of Sport also provides individual athlete scholarships to talented Canoeing athletes.

## Development

### Goal

“To develop the sport and recreation of canoeing within Australia.”

### **Key Outcome D1 - Qualified personnel in the conduct and leadership of canoeing activities.**

#### **Employment of Australian Canoeing's Project Officer**

On the 31<sup>st</sup> July 2000 Paul Sheppard commenced work within the development unit. Paul is charged with the responsibility of the Australian Canoeing Award Scheme project.

#### **Skills Recognition & alliance with Regency Institute of TAFE SA**

In June 2000 Australian Canoeing developed a skills recognition process in conjunction with Regency Institute of TAFE SA. The project started as a result of the Australian Board of Canoe Education adopting the Outdoor Recreation Training Package and aligning units of competence to the old award scheme.

Regency Institute of TAFE SA was selected after a rigorous tender selection process where organisations were requested to tender for the facilitation of skills recognition for the Australian Canoeing Award Scheme and an ongoing alliance for Registered Training Organisation status. The tender was broken into 3 steps they are as follows:

- The first stage of the project was to facilitate and implement a skills recognition process for 204 Australian Canoeing assessors.

This involves the following:

- Setting up and facilitate a skills recognition process for all Australian Canoeing Awards

- Processing of RPL / RCC applications
- Assessment of all applications, using personnel suitably qualified as per the Outdoor Recreation training guidelines for assessment.
- Notifying the participant of their result or whether further information is required for the assessment.
- Issuing a statement of attainment direct to the instructor.
- Forwarding details of the results to Australian Canoeing so as the Australian Canoeing award can be sent and the national database is updated.

The second stage of the project was to facilitate and implement a skills recognition process for up to 6,500 Australian Canoeing Instructors.

Step 3 involved the setting up of an alliance with a RTO for the issuing of statements of attainments for all new awards. These awards are for all people that are currently in training or will participate in AC courses in the future. National Training Providers will deliver all these courses for the AC awards; however, all awards are VET and must be coupled with a statement of attainment. AC sought a 12-month alliance with a RTO for the ongoing issuing of statements of attainment to participants that complete the assessment requirements for the units of competence mapped to the AC awards.

Within the tender Australian Canoeing required the following:

- RTO must have a scope of registration of up to Diploma in Outdoor Recreation.
- Provide a statement of attainment for all Australian Canoeing awards if participants are successful.
- RTO is a National Training Provider.
- There is suitably qualified staff within the organisation.
- Professional development of Australian Canoeing and State association staff to Certificate 4 in Workplace Training and Assessment.
- Professional Development of Australian Canoeing staff for Diploma in Outdoor Recreation and / or Diploma in Sport & Recreation.
- Ability to deliver Certificate 4 in Workplace Training and Assessment.
- A costing on what the statements of attainment will be for each award.
- RTO utilises Australian Canoeing logo in a Dual Logo arrangement.

The alliance Australian Canoeing has entered into with Regency Institute of TAFE is for 12 months with provision for extension. As of June 2001 Australian Canoeing and Regency has mailed the new skills recognition process to all assessors and 30 of the 204 assessors have already gained the units of competence for their new awards. The next step in the process is to provide this service to the 6500 instructors Australia wide. By the completion of this project Australian Canoeing and Regency TAFE would have completed the first and largest skills recognition process of its kind in the outdoor recreation industry.



## **Level 2 Wild water Coaching Course**

The very first Level 2 Wild water Coaching Course was held in Tasmania on the 27<sup>th</sup> –29<sup>th</sup> October 2000. Eight Tasmanians and one Victorian attended, all of whom ended the course with their knowledge and skills greatly enhanced thanks to the excellent presenters.

A highlight of the course included demonstrations of the very latest in software packages for computer assisted video analysis, by Dan Billing of the TIS. Questions about the blade position through a stroke and the exit point of the blade could be answered immediately with dot points and frame-by-frame motion. Comparisons of paddle angles during the stroke could be made using overlaying images of different paddlers.

The Strength and Conditioning presentation by Ted Polglaze of the TIS and Tammie Ebert's presentation on Nutrition demystified the subject of performance enhancing supplements. The final day was spent on the Leven River, experimenting with paddling drills and coaching methods for white water techniques.

Although the 3 day course was intensive, the discussion generated and the sharing of ideas amongst some of the most experienced paddlers and coaches in Australia was a very memorable and unique experience. The Australian Canoeing Wild water Committee hopes that other Level 2 courses will be run in other states in the near future.

## **Level Two Flatwater Course**

A Level 2 Flatwater Coaching Course was held in Brisbane on the 14 –17 October 2000. There were 23 participants, making it both a large course and an exciting one thanks to the quality of all concerned. Lectures from David Aitkin in strength & conditioning & biomechanics, a thought provoking & entertaining presentation on physiology from Dr. Bob Treffene (from Australian Swimming), marathon racing by Robin Belcher, sprint racing with Jamie Walker, an excellent & practical presentation on sport psychology by Clinton Laurence, an interesting presentation from Barry Kelly on technique coaching. Lynda Lehmann had the task of filling in the gaps & tying together different presentations, particular training programs, technique coaching & the racing stroke & coach effectiveness. Jonathan Clark presented on racing rules & Toinette Stoddard drugs in sport. The participants themselves also had a large role to play in making this an excellent Level 2 course; with skills ranging from recently retired elite athletes through to those heavily involved in schools programs and talent identification programs

## **Codes of Ethics and De-registration**

Codes of ethics have now been integrated into the draft membership protection policy for the following areas:

- Instructing
- Officiating
- Coaching
- Guides
- Assessors

These codes will enable Australian Canoeing through State Association's implementation of the "Codes of Ethics" to de-register Coaches, Instructors, Assessors, Guides and Officials who are in breach of these codes.

Australian Canoeing has also developed a code of practice for its National Training Providers and this is outlined in this document.

### **Assessor Training Courses**

During 2000 and 2001 Australian Canoeing has conducted 10 Assessor courses in Melbourne (November 2000), Hobart (January 2001) Cairns (January 2001), Perth (January), Sydney (February 2001) Adelaide (March 2001), Darwin (March/April 2001), Brisbane (April 2001), Canberra (May 2001), Canberra (July 2001)

Australian Canoeing presented the courses over 3 days, starting on a Friday evening outlining the course and looking at what is assessment in comparison to traditional styles of examining. Saturday focused on types of assessment, fundamentals of VET and the outdoor recreation training package, plus design and implementation of assessment.

Sunday morning was reserved for reviewing the skills learnt and preparation of assessors being assessed, while assessing. This was followed after lunch by the group being joined by participants who had already received the three units of assessment from another RTO. The remainder of the course focussed on the New Australian Canoeing Award Scheme, National Training Providers, Assessment, moderation and quality assurance.

In total 204 people have attended the Australian Canoeing Assessor courses more than any other sport in Australia.

### **Australian Canoeing Award Scheme Information Package**

Australian Canoeing has developed an information pack for the 'new' Australian Canoeing Award Scheme. It includes frequently asked questions about the new scheme and it's impact on Canoeing plus an easy to read version on the Vocational Education and Training (VET) system. This document has been circulated to State Associations, Assessors and State Boards of Canoe Education and is now on the Website. A letter will be sent to all instructors outlining that they can access the document from the web or contact Australian Canoeing for a hard copy.

### **Competency Mapping**

After the completion of the mapping of the Australian Canoeing Awards to the units of competence in the outdoor recreation training package last year, the ABCE has looked closer at the mapping and has found possible superfluous units that could be removed. This will be reviewed at the 2001 ABCE AGM with the possible changes to the current clustering's for each award.

### **Coach Accreditation**

New Coach accreditation continues to grow, however, there is a large proportion of the coaching community has not re-registered in 2000/2001. Coaching levels for new coaches coming into the system has been maintained, however, Australian Canoeing will be focusing heavily in the new year to increase program support for coaching in 2001. The NSWCA, VCA and QC have continued to provide strong coaching programs in 2000 and 2001 and are congratulated for their efforts so far.

### **Flat water Level 1 Coaching Manual**

The draft for the first Level 1 Flat water Coaching Manual has been completed and is currently undergoing editing, typesetting and printing. The manual was prepared by

Lynda Lehmann and is to be presented in a loose-leaf folder/workbook for coaches undertaking the Level 1 Flat water coaching qualification and wire bound for publication to the general public. It should be available in late 2001.

### **NCAS Level 1 Outrigger Course and Manual Approved**

The Australian Coaching Council has officially approved the Level One Outrigger course. This course has been developed in conjunction with the Australian Outrigger Canoe Racing Association.

### **NCAS Courses**

Coaching Courses were held in all states except Northern Territory along with the first Level 1 Flatwater coaching course being conducted in Palau through available funding from the International Canoeing Federation and the International Olympic Committee. Thanks must go to the State Coaching Coordinators, Course Coordinators & Presenters. Overall the standard of canoe education continues and the development of resources and course design workshops being the focus.

STATE	NUMBER OF COURSES	PARTICIPANTS
QLD	5 * include L2	55
NSW	5	30
VIC	2	31
WA	1	10
SA	1	11
TAS	2 * include L2	15
NT	0	0
Palau	1	32
<b>Total</b>	<b>17</b>	<b>185</b>

### **National Coaching Scholarship**

Australian Canoeing continues to be successful in its applications for scholarship coaches. Last year Brendan Purcell completed his term as scholarship coach with the Queensland Academy of Sport and was successful in obtaining full time employment with the Western Australian Institute of Sport as the head coach of the flatwater canoeing program.

Australian Canoeing was also successful in securing a National Coaching Scholarship for 2002. This scholarship will be one year full time position and based at the Victorian Institute of Sport. Due to the program being hosted by a State Institute the scholarship will be funded 50% by the Australian Sports Commission (ASC) 25% by Australian Canoeing and 25% by the Victorian Institute of Sport. The scholarship coach will be required to complete a graduate diploma in Elite Sports Coaching and will receive financial support of up to \$39,200.

Zlatan Imbrahimbegovic was the successful applicant and will commence the scholarship program on the 1<sup>st</sup> January 2002. The mentors of the scholarship coach will be Richard Fox, National Slalom Head Coach & Roy Farrance VIS Slalom Coordinator. Richard will be responsible for Zlatan whilst he is involved in any nationally related programs and Roy as his state based mentor whilst working with the VIS.

Year	Name	Program	Mentor
1993	David Aitken	QAS (Sprint)	Barry Kelly
1994/5	Lynda Lehmann	SASI (Sprint)	Bob Clarke
1996	David Wootth	NCAC (Sprint)	Bob Clarke

1997	Grant Davies	AIS (Sprint)	Barry Kelly
1998	Lauren Sykes	VIS (Slalom)	Richard Fox / Roy Farrance
1999	Lauren Sykes	VIS (Slalom)	Richard Fox / Roy Farrance
2000	Brendan Purcell	QAS (Sprint)	John Sumegi
2001	Brendan Purcell	QAS (Sprint)	John Sumegi
2002	Zlatan Imbrahimbegovic	VIS (Slalom)	Richard Fox / Roy Farrance

Above is a list of all the scholarship coaches to date.

**Key Outcome D2 - Improved access to canoeing by all people, Increased participation in Canoeing and a National approach to the development of Canoeing and participation.**

**Active Australia**

Australian Canoeing has been selected as a finalist in the 2001 Active Australia Awards - Provider category. This award is for well managed clubs and organisations with initiatives that promote and encourage participation and physical activity.

To top this great news Sharyn Bojczenko (Sprint, Victoria) is a finalist in the Official's Development category. This award is for contributions made by an individual towards officials' development.

The Awards will be announced at a presentation on Thursday October 25th 2001 at Parliament House in Canberra.

Congratulations to Sharyn for her selection and all individual members, clubs and states that have contributed towards Australian Canoeing selection.

**Canoeing Active Australia Providers**

Over the past year there has been a significant increase in the number of registered members of Active Australia. Currently there are 37 clubs and canoeing organisations that have registered or are members of Active Australia. Congratulations to all State Associations for registering and especially Queensland Canoeing, Victorian Canoeing Association and Canoe Northern Territory who have completed the process.

Congratulations also to the following clubs that have registered or are members they are as follows:

- Bendigo Canoe Club
- Over 45 Social Canoe Club
- Nepean Canoe Club
- Manly Warringah Kayak Club
- West Lakes Canoe Club
- Hunter Valley Canoe Club
- Templestowe Canoe Club
- Burley Griffin Canoe Club

**National Training Providers**

For twenty-seven years the Australian Canoeing Award scheme has been recognised as the appropriate award for people instructing canoeing and kayaking in Australia. Today it is recognised by State Education Departments of all denominations nationally as the 'best industry practice' in the Outdoor Recreation industry.

From 1 January 2002 only official Australian Canoeing National Training Providers will be eligible to administer the Australian Canoeing Award Scheme. Australian Canoeing National Training Providers will need to become an Active Australia provider. This will assist in ensuring a nationally recognised quality control within the Australian Canoeing Award Scheme and Australian Canoeing will assist all prospective Australian Canoeing Training Providers' to become an Active Australia provider.

The new Australian Canoeing Award Scheme has aligned itself with the national Vocational Educational and Training competencies and has enabled Australian Canoeing to award not only Australian Canoeing Awards but with it's recent Registered Training Organisation (RTO) status, the statement of competencies attained also.

To deliver the Australian Canoeing Award Scheme trainers will need to hold the award they are delivering and the Australian Canoeing Assessor Award.

One of the many benefits of organisations becoming an Australian Canoeing National Training Provider who are an RTO, is that it is possible for them to award both forms of the qualification. However, should the organisation not have RTO status then they can still administer the Australian Canoeing Award Scheme. Another benefit of becoming a National Training Provider is a Public liability and professional indemnity insurance policy from IEA. Through the Australian Canoeing National Providership Scheme IEA are offering providers the opportunity to be quoted on their current insurance policy. Organisations that have already taken this option have found IEA to be highly competitive and in most cases to have reduced their premium.

By forming alliances with organisations it will enable Australian Canoeing to administer the national award scheme and remain impartial, while maintaining the quality of delivery by official training providers.

### **Internationalisation of AC Award**

Sport Recreation Training Australia invited Australian Canoeing to be involved in a task group for the mapping of units of competence for Canoeing, Kayaking, Sea Kayaking and Rafting qualifications for international recognition between United Kingdom and New Zealand. Australian Canoeing was actively involved in the review of units and has identified equivalence between the various units from each of the countries. It also enables Australian Canoeing to form closer ties with the British Canoe Union and the New Zealand Outdoor Instructors Association. This is extremely important step to improving the transportability of the Australian Canoeing Award and can improve employment prospects of instructors overseas with out having to attend further training courses for awards they have already completed.



## **1st National Training Provider**

Australian Canoeing would like to congratulate Regency Institute TAFE SA as its first National Training Provider. This will enable the first courses for the new Award Scheme to be conducted this year. As Regency is a registered training organisation ensuring that people participating in their courses will be able to receive the Australian Canoeing Award and a Statement of Attainment of units of competence achieved.

## **Regency Institute of TAFE Profile**

The Centre for Recreation, Sport and Tourism, of the Regency Institute, is South Australia's largest recreation industry provider of Vocational Education and Training (VET), and one of the largest in Australia. In 1997 the Institute won both the South Australian and Australian Provider of the Year. It is one of Australia's few VET Providers of Certificate II in Recreation to Diploma, in each of the four streams, Sport, Community Recreation, Outdoor Recreation and Fitness. The Centre also provides the Advanced Diploma of Sport and Recreation and a fully articulated Degree in Bachelor of Business (Recreation Management)

The Centre currently enrolls 1400 students and generates in excess of 180,000 student contact hours. There has been continual growth in both course offerings and student enrolments since the inception of the Centre in 1985.

The Centre has a multidisciplinary team made up of staff with formal qualifications and experience over many years in all facets of recreation. The Centre team holds qualifications in outdoor recreation, exercise physiology, law, recreation and sport administration and management, as well as formal education qualifications and professional qualifications in management, psychology and sociology. Many of the staff have Post Graduate University Qualifications; VET Qualifications and many years of industry experience.

The Centre currently has 20 full time staff and has contracts with over 100 industry specialists who come to the Centre bringing their current experience from all sectors of the recreation industry.

## **Australian Canoeing Award Scheme Resources**

Development of resources for the Instructor program is progressing with 80% of the Flatwater Instructor Level 1 completed, 70% of the Sea Instructor Level 2 and 70% of the Whitewater Instructor Level 2 completed. First drafts of the documents are available and will be sent to key people in the each field for comment and then out to the ABCE for final approval.

All resources will be available in HTML and PDF format for download by National

Training Providers through a secure website. Access to these documents will be through a password access system. The resources will also be available on CD and a Java search engine will be a part of the system enabling easier browsing.

All resources in the future will take this format to decrease costs in printing and assist in updating versions of these documents.

Resource development for guiding have been outsourced and are currently being developed by consultants contracted to Australian Canoeing. The priority is currently for the instructor program, however, the emphasis of guiding is seen as a priority. The awards that have been focused on are Flatwater Guide Level 1, Whitewater Guide Level 2 and Sea Guide Level 2.

### Sports Training Package

Australia Canoeing requested Sport & Recreation Training Australia include canoeing in the Sport Training Package. This will enable Australian Canoeing to develop sports specific units of competence for coaching and officiating. Commencement of this project will start towards the end of 2001 following the review of both the sport and outdoor recreation training packages.

## Program Delivery

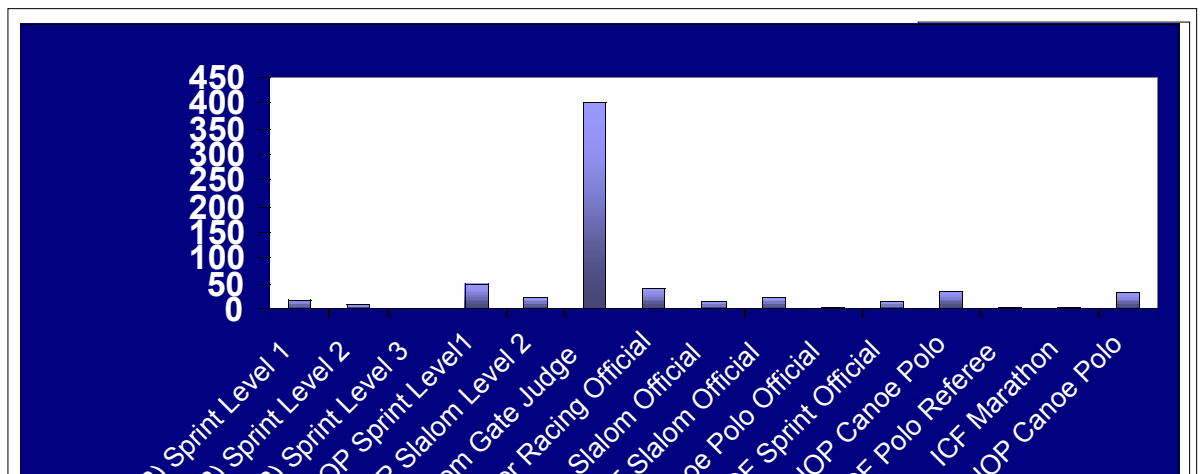
### Key Goal

“To organise and conduct quality programs.”

### Key Outcome PD1 – Establishment of a quality education and training program for officials.

#### Officials Accreditation

Officiating in canoeing continues to grow at a rapid pace. Australian Canoeing has currently 4 nationally approved courses with the National Officiating Program (“NOP”). It is anticipated that all canoeing disciplines would have NOP Level 1 officiating courses developed by the end of 2002. Australian Canoeing currently has 95 officials registered with the NOP and a total of 523 Accredited Officials. These figures do not include Canoe Polo Referees, as data is unavailable.



## **Canoe Polo, Marathon and Wild water Racing Officiating Course Syllabus**

Workshops for the development of Canoe Polo, Marathon and Wildwater Racing officiating courses were held in 2000. The aim of the workshops was to design a course framework for the development of officials. The workshops were highly successful with course outlines for level one and two being completed. The course structures will entail level one and two for specific officiating and level three being a generic event management course.

These courses are aligned to the current general officiating competencies in the Sport Training Package and the courses will be accredited through the National Officiating Program in Canberra

### **Key Outcome PD2 – Increased opportunities for non-competitive paddlers and recognised for researching, lobbying and promoting strategic issues such as river access and environmental flows.**

#### **NSW Waterways**

Australian Canoeing has provided feedback to the NSW Waterways on its Hire & Drive policy and guidelines for canoe leaders. Australian Canoeing recommended that Australian Canoeing instructor / guide qualifications were the minimum requirements when operating on NSW waterways. It was also suggested that they should use the ACAS as a quality assurance process.

#### **National Parks & Wildlife**

Australian Canoeing has also provided feedback to the NSW & National Parks & Wildlife on the requirements for licences to be issued to commercial operators operating in National parks. The outcome is that Parks & Wildlife will stipulate that Australian Canoeing Awards (or equivalent) must be held when guiding or instructing in National parks. This has already been implemented in the Blue Mountains National Park.

#### **National Water Safety Council**

Australian Canoeing has been invited to send a written application to be a member of the National Water Safety Council. This will provide an opportunity to network with other water safety providers, with the possibilities of forming alliances, and to add Australian Canoeing qualifications to the 2001 draft for water safety guidelines that will be presented to the Federal Government in 2001.

#### **NSW Department of Sport and Recreation Community Recreation Grant**

Australian Canoeing has set up a lighthouse model for Flatwater Canoeing Development. The aim of the program is to establish a canoeing and kayaking participation development program that provides easy access for children, people with disabilities, women and aboriginal and Torres Strait Islanders to experience canoeing in a recreational or competitive environment.

This coupled with quality instruction in basic paddling skills gives a pathway for young people to access a structured coaching program in Flatwater, Marathon or Outrigger Racing.



capitalises on the Active Australia initiative and Olympic games legacy. Utilisation of the Active Australia networks as a foundation of the project will enable a successful development program.

The program would provide an infrastructure for canoeing and kayaking participation at the Narrabeen Lakes and Northern Sydney region.

This lighthouse project is supported by Local Government, Manly Warringah Kayak Club, Pro – Kayaks and Australian Canoeing. This project has been submitted to the NSW DSR for funding grant under the Active Kids Community Grants Scheme.

### **Outdoor Recreation Council of Australia Board of Directors**

Australian Canoeing was successful in its nomination of Australian Canoeing Coaching and Development Manager, Peter Home to the Board of Directors of the Outdoor Recreation Council of Australia. This position will further assist the canoeing industry to have a voice and ensure canoeing related matters are also addressed.

### **Standards Australia**

Australian Canoeing has been invited to be a part of the Standards Australia committee for the review of the standard for Buoyancy Aids. This position will further assist the canoeing community to have a say in the design and setting of standards for canoeing equipment.

### **National Outdoor Industry Conference**

This was held in Bendigo in January 2001 and was attended by all areas of the outdoor industry. Paul Sheppard (AC Project Officer) attended the conference and participated in the VET Workshop that discussed the Outdoor Recreation Training Package and the VET scheme.

The main outcomes for Australian Canoeing were:

- That in that in the last 6 months Australian Canoeing has not only caught up with the VET scheme but has passed in it many aspects.
- The conference recommended that alliances from the industry and those in training should be formed with National Governing bodies that are using competency based award schemes, and
- Australian Canoeing will develop a National Rafting Qualification and speak with the industry to establish whether there is a market. The rafting industry supports the idea and Australian Canoeing is inviting interested parties to be on a 'Task Group' that will look at the content of a training package for the qualification.  
.Australian Canoeing will facilitate the process.

### **Queensland Outdoor Education & Recreation Conference & Outdoor Recreation Industry Council (NSW)**

Australian Canoeing presented at the Queensland Outdoor Education & Recreation Conference in Cairns and the Outdoor Recreation Industry Council conference in Canberra on the changes of the awards scheme. These conferences were highly successful and have assisted Australian Canoeing to further promote the award scheme and continue to gather industry wide support.

**Key Outcome PD3 – Provision of quality events to athletes of all levels and an increase in the number of competitors at national events annually.**

Australian Championships were conducted in Sprint, Slalom, Wildwater, Freestyle, Marathon and Canoe Polo during 2000/01. Whilst the VCA were not necessarily the organising body responsible for the conduct of all these events, a particular thanks must be expressed to them as the host state for the conduct of all discipline National Championships, other than Freestyle, in Victoria between January and Easter.

Three Sprint Grand Prix Regatta's were also conducted successfully and were directly managed by the Australian Canoeing Sprint Committee.

The Penrith Whitewater International Slalom was conducted in February and again was very successful. The event also doubled as the National Team selection trials and attracted an international field with competitors from Great Britain, Japan, Austria, the United States, Slovakia and Germany and included two 2000 Olympic medallists.

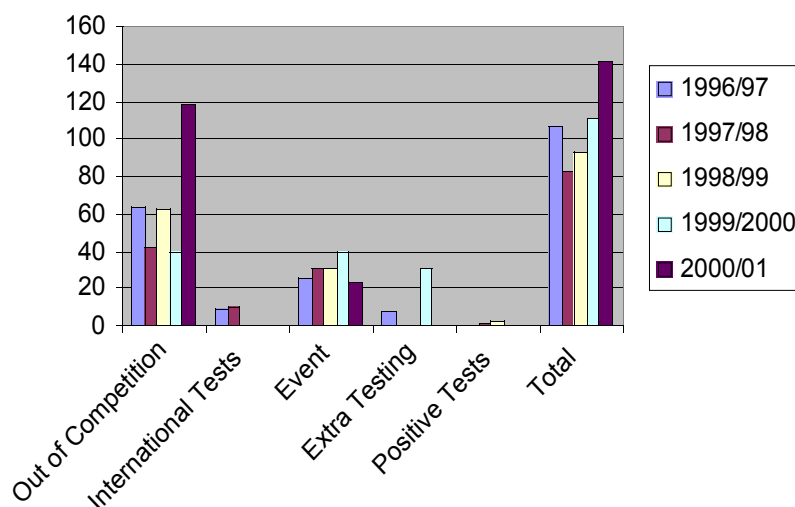
The first Sydney Youth Olympic Festival was held in January involving Sprint and Slalom athletes. The event was a huge success for the AOC, and enjoyed by all from Australian canoeing. Canoeing has been confirmed on the program for the event in 2003.

In November 2000 Australian Canoeing was awarded the 2005 World Marathon Championships to be held in Perth and the 2007 World Junior Sprint Championships.

**Key Outcome PD4 – Canoeing perceived as a drug free sport.**

**Drug Testing**

The following Chart outlines the number of tests conducted by the Australian Sports Drug Agency from 1996 – 2000. During the 2000/2001 year Australian Canoeing had no positive tests.



**Drugs in Sport Education**

Drugs in Sport education sessions were held again this year for Australian Canoeing national team athletes. They were progressions from the previous year, and set up in

a way to provide updates on recent changes to testing and open questions / discussion between athletes and the ASDA presenter. Many of the athletes gained a lot of extra knowledge from the sessions this year.

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## Standing & Technical Committee Reports

### Sprint Racing Committee

#### Jim Murphy, Chairman, Sprint Race Committee

After the excitement of Sydney we are already one year into the next Olympiad and we are working in a different environment. The review process that many aspects of Canoeing contributed to has led to a different structure for the Elite Program and the race committee has seen some of its traditional areas of responsibility change.

Head Coach John Sumegi with Selectors Andrew Trim, Ramon Anderson and Ian Rowlings supported by Karl Russell, the program coordinator now have full control of the senior and junior teams. Teams were once a main concern of the committee so this major change has led us to question our role on a number of occasions.

The Grand Prix series and the Nationals were down on attendance as we expected but were conducted in a professional manner by the very good pool of Officials that has been developed over the years. There was some excellent racing and we take great heart from the number of participants in the Junior ranks.

January saw the inaugural Youth Olympics take place at SIRC with the support of the AOC and Australian Canoeing. This was a great concept and allowed us to enable officials who did not work at the Olympics to gain valuable experience. Hopefully this event will be a biannual one and may even expand into an International competition.

Both the Senior and Junior Teams are to be congratulated on their efforts overseas in the first preparation for Athens. The Junior Team competed in Brazil for the first time and must have liked it as it was the most successful team ever - bringing home a Gold and Silver medal. Congratulations to Ken Wallace and Lyndsie Fogerty respectively.

In the field of officiating training we have not achieved our goals this year, but given the hectic start to the season I am not surprised. The executive is currently restructuring the Administration Rules and Operational Handbook to fit within a common pattern for all committees and at the AGM is revisiting the Level One and compiling the Level Two course with the help of Australian Canoeing Management.

We would expect these tasks to be completed by Christmas as well as a Train the Trainer weekend. This is an essential step in empowering State bodies to run officiating courses for their own and our benefit.

The computer program that the Committee uses to run National Events is now available to States and we look forward to helping them use this to run local regattas.

I would like to thank all members of the executive of the SRC for their untiring work over the year. Sharyn Bojczenko as the Competition Organizer, John Malcolm as Mr Scrooge the Treasurer and Tony White as Vice Chair. We do not always agree with each other but do work very hard to produce the best result for the Athletes. I am actually reminded of the review process earlier in the year when so many people

contributed ideas and no matter from what group they came basically they all wanted the same result, success for our Athletes.

In this time of change Australian Canoeing are to be congratulated on their efforts to keep our sport in the forefront of current trends. There seems to be an endless stream of policy documents, pro forma's and responses to change that reflects the times we are in so our thanks go the Board for their direction and to Jon Bisset and the Office staff whom I have always found to be most helpful

The Festival of Canoeing for 2002 is something for us all to look forward to. To all be together for the Nationals is a great advertising and sponsorship opportunity for the Sport as well as a meeting place for paddle sports competitors.

For those that are not quite as young the World Masters in Melbourne will be another excellent opportunity for people to engage in competition and social interaction with overseas competitors

As we move into a new season I see financial considerations as one of our major problems. Insurance costs, travel costs and how to raise enough money for committees to remain viable are but a few of the challenges ahead. Nevertheless we look forward to continue success on the water and the opportunity to work together in the family of canoeing.

## **Slalom Racing**

### **Bob Boocock, Chairman, Slalom Racing Committee**

One year on from the Olympics and two years on from the first Penrith World Cup it is once again time to reflect on the state of slalom in Australia, the successes and disappointments, the strengths and weaknesses.

There is no doubt that this has been a very successful year for the elite paddlers internationally, from Robin Bell's outstanding silver medals in two world cups to the many appearances in finals from many of the team in a number of world cups and international races. For perhaps the first time these successes have been spread over all the classes and can be attributed in large part to the excellence and dedication of the team coaching and management staff together with the Olympic legacy of a world class training facility at Penrith. The reintroduction of an official senior B team which competed in available slots at international events whilst providing excellent experience for sub-elite paddlers also caused selection headaches that need addressing. Undoubtedly the biggest disappointment internationally must be the cancellation (due to the terrorist attack) of the World Championships in America, which for many paddlers is their ultimate goal and measure of success.

The strength of our current paddlers internationally must be balanced by the weakness of the base from which it is built. Although our current junior team has received considerable support from the high performance program and achieved subsequent success, there is still a dearth of junior development programs in most states. There has been no national funding in this arena for several years and the consequences are now becoming all too apparent. On the positive side the suggestion of a national ranking based on a number of state events is to be applauded and will hopefully engender a greater competition scope for up and coming paddlers.

On the domestic scene we have held a very successful national championships at Eildon, in January. Next year however, the agreement by all disciplines to hold a combined 2002 Festival of Australian Championships at Penrith next Easter has

forced us to split the Senior and Junior/Schools Champs in both location and time. We wait to see how well this arrangement will work.

Another disappointment is the failure of the committee to meet with the Board to resolve differences in perspective as to the roles and responsibilities of the committee in relation to the high performance program and selection of the Australian teams. This impasse has stultified the committee that has seen many of its traditional roles in policy and decision-making centralised at Australian Canoeing level or simply performed by the Head Coach. Whilst this may be more efficacious in today's legalistic climate it does detract from the reasons for volunteer involvement at committee level.

As this is my last report as chairman of the Slalom Committee I should like to take this opportunity of thanking my fellow committee members, the many volunteers and paddlers for all their support and dedication over the past nine years and wish my successor all the very best.

## **Canoe Polo**

### **Graeme Cartwright, Chairman, Canoe Polo Committee**

Over the past twelve months we have had a couple of changes within the Australian Canoeing Canoe Polo Standing Committee

Firstly, I would like to thank Julian Carter for the years of dedication and hard work he has given to our sport over the past 20 plus years. A personal thank-you for his assistance and guidance over the past two years.

Also many thanks to Dave Porter for his hard work and dedication to the position of Treasury for the past four years.

I would like to welcome Anthea Courtney to her new role as Secretary of the Australian Canoeing Canoe Polo Committee.

Congratulations to Brett Houghton, Keith McChlery, Duncan Cochran and Julian Carter for being awarded the Australian Sports Medal for 2000 they were nominated by Australian Canoeing. Also congratulations to Anthea Courtney for being awarded the Australian Sports Medal nominated by South Australian Canoeing.

### **Competitions**

During the past twelve months the Inter Club Championships were held in Western Australia December 2000. I would like to congratulate the organising committee for a very well run event and a top class venue. The only disappointment was that it was not well supported by the eastern states. Unfortunately it was held in the same year as the Olympics and the World Championships. I hope in the future that Western Australian Canoe Polo consider running other Championship's.

Easter time 2001 saw the National Championships held in Victoria at the Melbourne Sports and Aquatic Centre Albert Park. I would like to thank the organising committee for a wonderful job of organising the event. The venue once again was great.

### **Tours**

At the World Championships our men's and women's team did not fair as well as in the past both coming fifth in their division. I feel this has possibly worked in our favour

look to the future and reclaiming our crown in Germany 2002.

I would like to thank the Manager, Margo Rosser, for her hard work and dedication to the team during the tour as well as the lead up to the tour especially in her pursuit of sponsors and fund raising. Also to the Assistant manager Andrew Holmes, Men's Coach Brett Houghton, Women's Coach Duncan Cochran and a special thanks to Geoffrey Rosser for their hard work and devotion to the team.

### **Japan Coaching Tour**

Once again we had a successful coaching tour of Japan. I would like to thank Gai Ness for organising the tour and to the coaches Phil Doddridge, Duncan Cochrane, Kevin Crow, Joanne Vantarian, Belinda Ness, Antonia Harmer for a job well done.

### **Development Team Tour Europe 2001**

I would like to thank Ian Heard and Steve Gibson for their efforts to get the development team up and running and Duncan Cochran for his help in formulating the itinerary. By all reports the members of the team had a good tour and benefited greatly from the experience.

### **Selection Touring Teams**

Last April 2001 at the National Championships a selection event was held to pick a squad of eighteen men and sixteen women for the National team to participate at the World Championships in Germany 2002. The final selection event will be held in January 2002. I would like to welcome back Margo Rosser who has taken on the role of Manager for the tour in 2002.

In closing I would like to thank all those people who at National, State and regional levels assist, manage and develop the sport, for the good job they all do and to the family members who support them in their endeavours and to the players for the hard work and effort that they have put into their skill development.

To the AC Canoe Polo Standing Committee members thank you for your support and dedication to the sport and to the members of Australian Canoeing Management Jon Bisset, and his team thank you for your assistance.

## **Marathon Racing**

### **Ian Hume, Chairman, Marathon Racing Committee**

The 2000/2001-year has brought consistent results in Marathon Racing at the Australian Championships and World Championships.

The Australian Championships were held in Geelong over Easter. The Barwon River course was great and the hospitality shown by the Geelong Canoe Club was fantastic. Congratulations to all involved. It is great to see the level of professionalism with which the Championships are run increasing from year to year. From a racing perspective, the Mens K2 event in Geelong kept everyone on the edge of their seats right until the finish with the lead pack of boats sprinting for the line after already having paddled 36km.

The 2001 Australian Marathon Team toured to Stockton-on-Tees in the UK in September where they had great success. Under the direction of team manger,

Dianne Chellew, they showed that Australian paddlers are at the highest level of racing. Special congratulations to Michael Leverett (2<sup>nd</sup> K1), Chantal Meek (3<sup>rd</sup> K1 Womens) and our Juniors, Skye Taylor (2<sup>nd</sup> K1 Jun Women & 3<sup>rd</sup> K2 Jun Women) along with Ella Carrie (3<sup>rd</sup> K1 Jun Women). I must also thank Dianne for her untiring effort in organising and managing the tour.

This year we also had Daniel Aulert entered in the Marathon World Cup in Zamora, Spain, where he placed second. In the future I hope to see more Australian paddlers attending World Cups as they provide excellent experience and an opportunity to get a feel for the upcoming World Championships. The committee will definitely be looking at options for World Cup teams in the future.

Thankyou to our National Team Selectors, Robin Belcher, Tom Hirschoff and Caroline Whittle proved to be a good working team and I hope that they will all continue in their existing roles.

Thanks again to Robin Belcher for his assistance and drive to take marathon canoeing to the highest levels. Without his advice, support and facilitation we would have a much harder job on our hands.

Unfortunately we have had some delays in adopting the ICF Marathon Rules but should have this back on track now. Officiating Courses will be finalised shortly.

Last year we were awaiting a decision by the ICF Congress with regard to our bid for the Marathon World Championships to be held in Perth, which was successful. Although initially bidding for 2004 we were selected for 2005. Congratulations to all involved in the bid and I believe that the extra year will give us the opportunity to get an excellent Championships organised.

I must thank all of my committee members for their support throughout my first year and I look forward to working with them in the future.

## **Australian Board of Canoe Education**

### **Jason Dicker, Chairman, Australian Board of Canoe Education**

The past year has seen the commitment to develop and implement the New Australian Canoeing Award Scheme. Forming alliances with National Training Providers to deliver the new award scheme, design and deliver the new Australian Canoeing assessor qualification to over 260 persons nationally, design the skill recognition process for all Australian Canoeing assessors before the end of 2001 and develop a cost effective process for all Australian Canoeing instructors over the next 3 years.

I pleased to report that Australian Canoeing has finished it's Assessor training (with the exception of a possible course in November in Melbourne) for 2001, the skill recognition for assessors up skilling from the old to the new Australian Canoeing award scheme is in progress. Not only is this a first for any sport in the outdoor recreation training package nationally but also a cost effective structure unparalleled in the VET system in Australia.

Alliances have been formed firstly with Regency TAFE in South Australia, utilising their RTO status in an auspice agreement, but also with a variety of organisations, community groups, industry business, education faculties, clubs and State Associations. This I feel has been one of the key factors of the new Australian



Canoeing Award Scheme, forming alliances, building a platform for the scheme to continue as Best Industry Practice for another 30 years.

Australian Canoeing has also lobbied extensively, with land managers, waterways, maritime, transport, education and insurance companies. This has enabled Australian Canoeing to assist these groups in setting guidelines and standards with the relevant Australian Canoeing award being the standard. This in turn will create a market for Australian Canoeing NTP's and more importantly help with the Australian Canoeing mission statement of providing a safer environment for canoeing.

Australian Canoeing has also presented or attended a variety of seminars/conferences during the year including the National Water Safety Council Conference in Canberra, the National Outdoor Industry conference in Victoria and the Outdoor Recreation Industry Council Conference in Canberra. Peter Horne (Coaching and Development Manager is a director of Outdoor Recreation Council of Australia (ORCA) and Paul Sheppard (Project Officer) is the NSW Canoeing representative for the NSW Sport and Recreation Training Advisory Board (SRITAB). Australian Canoeing was also represented Sport Recreation Industry Training Authority (SPRITA) at the Tri Nations conference in Wellington, where the New Zealand Outdoor Instructor Association (NZOIA) and the British Canoe Union (BCU) met with Australian Canoeing to investigate recognition of international competencies/qualifications.

Challenges for the award scheme for the end of 2001 and into 2002 is to finalise the training resources and assessment tools. Auditing of NTP's, Australian Canoeing Assessor moderation workshops at the National Championships in April 2002, facilitation to NTP's nationally, forming new alliances and development of the Australian Canoeing national rafting qualification.

I feel this is an exiting time for the Australian Canoeing Award Scheme and I encourage all State Associations to continue their support of the award scheme. I congratulate Australian Canoeing and the ABCE for the incredible work that has been completed and look forward to the challenges ahead in the next twelve months and the continued success of the Scheme as the industry best practice for canoe education in Australia.

## **Freestyle**

### **Catherine Kent, Chairman, Freestyle Technical Committee**

The past year has seen a huge increase in the standard of competition in Australian Freestyle kayaking. This is evident in the Australian results in the recent World Championships. Coaching clinics have been held, and intermediate competitions held at events to foster young talent.

The year began successfully with 9 Australians competing in the Pre-World Freestyle Championships, held in Spain in July 2000. Mark Killop (Junior K1) and Gabby Campbell-Lloyd (Women's K1) made it into the semi-finals, both finishing in tenth position, and Brock Flowers finished in fifth place in Men's C1.

Gary Finlay, Aaron Hemmerle, Brock Flowers and Wayne Thomas continued the European tour, competing in the German Freestyle Nationals in Augsburg, with Gary Finlay finishing in fourth position in the Open C1, in the biggest Open Canoe class ever fielded.

Two events were held as the selection for the Australian team to compete at the World

Freestyle Championships. The National Championships were held at Brady's Lakes in Tasmania, with 45 paddlers competing in men's, women's, junior men's, men's C1 and squirt events. The Penrith selection event attracted 55 competitors and also included a Junior Women's category. As well as the selection events, another competition was held at Penrith, which included an intermediate men's event and a coaching clinic.

This year saw a huge rise in Australia's results in the world arena, with Australia's first ever Freestyle medal and the highest number of competitors making it through to the finals at the World Championships in June 2001. Seventeen paddlers competed at the World Freestyle Championships in Spain, with six paddlers making it through to the finals. Robin Bell won Australia's first medal in Freestyle when he took silver in C1. Brock Flowers finished in fifth place in C1 to equal his performance at the Pre-World Championships, and Kynan Maley finished in ninth position in C1. Gary Finlay finished in sixth place in Open C1, and Aaron Hemmerle and Rob Parker both made it through to the quarterfinals. Gary Finlay, Aaron Hemmerle and Andre Hemmerle also competed in Silz, Austria.

## **Wildwater Racing**

### **Steve Muir, Chairman, Wildwater Racing Technical Committee**

The last 12 months has been particularly difficult for Wildwater. The change of date for our National Titles, forced by the Youth Olympics on the Canoeing Victoria Wildwater Committee as host of the 2001 Australian Wildwater Championships meant that the race was held earlier than usual in unfavourable water conditions. The race was run on the Mitta Mitta River at approx 10% of it full capacity flow. This meant that on many parts of the course there was no real passage and was somewhat not enjoyable.

I thank the organisers and the competitors for their healthy spirit and perseverance in making the event as successful as it was. A better solution for the event would have been to have hold it on the original date (a week later) and held the slalom earlier. The flow of information from the Victorian Slalom Committee would have been helpful at this time also as it is believed that they were informed three months earlier that the flow would be high on the original dates and low of the revised dates.

Of the Teams that were selected from the National titles and selection races, only the members of the New Zealand "B" Junior Team Easter trip toured. This tour was very successful and as usual the members of this tour will be looking for selection in next years Junior Worlds tour after gaining very valuable experience whilst in New Zealand. The pre world tours of Europe did not occur due to multiple factors; many of the team have toured over the past number of years and saw this European season as a good opportunity - to save money and/or pay off debt, finish university commitments, but importantly put in a solid base season in preparation for next years World Championships. The departure also of Piers and Glenn to sprint has also seen a huge void left in the talent pool for this year and for years to come.

The other major issue that the WW committee has faced this year was the selection of the date and venue for the 2002 Australian championships. The committee had previously decided to go to WA for 2002 as WA had missed out on its turn twice in the previous two rotations. The decision was made in all fairness to the WA paddlers and also to renew some WW interest. The WA state champs usually attracts 80+ competitors, but the numbers of WA paddlers coming to the Australian Titles has dwindled to just one competitor in 2001. Even the die-hard Long brothers who have made the trek over east on countless times have had enough.

The 2002 Canoe Carnival then made the venue decision even more difficult with the Australian WW Rapid Sprint title to be held at Penrith, due to course conditions therefore separate from the Classic event. The WW committee members took a lot of flack for a decision that was forced on them – with some very disappointing personal attacks placed on some members not present at the Eildon general meeting in January. The concern was that not many would travel to WA for the WW champs that didn't incorporate the Rapid sprint and the slalom titles.

The decision was then made to move the 2002 National Classic titles and team selection races to Nymboida NSW in January 2002. A further note to this is that the WW committee is keen to hold the national titles in WA at a suitable time to all parties involved.

At this point I would like to express the committees gratitude to Andrea McQuitty for all the hard work she and also her partner Nick have put in behind the scenes over the past years. Their funding proposals for the international teams have been the main reason for the increase in travel funds. Andrea's work on the level two coaching course is also something that required a lot of work when no-one else was prepared to put in the time and effort – Her departure from the Committee leaves a big hole that will take a lot of commitment and knowledge to fill!

Other major issues for the committee are:

- To get the Wildwater website on the Australian Canoeing site in good working order and to be up to date and informative.
- We are looking to extend the size and membership of our committee and we will look for a further election of committee members at our general meeting to be held at the National titles Nymboida Jan 2002.

We would appreciate if the Australian Canoeing Council would approve our committee as a full sub committee, as it should be. Wildwater has held World Championships since 1959 and therefore has a long history with Australian Canoeing and we don't see why if one Committee splits to form two separate committees why one should be relegated to a lower level than it held previous to the break up.

I'm looking forward to the Nymboida Championships and beyond to the 2002 Canoe Carnival. Already we have Fibreglass International and Grafton Paddle Sports as naming rights sponsors for the events. Also the 21 Club Nymboida Course Record Challenge as one of the Selection events will be a great opportunity to see our current best athletes performing and also be able to then compare them with the champions of the past.

Chapter

**4**

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## **Finance Report**

**2000-2001 Audited Financial Statements**

**Statement by Members of the Board of Directors**

**AUSTRALIAN CANOEING INC.  
ABN 61 189 833 125**

**ADDITIONAL INFORMATION DISCLAIMER**

The additional financial data presented in the following pages is in accordance with the books and records of Australian Canoeing Inc. ("our client") which have been subjected to the auditing procedures applied in our statutory audit of the Association for the year ended 30 June 2001. It will be appreciated that our statutory audit did not cover all details of the additional financial data. Accordingly, we express no opinion on whether they present fairly the Association's financial position or the year's trading and no warranty of accuracy or reliability is given. Neither the firm nor any member or employee of the firm undertakes responsibility in any way whatsoever to any person (other than our client) in respect of the additional financial data, including any errors or omissions therein however caused.

**WALKER OSBORN**  
Chartered Accountants

DATED: 2<sup>nd</sup> October 2001

**K Osborn**  
Partner

## **INDEPENDENT AUDIT REPORT TO THE MEMBERS OF**

### **AUSTRALIAN CANOEING INC. ABN 61 189 833 125**

#### **SCOPE**

We have audited the financial report of Australian Canoeing Inc. for the year ended 30 June 2001, consisting of the statement of financial position, statement of financial performance, statement of cash flows and accompanying notes. The Directors of the Association are responsible for the financial report. We have conducted an independent audit of the financial report in order to express an opinion on it to the members.

Our audit has been conducted in accordance with Australian Auditing Standards to provide reasonable assurance whether the financial report is free of material misstatement. Our procedures included examination, on a test basis, of evidence supporting the amounts and other disclosures in the financial statements, and the evaluation of accounting policies and significant accounting estimates. These procedures have been undertaken to form an opinion as to whether, in all material respects, the financial statements are presented fairly in accordance with Accounting Standards and statutory requirements so as to present a view of the Association which is consistent with our understanding of the Association's financial position and performance as represented by the results of its operations and its cash flows.

The audit opinion expressed in this report has been formed on the above basis.

#### **AUDIT OPINION**

In our opinion:

- a) to the best of our information and according to the explanations received by us the financial report is properly drawn up in accordance with the provisions of the Associations Incorporation Act, 1991 of the Australian Capital Territory so as to present fairly:
  - (i) the financial position of the Association as at 30 June 2001; and
  - (ii) the results of its operations for the year ended on that date in accordance with Australian Accounting Standards, mandatory professional reporting requirements and other authoritative pronouncements of the Australian Accounting Standards Board.
- b) proper accounting and other records have been kept by the Association.
- c) the audit was conducted in accordance with the rules of the Association.

**WALKER OSBORN**  
Chartered Accountants

**K OSBORN**  
Partner

DATED: 2nd October 2001

**AUSTRALIAN CANOEING INC.**  
**ABN 61 189 833 125**

**NOTES TO AND FORMING PART OF THE FINANCIAL STATEMENTS FOR THE  
YEAR ENDED 30 JUNE 2001**

1. STATEMENT OF SIGNIFICANT ACCOUNTING POLICIES

This financial report is a general purpose financial report that has been prepared in accordance with Accounting Standards and other mandatory professional reporting requirements and the requirements of the Associations Incorporation Act (ACT). The financial report is prepared on an accruals basis and is based on historical costs and does not take into account changing money values or, except where stated, current valuations of non-current assets. Cost is based on the fair values of the consideration given in exchange for assets.

The following is a summary of the significant accounting policies adopted by the Association in the preparation of the financial statements. The accounting policies have been consistently applied, unless otherwise stated,

(a) *Inventories*

Trading stock is valued at the lower of cost and net realisable value. Inventories which are not treated as trading stock are valued at cost.

(b) *Property, Plant and Equipment*

Property, plant and equipment are included at cost and with the exception of high performance equipment depreciated over their estimated useful lives commencing from the time the asset is held ready for use.

The Directors have decided to write-off the cost of all high performance equipment, and other items of equipment valued at less than \$5,000, in the year of purchase. This is considered to be more appropriate in light of rapid technology changes which results in high turnover of equipment and the likelihood of loss and damage due to constant transporting of high performance equipment to various locations for meets. Purchase of equipment is predominately funded by Government grants which are brought to account when received. The matching of the purchase costs against the income recorded is deemed appropriate in the circumstances of the Association's operations.

(c) *Employee Benefits*

Provision has been made in respect of the Association's liability to employees for annual leave at balance date.

(d) *Income Taxes*

The Association is exempt from income tax being a non-profit organisation formed for the administration of a sport.

The Association is registered for GST purposes.

## AUSTRALIAN CANOEING INC.

### NOTES - CONTINUED

#### 2. SEGMENT REPORTING

The Association is the national body responsible for the management, coordination, development and promotion of canoeing and kayaking in Australia.

#### 3. FINANCIAL INSTRUMENTS

##### (a) Interest Rate Risk

The Association's exposure to interest rate risk, which is the risk that a financial instrument's value will fluctuate as a result of changes in market interest rates and the effective weighted average interest rates on those financial assets and financial liabilities, is as follows:

	Weighted Average Effective Interest Rate		Floating Interest Rate	
	2001	2000	2001	2000
Financial Assets	%	%	\$	\$
Cash at bank	2.0	2.0	50,113	124,702
Cash on deposit	5.0	4.3	<u>9,724</u>	<u>131,117</u>
			<u>59,837</u>	<u>255,819</u>

##### (b) Credit Risk

The maximum exposure to credit risk at balance date to recognised financial assets is the carrying amount, as disclosed in the balance sheet and notes to the financial statements.

The Association does not have any material credit risk exposure to any single debtor or group of debtors under financial instruments entered into by the Association.

##### (c) Net Fair Values

Methods and assumptions used in determining net fair value.

The net fair values of assets and liabilities approximates their carrying value. No financial assets and financial liabilities are readily traded on organised markets.

The aggregate net fair values and carrying amounts of financial assets and financial liabilities are disclosed in the statement of financial position and in the notes to the financial report.



## AUSTRALIAN CANOEING INC.

### NOTES - CONTINUED

#### 4. NOTES TO THE STATEMENT OF CASH FLOWS

##### (i) *Reconciliation of Cash*

For the purposes of the statement of Cash Flows, cash includes cash on hand, cash at bank net of outstanding bank overdrafts and cash invested at call. Cash at the end of the financial year as shown in the Statement of Cash Flows is reconciled to the related items in the balance sheet as follows:

	2001	2000
	\$	\$
Cash at bank	50,113	124,702
Cash on hand	-	198
Cash on deposit	<u>9,724</u>	<u>131,117</u>
	<u>59,837</u>	<u>256,017</u>

##### (ii) *Reconciliation of Operating Loss to Net Cash used in Operating Activities*

Operating (loss)	(113,289)	(17,822)
Less (add):		
<i>Items classified as investing/financing activities:</i>		
Interest paid	-	6,679
Interest received	(11,528)	(15,509)
<i>Non-cash flows included in operating loss</i>		
Depreciation and amortisation	15,772	73,797
Increase (decrease) in provision	<u>(2,251)</u>	<u>15,552</u>
	(111,296)	62,697
Changes in assets and liabilities:		
(Increase) decrease in receivables and inventories	457,440	(834,177)
Increase (decrease) in creditors	<u>(538,080)</u>	<u>862,666</u>
Net cash provided by(used in)operating activities	<u>(191,936)</u>	<u>91,186</u>

(iii) The Association has no credit stand-by or financing facilities in place.

(iv) There were no non-cash financing or investing activities during the period.

#### 5. ASSOCIATION DETAILS

The principal place of business of the Association is:  
Level 2, Wentworth Park Sports Complex,  
Wattle Street  
Ultimo, NSW, 2007

**AUSTRALIAN CANOEING INC.**

**DETAILED TRADING AND PROFIT AND LOSS STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2001**

	<b>2001</b>	<b>2000</b>
	\$	\$
<b>TRADING INCOME</b>		
Sales	36,030	28,704
Freight	<u>1,073</u>	<u>951</u>
	<u>37,103</u>	<u>29,655</u>
Cost of goods sold		
Opening stock	11,417	13,565
Purchases	10,307	19,184
Freight	<u>9</u>	<u>19</u>
	21,733	32,768
Closing stock	<u>(7,384)</u>	<u>(11,417)</u>
	<u>14,349</u>	<u>21,351</u>
<b>GROSS PROFIT FROM TRADING</b>	<u>22,754</u>	<u>8,304</u>
<b>OTHER INCOME</b>		
ASC Special Initiative Fund	-	4,048
Advertising	747	3,920
Australian Sports Commission grants	952,782	2,161,028
AOC grant	219,665	224,195
Australian Sports Foundation grant	5,085	5,268
Coach accreditations	1,002	1,290
Committee administration fees	2,000	2,400
Courses & seminars	38,364	6,270
Donations	800	13,291
Entry fees	88,457	21,669
Interest received	11,528	15,369
Magazine subscriptions	2,126	6,000
Membership fees	75,044	73,268
Other income	81,101	19,888
Penrith World Cup-Slalom	-	48,941
Royalties	1,840	151
Sponsorship funds	67,709	115,741
Team nomination fees	12,119	2,900
Travel/accommodation contributions	<u>632,517</u>	<u>38,850</u>
<b>TOTAL OTHER INCOME</b>	<u>2,192,886</u>	<u>2,764,487</u>
<b>TOTAL INCOME</b>	<u>2,215,640</u>	<u>2,772,791</u>

**AUSTRALIAN CANOEING INC.**

**DETAILED TRADING AND PROFIT AND LOSS STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2001 (CONT'D)**

	<b>2001</b>	<b>2000</b>
	\$	\$
<b>EXPENSES</b>		
Affiliation fees	1,600	1,300
Accounting fees	22,100	15,294
Accreditations - Coaches & Officials	-	640
Advertising/Promotions	1,255	45,028
Apparel	-	2,037
Audit fees	-	8,500
Bad debts written off & provision for doubtful debts	6,186	4,336
Bank & government charges	9,267	6,513
Catering/refreshments	55,632	113,176
Computer software & maintenance	3,296	10,079
Consultants fees	76,792	116,700
Course & seminars	8,258	1,442
Depreciation	15,772	73,797
Direct athlete support	4,775	239,852
Entry/accreditation fees	7,051	9,442
Equipment purchases	20,576	63,571
Freight & cartage	46,143	31,878
Fringe benefits tax	8,223	16,294
General expenses	29,611	28,331
Gifts	7,647	4,967
Holiday pay accruals	(7,251)	15,552
Insurance	63,169	41,059
Interest paid	-	6,679
Legal expenses	64,128	25,704
Licences & fees	-	214
Office maintenance	-	1,570
Postage/courier	7,987	10,958
Printing - general	8,880	18,716
Printing & publishing fees - KC magazine	13,983	29,702
Professional development	1,430	2,070
Professional fees	91	5,161
Recruitment/employment expenses	-	1,606
Rent	880	2,534
Rental - office machines	12,655	8,461
Repairs & maintenance	1,970	2,328
Resource materials	2,635	1,314
Sports science/medicine	73	4,331
Staff amenities	577	311
Stationery	8,596	11,074
Subscriptions	3,948	3,301
Subsidies - International competition	-	18,000
Subsidies - Grants NTC	184,375	181,858
Subsidies - NSP	-	3,987

**AUSTRALIAN CANOEING INC.**

**DETAILED TRADING AND PROFIT AND LOSS STATEMENT  
FOR THE YEAR ENDED 30 JUNE 2001 (CONT'D)**

	<b>2001</b>	<b>2000</b>
	<b>\$</b>	<b>\$</b>
<b>EXPENSES</b> (Cont'd)		
Subsidies – Competition Hosting	15,404	-
Telephone	41,899	48,938
Internet services	3,320	5,810
Traineeship ASI	2,751	9,127
Travel expense allowance - local	6,220	18,158
Travel expense allowance - overseas	7,465	23,348
Travel/accommodation expenses	1,180,106	1,023,875
Uniforms	24,129	54,165
Venue hire	25,371	62,266
Wages & salaries	230,244	290,671
Superannuation	18,324	19,575
Workers compensation	<u>1,386</u>	<u>1,743</u>
<b>TOTAL EXPENSES</b>	<u>2,248,929</u>	<u>2,747,343</u>
<b>SURPLUS (LOSS) FROM ORDINARY ACTIVITIES IN YEAR</b>	(33,289)	25,448
Other item		
Contribution to development of Penrith Whitewater Stadium	(80,000)	(50,000)
<b>NET (LOSS FOR YEAR)</b>	<u>(113,289)</u>	<u>(24,552)</u>

**AUSTRALIAN CANOEING INC.**  
**ABN 61 189 833 125**

**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2001**

	<b>2001</b>	<b>2000</b>
	\$	\$
<b>CURRENT ASSETS</b>		
Cash at Bank		
ACI - Head Office	38,997	100,577
Canoe Polo	-	14,725
Sprint Racing	<u>11,116</u>	<u>9,400</u>
	<u>50,113</u>	<u>124,702</u>
Cash on Hand		
ACI - Head Office	-	100
Sprint Racing	<u>-</u>	<u>98</u>
	<u>-</u>	<u>198</u>
Cash on deposit		
Macquarie Bank (Penrith Whitewater Stadium)	<u>9,724</u>	<u>131,117</u>
Receivables		
ACI - Head Office	541,283	990,311
Provision for doubtful debts	(5,000)	-
Canoe Polo	-	3,704
Sprint Racing	<u>-</u>	<u>675</u>
	<u>536,283</u>	<u>994,690</u>
Inventories		
ACI - Head Office - cost	<u>7,384</u>	<u>11,417</u>
<b>TOTAL CURRENT ASSETS</b>	<u>603,504</u>	<u>1,262,124</u>
<b>NON-CURRENT ASSETS</b>		
Office furniture & equipment - cost	18,532	18,532
Accumulated depreciation	<u>(18,532)</u>	<u>(18,532)</u>
	<u>-</u>	<u>-</u>
High performance equipment - cost	350,770	334,998
Accumulated depreciation	<u>(350,770)</u>	<u>(334,998)</u>
	<u>-</u>	<u>-</u>
<b>TOTAL NON-CURRENT ASSETS</b>	<u>-</u>	<u>-</u>

**AUSTRALIAN CANOEING INC.**  
**ABN 61 189 833 125**

**STATEMENT OF FINANCIAL POSITION AS AT 30 JUNE 2001**

	<b>2001</b>	<b>2000</b>
	<b>\$</b>	<b>\$</b>
<b>TOTAL ASSETS</b>	<u>603,504</u>	<u>1,262,124</u>
<b>Less: CURRENT LIABILITIES</b>		
Creditors	547,759	1,085,839
Provision for employee entitlements (holiday pay)	<u>24,911</u>	<u>32,162</u>
<b>TOTAL LIABILITIES</b>	<u>572,670</u>	<u>1,118,001</u>
<b>NET ASSETS</b>	<u>30,834</u>	<u>144,123</u>
<b>ACCUMULATED FUNDS</b>		
Australian Canoeing Inc Head Office		
Balance at beginning of year	124,481	138,054
Surplus(Loss) from operations	(113,289)	(24,552)
Transfer from Canoe Polo Committee	9,469	-
Sprint Racing Committee	10,173	-
Marathon Racing Committee	-	3,876
Slalom & Wildwater Committee	-	5,088
1998 Canoe Polo Team	<u>-</u>	<u>2,015</u>
Balance at end of year	<u>30,834</u>	<u>124,481</u>
Canoe Polo Committee		
Balance at beginning of year	9,469	1,868
Surplus(Loss) from operations	<u>-</u>	<u>7,601</u>
	9,469	9,469
Transfer to Head Office	<u>9,469</u>	<u>-</u>
Balance at end of year	<u>-</u>	<u>9,469</u>
Sprint Racing Committee		
Balance at beginning of year	10,173	5,562
Surplus(Loss) from operations	<u>-</u>	<u>4,611</u>
	10,173	10,173
Transfer to head Office	<u>10,173</u>	<u>-</u>
Balance at end of year	<u>-</u>	<u>10,173</u>
<b>TOTAL ACCUMULATED FUNDS</b>	<u>30,834</u>	<u>144,123</u>

The statement of financial position is to be read in conjunction with the accompanying notes to and forming part of the financial statements.

**AUSTRALIAN CANOEING INC.**  
**ABN 61 189 833 125**

**STATEMENT OF FINANCIAL PERFORMANCE**  
**FOR THE YEAR ENDED 30 JUNE 2001**

	<b>2001</b>	<b>2000</b>
	<b>\$</b>	<b>\$</b>
Revenues from ordinary activities		
Operating activities		
- membership fees	75,044	73,268
- grants	1,181,532	2,394,539
- donations	800	13,291
- entry fees	88,457	136,762
- sale of publications	37,103	35,655
- sponsorship funds	67,709	115,741
- athlete contributions	644,636	-
- other sources	<u>107,359</u>	<u>103,908</u>
	<u>2,202,640</u>	<u>2,873,164</u>
Non-operating activities		
- interest received	11,528	15,446
- royalties	1,840	151
- licence fees	13,981	-
	<u>27,349</u>	<u>15,597</u>
Total revenue	<u>2,229,989</u>	<u>2,888,761</u>
Expenses from ordinary activities		
Operating activities		
- employee expenses	249,954	345,752
- cost of sales (publications_	14,349	21,351
- depreciation & equipment purchases	36,348	137,368
- bad debts	6,186	4,336
- direct athlete support	4,775	239,852
- travel & accommodation (team tours)	975,785	1,140,813
- other expenses	975,881	967,111
Non-operating activities		
- contribution to development of Penrith Whitewater Stadium	<u>80,000</u>	<u>50,000</u>
Total expenses	<u>2,343,278</u>	<u>2,906,583</u>
Profit (loss) from ordinary activities		
Before income tax expense	(113,289)	(17,822)
Income tax expense	<u>-</u>	<u>-</u>
Profit (loss) from ordinary activities attributable to The Association	(113,289)	(17,822)
Accumulated funds at the beginning of the financial year	<u>144,123</u>	<u>161,945</u>
Accumulated funds at the end of the financial year	<u>30,834</u>	<u>144,123</u>

The statement of financial performance is to be read in conjunction with the accompanying notes to and forming part of the financial statements.

**AUSTRALIAN CANOEING INC.**  
**ABN 61 189 833 125**

**STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2001**

	Note	2001 \$	2000 \$
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Cash receipts in the course of operations		2,229,989	3,076,185
Cash payments in the course of operations		<u>2,421,925</u>	<u>2,984,999</u>
Net Cash provided by(used in) operating activities	4(ii)	<u>(191,936)</u>	<u>91,186</u>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Payments for plant and equipment		(15,772)	(73,797)
Interest received		<u>11,528</u>	<u>15,509</u>
Net Cash used in investing activities		<u>(4,244)</u>	<u>(58,288)</u>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
Interest paid		<u>-</u>	<u>(6,679)</u>
Net Cash used in financing activities		<u>-</u>	<u>(6,679)</u>
Net Increase (Decrease) in cash held		(196,180)	26,219
Cash at the beginning of the Financial Year		<u>256,017</u>	<u>229,798</u>
Cash at the end of the Financial Year	4(i)	<u>59,837</u>	<u>256,017</u>

The statement of cash flows is to be read in conjunction with the notes to and forming part of the financial statements.



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## Appendices

### Appendix 1 – Life Members and Past Presidents

#### Life Members

Mr Os Brownlee, 1971	Mr Albert Hopkins, 1971 (Deceased)
Miss Helen Brownlee OAM, 1999	Mr Arthur Howard, 1971 (Deceased)
Mr Ross Chenoworth, 1971 (Deceased)	Mr Graham Johnson, 1985
Mr Phillip Coles, 1981	Mr Harry Savage, 1971 (Deceased)
Mr Gary Gardner, 1994 (Deceased)	Mr George Varcoe, 1971 (Deceased)
Mr Max Hill, 1971	Mr Frank Whitebrook, 1971 (Deceased)

#### Past Presidents

George Varcoe, 1949-1952	Frank Whitebrook, 1963-1969
Os Brownlee, 1953-1954	Gary Gardner, 1970-1976
George Varcoe, 1955-1956	Graham Johnson, 1977-1985
Max Hill, 1957-1960	Helen Brownlee, 1985-1999
George Varcoe, 1961-1962	

## Appendix 2 – Board of Directors and Management

### Board of Directors

President	Greg Kaeding
Competition Director	Robin Belcher
Finance Director	Martin Finn
Special Projects Director	Gai Ness
Education & Recreation Director	Peter Vandeppeer
Communications & Marketing Director	Wennie van Lint
General Manager	Jon Bisset

### Management

General Manager	Jon Bisset
Coaching & Development Manager	Peter Horne
Client Services Officer	Amanda Whittaker (from September 2000)
Project Officer	Paul Sheppard (from August 2000)
Finance Officer	Grahame Lloyd
National & AIS Head Sprint Coach	John Sumegi (from January 2001)
National & AIS Head Slalom Coach	Richard Fox
National & AIS Sprint Program Coordinator	Karl Russell (from May 2001)
High Performance Manager	Noel Harrod (to December 2000)
Administrative Assistant	Andrew Davis (from April 2001)
National Sprint Team Coach	Barry Kelly (to December 2000)
Sports Science Coordinator	Liz Broad (to December 2000)
High Performance Administrator	Katie Culbert (to December 2000)

### Other

Public Officer	Jane Hiatt
Legal Advisers	Rigby Cooke Lawyers
Auditor	Ken Osborn, Walker Osborn Chartered Accountants

## **Appendix 3 – National Team Members 2000-01**

Following is the list of National Team members that finished their international competition program between 1<sup>st</sup> July 2000 and 30 June 2001.

### **2000 Olympic Sprint Team**

### **2000 Australian Junior Sprint Team**

Blake Bollard	Doug Kynaston	Lyndsie Fogarty
Alex Botha	Scott Leeson	Rebecca Garrod
Nathanial Chellew	Trevor Murray	Kim Gittos
Fraser Clarke	Ken Wallace	Nicole O'shea
Christian Gorrie	Sebastian Marczac	Emily Owen
Luke James	Amanda Allen	Jacqueline Sumegi
Nick James	Rowena Coghill	

### **2000 Australian Slalom Team**

Robin Bell	Andrew Farrance	Louise Natoli
Danielle Woodward	Justin Boocock	Warwick Draper
Andrew Wilson	Kynan Maley	Lachlan Milne
Rob McGuinness	Jack Hodge	Matt Pallister
John Wilke	Mia Farrance	
Kai Swoboda	Susie Wharton	

### **2000 Australian Olympic Slalom Team**

### **2000 Australian Junior Slalom Team**

Mark Bellafiore	Emma Lefroy	Katie Lawrence
Triston Koochoo	Jackie Lawrence	

### **2000 Australian Canoe Polo Team**

Duncan Cochrane	James Deakin	Lisa Holmes
Steve Gibson	Richard Coates	Megan Holmes
Allan Lawson'	Jason Downey	Kate Abbey
Trent Baker	Caroline Cochrane	Jo Patrick
Brad Baker	Anne Rosser	Gail Songberg
Anton Holmes	Jacque Cools	

### **2001 Australian Emerging Canoe Polo Team**

Timothy Burnham	Dean McIntosh	Ashley Noble
Trevor Hutchings	Matthew Moore	Shane Paterson
Cameron Lewis	Nathan Moore	

### **2000 Australian Marathon Canoeing Team**

Michael Leverett	Ben Poole	Andrew May
Cameron McMullan	Daniel Aulert	Chantel Meek

### **2001 Junior Marathon Development Team**

Peter Ingerman	Letitia Quick	Andrea Wood
Cameron McMullan	Susan Tegg	

**2000 Australian Wildwater Team**

Glenn Singleton  
Piers Christiansen  
Ben Maynard  
Andrew Maynard

Stewart Bennet  
Chris Humphrey  
Damon Bonney  
Peter Wilson

Matthew French  
Nigel Wooley

**2000 Australian Freestyle Team**

Mark Kilop  
Gabby Campbell  
Gary Finlay

Aaron Hemmerle  
Brock Flowers  
Wayne Thomas

Robin Bell  
Kynan Maley  
Rob Parker

## Appendix 4 – 2000 Australian Canoeing Award Winners

### Canoe Sport Awards

Canoeist of the Year	Katrin Borchert (Sprint) – Katrin won a bronze medal at the 2000 Olympic Games in the LK1 500m. She and LK2 crew partner Anna Wood were ranked number 1 in the LK2 1000m (World Cup rankings in 2000). Anna and Katrin achieved a 6 <sup>th</sup> place in the final of the LK2 500m at the Sydney Olympic Games.
Junior Canoeist of the Year	Rowena Coghill (Sprint/Marathon) – Rowena represented Australia in both the World Junior Sprint and Marathon Championships in 2000. Rowena placed in the top 10 in all events contested and competed in both single and crew events for both teams.
Coach of the Year	John Sumegi (Sprint) – John coached each of Australia's Canoeing medal winners at the 2000 Sydney Olympic Games. His highlight performances for the year included silver Men's K2 500m, Bronze Women's LK1 500m, finalist Women's LK2 500m and a World Cup ranking of 1 in the Women's LK2 1000m.
Team of the Year	Australian K2 500m Crew (Sprint) – Andrew Trim and Daniel Collins won a silver medal at the Sydney 2000 Olympic Games in the Men's K2 500m.
Service to Canoeing Award	Jim Murphy (Sprint) – Jim has been a regular official at competitions since 1972. He chairs the Australian Canoeing Sprint Committee. In 2000 he delivered a lecture at the National Officiating Workshop and was a member of the Australian Canoeing Sprint High Performance Commission.
Coach Education Merit Award	Andrea McQuitty
Master Canoeist of the Year	Ted Jackson (Marathon) and Steve Muir (Wildwater)





## **Australian Canoeing Incorporated**

Incorporated in the Australian Capital Territory

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ABN 61 189 833 125

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