

2018/19 Annual Report

Covering the period 1 July 2018 to 30 June 2019



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Australian Paralympic Hall of Fame
Frank Ponta
Louise Sauvage OAM
Kevin Coombs OAM
Tracey Freeman
David Hall OAM
Daphne Hilton
Sir George Bedbrook OBE
Ron Finneran OAM
Adrienne Smith OAM

Cover: Prime Minister of Australia, the Hon Scott Morrison MP, and Ryley Batt
This page: Cameron Crombie and Marty Jackson



Message from the President

It has been a monumental year for Para-sport and the Paralympic movement in Australia, and I am so proud to have been given the responsibility to lead the organisation formerly known as the Australian Paralympic Committee into a new era as Paralympics Australia.

First, I would like to take this opportunity to acknowledge my predecessor Glenn Tasker for his outstanding leadership of Paralympics Australia over the last five years. He navigated our organisation through arguably the most tumultuous period in its history and back to a position of operational, reputational and financial strength, and this is a legacy which I will strive to protect during my own tenure as President.

This financial year, Australians enjoyed three major Para-sport events on home soil. The 2018 Wheelchair Rugby World Championship was contested in Sydney in August, and although the Australian Steelers failed in their bid to win a second consecutive world crown, it was an epic gold medal match which all Australians should be proud of, and one which earned the Steelers a qualification slot for the Tokyo 2020 Paralympic Games.

Para-sport returned to Sydney with the Invictus Games in October, and in April, more than 180 Oceanian Para-athletes met in Darwin to compete at the Arafura Games, after Paralympics Australia led calls for the Games to feature an integrated Para-sport program. Without international

classification opportunities like Arafura, many Para-athletes would be unable to take their careers onto the world stage – and with that, the quality of Paralympic sport also suffers.

Off the field, Paralympics Australia made excellent progress in its preparations for Tokyo 2020. We were extremely proud to extend our partnership with Seven West Media, who we first welcomed into the Paralympic family four years ago for the Rio 2016 Paralympic Games. Now a world leader in Paralympic sport broadcasting, Seven has signed a wide-ranging agreement to create and deliver the most comprehensive multi-platform coverage of the Paralympic Games to hit Australian screens.

The significance of Paralympics Australia's ongoing partnership with Seven cannot be overstated. It not only plays a crucial role in growing awareness of the Paralympic movement in Australia, but also in inspiring the Australian Paralympic Team to reach even greater heights.

As always, Paralympics Australia is grateful for the support of the Australian Government. I would like to extend my thanks to our Patron and the Prime Minister of Australia, the Hon Scott Morrison MP, whose Government delivered a major boost to the preparations of our 2020 Australian Paralympic Team with the announcement of \$12 million in new funding, and the former Federal Minister for Sport, Senator the Hon Bridget McKenzie, who deserves high

praise for embracing the Paralympic movement with such enthusiasm and drive. I would also like to officially welcome the new Federal Minister for Sport, Senator the Hon Richard Colbeck, to the role.

I believe there is now a national consensus in Australia that Paralympic sport is enjoying a wonderful era of recognition and support. This did not happen overnight, and was only made possible by the support of countless individuals and organisations. Among them: Sport Australia, particularly Chairman John Wylie AM and Chief Executive Officer Kate Palmer AM, our member organisations, the national federations and the national institutes network. Your commitment to growing our movement means that some of our country's best Para-athletes will be given the opportunity of a lifetime to compete at the Paralympic Games.

Thank you also to our corporate partners and donors. With your generous backing and willingness to embrace the challenges we face, the Australian Paralympic Team has never been better prepared to achieve their goals. Not only that, but we are grateful for the new ways you are finding to shine a light on the incredible stories of our Para-athletes, stories we know have an impact on challenging perceptions and breaking down barriers.

Finally, to my colleagues on the Paralympics Australia Board, our Chief Executive Officer Lynne Anderson, and our brilliant staff – thank you. As we continue the countdown to Tokyo 2020, your energy and drive to create the best possible environment for the Australian Paralympic Team is unmatched.

There is now a year to go until the 2020 Paralympic Games, and I wish our athletes, coaches and support staff the very best of luck as they finalise their preparations. You can rest assured that Paralympics Australia is harnessing the momentum of the Paralympic movement which is thriving globally to deliver an incredible Games experience for you all.

Jock O'Callaghan
President
Paralympics Australia





Message from the Chief Executive Officer

This was indeed a powerful year for Paralympics Australia, one in which our growing status and respect within Australia's elite sports sector was rewarded with key and pivotal wins.

Never before have Para-athletes had a greater impact in Australia, with community desire for equity and inclusion of Para-sport becoming more evident every day.

As the Australian Paralympic movement continues to influence and empower a greater number of Australians, so too does its peak body, and it was evident to us that the Australian Paralympic Committee was a name that no longer captured such a broad role within Australian sport. In February, we rebranded to Paralympics Australia.

Coinciding with the launch of our organisation into a new era as Paralympics Australia was the historic announcement by Prime Minister Scott Morrison of the Federal Government's decision to grant Paralympics Australia \$12 million in new funding. This was a major boost to the preparations of our country's most elite Para-athletes ahead of the Tokyo 2020 Paralympic Games and an enormous step forward in our movement's ongoing challenge to attract government, corporate and community support.

In another incredible moment for the Australian Paralympic movement this year, Paralympics Australia accepted an offer from Seven West Media to become our broadcast partner for the 2020 Paralympic Games. The

deal was the result of a herculean effort by Paralympics Australia's media rights team, and one which will position Seven alongside the United Kingdom's Channel 4 as world leaders in Paralympic sport coverage.

While our vision at Paralympics Australia is to support Paralympians and emerging Para-athletes, we are intrinsically aware of our far broader role in supporting people with a disability to participate in sport. The Invictus Games showcases this very same commitment, and for that reason, Paralympics Australia was proud to support the 2018 Invictus Games by sharing the expertise and services of several key staff members.

Also during the reporting period, Paralympics Australia announced its support of the 2019 Arafura Games as a gold member partner. Paralympics Australia is arguably the strongest advocate for inclusion of Para-sport in the Arafura Games program and our decision to sponsor the Games was a natural one. In yet another example of the value of collaboration with peak sporting bodies, the Arafura Games were a prime opportunity for elite and emerging Para-athletes from Oceania to get classified, compete and earn qualification slots for Tokyo 2020.

Also working to remove the barriers to participation in sport, particularly the high cost of Para-sport equipment, is the Para-sport Equipment Fund, which Paralympics Australia launched with Sport Australia in November. While we have an enviable track record in assisting emerging elite Para-

athletes to identify the most suitable equipment, the Para-sport Equipment Fund is taking that assistance one step further by creating opportunities for an even greater number of Australians to reap the benefits of participation in sport.

Another important piece of work by Paralympics Australia this year was becoming one of the first National Paralympic Committees in the world to develop an online course to help to protect the integrity of classification in Paralympic sport. We firmly believe that classification is the cornerstone of Paralympic sport, and we designed this course, which is hosted by the Australian Sports Anti-Doping Authority, to ensure that all members of the 2020 Australian Paralympic Team have a clear understanding of the importance of classification.

It has been an immensely successful 12 months for the Paralympic movement in Australia. The spotlight on Paralympic sport and Paralympic athletes has never shone as bright as it does now, and this was especially apparent when Kurt Fearnley became the first Paralympian in history to receive the Sport Australia Hall of Fame's prestigious 'The Don' Award, and when the integration of Para-sport at the 2018 Commonwealth Games took the prize as Australia's Best Sporting Moment at the Australian Institute of Sport's Sport Performance Awards.

The credit, of course, goes to our fabulous Para-athletes, without whom none of this would be possible. However, I must also thank the Australian Government and Sport Australia, our member organisations, national federations, sponsors

and supporters, whose faith in our movement has not wavered in the face of an ever-changing national sporting landscape.

As the countdown to Tokyo 2020 nears one year to go, the staff at Paralympics Australia continue to work tirelessly to ensure that this will be the best Paralympic Games yet. Like our athletes, we are entering the final stages of our preparation, and are excited to see what we can achieve together as members of the Australian Paralympic Team.

Lynne Anderson
Chief Executive Officer
Paralympics Australia



Danni Di Toro



About Paralympics Australia

Paralympics Australia Board

| | |
|-----------|--------------------------|
| President | Jock O'Callaghan |
| Directors | Kurt Fearnley |
| | Lachlan Harris |
| | John Hartigan |
| | Rosie King |
| | Helen Nott |
| | Glenn Tasker |
| | (until 28 November 2018) |
| | Annabelle Williams |

Paralympics Australia Member Organisations

Athletics Australia
Australian Sailing
Basketball Australia
Blind Sports Australia
Boccia Australia
Cycling Australia
Disabled Wintersport Australia
Disability Sport Australia
Equestrian Australia
Football Federation Australia
Rowing Australia
Shooting Australia
Sport Inclusion Australia
Swimming Australia
Table Tennis Australia
Tennis Australia

Paralympics Australia Staff

Sam Allan
Wheelchair Rugby Program Manager

Lynne Anderson
Chief Executive Officer

Nat Browne
Team Operations Manager

Vanessa Cardinale
General Manager, Finance

Kieran Courtney
Sports Data Analyst

Trish Crews
Senior Fundraising Manager
(from March 2019)

Lori Dotti
Chief Financial Officer

Brad Dubberley
Wheelchair Rugby Head Coach

Denise Duong
Finance Officer

Alex El-Shamy
General Manager, Commercial and Marketing

Georgina Exton
Senior Sponsorship Manager

Dan Evans
Data Management and Accreditation Manager

Keren Faulkner
Performance Services Manager

Shellee Ferguson
Games Logistics Manager

Robert Fitzgerald
Fundraising Executive

Laura Jones
Outfitting Manager

Paul Kiteley
General Manager, Performance

Cathy Lambert
Performance Pathways and Equipment Fund Manager

Aerin Di Leva
Classification Coordinator
(from April 2019)

Danni Di Toro
Athlete Welfare and Engagement Officer

Yvonne Diab
Business Development Manager
(until January 2019)

Karen Mackey
Executive Assistant to the Chief Executive Officer

Tim Mannion
General Manager, Communications

Samantha Martin
Human Resources Manager

Tim Matthews
Performance Talent Specialist

Kate McLoughlin
General Manager, Games Delivery

Anna Muldoon
Classification Manager

Louise Nelson
Senior Marketing Manager

Paul Oliver
General Manager, Stakeholder Engagement

Tori Pendergast
Event and Marketing Coordinator
(until November 2018)

Ross Pinder
Skill Acquisition Specialist

Kara Retford
Out of Village Manager

Lauren Robertson
Media and Public Relations Coordinator

Sascha Ryner
Media and Public Relations Manager

Alek Saunders
Para-sport Strength and Conditioning Coach
(from November 2018)

Greg Smith
Wheelchair Rugby Assistant Coach
(from May 2019)

Ben Troy
General Manager, IT Operations

Shontayne Ward
Sponsorship and Marketing Executive

Natasha Welsh
Pre-Games Staging Camp Manager



Finance

| Statement of comprehensive income for the year ended 30 June 2019 | 2019 \$ | 2018 \$ |
|---|-------------------------------|-------------------------------|
| Revenue | | |
| Grants | 9,467,377 | 4,272,592 |
| Sponsorship and broadcasting | 3,203,230 | 2,619,751 |
| Fundraising | 3,190,333 | 4,278,007 |
| Investment income and bank interest | 80,445 | 67,347 |
| Membership fees and other income | 171,966 | 744,733 |
| Total revenue | 16,113,351 | 11,982,430 |
| Expenses | | |
| Sport programs | (7,240,638) | (2,883,868) |
| Paralympic and other Games | (1,485,723) | (1,514,091) |
| Promotion, marketing and media | (1,109,641) | (1,158,437) |
| Fundraising | (2,237,637) | (3,196,277) |
| Administration | (3,117,978) | (2,977,762) |
| Broadcasting | (706,489) | (187,703) |
| Total expenses | (15,898,106) | (11,918,138) |
| Operating surplus before income tax | 215,245 | 64,292 |
| Income tax expense | - | - |
| Net surplus attributable to members of Paralympics Australia Ltd | 215,245 | 64,292 |
| Other comprehensive income | - | - |
| Total comprehensive income | 215,245 | 64,292 |

Finance Report – for the year ended 30 June 2019

Paralympics Australia Ltd operated in all Australian states and territories during the year ended 30 June 2019, and Paralympics Australia's Finance Report reflects those operations.

Paralympics Australia has a multi-year corporate and budget strategy to accomplish its strategic priorities.

These priorities are to invest in Para-sport performance, rebuild its cash reserves, expand its commercial portfolio, deepen stakeholder engagement and grow the Paralympic brand.

Paralympics Australia's operating surplus for the year was \$215,245. This occurred after revenue of \$16,113,351 and gross expenditure of \$15,898,106.

In February, Prime Minister of Australia the Hon Scott Morrison MP announced \$12 million in Federal Government funding to Paralympics Australia. \$8 million towards the 2020 Australian Paralympic Team’s Paralympic Games campaign will be disbursed to Paralympics Australia during the 2019–2021 financial years and is aligned to the organisation’s projected spending for the Tokyo 2020 Paralympic Games.

| Statement of financial position as at 30 June 2019 | 2019 \$ | 2018 \$ |
|--|-----------------------------|----------------------------|
| Assets | | |
| Current assets | | |
| Cash and cash equivalents | 15,836,302 | 5,021,672 |
| Trade and other receivables | 2,480,916 | 2,386,208 |
| Total current assets | 18,317,218 | 7,407,880 |
| Non-current assets | | |
| Property, plant and equipment | 144,123 | 145,265 |
| Total non-current assets | 144,123 | 145,265 |
| Total assets | 18,461,341 | 7,553,145 |
| Current liabilities | | |
| Trade and other payables | 6,889,049 | 1,367,257 |
| Provisions | 145,299 | 105,291 |
| Deferred revenue | 7,691,953 | 2,583,169 |
| Total current liabilities | 14,726,301 | 4,055,717 |
| Non-current liabilities | | |
| Provisions | 93,912 | 71,545 |
| Total non-current liabilities | 93,912 | 71,545 |
| Total liabilities | 14,820,213 | 4,127,262 |
| Net assets | 3,641,128 | 3,425,883 |
| Equity | | |
| Accumulated funds | 3,641,128 | 3,425,883 |
| Total equity | 3,641,128 | 3,425,883 |

Additionally, \$4 million will support the development of accessible accommodation and training facilities within the planned Community, Education and Events Centre at Essendon Football Club’s headquarters in Tullamarine, also the base of Paralympics Australia’s Victorian branch. This is reflected in Paralympics Australia’s trading result for the 2019 financial year.

The Finance Report was prepared on a going concern basis, contemplating the continuity of normal business activities and the realisation of assets and liabilities in the ordinary course of business. Please contact Paralympics Australia on +61 2 9704 0500 to receive a copy of the Finance Report for 2018/19 financial year.

The balance sheet reflects a cash balance of \$15,836,302. This includes a portion of the grants outlined above. The payment of associated expenses will occur in the next financial year, during which time Paralympics Australia expects to maintain sufficient cash reserves.

As always, Paralympics Australia is incredibly grateful for the continued support of its sponsors and benefactors, and the Federal Government through Sport Australia.



Message from Sport Australia

Sport and physical activity have enormous influence on our nation's health, education, social, economic and diplomatic outcomes.

It's why Sport Australia and the Australian Institute of Sport remain steadfast in our vision: to make Australia the world's most active sporting nation, known for its integrity, sporting success and world-leading sports industry.

Australia's commitment, outlined in the Australian Government's National Sport Plan, Sport 2030, is to reduce physical inactivity by 15 per cent. It's a huge challenge Sport Australia enthusiastically accepts.

We are making significant progress, and Sport Australia's programs are benefitting sport as well as broader community health and wellbeing, including tackling issues such as obesity. Our partnerships with national federations remain fundamental, but we are also engaging more than ever with other networks to grow our sporting industry. Collaboration with physical activity, health and education providers, and various levels of government can deliver more for sport and all Australians.

This was highlighted in 2018/19 when Sport Australia, on behalf of the Australian Government, delivered \$150 million in new participation programs. The \$100 million Community Sport

Infrastructure grants program is enhancing hundreds of grassroots facilities across Australia. The \$28.9 million participation grants program is encouraging innovative programs that help break down barriers to physical activity. The new \$22.9 million Better Ageing grants program is helping senior Australians, 65 and older, to get more active and socially connected.

Our national Sporting Schools program remains a key platform to address childhood inactivity and drive generational change. We have funded 7,300 schools and recorded more than 5.2 million attendances since its launch in mid-2015. We continue to look at ways to maximise the impact of Sporting Schools and link it with our work in physical literacy. By teaching our children to run, throw, jump or kick, we put them on the path to better lives.

There is no success without integrity. We continue to encourage environments that are inclusive and welcoming. Increasing diversity in our industry is critical, and we want to make sport the benchmark for a more equitable society.

All this work is emphasised by our national behaviour change campaign, Move it AUS. Our call to action is to 'Find Your 30' minutes of physical activity every day and enjoy the benefits.

We are continuing to build the capability of the sports industry, addressing governance reform to bring out the very best in our sporting organisations. The One Management project looks at helping sports align their strategy, workforce and financial management.

The Australian Institute of Sport, in partnership with the national institutes network and national federations, is aligning Australia's high performance sport strategy too. The National High Performance Sport Strategy 2024 signals the first time all federal, state and territory sports agencies have signed up to a joint high performance strategy.

In November 2018, the Australian Institute of Sport announced an updated investment model for high performance sport, and through this improved framework, Olympic, Paralympic and Commonwealth Games sports will benefit from a longer-term approach to funding. Instead of annual grants to sport, for the first time, the Australian Institute of Sport is providing longer-term funding commitments to give sports more stability and certainty to plan ahead.

All of this work is important with the Tokyo 2020 Olympics and Paralympics drawing near, and the Beijing 2022 Winter Games and Paris 2024 beyond that.



Melissa Tapper and Jaryd Clifford with Michael Klim, Jermaine Ainsley, Mackenzie Harvey, Ben Brown and Lily Mithen with Sport Australia's 'Tiny Trainers'

Enhancing athlete pathways and athlete wellbeing are primary areas of focus for the Australian Institute of Sport, and are keys to creating long-term sustainable success. We have embedded 20 Athlete Wellbeing Managers across national sporting organisations and, working closely with the Australian Institute of Sport's Wellbeing and Engagement team, are delivering key programs and support, from mental health programs through to career guidance and connection to Australians at the community level.

The Australian Institute of Sport is also leading collaborative sports research and applied technology and innovation initiatives, including

the Gold Medal Ready program, a unique partnership with the Australian Army to help athletes perform under pressure.

From backyards to benchmark international events, we believe unquestionably in the power of sport and physical activity to reflect the very best in our culture and to be a powerful vehicle for change.

Thank you for all you do for Australian sport and best wishes for the year ahead.

John Wylie AM
Chair, Sport Australia

Games Delivery

Paralympics Australia's Games Delivery division manages the planning, coordination and delivery of the Australian Paralympic Team, to achieve success at the Paralympic Games.

It aims to deliver a world-class performance environment for athletes and officials through the provision of support services, logistics and operational expertise, and by engaging national federations, the Australian Institute of Sport, the national institutes network and other stakeholders.

Tokyo 2020 Paralympic Games

During the reporting period, Paralympics Australia signed a memorandum of understanding with Harumi Ward. It secured the use of Harumi Junior High School as a meeting location for family and friends during the Tokyo 2020 Paralympic Games. The high school, which is situated within one kilometre of the Paralympic Village, will provide members of the 2020 Australian Paralympic Team with a comfortable space to meet with their family and friends, who will also have the opportunity to collect tickets and team merchandise.

Also during the reporting period, several members of Paralympics Australia's Games Delivery division attended site visits in Kobe and Tokyo, Japan. The visits, which occurred in October, February and April, and involved meetings with key stakeholders including Kobe City, the Tokyo Organising Committee of the Olympic and Paralympic Games, and the Australian Embassy in Japan, helped the Games Delivery division to ensure that their planning for the Pre-Games Staging Camp and Paralympic Games was on track. Training and competition venues were also inspected, with construction and building works making good progress.

Further, through the sister city relationship between Brisbane City and Kobe City, the Games Delivery division helped to facilitate a visit and goalball demonstration by Para-athletes Torita Blake and Blake Cochrane at Wellers Hill State School in Wellers Hill, Queensland, where a group of Japanese students were visiting. Other school visits nurturing these sister city connections are planned for 2019.



Goalball demonstration at Wellers Hill State School

Team Processing

Between February and April, Team Processing sessions were held across six states and territories, and involved more than 400 athletes and officials on the 2020 Australian Paralympic Team Long List. These sessions provided a crucial opportunity for Long List members to learn about the 2020 Paralympics, including their responsibilities as potential Team members, and for Paralympics Australia to collect critical data to assist with ongoing plans for Tokyo.

In May, Paralympics Australia launched an online course aimed at protecting the integrity of classification. It was developed in conjunction with the Australian Sports Anti-Doping Authority and will be a requirement of membership to the 2020 Australian Paralympic Team.

Misshon 2020

The Misshon 2020 series is integral to developing a supportive and cohesive culture within the 2020 Australian Paralympic Team. It gives participants the opportunity to understand Paralympics Australia's plans for the delivery of the 2020 Paralympic Games, network with other organisations, and collaborate on ideas.

In December, more than 65 representatives from national federations, the national institutes network and other key sporting agencies gathered at the Australian Institute of Sport in Canberra for a two-day workshop as part of the Misshon 2020 series.

In May and June, key members of the Games Delivery division travelled to Sydney, Canberra and Melbourne to host luncheons with the team managers and coaches from each sport.

Athlete Welfare and Engagement

Athlete welfare and engagement continued to be a key focus for the Games Delivery division during the reporting period.

The ongoing employment of an Athlete Welfare and Engagement Officer ensured that Paralympics Australia could provide opportunities and support to all Paralympians to experience successful and rewarding sporting careers and lives through access to information and services that support and encourage:

- Ongoing engagement with Paralympic athletes in meaningful, respectful and supportive environments;
- Access to grant information and opportunities for athletes to help fund their sporting careers;
- Access to employment opportunities and services to help athletes manage financial constraints and ensure a career after sport.



Monique Murphy



Jed Altschwager and James Talbot

Key achievements during the reporting period included:

- Direct contact with more than 100 Paralympians and Long List athletes (either in person, or by phone or email);
- The unveiling of the Ballarat Paralympic Sports Avenue, the first of its kind in Australia;
- Paralympics Australia Board approval of the definition of an Australian Paralympian, to support the recognition of Australia's Paralympic athletes and the delivery of numbered Paralympic pins;

- Development of Paralympics Australia's relationship with Beyond Blue and Crossing the Line to ensure athletes have access to services that facilitate their mental health
- Connection with the Australian Institute of Sport's Athlete Welfare and Engagement team, to access mental health data and link Paralympians with the Mental Health Referral Network (at no cost to the athlete);

- Increased capacity of Paralympics Australia's Athlete Commission, with meetings held in October, November, March and May. Athlete Commission members also participated in the Misshon 2020 event in June, and were present at 2020 Australian Paralympic Team Processing sessions;
- Continued engagement with the Paralympic Workplace Diversity Program through 360HR Consulting, who contacted 25 athletes to find employment, found full-time employment for two athletes, and is actively working with eight athletes to secure full-time or part-time employment.

Performance Services

Paralympics Australia's Performance Services division develops and shares expert knowledge of Paralympic sport to optimise the identification, preparation and performance of athletes.

It aims to enhance Paralympic medal outcomes by:

- Collaborating with national federations and other experts and external organisations, to improve support service delivery, athlete health and daily training environments;
- Delivering research and innovation through partnerships with national federations, the Australian Institute of Sport and the national institutes network;
- Providing targeted education, sharing evidence-based information and exploring new ideas.

During the reporting period, the Performance Services division collaborated with engineering specialists from the Australian Institute of Sport, state institutes and academies of sport, and national federations to deliver equipment innovation to six Paralympic sports – Para-canoe, Para-cycling, Para-rowing, Para-table tennis, wheelchair basketball and wheelchair tennis.

The division also worked with its partners in sports medicine towards best practice management of medical risks during travel, and provided expert advice to 10 partner sports in areas including nutrition, seating, wound care, injury management and rehabilitation. Further, education at seven universities improved understanding of topics relevant to Para-sport.

Skill Acquisition

Skill acquisition support continued to focus on supporting coaches to enhance and refine practice, and seek out evidence-informed and innovative solutions to challenges in daily training environments.

Working closely with other science disciplines, including performance analysis and strength and conditioning, to strengthen the transfer of skills to competition contexts, major engagements have continued in the sports of Para-athletics, Para-table tennis, wheelchair rugby and wheelchair tennis, and additional support has been initiated for Para-archery, Para-cycling and Para-triathlon, with a focus on medal opportunities for the Tokyo 2020 Paralympic Games.



Athletes from Timor Leste at a coaching clinic facilitated by Australia's Paralympic wheelchair tennis coaches at the 2019 Arafura Games

Additional assistance was provided to Paralympics Australia's sporting partners by engaging two skill acquisition specialists under the guidance and supervision of Dr Ross Pinder. By enhancing the service level to coaches and athletes, this initiative has received very positive feedback.

The Performance Services division will aim to provide ongoing flexible and creative support for sports and explore ways to increase its capacity for skill acquisition services to ensure optimal support for targeted medal programs.

Also during the reporting period, Paralympics Australia strengthened its research collaborations with world-leading specialists and institutes through major research and innovation projects. These include a new partnership with Queensland University of Technology to establish a research centre which will focus on the understanding of skill learning and coaching pedagogy in elite Para-sport contexts. It will prioritise postdoctoral and Doctors of Philosophy scholarships to attract the best students, create the best learning environment, and have the greatest impact for the Paris 2024 Paralympic Games and beyond.

Performance Talent

The Performance Talent program continued to identify athletes who have the traits required to achieve high performance success, with 276 registrations received through Paralympics Australia's website as part of its Talent Search initiatives in every state and territory.

Applicants were assessed to determine which sports they were best suited to and were presented with the most appropriate sport pathway options, with 125 participants transitioning to a new sport to increase their potential for pathway progression.

Although initiatives with the specific purpose of identifying talent across all Para-sport programs is a priority, the Performance Services division provided targeted support to five sports – Para-archery, Para-athletics, Para-badminton, Para-swimming and Para-triathlon – to increase participation numbers.

Classification

Working collaboratively with 19 sports, the Performance Services division supported national federations to:

- Engage athletes and their support personnel to understand their rights and responsibilities under the International Paralympic Committee's Athlete Classification Code;
- Commence international classification planning for athletes vying for selection to the 2020 Australian Paralympic Team;
- Offer international classification in Australia at key events for Para-badminton, Para-swimming and Para-triathlon. Paralympics Australia also supported the 2019 Arafura Games in Darwin, enabling international classification to be delivered for Para-athletics and Para-table tennis.

Focussed on developing a quality national classification system, the Performance Services division engaged national federations and classification partners to support the ongoing development of Australian classifiers and enable athletes to access classification opportunities, with the aim of developing a quality national classification system.

Paralympics Australia provided direct funding to 16 national classification programs, supported 21 national federations and classification partners to deliver effective national classification pathways, helped to resolve classification issues across sports, and managed the national classification systems for boccia and athletes with a vision impairment. 11 classifiers completed training in Para-badminton and vision impairments.

In September, Paralympics Australia also held the second Australian Para-sport Classification Forum to discuss integrity, intentional misrepresentation, the International Paralympic Committee's Athlete Classification Code, and best practice in national classification. 17 sports were represented by classifiers and administrators.

In May, and in collaboration with the Australian Sports Anti-Doping Authority, Paralympics Australia also launched an online education module about classification rules and integrity. Completion of this module will be a mandatory requirement for all selected members of the 2020 Australian Paralympic Team.

Para-sport Equipment Fund

The Para-sport Equipment Fund is the result of an agreement between Paralympics Australia and Sport Australia to address the high costs associated with participation in Para-sport, including the performance of elite Para-athletes, by providing funding for specialised disability-specific equipment.

The first two of five rounds of funding opened on 1 February and 29 April. To date, the Fund has supplied equipment across 15 Para-sports to 27 individuals – ranging from school students to national level athletes – and 14 sporting organisations.

Where possible, equipment awarded to individuals is provided on a permanent loan basis while they are actively involved in the sport or until they outgrow it, at which time it is returned and passed onto another developing athlete.



Paralympics Australia's Performance Services Manager Keren Faulkner with Kaitlyn Schurmann and her coach Loz Shaw

Para-sport Reports

High Performance Strategy

Paralympics Australia, in conjunction with the Australian Institute of Sport, is striving to facilitate an innovative and collaborative Australian high performance sport system, working closely with stakeholders to prioritise the national high performance network objectives, which include:

- Optimise Australian high performance system outcomes through a prioritised and individualised approach based on sport performance needs and impact;
- Drive sustainable, repeatable success at a level and spread of sports and campaigns that is the best possible for Australia's talent pool and affordability;
- Deliver a balanced approach that resonates with all Australians, consistently generating pride, inspiration and long-lasting community support.

Following excellent team performances at the 2016 and 2018 Paralympic Games, national federations are focussed on assisting and supporting athletes who face the significant challenge of achieving similar success at the Tokyo 2020 and Beijing 2022 Paralympic Games.

During the reporting period, the Australian Institute of Sport invested \$14.8 million into high performance Para-sport programs, which was a welcome increase of \$1.5 million from the previous reporting period.



High Performance Program managed by Paralympics Australia

Wheelchair Rugby

International Federation: International Wheelchair Rugby Federation (IWRF)

Head Coach: Brad Dubberley

Program Manager: Sam Allan

Benchmark Events in 2018/2019: 2018 IWRF Wheelchair Rugby World Championship, Sydney, NSW (2-11 August)

2018/2019 High Performance Investment: \$800,052 (consistent with the 2017/2018 investment)

Report:

The 2018 IWRF Wheelchair Rugby World Championship was the benchmark event for the reporting period, with the Australian wheelchair rugby team, the Steelers, determined to go back-to-back after winning their first world title in 2014, and ensure qualification to the Tokyo Paralympics. The Steelers finished on top of their pool and progressed through to the final, which they lost by one try to Japan.

In March, the IWRF confirmed that the Steelers had qualified for Tokyo as the highest ranked country from the 2018 World Championship not otherwise qualified, with Japan having already qualified as host nation of the Games.

After the World Championship, the Steelers' preparation for Tokyo included multiple visits to the USA, a series against New Zealand for the Ken Sowden Cup, and most recently, a Four Nations clash with the USA, Great Britain and Japan. Head Coach Brad Dubberley continued to develop emerging athletes and line-ups, including seeking out new talent that may be able to help strengthen the team into the future, to complement the likes of Ryley Batt, Chris Bond, Andrew Edmondson, Ben Fawcett, and Jayden Warn, who all had standout performances this year.

Results Summary:

2018 IWRF Wheelchair Rugby World Championship, Sydney, NSW (2-11 August)

The Steelers were dominant in their pool games, with all athletes contributing solid performances in victories over New Zealand, Sweden, Denmark, Ireland and Japan.

Although their semi-final clash with Great Britain was a tight contest, with both teams giving up several turnovers, the Steelers managed to win the game by two tries and book themselves a place in the gold medal match against Japan. In a frantic and entertaining final which saw the Steelers claw back from a six-try deficit in the third quarter, Australia was unable to send the game into overtime, with the final play of the game handing Japan their first ever world title.

2018 Texas Hold'em Wheelchair Rugby Tournament, Las Vegas, USA (7-11 November)

The Steelers travelled to Las Vegas, USA, for their first event following the 2018 World Championship, where they were able to play some quality rugby with their less experienced athletes, and eventually win the tournament in a one-try thriller over the University of Arizona, a team which featured several USA national athletes and Japanese import Daisuke Ikezaki.

2019 U of A Wildcat Clash, Tucson, USA (21-24 February)

The Wildcat Clash saw the Steelers travel to Tucson, USA, without captain and star player Ryley Batt. The Steelers finished in fourth place, with the highlight being a victory over the tournament's eventual champions, the University of Arizona.

2019 Ken Sowden Cup, Melbourne, VIC (15-17 March)

The Ken Sowden Cup was a development-focussed five-game series against New Zealand. Played every two years, the Steelers won each match convincingly to take the series 5-0.

2019 Four National Wheelchair Rugby Invitational, Birmingham, USA (18-26 May)

Wheelchair rugby of the highest calibre was played across all games at the Four Nations, where Shae Graham became the first female athlete to play for the Steelers. Every team – Australia, Japan, Great Britain and the USA – finished the double round-robin stage with a 3-3 record, but the Steelers were unable to advance through to the final due to the score differential. In another closely fought contest with Japan, they were defeated 54-53 in the bronze medal match.



Dan Michel

High Performance Programs managed by national sporting organisations

Boccia

International Federation: Boccia International Sports Federation (BISFed)

National Federation: Boccia Australia

Head Coach: Ken Halliday

High Performance Program Manager: Caroline Walker

Benchmark Events in 2018/2019: 2018 BISFed World Boccia Championships, Liverpool, England (9-19 August)

2018/2019 High Performance Investment: \$113,706 (consistent with the 2017/2018 investment)

Report:

Dan Michel won a bronze medal in the mixed singles BC3 at the benchmark event for the reporting period, the 2018 BISFed World Boccia Championships. After he was defeated in the semi-final by gold medallist Grigorios Polychronidis (GRE), Michel bounced back to beat South Korea's Jun-Yup Kim 6-0. Also contesting the singles in the BC3 classification was Spencer Cotie, who finished just outside the top 10 in 11th place. Together with Calandre Simpson, Michel and Cotie made it all the way to the final in the mixed pairs BC3, ultimately winning the silver medal.

In November and December, the 2018 Boccia Regional Open in Taoyuan, Taiwan, saw the BC1/BC2 combination of Christopher Allerdice, Aaryan Shah and Scott Elsworth finish second in the round-robin competition with three wins and one loss. In the singles, Elsworth placed third (BC2), while Allerdice (BC1) finished in sixth place, and Shah (BC2) in 13th.

In a fitting end to an amazing year for Michel, he achieved a top-of-the-podium result in the mixed individual BC3 at the 2018 Boccia World Open in Dubai, UAE, in December. Cotie was not far behind, reaching the quarter-finals to place sixth overall. Together, they finished in third place in the mixed pairs BC3 with a commanding 7-0 win over Singapore in the bronze medal match.

Michel began 2019 in the same way that he ended 2018, with gold in the mixed individual BC3 at the Boccia World Open in Hong Kong City, Hong Kong. Cotie finished inside the top eight, and after a new rule was introduced which required the teams combination to include a female player, he also won bronze with Michel and Jamieson Leeson, with a 5-3 victory over Great Britain in the play-off for third and fourth place.



Meica Christensen

Goalball

International Federation: International Blind Sports Federation
National Federation: Goalball Australia
Head Coach: Peter Corr (women’s program), Greg Scott (men’s program)
Benchmark Events in 2018/2019: Nil
2018/2019 High Performance Investment: \$85,500 (consistent with the 2017/2018 investment)
Report:
With no benchmark event during the reporting period, the focus was on other international events, including the 2018 Asia and Pacific Invitational Goalball Tournament in September. The Australian men’s team, the Storm, were represented by a development squad in Bangkok, Thailand, where they placed third after being outplayed by both the Thailand A and B teams.
In January, the team travelled to Sakura City for a competitive hit-out at the 2019 Japan Men’s Open. They finished fourth overall after facing Canada, Thailand, and both the host nation’s A and B teams.
Meanwhile, the Australian women’s team, the Belles, continued their preparation for the key qualification tournament for the 2020 Paralympic Games, to be held in Fort Wayne, USA, in July 2019.



Jonathon Milne

Para-archery

International Federation: World Archery
National Federation: Archery Australia
Head Coach: Ricci Cheah
High Performance Manager: Graeme Rose
Benchmark Events in 2018/2019: 2019 World Archery Para Championships, ‘s-Hertogenbosch, Netherlands (2-9 June)
2018/2019 High Performance Investment: \$81,908 (consistent with the 2017/2018 investment)
Report:
Guided by Head Coach Ricci Cheah, and with the support of the NSW Institute of Sport, high performance athletes in the national Para-archery program are continuing to benefit from a daily performance environment which facilitates a consistent level of improvement.
Jonathon Milne achieved the Australian Paralympic Team’s first Para-archery slot for Tokyo 2020 at the 2019 World Archery Para Championships, placing second in the men’s compound open. He also combined with Peter Marchant and Craig McMurdo in the men’s compound team open, placing sixth, and with Ameera Lee in the mixed compound team open, placing ninth.
The 2019 Fazza Para-archery World Ranking Tournament was completed in Dubai, UAE, in April. Marchant delivered a silver medal for Australia in the men’s compound open, while McMurdo and Taymon Kenton-Smith were knocked out of the men’s recurve open in the Round of 32.



Madison de Rozario

Para-athletics

International Federation: World Para-athletics
National Federation: Athletics Australia
Paralympic Program Manager: Jon Turnbull
Benchmark Events in 2018/2019: 2019 World Para-athletics Marathon Championships (incorporating the World Marathon Majors Series XII), London, England (28 April)
2018/2019 High Performance Investment: \$1,850,000 (increase of \$220,000 from the 2017/2018 reporting period)
Report:
At the 2019 World Para-athletics Marathon Championships in London, England, Australian athletes achieved two podium finishes, with gold to Michael Roeger in world record time in the men’s marathon T45/46 and bronze to Madison de Rozario in the women’s marathon T53/54. Eliza Ault-Connell (T53/54) placed fourth to secure a quota slot for what will hopefully be her third Paralympic Games, while Matt Felton (T45/46) and Christie Dawes (T53/54) placed sixth and 11th respectively.
The 2019 World Para-athletics Grand Prix Series also yielded strong results. At the opening round in Dubai, UAE, in February, a team of 10 athletes secured nine first, three second, and four third placings, including a world record by Vanessa Low in the women’s long jump T61, while the Swiss event in Nottwil in May saw Oceanian records set by Ault-Connell in the women’s 800m T54 and de Rozario in the women’s 5000m T53, and a further four A nomination standards for the 2019 World Para-athletics Championships achieved, by Ault-Connell and Angie Ballard (T53) over 400m, and de Rozario and Jake Lappin (T54) over 800m.
Australia also sent athletes to three World Marathon Majors Series XII events in the USA. de Rozario’s incredible couple of years of racing continued at the Chicago Marathon in October, with runners-up position in the women’s wheelchair race, while Kurt Fearnley took 12th in the men’s division. Three top 10 finishes at the New York Marathon in November followed, with Ault-Connell in fourth, Fearnley in fifth, and de Rozario in sixth, and again at the Boston Marathon in April, where de Rozario placed third, Ault-Connell, fourth, and Dawes, seventh.



Luke Missen

Para-badminton

International Federation: Badminton World Federation
National Federation: Badminton Australia
Head Coach/Program Manager: Ian Bridge
High Performance Manager: Peter Roberts
Benchmark Events in 2018/2019: 2018 Oceania Para-badminton Championships, Geelong, VIC (26-27 November)
2018/2019 High Performance Investment: Nil
Report:
The Australian team won gold in all but one of their seven events at the 2018 Oceania Para-badminton Championships, including Caitlin Dransfield’s shared gold with New Zealand’s Corrie Keith Robinson in the mixed doubles SL3-SU5. Top prizes were also awarded to Dransfield in the women’s singles SL3-SL4, Richard Davis in the men’s singles WH1, Grant Manzoney in the men’s singles WH2, Luke Missen in the open singles SS6, and Davis and Manzoney in the men’s doubles WH1-WH2. There were also three exhibition events, of which Australia won two.
Immediately preceding the Oceania Championships, Geelong also played host to the first international Para-badminton tournament to be held on Australian soil, a Para-badminton International. The event was well-supported by 100 athletes from 20 countries, with Australia’s best result coming in the open doubles SS6 – Luke Missen and England’s Jonathan Pratt placed third, and the all-Australian pairing of Kobie Donovan and Anthony Koedyk finished in fourth. The other podium result came when Dransfield partnered with Scotland’s Mary Wilson for equal third in the women’s doubles SL3-SL5.
At the 2019 Para-badminton International in Antalya, Turkey, in March, all three competing Australians – Dransfield, Manzoney and Celine Vinot (SL3) – did not progress past the pool phase in the singles. However, together with Vinot, Dransfield made a quarter-finals appearance in the women’s doubles SL3-SU5, and reached the Round of 32 in the mixed doubles SL3-SU5 with Belgium’s Erwin De Smet.
Competition was again strong at the 2019 Para-badminton International in Dubai, UAE, in April. Manzoney reached the knockout phase of the men’s doubles WH1-WH2 with Brazil’s Rogério Lima.



Curt McGrath

Para-canoe

International Federation: International Canoe Federation (ICF)

National Federation: Paddle Australia

National Performance Director: Shaun Stephens

Head Coach: Shaun Caven

Program Manager: Tahnee Norris

Benchmark Events in 2018/2019: 2018 ICF Para-canoe World Championships, Montemor-o-Velho, Portugal (22-25 August)

2018/2019 High Performance Investment: \$625,000 (increase of \$150,000 from the 2017/2018 reporting period)

Report:

Australia enjoyed an incredibly successful World Championships campaign in 2018, with double gold to reigning Paralympic champion Curt McGrath (KL2, VL3) in the kayak and va'a, and silver to AJ Reynolds (KL3) in the kayak. Dylan Littlehales finished inside the top five in the men's kayak KL3, while Susan Seipel achieved fourth and sixth placings in the women's va'a VL2 and women's kayak KL2 respectively.

In May, the Australian team was reduced to three athletes for the 2019 ICF Canoe Sprint World Cup in Poznań, Poland. Seipel, Reynolds and Littlehales continued to build towards Tokyo 2020, with a silver medal to Seipel in the kayak, bronze to Reynolds in the kayak, and fourth placings to Seipel in the va'a and Littlehales in the kayak.



Paige Greco

Para-cycling

International Federation: Union Cycliste Internationale (UCI)

National Federation: Cycling Australia

Head Coach/Program Manager: Warren McDonald

Benchmark Events in 2018/2019: 2018 UCI Para-cycling Road World Championships, Maniago, Italy (2-5 August) and 2019 UCI Para-cycling Track World Championships, Apeldoorn, Netherlands (14-17 March)

2018/2019 High Performance Investment: \$1,595,000 (increase of \$400,000 from the 2017/2018 reporting period)

Report:

A strong performance was achieved at the 2018 UCI Para-cycling Road World Championships, with the Australian team of 14 riders finishing sixth overall on the medal tally with three gold, six silver and three bronze. Medals were won by Kyle Bridgwood (C4), Carol Cooke (T2), Alistair Donohoe (C5), Darren Hicks (C2), Meg Lemon (C4), Hannah Macdougall (C4), Emilie Miller (H1) and Kaitlyn Schurmann (C1).

Meanwhile, on the track, world titles were won by Donohoe, Hicks, Paige Greco (C3), David Nicholas (C3), Emily Petricola (C4) and Amanda Reid (C2). The Australian team of 14 riders finished second overall with nine gold, four silver and three bronze medals.

There were three other major international events during the reporting period, the first being the 2018 UCI Para-cycling Road World Cup in Baie-Comeau, Canada, in August. Post the Road World Championships, a smaller contingent of eight riders attended the final World Cup event of the calendar year, bringing home a massive haul of five gold, five silver and four bronze medals. Top-of-podium finishers were Stu Tripp (H5) with two gold medals, as well as Cooke, Lemon and Macdougall.

Back-to-back World Cups in May also produced significant medal outcomes. At the 2019 UCI Para-cycling Road World Cup in Corridonia, Italy, the Australian team of four male and four female riders achieved two gold, four silver and six bronze medals. Both gold medals were won by breakout star Greco. The World Cup event in Ostend, Belgium, saw Australian participation increase from eight riders to 12. They placed third on the medal tally with six gold, four silver and three bronze medals. Cooke and Miller both achieved double gold.



Emma Booth

Para-equestrian

International Federation: Fédération Equestre Internationale (FEI)

National Federation: Equestrian Australia

National High Performance Director: Chris Webb

High Performance Sport Coordinator: Stefanie Maraun

Benchmark Events in 2018/2019: 2018 FEI World Equestrian Games, Tryon, USA (18-22 September)

2018/2019 High Performance Investment: \$475,000 (increase of \$25,000 from the 2017/2018 reporting period)

Report:

Emma Booth (III) was Australia's sole Para-equestrian athlete at the 2018 FEI World Equestrian Games. She produced two top five results, including fourth in the individual test with a score of 71.618% and fifth in the individual freestyle with a score of 71.193%.

In April, the 2019 Three Day Event was staged in Sydney. This three-star international event involved six riders across two of the five Para-equestrian classifications, with Zoe Vorenas (IV) on Neversfelde Kipling claiming top scores in the individual and team tests, and Matilda Carnegie (IV) on Devils Chocolate achieving 'Best in Arena' in the freestyle test.



Kelly Cartwright

Para-powerlifting

International Federation: World Para-powerlifting

National Federation: Powerlifting Australia

High Performance Manager: Simon Bergner

Benchmark Events in 2018/2019: 2018 World Para-powerlifting Asia-Oceania Open Championships, Kitakyushu, Japan (8-12 September)

2018/2019 High Performance Investment: \$0 (consistent with the 2017/2018 reporting period)

Report:

Six Australian athletes attended the 2018 World Para-powerlifting Asia-Oceania Open Championships, with mixed results. In the women's events, Janel Manns placed sixth in the up to 67kg class, and in the up to 50kg class, both Kelly Cartwright and Kaia Scholl finished inside the top 10. Meanwhile, in the men's events, Ben Wright placed 11th in the up to 88kg class, just ahead of Pep Jones in 13th, and Steven Henness finished 15th in the up to 72kg class.

The other major event of the reporting period was the internationally-sanctioned 2019 Australian Para-powerlifting Championships in Melbourne, Victoria, in February. There were 14 competitors from Australia and New Zealand, and using the AH formula, Wright and Scholl finished in first place claiming the men's and women's events respectively, with Manns second in the women's, and Paul Tesoriero third in the men's.



Erik Horrie



Para-rowing

International Federation: World Rowing Federation (FISA)

National Federation: Rowing Australia

Head Coach: Gordon Marcks

High Performance Director: Bernard Savage

Benchmark Events in 2018/2019: 2018 World Rowing Championships, Plovdiv, Bulgaria (9-16 September)

2018/2019 High Performance Investment: \$499,597 (increase of \$25,000 from the 2017/2018 reporting period)

Report:

The 2018 World Rowing Championships saw Erik Horrie extend his outstanding international rowing record with another world title in the men's single scull PR1 in a world's best time, while Australia also enjoyed a silver medal result by Jed Altschwager and James Talbot in the men's pairs PR3. The mixed coxed four PR3 team featured a new crew of Talbot, Nikki Ayers, Ben Gibson, Alex Vuillermin and coxswain Renae Domaschenz, who placed fifth.

At the 2019 FISA International Para-rowing Regatta in Gavirate, Italy, in May, there were top podium finishes by Altschwager and Will Smith in the men's pair PR3, and Kathryn Ross in the women's single scull PR2. Horrie placed second behind Roman Polianskyi (UKR) in both men's single scull PR1 competitions, while the mixed coxed four PR3 crew of Talbot, Gibson, Vuillermin, Alex Viney and Domaschenz finished runners-up to Great Britain.

Natalie Smith



Para-shooting

International Federation: World Shooting Para-sport

National Federation: Shooting Australia

Head Coach: Miroslav Sipek

General Manager, High Performance: Adam Sachs

Paralympic Program Coordinator: Kurt Olsen

Benchmark Events in 2018/2019: 2018 World Shooting Para-sport World Cup, Châteauroux, France (22-30 September)

2018/2019 High Performance Investment: \$280,250 (consistent with the 2017/2018 investment)

Report:

As the second direct qualification tournament for Tokyo 2020, the 2018 World Shooting Para-sport World Cup was the benchmark event for the reporting period. Among the seven athletes competing for Australia was Natalie Smith, who earned a second quota slot for Australia at the Paralympic Games with her gold in the women's air rifle standing R2 SH1. Joining Smith on the podium was Scottie Brydon, who placed first in the mixed trap seated PT1 SG-S, and Chris Pitt, who placed third in the mixed 25m pistol P3 SH1.

In September, Zappelli achieved a bronze medal in the mixed air rifle prone R3 SH1 at the 2018 World Shooting Para-sport World Cup in Al Ain, UAE, and a silver medal in the same event at the 2019 International Shooting Competition in Hannover, Germany, in May. Smith was also a medallist at this event, claiming bronze in the women's 10m air rifle standing R2 SH1, and Zappelli, Pitt and Glen McMurtrie were finalists, placing fifth in the mixed 50m rifle prone R6 SH1, seventh in the mixed 25m pistol P3 SH1, and fifth in the men's 10m air rifle standing R1 SH1 respectively.

Ahmed Kelly



Para-swimming

International Federation: World Para-swimming

National Federation: Swimming Australia

Paralympic Program Manager: Adam Pine

Benchmark Events in 2018/2019: 2018 Pan Pacific Para-swimming Championships, Cairns, QLD (9-13 August)

2018/2019 High Performance Investment: \$1,990,000 (increase of \$101,498 from the 2017/2018 reporting period)

Report:

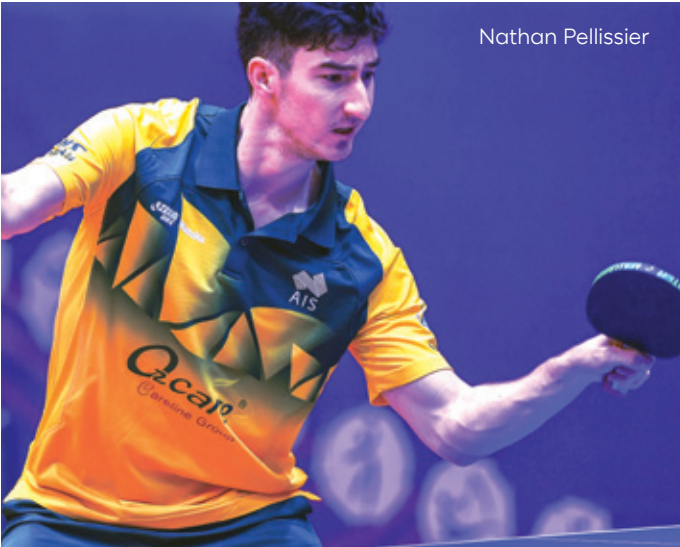
The 2018 Pan Pacific Para-swimming Championships saw a strong performance by the Australian team, who finished on top of the medal tally with 43 gold, 30 silver and 21 bronze medals. Of the 36 medallists, there were 24 gold medallists and 27 multi-medallists. The most decorated swimmer of the meet was Lakeisha Patterson (S8) with eight medals including five gold, along with Ellie Cole (S9), Timothy Hodge (S9) and Matthew Levy (S7), who all achieved multiple gold medals.

14 athletes then made their way to Tokyo, Japan, for the 2018 Para-swimming Games in September. Although the focus was on becoming accustomed to what it might be like to compete at the 2020 Paralympics, Australia achieved 27 gold, 11 silver and five bronze medals, with all but two athletes finishing on top of the podium. Once again, Patterson topped the Australian tally with four gold medals.

Other international events during the reporting period included two World Para-swimming World Series tournaments.

In February, and in a first for Australia since the new competition format was introduced in 2017, the World Para-swimming World Series was staged in Melbourne, Victoria. Hodge and Tiffany Thomas Kane (S7) won double gold for Australia, with Cole, Joshua Alford (S14), Brenden Hall (S9), Jake Michel (S14) and Liam Schluter (S14) also finishing on top of the podium. In Singapore, Rachael Watson (S4) placed second in the women's 50m freestyle and women's 100m freestyle, Rod Welsh (S10) placed fifth in the men's 50m backstroke, sixth in men's 100m freestyle and seventh in the men's 50m freestyle, and Elizabeth Slack (S10) placed 12th in the women's 50m backstroke and 13th in the women's 100m freestyle.

Nathan Pellissier



Para-table tennis

International Federation: International Table Tennis Federation (ITTF)

National Federation: Table Tennis Australia

Head Coach: Alois Rosario

High Performance Director: Sue Stevenson

Benchmark Events in 2018/2019: 2018 ITTF World Para-table Tennis Championships, Celje, Slovenia (15-21 October)

2018/2019 High Performance Investment: \$346,947 (consistent with the 2017/2018 investment)

Report:

Collaboration with Paralympics Australia's Performance Services division continues to contribute to the development of the national Para-table tennis program.

With a record 51 countries represented by 318 players at the 2018 ITTF World Para-table Tennis Championships, Australia fielded a team of five male and five female athletes. Melissa Tapper (Class 10) and Sam Von Einem (Class 11) both won bronze medals.

Among the other major international events of the reporting period were the 2019 ITTF-Oceania Para-table Tennis Championships at the Arafura Games in Darwin in May. 28 players from five countries competed, with Australia winning gold in all four singles events, plus two silver and six bronze medals. The four athletes who topped the podium, also qualifying slots for Tokyo 2020, were Tapper, Danni Di Toro (Class 4), Jessy Chen (Class 3) and Joel Coughlan (Class 10).

In September, both Trevor Hirth (Class 6) and Nathan Pellissier (Class 8) contested the 2018 ITTF Para-table Tennis Czech Open in Ostrava. While Hirth did not progress out of the pool phase in either of his two events, Pellissier reached the Round of 16 in the men's singles, and the semi-finals with Costa Rica's Steven Roman in the men's teams.

As Australia's sole representative at the 2018 ITTF Para-table Tennis Thailand Open in Chiang Mai in December, Pellissier, once again, did not disappoint, reaching the quarter-finals in the men's singles and finishing runners-up in the teams event with Dutch partner Dustin Eier.

However, after also travelling solo to the 2019 ITTF Para-table Tennis Lignano Open in Italy in March, Pellissier was unable to replicate his form from 2018, finishing third in his singles pool with one win and two losses, and third in his teams pool with South Korea's Myungkook Shin.



Steven Currie

Para-taekwondo

International Federation: World Taekwondo
National Federation: Australian Taekwondo
Head Coach: Bernie Victor
Benchmark Events in 2018/2019: 2019 World Para-taekwondo Championships, Antalya, Turkey (5-6 February)
2018/2019 High Performance Investment: Nil (consistent with the 2017/2018 reporting period)
Report:
At the 2019 World Para-taekwondo Championships, Steven Currie, who is currently ranked world No. 6 in the men's up to 75kg K44, was beaten in the Round of 32 by Mongolia's Shinebayar Batbayar. In the women's over 58kg K44, Janine Watson, who holds a world ranking of 11, reached the quarter-finals of her event after an opening round win over Nurcihan Ekinci (TUR).
Also contested during the reporting period was the 2018 Kimunhyong Cup International Open Taekwondo Championships in Seoul, South Korea, in August, where Currie and Watson placed second and third respectively, and the 2019 Oceania Taekwondo Championships on the Gold Coast, Queensland, in June, where Watson claimed bronze.



Emily Tapp

Para-triathlon

International Federation: International Triathlon Union (ITU)
National Federation: Triathlon Australia
High Performance Director: Justin Drew
Paralympic Program Manager: Kathryn Periac/Kyle Burns
Benchmark Events in 2018/2019: 2018 ITU World Triathlon Grand Final, Gold Coast, Queensland (15 September)
2018/2019 High Performance Investment: \$465,286 (consistent with the 2017/2018 investment)
Report:
Four medals were won by the Australian team at the 2018 ITU World Triathlon Grand Final. Gold was won by Emily Tapp in the women's PTWC, with Lauren Parker joining her on the podium in bronze medal position. Sally Pilbeam claimed silver in the women's PTS4, and Katie Kelly, together with her sighted guide Holly Grice, secured bronze in the women's PTVI. Two top five results were achieved by Justin Godfrey (PTS3) and Jonathan Goerlach (PTVI), with his sighted guide Sam Douglas, in the men's events.
The 2019 Oceania Triathlon Union Para-triathlon Oceania Championships in February marked the first time a Para-triathlon event had been held in Newcastle, NSW. It saw Australia achieve all eight gold medals on offer, along with a further four silver and three bronze. Finishing atop the podium were Parker, Pilbeam, Nic Beveridge (PTWC), Joshua Kassulke (PTS5), Kate Naess (PTS5), Clint Pickin (PTS4), Goerlach and Kelly, together with Goerlach's and Kelly's sighted guides Douglas and Briarna Silk.
In other results, at the first World Cup of the reporting period, the 2018 ITU Para-triathlon World Cup in Magog, Canada, in July, four Australians achieved podium positions. Gold went

to Brant Garvey in the men's PTS2, silver to Tapp in the women's PTWC, and bronze to Pickin in the men's PTS4.
Tapp returned to the podium 10 days later at the 2018 ITU World Para-triathlon Series in Edmonton, Canada, again as a silver medallist, while Kassulke, and Goerlach and Douglas, both won gold in their divisions.
Kelly and Silk finished in first place at the 2018 ITU Para-triathlon World Cup in Lausanne, Switzerland, in August, and Beveridge matched this result at the 2018 ITU Para-triathlon World Cup in Sarasota-Bradenton, USA, in October, closing out the 2018 season.
The opening World Cup event for 2019, the ITU Para-triathlon World Cup in Devonport, Tasmania, in March, saw the Australian team achieve 11 medals. Gold medals were won by Beveridge, Naess, Parker, Pilbeam, David Bryant (PTS5), and Kelly with Silk.
Of the four Australians competing at April's 2019 ITU World Para-triathlon Series in Milan, Italy, two finished on the podium, with Naess in first place and Pilbeam in third, and of the seven competing at the 2019 ITU World Para-triathlon Series in Yokohama, Japan, in May, three achieved podium results – silver medals were won by Kelly and Goerlach with their sighted guides Silk and Douglas, and bronze went to Parker in the women's PTWC.
In June, a double silver placing by Bryant and Molly Wallace in the men's and women's PTS5 was the highlight at the 2019 ITU Para-triathlon World Cup in Besancon, France, where a further three top 10 results were also achieved, and at the final event of the reporting period, the 2019 ITU World Para-triathlon Series in Montréal, Canada, Tapp finished in pole position in the women's PTWC.



Brett Stibners with Iran's Mohammad Mohammad Nezhad

Wheelchair Basketball

International Federation: International Wheelchair Basketball Federation (IWBF)
National Federation: Basketball Australia
Head Coach: David Gould (women's program), Craig Friday (men's program)
High Performance Manager: Jan Stirling
Paralympic Program Manager: Leigh Gooding
Benchmark Events in 2018/2019: 2018 IWBF World Wheelchair Basketball Championships, Hamburg, Germany (16-26 August)
2018/2019 High Performance Investment: \$1,021,250 (consistent with the 2017/2018 investment)
Report:
During the reporting period, the Australian women's and men's teams, the Gliders and Rollers, provided vital competition opportunities for several high performance squad members.
Both teams competed at the 2018 IWBF World Wheelchair Basketball Championships, where the Rollers played some excellent matches to win the bronze medal. They started the competition strongly, finishing first in their pool with two wins and one loss, and a comprehensive win in their crossover match with Brazil was followed by a quarter-finals victory over Poland. This directed them into a semi-final showdown with the USA, and eventually, into the bronze medal play-off with Iran, which they won by 11 points.
The Gliders, however, who fielded a number of new players, won just one of their first five pool matches, missing a place in the quarter-finals. They recovered for the play-off for ninth and 10th place, defeating Brazil by two points.
Both teams had finalised their World Championships preparation the week prior at the 2018 Nations Cup in Cologne, Germany, where the Gliders fell to the host nation in the play-off final, and the Rollers finished on top on countback, with victories over Japan and South Korea.
A new-look Gliders team travelled to the 2019 Osaka Cup Women's International Friendly Series in Japan in February, where they lost all three of their pool matches and placed fourth overall behind the Netherlands, Great Britain and host nation Japan.
At the 2019 Fazza Cup International Wheelchair Basketball Tournament in Dubai, UAE, the Rollers also fielded an emerging outfit. They recorded victories over South Africa and the UAE, but ultimately placed fourth after falling to Thailand in their final pool match, South Korea in the semi-finals, and Germany in the bronze medal play-off.



Dylan Alcott

Wheelchair Tennis

International Federation: International Tennis Federation (ITF)

National Federation: Tennis Australia

Paralympic Program Manager: Brenda Tierney

Benchmark Events in 2018/2019: 2018 US Open, New York City (27 August – 9 September), 2019 Australian Open, Melbourne, Victoria (14-27 January), 2019 French Open, Paris (26 May – 9 June)

2018/2019 High Performance Investment: \$321,965 (consistent with the 2017/2018 investment)

Report:

The reporting period began with Dylan Alcott winning all three of his quad singles pool matches and defeating long-time rival David Wagner (USA) 7-5, 6-2 in the final to win the 2018 US Open title.

Then, extending his excellent form into 2019, Alcott claimed a record fifth consecutive Australian Open quad singles title and partnered with countryman Heath Davidson to win the quad doubles title too, before also winning the singles and doubles titles, this time with Wagner in the doubles, at the 2019 French Open.

Also during the reporting period, Davidson reached the semi-finals in the quad singles and quarter-finals in the quad doubles – with the Netherlands' Sam Schroder – at the 2018 British Open Wheelchair Tennis Championships in Nottingham, England, in July.

In August, Alcott and Davidson both played through to the semi-finals of the 2018 US Open US Tennis Association Wheelchair Championships quad singles tournament in St. Louis, and partnered to finish runners-up in the doubles. Australia's top ranked men's open player Ben Weekes also made an appearance, reaching the quarter-finals in the doubles with Japan's Takashi Sanada.

In November and December, the 2018 Northeast Conference Wheelchair Tennis Masters was staged in Orlando, USA. Alcott and Davidson were drawn in the same singles pool, and Alcott came out on top. He defeated South Africa's Lucas Sithole in the semi-final and Andy Lapthorne (GBR) in the final, to end the year ranked world No. 1.

Alcott and Davidson both contested the singles competition at the 2019 Wheelchair Tennis Open in Bendigo, Victoria, in January, with strong Australian representation in the men's and women's open divisions as well. Davidson reached the quarter-finals, while Alcott notched another straight-sets victory over Wagner.

In March, Davidson achieved a career-best result in the singles, placing second behind his doubles partner Koji Sugeno (JPN) at the 2019 Cajun Classic Wheelchair Tennis Tournament in Baton Rouge, USA.

He and Alcott continued their impressive run at the 2019 Japan Open in Iizuka in April, with Davidson reaching the semi-finals in a tough field, and Alcott claiming yet another quad singles crown, before combining for the doubles title.

At the final Super Series tournament of the reporting period, June's 2019 Open de France in Paris, Davidson won the doubles crown with Wagner, and made a quarter-finals appearance in the singles.

With the senior Australian quad team unavailable to defend their title at the 2019 World Team Cup in Ramat HaSharon, Israel, in May, Riley Dumsday, Finn Broadbent and Hayley Slocombe stepped up in a big way, together winning Australia's first junior title since the division was introduced in 2000.



Ben Tudhope

Winter Sports

International Federation: World Para-alpine Skiing/ World Para-snowboard

National Federation: Ski & Snowboard Australia

Performance Pathway and Program Manager: Ben Wordsworth

Program Manager: Annie Geiger

Benchmark Events in 2018/2019: 2019 World Para-alpine Skiing Championships in Kranjska Gora, Slovenia, and Sella Nevea, Italy (21 January – 1 February), 2019 World Para-snowboard Championships, Pyhä, Finland (26-31 March)

2018/2019 High Performance Investment: \$1,009,478 (consistent with the 2017/2018 investment)

Report:

For the first time in history, the World Para-alpine Skiing Championships were split across two locations, with Slovenia hosting the technical events – giant slalom and slalom – and Italy hosting the speed events – downhill, super-G and super combined. Australia placed ninth on the medal tally with one gold, two silver and two bronze medals, and vision impaired athlete Melissa Perrine and her sighted guide Bobbi Kelly were the standouts. Together they won gold in the women's super-combined, silver in the giant slalom and super-G, and bronze in the slalom. Mitchell Gourley also performed with distinction, winning the bronze medal in the men's slalom Standing in tricky conditions.

In other results from the reporting period, the 2018/19 World Para-alpine Skiing World Cup Series saw Perrine and Kelly win a silver and bronze medal in Zagreb, Croatia, in January, two gold and three silver medals in Veysonnaz, Switzerland, in February, and two gold, two silver and one bronze medal at La Molina in Spain in March.

Joining Perrine and Kelly in Veysonnaz were sit-skiers Victoria Pendergast and Sam Tait. Pendergast achieved silver and bronze in the giant slalom, while Tait featured in the top 10 in the giant slalom and super-G.

The Australian Para-snowboard team also enjoyed outstanding results during the reporting period. Ben Tudhope won his first World Championships medal, a silver in the men's snowboard cross SB-LL2, while teammates Simon Patmore and Sean Pollard both finished on the men's snowboard cross SB-UL podium, in second and third place respectively.

The trio were in great form, once again, at the 2018/19 World Para-snowboard World Cup at La Molina in Spain in February. Between Tudhope and Patmore, Australia won three gold, two silver, and two bronze medals, and Pollard achieved a top 10 result in each of his four races.

These results set the tone for the rest of the World Cup season, with Patmore and Tudhope placing second in the overall Crystal Globe standings, and Pollard hot on the heels of Patmore in third. Tudhope also won the Crystal Globe in the men's banked slalom SB-LL2, to see Australia finish ahead of Austria in first place with 27,020 points in the 2018/19 World Cup rankings.

Meanwhile, the Beijing Organising Committee for the 2022 Olympic and Paralympic Winter Games continued its preparations, and the International Paralympic Committee announced that the Winter Paralympics would return to Europe in 2026, with Milan-Cortina winning the right to host the Games.



Commercial and Marketing

Paralympics Australia's Commercial and Marketing division is responsible for generating revenue through sponsorship, fundraising programs, licensing campaigns and broadcast rights.

The department also has a shared responsibility with Paralympics Australia's Communications division for the growth and protection of Paralympic brands and associated intellectual property in Australia.

During the reporting period, the division generated \$6,393,563 in gross revenue, representing 40 per cent of Paralympics Australia's total revenue. Sponsorship was the most profitable revenue stream for the organisation, with a net income of \$1,458,594, followed by licensing with \$625,431, fundraising with \$295,601, and broadcasting with \$39,822.

Sponsorship

Gross sponsorship revenue for the reporting period was \$2,536,563, which is an increase of \$1,164,125 from the corresponding period of the previous Paralympic Summer Games cycle.

Paralympics Australia's sponsor portfolio expanded, with the addition of Woolworths, Citibank, Meat & Livestock Australia, the National Disability Insurance Agency, Speedo and Birkenstock. Broadcast partner Seven West Media was also secured as an Official Partner.

The division continued supporting existing partners Sport Australia and the Australian Institute of Sport, Optus, icare, Toyota, Allianz, Qantas, Isentia, Clayton Utz, The Garment Exchange and R.M. Williams, in anticipation of world-class sponsorship activation campaigns leading into the Tokyo 2020 Paralympic Games.

Paralympics Australia extends sincerest thanks to its sponsorship partners and suppliers, for their financial investment in the Paralympic movement in this region and the unfailing support of the sponsor personnel who champion the Paralympic partnership within their organisations. Your energy, passion and commitment to sport for people with a disability and the wider diversity and inclusion movement is unwavering and greatly appreciated.

Fundraising

Fundraising revenue for the reporting period was \$670,333.

The division continued to focus its fundraising efforts on strong-yielding philanthropic initiatives, while also exploring new, engaging, revenue-generating opportunities within the not-for-profit sector.

Fundraising channels included corporate fundraising (\$258,469), regular giving (\$169,820), high value giving (\$125,000), direct response appeals (\$79,078) and general donations (\$37,966).



Annabelle Williams at the Optus Gold Medal Dinner

Paralympics Australia thanks all those who donated to the organisation during the reporting period.

Licensing

Trade promotions revenue for the reporting period was \$2,520,000.

The National #9 campaign concluded in April, and featured commemorative pins and key rings that sold for \$10 and \$25 respectively. The major prize was drawn in May and the balance of the unclaimed prizes will be finalised in September 2019. The National #10 campaign, which sells a digital showbag for \$20, commenced in May.

Broadcast

In September, Paralympics Australia signed a historic broadcast partnership with Seven West Media for the 2020 Paralympic Games.

The deal will enable Seven to exclusively screen and stream the Tokyo Paralympics, and to support Australia's Para-athletes in the run-up to the Games.

The major highlights of the partnership include:

- A significant increase in rights fees and value-in-kind support compared to the previous deal for the Rio 2016 Paralympics Games;
- Support for Paralympics Australia's fundraising initiatives over the next two years;
- 30 hours more coverage on free-to-air television than Rio 2016;
- Multi-channel live streaming on 7Plus and dedicated Paralympic Games platforms;
- Channel 7 as an 'Official Team Sponsor' for Tokyo 2020;
- A commitment to embrace Diversity and Inclusion;
- Live streaming of the 2019 World Championships for Para-athletics and Para-swimming, and broadcast of highlights packages daily on free-to-air television;
- Regular engagement between departments of Seven West Media and Paralympics Australia.

The partnership now positions the Seven Network alongside Channel 4 in Great Britain as a world leader in Paralympic sport broadcasting.

Marketing

The organisation previously known as the Australian Paralympic Committee underwent a company name and brand change. It was launched in February.

The Australian Paralympic Committee became Paralympics Australia, with the brand and logo being contemporised with a new logo motif, colour palette and typography.

The refreshed logo is an evolution rather than a revolution of the previous design. The key changes included the depiction of the athlete facing forward, rather than backwards, to reflect the positive and advancing nature of the Para-sport movement.

The evolved brand identity, based on the key design principles of simplicity, flexibility and adaptability, was designed to deliver the new Paralympics Australia brand in the best possible way across all channels from digital to broadcast and print.

Further, a new brand campaign was developed to promote the Paralympic movement's momentum towards the 2020 Paralympic Games. Built around the term 'Set' ('Set to Soar', 'Ready Set Go', 'MindSet', 'Set for Tokyo'), it began rolling out towards the end of the reporting period.

Bill Latham with Iran's Mohammadhassan Sayari



Communications

The main focus of Paralympics Australia's Communications division during the reporting period was to continue to grow awareness of Paralympics Australia and engagement with its athletes, Paralympic sport and the Paralympic movement, both in the media and wider Australian community. At the same time, the planning and preparation of media and broadcast operations for the Tokyo 2020 Paralympic Games was also prioritised.

Key projects executed included:

- Implementation of the 2018/19 communications strategy and development of a new communications strategy beyond Tokyo 2020;
- The successful marketing and sale of the media rights for the 2020 Paralympic Games and 2019 World Championships for Para-athletics and Para-swimming, in conjunction with Paralympics Australia's Commercial and Marketing division;
- Delivery of event-specific campaigns for the 2018 International Wheelchair Rugby Federation Wheelchair Rugby World Championship and 2019 Arafura Games across media, public relations, social media and multimedia;
- Secondment to the Media Operations Team for the 2018 Invictus Games;
- Media operations for the 2018 Pan Pacific Para-swimming Championships;
- Media outreach and management for key announcements, including:
 - The rebranding of the Australian Paralympic Committee to Paralympics Australia
 - The Federal Government's \$12 million funding boost to the 2020 Australian Paralympic Team and Essendon Football Club's Community, Education and Events Centre
 - The appointment of Jock O'Callaghan as President of Paralympics Australia, and Annabelle Williams to the Board
 - The retirement of Australian Steelers captain Ryan Scott, and the selection of Shae Graham to the team, who became the first female Australian representative in history. Communications support for the Australian Steelers is a key focus for the Communications division as part of Paralympics Australia's ongoing management of the national wheelchair rugby program;
 - Attendance, data capture, media outreach and media support at every Tokyo 2020 Team Processing session, held across six cities;



Kurt Fearnley

- Public relations support for Paralympics Australia’s Talent Search program;
- Promotion of the launch of an online Para-sport integrity module in conjunction with the Australian Sports Anti-Doping Authority;
- Coverage of the Para-sport Equipment Fund, including the first corporate donation from the Newman’s Own Foundation;
- The launch of Paralympic Stories, an e-history of the Paralympic movement in Australia;
- Content creation and production support for Paralympics Australia’s partnership with Beyond Blue;
- The launch of Paralympics Australia’s partnership with Citibank, in conjunction with the ‘500 days until Tokyo’ milestone;
- The growth of Paralympics Australia’s fanbase and brand across Facebook, Instagram, Twitter and YouTube;
- The relaunch and publication of *The Australian Paralympian* magazine, which is distributed to retired and current Australian Paralympic and Para-athletes, as well as partners, sponsors, member organisations, donors, supporters, stakeholders and subscribers;
- The maintenance of more than 300 athlete profiles for members of the Australian Summer and Winter Paralympic Preparation Programs;
- The growth of Paralympics Australia’s photograph and vision archive, particularly for wheelchair rugby.

Media

The Communications division issued 62 media releases and alerts to metropolitan, suburban and regional media nationwide, and published 225 news stories on Paralympics Australia’s website. This was an increase in news stories by four, but a 30 per cent decrease in media releases and alerts from the previous reporting period. This decrease can be attributed to a Paralympic and Commonwealth Games occurring during the previous reporting period.

Australian media coverage of Paralympic sport is tracked with the assistance of media monitoring service Isentia. During the reporting period, Paralympics Australia and Paralympic sport received 15,075 mentions in the media, including 4,297 in print, 1,925 on radio, 1,331 on television and 7,540 on monitored online news sites nationwide.

| Australian media coverage by newsfeed | | | | | |
|---------------------------------------|-------|--------|------------|--------|--------|
| Year | Print | Radio | Television | Online | Total |
| 2009/10 | 7,196 | 1,345 | 607 | 607 | 9,784 |
| 2010/11 | 6,550 | 856 | 761 | 761 | 8,482 |
| 2011/12 | 6,313 | 1,997 | 1,434 | 1,434 | 12,101 |
| London 2012* | 4,178 | 26,489 | 30,032 | 2,284 | 63,343 |
| 2012/13** | 5,643 | 3,559 | 1,269 | 1,565 | 12,036 |
| 2013/14 | 5,808 | 956 | 428 | 1,443 | 8,635 |
| Sochi 2014* | 480 | 3,738 | 1,770 | 6,214 | 12,202 |
| 2014/15 | 7,877 | 1,292 | 705 | 2,541 | 12,415 |
| 2015/16 | 8,320 | 2,076 | 1,231 | 4,234 | 15,861 |
| Rio 2016* | 1,772 | 20,337 | 18,585 | 8,696 | 49,390 |
| 2016/17** | 4,567 | 1,628 | 1,096 | 4,485 | 10,816 |
| 2017/18 | 4,996 | 3,264 | 1,667 | 5,698 | 15,625 |
| PyeongChang 2018* | 362 | 3,304 | 2,556 | 1,384 | 7,336 |
| 2018/19 | 4,927 | 1,925 | 1,331 | 7,540 | 15,075 |

Source: Isentia
* Reporting period was the three-month period surrounding the Paralympic Games
** Reporting period covers the period following the Paralympic Summer Games (1 October to 30 June)

Although this was a 3.25 per cent decrease from the previous reporting period, it was a 21 per cent increase from the corresponding period of the previous Paralympic Summer Games cycle, due to the increased exposure of Para-sport in Australia following the 2016 Paralympic Games, 2018 Paralympic Winter Games, 2018 Commonwealth Games and 2018 Invictus Games (see table below).

The stories which attracted the most interest from major media outlets related to the Steelers’ World Championship campaign, Paralympians and their involvement with the broadcasting of the Invictus Games, Kurt Fearnley being named the NSW Australian of the Year and receiving ‘The Don’ award from the Sport Australia Hall of Fame, Dylan Alcott winning the quad singles titles at the 2019 Australian Open, French Open and Wimbledon, the

| Page | Link | Views |
|-------------------------|--|--------|
| Home | paralympic.org.au | 65,926 |
| National #9 Fundraising | campaign URL expired | 34,442 |
| Our Board | paralympic.org.au/about-us/our-board | 29,059 |
| National #9 Thank You | campaign URL expired | 22,077 |
| Classification | paralympic.org.au/classification | 11,724 |
| Get Involved | paralympic.org.au/get-involved-registration-form | 10,800 |
| Talent Search | URL closed | 4,997 |
| Athletes | paralympic.org.au/athletes | 4,843 |
| News | paralympic.org.au/news | 4,546 |

Para-sport Equipment Fund, Team Processing, Shae Graham becoming the first female athlete to represent Australia in wheelchair rugby, the Federal Government’s \$12 million funding boost, Malaysia being stripped of hosting the 2019 World Para-swimming Championships, and the announcement of Seven West Media as host broadcaster for Tokyo 2020.

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

Website

The Communications division also manages Paralympics Australia’s website (**paralympic.org.au**), and tracks its use via Google Analytics.

During the reporting period, the website delivered 362,745 page views to 118,377 users from 166 countries in 150,354 sessions. This was a 34 per cent decrease in page views and 29 per cent decrease in sessions from the previous reporting period, which can be attributed to it being a non-Games year.

The most popular pages, in descending order, are shown in the table above.

Multimedia

The Communications division continued to collaborate with video production company Good Shout to produce content for social media, traditional media, Paralympics Australia’s partnership with Seven West Media, and Paralympics Australia’s Commercial and Marketing division. 33 videos were produced during the reporting period.

Social Media

Paralympics Australia recognises the power of social media to build support for the Australian Paralympic Team, and Australians’ increasing reliance on it to receive news, information and content.

Facebook
(facebook.com/AUSParalympics)

Paralympics Australia’s Facebook following grew from 62,235 to 63,214. According to Facebook’s data analysis tool, this increase predominantly occurred in the final third of the reporting period, during which time the page gained 871 new followers.

The most popular posts related to the Steelers reaching the gold medal match of the 2018 World

Championship, and Dylan Alcott winning the first French Open quad singles title.

The page reached its peak in August when it attracted 527,311 users, which can be attributed to the 2018 IWRF Wheelchair Rugby World Championship. It reached 485,622 users in April, which was when Paralympics Australia’s Commercial division implemented a new digital marketing strategy to acquire new donors.

Instagram
(instagram.com/ausparalympics)

As per the previous reporting period, Paralympics Australia’s Instagram page saw the highest growth rate of all its social media platforms, with its follower count increasing from 11,456 to 12,522. Although this was a nine per cent increase from the previous reporting period, compared to a 30 per cent increase the year prior, this can be attributed to it being a non-Games year. The most notable months of growth were August and March.



Ellie Cole and the Seven Network’s Mark Beretta



Chef de Mission of the 2020 Australian Paralympic Team Kate McLoughlin

It made 827,207 impressions and had a reach of 375,032. These statistics are a new feature of the Instagram measurement tool, Iconosquare, and will be reported on moving forward.

Followers of Paralympics Australia on Instagram at the end of reporting period included the Prime Minister of Australia, the Hon Scott Morrison MP, the Leader of the Opposition, the Hon Anthony Albanese MP, government agencies, national federations, international sporting organisations, elite Australian and international athletes, Australian celebrities, media organisations and figures, and members of the public.

Twitter
(twitter.com/AUSParalympics)

Paralympics Australia's Twitter page ended the reporting period with 35,155 followers. This was an increase of 182, despite a worldwide cull of inactive users and bots. The most notable months of growth were August and April, consistent with other platforms.

The page made 2,697,400 impressions, which was a decrease on the previous reporting period by nearly 50 per cent, and the highest engagement occurred in August and November, coinciding with the Wheelchair Rugby World Championship and Invictus Games.

YouTube
(youtube.com/user/ausparateam)

The videos on Paralympics Australia's YouTube channel were viewed 29,699 times. This was a decrease of 47 per cent, which is to be expected in a non-Games year.

33 videos were uploaded, and a net increase of 87 was achieved to end the year with 1,317 subscribers.

Knowledge Services

Since May 2015, the focus of the Knowledge Services program, and specifically, the Australian Paralympic History Project, has been to capture, manage and preserve the history of the Paralympic movement in Australia, and support the broader goals and activities of Paralympics Australia.

Highlights of the reporting period included:

- The launch of the *Paralympic Stories* website (paralympichistory.org.au) in April. The website integrated the diverse components of the Australian Paralympic History Project into one online resource;
- A workshop in Sydney rallied together current and emerging contributors to the Wikipedia project. 993 articles about Australian Paralympians and Paralympic sport have been created since the project began in 2011, and were collectively viewed 1,290,095 times during the reporting period;
- The ongoing acquisition of memorabilia and audio-visual material through loans and donations by athletes and

administrators. Paralympics Australia's Commercial division used items from the collection to create a stunning backdrop for its key fundraising event of the year, the Optus Gold Medal Dinner;

- Engagement with Essendon Football Club as it plans for a new museum, which will include a Paralympic component.

The Knowledge Services program relies extensively on the contributions of volunteers and partnerships with expert organisations. Paralympics Australia thanks the following individuals and organisations for their continued support:

- The Clearinghouse for Sport, which manages Paralympics Australia's audio-visual collection, incorporates Paralympics Australia's library holdings into its catalogue, and assists Paralympics Australia with digitisation and other preservation tasks;
- The Australian Sports Information Network, which improves access to sport information;

- The National Library of Australia, which continues to record and manage the oral histories of people of significance to the Paralympic movement in Australia, and ensures online assets of the Australian Paralympic History Project are discoverable through Trove;
- The National Sports Museum, which advises Paralympics Australia on its physical collection, and currently displays items of note to the Australian Paralympic movement which have been donated to Paralympics Australia;
- The National Film and Sound Archive, which continues to manage the Don Worley collection of Paralympic films;
- The University of Queensland, a partner of Paralympics Australia in its written and e-history projects, with special thanks to Murray Phillips and Gary Osmond;
- Patricia Ollerenshaw, Greg Blood, Ross Mallett, Laura Hale and Graham Pearce, who all remain major individual contributors to the Australian Paralympic History Project.



Snapshot of the *Paralympic Stories* website

Stakeholder Engagement

Paralympics Australia's Stakeholder Engagement division actively engages its core stakeholder groups by developing and maintaining relationships with key individuals and organisations, sharing information about its activities and emerging needs, and remaining aware of potential funding and advocacy opportunities.

Highlights of the reporting period included:

- Greater engagement and support from federal, state and territory governments, and their politicians and advisors, to foster new opportunities and relationships;
- An \$8 million boost in new funding from the Federal Government to support the Australian Paralympic Team at the Tokyo 2020 Paralympic Games, and \$4 million for Essendon Football Club's Community, Education and Events Centre;
- Cross-party support for the Australian Paralympic Team and Para-sport programs;
- Delivery of two Parliamentary Friends of Paralympic Sport Group events at Parliament House in Canberra, which were attended by Senators, Ministers and Paralympians to further promote Paralympic sport in Australia;



Lynne Anderson, the Hon Ken Wyatt AM, MP and Paralympics Australia Board Member John Hartigan

- Engagement from His Excellency, the Governor-General of Australia, Sir Peter Cosgrove, including messages of support for the Australian Paralympic Team and events to congratulate representatives of Paralympics Australia;
- Active engagement with key stakeholder groups, particularly member organisations;
- Ongoing engagement and joint opportunities with national federations, national sporting organisations for people with a disability and the national institutes network;
- Work with Sport Australia to consolidate the disability sport sector, with Paralympics Australia recognised among its peak bodies;
- Provision of expert input to the Australian Government's National Sports Tribunal Advisory Group and new integrity plan developments;

- Greater visibility and influence for Paralympics Australia internationally, through joint projects with the Oceania Paralympic Committee and within the International Paralympic Committee, including through the Agitos Foundation;
- Development of a range of new resources, policy submissions, briefing papers and research data to support Paralympics Australia's work internally and externally;
- Work to ensure Paralympics Australia met best practice in governance, safety, inclusion and integrity requirements through the development of a new Integrity Framework, plus associated education and training for the Board and staff;
- Development of partnerships for new projects with Outback Academy Australia, to support Aboriginal and Torres Strait Islander Peoples with a disability in sport, and Welcoming Australia, to encourage migrants and refugees with a disability in sport, and women into leadership positions in sport;
- Facilitation of the inclusion of Paralympics Australia in cross-sector taskforces, forums and industry events;
- Provision of information and support to Para-athletes and the Athlete Commission.

Corporate Operations

Paralympics Australia Board

The Paralympics Australia Board met seven times during the reporting period.

| Name | No. of meetings attended |
|--------------------|--------------------------|
| Jock O’Callaghan | 7/7 |
| Kurt Fearnley | 7/7 |
| Lachlan Harris | 6/7 |
| John Hartigan | 7/7 |
| Rosie King | 7/7 |
| Helen Nott | 4/7 |
| Glenn Tasker | 3/3 |
| Annabelle Williams | 5/7 |

Human Resources

Paralympics Australia’s Human Resources division is responsible for providing operational and strategic human resources advice to Paralympics Australia and ensuring legislative compliance. Its focus during the reporting period was on leadership development and embedding an employee wellness program.

| Key management personnel | | 2019 | 2018 |
|--------------------------|----------------|-----------|-----------|
| Total compensation | | \$ | \$ |
| | | 1,376,116 | 1,377,372 |
| Compensation in bands \$ | 0-49,999 | 8 | 9 |
| | 50,000-149,000 | 4 | 7 |
| | 150,000+ | 4 | 2 |
| Number of staff | | 16 | 18 |

Staff Diversity

Paralympics Australia’s staff level at 30 June 2019 was 37. The workforce mix included: 65 per cent women, 35 per cent men, 11 per cent Paralympians, and 14 per cent people with a disability.

Annual General Meeting

Paralympics Australia’s Annual General Meeting was held on 28 November, with nine member organisations represented. Ernst & Young was appointed auditor in November 2010 and will continue as auditor for Paralympics Australia Ltd.

At the Meeting, Paralympics Australia’s Annual Report and Finance Report were adopted unanimously by the membership.

Two current Directors, Lachlan Harris and Annabelle Williams, nominated themselves for re-election and were re-elected unopposed.

IT Operations

Without the pressure of a Paralympic Games during the reporting period, Paralympics Australia’s IT Operations division was able to take steps towards a true digital transformation.

The following major projects were achieved:

- Refresh of IT equipment in preparation for the Tokyo 2020 Paralympic Games, to safeguard peak efficiency during the organisation’s busiest period;
- Steps to ensure all technology services were either cloud-based or cloud-supported so that they could be accessed from anywhere with an active Internet connection, and to remove any single location-based point of failure;
- Ongoing implementation of an organisation-wide customer relationship management system (Salesforce) and connected email marketing platform, with final testing completed and a launch date for 2019 confirmed;
- Implementation and support of an internal communication and collaboration platform, Microsoft Teams.

Paralympics Australia Sponsor Family

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Photography for Paralympics Australia by:
Jeff Crow
Explorer Media

Additional photography with thanks to:
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