



AUSTRALIAN  
PARALYMPIC  
COMMITTEE

## 2015/16 Annual Report

Covering the period 1 July 2015 to 30 September 2016

#### Australian Paralympic Committee Ltd

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#### Australian Paralympian of the Year

1994	Louise Sauvage
1995	Priya Cooper
1996	Louise Sauvage
1997	Louise Sauvage
1998	Louise Sauvage
2000	Siobhan Paton
2002	Michael Milton
2004	Tim Sullivan
2008	Matthew Cowdrey
2010	Cameron Rahles-Rahbula
2012	Jacqueline Freney
2016	Dylan Alcott



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Front cover: Flag-bearer Brad Ness leads the Australian Paralympic Team into Maracanã Stadium for the Rio 2016 Paralympic Games Opening Ceremony

Inside cover: The sails of the Sydney Opera House ahead of the Rio 2016 Opening Ceremony, with thanks to the NSW Government

## PRESIDENT'S REPORT



The role of the APC is to help Australians with disabilities participate in sport and compete at the Paralympic Games. Following the inspiring performances of our athletes at the Rio 2016 Paralympic Games, many of whom exceeded expectations, I have no doubt the Paralympic movement in Australia will continue on its rapid upward trajectory.

As the largest Australian Team sent to an overseas Games since 1988, our 334 athletes and staff returned home with 81 medals – 22 gold, 30 silver and 29 bronze. Our Paralympians set four world records, 12 Paralympic records, 69 Australian records and 127 personal bests. Competing with the determination and courage all Aussies pride themselves on, our Team finished fifth on the overall medal tally, matching the performance in London. Swimmer Maddison Elliott ranked equal tenth in the world on gold, and our Steelers became the first wheelchair rugby team in the history of the sport to win back-to-back Paralympic gold medals and a World Championship in a four-year period.

To meet our goal of achieving a top five finish on the medal tally was always going to be a monumental challenge. However, every Team member not only accepted the challenge, they relished it. Our athletes produced brilliant results to win medals in 11 of 16 sports to finish only behind powerhouses China, Great Britain, Ukraine and the United States. Every facet of the APC's operations – from our pre-Games preparations, Rio village set-up and management, outfitting, travel, performance services, media operations and classification support – all contributed to this phenomenal result in what was a very challenging environment.

Rio 2016 also marked the first Paralympic Games to be broadcast on a commercial network in Australia. The Seven Network did an outstanding job, delivering 14 hours a day of coverage on free-to-air television, in addition to comprehensive, multi-platform coverage made available on mobile devices. Seven has now set a new standard for the Paralympic movement in

Australia and we are so excited for what the future holds for Australian audiences wanting to watch more Paralympic sport.

Providing Australians with a disability the opportunity to reach their potential through sport would be impossible without the wonderful support that the APC receives. It was humbling to be joined in Rio by His Excellency, the Governor-General of Australia Sir Peter Cosgrove, who is also the Patron of the APC. His presence provided a real boost to our Team.

The APC is incredibly grateful for the ongoing support of the Australian Government. Specifically, I would like to extend my gratitude to Prime Minister Malcolm Turnbull and Minister for Health and Sport Sussan Ley for their contribution to the APC this year. It was an honour to be joined by them at APC events during the reporting period.

As always, the work of the Australian Sports Commission and Australian Institute of Sport was essential to enable us to fulfil our roles and succeed at the Paralympic Games. ASC Chairman John Wylie and AIS Director Matt Favier are strong advocates for Paralympic sport and I would like to record my thanks for their valued contribution to the APC. Their attendance in Rio was also appreciated. Outgoing ASC Chief Executive Simon Hollingsworth leaves the role with our best wishes and sincere thanks for everything he achieved in the role over the past five years.

Along with the ASC and AIS, our partnerships with our member organisations, national federations, institutes and academies of sport and organisations in the disability sport sector are also vital. Australia can't improve at the Paralympic Games if our partnerships are ineffective which is why we look forward to strengthening our relationships further over the next four years.

Our success at the Games in Rio was also due in no small part to our sponsors and supporters program, performance services, media operations, and classification program. The APC Talent Search operations also served us well during these Games, with 22 medal recipients finding their start there. Another way that the breadth of the APC's work can be noted during this four-year Games cycle is in the selections of Daniel Michel and Jonathan Milne, the first Australian athletes to qualify in boccia and archery since 2000 and 2004, respectively.

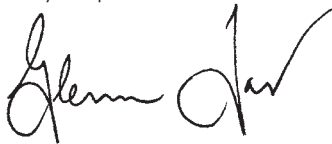
Australians connected with Paralympic athletes in new and exciting ways this year, through our partnerships with sponsors and supporters. An example is the thousands of schoolchildren across our nation who penned letters of support via Australia Post, to Paralympians with equestrian athletes proving particularly popular. We also enjoyed an overwhelming response to our social media activities on Facebook, Instagram, Twitter and YouTube in the lead-up to and during the Games.

The APC was able to secure our biggest suite of corporate partners in our history this year, and the contributions from each and every one of them made a significant difference. Thank you also to our individual supporters, those who donate on a monthly basis and the tens of thousands who support us through our various commercial activities and trade promotions.

After facing significant financial challenges in recent years, the APC Board made a commitment to return the organisation to financial strength and to record an operating surplus in 2015/16. I'm pleased to report that commitment has been met, and more importantly, I am satisfied that the steps taken by the organisation this year have secured a sustainable operational platform over the full four-year cycle of our Tokyo 2020 Games campaign.

To my colleagues on the APC Board, Chief Executive Lynne Anderson and our wonderful staff, thank you for the expertise, passion and commitment you have given our organisation this year.

We now look ahead to the PyeongChang 2018 Paralympic Winter Games. With less than 500 days to go, I wish athletes, coaches, and support staff the best of luck in their preparations. Winter sport will soon take centre stage and you can be assured the APC will do everything it can to ensure you reach your potential.



**Glenn Tasker**  
President  
Australian Paralympic Committee





## CEO'S REPORT



There is no better way to measure the performance and success of the Australian Paralympic Committee (APC) than the Paralympic Games every four years.

During those 11 days of elite competition and the days and months surrounding them, millions of Australians and billions globally get their best

chance to experience Paralympic sport, learn more about our athletes and teams and engage with more people with a disability in a meaningful way, thanks to the ever-growing spotlight shining on the Paralympic movement.

A Paralympic Games year is always an exhilarating, daunting and highly demanding period for the APC. Both on and off the field, we compete against the very best in the world to maintain our reputation as a global leader in elite Paralympic sport, while aiming to increase opportunities for people with a disability to fulfil their potential through sport at all levels.

The Australian Paralympic Team reached its goal of a top five finish on the medal tally which was an incredible achievement. But it is the wider impact of our Team's performance and the APC's broader work across each of our business divisions, which I believe was our major accomplishment during 2015/16.

When I joined the organisation as its new Chief Executive Officer in August 2015, I was immediately in awe of the depth and breadth of the APC's role within the Australian sporting landscape. My own key indicators of organisational culture, financial performance and opportunity were also obvious and impressive from the start, as we headed into a year of unparalleled exposure which we all hoped would set up a platform for sustained growth.

To fully capitalise on the opportunity presented to us, as a Board and management team we refreshed the APC's five-year strategic plan and outlined our

purpose, vision, values and beliefs to ensure greater clarity, alignment and focus on what the APC is and what it does. We also consulted with our members, sports and organisations across the disability sector to seek their views, input, and ultimately, their engagement for our revised strategy.

We know the delivery of the APC's strategic plan has a real and positive impact on Australian Paralympians, the Australian Paralympic Team and most importantly, the wider Australian community. We also know that the achievement of two key goals this year – namely, financial sustainability and Paralympic Games success – has demonstrated the APC's powerful and visible leadership within the broader sport and disability sector.

Under the direction of Chef de Mission Kate McLoughlin, the APC's General Manager of Paralympic Performance, the Australian Paralympic Team was the best prepared and best delivered Team in our history. The work of Kate and her staff, particularly in the areas of Games planning, performances services and classification, set a new standard of excellence and one we are already working to emulate for the Tokyo 2020 cycle.

This work was complemented by the APC Commercial and Communications operations, which secured the APC's widest and most engaged suite of sponsors for a Paralympic Games campaign, helped largely by our wonderful partnership with Seven West Media. As the APC's first-ever commercial broadcast partner for a Paralympic Games, Channel Seven's Games broadcast delivered 20 per cent more Paralympic action than the ABC's London 2012 coverage, while reaching 4.4 million TV viewers and a total of 251,000 online streams. It is a partnership the APC has been immensely proud of.

Our excellent results this year and our ongoing success is closely linked to our strong relationship with the Australian Government through the Australian Sports Commission, and our partnerships with national federations, stakeholders, sponsors and supporters. Their contribution to the APC is critical to the development of Australian Paralympic sport and is greatly valued at all levels of our organisation. To the Australian Government, the ASC and national

federations, thank you for the role you have played to help us to continue supporting Australian Paralympians to the level that we do.

To our stakeholders, sponsors and donors, thank you for embracing our shared responsibility to put diversity and inclusion in front of the Australian people and challenge attitudes and perceptions.

On a personal note, I wish to thank APC President Glenn Tasker for his leadership and expertise as well as his colleagues on the APC Board. Their vision and strategic direction has skilfully guided our organisation through a very challenging period in our history.

I also extend my sincere thanks to the wonderful staff at the APC. It has been my great pleasure to lead a group of professionals who continually push themselves and each other to strive for excellence, while working so supportively and cohesively. Congratulations on everything you have achieved this year.

And of course, I want to pay tribute to our inspirational Paralympic athletes across Australia, and the many people, paid and unpaid, who support them. Whether you were part of our Rio campaign or are aiming for future Games, you have our commitment that we will continue to look for new and exciting ways to provide you with the best possible environment to perform at your peak.

The 2015/16 reporting period has been one of great success for the APC, but our challenges never end. Our preparations for the 2018 Winter Paralympic Games and the 2020 Summer Games are already well advanced. While I am proud of what we achieved this year, I am more excited about the journey ahead and I very much look forward to sharing it with you.



**Lynne Anderson**  
Chief Executive Officer  
Australian Paralympic Committee



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## THE APC

### APC Board

<b>Glenn Tasker</b>	President
<b>John Croll</b>	Vice President (resigned 28 February 2016)
<b>Joyce Parszos</b>	Vice President (retired 20 October 2015)
<b>David Baker</b>	Director
<b>Nick Dean</b>	Director (retired 20 October 2015)
<b>Steve Loader</b>	Director (retired 20 October 2015)
<b>John Hartigan</b>	Director (appointed 29 July 2015)
<b>Rosie King</b>	Director (appointed 29 July 2015)
<b>Helen Nott</b>	Director (appointed 29 July 2015)
<b>Jock O'Callaghan</b>	Director (appointed 29 July 2015)

### APC Member Organisations

Athletics Australia  
Australian Sailing  
Australian Sport and Recreation Association  
For Persons with an Intellectual Disability  
Basketball Australia  
Blind Sports Australia  
Boccia Australia  
Cerebral Palsy – Australian Sport and  
Recreation Federation  
Cycling Australia  
Disabled WinterSport Australia  
Disability Sport Australia  
Equestrian Australia  
Football Federation Australia  
Rowing Australia  
Shooting Australia  
Swimming Australia  
Table Tennis Australia  
Tennis Australia



## APC Staff

### Adriana Aguilera

Coordinator, Individual Giving  
(until June 2016)

### Sam Allan

Coordinator, Managed Sports

### Justine Anderson

Manager, Finance  
(until January 2016)

### Lynne Anderson

Chief Executive Officer  
(from August 2015)

### Nat Browne

Manager, Out of Village

### Peter Crewe-Brown

Chief Financial Officer  
(from October 2015)

### Vanessa Cardinale

Manager, Finance  
(from January 2016)

### Kieran Courtney

Sports Data Analyst

### Brad Dubberley

Head Coach, Wheelchair Rugby

### Denise Duong

Finance Officer (from July 2016)

### Alex El-Shamy

General Manager, Commercial  
and Marketing (from August 2016)

### Georgina Exton

Executive, Sponsorship  
(from April 2016)

### Keren Faulkner

Manager, Performance Services

### Elisha Gartner

Coordinator, Performance  
(until August 2015)

### Christian Geiger

Coach, Alpine Skiing  
(until July 2015)

### Michael Hartung

Interim Chief Executive Officer  
(until September 2015)

### Lisa Herden

Manager, Sponsorship  
(until July 2016)

### Isabel Hext

Coordinator, Fundraising  
(from March 2016)

### Natalie Hutchinson

Manager, Team Operations

### Ian Laing

General Manager, Commercial  
(until March 2016)

### Cathy Lambert

Manager, Community Engagement

### Rob Lawrenson

Manager, Fundraising  
(until July 2016)

### Tim Mannion

General Manager,  
Communications

### Tim Matthews

Acting Senior Manager, Paralympic  
Performance

### Kate McLoughlin

General Manager, Paralympic  
Performance

### Michele Menso

Manager, Managed Sports

### Anna Muldoon

Manager, Classification

### Timothy Murphy

Assistant, Desktop Support

### Louise Nelson

Project Officer, Commercial and  
Marketing (from August 2016)

### Lukas Prem

Head Coach, Para-snowboard  
(until July 2015)

### Paul Oliver

General Manager, Stakeholder  
Engagement (from November  
2015)

### Ross Pinder

Specialist, Skill Acquisition and  
Performance Talent

### Melanie Quintal

Executive Assistant to CEO  
(until December 2015)

### Kara Relford

Coordinator, Paralympic  
Performance

### Sascha Ryner

Coordinator, Media and Public  
Relations

### Kate Smith

Manager, Outfitting

### Ben Troy

Manager, Technology  
(from July 2016)

### Paul Van Oosten

Senior Manager, Paralympic  
Performance (until June 2016)

### Caroline Walker

Manager, Logistics

### Shontayne Ward

Executive Assistant to CEO  
(from January 2016)



Left to right: Andrew Edmondson (wheelchair rugby), Kyle Bridgwood (cycling), Brad Scott (athletics), Torita Isaac (athletics), Amanda Reynolds (canoe), Kate Doughty (triathlon) and Nic Beveridge (triathlon) at the 2016 Australian Paralympic Team Uniform Launch

## APC FINANCE

### Finance Report – for the Year Ended 30 June 2016

The Australian Paralympic Committee Ltd (APC) operated in all states and territories of Australia during the year ended 30 June 2016, and this finance report reflects those operations. There were no Paralympic Games during the year. However, there was significant activity in relation to the Rio 2016 Paralympic Games, held during September 2016.

The APC has a five-year corporate and budget strategy which provides an outline of the goals and key strategic initiatives to facilitate the accomplishment of the priorities. The APC's five key strategic priorities are:

1. Rebuild cash reserves;
2. Grow and balance the funding portfolio;
3. Invest in unique Paralympic expertise;
4. Deliver a competitive team for summer and winter Paralympic Games;
5. Invest in people and processes to support them.

The operating surplus for the year ended 30 June 2016 amounted to \$2,120,928, which is a substantial improvement from the operating deficit of \$225,137 during the previous financial year. This 2016 result occurred after revenue of \$15,974,423 and gross expenditure of \$13,853,495.

The financial report has been prepared on a going concern basis, which contemplates continuity of normal business activities and realisation of assets and liabilities in the ordinary course of business. The APC has a loan of \$2.25 million from the Australian Sports Commission (ASC) to provide financial support.

Thanks to an outstanding financial performance during the financial year, the organisation is well placed to deliver the Australian Paralympic Team to Rio 2016 and future Games, while continuing to make appropriate investments in other key areas.

A summarised financial report for the 12 months ended 30 June 2016, together with the

### Statement of Comprehensive Income – For the year ended 30 June 2016

	2016 \$	2015 \$
<b>Revenue</b>		
Grants	5,436,210	10,016,280
Sponsors	2,490,863	1,372,438
Fundraising	7,147,475	4,660,438
Investment income and bank interest	89,710	80,386
Gain realised on disposal of investments	-	469,441
Membership fees and other income	210,165	163,433
Broadcasting	600,000	-
<b>Total revenue</b>	<b>15,974,423</b>	<b>16,762,416</b>
<b>Expenses</b>		
Sport programmes	(2,562,293)	(9,425,628)
Paralympic and other games	(2,597,149)	(177,263)
Promotion, marketing and media	(1,206,743)	(806,749)
Fundraising	(4,681,137)	(3,708,993)
Administration	(2,456,491)	(2,868,920)
Broadcasting	(349,682)	-
<b>Total expenses</b>	<b>(13,853,495)</b>	<b>(16,987,553)</b>
Operating surplus/(deficit) before income tax	2,120,928	(225,137)
Income tax expense	-	-
<b>Net surplus/(deficit) attributable to the members of the Australian Paralympic Committee Ltd</b>	<b>2,120,928</b>	<b>(225,137)</b>
<b>Other comprehensive income</b>		
<b>Items that may be reclassified subsequently to profit</b>		
Other comprehensive gains	-	91,520
Fair value revaluation of available-for-sale financial assets (realised during the year)	-	(469,441)
<b>Other comprehensive income for the year</b>	<b>-</b>	<b>(377,921)</b>
<b>Total comprehensive income/(loss) for the year</b>	<b>2,120,928</b>	<b>(603,058)</b>

comparatives for the previous year, are contained on the following pages. The APC Financial Report for the year ended 30 June 2016 is available by contacting the office of the APC.

Note that Grant revenue from the ASC declined from \$10m last year to \$5.4m due to funding of certain sports being paid by the ASC directly, rather than through the APC. This reduction in revenue was offset by a decline in the expenses related to sports programs of \$6.9m compared to the prior year.

Sponsorship and fundraising revenue increased by \$3.6m in aggregate since last year, due to the fact that this year immediately precedes the Paralympic Games in Rio (which is always a high point for commercial activity), as well as the favourable impact of a commercial Paralympic Games broadcasting arrangement for the first time. Another encouraging development has been the strong improvement in margins earned from fundraising activities, up from 21 per cent last year to 35 per cent this year.

The balance sheet reflects a healthy cash balance of \$5.9m at 30 June 2016. While a substantial portion of this balance will be used to fund Games expenses in Rio, the APC expects to continue to have strong cash reserves throughout the next financial year.

Loans included in long term liabilities increased from \$1.2m last year to \$2.25m at 30 June 2016. This increase represents the second tranche of the loan from the ASC. No further tranches remain to be drawn. The APC is comfortably within the covenants imposed by the loan agreement.

As in prior years, the APC is extremely grateful for the continued support of our sponsors, benefactors and, particularly, the Australian Government through the ASC.

#### Statement of Financial Position – As at 30 June 2016

	2016 \$	2015 \$
<b>Assets</b>		
<b>Current assets</b>		
Cash and cash equivalents	5,915,925	2,572,166
Trade and other receivables	1,277,275	451,004
<b>Total current assets</b>	<b>7,193,200</b>	<b>3,023,170</b>
<b>Non-current assets</b>		
Property, plant and equipment	207,236	231,541
<b>Total non-current assets</b>	<b>207,236</b>	<b>231,541</b>
<b>Total assets</b>	<b>7,400,436</b>	<b>3,254,711</b>
<b>Liabilities</b>		
<b>Current liabilities</b>		
Trade and other payables	1,177,401	860,744
Provisions	29,716	40,804
Deferred income	2,000,163	1,362,130
<b>Total current liabilities</b>	<b>3,207,280</b>	<b>2,263,678</b>
<b>Non-current liabilities</b>		
Loans	2,250,000	1,200,000
Provisions	87,239	56,044
<b>Total non-current liabilities</b>	<b>2,337,239</b>	<b>1,256,044</b>
<b>Total liabilities</b>	<b>5,544,519</b>	<b>3,519,722</b>
<b>Net assets/(liability)</b>	<b>1,855,917</b>	<b>(265,011)</b>
<b>Equity</b>		
Accumulated funds/(deficit)	1,855,917	(265,011)
<b>Total equity/(deficit)</b>	<b>1,855,917</b>	<b>(265,011)</b>



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## MESSAGE FROM THE AUSTRALIAN SPORTS COMMISSION



The Australian Sports Commission (ASC) congratulates our National Sporting Organisations (NSOs) on their achievements this year. In particular, we congratulate all of our athletes who represented Australia in the Rio Olympic and Paralympic Games. You

did so with great distinction. The country is proud of your commitment and dedication, and the manner in which you conducted yourself throughout the campaigns.

In the aftermath of the Games, the Board of the ASC has re-committed to the core principles of *Australia's Winning Edge*, the ASC's ten year plan for high performance sport introduced in 2012. The four key principles are: high aspirations for achievement; evidence-based funding decisions; sports owning their own high performance programs; and a strong emphasis on improved leadership and governance.

We are confident these principles serve the long term interests of the sporting sector.

We will also use the experience of the last four years to seek to improve implementation of *Winning Edge* in ways that will benefit the sector.

The ASC is equally committed to increasing community participation in sport, particularly amongst our children and youth. We have been pleased this year to see our flagship participation program Sporting Schools reach over 4,300 schools in partnership with NSOs.

Innovations by the ASC this year included the release of our *Integrity Guidelines for Directors and Leaders of Sporting Organisations*, which provides directors with comprehensive and practical guidance for the first time on anti-doping, sport science and medicine, illicit drugs, match-fixing, child protection and member protection – vital issues for maintaining trust and respect in the sporting sector.

We also staged our inaugural Athlete and Coaches Forum, giving Australia's elite athletes and coaches the opportunity to share their experiences and enhance their leadership capabilities.

And we were delighted to see fruits of our efforts to improve female opportunity in sports, with improved elite and participation opportunities in women's sport, better media exposure, some outstanding new commercial deals, and an increase in female representation at NSO board level from 27 per cent to 39 per cent across the top 23 NSOs.

Looking ahead, ASC priorities include:

- further institutional and governance reform in sport, with an emphasis on increased national integration and alignment
- increased funding for sport, including new non-government sources of funding
- further embedding sport in schools' educational programs
- improved national coordination of sports infrastructure spending, and
- improved use of data and technology in sports.

Reforms like this are often hard to achieve but have profound long term benefits. The evermore competitive environment in world sport on display in Rio highlights the critical importance of further reform if Australia is to maintain its proud reputation and traditions as a sporting nation.

It is appropriate to use this opportunity to recognise and thank the efforts of the ASC's outgoing CEO Simon Hollingsworth, who has led the Commission very capably and with considerable effect for the past five years.

The ASC thanks all of our sector partners for your effort and contribution to Australian sport. We look forward to continued success and progress together.

**John Wylie AM**  
Chair  
Australian Sports Commission



**Australian Government**  
**Australian Sports Commission**



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## 2016 AUSTRALIAN PARALYMPIC TEAM

ARCHERY							
Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Jonathon	Milne	NSW	Official	Ricci	Cheah	NSW

ATHLETICS							
Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Rae	Anderson	NSW	Athlete	Chad	Perris	ACT
Athlete	Angela	Ballard	NSW	Athlete	Katherine	Proudfoot	ACT
Athlete	Carlee	Beattie	QLD	Athlete	Scott	Reardon	ACT
Athlete	Samuel	Carter	QLD	Athlete	Michael	Roeger	ACT
Athlete	Aaron	Chatman	QLD	Athlete	Jayden	Sawyer	ACT
Athlete	Erin	Cleaver	NSW	Athlete	Brad	Scott	WA
Athlete	Jaryd	Clifford	VIC	Athlete	Russell	Short	VIC
Athlete	Gabriel	Cole	VIC	Athlete	James	Turner	NSW
Athlete	Tamsin	Colley	NSW	Athlete	Sarah	Walsh	NSW
Athlete	Richard	Colman	VIC	Athlete	Jessee	Wyatt	VIC
Athlete	Brianna	Coop	QLD	Team Leader	Andrew	Faichney	VIC
Athlete	Brayden	Davidson	SA	Assistant Team Leader	Lynda	Gusbeth	VIC
Athlete	Christie	Dawes	NSW	Assistant Team Leader	Amy	Hibbert	VIC
Athlete	Madison	de Rozario	NSW	Carer	Kate	McIntosh	VIC
Athlete	Taylor	Doyle	NSW	Coach – Distance	Philo	Saunders	ACT
Athlete	Jodi	Elkington-Jones	NSW	Coach – Jumps	Gary	Bourne	QLD
Athlete	Louise	Ellery	ACT	Coach – Sprints	Iryna	Dvoskina	ACT
Athlete	Kurt	Fearnley	NSW	Coach – Sprints	Sebastian	Kuzminski	WA
Athlete	Nicole	Harris	NSW	Coach – Sprints	Brett	Robinson	NSW
Athlete	Guy	Henly	NSW	Coach – Throws	Breanne	Clement	NSW
Athlete	Todd	Hodgetts	VIC	Coach – Throws	John	Eden	VIC
Athlete	Madeline	Hogan	VIC	Coach – Throws	Hamish	MacDonald	ACT
Athlete	Isis	Holt	VIC	Coach – Wheelchair Track	Andrew	Dawes	NSW
Athlete	Nicholas	Hum	VIC	Coach – Wheelchair Track	Frederic	Periac	ACT
Athlete	Torita	Isaac	QLD	Coach – Wheelchair Track	Louise	Sauvage	NSW
Athlete	Claire	Keefer	QLD	Team Doctor	Lisa	Elkington	ACT
Athlete	Deon	Kenzie	TAS	Head Physiotherapist	Victoria	Moore	VIC
Athlete	Jake	Lappin	VIC	Physiotherapist	Cameron	Elliott	NSW
Athlete	Rosemary	Little	NSW	Physiotherapist	Bernadette	Petzel	NSW
Athlete	Rheed	McCracken	QLD	Soft Tissue Therapist	Michael	Jordan	VIC
Athlete	Samuel	McIntosh	VIC	Soft Tissue Therapist	Phillip	Power	VIC
Athlete	Brydee	Moore	VIC	Carer	Stephen	Caddy	VIC
Athlete	Jemima	Moore	VIC	Mechanic	Matthew	Crawford	VIC
Athlete	Evan	O'Hanlon	ACT				
Athlete	Ella	Pardy	WA				

## 2016 AUSTRALIAN PARALYMPIC TEAM

BOCCIA							
Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Daniel	Michel	NSW	Ramp Assistant	Ashlee	McClure	NSW
				Team Leader	Kenneth	Halliday	NSW

CANOE							
Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Dylan	Littlehales	NSW	Head Coach	Andrea	King	QLD
Athlete	Curtis	McGrath	QLD	Team Leader	Christine	Bain	QLD
Athlete	Jocelyn	Neumuller	SA	Coach	Guy	Power	WA
Athlete	Amanda	Reynolds	VIC	Physiotherapist	Melissa	Nolan	QLD
Athlete	Susan	Seipel	QLD				
Athlete	Colin	Sieders	NSW				

CYCLING							
Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Kyle	Bridgwood	QLD	Pilot	David	Edwards	QLD
Athlete	Carol	Cooke	VIC	Pilot	Madison	Janssen	VIC
Athlete	Alistair	Donohoe	VIC	Pilot	Nicholas	Yallouris	NSW
Athlete	Matthew	Formston	NSW	Head Coach	Peter	Day	QLD
Athlete	Jessica	Gallagher	VIC	Team Leader	Murray	Lydeamore	SA
Athlete	Simone	Kennedy	NSW	Assistant Team Leader	Berthy	May	SA
Athlete	Alexandra	Lisney	NSW	Assistant Coach	Nicholas	Formosa	QLD
Athlete	Kieran	Modra	SA	Assistant Coach	Jason	Niblett	SA
Athlete	David	Nicholas	QLD	Assistant Coach	Thomas	Skulander	NSW
Athlete	Susan	Powell	ACT	Physiotherapist	Eliza	Kwan	ACT
Athlete	Amanda	Reid	NSW	Mechanic	William	Dickeson	SA
Athlete	Stuart	Tripp	VIC	Mechanic	Michael	Winter	SA

EQUESTRIAN							
Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Emma	Booth	VIC	Groom	Shahira	Ameen	VIC
Athlete	Sharon	Jarvis	WA	Groom	Emma	Bardot	WA
Athlete	Lisa	Martin	NSW	Groom	Maddison	McAndrew	NSW
Athlete	Katie	Umback	NSW	Groom	Samantha	Moran	QLD
Head Coach	Julia	Battams	VIC	Carer	Raelene	Booth	VIC
Team Leader	Sally	Francis	VIC	Veterinarian	Denis	Goulding	SA
Physiotherapist	Victoria	Kahn	VIC				

GOALBALL							
Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Jennifer	Blow	NSW	Athlete	Raissa	Martin	QLD
Athlete	Nicole	Esdaile	QLD	Athlete	Tyan	Taylor	NSW
Athlete	Meica	Horsburgh	QLD	Coach	Peter	Corr	VIC
Athlete	Michelle	Rzepecki	NSW	Team Leader	Robbie	Vogt	NSW

ROWING							
Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Gavin	Bellis	ACT	Coxswain	Josephine	Burnand	ACT
Athlete	Erik	Horrie	NSW	Coach	Gordon	Marcks	ACT
Athlete	Brock	Ingram	WA	Team Leader	Dean	Oakman	ACT
Athlete	Davinia	Lefroy	WA	Coach	Jason	Baker	NSW
Athlete	Jeremy	McGrath	NSW	Coach	Tara	Huntly	ACT
Athlete	Kathleen	Murdoch	NSW	Boatman	Chris	O'Brien	ACT
Athlete	Kathryn	Ross	ACT				

**SAILING**

Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Russell	Boaden	WA	Coach	Grant	Alderson	WA
Athlete	Matthew	Bugg	TAS	Coach	Richard	Scarr	TAS
Athlete	Daniel	Fitzgibbon	NSW	Coach	Geoff	Woolley	VIC
Athlete	Jonathan	Harris	NSW	Boatman	Andrew	Lechte	TAS
Athlete	Colin	Harrison	WA	Boatman	Timothy	Lowe	NSW
Athlete	Liesl	Tesch	NSW	Physiotherapist	Sarah	Ross	NSW
Team Leader	Mark	Robinson	NSW	Carer	Ryoko	Yamaguchi	NSW
Assistant Team Leader	Shellee	Ferguson	NSW				

**SHOOTING**

Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Luke	Cain	VIC	Coach	Miroslav	Sipek	QLD
Athlete	Elizabeth	Kosmala	SA	Team Leader	Timothy	Mahon	VIC
Athlete	Bradley	Mark	QLD	Assistant Coach	Margaret	Bugden	QLD
Athlete	Chris	Pitt	QLD	Carer	Stuart	Smith	QLD
Athlete	Natalie	Smith	QLD	Carer	Margaret	Zubcic	QLD
Athlete	Anton	Zappelli	WA	Carer	Yvonne	Cain	VIC

**SWIMMING**

Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Joshua	Alford	ACT	Athlete	Sean	Russo	NSW
Athlete	Michael	Anderson	NSW	Athlete	Liam	Schluter	QLD
Athlete	Jesse	Aungles	ACT	Athlete	Madeleine	Scott	WA
Athlete	Emily	Beecroft	VIC	Athlete	Jacob	Templeton	QLD
Athlete	Liam	Bekric	SA	Athlete	Tiffany	Thomas Kane	NSW
Athlete	Blake	Cochrane	QLD	Athlete	Rachael	Watson	QLD
Athlete	Ellie	Cole	NSW	Athlete	Prudence	Watt	NSW
Athlete	Rowan	Crothers	QLD	Athlete	Kate	Wilson	NSW
Athlete	Katja	Dedekind	QLD	Head Coach	Brendan	Keogh	QLD
Athlete	Timothy	Diken	VIC	Team Leader	Adam	Pine	QLD
Athlete	Maddison	Elliott	NSW	Assistant Team Leader	Ian	Armbruster	QLD
Athlete	Daniel	Fox	QLD	Assistant Team Leader	Michelle	Doyle	SA
Athlete	Matthew	Haanappel	VIC	Coach	Angelo	Basalo	NSW
Athlete	Brenden	Hall	QLD	Coach	Janice	Cameron	QLD
Athlete	Guy	Harrison-Murray	QLD	Coach	Harley	Connolly	QLD
Athlete	Timothy	Hodge	NSW	Coach	Nathan	Doyle	NSW
Athlete	Tanya	Huebner	ACT	Coach	Lachlan	Falvey	NSW
Athlete	Braedan	Jason	QLD	Coach	Frederick	Van der Zant	QLD
Athlete	Jenna	Jones	NSW	Coach	Yuriy	Vdovychenko	ACT
Athlete	Ahmed	Kelly	VIC	Team Doctor	Caron	Jander	NSW
Athlete	Paige	Leonhardt	NSW	Sport Science Lead -Biomechanics	Danielle	Formosa	QLD
Athlete	Matthew	Levy	NSW	Sport Science Recovery	Brendan	Burkett	QLD
Athlete	Jeremy	McClure	WA	Psychologist	Tomas	Tapper	QLD
Athlete	Ashleigh	McConnell	VIC	Physiotherapist	Brett	Doring	QLD
Athlete	Monique	Murphy	VIC	Physiotherapist	David	Spurrier	SA
Athlete	Lakeisha	Patterson	QLD	Soft Tissue Therapist	Jacquelyn	Gilbert	NSW
Athlete	Rick	Pendleton	QLD	Soft Tissue Therapist	Samantha	Short	VIC
Athlete	Logan	Powell	QLD	Carer	Jeanette	Phillips-Hughes	SA

## 2016 AUSTRALIAN PARALYMPIC TEAM

### TABLE TENNIS

Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Daniela	Di Toro	VIC	Head Coach	Alois	Rosario	VIC
Athlete	Andrea	McDonnell	QLD	Team Leader	Roger	Massie	TAS
Athlete	Barak	Mizrachi	VIC				
Athlete	Melissa	Tapper	VIC				
Athlete	Samuel	von Einem	SA				

### TRIATHLON

Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Nicholas	Beveridge	ACT	Team Leader	Kathryn	Periac	ACT
Athlete	William	Chaffey	NSW	Assistant Team Leader	Craig	Redman	TAS
Athlete	Kate	Doughty	VIC	Coach	Corey	Bacon	ACT
Athlete	Brant	Garvey	WA	Coach	Shaun	D'Auria	QLD
Athlete	Michellie	Jones	*OS	Mechanic	Michael	Brice	ACT
Athlete	Kathleen	Kelly	ACT	Handler	Darren	Tattersall	NSW
Athlete	Claire	McLean	WA				

### WHEELCHAIR BASKETBALL

Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Joshua	Allison	VIC	Athlete	Shawn	Russell	NSW
Athlete	Jannik	Blair	VIC	Athlete	Tige	Simmons	QLD
Athlete	Adam	Deans	WA	Athlete	Brett	Stibners	NSW
Athlete	Tristan	Knowles	VIC	Head Coach	Benjamin	Ettridge	WA
Athlete	Bill	Latham	NSW	Team Leader	Leigh	Gooding	NSW
Athlete	Matthew	McShane	QLD	Assistant Coach	Luke	Brennan	WA
Athlete	Bradley	Ness	WA	Assistant Coach	Tom	Kyle	QLD
Athlete	Shaun	Norris	WA	Physiotherapist	Jesse	Adams	SA
Athlete	Tom	O'Neill-Thorne	NT	Video Analyst	Jeremy	Synot	NSW

### WHEELCHAIR RUGBY

Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Ryley	Batt	NSW	Athlete	Ryan	Scott	QLD
Athlete	Christopher	Bond	QLD	Athlete	Jayden	Warn	VIC
Athlete	Cameron	Carr	NSW	Head Coach	Brad	Dubberley	VIC
Athlete	Andrew	Edmondson	NSW	Team Leader	Sam	Allan	VIC
Athlete	Nazim	Erdem	VIC	Assistant Coach	Greg	Smith	VIC
Athlete	Benjamin	Fawcett	VIC	Soft Tissue Therapist	Scott	Curtis	NSW
Athlete	Andrew	Harrison	VIC	Carer	Darren	Pickering	VIC
Athlete	Joshua	Hose	VIC	Mechanic	Bill	Roberts	NSW
Athlete	Jason	Lees	VIC	Video Analyst	Nick	Sanders	VIC
Athlete	Matt	Lewis	VIC				

### WHEELCHAIR TENNIS

Role	First Name	Last Name	State	Role	First Name	Last Name	State
Athlete	Dylan	Alcott	VIC	Athlete	Sarah	Calati	VIC
Athlete	Heath	Davidson	VIC	Coach	Vernon	Cheung	NSW
Athlete	Adam	Kellerman	NSW	Coach	Francois	Vogelsberger	VIC
Athlete	Benjamin	Weekes	NSW	Team Leader	Brenda	Tierney	VIC

\* Resides Overseas

HEADQUARTERS							
Role	First Name	Last Name	State	Role	First Name	Last Name	State
TEAM EXECUTIVE							
Chef de Mission	Kate	McLoughlin	NSW	General Counsel	James	FitzSimons	NSW
Deputy Chef de Mission	Paul	Bird	QLD	Security Liaison Attaché	Adam	McCormack	ACT
Head of Performance	Phil	Borgeaud	ACT	Paralympic Attaché	Marion	Walshe	ACT
Head of Operations	Chris	Nunn	ACT				
PERFORMANCE							
Chief Medical Officer	Corey	Cunningham	NSW	Psychologist	Kate	Wensley	ACT
Physical Therapies Manager	Keren	Faulkner	SA	Recovery Physiologist	Joanna	Miller	ACT
Team Doctor	Geoffrey	Thompson	NT	Physiotherapist	Andrew	McGough	QLD
Team Doctor	Bridget	Sawyer	SA	Physiotherapist	Miranda	Menaspa	ACT
Sports Sciences Manager	Siobhan	Crawshay	VIC	Physiotherapist	Paula	Peralta	NSW
Dietician & Sports Scientist	Gary	Slater	QLD	Soft Tissue Therapist	Phillip	Boland	VIC
Classification Manager	Anna	Muldoon	NSW	Soft Tissue Therapist	Scott	Smith	ACT
Nurse & Clinic Coordinator	Elisha	Gartner	VIC				
OPERATIONS							
Team Operations Manager	Natalie	Hutchinson	NSW	Team Operations Coordinator	Cathy	Lambert	SA
Logistics Manager	Caroline	Walker	NSW	Out of Village Manager	Nat	Browne	NSW
IT Manager	Ben	Troy	NSW	Out of Village Coordinator	Michele	Menso	NSW
Outfitting & Team Engagement Manager	Kate	Smith	NSW	Family & Friends Liaison	Kara	Retford	NSW
Logistics Support	Nick	Hunter	ACT	Rio Liaison	Michelle	Liberti	*OS
MEDIA							
Communications Manager	Tim	Mannion	NSW	Media Liaison Officer	Gennie	Sheer	NSW
Digital Coordinator	Sascha	Ryner	NSW	Media Liaison Officer	David	Sygall	NSW
Media Liaison Officer	Chris	Abboft	WA	Broadcast Liaison Officer	Neil	Cross	SA
Media Liaison Officer	Alexandra	Factor	VIC	Broadcast Liaison Officer	Alice	Wheeler	NSW
Media Liaison Officer	Margie	McDonald	NSW	Videographer	Simon	Christie	SA
Media Liaison Officer	Lachlan	Searle	ACT	Videographer	Brett	Frawley	ACT
Media Liaison Officer	Amanda	Shalala	NSW				



Erik Horrie



Jenny Blow



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## RIO 2016 PARALYMPIC GAMES

The 15th Paralympic Summer Games were held in Rio de Janeiro, Brazil, between 7 and 18 September 2016. A record number of athletes (4,333) from 159 countries participated in 528 medal events in 23 sports. 2.15 million Paralympic Games tickets were sold and more than 5,000 accredited media delivered coverage of the Games to approximately 4 billion people worldwide.

The Australian Paralympic Team included 176 athletes and 158 coaches, medical and administration staff, the largest contingent sent by Australia to a Paralympic Games overseas since 1988. 88 athletes (50 per cent) made their Paralympic debut in Rio.

Competing in 16 sports, including the new Paralympic sports of canoe and triathlon, the Australian Paralympic Team placed fifth overall, matching its performance in London. 81 medals were distributed across 64 individual sport athletes, two sighted pilots, and the Australian wheelchair rugby team, meaning 43 per cent of Australia's athletes were medal recipients. As at previous Games, the sports of athletics, cycling and swimming contributed the bulk of Australia's medals – 26, 13 and 29, respectively.

Swimmer Maddison Elliott was the most successful individual Australian medallist at the 2016 Games and equal tenth in the world, achieving three gold and two silver medals.

The APC aimed to send to Rio an Australian Team with an equal gender balance – 73 of the Team's 176 athletes were female (41.5 per cent), which was a higher female representation compared to the average of all nations (37.9 per cent). 1,670 females (of a total 4,333 athletes) competed in 224 medal events, which is equivalent to 42 per cent of all medal events and is a 11 per cent increase on London.

In the lead-up to the Games, the APC liaised closely with the Australian Sports Commission, the Australian Institute of Sport, the Australian Olympic Committee and state and territory institutes and academies of sport to optimise the performance environment for each sport.

In Rio, while each of the sports operated as autonomous units, they each received additional support from the APC's combined recovery, sports injury treatment, administrative, IT and media staff within Team Headquarters.

For the Team uniform, the APC selected the Australian brands R.M. Williams for ceremonial wear, and 2XU for technical and casual wear. 2XU incorporated into their design an Indigenous artwork by the Indigenous design studio, Balarinji. Racing suits by Speedo, footwear by Adidas and sport-specific wear by Santini, Zhik and High Sierra were also supplied to the Australian Paralympic Team.

For the first time ever an Independent Paralympic Athletes team took part featuring two refugee athletes and in total, 83 countries won at least one medal, the most ever in Paralympic history.

China topped the medals table for a fourth successive Paralympic Games claiming 239 medals in total, made up of 107 gold, 81 silver and 51 bronze.

The top five was made-up of Great Britain, Ukraine, USA and Australia.

Kazakhstan (1 gold), Georgia (1 gold), Malaysia (3 golds), Uzbekistan (8 golds) and Vietnam (1 gold) won Paralympic titles for the first time, while Cape Verde, Mozambique, Qatar and Uganda claimed their first ever medals at a Paralympic Games.

Despite initial slow ticket sales, the Games attracted 2.15 million spectators making Rio 2016 the second biggest Games in terms of paying ticket holders after London 2012. The Rio public – the Cariocas – turned out in force creating a carnival atmosphere in many of the venues as whole generations of families enjoyed the sport on show.

At the Closing Ceremony, it was announced by IPC President Sir Philip Craven that the people of Rio and Brazil would be awarded the Paralympic Order in recognition of their outstanding support for the Rio 2016 Games.



#### Games Medal Tally

	Gold	Silver	Bronze	Total
<b>CHN</b>	107	81	51	239
<b>GBR</b>	64	39	44	147
<b>UKR</b>	41	37	39	117
<b>USA</b>	40	44	31	115
<b>AUS</b>	22	30	29	81
<b>GER</b>	18	25	14	57
<b>NED</b>	17	19	26	62
<b>BRA</b>	14	29	29	72
<b>ITA</b>	10	14	15	39
<b>POL</b>	9	18	12	39

#### Paralympic Games

Rio de Janeiro, Brazil 07 - 18 September 2016

- Countries: 159
- Athletes: 4,333
  - Men 2,663
  - Women 1,670
- World Records: 220
- Paralympic Games Records: 432
- Medal events: 528
- Sports: 22
- Spectators: 2.15 Million (86 per cent)
- New sports: 2 - Canoe and Triathlon
- NPC debuts: 6

## MEDALLISTS – RIO 2016 PARALYMPIC GAMES

**GOLD 22 / SILVER 30 / BRONZE 29**

### Gold

#### Athletics

Brayden Davidson - Long Jump (T36)

Scott Reardon - 100m (T42)

James Turner - 800m (T36)

#### Canoe

Curtis McGrath – KL2

#### Cycling

Carol Cooke – Road Race, Road Time Trial (T1-2)

David Nicholas – 3000m Individual Pursuit (C3)

#### Sailing

Russell Boaden, Jonathan Harris, Colin Harrison – 3-Person Keelboat (Sonar)

Daniel Fitzgibbon / Liesl Tesch – 2-Person Keelboat (SKUD18)

#### Swimming

Ellie Cole – 100m Backstroke (S9)

Tim Disken – 100m Freestyle (S9)

Maddison Elliott – 50m Freestyle, 100m Freestyle (S8)

Brenden Hall – 400m Freestyle (S9)

Lakeisha Patterson – 400m Freestyle (S8)

Tiffany Thomas Kane – 100m Breaststroke (SB6)

Rachael Watson – 50m Freestyle (S4)

Women's 4x100m Freestyle Relay (34 pts): Ellie Cole, Maddison Elliott, Ashleigh McConnell, Lakeisha Patterson.



Sam von Einem



Sue Powell

### Triathlon

Katie Kelly / Michellie Jones – PT5

### Wheelchair Rugby

Steelers: Ryley Batt, Chris Bond, Cameron Carr, Andrew Edmondson, Naz Erdem, Ben Fawcett, Andrew Harrison, Josh Hose, Jason Lees, Matt Lewis, Ryan Scott, Jayden Warn.

### Wheelchair Tennis

Dylan Alcott – Quad Singles

Dylan Alcott / Heath Davidson – Quad Doubles

## Silver

### Athletics

Deon Kenzie – 1500m (T38)

Madison de Rozario – 800m (T52/53)

Taylor Doyle – Long Jump (T38)

Kurt Fearnley – Marathon (T52/53/54)

Isis Holt – 100m, 200m (T35)

Rheed McCracken – 100m (T34)

Evan O'Hanlon – 100m (T38)

Women's 4x400m Relay (T53/54): Angie Ballard, Christie Dawes, Madison de Rozario, Jemima Moore.

### Canoe

Amanda Reynolds – KL3

### Cycling

Kyle Bridgwood – 4000m Individual Pursuit, Road Time Trial (C4)

Alistair Donohoe – 4000m Individual Pursuit, Road Time Trial (C5)

Sue Powell – 3000m Individual Pursuit (C4)

Amanda Reid – 500m Time Trial (C1-2-3)

Stuart Tripp – Road Time Trial (H5)

### Rowing

Erik Horrie – Single Sculls (ASM1x)

### Sailing

Matt Bugg – 1-Person Keelboat (2.4mR)

### Swimming

Blake Cochrane – 100m Breaststroke (SB7)

Ellie Cole – 50m Freestyle, 400m Freestyle (S9)

Tim Disken – 50m Freestyle (S9)

Maddison Elliott – 100m Backstroke (S8)

Brenden Hall – 100m Freestyle (S9)

Monique Murphy – 400m Freestyle (S10)

Lakeisha Patterson – 50m Freestyle, 100m Freestyle (S8)

Women's 4x100m Medley Relay (34 pts): Ellie Cole, Maddison Elliott, Lakeisha Patterson, Madeleine Scott.

### Table Tennis

Sam von Einem – Singles (Class 11)

## Bronze

### Archery

Jonathon Milne – Individual Compound (Open)

### Athletics

Angie Ballard – 100m, 400m (T53)

Carlee Beattie – Long Jump (T45/46/47)

Aaron Chatman – High Jump (T45/46/47)

Jodi Elkington-Jones – Long Jump (T37)

Louise Ellery – Shot Put (F32)

Kurt Fearnley – 5000m (T53/54)

Todd Hodgetts – Shot Put (F20)

Claire Keefer – Shot Put (F41)

Rheed McCracken – 800m (T33/34)

Chad Perris – 100m (T13)

Katherine Proudfoot – Shot Put (F36)

Michael Roeger – 1500m (T45/46)

Women's 4x100m Relay (T35-38): Erin Cleaver,  
Jodi Elkington-Jones, Isis Holt, Ella Pardy.

### Canoe

Susan Seipel – KL2

### Cycling

Jessica Gallagher / Madison Janssen – 1000m Time Trial (B)

Kieran Modra / David Edwards – Road Time Trial (B)

Sue Powell – Road Time Trial (C4)

### Swimming

Ellie Cole – 100m Freestyle (S9)

Katja Dedekind – 100m Backstroke (S13)

Tim Disken – 200m Individual Medley (SM9)

Daniel Fox – 200m Freestyle (S14)

Brenden Hall – 100m Backstroke (S9)

Matthew Levy – 200m Individual Medley (SM7)

Lakeisha Patterson – 200m Individual Medley (SM8)

Tiffany Thomas Kane – 50m Butterfly, 50m Freestyle (S6), 200m Individual Medley (SM6)



Clockwise from top left: Athletes and staff from the successful 2016 Australian Paralympic Sailing Team; Isis Holt; Jonathon Milne; Natalie Smith.





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## PARALYMPIC PERFORMANCE

The Paralympic Performance division oversees the APC's Games delivery, planning and operations as well as the management of Performance Services, Classification and APC Managed Sports.

### High Performance

The APC manages elite Para-sport programs for four sports internally (wheelchair rugby, boccia, goalball and powerlifting) and supports 14 in partnership with national federations.

During the reporting period, the APC completed the transition of its winter high performance program to Ski and Snowboard Australia (SSA). Under the 'mainstreaming' agreement, SSA assumed responsibility for the planning, coordination and delivery of the program. The transition confirmed the growth and maturity of Paralympic winter sport in Australia, as the program became ready to be managed by a national federation that has a sole focus on winter sport. The APC will continue to provide support to the program, as it does with all programs managed by national federations, through the provision of services including classification and talent identification.

In delivering elite Para-sport programs, the APC is grateful for the ongoing commitment from the Australian Sports Commission, Australian Institute of Sport, state institutes and academies of sport, state governments and departments of sport and recreation, state sporting organisations and clubs. Without this support, the Para-sport pathway for Australian athletes with a disability would not be as strong.

### Rio 2016

The planning process undertaken by the APC for the delivery of the 2016 Australian Paralympic Team was its most efficient and sophisticated. The result was the most successfully planned campaign for a Paralympic Games, due largely to the hard work and dedication of APC staff, team leaders, coaches and contractors across Performance Services, Operations and Media sections of the Australian Paralympic Team.

The APC also received outstanding support from several key agencies including the Department of Foreign Affairs and Trade, the Australian Federal Police, the Australian Institute of Sport and the state institutes and academies of sport.

### Campaign Rio

The Australian Paralympic Committee entered into a collaborative partnership with the Australian Olympic Committee and the AIS to support athletes and sports through the Campaign Rio initiative.

Three Campaign Rio workshops were held during the reporting period at the AIS - in November 2015, April 2016 and June 2016. Each of these workshops provided all key officials and national federations with an opportunity to gather critical information on the plans for the 2016 Australian Paralympic Team, collaborate to ensure the ideal high performance environment was being developed for the Games and to build relationships with officials from other sports. The workshops were integral to fostering the supportive and cohesive culture that became vital to the Australian Paralympic Team's success in Rio.

### Team Captains

A significant component of the APC's Rio Paralympic campaign was the re-introduction of Team Captains for the first time since Athens 2004. Daniela Di Toro and Kurt Fearnley were chosen by Chef de Mission Kate McLoughlin in February 2016, enabling them to contribute to the APC's plans for the Team well before their focus needed to rest solely on their own personal performances at Games time.

The Chef de Mission and Captains introduced the concept of "The Mob", a way of connecting all members of the Paralympic family – athletes and officials past and present. "Mob" sessions were held in each major capital city in June and July 2016 to ensure Team members from every sport had the opportunity to connect with others in the lead up to the Games and to contribute to the development of an excellent team culture.

### Performance Services

Performance Services staff members develop and share specialist knowledge of Paralympic sport through consultancy, research and education to optimise the identification, preparation and performance of athletes.

With the aim to contribute to the achievement of Australia's Winning Edge (AWE) outcomes, Performance Services staff continued to develop strong relationships across all National Federations (NFs) and the National Institute Network (NIN) during the reporting period through:

- Prioritising disciplines which have a multi-sport and multi-medal impact, by providing skill acquisition, performance talent, and equipment optimisation;
- Evidence-informed practice;
- Targeted education;
- Paralympic Games performance servicing;
- Research and Innovation and cross-sport application of emerging ideas;
- Engagement of a range of experts and impairment specialists.



Australia's Paralympic mixed coxed four crew. From left: Josephine Burnand (coxswain), Kathleen Murdoch, Brock Ingram, Jeremy McGrath and Davinia Lefroy

The major outcomes achieved by Performance Services staff in 2015/16 were:

- Provision of leadership and expertise to NFs regarding physical therapies specific to Paralympic sports and Paralympic athletes. This included the development and delivery of a performance services team for Rio 2016 through partnerships with the AIS, NIN and key practitioners with Paralympic experience;
- Targeted workshops and presentations to a broad range of audiences including NIN, NFs, coaches, referrers, universities and disability organisations;
- Coordination and delivery of a Wheelchair Propulsion Workshop, bringing together and establishing a network of practitioners with the aim of sharing information and ideas for developing speed, power and efficiency in wheelchair-based sports such as athletics, wheelchair tennis, wheelchair rugby and wheelchair basketball;
- Successful completion of an AIS Competitive Innovation Fund (CIF) project, which in partnership with Qantas, Rowing Australia and the AIS, investigated the effects of customised seating on performance following long-haul travel. As a result of the findings, more than 70 individualised airline cushions were produced for Paralympic athletes (and some Olympic athletes) across nine sports prior to the Rio 2016 Games;
- In partnership with the AIS, the APC completed a range of performance seating innovation projects, where customised equipment specific to the athlete was developed across four sports and six targeted athletes prior to the Rio Games. These directly contributed to two gold medals, one silver medal and two bronze medals;
- Continual development of a key research collaboration with the University of Adelaide's School of Mechanical Engineering, including multiple PhD programs, final year projects and work experience support;
- Scoping and information gathering visits to Korea (including PyeongChang) and Japan, including

reviews of NPC structures, performance support, and potential engagement opportunities for the 2017-2020 cycle;

- Initiation of '2020 Vision' analysis projects from the Rio Games to support sports with targeted information gathered to help expand in strategic areas during the Tokyo Paralympic cycle.

### Skill Acquisition

There was targeted skill acquisition engagement by the APC across a wide range of sports during 2015/16, including specific projects and Daily Training Environment (DTE) support for archery, athletics, boccia, table tennis, wheelchair rugby and wheelchair tennis. Other key achievements were:

- Targeted projects in 2015/16 supported sports, coaches and athletes who returned with four gold medals, one silver medal and one bronze medal from the Rio 2016 Paralympic Games;
- Additional support and consultancy provided to swimming, canoe, archery, wheelchair rugby and athletics programs;
- Completion of multiple coaching workshops, with plans to make these a regular and more accessible option across all Paralympic programs for 2017-2020;
- Support of the design and implementation of virtual training options for decentralised programs for sports such as table tennis, to maximise athlete and coach development opportunities. This will be further developed and will impact many more sports throughout the Tokyo 2020 Games cycle. This initiative has the potential to enable sports to have substantial savings within their respective travel budgets for athletes and coaches.

The APC's work in skill acquisition has impacted more than 30 podium-potential athletes (or their coaches) over the course of the Rio Paralympic cycle, underpinning the success of skill acquisition support for Para-sport programs.

### Performance Talent

Of the 78 Australian Paralympic athletes who won medals at the Rio Paralympic Games, 28.2% (22 athletes) were identified through the APC's talent and pathways initiatives. Of these athletes, nine attended their first Paralympic Games, three won a gold medal and two set new world records.

Thanks to funding from the Coca-Cola Australia Foundation, the APC conducted the 'Talent 4 Tokyo – Get Involved' initiative in every capital city throughout the country. More than 230 participants were registered. The aims of each event were to:

- Identify which individual participants are eligible for Para-sport from a classification perspective;
- Provide an evaluation of which Para-sport is most suited to the individual's traits and characteristics;
- Connect the individual to appropriate participation opportunities within their local community;
- Provide equipment and funding to targeted individuals requiring assistance;

There were 15 individuals identified with significant high performance potential within the next four years. These individuals will now be managed by the APC's Performance Talent staff until they progress within the pathway of their nominated sport.

In addition to the 'Talent 4 Tokyo – Get Involved' initiative, the APC received 164 registrations to get involved in Paralympic sport throughout the reporting period. Many of these were linked directly with the relevant state sporting organisation to assist in engaging with the Para-sport pathway of their choice.

### John Maclean Foundation

In a joint partnership with the John Maclean Foundation (JMF), the APC provided funding grants to athletes from three Paralympic sports (triathlon, rowing and athletics) in which John, a former Paralympic athlete, had previously participated in himself. Grants totalling \$40,000 were provided to athletes preparing for the Paralympic Games to offset equipment costs required to compete at an elite level, including racing chairs, handcycles, prosthetic running legs and customised seating for athletes. The APC is grateful to John Maclean and the John Maclean Foundation for the valuable support of the APC.

### Classification

#### Rio 2016

The APC worked collaboratively with its sporting partners to support all classification requirements for the 2016 Australian Paralympic Team during the reporting period, and to further develop a world-class national classification system.

The APC placed a strong emphasis on maximising the Australian Paralympic Team's performance through the provision of classification resources and expertise to sporting partners.

In 2015/16, the APC worked with all national federations to:

- Minimise the number of athletes who required classification in the final year of the Rio Games cycle;
- Limit the number of athletes requiring classification in Rio, just days before their competition;



Brayden Davidson

- Minimise the risk of adverse classification outcomes in Rio;
- Educate athletes and officials about classification rules and their rights and responsibilities under the IPC Classification Code.

Of the 176 athletes on the 2016 Australian Paralympic Team, all were provided with international classification opportunities well in advance of the Rio 2016 Games to minimise risk and impact on their Games preparation. Just four athletes required classification at the Rio Games and each of these classification outcomes were as expected.

#### Development of Classifiers

Ten Australian classifiers were selected on international classification panels in Rio 2016.

Australian classifiers were represented in nine sports, highlighting the APC's continued support and advancement of Australian classifiers at international level.

Nationally, the APC classification program engaged with National Federations to support the training, certification and development of Australian classifiers.

As a result, the total number of Australian classifiers increased during 2015/2016.

- Eight classifiers commenced national training in two sports;
- Nine classifiers completed national certification in four sports;
- Four Australian classifiers commenced international classifier training in four sports;
- One classifier completed international certification in cycling;
- A national classifier update was conducted in two sports.

#### Classification in Australia

Away from Rio 2016 preparations, the APC continued to focus attention on developing a high quality Australian classification system.

In 2016, the IPC released the updated IPC Athlete Classification Code and International Standards which will be implemented on 1 January 2017. As a component of the Code review, the APC provided extensive feedback to the IPC throughout the process and worked strategically with other National Paralympic Committees (NPCs) to align the feedback. The APC, alongside other NPCs, discussed topical classification issues and the Code implementation process with the IPC and the International Federations at the 2015 Classification Experts Meeting.

During the reporting period, the APC's leadership of the Australian classification system continued through:

- Management of the Australian classification system to ensure compliance with the IPC Classification Code across Para-sports. This will become a greater focus in 2016/17 with implementation of the new IPC Athlete Classification Code;
- Support of national federations and sporting partners to deliver effective national classification pathways for their Para-sport;
- Provision of advice to address and resolve classification issues within certain sports;
- Management of the national classification systems for Para-sport for vision impaired athletes as well as Boccia

The APC provided direct funding to 12 sports to support the delivery of classification.

The mainstreaming of sports continued with Ski and Snowboard Australia (SSA) and the APC working to embed alpine skiing and snowboard classification into SSA. This provision of expertise helps to underpin Winning Edge outcomes, with the APC supporting SSA with international classification preparation and planning for potential PyeongChang 2018 athletes.



Tristan Knowles



The Australian Steelers wheelchair rugby team

## PARA-SPORT REPORTS

### Australia's Winning Edge (AWE)

Developed in partnership with Australia's high performance network, Australia's Winning Edge provides the high performance sports sector with clear performance targets and a framework for collaboration from 2012-2022.

Australia's high performance is about:

- Consistent and sustainable success for Australian athletes and teams on the world stage;
- Greater levels of accountability for performance results;
- Improved governance structures and contemporary reporting and monitoring of performance;
- Engaging, uniting, inspiring and motivating all Australians.

### AWE High Performance Rating

The overall high performance rating considers each sport against its annual benchmark event performance, future potential and health of the sport's high performance system.



- 1. Underperforming:** significantly below expectation; solutions to challenges not identified



- 2. Progressing:** evidence of improvement; solutions to challenges being implemented



- 3. On track:** working well across key areas; on target



- 4. Performing:** performing well in all areas; above target



- 5. Excelling:** exceptional performance; setting a standard for others to aspire



Australian women's goalball team athletes and coaching staff

## High Performance Programs managed by the Australian Paralympic Committee

### Boccia

**International Federation:** Boccia International Sports Federation (BISFed)

**Head Coach:** Peter King

**Performance Coordinator:** Sam Allan

**Rio 2016 Paralympic Games:** Athletes: 1 male

**Target:** 0 medals

**Result:** 0 medals

**Other benchmark events in 2015/16:** 2016 BISFed World Individual Championships – Beijing, China (21-25 March) and 2016 BISFed World Open – Montreal, Canada (26 April – 2 May)

**Target:** 0 medals

**Result:** 0 medals

**2015/16 AWE investment:** \$115,000

**Report:** The AWE benchmark event for this period was the 2016 Paralympic Games. Daniel Michel secured a slot in the BC3 singles event, following his sixth place at the World Championships held in Beijing in March 2016. Michel became the first Australian boccia athlete to earn direct qualification to the Paralympic Games since 1996.

In Rio, Michel played two pool matches, winning his first match before losing his must-win second match to the world number three, knocking him out of medal contention.

In addition to qualifying for Rio, Michel had a string of good performances over the reporting period including a ninth placed finish at the 2015 Boccia World Open in Korea, sixth at the 2016 World Championships in Beijing and eighth place at the Montreal World Open in April. As well as Michel, Jean-Paul LaFontaine (BC4) also achieved some solid international results, with a 13th placing at the World Championships and fourth at the Montreal World Open.

Both Michel and LaFontaine have the potential to challenge for medals at the 2020 Paralympic Games in Tokyo, with the challenge for the program now to develop quality partners for both players in the BC3 and BC4 pair events, respectively. The program has placed greater focus on targeting key emerging athletes with the required traits and characteristics to achieve international success while assisting Boccia Australia to build its capacity to potentially take on the High Performance program in the coming years.

### Goalball

**International Federation:** International Blind Sports Association (IBSA)

**Head Coach:** Peter Corr – women's program

**Performance Coordinator:** Sam Allan

**Rio 2016 Paralympic Games:** Athletes: 6 females

**Target:** 0 medals

**Result:** 0 medals

**Other benchmark event in 2015/16:** 2015 IBSA Asia/Pacific Championships (Rio 2016 qualification tournament) – Hangzhou, China (5-11 November)

**Target:** 1 medal

**Result:** 0 medals

**2015/16 AWE investment:** \$90,000

**Report:** The primary goal for the Australian women's goalball team through 2015/16 was to qualify for the Rio 2016 Paralympic Games. At the 2015 Paralympic qualification tournament, the Australian team failed to secure their ticket to Rio.

However, in August 2016, the entire Russian Paralympic Team was banned by the IPC for not fulfilling its IPC membership obligations, specifically with respect to anti-doping requirements. The decision opened up a position in the women's goalball draw, which Australia was awarded as the next highest ranked nation.

At the Rio Games, the Australian team drew their first match against Ukraine after leading with just 17 seconds remaining. Despite the draw, this was an Australian team's best result at a Paralympic Games, having not previously won or drawn a match. The team went on to lose its following two pool matches against Canada and Great Britain to eventually finish the tournament in ninth place.

Josh Hose

## Wheelchair Rugby

**International Federation:** International Wheelchair Rugby Federation (IWRF)

**Head Coach:** Brad Dubberley

**Performance Coordinator:** Sam Allan

**Rio 2016 Paralympic Games:** Athletes: 12 males

**Target:** 1 medal

**Result:** 1 gold

**Other benchmark events in 2015/16:** 2015 IWRF Asia-Oceania Championships – Chiba, Japan (26 October – 1 November)

**Target:** 1 medal

**Result:** 1 silver medal

**2015/16 AWE investment:** \$525,000

**Report:** Throughout the 2015/16 reporting period, the Australian wheelchair rugby team recorded mixed results, partly due to providing a more active role for emerging and developing players in preparation for the Rio Paralympic Games. Exposing inexperienced players to the best opposing players in key matches at the international level was critical to achieving success in Rio.

The team finished third at the 2015 World Wheelchair Rugby Challenge in London and followed this up with a second placing at the Asia Oceania Championships in Chiba, Japan. In 2016, the team won the Japan Para Games in Chiba before claiming silver at the Canada Cup in Vancouver – the last major tournament before Rio 2016.

The Steelers played exceptionally well throughout the tournament at the Rio Paralympic Games, winning every game and eventually defeating the USA in a thrilling double overtime match to capture consecutive Paralympic gold medals. The final was widely described as the best game of wheelchair rugby ever witnessed, due to the world record sell-out crowd of 12,500, the skill and intensity of both teams and the one-point margin at the end of double overtime.

In securing victory, the Steelers became the first team in history to win two Paralympic gold medals (London 2012, Rio 2016) and an IWRF World Championship gold medal (Odense 2014) in a four-year period.

Domestically, the 2016 National Championships in July consisted of four teams; New South Wales, Queensland, and two teams from Victoria. In addition to the domestic teams, the national teams of Japan and New Zealand also competed. Japan eventually defeated New South Wales in overtime to win the event.

## Powerlifting

**International Federation:** International Paralympic Committee

**Performance Coordinator:** Kieran Courtney

**2015/16 AWE investment:** \$0

**Report:** AWE funding for the Powerlifting High Performance Program ceased at the end of the 2014/15 financial year. The APC delivers management and logistical coordination support for athletes competing internationally and continues to provide a communication link between the sport's international governing body, the IPC, as part of its ongoing role as the National Paralympic Committee. No Australian athletes qualified for the Rio Paralympic Games. The APC is in consultation with a range of stakeholders with respect to the future management of the program, which will hopefully provide additional competition and pathway opportunities for Australia's powerlifting athletes for the Tokyo Games cycle.



Madison de Rozario

## High Performance Programs managed by National Federations

### Archery

**International Federation:** World Archery

**Program managed by:** Archery Australia

**High Performance Manager:** Lorinda Rugless

**Rio 2016 Paralympic Games: Athletes:** 1 male

**Result:** 1 bronze

**Other benchmark events in 2015/16:** 2015 World Para Archery Championships – Donaueschingen, Germany (22-30 August)

**Result:** 0 medals

**2015/16 AWE investment:** \$0

**Report:** Para-archery currently does not receive any AWE funding. The 2015 World Para-archery Championships were held in Donaueschingen, Germany from 22-30 August, which saw a team of three athletes attend but return home without a medal. Jonathon Milne (W2) fell just short of a podium finish after being ranked tenth at the end of the ranking round. Milne fought through elimination rounds to make the semi-finals before eventually going down in the bronze medal match.

During the reporting period, Milne competed in two able-bodied World Cups. In Shanghai, China in April, he reached the second round, and in Antalya, Turkey in June, he achieved more competitive 680+ scores in the ranking round than he did in Shanghai, but was knocked out in the first round of the elimination phase.

At the Rio 2016 Paralympic Games, Milne was Australia's sole competitor and performed exceptionally well to claim bronze in the Men's Individual Compound Open event. It was the first time since Athens 2004 that Australia was represented in archery at the Paralympic Games and Milne's medal was the first achieved by an Australian since the 1984 Paralympic Games in Stoke Mandeville/New York.

### Athletics

**International Federation:** International Paralympic Committee (IPC)

**Program managed by:** Athletics Australia

**Paralympic Program Manager:** Andrew Faichney

**Rio 2016 Paralympic Games: Athletes:** 45 (23 male, 22 female)

**Target:** 20-25 medals.

**Result:** 26 medals - 3 gold, 9 silver, 14 bronze

**Other benchmark event in 2015/16:** 2015 IPC Athletics World Championships – Doha, UAE (22-31 October 2015)

**Target:** 23-28 medals

**Result:** 24 medals - 8 gold, 4 silver, 12 bronze

**2015/16 AWE investment:** \$1,630,000

**Report:** The 2015 IPC Athletics World Championships took place in Doha, UAE from 22-31 October and was the key benchmark event during 2015. Australia sent a team of 48 athletes and won eight gold, four silver and 12 bronze medals to finish ninth on the medal tally. The best performed Australian athletes were Angela Ballard (T53) with gold in the 200m, 400m, and bronze in the 800m and Isis Holt (T35) with gold in the 100m and 200m.

In February 2016, the second edition of the IPC Athletics Grand Prix competition was held at the AIS Track in Canberra. This was the first of eight Grand Prix meets held around the world as part of the qualification for the Grand Prix Final in London in July 2016. Isis Holt starred by breaking her own world record in the T35 200m event. The meet attracted international competitors from New Zealand, Japan, Papua New Guinea, Singapore and India.

In road racing, a new World Elite Wheelchair Marathon Series was introduced, consisting of six marathons over a 12-month period. The first of these was the Boston Marathon in April, which saw Kurt Fearnley (T54) finish third and Christie Dawes (T54) sixth. The series concludes at the 2017 Tokyo Marathon in February.

At the Rio 2016 Paralympic Games, the Australian Athletics Team won three gold, nine silver and 14 bronze medals to finish equal ninth on the medal tally. Two of the three gold medallists were athletes making their debut at the Paralympic Games. Brayden Davidson took gold in the T36 long jump while James Turner won the T36 800m in world record time. Scott Reardon (T42) also won his first Paralympic gold medal in the T42 100m after finishing runner-up in 2012. Of 24 medallists in Rio, nine were debut athletes which should set the program up well for success in Tokyo in 2020.

At the Athletics Australia annual awards ceremony in April, Isis Holt and Todd Hodgetts were named the female and male Para-athletes of the Year for 2015 following their gold medal performances in Doha.



Amanda Reynolds

## Canoe

**International Federation:** International Canoeing Federation (ICF)

**Program managed by:** Australian Canoeing

**Head Coach:** Andrea King

**National Performance Director:** Richard Fox

**Rio 2016 Paralympic Games:** Athletes 6 (3 male, 3 female)

**Target:** 0-2 medals

**Result:** 3 medals - 1 gold, 1 silver, 1 bronze

**Other benchmark event in 2015/16:** 2015 ICF Canoe Sprint World Championships – Milan, Italy (19-21 August)

**Target:** 0-2 medals

**Result:** 3 medals - 1 gold, 1 silver, 1 bronze

**2015/16 AWE investment:** \$225,000

**Report:** The 2015 ICF Canoe Sprint World Championships took place in Milan, Italy from 19-21 August. Australia sent a team of seven athletes, winning one gold, one silver and one bronze medal to finish second on the medal tally. The best performing Australian athlete was Amanda Reynolds (KL3) who won gold, while Curtis McGrath (KL2) and Susan Seipel (KL3) won silver and bronze medals, respectively.

In May 2016, the final Rio 2016 Paralympic Games qualification regatta was held in Duisburg, Germany, which also doubled as the 2016 ICF Paracanoe World Championships. The Australian team of six athletes achieved the same medal result as the 2015 World

Championships, with one gold, one silver and one bronze. McGrath and Reynolds traded podium positions in their respective events, with Seipel winning her second World Championship bronze medal. The remaining Australian athletes of Jocelyn Neumueller, Dylan Littlehales and Colin Sieders all did exceptionally well to achieve qualification slots for the Rio Games.

For the first time in history, Para-canoe was included on the Paralympic Games program with some great results for Australia in Rio. The Australian contingent won one gold, one silver and one bronze medal, to finish second on the medal tally. McGrath (KL2) was clinical in both his heat and final on the way to winning a gold medal, just four years after sustaining extensive, life-threatening wounds in an explosion in Afghanistan while serving with the Australian Army. Reynolds (KL2) went down by a very small margin to take silver, with Seipel (KL3) again completing the trio of medals when she claimed bronze.

At the Australian Canoeing annual awards ceremony in November 2015, McGrath was named Para-canoeist of the Year for the second consecutive year. Reynolds and Seipel were also presented with Merit awards.



Carol Cooke

## Cycling

**International Federation:** Union Cycliste Internationale (UCI)

**Program managed by:** Cycling Australia

**Paralympic Program Manager:** Peter Day

**Rio 2016 Paralympic Games:** Athletes 15 (8 male including 2 pilots, 7 female including 1 pilot)

**Target:** 9-11 medals

**Result:** 13 medals - 3 gold, 7 silver, 3 bronze

**Other benchmark events in 2015/16:** 2015 UCI Para Cycling Road World Championships – Notwill, Switzerland (28 July - 2 August); 2016 UCI Para-cycling Track World Championships – Montichiari, Italy (17-20 March)

**Target:** 12-17 medals (combined)

**Result:** 23 medals - 7 gold, 9 silver, 7 bronze (combined)

**2015/16 AWE investment:** \$1,120,000

**Report:** There were two AWE benchmarks for Australia's Paralympic cyclists before Rio 2016 during the reporting period. These were the 2015 UCI Para-cycling Road World Championships, which took place in Nottwil, Switzerland, from 28 July until 2 August and the 2016 UCI Para-cycling Track World Championships in Montichiari, Italy from 17-20 March. Australia sent a team of 18 athletes (including 4 pilots) to both the road and track championships, in which a combined total of seven gold, nine silver and seven bronze medals were won to finish fifth on the combined medal tally. Top performing Australian athletes on the road included Carol Cooke (T2) and Alistair Donohoe (C5), both achieving double podium finishes with gold and silver each. On the track, long-serving vision impaired cyclist Kieran Modra won gold in the 4km pursuit with pilot David Edwards, while talent transfer athlete Jessica Gallagher won gold in the sprint in world record time with pilot Madison Janssen.

In July leading into the 2015 Road World Championships the team travelled to Elzach, Germany for round three of UCI Para Cycling Road World Cup, which saw Australia win seven gold, three silver and four bronze medals to finish third on the medal standings. Dual medallists included Cooke with two gold, Donohoe with gold and silver and Simone Kennedy (C3) with two bronze medals.

In September 2015, a squad of 12 cyclists travelled to Pietermaritzburg, South Africa for the fourth and final round of the 2015 Road World Cup series which saw Australia win six gold, five silver and two bronze medals to finish third on the medal tally.

During the 2016 Road World Cup series, Australia only competed in one of the three rounds in Ostend, Belgium in late May. Stuart Tripp (H5) finished in sixth position in both the time trial and road races and Cooke continued her dominance before Rio with two wins.

At the Rio Paralympic Games, the Australian Cycling Team won three gold, seven silver and three bronze medals to finish sixth on the medal tally. Cooke (T2) was the outstanding performer. In addition to defending her London 2012 road time trial title, she added a second gold in the road race. No other Australian athlete has ever completed the time trial/road race double at the Paralympic Games. 11 of the 15 cyclists won medals, with four winning multiple medals. David Nicholas (C3) joined Cooke as a gold medallist, winning the C3 3km pursuit.

At the Cycling Australia annual award ceremony in November 2015, Cooke was named Female Para-cyclist of the year and for the second consecutive year, Alistair Donohoe was named the Male Para-cyclist of the Year.

Emma Booth and Zidane

## Equestrian

**International Federation:** Fédération Equestre Internationale (FEI)

**Program managed by:** Equestrian Australia

**National Performance Director:** Julia Battams

**Rio 2016 Paralympic Games:** Athletes (4 female)

**Target:** 1-2 medals

**Result:** 0 medals

**Other benchmark event in 2015/16:** 2016 FEI CPEDI3\* – Boneo Park, Australia (20-25 January)

**Target:** 1 medal

**Result:** n/a

**2015/16 AWE investment:** \$500,000

**Report:** The 2016 FEI CPEDI3\* Boneo Classic took place in Boneo Park, Victoria between 20-25 January and was the key benchmark event during the reporting period. This was the final opportunity for Australia to gain points for Rio 2016 slot qualification. New Zealand and Australia battled it out in the overall team test, with Australia achieving its highest score of 429.362 during the qualification period to New Zealand's score of 386.772. Individually, Emma Booth (Grade II), Sharon Jarvis (Grade III) and Lisa Martin (Grade IV) all achieved 70+ scores across all three dressage events.

A self-funded team of five riders travelled to the Hartpury Festival of Dressage in Great Britain in July 2015. In an increasingly competitive field, Australia's combined scores resulted in a fourth placing in the overall team test, with Katie Umback (Grade III) performing very well with a top five individual result.

At the Rio 2016 Paralympic Games, Australia's athletes were unable to emulate their results from London from four years earlier, finishing 9th in the overall team test results. Two top five finishes in the individual tests were achieved by Booth (Grade II) and Martin (Grade IV) in the Freestyle test.

## Rowing

**International Federation:** International Federation of Rowing Association (FISA)

**Program managed by:** Rowing Australia

**High Performance Director:** Chris O'Brien

**Senior Coach - Para-rowing:** Gordon Marcks

**Rio 2016 Paralympic Games:** Athletes: 8 (4 male, 4 female including 1 coxswain)

**Target:** 1-2 medals

**Result:** 1 silver medal

**Other benchmark event in 2015/16:** 2015 FISA Rowing World Championships – Aiguebelette, France (31 August – 6 September)

**Target:** 1-2 medals

**Result:** 2 gold

**2015/16 AWE investment:** \$480,000

**Report:** The 2015 FISA Rowing World Championships took place in Aiguebelette, France from 31 August-6 September and was the key benchmark event during the reporting period. Australia sent a team of eight athletes, winning two gold medals to finish on top of the medal tally. The best performed Australian athletes were Erik Horrie (AS) in the men's single scull and Gavin Bellis and Kathryn Ross (TA) in the mixed double scull event. Both performances secured qualification slots for their boats for the Rio Paralympic Games. It was also the first time Australia had contested a boat in the mixed coxed four (LTA) event at a World Championship, with the Australian crew finishing ninth.

At the final Rio 2016 Paralympic Games qualification regatta in Gavirate, Italy in April 2016, Australia was successful in qualifying the third boat, the mixed coxed four (LTA), for Rio. The crew of Brock Ingram, Jeremy McGrath, Davinia Lefroy and Kathleen Murdoch won the qualification regatta to secure their place.

At the Rio 2016 Paralympic Games, the Australian team won one silver medal, finishing equal fourth on the medal tally. Three-time world champion Horrie backed up his silver medal performance from London 2012 with the same result in Rio. However, the mixed coxed four crew and mixed double scull crew found the pace and trying conditions difficult and were unable to make the final in their respective events.

At the Rowing Australia annual award ceremony in May, Horrie was named male Rower of Year after his gold medal performance at the 2015 FISA Rowing World Championships in Aiguebelette, France.



Daniel Fitzgibbon and Liesl Tesch

## Sailing

**International Federation:** International Sailing Association Federation (ISAF)

**Program managed by:** Australian Sailing

**Performance Director:** Peter Conde

**Program Manager:** Katie Culbert

**Rio 2016 Paralympic Games:** Athletes: 6 (5 male, 1 female)

**Target:** 1-3 medals

**Result:** 3 medals - 2 gold, 1 silver

**Other benchmark events in 2015/16:** 2015 ISAF Para Sailing World Championships – Melbourne, Australia (27 November – 3 December); 2016 ISAF Para Sailing World Championships – Medemblik, Netherlands (24-28 May)

**Target:** 4-6 medals (combined)

**Result:** 6 medals - 1 gold, 1 silver, 4 bronze

**2015/16 AWE investment:** \$705,000

**Report:** The first of two World Championships during the reporting period were held in Melbourne at the Royal Yacht Club of Victoria in November 2015. Australia finished on top of the medal tally, with Daniel Fitzgibbon and Liesl Tesch combining to win gold in the SKUD18, the crew of Colin Harrison, Jonathon Harris and Russell Boaden winning silver in the Sonar class and Matthew Bugg claiming bronze in the 2.4mR event. The second World Championships were held in Medemblik, Netherlands in May 2016. All three Australian crews brought home bronze medals, placing Australia sixth on the medal tally.

In final preparations for the Rio 2016 Games, the six-strong squad of athletes travelled to Rio in June for a final familiarisation camp where valuable experience in Rio sailing conditions was gained.

At the Rio 2016 Paralympic Games, the Australian Team won two gold and one silver medal, to finish on top of the medal tally. London gold medallists Fitzgibbon and Tesch defended their title from four years earlier and the Sonar crew of Harrison, Boaden and Harris dominated their event to also win gold. Bugg performed brilliantly throughout the regatta but fell just short after some tight racing to finish with a silver medal. It ensured Australia's best ever result in sailing at the Paralympic Games.

At the Australian Sailing annual award ceremony in November 2015, the two-person keelboat crew of Fitzgibbon and Tesch were awarded Sailors with a Disability of the Year for 2015.

Disappointingly, sailing has been removed from the Paralympic program for the Tokyo 2020 Paralympic Games.

## Shooting

**International Federation:** International Paralympic Committee (IPC)

**Program managed by:** Shooting Australia

**Paralympic Program Head Coach:** Miroslav Sipek

**High Performance Manager:** Tim Mahon

**Rio 2016 Paralympic Games:** Athletes: 6 (4 male, 2 female)

**Target:** 1-2 Medals

**Result:** 0 medals

**Other benchmark event in 2015/16:** 2015 IPC Shooting World Cup – Sydney, Australia (14-19 September)

**Target:** 1-2 medals

**Result:** 2 medals - 1 silver, 1 bronze

**2015/16 AWE investment:** \$295,000

**Report:** The fifth round of the 2015 IPC Shooting World Cup took place in Sydney, in September 2015 and was the key benchmark event during the reporting period. Australia was represented by nine athletes and won one silver and one bronze medal to finish ninth on gold and equal fifth on total medals. Bradley Mark was the standout, picking up both of Australia's medals in individual competition with silver in the R5 Mixed 10m Air Rifle Prone SH2 event and bronze in the R4 10m Air Rifle Standing SH2 event. Mark's individual scores also assisted Australia to win two team medals in the same two events along with teammates Luke Cain and Tracey Jackson.

At the Rio Paralympic Games, the Australian Team did not achieve any medals. The best result came from pistol shooter Christopher Pitt, who narrowly missed out on a bronze medal in the Mixed P3 25m Pistol SH1 event. Natalie Smith recorded a top five finish in the R2 event and reached the final of the R8 event. This was the first Paralympic Games conducted with an elimination format in the finals.

At the Shooting Australia annual award ceremony in April 2016, Smith was named Elite Para-shooter of Year. The ceremony also saw the introduction of the Ashley Adams Perpetual Trophy for the overall Shooter of the Year in honour of the Para-shooter's tragic passing in 2015.



Melissa Tapper

## Swimming

**International Federation:** International Paralympic Committee (IPC)

**Program managed by:** Swimming Australia

**Paralympic Program Manager:** Adam Pine

**High Performance Manager:** Wayne Lomas

**Rio 2016 Paralympic Games:** Athletes: 36 (21 male, 15 female)

**Target:** 28-32 medals

**Result:** 29 medals - 9 gold, 10 silver, 10 bronze

**Other benchmark event in 2015/16:** 2015 IPC Swimming World Championships – Glasgow, Great Britain (12-19 July)

**Target:** 26-28 medals

**Result:** 30 medals - 9 gold, 8 silver, 13 bronze

**2015/16 AWE investment:** \$1,910,000

**Report:** The 2015 IPC Swimming World Championships took place in Glasgow in July and was the key benchmark event during the reporting period. Australia sent 28 athletes who combined to win nine gold, eight silver and 13 bronze medals to finish seventh on the medal tally. The top performing Australian athletes included Maddison Elliott, who won four gold and seven medals in total and Ellie Cole, who won three gold and five medals in total.

At the Rio 2016 Paralympic Games, the Australian Team won nine gold, 10 silver and 10 bronze medals to finish fifth on the medal table. Three of the gold medals were won in world record time, including Lakeisha Patterson (S9) in women's 400m Freestyle, Elliott (S8) in women's 50m Freestyle and the women's 4x100m Freestyle 34 points relay team. Of the 14 medallists, there were six multi-medallists including Elliott, who collected three gold and two silver medals to add to her London medal haul four years earlier. Cole won the most medals of any Australian athlete at the Rio Games, with six medals including two gold.

At the Swimming Australia annual award ceremony in September 2015, Elliott was named Para-swimmer of the Year.

## Table Tennis

**International Federation:** International Table Tennis Federation (ITTF)

**Program managed by:** Table Tennis Australia

**Head Coach:** Alois Rosario

**High Performance Director:** Sue Stevenson

**Rio 2016 Paralympic Games:** Athletes: 5 (2 male, 3 female)

**Target:** 1-2 medals

**Result:** 1 silver

**2015/16 AWE investment:** \$290,000

**Report:** The 2015 PTT Thailand Open (Factor 40), was held in Pattaya, Thailand from 23-28 July, with 13 Australian players winning four gold, four silver and one bronze medal, to finish second on the medal tally. Melissa Tapper (T10) and Sam von Einem (T11) won singles gold with Andrea McDonnell (T10) and Rory Carroll (T11) partnering with Tapper and von Einem to take out Teams gold.

At the Rio 2016 Paralympic Games, the Australian Team won one silver medal to finish equal 18th on the medal tally. It was Sam von Einem, competing at his first Paralympics, who achieved the medal, which was Australia's first in table tennis since 1984. Meanwhile, after making history by becoming the first Australian to compete at the Olympic and Paralympic Games in the same year, Melissa Tapper did not progress through to knockout phase in the singles, but made it to the women's T6-10 teams bronze medal playoff with team-mate McDonnell, ultimately going down to host nation Brazil.

Following the Australian Championships in April in Perth, Tapper was presented with the Arthur Wilks Para-athlete of the Year Award for the second consecutive year.



Bill Chaffey

## Triathlon

**International Federation:** International Triathlon Union (ITU)

**Program managed by:** Triathlon Australia

**Paralympic Program Manager:** Kathryn Periac

**High Performance Director:** Bernard Savage

**Rio 2016 Paralympic Games:** Athletes: 7 (3 male, 4 female including 1 guide)

**Target:** 1-2 medals

**Result:** 1 gold

**Other benchmark event in 2015/16:** 2015 ITU Para World Championships – Chicago, United States (18 September)

**Target:** 1-2 medals

**Result:** 1 gold, 1 silver

**2015/16 AWE investment:** \$225,000

**Report:** Two World Championships occurred during the reporting period, with the first of these in September 2015 in Chicago, with a team of nine athletes competing. The team won two gold and one bronze medal, finishing top of the medal tally. Bill Chaffey (PT1) and Katie Kelly (PT5) with her guide Michellie Jones were crowned world champions and Kate Doughty (PT4) also made the podium winning a bronze medal. In 2016, the World Championships were held in July in Rotterdam, with Australia sending developing athletes only, while the Rio-bound athletes focussed solely on continuing their training for their Paralympic race.

The ITU Paratriathlon Oceania Regional Championships were held in Devonport, Tasmania in February 2016, with Australian athletes winning all divisions and securing vital points towards Rio slot qualification.

There was much anticipation with Para-triathlon being included for the first time at the Paralympic Games. The Paralympic course was set around Rio's world famous Copacabana Beach. During the Games, the Australian Team won one gold medal to finish equal fourth on the medal table. Kelly and her guide Jones delivered a strong tactical race in the conditions to win Australia's first ever gold in the sport. Chaffey (fourth) and Doughty (fifth) also achieved top five finishes.

## Wheelchair Basketball

**International Federation:** International Wheelchair Basketball Federation (IWBF)

**Program managed by:** Basketball Australia

**Paralympic Program Manager:** Leigh Gooding

**High Performance Manager:** Jan Stirling

**Rio 2016 Paralympic Games:** Athletes: 12 males

**Target:** 1 medal

**Result:** 6th

**Other benchmark event in 2015/16:** 2015 IWBF Asia/Oceania Zone Championships – Chiba, Japan (10-18 October)

**Target:** 2 medals

**Result:** 1 gold

**2015/16 AWE investment:** \$1,075,000

**Report:** The 2015 IWBF Asia/Oceania Zone Championships took place in Chiba, Japan from 10-18 October and was a benchmark event during the reporting period. Both the Australian Rollers men's team and the Australian Gliders women's team attended, with Rio qualification on the line. The Rollers secured their Rio ticket with a 70-41 victory over host nation Japan in the semi-finals and went on to defeat Iran in the gold medal match 78-60. However, the Gliders failed to qualify for the Rio Games after going down to China 59-43 in the gold medal match. It was the first time that the Gliders had not qualified for Paralympic Games since women's wheelchair basketball first appeared at the Barcelona Games in 1992.

Following such disappointment, the Gliders were determined to rebuild their future at the Osaka Cup, in Osaka, Japan in February 2016. With number of emerging and developing players featuring at tournament, the team defeated Japan 52-50 in the playoff for bronze.

At the Rio 2016 Paralympic Games, the Rollers began their campaign well with wins over Netherlands, Turkey, Canada and Japan. But a loss to Spain in the qualification round saw the Rollers face Great Britain in the quarter final, going down 74-51. The major upset loss knocked the Rollers out of medal contention. Forced to playoff for fifth, the Rollers came up against host nation Brazil and were defeated 70-69 to slump to sixth. It signalled the end of a dominant era for the Rollers and confirmed their worst result at the Paralympic Games since finishing eighth at the Barcelona Games in 1992.



Dylan Alcott and Heath Davidson

## Wheelchair Tennis

**International Federation:** International Tennis Federation (ITF)

**Program managed by:** Tennis Australia

**Paralympic Program Manager:** Brenda Tierney

**Rio 2016 Paralympic Games:** Athletes: 5 (4 male & 1 female)

**Target:** 1-2 medals

**Result:** 2 gold

**Other benchmark event in 2015/16:** 2016 ITF World Team Cup – Tokyo, Japan (23-28 May)

**Target:** 1-2 medals

**Result:** 1 gold, 1 bronze

**2015/16 AWE investment:** \$261,250

**Report:** The wheelchair tennis program had some changes midway through the Rio cycle and faced some classification challenges in 2015 with some key players. The program focussed on increasing access to resources and support within the daily training environment for key athletes. Tennis Australia (TA) also increased the support provided by physiotherapists while the team travelled to ensure consistency and better management of recovery. In March 2016, TA employed a Wheelchair Pathway Manager, with the critical role to develop the pathways and coaching and to ensure that TA's Wheels Connect program becomes sustainable into the future.

Early in 2016 Heath Davidson joined the program and competed with the Australian team at the benchmark event, the ITF World Team Cup in Tokyo in May. Davidson combined with Dylan Alcott to win gold in the men's quad event while the men's open team of Ben Weekes, Adam Kellerman and Keegan Oh Chee finished fourth after winning bronze in the same event in 2015. In Grand Slam events, Alcott was successful in winning both the US Open and Australian Open. His victories in the final of both events came against his main rival David Wagner from the USA.

As a result of Russia being omitted from the Rio Games, Australia was allocated an additional slot at very late notice for Sarah Calati, who was able to join the team at the staging camp in Miami to experience her first Paralympic Games.

At the Rio 2016 Paralympic Games, the Australian Team won two gold medals, to finish second on the medal tally. The two medals came from quad world number one player Alcott, who won the singles and combined with Davidson to claim the doubles crown. This was first time Australia had representatives in the quad division at the Paralympic Games and only the second time Australia had won gold in the sport. David Hall won gold in the open men's singles title at the Sydney 2000 Games.

At the Tennis Australia annual award ceremony in November 2015, Alcott was named Most Outstanding Athlete with a Disability.



Ben Tudhope

## Winter Sports

**International Federation:** International Paralympic Committee

**Program managed by:** Ski and Snowboard Australia

**Head Coach Para-snowboard:** Lukas Prem

**Head Coach Para-alpine:** Christian Geiger

**Benchmark events 2015/16:** 2016 IPC World Cup Finals - Aspen, United States (28 February – 4 March)

**Target:** 1-3 medals

**Result:** 2 medals – 1 silver, 1 bronze

**2015/16 AWE investment:** \$934,000

**APC allocation:** \$100,000

**Report:** During the reporting period, the APC completed the transition of its high performance winter program to Ski and Snowboard Australia (SSA). Ready to draw on its many years of industry experience in managing high performance snow sport programs, SSA has integrated Para-sport athletes into its pathway system with a view to find and nurture more medal contenders in future years.

The program met its AWE medal targets during 2015/16, with Australian athletes achieving several outstanding results throughout the northern hemisphere season. Mitch Gourley had an extremely successful World Cup season with eight podium results, including two medals at the 2016 World Cup Finals in Aspen. Gourley won silver in the men's standing Downhill event and bronze in the Super-G.

In his first season with the Para-snowboard team, Simon Patmore finished with four podium finishes at World Cups during the reporting period and will join Sochi 2014 representatives Joany Badenhurst and Ben Tudhope as leading contenders for PyeongChang selection in 2018. Tudhope achieved a notable performance at the 2016 X-Games, finishing with a bronze medal.

Stemming from the existing talent identification programs run by SSA, the Para-snowsport Futures camp was a great success in allowing SSA Head Coaches Lukas Prem (snowboard) and Christian Geiger (alpine) to assess up-and-coming athletes. Additionally, national classification was completed by all participants.



AUSTRALIAN  
PARALYMPIC  
COMMITTEE



## COMMERCIAL

The APC's Commercial division is responsible for maximising revenue generation opportunities through sponsorship, fundraising, trade promotions, marketing and broadcast rights activities while growing, nurturing and protecting the APC brand and intellectual property rights.

Following the negotiation of a significant partnership with Seven West Media in the previous financial year, the APC used this as a platform to secure the most lucrative and successful commercial program ever achieved in Australia for a Paralympic Games campaign.

The work was complemented by the strengthening of alliances with key APC stakeholders across the Government, corporate, disability and sport sectors.

### Sponsorship

The APC's sponsorship revenue for the 2015/16 reporting period was \$2,501,331.74, which was an increase of \$1.2 million from the previous year. This increase can be attributed to the acquisition of its highest ever number of new APC major sponsors and official partners ahead of the Rio 2016 Paralympic Games.

The sponsorship marketplace continued to be a challenging landscape throughout this reporting period however with the expertise and support of sponsorship agency Lagardere Sports & Entertainment (previously SMAM), the APC successfully secured a number of new high profile sponsor brands to its valued sponsor family, headlined by Woolworths, Optus, and Mondelez.

### APC Sponsor Family

Several APC sponsors activated their sponsorships

during the reporting period, with promotional campaigns featuring Paralympic content and starring Paralympians from across Australia. APC sponsors also contributed to the organisation's fundraising efforts by developing cause-related marketing campaigns and employee fundraising programs.

An invaluable contribution was made to the APC by its sponsors and supporters in 2015/16. The APC sincerely thanks all of the organisations for their outstanding support and service: Woolworths, Optus, Mondelez, iCare, WorkCover NSW, Australia Post, Royal Australian Mint, Channel 7, Toyota, Qantas, NewsCorp, Swisse, 2XU, iSentia, Allianz, City of Sydney, VISA, Ernst & Young, Hill+Knowlton and Clayton Utz.

### Fundraising

Fundraising continues to represent a major revenue stream for the APC. As the industry continues to evolve, the APC sought to maintain relevance by implementing contemporary, appropriate, sustainable fundraising techniques that generate strong net returns. The reporting period was the fourth year of the APC's five-year Commercial strategy which places a strong emphasis on diversifying fundraising income streams while reducing risk.

The APC's five key fundraising income streams are:

- Regular Giving;
- Corporate Fundraising;
- Community Fundraising;
- High Value Giving;
- Direct Response Fundraising

### The APC Sponsor Family during the reporting period included:

Major Sponsors	Official Partners	Official Suppliers
Australian Sports Commission	Toyota	R.M.Williams
Woolworths	Qantas	Speedo
Optus	NewsCorp	Adidas
Mondelez	Swisse	Hi Sierra
iCare	2XU	Goodman
WorkCover NSW	iSentia	Permobil
Australia Post	Allianz	
Royal Australian Mint	City of Sydney	
Channel 7	VISA	
	Ernst & Young	
	Hill + Knowlton	
	Clayton Utz	



## Help send our Paralympians to Rio 2016


Please ask at the register to make a donation

100% of the agreed funds raised by Woolworths for the Australian Paralympic Team are passed to the Australian Paralympic Foundation. The Australian Paralympic Foundation (APF) is a not-for-profit organisation established in 2001 to support the Australian Paralympic Team. The APF is the official fundraising division of the Australian Paralympic Committee (APC). Woolworths is a proud partner of the APC. For further information about the Australian Paralympic Foundation, please visit [www.paralympic.org.au](http://www.paralympic.org.au)



## Help power our athletes to Rio

With every \$30+ Optus Recharge  
Optus will donate \$1 to the Australian Paralympic Committee



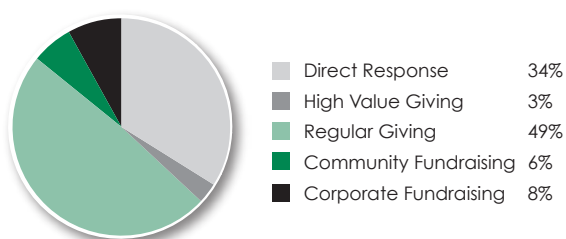
Jack Swift

OPTUS | AUSTRALIAN PARALYMPIC COMMITTEE | Buy a SIM and recharge today. Only at Woolworths.

FAIR GO POLICY APPLIES. ALL FOR USE IN AUSTRALIA. \$1 from every \$30 or above Optus Prepaid Recharge purchased in-store before 30/08/16 from any participating Woolworths supermarket will be donated to the Australian Paralympic Committee. Recharge. Credit expiry and included value will depend on your plan. Full terms at [optus.com.au/prepaid/terms](http://optus.com.au/prepaid/terms)

Woolworths and Optus were among the APC sponsors who also helped raise funds for the Australian Paralympic Team

During the reporting period, the APC generated \$1,657,890.76 in fundraising revenue across the five key fundraising activities.



### Community Fundraising

The APC's community fundraising consisted of general donations, including those received online via the APC website and via community events. This method achieved \$108,947.42 in revenue during the reporting period. This was a significant increase on the previous

year. Almost half of the general donations revenue was processed in the month of June and can be attributed to awareness generated via the Tax Appeal campaign as well as increased activity in the lead-up to the Rio 2016 Paralympic Games.

### Corporate Fundraising

Corporate donations totalled \$123,564.27 and workplace giving totalled \$5,378.66 for the reporting period. This was an increase of more than \$50,000 on the previous year, as APC sponsors executed cause-related marketing campaigns and various fundraising activities. The APC is grateful to its sponsors for their contribution to achieving this result. The commitment to building cause-related marketing campaigns and fundraising minimum guarantees into sponsorship agreements has been a successful strategy for the APC and one that will be replicated across all future corporate partnerships.

### High Value Giving

High value giving revenue was made up of major gifts (\$22,000.00) as well as donations from Trusts and Foundations (\$22,183.01). The APC received no bequests during the reporting period.

### Regular Giving

Regular giving represented the largest contributor of fundraising revenue to the APC during the reporting period with \$813,517.00. This was supported by a donor stewardship communications plan implemented by the APC, in consultation with Communications agency Hill+Knowlton (on a pro bono basis).

### Direct Response

The direct response income included funds raised from

the Channel 7 Weekend Sunrise Parathon project, direct mail appeals including the Paralympian Appeal and Tax Appeal (\$80,602.00) and quarterly 'Believe' Newsletter donations (\$7,887.00). The APC piloted a 'Text to Donate' program during the Parathon and will aim to use this fundraising mechanic again in future years.

### Trade Promotions

The APC incorporates trade promotions in its revenue generating activity. During the 2015/16 reporting period, the APC completed the National #6 trade promotion campaign and commenced the National #7 campaign. The APC commissioned Appco Sports Group to execute its trade promotions campaigns with the platform contributing \$5,401,732.40 to the APC's revenue for the reporting period.



From left to right: Brant Garvey (triathlon), Rheed McCracken (athletics), Kathryn Ross (rowing), Daniela Di Toro (table tennis), Ellie Cole (swimming) and Josh Hose (wheelchair rugby) helped launch the APC's new partnership with Cadbury

## Weekend Sunrise Parathon

In what was a first for Australian Paralympic sport, the APC's broadcast partner Channel Seven broadcast the Weekend Sunrise Parathon live from Sydney's Martin Place on 5 March between 7am – 12pm AEDT in support of Australia's Paralympic Team.

The Weekend Sunrise team of Andrew O'Keefe, Angela Cox, Simon Reeve, Talitha Cummins, James Tobin and Sally Bowrey were joined by some of Australia's screen, sport and music stars to encourage Australia to dig deep and raise money for Australia's Paralympians.

Channel Seven stars lending their support included Better Homes and Gardens and House Rules host Johanna Griggs; My Kitchen Rules judge Colin Fassnidge and the "Italianos" Luciano and Martino; 7 News and Sunday Night presenter Melissa Doyle; The Morning Show's Kylie Gillies; The Daily Edition's Sally Obermeder and Tom Williams; Home and Away stars Philippa Northeast and Scott Lee; Saturday Disney's Candice Dixon, Teigan Nash and Nathan Morgan and Sunday Night reporters PJ Madam and Denham Hitchcock.

Dozens of Paralympic athletes preparing for Rio 2016 also participated on the day including wheelchair rugby player Ryley Batt, swimmer Ellie Cole, wheelchair basketball player Tristan Knowles as well as Paralympic legends including Australia's fastest ever speed-skier Michael Milton and International Tennis Hall of Famer David Hall.

Sporting legends Steve Waugh, Michael Clarke and Libby Trickett also attended while chart-topping singer and Home and Away guest star Samantha Jade, 2015 X-Factor winner Cyrus and Aussie blues icon Russell Morris all performed live.

Members of the public were encouraged to come down to Martin Place to be a part of the telecast, meet their favourite personalities and experience fundraising activations hosted by APC partners Cadbury, Woolworths and Toyota.

The APC was incredibly grateful to Channel Seven for its contribution to the success of the Weekend Sunrise Parathon as well as the APC's sponsors and donors who contributed during the event. The APC was also appreciative of the support received from Harvey Norman and ParkRun Australia.

Clockwise from top left: Athletes, APC partners, Channel 7 personalities and members of the public in attendance; Channel 7 Weekend Sunrise co-hosts Angela Cox (left) and Andrew O'Keefe (right) with rising wheelchair rugby star Harry Clist; Channel 7 News presenter Mark Fegurson and Australian cricket legend Steve Waugh receiving donations by phone; Para-equestrian athlete Chelsea Higgins competes in the Woolworths wheelchair racing simulation; and Channel 7 personalities Simon Reeve (left) and Tom Williams (right) with Australian wheelchair basketball player Tristan Knowles





## COMMUNICATIONS

While the media and broadcast operations for the Rio Paralympic Games provided the major focus for the APC's Communications division during the reporting period, several other events and the implementation of new initiatives ensured this year was a monumental one from an APC Communications perspective.

Under the APC's Corporate Strategy and the Communications Operating plan, the objectives for the reporting period included the growth of media and broadcast coverage of Australian Paralympic athletes and teams, and an increase in the promotion and awareness of the APC and Paralympic movement throughout the community nationwide.

Among the major projects undertaken in the reporting period by the APC Communications division were:

- Redevelopment of the APC Communications Operating plan for 2016/17;
- Implementation of the APC's communication and broadcast plan for Rio 2016 – the APC's most comprehensive ever for a Paralympic Games;
- The redevelopment of the APC's website;
- Expansion of the APC's presence on social media platforms Facebook, Twitter, Instagram and YouTube, which all achieved large increases in reach and engagement;
- The production of broadcast quality packages and multimedia content, including the 6-part 'Believe' series;
- Delivery of content and media planning for the Weekend Sunrise Parathon in conjunction with the APC's Commercial division; a fundraising initiative with the APC's broadcast partner Seven West Media
- The launch of 'Believe', the APC's bulletin for members of the 2016 Australian Paralympic Team. Two editions were published, in conjunction with the APC's Paralympic Performance division;
- Creation of Games-specific publications including the Australian Media Guide for the Rio 2016 Paralympic Games and the 2016 Australian Paralympic Team Handbook;
- Delivery of media and social media training to Australian athletes competing at the Rio 2016 Paralympic Games;
- Completion of more than 200 athlete profiles, including one for every member of the 2016 Australian Paralympic Team;
- Public announcements of the selection of each athlete from the 16 sports representing Australia at the Rio 2016 Paralympic Games;
- Major public announcements for key APC events including the 2016 Australian Paralympic Team launch and the 2016 Australian Paralympic Team uniform launch;
- Public announcements for APC sponsor partnerships, in conjunction with the APC's Commercial division;
- Public announcements for APC milestones including the appointment of new APC Chief Executive Lynne Anderson and four APC Board members;
- Public announcement of the 2016 Australian Paralympic Team co-captains Daniela Di Toro and Kurt Fearnley;
- Media outreach for key APC programs including the 'Talent 4 Tokyo Talent Search' initiative;
- Crisis communications surrounding several athletes and issues, including the robbery of Paralympic sailor Liesl Tesch in Rio, and the mandatory provisional suspension handed down to Michael Gallagher by the APC and Cycling Australia after ASADA confirmed Gallagher had returned a positive doping sample;
- Expansion of the Australian Paralympic History Project;
- The growth of the APC's photography and vision archive;
- The unveiling of a plaque honouring Australia's Indigenous Paralympians at the National Centre of Indigenous Excellence in Sydney. This work was in partnership with the First Peoples Disability Network and the Outback Academy.

### Media

After Australian media coverage of the London 2012 Paralympic Games saw a 98 per cent increase from the same period around the Beijing 2008 Games, a key goal of the APC Communications division during the 2015/16 reporting period was to help ensure media coverage of the Paralympic Games and the Australian Paralympic Team continued the upward trend.

The APC published 355 Paralympic news stories on its website during the reporting period, 44 more than the previous year, and issued more than 240 media releases and alerts to metropolitan, suburban and regional media nationwide.

The APC tracks Australian media coverage of Paralympic sport with the assistance of iSentia Media.

From 1 July 2015 to 30 June 2016, Paralympic sport and the APC received 8,320 mentions in the print news media, 1,231 mentions on television, 2,076 mentions on radio and 4,234 mentions on monitored online news websites nationwide.

This was a 27 per cent increase on the previous reporting period, and a 31 per cent increase on the previous pre-Summer Paralympic Games reporting period.

#### Australian media coverage by newsfeed

Year	Print	Radio	TV	Online	Total
2009/10	7,196	1,345	607	607	<b>9,784</b>
2010/11	6,550	856	761	761	<b>8,482</b>
2011/12	6,313	1,997	1,434	1,434	<b>12,101</b>
2012/13**	5,643	3,559	1,269	1,565	<b>12,036</b>
London 2012*	4,178	26,489	30,032	2,284	<b>63,343</b>
2012/13**	5,643	3,559	1,269	1,565	<b>12,036</b>
2013/14	5,808	956	428	1,443	<b>8,635</b>
Sochi 2014***	480	3,738	1,770	6,214	<b>12,202</b>
Rio 2016*	1,772	20,337	18,585	8,696	<b>49,390</b>

Source: iSentia

\* Reporting period was three-month period surrounding the Paralympic Games.

\*\* Reporting period was 1 October 2012 to 30 June 2013

Apart from the Rio 2016 Paralympic Games, the stories that garnered the most interest from major media outlets across Australia were the launch of the 2016 Paralympic Team, the launch of the Team uniform, the announcement of the Team flag bearer for the Paralympic Opening Ceremony, Rio 2016 team announcements for each sport, the ongoing trial of Oscar Pistorious, one year to go celebrations and feature stories about athletes in the lead-up to the Games.

As well as coverage at a national level, Paralympic sport was also reported widely in suburban and regional media in every state and territory. Regional media continues to provide extensive ongoing coverage and support of Paralympic athletes and emerging talent.

#### Media – Rio 2016 Paralympic Games

Operating under a reduction in budget and staff numbers compared to the London 2012 campaign,



Prime Minister of Australia Malcolm Turnbull at the 2016 Australian Paralympic Team Launch in Sydney

the APC Communications division set about implementing the most successful media and broadcast operation in the APC's history.

During the three-month period surrounding the Rio 2016 Paralympic Games (1 August to 30 October 2016), Paralympic sport received 20,337 mentions on radio, 18,585 on television news programs, 4,442 in print news media and 8,696 online. This coverage reached a cumulative audience of 467.9 million people and had an advertising space rate in excess of \$86.3million.

With the Seven Network undertaking the role of host broadcaster of the Paralympic Games for the very first time across its digital channel 7TWO, the coverage was complemented during the Games by the work of the APC's team of journalists, multimedia crews and photographers who produced stories, images, results, videos, social media content and Games information around the clock, and acted as media managers and a newswire for the small contingent of journalists who travelled to Rio, and for media back in Australia.

## Media coverage from the Summer Paralympic Games (2004/2008/2012/2016)

Media type	Number of stories				Audience/circulation				Equivalent advertising rates			
	Athens 2004	Beijing 2008	London 2012	Rio 2016	Athens 2004	Beijing 2008	London 2012	Rio 2016	Athens 2004	Beijing 2008	London 2012	Rio 2016
Radio	8,426	14,829	26,849	20,337	156.68m	158.75m	229.11m	134.9m	\$4.45m	\$6.99m	\$16.88m	\$12.7m
Television	8,915	11,646	30,032	18,585	204.39m	265.28m	302.86m	217.9m	\$21.52m	\$30.74m	\$41.35m	\$26.6m
Press	2,037	4,061	4,178	1,772	204.82m	345.89m	398.59m	102.7m	\$3.63m	\$6.92m	\$16.81m	\$8.5m
Internet	288	1,450	2,284	8,696	N/A	N/A	4.24m	12.3m	\$0.03m	\$0.15m	\$7.19m	\$38.5m
<b>Total</b>	<b>19,666</b>	<b>31,986</b>	<b>63,343</b>	<b>49,390</b>	<b>565.89m</b>	<b>769.94m</b>	<b>924.81m</b>	<b>467.9m</b>	<b>\$29.64m</b>	<b>\$44.79m</b>	<b>\$82.23m</b>	<b>\$86.3m</b>

### Broadcast – Rio 2016 Paralympic Games

As the Australian host broadcaster for the Rio 2016 Paralympic Games, Seven West Media televised 14 hours of live coverage per day across its digital channel 7TWO and on the 7Live website and mobile device app from September 8 to September 19 2016.

Throughout the 11 days of competition, the Paralympic Games reached 4.4 million television viewers, with the top session average audience of 225,000 (peak of 467,000) on the Day 7 highlights show. There were also 251,000 online streams.

Seven delivered 20 per cent more hours of Paralympic coverage than the ABC in 2012. The Paralympic Games also provided 7TWO a lift in viewership compared to its regular programming.

### Website

The APC Communications division manages the APC website [www.paralympic.org.au](http://www.paralympic.org.au) and tracks its usage via Google Analytics.

The website was redeveloped during the reporting period, with the launch of the new-look site on September 7 2015 to coincide with the 'one year to go' milestone. The APC engaged Zoo, a digital agency based in Canberra, to redevelop the site with a focus on making it more donor-friendly and easier to navigate.

From July 2015 to 30 September 2016, the APC website received 350,481 users from 183 countries, in 471,251 sessions and delivered 1,468,948 page views. That is a 150 per cent increase in visitors, and a 227 per cent increase in page views from the previous year, which can be attributed to the Paralympic Games within the reporting period.

The highest peak of website traffic came on September 16, when 16,093 sessions were recorded in one day.

### Multimedia

The APC's Communications division engaged videographers throughout 2015/16 to produce several promotional clips in the lead-up to and during Rio 2016. Videos were uploaded to the APC's website and social media platforms and were also shared with APC sponsors and media for editorial use. Among the major pieces of production conducted by the APC during

the reporting period was the 'Believe' series, which was also widely used by APC sponsors, Seven West Media and other media outlets. Documenting their journeys in the lead-up to the Rio 2016 Paralympic Games and what being a Paralympian means to them, the athletes profiled were Tristan Knowles (wheelchair basketball), Curtis McGrath (Para-canoe), Melissa Tapper (Para-table tennis), Madison de Rozario (Para-athletics), Prue Watt (Para-swimming) and Matt Formston and Nick Yallouris (Para-cycling). The most popular of these videos on Facebook was the profile about Curtis McGrath, which had 97,812 views and a reach of 232,536. The most popular on YouTube was the profile on Prue Watt, with 2,827 views.

In addition to these profile pieces, during the reporting period 12 videos were produced around team announcements and key events that the APC held, and a further 63 during the Paralympic Games.

### Social media

The APC is an active proponent of social media and achieved substantial growth of its online supporter base during the reporting period, due largely to the public's growing interest in the Rio 2016 Paralympic Games and the Australian Paralympic movement.

The APC recognises that social media and online communities are important channels for building support for the Australian Paralympic Team and focussed on increasing this support through its key social media platforms:

#### Facebook: [www.facebook.com/AusParalympics](http://www.facebook.com/AusParalympics)

The APC's Facebook page fanbase almost doubled during the reporting period, growing from 30,481 to 59,302.

Several posts reached in excess of 600,000 users according to Facebook's data analysis tool. This is more than a six-fold increase on the highest reaching post during the London 2012 Paralympic Games, demonstrating the significance of social media, and the growing impact of communicating APC news.

#### Twitter: [www.twitter.com/AusParalympics](http://www.twitter.com/AusParalympics)

The APC's Twitter page ended the reporting period with 23,833 followers, an increase of 136 per cent.

During the final month of the reporting period, which was also during the Rio 2016 Paralympic Games, the @AUSParalympics twitter account made 2,630,000 impressions, had 92,800 visits and acquired 4,775 followers; a new record for the APC's twitter account.

Followers of the APC on Twitter at the end of the reporting period included Prime Minister Malcolm Turnbull, Federal Opposition Leader Bill Shorten, Minister for Health and Sport Sussan Ley, government agencies, various National and International sporting organisations, business, elite athletes, media and members of the general public from around the world.

**YouTube:** [www.youtube.com/AusParaTeam](http://www.youtube.com/AusParaTeam)

Videos on the APC's YouTube channel were viewed 82,715 times from 1 July 2015 to 30 September 2016. This was an increase of 125 per cent from the previous reporting period, however it was a decrease of 65 per cent from the reporting period surrounding the London 2012 Paralympic Games. This can be attributed to a change of strategy, which saw more traffic directed to Facebook to view APC videos to achieve a greater reach.

There were 59 videos uploaded during the reporting period, with 32 of these produced and uploaded during

the Rio 2016 Paralympic Games when the APC Media Team had two dedicated video producers.

The videos most watched during this time were:

- What is Paralympic sport? – 2,274 views;
- 2016 Australian Para-equestrian Team – 1,984 views;
- Believe video profiling Prue Watt – 1,695 views;
- Who competes in Paralympic sport? – 1,512 views;
- Para-equestrian – 1,286 views.

During the reporting period, the APC gained a net of 242 subscribers (300 gained, 58 lost), finishing the year with 1,106 subscribers.

**Instagram:** [www.instagram.com/AUSParalympics](http://www.instagram.com/AUSParalympics)

Once again, the APC had increased traction on the photo-sharing platform Instagram, increasing its followers from 1,059 to 7,523 during the reporting period (an increase of 610 per cent).

The APC's most popular posts included a photo of Dylan Alcott and Heath Davidson winning gold at the Rio 2016 Paralympic Games, which generated 775 'likes', a new record for the @AUSParalympics Instagram account.



Media conference at Sydney Airport following the return of the 2016 Australian Paralympic Team from Rio



## KNOWLEDGE SERVICES

The role of the APC knowledge services program is to help grow and manage the APC's knowledge base. It is managed by the APC Communications division and relies extensively on the contributions of volunteers, as well as partnerships with expert organisations.

During the reporting period, the program's activities included:

- Continuation of the multi-dimensional Australian Paralympic History Project to capture, manage and preserve the history of the Paralympic movement in Australia. The project incorporates physical holdings (APC archives, APC library, uniforms, equipment, memorabilia and ephemera), electronic collections (scanned and digital photos and documents, video, oral histories, Wikipedia articles) and communication and recognition activities (Paralympic alumni, Australian Paralympic Hall of Fame, written history). As part of this project, the APC continued to receive memorabilia and audio-visual materials from past athletes and administrators on loan or as donations;
- Continuation of the written history of the Paralympic movement in Australia under the APC's agreement with the University of Queensland (UQ). The written history will be published in 2017 in physical and e-book formats;
- The donation and launch in Adelaide of a unique collection of films by Don Worley, covering the 1972-1984 Paralympic Games and 1970s and 80s FESPIC Games in conjunction with the National Film and Sound Archive, which has digitised the films as part of its national collection. A successful Wikipedia workshop was conducted in association with the launch. Mr Worley also donated an extensive collection of photos and memorabilia to the APC;
- The scanning and addition of metadata to photos from past Games, to be used in various vehicles in the project;
- Management of the APC's catalogued archives at a secure site near the APC's head office;
- Ongoing partnerships with expert or specialist organisations to add value to, and extend the APC's knowledge services activities. The APC thanks the following organisations for their ongoing support:
  - The National Sports Information Centre at the AIS in Canberra, which manages the APC's audio-visual collection and has incorporated the APC's library holdings in its catalogue to ensure they are globally discoverable.
  - The Australian Sports Information Network (AUSPIN), which has been established to improve access to sport-related information.

- The National Library of Australia (NLA), which continues to record and manage the oral histories of people of significance to the Paralympic movement in Australia, now totalling more than 45 interviews. The NLA also makes online assets of the history project discoverable through Trove, a major information collation service.
- The University of Queensland for the written history of the Paralympic movement in Australia.
- The National Sports Museum in Melbourne, which advises the APC on its physical collection and currently displays medals from the 1960 Paralympic Games and other noteworthy items donated to the APC.
- The National Film and Sound Archive, which digitised and manages the Don Worley collection of Paralympic films.
- Macquarie University for its support of interns to work on the project through its Professional and Community Engagement (PACE) program.

In addition to these organisations, the APC received support from dozens of individual volunteers in the reporting period, including Wikipedia editors, students and others.

Notable volunteers included Patricia Ollerenshaw (a regular APC volunteer since 2000) who plays a significant role with the library and liaison with past Team Members; Greg Blood, who ensured the creation of Wikipedia articles about every Rio Paralympian; Liz Watt, who worked with Mr Blood to oversee a group of students from the University of Canberra; and Ross Mallett, who continues to be a major contributor through Wikipedia. The APC thanks them for their contributions during the period.



Attendees of a Wikipedia workshop in Adelaide which focussed on progressing the Australian Paralympic History Project



Daniel Michel



## STAKEHOLDER ENGAGEMENT

The APC places a great deal of importance on highlighting the value of diversity and inclusion in sport, and also challenging community stereotypes and biases towards disability.

In mid-2016, a selection of Paralympic athletes (both current and retired), were consulted by the APC and invited to provide feedback on issues and opportunities for the organisation moving forward, both for the Rio Games, and importantly, for longer term engagement. Many athletes reflected the view "for the APC to be the umbrella body for Paralympic sports and sport for persons with a disability" in Australia. As such, a major driver for the APC moving forward is to play a broader supporting role in the sport and disability sector, by working closely with relevant organisations to achieve mutually beneficial outcomes.

Increased capacity for the APC in 2016 provided more opportunity to plan its strategic priorities and strengthen its activities with key stakeholders, thereby increasing engagement with Governments, businesses, national sporting organisations and disability groups. This enabled the APC to display visible and growing leadership within the broader sport and disability sector.

After a new Stakeholder Engagement General Manager was engaged in July 2016, the following outcomes were achieved:

- Mapping of engagement priorities to comply with the APC 2017-21 Business Plan;
- Development of resources and infographics to inform stakeholders on the APC's strategic priorities and goals;
- Work with consultants (Kinetica) to review and report on stakeholder engagement commercial opportunities for the APC, which has fed into wider planning processes;
- Greater engagement and support during and after the Rio Paralympic Games from federal, state and territory politicians and the Governor-General;
- Development of a comprehensive parliamentary engagement strategy in consultation with Bastion S&GO;
- Confirmation of attendance by the Prime Minister and other politicians and dignitaries at the Australian Paralympic Team Launch in Sydney in July;
- The attendance of the Governor-General at the farewell event for some of the departing Paralympians at Sydney Airport in August;
- The arrangement of meetings between state and federal government MPs and local Paralympians before and after the Rio Paralympic Games;



Official NSW Welcome Home Ceremony for Rio Paralympians

- Welcome home events for Paralympic team members and officials held by state and territory governments, some in conjunction with major cities;
- Liaison with the National Disability Insurance Agency, which developed a range of engagement activities, media and social media promotions during the Rio Games;
- Engagement by the APC Chief Executive with the International Paralympic Committee and various National Paralympic Committees during the Rio Games and follow-up meetings with the IPC and British Paralympic Association following the Games;
- Engagement with the ASC and AIS on cross sector projects including a future digital strategy, child safeguarding organisational development and member protection;
- Work with professional sporting organisations and athletes to produce a Community Service Announcement campaign featuring a range of sports stars and Paralympians;
- Greater inclusion of the APC in cross-sector taskforces, forums and events including the 2016 Diversity and Inclusion in Sport Forum, 2016 Human Rights and Mega Sporting Events and VicHealth Physical Activity Taskforce.

The focus of next year's activities will be to strengthen relationships with existing stakeholders and the cultivation of new relationships with those who play an active role in disability sport. The APC's goal is to work collegiately with others to increase para-sport awareness and pathways, and increase the opportunities for people with disability to participate in physical activity and sport. One of the key ways to achieve this outcome will be the reinvigoration of the APC Paralympic Education Program to establish wider engagement with schools, teachers and students.



Stars of the APC's Community Service Announcement in the lead-up to Rio 2016. Clockwise from top right: Brenden Hall (swimming) and Jarryd Hayne (Gold Coast Titans – NRL); Liesl Tesch (sailing) and Israel Folau (NSW Waratahs and Australian Wallabies); Joel Selwood (Geelong Cats – AFL) and Josh Allison (wheelchair basketball); Caitlin Thwaites (Sydney Swifts and Australian Diamonds) and Ellie Cole (swimming); and Steve Waugh (Australian cricket legend) and Kurt Fearnley (athletics)



## CORPORATE OPERATIONS

### APC Board

The APC Board met 11 times during the 2015/2016 financial year. The attendance by Board members was as follows:

Name	No. of meetings attended
Glenn Tasker, Chair	11/11
John Croll	6/7
Joyce Parszos	2/4
David Baker	11/11
Nick Dean	3/4
Steve Loader	2/4
John Hartigan	9/10
Rosie King	8/10
Helen Nott	10/10
Jock O'Callaghan	9/10

### APC Staff Diversity

The number of Australian Paralympic Committee staff at 30 September 2016 was 29.

- Women – 66%
- Men – 34%
- People with a disability – 10%
- Paralympians - 7%

### Key Management Personnel

Total Compensation	2016 \$	2015 \$
	1,070,294	1,079,965
Compensation in bands		
0-\$49,999	6	6
\$50,000-\$149,999	4	3
\$150,000-\$299,999	3	3
\$300,000+		1
Number of staff	13	13

### Annual General Meeting

The APC Annual General Meeting was held on 20 October 2015, with 12 of the 17 member organisations represented. Ernst & Young was appointed auditor in November 2010 and will continue as auditor for the Australian Paralympic Committee Ltd.

At the AGM, the APC's Annual Report and Finance Report were adopted unanimously. Changes to the APC Board were also proposed to the membership during the meeting. The proposed changes were made in compliance with the Australian Sports Commission's Mandatory Sports Governance Principles and were accepted. Following the retirement of three long-serving Directors (Nick Dean, Joyce Parszos and Steve Loader), four new Directors (John Hartigan, Rosie King, Helen Nott and Jock O'Callaghan) offered themselves for election and were elected unopposed.

### International Relations

The APC was active in the Paralympic movement internationally, with Australian representatives associated with the advancement of Paralympic sport. During the reporting period, Australian Paralympic Team co-captain Kurt Fearnley was elected to the IPC Athletes' Council. As the liaison between IPC decision-makers and Paralympic athletes, the IPC Athletes' Council works to provide effective input into decision-making at all levels of the organisation.

### Technology

The main focus of the APC's Technology staff during the reporting period was on providing a world class Technology platform for the Rio 2016 Paralympic Games. This included:

- Implementing functional offices in Rio for Team members, headquarters personnel and APC staff at three locations across the city;
- Sourcing over 300 Brazilian mobile SIM accounts through Rio provider Claro to facilitate communications between Team members, including satellite phone solutions to be used as a communication source in an emergency;
- Working directly with each sport to ensure technology requirements were met. This included a range of services from radio communications to video analysis.

While the focus was on the Rio 2016 Paralympic Games, the APC Technology staff continued to progress its own technology platform by:

- Upgrading laptops for all APC staff. New mobile devices were issued when required;
- The building of an on-site and replicated cloud server to ensure maximum uptime and a robust Disaster Recovery plan;
- The commencement of a transition process from traditional in-house managed services to Microsoft Online offerings such as Exchange Email and SharePoint.



David Nicholas



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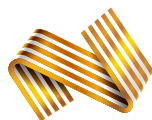
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