

2019/20

Annual Report

Covering the period 1 July 2019 to 30 June 2020



Paralympics
Australia



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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: 2020 Australian Paralympic Team
co-captains Ryley Batt and Danni Di Toro

This page: Vanessa Low



Message from the President

It's in the tough times that our best qualities come to the fore, so it's no surprise to me that the Australian Paralympic family has risen so admirably to the challenges we've been presented.

The past year has delivered obstacles the likes of which we've never experienced. The bushfire disaster last summer, the COVID-19 pandemic and the subsequent postponement of the Tokyo Paralympics have tested us in many different ways. Yet, the mettle, unity and compassion shown by our people has reinforced to me what a special place Paralympics Australia is.

During these unprecedented times, I am pleased to report that our relationship with the Federal Government has only strengthened. We are grateful to the Federal Minister for Youth and Sport, Senator Richard Colbeck, whose confirmation of significant funding for high performance sport over the next two years provided much needed certainty to our national sporting organisations.

It has enabled our Para-athletes to stay focused on what they do best - striving for excellence as they work towards the rescheduled Tokyo Games, the Beijing Winter Paralympics and the Birmingham Commonwealth Games.

The Minister's commitment was backed by the Australian Institute of Sport, which announced that an additional \$1.5 million would be

allocated to Para-programs for wheelchair rugby, archery, men's wheelchair basketball, triathlon, shooting, boccia, and canoe. I would like to extend my gratitude to Sport Australia, led by Chairman John Wylie and Chief Executive Rob Dalton, and AIS Director Peter Conde, for their unwavering support of these programs.

Amid this defining announcement, I was pleased to welcome three new Directors to our Paralympics Australia Board. Former Chief Justice of the Queensland Supreme Court, Tim Carmody, Chief Operating Officer of Frizelle Sunshine Prestige, Rebecca Frizelle and Paralympic gold medallist, Grant Mizens, bring unique and important skill sets to the Board at a pivotal time in our organisation's history. Tim, Rebecca and Grant extend our Board of Directors from six to nine members, including five men and four women.

Across Paralympics Australia we continue to lead the way in gender equality. Apart from the Board, women represent 55 per cent of the Senior Executive Team and 64 per cent of the Athlete Commission, including the Chair and Vice Chair. On International Women's Day we were honoured by the International Paralympic Committee for our global leadership in this area. The IPC recognised Paralympics Australia as the world's best National Paralympic Committee for promoting women in sport in 2020.

Among our world's best female governance, I was thrilled to see our Chief Executive Officer Lynne Anderson earn the Award for Leadership at the AIS's Sport Performance Awards. Lynne received this prestigious recognition at the end of 2019, during which she oversaw new government investment, a landmark media rights deal, the launch of the new Paralympics Australia brand and new partnerships with sponsors, suppliers and supporters.

Recognition on a fitting scale was forthcoming also for Greg Hartung, who during his 16 years as President of Paralympics Australia until his retirement in 2013, made a monumental contribution domestically and internationally by increasing support and respect for athletes with disabilities. Greg received the Paralympic Order from International Paralympic Committee President Andrew Parsons at a special ceremony in Sydney last October. It is the highest honour presented to an administrator in the Paralympic Movement and I can think of no more worthy recipient.

I was delighted to host Mr Parsons during his visit to Australia, the first by an IPC President in more than a decade. The IPC is currently undertaking a Governance Review, which PA is contributing to, which has two simple objectives: to listen and to learn from key stakeholders in order to ensure the IPC is more membership focused and athlete-centred. Mr Parsons certainly took that opportunity with both hands during his time on our shores. Among several important and productive engagements, together we met with Prime Minister Scott Morrison

and Minister Colbeck in Canberra to discuss the strategic direction of the IPC and Paralympic Movement, the strength of Para-sport in Australia and a potential bid for the 2032 Olympic and Paralympic Games.

The bid became a reality two months later when Queensland Premier Annastacia Palaszczuk announced her state would seek to host the 2032 Games. On behalf of Paralympics Australia, I applauded the Premier's decision and offered our strong support. Hosting a second Paralympic Games in Australia 32 years after the success of Sydney 2000 would define a new generation of sporting talent and have a hugely constructive impact on the wider Australian community.

Positive legacy is a big part of what we aim for within our Movement and it is here I would like to make special and solemn mention of two revered members of our Paralympic family, Glenn Tasker and Kieran Modra, who we lost in tragic circumstances during the year. Glenn was President of Paralympics Australia from 2013 to 2018 and was an outstanding leader and colleague. Kieran was a five-time Paralympic gold medallist, but his positive impact on the Australian Paralympic Teams he featured on between 1988 and 2016 went so far beyond his competitive performances. The loss of both Glenn and Kieran devastated our Movement and we will always be indebted to the contribution both of them made to Australian Paralympic sport.

It has certainly been a year like no other. Without doubt, further major challenges lie ahead, not least Summer and Winter Paralympic

Games coming up in quick succession next year and in 2022, followed shortly after by the Commonwealth Games.

There is much work ahead and an uncertain environment in which to do it. But, as we have shown over the past 12 months, our people are resilient, passionate and united. We have outstanding people within our organisation and have strong partnerships in government, business, media and across the sports industry.

We are also backed by our Para-athletes, whose informed and important input continues to be valued both in Australia and internationally. Three-time Winter Paralympian Mitchell Gourley joined PA's Athletes' Commission that addressed key issues this year while Kurt Fearnley's election as Vice-Chair of the IPC's Athletes' Council strengthens our visibility of issues facing athletes with a disability across every continent.

I ask you to join me in embracing the next year with the kind of confidence and enthusiasm that makes our Para-athletes the best in the world and makes Paralympics Australia the special place it is.

Jock O'Callaghan
President
Paralympics Australia



Message from the Chief Executive Officer

One of the things I love most about the magnificent Para-athletes we support is that they are champions at finding the silver lining in any situation.

It is by their example that our organisation has been guided in the face of the Tokyo postponement. Rather than wallow in the deep disappointment we've all felt, our Para-athletes, their coaches and support staff have got on with the job and used this time to seek whatever advantages they could find. So have we at Paralympics Australia.

Over the reporting period, despite the cancellation of several sporting events in 2020, we have been agile and innovative. We have stayed focused not only on sending the best prepared Team we can to the rescheduled Games in Tokyo next year, but also on the business of running Para-sport, demonstrating fiscal responsibility in a time of extreme uncertainty, but importantly also expanding opportunities for participation and spreading our messages of inclusivity and the pursuit of excellence.

Before the COVID-19 pandemic drastically altered the landscape, our athletes secured some fine results, including winning 23 medals, eight of them gold, at the 2019 World Paralympic Championships in Dubai. Our Para-cycling Team claimed eight gold medals, one silver and one bronze at the Para-cycling Track World Championships in Canada in January – second only to China – and our swimmers finished ahead of the rest

at the Para-swimming World Series in Melbourne in February.

When the 2020 Games were postponed, we gave our unequivocal support to the IPC and IOC for the decision and vowed to leave no stone unturned to provide an optimal performance environment for our athletes. I met with leaders of national sporting organisations and the AIS to discuss next steps and felt incredibly proud of the way we and our partners committed to working together to help each other through.

Much has been achieved in the time since. I was elated to see one of our greatest Paralympians, Kurt Fearnley, elected Vice-Chair of the IPC's Athletes' Council, a post he will hold until December 2022, and we welcomed the Co-Captain of our 2018 Winter Paralympic Team, Mitchell Gourley, to the Paralympics Australia Athletes' Commission, which we established in 2017 to inform us on decisions relating to athlete-facing matters.

We worked with Rowing Australia and the AIS to initiate a new Para-rowing pathway, the feature of which will be a series of camps focusing on talent identification and expanding opportunities for female Para-rowers.

Another partnership of which I'm particularly proud is with Table Tennis Australia, with whom we started a Coaching Working Group, tasked with developing coaching skills specific to Para-table tennis. The project is being enhanced by a video content series

produced by PA that features input from experts from a range of high-performance fields and the best table tennis knowledge in Australia.

Despite being confined to online sessions, our Paralympic Education Program has advanced, educating students Australia-wide about the Paralympic movement and teaching them about inclusion, resilience and disability.

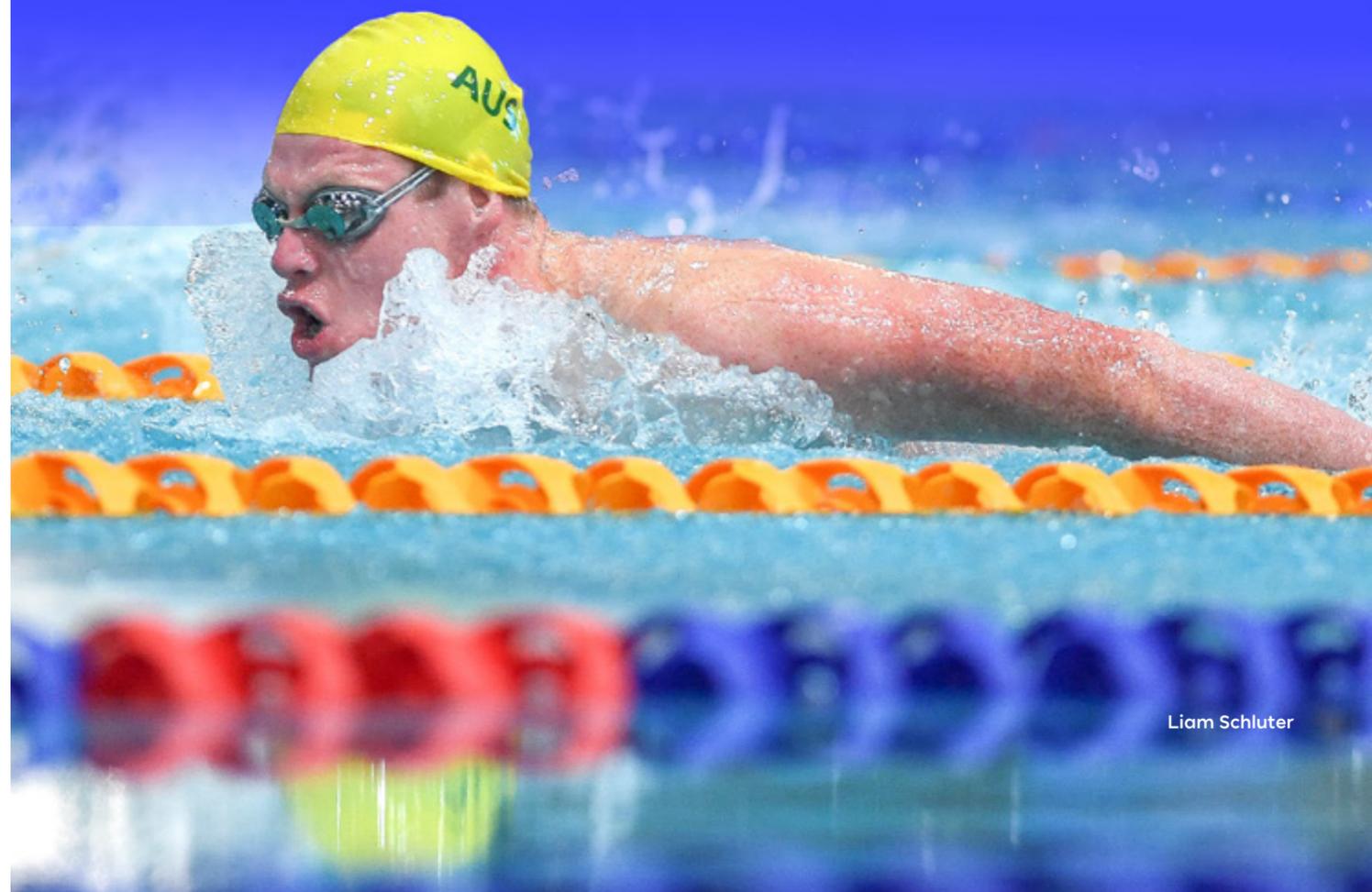
As part of the ethos of inclusivity that's entrenched in our DNA, we joined the Australian Pride in Sport program, which is designed to assist sporting organisations better include employees, athletes, coaches, volunteers and spectators with diverse genders and sexualities. We were also pleased to become part of the Australian Sporting Alliance for people with a disability, a grouping of nine

core organisations forming a key peak agency for sport and physical activity for Australians with a disability. The Alliance is supported and funded by Sport Australia and I thank Chair John Wylie and his Board for their backing.

For all our achievements over the past year, it would be false to say it's been all smooth sailing. Our athletes and staff have done it tough. Sometimes that silver lining has been hard to find. But I'm immensely proud of the way we have forged ahead regardless. As well as the way our athletes have responded, I would like to make special mention of the personnel at PA, who have worked tirelessly to keep the wheels turning, planning, re-planning and then planning again to ensure we are reaching our goals, despite the shifting goalposts.

In September 2020, we all received a huge boost when we had the honour of naming our first 10 Para-athletes for next year's Games. Having launched our wonderful Tokyo 2020 uniforms before the event, we announced Paralympic competitors who had earned qualification through their results at the World Championships in Dubai. It was an exciting reminder that, despite the hitches and hindrances, we will never sway from our target. As I said at the time, the message is clear: we're in full swing for Tokyo and we'll be aiming to succeed.

Lynne Anderson
Chief Executive Officer
Paralympics Australia





About Paralympics Australia

Paralympics Australia Board

President	Jock O'Callaghan
Vice Presidents	Helen Nott Annabelle Williams
Directors	Tim Carmody (since May 2020) Kurt Fearnley (until Nov 2019) Rebecca Frizelle (since May 2020) Lachlan Harris John Hartigan Rosie King Grant Mizens (since May 2020)

Paralympics Australia Member Organisations

Archery Australia
Athletics Australia
Australian Para Ice Hockey Association
Australian Sailing
Badminton Australia
Basketball Australia
Blind Sports Australia
Boccia Australia
Cycling Australia
Disabled Wintersport Australia
Disability Sport Australia
Equestrian Australia
Football Federation Australia
Paddle Australia
Rowing Australia
Shooting Australia
Sport Inclusion Australia
Snow Australia
Swimming Australia
Table Tennis Australia
Australian Taekwondo
Tennis Australia
Triathlon Australia

Paralympics Australia Staff

Sam Allan Manager, Operations, Wheelchair Rugby	Dan Evans Manager, Games Delivery
Lynne Anderson Chief Executive Officer	Georgina Exton Senior Manager, Sponsorship
Jennifer Baker Coordinator, Events (from September 2019 to April 2020)	Keren Faulkner Performance Services Manager (until November 2019)
Jenny Blow Manager, Education (from October 2019)	Shellee Ferguson Manager, Games Delivery
Nat Browne Senior Manager, Games Delivery	Robert Fitzgerald Fundraising Executive (until April 2020)
Vanessa Cardinale General Manager, Finance (until April 2020)	Louise Geisker Executive Assistant to the Chief Executive Officer (from April 2020)
David Collins IT Assistant (from January 2020 to April 2020)	Kate Gillies Administration Officer, Commercial (until April 2020)
Kieran Courtney Sport Information Officer	Laura Jones Manager, Outfitting (until April 2020)
Trish Crews Senior Manager, Fundraising	Paul Kiteley General Manager, Performance (until April 2020)
Justin Crow Senior Manager, High Performance (from November 2019)	Karen Mackey Executive Assistant to the Chief Executive Officer (until March 2020)
Aerin Di Leva Manager, Para-Sport Performance Pathways	Tim Mannion General Manager, Communications
Danni Di Toro Manager, Athlete Wellbeing and Engagement	Samantha Martin Manager, Human Resources
Lori Dotti Chief Financial Officer	Tim Matthews Senior Manager, Para-Sport
Brad Dubberley Head Coach, Wheelchair Rugby	Kate McLoughlin General Manager, Sport
Denise Duong Finance Officer	Anna Muldoon Manager, Classification (until May 2020)
Alex El-Shamy General Manager, Commercial and Marketing	Louise Nelson Senior Manager, Marketing (until April 2020)

Paul Oliver General Manager, Stakeholder Engagement
Ross Pinder Skill Acquisition Specialist, Paralympic Innovation Lead
Cathy Lambert Manager, Classification
Kara Retford Manager, Out of Village (until April 2020)
Lauren Robertson Coordinator, Media and Public Relations (until June 2020)
Sascha Ryner Manager, Media and Public Relations (until April 2020)
Alek Saunders Para Strength and Conditioning Coach
Greg Smith Strength & Conditioning Coordinator and National Assistant Coach – Wheelchair Rugby
Ben Troy General Manager, IT
Amy Wadwell Senior Manager, Digital Marketing (from September 2019)
Shontayne Ward Executive, Sponsorship and Marketing
Natasha Welsh Manager, Pre-Games Staging Camp (until April 2020)



Dylan Alcott

Finance

Statement of comprehensive income for the year ended 30 June 2020	2020 \$	2019 \$
Revenue		
Grants	7,195,994	9,467,377
Sponsorship and broadcasting	3,706,431	3,203,230
Fundraising	1,329,764	3,190,333
Investment income and bank interest	149,071	80,445
Membership fees and other income	788,594	171,966
Total revenue	13,169,854	16,113,351
Expenses		
Sport programs	(3,985,163)	(7,240,638)
Paralympic and other Games	(2,437,782)	(1,485,723)
Promotion, marketing and media	(1,270,530)	(1,109,641)
Fundraising	(1,072,347)	(2,237,637)
Administration	(2,822,630)	(3,117,978)
Broadcasting	(218,357)	(706,489)
Total expenses	(11,806,809)	(15,898,106)
Operating surplus before income tax	1,363,045	215,245
Income tax expense	-	-
Net surplus attributable to members of Paralympics Australia Ltd	1,363,045	215,245
Other comprehensive income	-	-
Total comprehensive income	1,363,045	215,245

Statement of financial position as at 30 June 2020	2020 \$	2019 \$
Assets		
Current assets		
Cash and cash equivalents	14,199,848	15,836,302
Trade and other receivables	1,878,218	2,480,916
Total current assets	16,078,066	18,317,218
Non-current assets		
Investments	1,018,068	-
Right of use assets	234,110	-
Property, plant and equipment	262,290	144,123
Total non-current assets	1,514,468	144,123
Total assets	17,592,534	18,461,341
Current liabilities		
Trade and other payables	1,885,684	6,889,049
Provisions	125,488	145,299
Contract liabilities	10,183,567	7,691,953
Lease liabilities	116,006	-
Total current liabilities	12,310,745	14,726,301
Non-current liabilities		
Provisions	114,896	93,912
Lease liabilities	162,720	-
Total non-current liabilities	277,616	93,912
Total liabilities	12,588,361	14,820,213
Net assets	5,004,173	3,641,128
Equity		
Accumulated funds	5,004,173	3,641,128
Total equity	5,004,173	3,641,128

Finance Report – for the year ended 30 June 2020

Paralympics Australia Ltd operated in all states and territories of Australia during the year ended 30 June 2020, and this finance report reflects those operations.

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

1. Invest in Para-sport performance
2. Rebuild cash reserves
3. Expand the commercial portfolio
4. Deepen stakeholder engagement
5. Grow the Paralympic brand

The operating surplus for the year ended 30 June 2020 was \$1,363,045. This occurred after revenue of \$13,169,854 and gross expenditure of \$11,806,809.

In 2020 the COVID-19 pandemic has impacted many organisations in a negative and at times catastrophic way. Paralympics Australia has navigated through this period by taking decisive and swift action to support the financial health of the organisation.

The most significant impact of COVID-19 on the operations of Paralympics Australia is the

postponement of the Tokyo2020 Summer Paralympic Games. By extending the Tokyo quadrennial for an additional year, Paralympics Australia will receive four years of commercial revenue against five years of operational costs.

The IOC Coordination Commission, the Japanese Government and the International Paralympic Committee remain committed to the Tokyo Games going ahead in 2021. However, Paralympics Australia recognises there is a heightened amount of uncertainty in Games planning while the COVID-19 pandemic remains active. As such, the organisation is undertaking multiple

scenario planning and other COVID-specific activities to support the best outcome for Paralympics Australia and Australia's Para-athletes.

Paralympics Australia's balance sheet reflects a cash balance of \$14,199,848 which includes a large portion of carried forward grant funding received during the financial year. Any unspent grant funding has an equivalent liability included in the Contract liabilities section of the balance sheet. Paralympics Australia expects to maintain sufficient cash reserves through the next financial year.

This finance report has been prepared on a going concern basis. It contemplates the continuity of normal business activities and the realisation of assets and liabilities in the ordinary course of business.

A summary of Paralympics Australia's Finance Report for the 12 months ended 30 June 2020, including comparison with the previous year, are shown above. Please note that Paralympics Australia has applied AASB 15 Revenue from Contracts with Customers, AASB 1058 Income of Not-For-Profit Entities and AASB 16 Leases

for the first time in the 2020 financial year.

A copy of Paralympic Australia's full financial report can be made available by contacting Paralympics Australia on +61 2 9704 0500.

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



**SPORT
AUS**

Message from Sport Australia

The start of 2020 has been an extraordinarily tough time for Australians, including all of us committed to sport.

The impact of bushfires and the COVID-19 pandemic have been confronting for communities, where we all know sport plays such an important role.

At the Australian Sports Commission (ASC), comprising Sport Australia and the Australian Institute of Sport (AIS), our energy is focused on supporting our partners through these times as we continue to advocate the importance of sport to our economy, productivity, health, wellbeing and culture.

We believe whole-heartedly that when we get through this challenging period, sport will play a prominent role in lifting the nation's energy and spirits again.

Times such as these can also make us more appreciative of what we do have and of the success we have achieved.

Success in sport is always hard fought. But it's a fight Australian high-performance sport welcomes as it continues to achieve success.

Last year the wonderful Ash Barty won the French Open and became our first female No1 tennis player since her idol, Evonne Goolagong Cawley, in 1976. Javelin-thrower Kelsey Lee-Barber set personal bests throughout the year and took the title at the IAAF World Championships in Doha. Dylan

Alcott added three more Grand Slam quad wheelchair singles trophies to the cabinet and Sailing duo Matt Belcher and Will Ryan claimed the men's 470 World Championship. In the pool, our swimmers won seven gold medals at the FINA World Championships, placing Australia fourth on the medal tally.

This year our inspiring women's cricket team won a fifth World T20 title, drawing a record crowd of 86,174 to the MCG. How fitting that this historical moment fell on International Women's Day. These results are a testament to the tenacity and passion of athletes, coaches, sports staff and sporting organisations, which know we have all the skills and abilities to achieve success.

I am proud too of the service our organisation provides to Australian sport each year, on behalf of the Australian Government.

The ASC, through Sport Australia and the AIS, delivers 25,000 grants a year.

The AIS, funds and prepares our Olympic, Paralympic and Commonwealth Games athletes to represent us at the highest level in international competition.

In the past few years, we have enhanced our support to athlete wellbeing and engagement, a move that is essential especially in the current environment.



Darren Hicks

Sport Australia invests in sports participation programs, from our national Sporting Schools program for younger children through to the Better Ageing program aimed at Australians aged 65 and over.

So many of these grants fuel aspirations. Our Local Sporting Champions program supports 9,000 children a year to reach for their sporting dreams.

Our Women Leaders in Sport program and the AIS Talent program provide

opportunities for women to progress their professional development in all roles across sport.

We continue to work with sports to modernise traditional governance structures in Australian sporting organisations and we continue to encourage environments that are inclusive, diverse, safe and welcoming, making sport the benchmark for a more equitable society.

This was to be the year of the 2020 Olympics and Paralympics in Tokyo.

Instead, it has been postponed to 2021, with the Olympic Games to be held from 23 July to 8 August 2021 and the Paralympics from 24 August to 5 September 2021.

We have already witnessed a great deal of positivity from athletes who now need to re-set. I'm confident, as a united sport system, we will do the same.

John Wylie AM
Chair, Sport Australia



Games Delivery

Tokyo 2020

Paralympics Australia's Games Delivery division accelerated its planning for the Tokyo 2020 Paralympic Games during the reporting period. While the announcement of the postponement of these Games in March 2020 called for a full review and revision of plans through a COVID-19 risk mitigation lens, the division continued to consult and collaborate with all stakeholders to work towards the goal to deliver a world class Australian Paralympic Team.

The CEO and Chef de Mission attended the Chef de Mission Seminar in Tokyo in September 2019 and, in October 2019, PA representatives took part in a planning visit to Japan to inspect facilities throughout Tokyo, the cycling locations in Izu and Mt Fuji and the city of Kobe, the site of PA's pre-Games staging camp. The final site visit scheduled for 23 to 27 March was cancelled due to COVID-19.

PA continued its close engagement with key representatives from the Department of Foreign Affairs and Trade (DFAT) and the Australian Federal Police (AFP). The Games Delivery division conducted extensive scenario planning and training exercises related to possible earthquakes and natural disasters in Japan at Games time. This style of

emergency planning ensures the PA Executive Team and its stakeholders are best prepared for any possible scenario in Japan, including the introduction of a new and unexpected risk in the COVID-19 pandemic.

The process for securing the Australian Paralympic Team uniforms involved consultation, design, procurement and ordering in collaboration with the PA Athlete Commission and individual national federations. PA engaged with The Garment Exchange, R.M. Williams, Speedo, Jockey, Mizuno and Birkenstock to create a diverse range of uniforms across the casual, competition and ceremonial range with many pieces also embedded with the custom Indigenous artwork of Rheanna Lotter. The Goodman Foundation offered two warehouse facilities to PA as value-in-kind for the storage and distribution of uniforms in the Sydney suburbs Chullora and Silverwater.

Finally, in April due to the impact of the Games postponement, PA made the financial decision to cancel the Pre-Games Staging Camp in Kobe City. Fortunately, key administrators in the city were very understanding and supportive of the decision. PA will continue to look for opportunities to strengthen our close relationship with Kobe City and intends to roll out online school engagement activity later in 2020.



Team officials and staff members from Paralympics Australia on a Games planning visit in Tokyo

Misshon 2020

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

From 2 to 4 December 2019, PA hosted its largest Misshon workshop in Sydney to provide a detailed update on all operations, logistics, performance and team-based services. Renowned mindset coach Ben Crowe was invited as the keynote speaker. This three-day seminar was attended by more than 80 key Games staff, Team Managers, NSO, NSWIS, AOC, AIS, DFAT and AFP representatives.

Beijing 2022

From 19 to 22 November 2019, PA attended the NOC/NPC Open Day hosted by Beijing 2022, where initial Games planning information was presented on venues and hotels across three proposed subsites.

Snow Australia (SA) provided PA with an initial Winter long-list of athletes, coaches and officials with the potential for selection to the Australian Paralympic Team to attend the Beijing 2022 Winter Games. While the Winter athletes competed in events from late 2019 through to early 2020, the season was cut short due to the COVID-19 pandemic with no further opportunities for training and competition domestically or overseas before the end of the financial year.

In May, planning started for the outfitting scope of the competition, casual, ceremonial and outwear ranges for the Beijing 2022 Australian Winter Paralympic Team.

Athlete Wellbeing and Engagement

Athlete welfare and engagement was a key focus for the PA's Sport division during the reporting period. Due to work in previous years to establish a meaningful connection with athletes, the ongoing Athlete Welfare and Engagement Officer role ensured that Paralympics Australia was able to respond quickly and directly with athletes when the Tokyo Paralympic Games were postponed.

The role ensured that despite the pandemic, Paralympics Australia was well placed to continue to provide opportunities and support to all Paralympians to experience successful and rewarding sporting careers and lives through access to information and services which support and encourage:

- Ongoing direct engagement with Paralympic athletes in meaningful, respectful and supportive environments;
- Access to information and services to support their mental health both on and off the field;
- 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.

Key achievements during the reporting period included:

- Direct contact, either in person, or by phone or email, with more than 120 Paralympians and long-list athletes (increase of 20% from last year);

- Creation of three social platforms to share key messaging, information and support services to Para-sport athletes and staff including the Aussie Paralympic Mob Facebook page for alumni (513 members), #ReadySetTokyo Facebook page for Tokyo long-list athletes (163 members), and the Sydney 2000 Reunion Facebook page (134 members);
- Creation of the Paralympics Australia Tokyo Welfare Team to provide an additional layer of service and support for athletes and staff in the lead up to, during and after the Tokyo Paralympic Games.
- Provision of free Mental Health First Aid access to Paralympic Australia

staff members and National Sporting Organisation team managers and coaches;

- Creation and first round pilot of the Paralympics Australia Mentoring Program which has 12 mentors and 17 mentees across seven Paralympic sports at the end of the reporting period;
- Strengthening of Paralympics Australia's relationship with Beyond Blue to ensure athletes have access to services and information that support their mental health. Paralympics Australia has also assisted Beyond Blue develop content specific to people with disability to encourage and help break down the stigma of seeking

mental health support;

- Strengthened connection with the Australian Institute of Sport's Athlete Welfare and Engagement team, ongoing referral of Paralympians to the Australian Institute of Sport's Career and Education Program and the Mental Health Referral Network and advocating and supporting the inclusion of access for alumni and coaches to the Mental Health Referral Network (at no cost to the athlete or coach);
- Increased capacity of Paralympics Australia's Athlete Commission, with meetings held in August, November, February, April and June. Athlete Commission members were present at the 2019 Infinite Possibilities Gala,



Shae Graham and Jayden Warn



Members of the PA Athletes' Commission (back from left: Carol Cooke, Annabelle Williams, Prue Watt, Blake Cochrane. Front from left: Sarah Stewart, Angie Ballard, Sarah Rose, Danni Di Toro). Not pictured: Mitchell Gourley, Curtis McGrath, Daniel Michel)

and also participated in the Misshon 2020 series in June; and

- Continued engagement with the Paralympic Workplace Diversity Program through 360HR Consulting, who contacted 38 athletes to find employment, were able to successfully place three athletes in meaningful employment and are actively working with 13 athletes to secure full-time or part-time employment.

Paralympics Australia Athletes' Commission

In 2017, Paralympics Australia facilitated the establishment of an Athletes' Commission in recognition of the clear advantages to be gained from continuous and meaningful engagement with Australia's Paralympians.

The Commission is comprised of 11 Paralympians from eight sports.

Five meetings were conducted during the reporting period, with a focus on strategy development, athlete welfare, integrity issues, policy compliance and working towards the establishment of a charter. Sub-committees with targeted objectives were also formed to carry out more detailed work on specific areas, with updates and reports provided to the Athletes' Commission at each meeting.

The PA Athletes' Commission includes:

- Annabelle Williams – Chair
- Danni Di Toro – Vice-Chair
- Angie Ballard
- Blake Cochrane
- Carol Cooke
- Mitchell Gourley
- Curtis McGrath
- Daniel Michel
- Sarah Rose
- Sarah Stewart
- Prue Watt.

Jonathan Goerlach and sighted guide Sam Douglas



Performance Services

The Performance Services division aims to support the delivery of optimum performance environments and enhance medal outcomes at key benchmark events for Para-athletes and officials, with a core focus being the preparation for the Games and delivery of Australian Summer and Winter Paralympic Teams.

The division aims to enhance medal outcomes through:

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

PA facilitated the provision of customised high-performance equipment and technology to key athletes and sports utilising partnerships with the AIS, Toyota and Optus. Medical advice and support was provided by PA to all Para-sports to ensure a planned and safe return to sport in the context of the COVID-19 pandemic, and planning

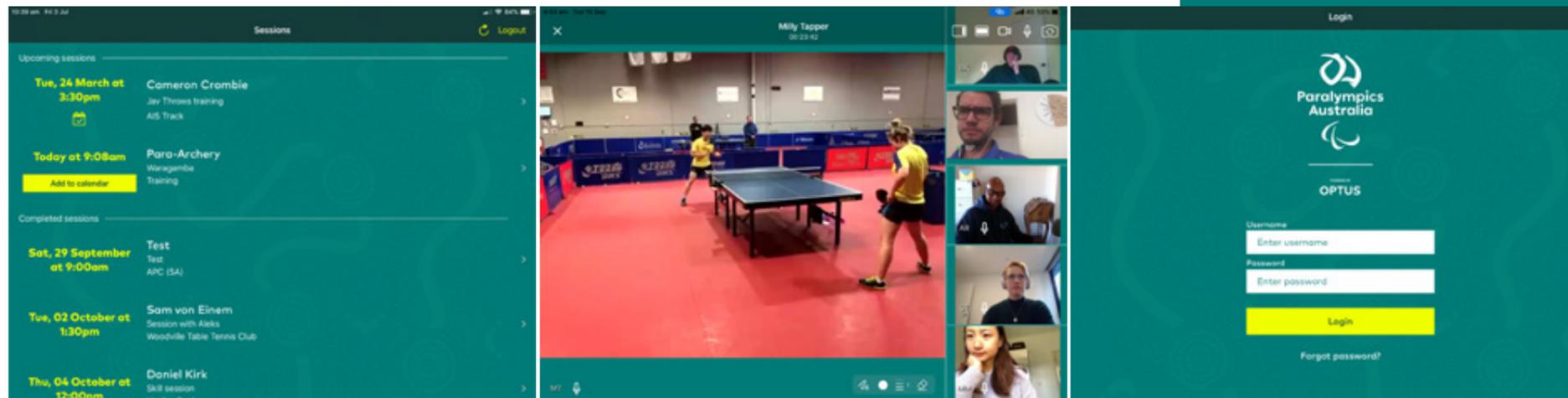
and preparation is ongoing to ensure the biosecurity of the Australian Paralympic Team at the Games.

Paralympics Australia staff have also played a significant role in Sport Australia's review of the landscape of Australian disability sporting organisations and subsequent recommendations and plans moving forward for the sector, including identifying a collective vision, purpose and a framework for ongoing collaboration and decision making.

Paralympic Innovation

Following the expansion of skill acquisition services in 2018/19, along with growing research partnerships, Paralympics Australia formally recognised the evolution of a specialist high-performance team who were renamed Paralympic Innovation in 2020. Led by Dr Ross Pinder, the team's vision is to become a world-renowned team of specialists, unrivalled in Paralympic sport, that has a significant and measured impact on the performance of the Australian Paralympic Team through applied research, collaboration and education.

Paralympic Innovation is a team of sport scientists and applied researchers across a range of disciplines, including skill acquisition, coach and athlete development, performance analysis, biomechanics



Paralympic Connect

and sports engineering. During the reporting period, the team collaborated with sports and worked closely with coaches to co-design learning environments which:

- embraced worlds-best practice for skill learning;
- empowered athletes to take ownership of their development;
- simulated competition contexts and prepared athletes for major benchmark events
- supported behavioural change;
- allowed for cross-sport learning and education for sustainable success.

Paralympic Innovation provided support across more than 10 Paralympic sports during the reporting period. This included engagement within daily training environments and competitions nationally, and at international events with observation and analysis at multiple competitions for Para-archery, Para-cycling, Para-table tennis, and wheelchair rugby. In response to the COVID-19 pandemic, the team provided resources and education for sports to embrace remote coaching technologies, including widening the support

across the National Institute Network (NIN). Working closely with Optus, Paralympics Australia’s own App “Paralympic Connect” was released ahead of schedule to be able to support more athletes. Paralympic Innovation directly supported or facilitated more than 200 sessions in the initial lock-down period alone.

In addition to finding flexible and creative ways to increase support for more coaches and sports, the Paralympic Innovation team also continued its targeted research collaborations with world-leading specialists and institutes through major projects, which in early 2020 grew to four PhD scholars across three leading institutes – Queensland University of Technology, University of Adelaide and York University in Toronto, Canada.

Performance Talent

Paralympics Australia’s Performance Talent program supports the identification and transition of athletes into Para-sport programs who have the traits required to achieve high performance success.

The program responded to 125 registrations during the reporting period, which were received through a ‘Get Involved’ registration link on Paralympics Australia’s website. Applicants were then assessed to determine which sports they were best suited to and were presented with the most appropriate sport pathway options.

In March 2020, the focus of the program shifted following the appointment of a Para Performance Pathway Manager. The role enabled a greater level of engagement and support to be offered by articulating and expanding pathway support across Paralympic sports and ensuring Paralympic Programs were appropriately represented and supported through the AIS Workforce and Pathway Solutions grant opportunities made available throughout 2019/20.

Although initiatives with the specific purpose of identifying and embedding athletes within Para-sport programs was a priority, Paralympics Australia continued to provide targeted support to emerging Para-sport programs

During the reporting period, Paralympics Australia:

- Supported and delivered international classification in Australia in Para-athletics, Para-badminton, Para-swimming and Para-triathlon;
- Provided expertise and direct support to help address the classification issue within wheelchair basketball, after the International Paralympic Committee (IPC) found the International Wheelchair Basketball Federation (IWBF) non-compliant with the 2015 IPC Athlete Classification Code in early 2020;
- Provided funding to 16 Paralympic sport programs to improve the delivery of effective classification pathways across Australia;
- Delivered the national classification program for athletes with a vision impairment and boccia;

PA also hosted the third annual Australian Para-sport classification

forum in November in Sydney, bringing together classification personnel from national federations as well as selected classifiers. Athlete welfare through the classification process was a topic of significant discussion in addition to ethics and integrity of classification.

The delay in the Tokyo 2020 Paralympic Games due to the COVID-19 pandemic has created serious disruptions and concerns for sports and athletes still needing to obtain an international classification to be eligible for the Tokyo Paralympic Games. The PA Classification program will continue to work closely with each Para-sport to ensure impact is minimized and new opportunities sought.

At the end of the reporting period, there were 42 International Classifiers based in Australia, including two trainees and 126 National level Classifiers.

for the purpose of increasing participation. The sports to benefit from this engagement included Para-archery, boccia, Para-judo, goalball, 5-a-side football, Para-powerlifting and wheelchair fencing.

Classification

Paralympics Australia worked collaboratively with 21 Para-sports in the year leading into the Tokyo 2020 Paralympic Games and supported classification preparation for Para-athletes aiming for the Beijing 2022 Winter Paralympic Games.

PA’s classification program remained focused on establishing and delivering a quality national classification system throughout every state and territory. Central to this work was engagement with athletes and support personnel to elevate their understanding of obligations and responsibilities under the International Paralympic Committee’s athlete classification code.



Alexandra Viney, Alex Vuillermin, Ben Gibson and James Talbot



Ben Popham, Tim Disken, Matt Levy, Rowan Crothers

Para Sport Equipment Fund

The Para-sport Equipment fund program is an initiative between Paralympics Australia and Sport Australia which aims to address one of the most significant barriers to participation for people with a disability; the high costs associated with access to equipment required to participate in Para-sport.

While the program provides funding for a range of levels within the pathway, priority is placed on increasing access to participation in early stages of the pathway.

Rounds three and four of the program were delivered throughout 2019/20.

Round three closed in August 2019 and included 23 applications from individual athletes and 17 program applications from clubs, associations or national sport organisations. Sixteen individuals and 12 programs were successful and received \$141,542 in total funding.

Round four closed in February 2020 and included 18 applications from individual athletes and 14 program applications from clubs, associations or national sport organisations. Grants were awarded to six individuals and 10 programs, totalling \$135,911.

Round five of the program was scheduled to close in June 2020, however due to the impacts of

COVID-19, the closing date was extended through to November 2020.

To date, the highly successful program has received a total of 156 applications with 56 per cent receiving grants from four funding rounds. A total of \$711,461 has been distributed towards the purchase or development of equipment. The program has had a profound impact on the recipients and has resulted in the expansion or establishment of new programs and even new clubs in some sports, including boccia.

One recipient, who received a new tandem bike, explained *“I can focus on performance rather than worry about my bike breaking down”*, while another, who received a new wheelchair tennis chair stated *“I can manoeuvre my chair more efficiently and I’m faster across the court. I performed better and my game has improved and I now don’t tire as easily.”* The benefits of having access to equipment which enables individuals with an impairment to participate in sport extends beyond the playing surface, as best explained by a recipient who stated that access to the equipment and participation in sport *“has been highly beneficial to my mental and physical wellbeing.”*

Additional contributions to the fund through 2019/20 included the Newman’s Own Foundation. Paralympics Australia is extremely grateful for all financial contributions to the Para-sport Equipment Fund and continues to seek additional revenue opportunities, corporate sponsorship and donations to continue the program through to the Tokyo Paralympic Games in 2021 and beyond.

Amber Merritt



Para-sport Reports

High Performance Strategy

Paralympics Australia, in conjunction with the Australian Institute of Sport, strives to facilitate an innovative and united Australian high performance sporting system to achieve podium success at key benchmark events including the Paralympic Games, World Championships and the Commonwealth Games.

Since the unprecedented COVID-19 pandemic began in early 2020, Paralympics Australia worked closely with key stakeholders including national sport organisations, the national institute network and Commonwealth Games Australia to ensure Australian Para-athletes could continue to prepare for successful campaigns at the postponed Tokyo 2020 Games, Beijing 2022 Winter Games and Birmingham 2022 Commonwealth Games, despite the obvious challenges of the pandemic.

During the reporting period, the Australian Institute of Sport invested \$19.56 million in funding to 14 national sport organisations and Paralympics Australia for their high performance Para-sport programs, performance pathway programs and special projects.



Jason Lees

High Performance Program managed by Paralympics Australia

Wheelchair Rugby

International Federation: International Wheelchair Rugby Federation

Head Coach: Brad Dubberley

High Performance Program Manager: Sam Allan

Benchmark Events in 2019/2020: 2019 IWRF Asia-Oceania Zone Championships, Gangneung, Republic of Korea (6-9 September)

2019/2020 High Performance Investment: \$800,000 (decrease \$200,052 from the 2018/2019 investment)

Additional funding (AW&E, Pathways): \$100,000

Report:

In September 2019 in Gangneung, Republic of Korea, the Australian Wheelchair Rugby Team defended their title at the 2019 IWRF Asia-Oceania Championships, the benchmark event for the reporting period. The Steelers won all but one pool match, going down to reigning world champions Japan in overtime. They then crushed New Zealand in the semi-final, winning by 19 points, before facing Japan for the gold medal. A physically dominant and consistent performance during the final match saw Australia secure a 57-55 victory.

The Steelers travelled to Tokyo, Japan the following month for the IWBF World Wheelchair Rugby Challenge, staged in conjunction with the IRB Rugby World Cup. Featuring the world's top eight nations, Australia began well by winning their first two pool matches. However, a loss to the United States in the final group match left the Steelers with a semi-final match-up against host nation Japan before the Steelers progressed to the final with an outstanding one goal win. In the final, costly turnovers in the second half enabled USA to win 61-54.

In February 2020, the squad travelled to Leicester, Great Britain for the Quad Nations Tournament. With only three teams eventually taking part, Australia, United States and host Great Britain contested a round robin format before Australia went down in their final match to Great Britain by 61-53 to finish third.

Due to the COVID-19 pandemic, all further national and international competitions were cancelled for the remainder of the reporting period. The squad was due to travel to Tokyo in March for the Paralympic Games test event before heading to Vancouver, Canada for the final rankings tournament before Tokyo 2020.



Ameera Lee

High Performance Programs managed by National Sporting Organisations

Para-archery

International Federation: World Archery

National Federation: Archery Australia

Head Coach: Ricci Cheah

High Performance Manager: Graeme Rose

Benchmark Events in 2019/2020: 2020 World Archery Para Archery World Ranking Tournament, Nove Mesto, Czech Republic (15-21 June)

2019/2020 High Performance Investment: \$82,000 (consistent with the 2018/2019 investment)

Additional Funds (AW&E, Pathways): \$29,908

Report:

During the reporting period, no international benchmark competitions took place for Australian Para-archers, due to the COVID-19 pandemic. The proposed Oceania Regional Championships also did not take place. Despite a request to World Archery, Australian athletes were unable to enter other regional championships, which would have allowed an equal opportunity to qualify for the Tokyo 2020 Games. Despite this, with international classification delivered at the Para Asian Regional Championships in Bangkok, Thailand, in October of 2019 a key athlete was able to obtain an international classification following much conjecture.

Due to COVID-19, the national titles, which were due to be held in Brisbane in late March 2020, were cancelled. The benchmark event and final qualification event for Tokyo 2020, the World Archery Para World Ranking Tournament to be held in Nove Mesto, Czech Republic, in June 2020 was also cancelled.



Eliza Ault-Connell

Para-athletics

International Federation: World Para-athletics

National Federation: Athletics Australia

Paralympic Program Manager: Jon Turnbull

Benchmark Events in 2019/2020: 2019 World Para-athletics World Championships, Dubai, United Arab Emirates (7-15 November)

2019/2020 High Performance Investment: \$2,395,000 (increase of \$545,000 from the 2018/2019 investment)

Additional funding (AW&E, Pathways): \$220,000

Report:

A team of 34 athletes and two guide runners represented Australia at the 2019 World Para Athletics Championships in UAE, Dubai, in November. The Australians finished seventh on the medal tally, both on gold and total medals, after winning 23 medals (8 gold, 6 silver, 9 bronze). World records were also set on the way to World championship glory, with emerging star Jaryd Clifford (T12) and his guides setting new marks in the 1500m and 5000m, while James Turner (100m T36) and Corey Anderson (Javelin F38) also broke world records. In addition to the three quota slots obtained for Tokyo via the World Para Marathon Championships at the London Marathon earlier in the year, a further 15 slots for the Tokyo 2020 Games were awarded courtesy of the performances of the Australian team.

On the road at the World Wheelchair Marathon Super Series, Madison De Rozario achieved a podium finish at the Berlin Marathon in Germany in September and a sixth place the following month at the Chicago Marathon, with fellow Australian Christie Dawes finishing in eighth. In November, Dawes secured a top-five finish in the New York Marathon and in March raced on the Tokyo 2020 Games course to come away with a bronze medal.

Domestically, the annual Summer Down Under series was held in January 2020, in Canberra and Sydney. At the AIS Track in Canberra, a world record was broken by Vanessa Low (100m T61), while in the men's 100m, Rheed McCracken (T34) and Samuel McIntosh (T52) achieved Athletics Australia A qualifiers for the Tokyo Games. The Sydney meet saw Eliza Ault-Connell (T54) standout in the women's 400m, clocking another Tokyo 2020 A qualification time. The OZ Day 10k road race held at the Rocks in Sydney saw De Rozario cruise to her fourth consecutive open wheelchair victory.

The Queensland State Championships in early March 2020 also included a critical international classification opportunity, with international athletes participating including several athletes from the Oceania region.

Following the outbreak of COVID-19, all national and international competitions were cancelled or postponed for the remainder of the reporting period.



Grant Manzoney

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 2019/2020: 2019 BWF Para-Badminton World Championships, Basel, Switzerland (20-25 August)

2019/2020 High Performance Investment: \$0 (consistent with the 2018/2019 investment)

Report:

Five Australian players contested singles, doubles and mixed doubles at the BWF Para World Championships in Basel, Switzerland, the benchmark event for the reporting period, in August of 2019. Individually, Celine Vinot (women's SL3) and Caitlin Dransfield (women's SL4) progressed beyond the pool stage to qualify for the quarterfinals. In the wheelchair doubles, the combination of Grant Manzoney (WH2) and Duke Trench-Thiedeman (WH1) partnered together in the men's WH1-2 event, with Vinot and Dransfield partnering in the Women's SL3-SU5 event. However, only Luke Missen (SS6) with Italian partner Berardino Lo Chiatito progressed into the knockout phase of the championships.

In September 2019, several emerging players travelled with high-performance squad athletes to Asia to contest several international ranking tournaments with mixed results. At the

Thailand International in Bangkok, no-one advanced beyond the group stage. However, later in the month at the China International in Beijing, Dransfield reached the quarterfinals of the singles and the doubles.

In November, the Australian squad travelled to Japan for the Tokyo 2020 test event, the Japan International, with Dransfield the only player to advance to the knockout phase in the singles and the mixed doubles.

In early February 2020, Dransfield travelled to the Brazilian International in Sao Paulo, gaining valuable ranking points towards Tokyo 2020 qualification and making it to the knockout phase of the mixed doubles.

Domestically, the Oceania Para Badminton Regional Championships were held in Ballarat, Victoria in February 2020. The event saw 35 players from four countries (Australia, Papua New Guinea, New Zealand, Fiji) compete. Of the six singles events contested, Australian players won three; Manzoney in the men's WH2, Lochan Cowper in the men's WH1 and Missen in the SS6 event. Australia also won a further three gold medals in doubles and mixed doubles events.

Due to the COVID-19 pandemic, all further national and international competitions were cancelled or postponed for the remainder of the reporting period. The squad was due to travel to Dubai, UAE for an international event in March.



Daniel Michel

Boccia

International Federation: Boccia International Sports Federation (BISFed)

National Federation: Boccia Australia

Head Coach: Ken Halliday

High Performance Program Manager: Caroline Walker

Benchmark Event in 2019/2020: 2019 BISFed Boccia Asia-Oceania Regional Championships, Seoul, Republic of Korea (2-9 July)

2019/2020 High Performance Investment: \$113,706 (consistent with 2018/2019 investment)

Report:

In a highly competitive field, Daniel Michel (7th), Spencer Cotie (13th), and Jamieson Leeson (18th), all competed in the BC3 individual draw at the 2019 BISFed Boccia Asia-Oceania Regional Championships in Seoul, South Korea, the benchmark event for the reporting period, in July 2019. All three then combined to place sixth in the BC3 pairs event.

At the national championships in November in Brisbane, Michel achieved another individual national title, while Leeson caused an upset to take the silver medal over Cotie. In the BC3 pairs event, Cotie and Leeson joined forces but were unable to defeat Michel and Siobhan Daley.

In December, six Australian athletes travelled to Dubai, United Arab Emirates, for the final Asia-Oceania Regional Open for 2019. The BC1/BC2 team combination finished sixth overall, with Christopher Allerdice (BC1) and Scott Elsworth (BC2) both making it through to the quarterfinals with Corena Harrison (BC2) knocked out at the pool stage. In the BC3 classification events, Daley reached the quarterfinals, but all eyes were on the all-Australian gold medal match as Michel defeated Cotie 3-2. Daley, Cotie and Michel then combined to demolish the opposition through a round robin series, only losing four ends out of 38 to secure one of the top world-ranked BC3 team quota slots for Tokyo 2020.

Due to the COVID-19 pandemic all subsequent national and international competitions were cancelled for the remainder of the reporting period. The BC3 squad were due to travel to Canada for a World Open event in late April-early May 2020.



Susan Seipel

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 2019/2020: 2019 ICF Para Canoe World Championships, Szeged, Hungary (21-24 August)

2019/2020 High Performance Investment: \$475,000 (decrease of \$150,000 from the 2018/2019 investment)

Report:

At the ICF Para Canoe Sprint World Championships in Szeged, Hungary in August 2019, the Australian squad of four paddlers finished third on medal standings, winning a combined total of four medals (2 gold, 1 silver and 1 bronze). Curtis McGrath continued his dominance with two gold medals in the men's KL2 and VL3, with Susan Seipel winning silver and bronze in the women's KL2 and VL2 events. Dylan Littlehales (KL3) finished fourth and Amanda Reynolds (KL3) finished in seventh place, which was subsequently enough to secure four Tokyo 2020 qualification slots at the championships.

The following month the squad travelled to Japan for the Ready Steady Tokyo 2020 test event, with Littlehales achieving a podium finish and Reynolds finishing fifth. McGrath again won the VL3 event, however he was pipped at the post by Fernando Rufino de Paulo of Brazil for the gold in the KL2 event. Seipel achieved a silver medal in the VL2 event.

Domestically, competition across the summer Grand Prix meet series in Adelaide and Sydney was contested over a variety of Paralympic (200m) and non-Paralympic (500m/1000m) distances.

The paddlers returned to the Sydney International Regatta Centre in March 2020 for the national titles, with McGrath, Seipel, Littlehales and Reynolds all winning their respective classes in the KL/VL 200m events. All four paddlers achieved nomination Paralympic times set by Paddle Australia, as did Kathleen O'Kelly-Kennedy (KL3) and Ben Sainsbury (KL1), who have been added to the Tokyo long-list of potential Australian representatives following the championships.

The squad was due to travel to Duisburg, Germany for 2020 ICF Para Canoe World Championships, the final qualification event for slots for the Tokyo 2020 Games, but the event was cancelled due to COVID-19.



Emily Petricola (left) and Meg Lemon

Para-cycling

International Federation: Union Cycliste Internationale

National Federation: Cycling Australia

Head Coach/Program Manager: Warren McDonald

Benchmark Events in 2019/2020: 2019 UCI Para Cycling Road World Championships, Emmen, Netherlands (12-15 September), and 2020 UCI Para Cycling Track World Championships, Milton, Canada (30 January-2 February)

2019/2020 High Performance Investment: \$1,195,000 (decrease of \$400,000 from the 2018/2019 investment)

Additional funding (AW&E, Pathways): \$190,000

Report:

Five Australian Para-cyclists attended the final UCI Para Cycling Road World Cup for the 2019 season in Baie-Comeau, Canada in August. In the time trial events, gold medals were won by Carol Cooke (T2) and Darren Hicks (C2), along with a bronze from Paige Greco (C3). In the road races, Cooke achieved a second gold and Grant Allen (H4) won silver. As a result of attending all three World Cups throughout the calendar year, Cooke and Greco finished top of the world rankings.

The following month the UCI Para Cycling Road World Championships were held in Emmen, Netherlands, the benchmark event for the reporting period. With a squad of 13 riders, Australia topped the medal standings with nine gold, one silver and five bronze medals. Ten of the 15 medals were achieved in the time trial events, of which seven were gold medals with Darren Hicks (C2), David Nicholas (C3), Alistair Donohoe (C5), Paige Greco (C3), Emily Petricola (C4), Emilie Miller (H1) and Carol Cooke (T2) earning world titles. On the road, Miller and Cooke doubled up to win a second gold medal at the event.

The following week, four riders continued onto the United Kingdom, to the Yorkshire 2019 Para Cycling International, which was held in-conjunction with the UCI Road World Championships for able-bodied competitors. This was the first time that a Para-cycling event was held at a major able-bodied UCI Championship event. All four cyclists achieved a medal outcome with Stuart Tripp, Cooke, and Hannah MacDougall (C4) all topping the podium.

In the new year, the second of the benchmark events for the reporting period was the UCI Para Cycling Track World Championships in Milton, Canada. Four male and four female riders contested the championships with Australia finishing third on the medal standings with seven gold, one silver and one bronze medal. The seven gold medals were split between Paralympic and non-Paralympic events, with David Nicholas (C3), Paige Greco (C3) and Emily Petricola (C4) claiming individual pursuit titles and Amanda Reid (C2) winning the time trial event. Alistair Donohoe (C5), Reid and Petricola winning the scratch races (non-Paralympic events).

Domestically, both the Brisbane Para-cycling Track Grand Prix held in conjunction with the able-bodied Track World Cup in mid-December and the Ballarat Para-cycling Classic held in-conjunction with Road National Championships in early January were categorised as UCI C1 sanction competitions, with ranking points contributing towards Tokyo 2020 qualification slot calculations.

Following the outbreak of COVID-19, all scheduled national and international competitions were cancelled or postponed. The squad was due to travel to Europe in May for a World Cup and the final Tokyo ranking qualification event on the road.



Members of the Australian Para-Equestrian Team

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 2019/2020: Nil

2019/2020 High Performance Investment: \$475,000 (consistent with the 2018/2019 investment)

Report:

During the reporting period, four 3-star internationally sanctioned events were contested in Australia during the Tokyo 2020 qualification period. The first of the four was held in Brisbane at the State Equestrian Centre in July 2019, which saw Victoria Davies (Grade II) on Celere achieve scores of 67.270% in the Team Test, 71.08% in the Individual Test and 71.53% in the Freestyle Test.

The remaining three competitions took place in Victoria at the Boneo Park Equestrian Centre. The first of these was in November, with both national and international level officiating and 14 different rider/horse combinations taking

part. Emma Booth (Grade III) and Sharon Jarvis (Grade IV) were most consistent across all three dressage test events, with 70%+ scores.

To end the calendar year, the second of the classic dressage festival competitions took place with good performances by Booth with 70%+ scores, and Zoe Vorenas who stepped up to replace Jarvis in the Grade IV division.

In the new year, just days out from the closing of the Tokyo 2020 qualification period on 31 January, Booth (on Mogelvangs Zidane) continued to dominate the Grade III scores, but there was a battle between Jarvis and Vorenas in Grade IV. In the Team Test, Vorenas beat Jarvis by only 0.525%, but in doing so her horse Neversfelde Kipling became lame post-event and was withdrawn from the remainder of the competition. This did not affect Jarvis's performance on Romanos and she continued to score above 70%+ in the remaining tests.

During the COVID-19 pandemic, there were still several national and international nomination performance competitions taking place in Sydney in NSW, Waregem in Belgium, Mannheim in Germany, and Deauville in France in April and May.



Jenny Blow

Goalball

International Federation: International Blind Sports Federation (IBSA)

National Federation: Goalball Australia

Head Coach: Peter Corr (women's program), Greg Scott (men's program)

Benchmark Event in 2019/2020: 2019 IBSA Goalball Paralympic Ranking Tournament, Fort Wayne, Indiana, USA (1-9 July)

2019/2020 High Performance Investment: \$0 (decrease of \$85,500 from the 2018/2019 investment)

Report:

The Australian women's goalball team, the Belles, travelled to Fort Wayne, USA for the IBSA Paralympic Ranking Tournament, the benchmark event for the reporting period, in July 2019. On the line was securing a top two non-automatic qualification slot for Tokyo 2020. The team played strongly to finish third in their pool, with a 4-2 record during the round robin. The Belles then defeated Canada 5-1 in the quarterfinals. Unfortunately, an 8-4 loss to eventual winners China in the semi-final left the Australians fighting for third place, before going down to Israel to finish fourth.

In August 2019, the IBSA Goalball Youth World Championships were held in Sydney. Six male teams and six female teams contested the tournament, which saw the junior Aussie Storm finish within the round robin stage without a win and the junior Aussie Belles finishing third with two wins, one draw and two losses. While the junior Storm finished sixth, the junior Belles

went on to defeat Great Britain in the semi-final 4-3 and then faced a tough Brazilian opposition in the gold medal match. Ultimately, the host nation finished with the silver medal, going down 5-0 in the decider.

The Aussie Storm and the Belles contested the 2019 IBSA Goalball Asia-Pacific Regional Championships in Chiba, Japan in early December 2019. This was the final opportunity for either team to qualify for Tokyo 2020. The Belles again finished third in the group stage. A loss to the host nation and tournament winners, Japan 3-1 in the semi-finals left the Belles to battle for the bronze medal against South Korea, going down by one goal (3-2). The Storm did not fare so well, unable to progress out of the pool stage, with only one win over Indonesia (8-4), to finish sixth for the tournament. Jon Horsburgh and Meica Horsburgh were Australia's top performers, each scoring 17 goals. Meica finished second highest on female tally and Jon ninth highest on the male scorecard.

Based on the results from the world championships in 2018, the qualifying ranking tournament in USA and the four 2019 regional championships held, the Aussie Belles were eventually awarded one of the two non-automatic qualifying slots for the Tokyo 2020 Games.

Due to the COVID-19 pandemic all further national and international competitions were cancelled for the remainder of the reporting period. The Aussie Belles were due to travel to Sweden in May 2020 for final ranking tournament prior to Tokyo.



Wayne Phipps

Para-judo

International Federation: International Blind Sports Federation

National Federation: Blind Sports Australia/Judo Australia

Technical Performance Director: Maria Pekli

Benchmark Event in 2019/2020: 2019 IBSA Judo Asia-Oceania Regional Championships, Atyrau, Kazakhstan (6-7 September)

2019/2020 High Performance Investment: \$0 (consistent with the 2018/2019 investment)

Report:

Perth-based Wayne Phipps (B3 Classification) is Australia's sole elite Para-judo athlete and attended the IBSA Judo Asia-Oceania Regional Championships in Atyrau, Kazakhstan, the benchmark event for the reporting period, in September 2019. He performed strongly after his opening round bye, winning his quarterfinal against Azamat Nokushev of Kazakhstan, a higher world ranked Judoka. Phipps lost both his semi-final and repechage for bronze to eventually finish equal fifth for the championships. Phipps subsequently moved up the world rankings to 24.

Phipps was intending to travel to the final Tokyo 2020 qualification ranking tournament, a World Cup in London, Great Britain in April of 2020 before the COVID-19 pandemic saw that the event was cancelled.



Ben Wright

Para-powerlifting

International Federation: World Para-powerlifting

National Federation: Powerlifting Australia/Paralympics Australia

Program Manager: Simon Bergner (until August 2019)/ Tim Matthews (from September 2019)

Program Coordinator: Caroline Walker (December to February)

Benchmark Event in 2019/2020: 2019 World Para Powerlifting World Championships, Nur-Sultan, Astana, Kazakhstan (12-20 July)

2019/2020 High Performance Investment: \$0 (consistent with the 2018/2019 investment)

CGA Funding of Paralympics Australia for Birmingham 2022 Coaching/Talent Initiatives: \$42,500 (postponed to 2020-21 due to COVID-19 pandemic)

Report:

During the reporting period, the administration of the high-performance program transitioned from Powerlifting Australia back to Paralympics Australia.

Four Australian Para-athletes contested the World Para Powerlifting Championships in Nur-Sultan, Astana, Kazakhstan, the benchmark event for the reporting period, in July 2019. The two Tokyo 2020 long-list members, Ben Wright (men's 80kg division) and Kaia Scholl (women's 45kg division) achieved two out of three lifts and placed 22nd and 17th respectively.

Domestically, in February 2020, Paralympics Australia contracted Sporting Wheelies and Disabled Association in Queensland to conduct a national level competition with World Para-powerlifting status. Ten athletes attended the Brisbane Classic with Wright and Scholl topping the men's and women's open events using the AH Formula to calculate bodyweight to lift-weight ratio.

Both Scholl and Wright were due to travel to the final Tokyo 2020 ranking qualification event, a World Cup in Dubai, UAE, in April, however COVID-19 ensured all remaining events were cancelled in the reporting period. Commonwealth Games Australia (CGA) awarded a grant to Paralympics Australia specifically to support the identification of athletes with potential to compete at the Birmingham 2022 Commonwealth Games, in addition to provision of coaching and equipment support for these athletes. Due to the COVID-19 pandemic, these initiatives and funding have been pushed back to start early in the 2020/21 financial year. Paralympics Australia is extremely grateful to CGA for this support.

Kathryn Ross



Para-rowing

International Federation: World Rowing Federation (FISA)

National Federation: Rowing Australia

Head Coach: Gordon Marcks

High Performance Director: Bernard Savage

Benchmark Events in 2019/2020: 2019 FISA World Rowing Championships, Linz Ottensheim, Austria (25 August-1 September)

2019/2020 High Performance Investment: \$475,000 (decrease of \$24,403 from the 2018/2019 investment)

Additional funding (AW&E, Pathways): \$110,907

Report:

Australia contested four of the nine Para-events at the FISA World Rowing Championships in Linz Ottensheim, Austria, in August 2019. The medal haul of one gold, one silver and one bronze saw Australia finish third on the medal tally. In the Paralympic events, Erik Horrie won bronze in the PR1 men's single scull and in the PR3 mixed coxed four, the crew of Alexandra Viney, Alex Vuillermin, Ben Gibson, James Talbot with cox Renae Domaschcz just missed out on a podium, finishing in fourth place. Both these results secured a Tokyo 2020 boat slot allocation for Australia.

Australia's other crews were William Smith and Jed Altschwager, in the PR3 men's double scull, who finished with a silver, and Kathryn Ross who dominated to win gold in the PR2 Women's Single Scull. Following the championships, Ross returned to the PR2 mixed double scull, hoping to qualify a slot for Tokyo 2020 with either Gavin Bellis or Simon Albury.

Domestically, the squad contested the NSW State Championships in February 2020, competing in single and double scull events across multiple distances. Due to heavy rain and poor weather conditions, the final day of competition was cancelled, which did not allow for all combinations to be tested. Fortunately, the National Team Selection Trials were held at Sydney International Regatta Centre only weeks later in March, allowing for PR1 and PR2 rowers to test themselves against the clock in more favourable conditions.

All further national and international competitions were cancelled for the remainder of the reporting period due to COVID-19. The squad was due to be based in Varese, Italy in April and May for World Cups and the Para-Rowing International Regatta in Europe which was scheduled to be the final Paralympic qualification regatta for Tokyo 2020.

Glen McMurtrie



Para-shooting

International Federation: World Shooting Para-sport

National Federation: Shooting Australia

General Manager, High Performance: Adam Sachs

Paralympic Program Coordinator: Kurt Olsen

Benchmark Events in 2019/2020: 2019 World Shooting Para Sport World Championships, Sydney, NSW (11-18 October)

2019/2020 High Performance Investment: \$280,000 (decrease of \$250 from the 2018/2019 investment)

Report:

At the reporting period's first World Cup in July 2019 in Osijek, Croatia, the Australian team reached three final rounds and secured two medals in non-Paralympic events. The top eight (final round) Paralympic event results included Christopher Pitt (SH1), who finished fifth in the mixed P3 25m pistol and Anton Zappelli (SH1), who finished eighth in the mixed 10m air rifle prone and seventh in the mixed R6 50m rifle prone event. Two bronze medals come from trap shooters, Scottie Brydon in the sitting class and Matthew Tingate in the upper limb standing class.

In October 2019, an Australia team of 10 shooters contested the World Shooting Para Sport World Championships on home soil in Sydney, NSW. Australia finished 15th on the medal standings with Zappelli winning a silver medal. Natalie Smith (SH1), who is the only other athlete so far to achieve a quota slot for Australia for Tokyo 2020, contested the women's R2 10m air rifle standing event and finished in 14th position. Fellow Tokyo hopeful Glen McMurtrie (SH1) finished 20th in the men's R1 10m air rifle standing event, just missing out on a quota slot, while Rohan Daw (SH1) also contested the P1 10m air pistol and the P4 50m free pistol events.

Domestically, the month before the World Championships in September 2019, the second Sydney Cup for the calendar year was held at Sydney International Shooting Centre as part of Shooting Australia's performance series and carried World Shooting Para-sport sanctioning. Several developing athletes attended including Australia's first vision-impaired shooter at the elite level. Athletes from New Zealand and a Canada also competed. Pitt, Zappelli and McMurtrie all had multiple victories across a full range of pistol and rifle events.

In May 2020, the Australian squad was scheduled to attend either the International Shooters Competition in Hannover, Germany and the WSPS World Cup in Lima, Peru for the final qualification meet for Tokyo 2020, before COVID-19 ended those plans.

Tiffany Thomas Kane



Para-swimming

International Federation: World Para-swimming

National Federation: Swimming Australia

Head Coach: Brendan Burkett

Paralympic Program Manager: Adam Pine

Benchmark Events in 2019/2020: 2019 World Para-swimming Championships, London, Great Britain (9-15 September)

2019/2020 High Performance Investment: \$1,910,000 (decrease of \$80,000 from the 2018/2019 investment)

Additional funding (AW&E, Pathways): \$323,000

Report:

Australia was represented by 34 Para-swimmers at the benchmark event for the reporting period, the World Para Swimming Championships in London in September 2019. The Australian team achieved 23 medals (2 gold, 7 silver and 14 bronze). Tiffany Thomas Kane (women's 100m Breaststroke SB7) and Lakeisha Patterson (400m Freestyle S9) led the way by winning gold. In total, there were 20 Australian medallists including seven multi-medallists, with Ben Popham (S8) achieving the most medals with two individual and one relay

medal. There were also four Oceania records broken and one Championship record set by Patterson in the heats of her gold winning performance.

By the end of the Tokyo 2020 qualification period (31st January 2020), in which athletes were required to achieve minimum qualifying standards (MQS) for the calculations of NPC slot allocations, Australia achieved 17 male and 15 female quota slots for the Games (subject to acceptance).

Domestically, for the second-consecutive year, Melbourne hosted the opening round of World Para-swimming series in conjunction with the Victoria Open State Championships. The event, which included international classification, saw 28 regional records set including 26 Oceania records and one world record set by New Zealander Sophie Pascoe. Furthermore, 14 Swimming Australia nomination times for Tokyo 2020 were posted across the three-day event.

Due to the COVID-19 pandemic, all further national and international competitions were cancelled or postponed for the remainder of the reporting period. A small contingent of squad members were planning to travel Sheffield in Great Britain and Singapore in April and May respectively for World Series events and international classification.



Sam Von Einem

Para-table tennis

International Federation: International Table Tennis Federation (ITTF)

National Federation: Table Tennis Australia

Head Coach: Alois Rosario

National Program Manager: Sue Stevenson

Benchmark Events in 2019/2020: Nil

2019/2020 High Performance Investment: \$347,000 (consistent with the 2018/2019 investment)

Additional funding (AW&E, Pathways): \$159,947

Report:

Two separate squads travelled to the Asian region for factor 20 events in August 2019. The first squad attended the Japan Para Table Tennis Open in Tokyo. This was an excellent opportunity for podium-level athletes and podium-potential athletes aiming for Tokyo 2020 to test themselves within the Tokyo Games venue. With 23 countries in attendance, Australia finished on top of the standings with six gold and one silver medal. Of the gold, four were won in singles events; Na Li Lei and Lin Ma in the women's and men's Class 9 events respectively, Samuel Von Einem in the men's Class 11 event and Qian Yang, in the Class 10 event, who defeated Melissa Tapper 3-0 (11-6, 11-4, 11-8) in the all-Australian final. Team gold medals were won by Von Einem, who partnered with Korean Gi Tae Kim with Tapper partnering with fellow Australian Andrea McDonnell and Thailand's Kanlaya Kriabklang (Class 8) in the women's 8-10 teams' event. Meanwhile, Rio 2016 and Tokyo 2020 Australian Paralympic Team co-captain Daniela Di Toro finished fourth in the women's Class 4 round robin singles, Rebecca Julian

(women's Class 6) and Nathan Pellissier (men's class 8) were unable to progress beyond the pool stage and Class 10 player Joel Coughlan was knocked out in the quarterfinals by eventual tournament runner-up Bunpot Sillapakong of Thailand.

The following week, a development squad of nine players travelled to Thailand for the Bangkok Open, a valuable event to build world rankings and international tournament experience. Rory Carroll was Australia's sole medallist, picking up a bronze medal in the men's Class 11 singles event after losing his semi-final to tournament winner, Kyuyoung Jeong from the Republic of Korea.

In the new year, six players travelled to Girona, Spain for one of the final ranking qualification tournaments (factor 40) for Tokyo 2020 before the end of the qualification period. Australia finished third on the medal table with four singles medals and three team medals, including four gold across both singles and teams. The singles medals were won by Yang and Ma (gold), Tapper (silver) and Von Einem (bronze) and team medals were won by Lei/Yang/Tapper (gold) and Ma with partner Luka Bakic (from Montenegro) winning bronze.

Domestically, the INAS Global Games for athletes with an intellectual impairment was held in Brisbane in October 2019. Australia finished second on the table tennis standings with Von Einem winning gold in the men's singles and he partnered with Carroll in the Teams event to claim silver.

The national squad was due to travel to Slovenia in May for factor 40 events prior to Tokyo 2020, but national and international competitions and training camps were cancelled due to COVID-19.



Janine Watson (left)

Para-taekwondo

International Federation: World Taekwondo

National Federation: Australian Taekwondo

Head Coach: Bernie Victor

Benchmark Events in 2019/2020: 2020 World Taekwondo Para Oceania Continental Qualification Tournament, Gold Coast, QLD (29 Feb)

2019/2020 High Performance Investment: \$0 (consistent with the 2018/2019 investment)

Report:

Janine Watson (K44) was Australia's sole competitor at the Korea Open, a G1 level event in Chuncheon in July 2019. Competing in the female over 58kg weight division, Watson reached the semi-final before being knocked out by eventual tournament runner-up Debora Menezes of Brazil.

The following month, Watson (seeded fifth) contested the Tokyo 2020 Ready Steady Test event, where she defeated number four seed Shoko Ota of Japan and number two seed Laura Schiel Hiel of France, to finish with a bronze medal.

In early 2020, the World Taekwondo Para Oceania Continental Qualification Tournament was held on the Gold Coast, QLD, and was the benchmark event for the reporting period. The event featured international competitors from New Zealand and Solomon Islands. All three Australians, Kara Fournie (K44) in the female under 49kg event, Steven Currie (K44) in the men's up to 75kg event and Watson all achieved gold medals and booked three quota slots for Australia for the Tokyo 2020 Games.

Due to the COVID-19 pandemic, all further national and international competitions were cancelled or postponed for the remainder of the reporting period.



Lauren Parker

Para-triathlon

International Federation: International Triathlon Union

National Federation: Triathlon Australia

High Performance Director: Justin Drew

Paralympic Program Manager: Kyle Burns

Benchmark Events in 2019/2020: 2019 ITU Para Triathlon World Championships, Lausanne, Switzerland (1 September)

2019/2020 High Performance Investment: \$465,000 (decrease of \$40,286 from the 2018/2019 investment)

Additional funding (AW&E, Pathways): \$40,286

Report:

In the opening month of the Tokyo 2020 qualification (July 2019), an all-male Australian squad contested the Magog Para Triathlon World Cup in Canada. Clint Pickin (PT4) achieved a bronze medal, Nic Beveridge finished with a fourth placing in the PTWC event and top 10 finishes were recorded by Liam Twomey (PTS4 – sixth), Joshua Kassulke (PTS5 – eighth) and Gerrard Gosens (PTVI – eighth) with his sighted guide.

The following month, the world cup circuit moved to Japan for the Tokyo 2020 test event. Podium finishes were achieved by Jonathon Goerlach and his guide in the men's PTVI event and a second and third place battle occurred between Australian team-mates Emily Tapp and Lauren Parker in the Women's PTWC event. A top five placing by David Bryant (PTS5) and top eight finish by Pickin rounded out the Australian results.

A contingent of 10 Australian Para-triathletes contested the ITU World Para Triathlon Championships in Lausanne, Switzerland, the benchmark event for the reporting period, in September 2019. Australia finished seventh on the medal standings with one podium finish, as Parker was crowned world champion. Sally Pilbeam (PT4) performed extremely well to secure fourth place while a further seven top-10 finishes from the Australian team were recorded.

The following week the international series hit Banyoles, Spain and saw multiple top three placings, including Kate Naess and Parker on top of the podium, with Tapp and Pilbeam winning silver and Beveridge winning bronze.

To close out the international 2019 season, Bryant achieved a silver medal and Gosens an eighth place at the World Cup in Alanya, Turkey in October.

Domestically, the new international season kicked off in late February with a World Series event in Davenport, TAS, and a strong field consisting of more than 70 athletes including 12 Australians. Australia achieved seven podium finishes, including three victories from Goerlach, Parker and Doughty. A further two silver medals were won by Bryant and Tapp, with two bronze medals for Beveridge and Pilbeam. Top five finishes were also achieved by Glen Jarvis (PTS2) with a fourth placing, and emerging young star Molly Wallace (PTS5) coming away with a fifth placing.

The Australia Para-triathlon squad was due to continue to race until the end of Tokyo 2020 qualification period in Italy, Japan, France and Canada, but plans were cancelled after the outbreak of COVID-19.



Luke Pople (left) and Matt McShane (right)

Wheelchair basketball

International Federation: International Wheelchair Basketball Federation (IWBF)

National Federation: Basketball Australia

Head Coach: Stephen Charlton (women's program), Craig Friday (men's program)

Paralympic Program Manager: Leigh Gooding

Benchmark Events in 2019/2020: 2019 IWBF Asia-Oceania Zone Championships, Pattaya, Thailand (29 November-7 December)

2019/2020 High Performance Investment: \$1,022,000 (decrease \$39,750 from the 2018/2019 investment)

Additional funding (AW&E, Pathways): \$39,749

Report:

In late August both the Australian men's team, the Rollers, and the women's team, the Gliders, contested the Mitsubishi Electric World Challenge Cup in Tokyo, Japan. The men's tournament saw Japan, Korea, Iran and Australia battle it out in a four nations pool stage where Australia finished second on a three-way countback. The gold medal playoff against Iran was a tough match with the first three-quarters all going Iran's way. The Rollers were unable to pull back the deficit in the final quarter, going down 84-54.

The Gliders had a best-of-three-games friendly series with Japan. The opening match saw the Gliders win by 11 points with game two being close until the final quarter when Japan forced Australia into turnovers to win by 18 points. The final deciding game was very close with Japan going on to win the series 2-1.

In mid-November 2019, the Australian men's U23 wheelchair basketball team, the Spinners, contested the Kitakyushu Champions Cup in Kitakyushu, Japan. The team was coached by five-time Paralympian and gold medallist Brad Ness. The young inexperienced team lost all three pool matches and went down to Canada in the playoff for bronze by 15 points.

A week later the Rollers and the Gliders competed in the Tokyo 2020 qualification tournament, the IWBF Asia-Oceania Zone Championships in Pattaya, Thailand, the benchmark event for the reporting period. The Rollers won all but one pool match, losing against Japan, resulting in both nations being on equal wins. However due to the 3-point loss to Japan, the Rollers finished second within the group. From there the Rollers continued with wins over Malaysia in the quarter-finals and Iran in the semi, to meet Republic of Korea in the final, which saw the Rollers record a commanding win 62-45 and earn qualification for Tokyo 2020.

The Gliders began their quest to qualify for Tokyo 2020 with pool wins over Japan but losses to China left the Gliders second within the group stage. In the semi-final the Gliders continued to put pressure on Japan, winning 49-37. However, China was too good for the Gliders in the final and won the gold medal with a 53-31 victory. The second place was good enough for the Gliders to qualify for Tokyo 2020.

Due to the COVID-19 pandemic, several travel plans for the Rollers and Gliders programs were cancelled. The first ever IWBF 3x3 World Championships were scheduled to be held in Thailand in April and both squads were also due to travel to the United States in a final hit-out prior to Tokyo 2020.



Heath Davidson

Wheelchair tennis

International Federation: International Tennis Federation (ITF)

National Federation: Tennis Australia

Wheelchair Tennis Program Manager: Brenda Tierney

Benchmark Events in 2019/2020: 2019 Wimbledon Championship, London, GBR (11-14 July), 2019 US Open, New York, USA (5-8 September), 2020 Australian Open, Melbourne, VIC (29 January-1 February) and 2020 French Open, Paris, France (postponed)

2019/2020 High Performance Investment: \$0 (decrease \$321,965 from the 2018/2019 investment)

Report:

The first Grand Slam (Wimbledon) for the reporting period saw Dylan Alcott win both the Quad Singles against Andy Lapthorne (GBR) in straight sets (6-0, 6-2) before partnering with Lapthorne to win the doubles against Koji Sugeno (JPN) and David Wagner (USA).

In the second Grand Slam (US Open) Alcott won all three pool matches, however Lapthorne had his revenge from Wimbledon beating Alcott in straight sets (1-6, 0-6). Alcott and Lapthorne lifted the doubles trophy again, defeating Wagner and countryman Bryan Barten (USA).

Two days later, the USTA Wheelchair Championships (Super Series) was held in St. Louis, USA, in September 2019. Ben

Weekes improved on his performances from Nottingham, reaching the round of 16 in singles and the quarterfinals in the doubles. Heath Davidson was knocked out in the quarterfinals in the singles draw and semi-finals in the doubles.

In November, the major end-of-season tournaments – the NEC Wheelchair Singles Masters and the UNIQLO Wheelchair Doubles Masters – were held in Orlando, USA, with Davidson partnering with Niels Vink (NED) to win the doubles title over Kyu-Seung Kim (KOR) and Koji Sugeno (JPN).

The first Grand Slam of the 2020 season (Australian Open) saw Weekes knocked out in the opening round of the singles and the doubles.

The quad singles final between Alcott and Lapthorne was the third successive Grand Slam final meeting of the two rivals, with Alcott taking victory in straight sets (6-0, 6-4). Success also went to the Australia duo of Alcott and Davidson in the doubles final (6-4, 6-4), much to the delight of the vocal home crowd.

The Australian squad was due to travel to the final grand slam of the season (French Open) and several Super Series events in Baton Rouge in USA, Iizuka in Japan, Paris in France in addition to the World Team Cup Finals in Vilamoura in Portugal before the COVID-19 pandemic ensured postponement or cancellation of all scheduled events.



Sam Tait

Winter sports

International Federation: World Para Alpine Skiing/ World Para Snowboard

National Federation: Snow Australia

Performance Pathway and Program Manager: Ben Wordsworth

Program Manager: Annie Geiger

Benchmark Events in 2019/2020: Nil

2019/2020 High Performance Investment: \$1,149,000 (decrease \$64,478 from the 2018/2019 investment)

Additional funding (AW&E, Pathways): \$99,622

Report:

Alpine Skiing

In mid-December 2019, a squad of five Australian Para-skiers had their first competitive hit-out on the slopes in Mammoth, USA, in a combination of Northern American (NORAM) and World Para Alpine Skiing (WPAS) races, across slalom, super-G (SG) and giant slalom (GS) events. The opening days saw emerging racers compete in the SL events, with Rae Anderson (LW6/8-2) placing sixth in the women's standing class and Josh Hanlon (LW12-1) achieving a top 10 finish in his second attempt in the men's sitting classes. In the men's VI classification, Patrick Jensen (B2) and his guide Amelia Hodgson had two podium finishes in SL, three in the SG, and one in the GS. Australian team-mate in the men's standing class Jonty O'Callaghan (LW9-1) had two top-ten placings in SL, four podium finishes in the SG, and a silver in the GS.

In the first three days of the new year, WPAS races at Winter Park, USA, saw emerging athlete, Georgia Gunew (B3) with guide Jess Haslau joining the ranks. They finished fourth and second in the GS races and stepped up in the SG events with two podiums, along with O'Callaghan, who secured double SG victory.

The following three weeks saw the top level of competition, the WPAS World Cups take place across Europe. The first stop was Veysonnaz, Switzerland where Jensen won a bronze and secured two top-five finishes in the SG races, with Sam Tait just missing out on top-10 finishes. Next up was Prato Nevoso, Italy, where Jensen won two further bronze medals in SL events. In the third World Cup in Kranjska Gora, Slovenia, tough conditions and competition saw Jensen finish fifth while Tait crashed out of both the SL and GS events.

To close out the month of January 2020, Jensen and Tait travelled to Jasna, Slovakia, for a European Cup event. Tait had his best performance for the season, finishing on top of the podium with Jensen winning bronze.

The squad was due to travel back to Europe to compete in Norway and Sweden for the end of season world cups in March 2020, before COVID-19 brought the season to a premature end.

Snowboard

In mid-November 2019, Sean Pollard (SB-UL2) and Ben Tudhope (SB-LL1) travelled to Landgraaf, Netherlands, for a combined European and World Cup competition. Tudhope won silver and Pollard ended with three top-ten finishes. Tudhope then travelled to Pyha, Finland for the second world cup of the season and, in a strong field of 19 riders, Tudhope won dual gold.

In March 2020, both Pollard and Tudhope travelled back into Europe for more world cup action in La Molina, Spain with Pollard finishing with two fourth placings and Tudhope taking home two silver medals.

The World Cup finals were held in Hafjell, Norway in mid-March with Pollard winning silver and Tudhope, finishing fourth despite starting strongly. Due to the COVID-19 pandemic, the Snowboard Cross events were subsequently cancelled.



Commercial and Marketing

Paralympics Australia generates a significant portion of its funding through commercial and marketing operations including sponsorship, fundraising, licensing and broadcast.

During the reporting period, the Commercial and Marketing division was responsible for generating more than \$5 million in revenue for PA, representing 38 per cent of the organisation's overall funding.

Corporate sponsorship, including both cash and value-in-kind (VIK) investments, constituted 63 per cent of all commercial revenue, with broadcast representing 11 per cent and fundraising and trade promotions contributing the remaining 26 per cent.

The profound effect of COVID-19 on corporate and consumer markets was reflected in the decelerating of PA commercial results in the final quarter of the reporting period.

Sponsorship

Paralympics Australia generated more than \$3.1 million in sponsorship revenue during the reporting period, despite the interruption of COVID-19-related factors over the final financial

quarter. This was an increase of \$682,000 from the corresponding period in the previous Paralympic Summer Games cycle.

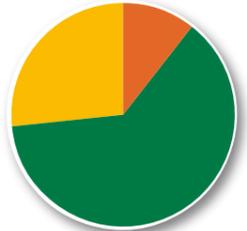
Sponsorship revenue was made up of sponsorship rights fees (both cash and VIK), guaranteed fundraising contributions and cause-related marketing proceeds.

PA welcomed and supported new (and returning) sponsors and suppliers during the reporting period including Royal Australian Mint, Harvey Norman, Cadbury, Uber, City of Sydney, Essendon Football Club, Commonwealth Games Australia, Goodman Foundation, Mizuno and Permobil.

Existing sponsors Sport Australia, Optus, Woolworths, Toyota, Allianz, Citibank, Qantas, Seven West Media, Meat & Livestock Australia, icare, Isentia, Clayton Utz, the National Disability Insurance Agency (NDIA), Jockey, The Garment Exchange, Speedo, R.M. Williams and Birkenstock, were supported through sponsor benefits delivery, targeted sponsor value-add initiatives and sponsor activation services.

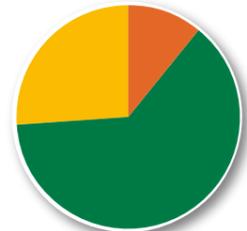
Major Partners	Official Partners	Official Supporters	Official Suppliers
Sport Australia	Toyota	Isentia	Jockey
Optus	Allianz	Clayton Utz	The Garment Exchange
Woolworths	Citi	National Disability Insurance Agency	Speedo
Royal Australian Mint	Qantas	Goodman Foundation	R.M.Williams
	Seven West Media	City of Sydney	Mizuno
	icare	Commonwealth Games Australia	Birkenstock
	Meat & Livestock Australia	Essendon Football Club	Permobil
	Harvey Norman		
	Cadbury		
	Uber		

Commercial Revenue Split \$,000



- Broadcast (533)
- Sponsorship (3,173)
- Fundraising and Trade Promotions (1,330)

Commercial Revenue %



- Broadcast (11%)
- Sponsorship (63%)
- Fundraising and Trade Promotions (26%)

In addition to direct financial support, PA sponsors and suppliers continued to provide invaluable support to Paralympics Australia, investing in activities such as:

- **Optus'** and PA's collaborative remote coaching platform Paralympic Connect;
- the **Royal Australian Mint's** launch of the Australian Paralympic Ambassador coin program;
- **Harvey Norman's** in-store 'Australia Day AUS Squad' campaign extending PA's marketing reach;
- **Meat & Livestock Australia's** sponsorship of the re-launched 'Paralympic Education Program'; and
- **Allianz's** renewed commitment as 'major team partner' of the Australian Wheelchair Rugby Team, the Steelers.

Sponsors and suppliers attended a number of PA information and

planning workshops throughout the year where partners had the opportunity to network, brainstorm and, for those who attended the November workshop, the opportunity to try wheelchair basketball under the watchful eye of Australian Gliders representative and Paralympian Sarah Stewart.

The obvious and enduring commitment to the Paralympic movement, to greater inclusion, and to genuinely achieve mutually beneficial outcomes is a testament to the calibre of organisations that choose to partner with Paralympics Australia.

Paralympics Australia is sincerely grateful to all its sponsors and suppliers and looks forward to working with each and every one of them in the lead-up to, during and following the highly anticipated Tokyo 2020 Paralympics Games to be held in August/September 2021.

A Paralympic Corporate Challenge participant





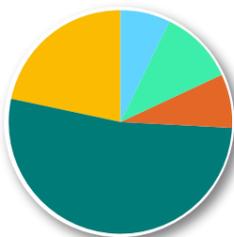
Fundraising & Licensing

Fundraising is an important contributor to Paralympics Australia’s commercial revenue in addition to driving and increasing awareness of the Paralympic movement and greater audience engagement.

During the reporting period, PA generated more than \$1.3million in fundraising and trade promotions (licensing) revenue with programs and initiatives grouped into the following categories:

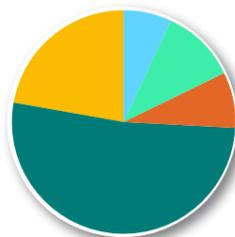
- **Regular Giving** – donations received on a regular basis by individual donors;
- **Community Fundraising** – one-off donations received via the PA (or third party fundraising) websites, mail, phone etc;
- **Direct Response** – one-off donations received as a result of PA direct mail and email campaigns. Two were conducted during the reporting period;

Revenue Split \$,000



- Direct Response (97)
- Regular Giving (145)
- Community Fundraising (102)
- Corporate Donations (698)
- Trade Promotions (288)

Revenue Split %



- Direct Response (7%)
- Regular Giving (11%)
- Community Fundraising (8%)
- Corporate Donations (52%)
- Trade Promotions (22%)

- **Corporate Fundraising** – revenue generated through sponsor fundraising and/or cause related marketing campaigns, workplace giving and donations from corporations and other organisations; and
- **Trade Promotions** – revenue generated through PA’s licensing program.

PA donors continue to grow every year and, for this, the organisation and those who benefit are most humbled and appreciative.

There are a small number of individuals, companies and foundations whose generosity is both regular and considerable. A special thank you is extended to them.

Marketing

During the reporting period, Paralympics Australia’s digital marketing channels (website, email and social media) transitioned ownership from the Communications division to the Commercial and Marketing division. This transition saw a greater focus on consumer marketing with the objectives to strengthen the brand connection, grow and retain our supporter base and convert audiences.

New Initiatives

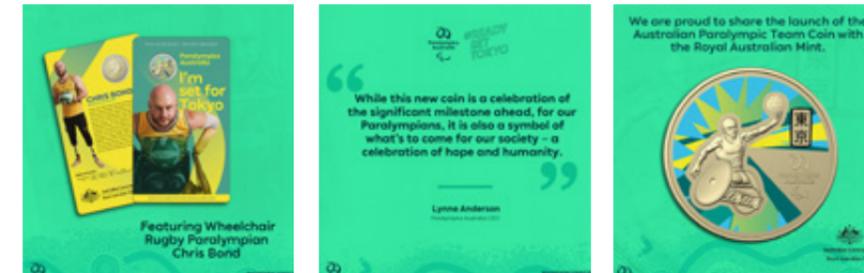
A number of initiatives were introduced including the roll-out of a new email marketing platform Adestra, new sections of the website including Education, Fundraising, Tokyo 2020, Integrity Framework, Online Store with a growing merchandise range, and a new consumer engagement program AUS Squad.

The organisation was successful in applying for Google’s Ad Grant



program, part of its non-profit tools. The grant provides US\$10,000 of in-kind advertising per month.

In partnership with the Royal Australia Mint, the Australian Paralympic Team mascot – Lizzie the frilled neck lizard –



received a design refresh with imagery developed of her participating in all winter and summer Para-sports.

Commercialising our digital assets continues to be a focus as we work with our partners to identify opportunities for integration and synergy. A video content series was developed with Harvey Norman called ‘My Squad’.

Social Media

Social media opens up another way for our fans and supporters to connect with the Australian Paralympic Team and Paralympics Australia at all levels. During the reporting period, PA achieved above benchmark engagement rate percentage targets across its primary consumer channels; Facebook 18 per cent and Instagram 26 per cent. These are calculated by dividing total engagement (comments, likes, shares and video viewers) by the total reach (Facebook) or Audience (Instagram) of those channels throughout the reporting period.

PA’s content pillars and platform strategy continue to guide what is posted and this content is posted in a tone and style that encourages regular conversation and contact with fans and supporters of the Australian Paralympic Team.

On Facebook, the Paralympics Australia Page transitioned categories from a ‘Sports Team’ to a ‘Non-Profit’. This change opened up a range of fundraising tools, including the ability to collect donations on Facebook via their partnership with PayPal Giving.



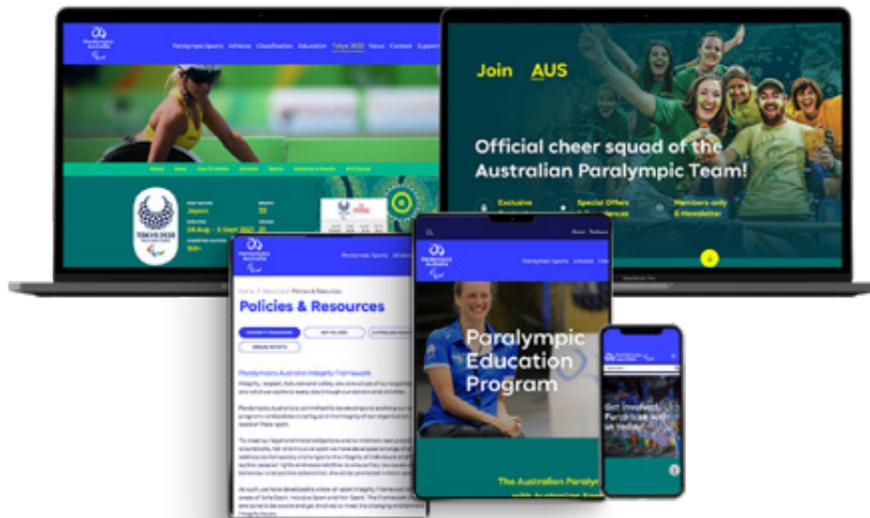
Website

During the reporting period, paralympic.org.au generated 395,438 page views to 135,494 users from 189 countries. This is a 9 per cent increase in page views and 14 per cent increase in users from the previous reporting period.

Campaigns

The postponement of the Tokyo 2020 Paralympic Games due to COVID-19 saw the introduction of a new consumer facing digital campaign, #AUSAdapts. The campaign aimed to create relevant and considered content in the current environment,

Pages	URL	Views
Home Page	paralympic.org.au	36,812
Athletes	paralympic.org.au/athletes	32,574
Play Para-Sport	paralympic.org.au/play-para-sport	15,542
Classification	paralympic.org.au/classification	9,086
About Us	paralympic.org.au/about-us	6,903
Education	education.paralympic.org.au	5,837
Contact Us	paralympic.org.au/contact-us	5,327
News	paralympic.org.au/news	4,908
Make a Donation	Paralympic.org.au/make-a-donation	4,425



while still highlighting Para-sport, Para-athletes and PA programs. This hashtag continues to underpin PA's community and social impact initiatives by supporting its consumer audience to grow their resilience, focus on their health and wellbeing, shine a light on the power of the human spirit and normalise disability.

#ReadySetTokyo continues to underpin PA's Games campaign for the Tokyo 2020 Paralympic Games, in 2021.

AUS Squad

AUS Squad, the official cheer squad of the Australian Paralympic Team, was launched in January 2020 with the primary objective of engaging new and existing audiences through content and special offers. It also provided additional opportunities to commercialise content and value-add to partners. The free online membership required sign-up via an email address, with the added ability to capture preference data to provide

a customized user experience in the future via a fully integrated CRM (Salesforce).

The postponement of Tokyo 2020 halted delivery and trajectory of the program, with tweaks to be implemented based on current resourcing and capacity to be made for the next period. At the end of the reporting period, 828 members had joined AUS Squad.



Dan Michel at the Infinite Possibilities Gala

Communications

The Communications division is responsible for managing Paralympics Australia's media, public relations, content, media rights and broadcast operations. Its core purpose is to tell the story of Paralympics Australia and the Paralympic movement to audiences – new and existing.

The ability of the Communications division to service every other PA division is paramount. Enabling the Commercial and Marketing, Stakeholder Engagement and Corporate divisions to generate revenue is key, while also bolstering the Sport division's ability to support and deliver elements of the Australian Paralympic Team and Para-sport programs generally.

Key projects executed during the reporting period included:

- Delivery of PA's 2019/2020 communications strategy;
- Execution of Australia's first commercial media rights deals for the IPC World Championships for Para-athletics and Para-swimming in 2019;
- Successful delivery of event-specific PA campaigns for Tokyo 2020 'One Year To Go' celebrations, the 2019 IPC Para-shooting World Championships, 2019 INAS Global Games, the World Wheelchair Rugby Challenge and other international Para-sport events across media, public relations, social media and multimedia;

- Production of content for use across assets managed by PA Media Rights partners, the Seven Network, headlined by 'The Dream Hasn't Changed, Just The Date' which ran as a network promotion in all major metropolitan markets.
- Establishment of the #ReadySetTokyo campaign and new content series 'My Squad' delivered in partnership with Harvey Norman;
- Representation in the 2032 Games Taskforce for Communication and Media, alongside representatives from relevant Federal, State and Local Government departments and the Australian Olympic Committee;
- Implementation of phases of PA's multi-faceted media and broadcast plan specifically for Tokyo 2020 before COVID-19;
- Media outreach and management for key PA announcements, including:
 - The response to the postponement of the Tokyo 2020 Paralympic Games;
 - Funding boosts from the Federal Government and some state and territory governments to support the 2020 Australian Paralympic Team;
 - The appointment of three new PA Board Members, Tim Carmody, Rebecca Frizelle and Grant Mizens;
 - The announcement of Australian Paralympic Team co-captains Danni Di Toro and Ryley Batt for Tokyo 2020



- The launch of new Paralympics Australia program initiatives including the Para-sport Equipment Fund and the Paralympic Education Program;
- The presentation of the IPC Paralympic Order, the highest individual honour for an administrator, to former Paralympics Australia President Greg Hartung;
- Recognition of Paralympics Australia by the IPC as the world's best National Paralympic Committee for promoting women. The announcement was made on International Women's Day 2020.
- The launch of the Matthew Robinson Scholarship in partnership with Disabled WinterSport Australia;
- New partnerships including Australian Beef, Speedo, Mizuno and Cadbury.
- The formation of the Alliance for Sport Recovery to raise crucial funds to help get people back on the playing field in communities impacted by the country's bushfires. The Alliance includes Paralympics Australia, the Australian Olympic Committee and Commonwealth Games Australia and the Australian Sports Foundation.
- The growth of Paralympics Australia's fanbase and brand across Facebook, Instagram, Twitter, LinkedIn and YouTube;
- Production support for the Netflix documentary *Rising Phoenix*, featuring Australian Paralympians Ryley Batt and Ellie Cole;
- Launch of a new educational video series for coaches commissioned by Table Tennis Australia and produced by PA's Communication division in collaboration with the PA's Sport division.



- Content delivery for key PA events, headlined by the Infinite Possibilities Gala and the launch of AUS Squad to support the Commercial and Marketing division;
- Five editions of the Australian Paralympian magazine, distributed to Australian Paralympic alumni, PA partners, sponsors, member organisations, donors, supporters, stakeholders and subscribers;
- The maintenance of more than 200 athlete profiles for members of the Australian Summer and Winter Paralympic Preparation Programs;
- The expansion of Paralympics Australia's photograph and vision archive, particularly for wheelchair rugby.

Media

The division issued 59 media releases and alerts to metropolitan, suburban and regional media nationwide, and published 288 news stories on Paralympics Australia's website. This was a 28 per cent increase in news stories, underlining PA's pursuit to drive more traffic to its own platforms. The four per cent decrease in media releases can be attributed to a lack of competitions and access to athletes during the COVID-19 lockdown period.

With the assistance of media monitoring service Isentia, PA tracks the media coverage of Paralympic sport in Australia. During the reporting period, Paralympics Australia and

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
2019/20	4,460	1,763	1,317	8,599	16,259

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)

Paralympic sport received 16,259 mentions in the media, including 4,460 in print, 1,763 on radio, 1,317 on television and 8,599 online.

This was a 7.8 per cent increase from the previous reporting period.

The stories which attracted the most interest from major media outlets related to postponement of the Paralympic Games due COVID-19, Dylan Alcott winning the quad singles at the US Open and Australian Open wheelchair tennis grand slams, the elevation of Louise Sauvage to Legend Status within the Sport Australia Hall of Fame, the devastating passing of former Paralympics Australia President Glenn Tasker (August) and Paralympian Kieran Modra (November) and World Championships for Para-swimming and Para-athletics covered by PA's media right partner the Seven Network, and other Paralympic qualification events in Australia and around the world.

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.

Social Media and Website

After overseeing PA's website and social media platforms for more than a decade, the Communications division transitioned the overall responsibility of PA's digital presence to within the Commercial and Marketing Division from 2020.

The rationale was in line with PA's strategic evolution from being a content-driven publisher in past years to a more subscriber-driven approach moving forward, with a greater focus on marketing and fundraising.

Video content

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.

In addition to videos produced internally by PA's Communications team, more than 40 videos were released publicly in collaboration with Good Shout.

Highlights included:

- **'The Dream Hasn't Changed. Just The Date'** – a rallying call to the 2020 Australian Paralympic Team after the postponement of the Tokyo Paralympic Games. It was narrated by Brendan Burkett, 2000 Australian Paralympic Team Flag Bearer and current Head Coach of the Australia Para-Swim Team
- **'#ReadySetTokyo series'** – these longer-form profiles delved into the psyche of two Australian Paralympians, Daniel Michel (boccia)



Lydia Lassila, Annie Williams, Mark Beretta, Emma Vosti and Ellie Cole



Curtis McGrath with Sally Pearson and Chloe Esposito

and Kate Naess, (Para-triathlon) who announced her retirement following the postponement of Tokyo 2020. Produced before COVID-19, both athletes spoke with passion and brutal honesty about the tumultuous and emotional paths they have taken to reach the pinnacles of their sport. More videos in this series are currently in production.

- **‘My Squad presented by Harvey Norman’** – this series takes a light-hearted look into the lives of Paralympic athletes and also speaks to those who are playing important supportive roles to ensure their Games preparations are as seamless as possible. James Turner (Para-athletics) and Tyan Taylor (goalball) featured during the reporting period with more videos currently in production.

- **‘Infinite Possibilities Gala’** – A behind-the-scenes glimpse of the glitz and glamour as Australia’s Paralympians stepped out of their green and gold uniforms and their comfort zones to take ownership of the catwalk to celebrate the unique ability of Paralympic sport to help create social change.

Paralympics Australia has collaborated with Good Shout for the more than five years and is grateful for their ongoing contribution to achieving the Communication division’s strategic objectives.

The Australian Paralympic History Project

Established in 2010, the Australian Paralympic History Project has continued to capture, manage and preserve the history of the Paralympic movement in Australia.



‘My Squad’ and #ReadySetTokyo are leading series produced by Paralympics Australia

Since moving under the management of PA’s Communications division in 2015, the project has been hugely reliant on its contracted lead facilitator Tony Naar, as well as volunteer contributors and expert institutions to earn its reputation as one of the best projects of its kind in the world.

Due to necessary cost-saving measures as a result of COVID-19, PA made the difficult decision in April to significantly reduce funding for the project for the foreseeable future. However, PA remains committed to working with its contributors and seeks, whenever possible, to allocate any possible resources to enable the project to continue to thrive.

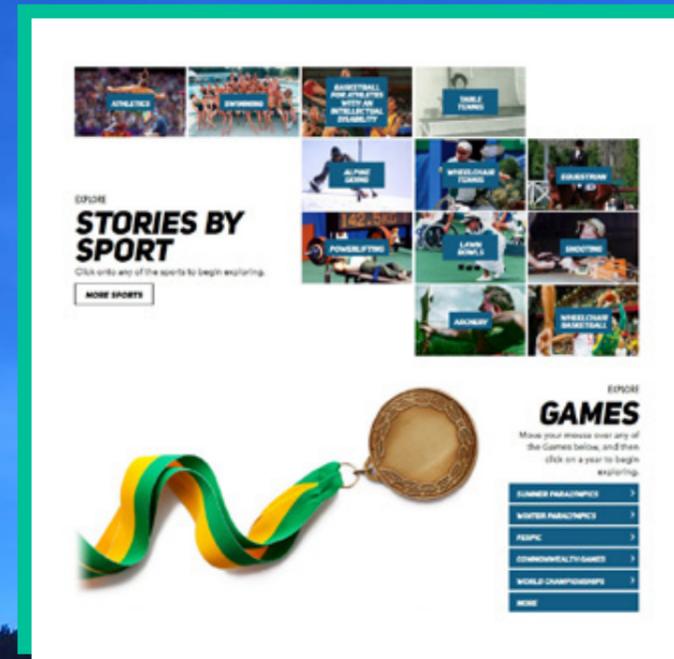
Tony Naar continued to facilitate the project after April on a volunteer basis with access to PA resources and personnel support. His contribution was integral to the achievements of the project over the past 12 months, headlined by:

- Growth of the Paralympic Stories website (paralymphistory.org.au). The website integrates the diverse

components of the Australian Paralympic History Project into one online resource;

- Oral history interviews conducted with Mike Dow and Robyn Smith in partnership with the National Library of Australia;
- Acquisition of additional memorabilia and audio-visual material through loans and donations by athletes and administrators.
- Management of Paralympics Australia’s historical archive near its national office in Sydney;
- Ongoing creation and updating of Wikipedia articles about the Paralympic movement in Australia, Australian athletes and classification. The articles related to the project have generated more than 13.2 million pageviews since 2011.
- Support for PA’s media, social media and commercial operations through the provision of oral histories, image galleries, audio-visual collections and memorabilia.

The Australian Paralympic History Project would not be possible



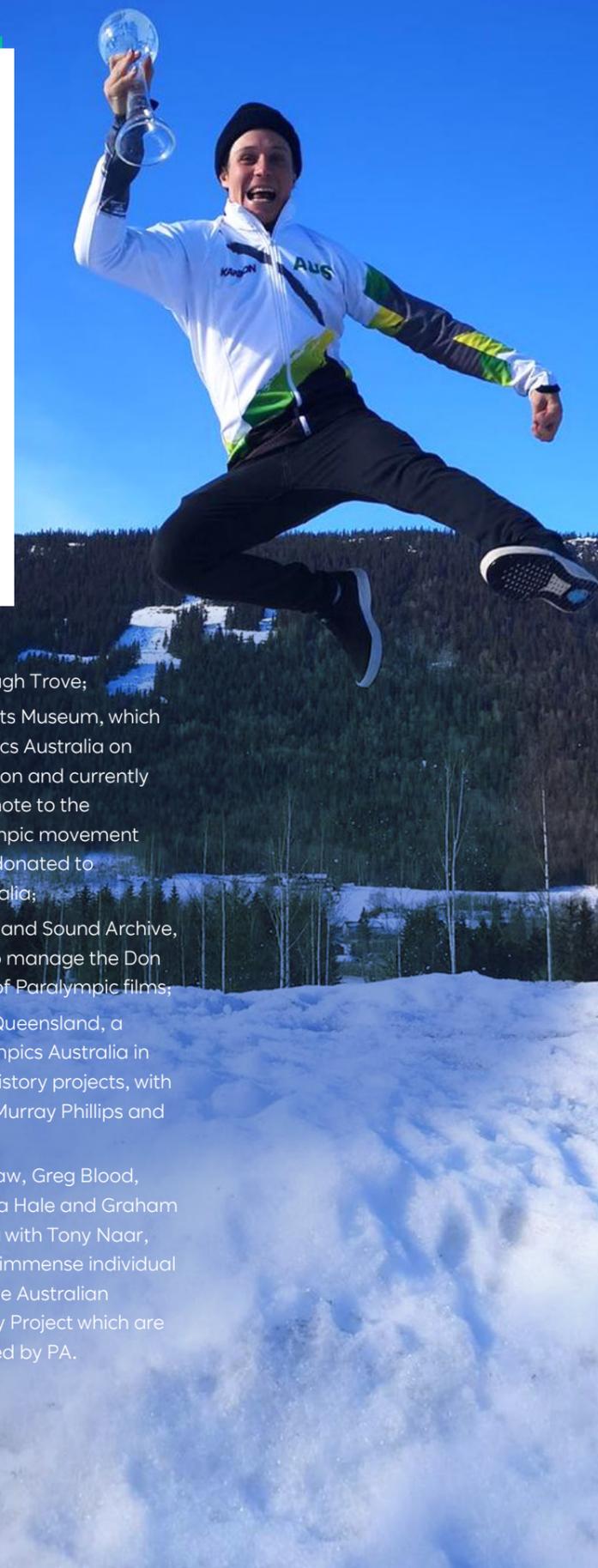
Homepage of Paralympic Stories: paralymphistory.org.au

without the extensive 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 along with Tony Naar, continue to make immense individual contributions to the Australian Paralympic History Project which are greatly appreciated by PA.



Ben Tudhope



Stakeholder Engagement

The Stakeholder Engagement division actively engages Paralympics Australia's 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:

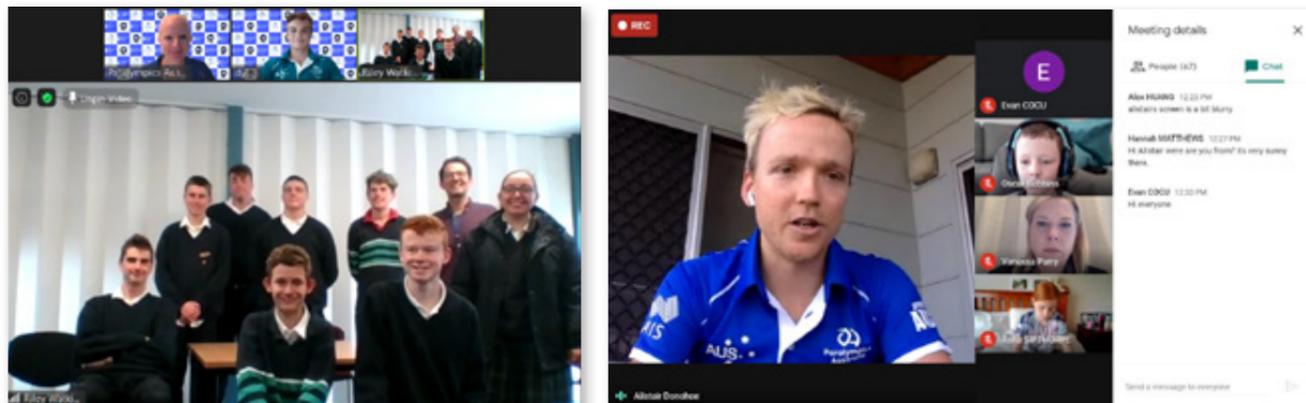
- Engagement and support from federal, state and territory governments and their politicians and/or advisors to foster new opportunities and relationships;
- Funding for PA's programs through government and foundation grants;
- Securing of support from state and territory governments for the Australian Paralympic Team Appeal;
- Engagement with the National Institute Network (NIN) and Australian Institute of Sport to gain support for Para-sport pathways;
- Collaboration with the Australian Olympic Committee, Commonwealth Games Australia and member sports for greater advocacy to government;
- Work with Sport Australia and National Disability Sporting Organisations (NSODs) to connect the disability sport sector through the Disability Sport Alliance project;
- Confirmation of His Excellency, the Governor-General of Australia, and the Prime Minister, as Patron and Patron-in-Chief for PA;



(From left) PA President Jock O'Callaghan, Prime Minister of Australia Scott Morrison, IPC President Andrew Parsons and PA Chief Executive Lynne Anderson

- Active engagement and consultation with PA's member organisations (regular meetings, an annual survey and organisation of new members to join);
- Organisation of cross-party support for the Australian Paralympic Team and Para-sport programs;
- Provision of expert input to the Australian Government's National Sports Tribunal Advisory Group and Sport Integrity Australia's new integrity arrangements;
- Greater visibility and influence for PA internationally, through joint projects with the Oceania Paralympic Committee and the International Paralympic Committee;
- Specially organised meetings for the IPC President with the Prime Minister and Ministers on his visit to Australia;
- Attendance to the IPC conference and General Assembly in Bonn in 2019 and organisation of a Paralympian nominals motion at this event;
- Development of a range of new resources, policy submissions, briefing papers and research data to support PA's work internally and externally;
- Work to ensure PA met best practice in governance, safety, inclusion and integrity requirements, plus associated education and training for the Board and staff;
- Development of partnerships with: Outback Academy Australia to support Aboriginal and Torres Strait Islander people with disability in sport; Welcoming Australia to encourage migrants and refugees with disability in sport. PA also

Scott Reardon and Eliza Ault-CConnell help relaunch the Paralympic Education Program



Virtual classroom visits conducted by (left) Paralympians Jenny Blow and Dylan Littlehailes (and right) Alistair Donohoe

sought funding for women into leadership positions in sport, and joined Pride in Sport to support LGBTI matters;

- Inclusion of PA as part of cross-sector taskforces, forums and industry events;
- Provision of information, grants and support for Para-athletes and PA's Athlete's Commission.

Oceania support

Throughout 2019/20, Paralympics Australia focused on growing its strategic engagement with the Oceania Paralympic Committee (OPC). Aiming to maintain strong partnerships and relations and share expertise and knowledge (particularly education and training around classification and coach training with OPC and Oceania NPCs), PA provided access and support to funding opportunities for the OPC and smaller NPCs in the region during the reporting period.

Highlights included:

- Regular engagement with the OPC CEO connecting to opportunities with other domestic and international sport agencies;
- Provision of IPC/PA updates/planning throughout COVID-19 to the OPC;

- Support of the OPC with grant writing for partner project applications and funding;
- Provision of funding assistance to Vanuatu Paralympic Committee with bus fares for Para-athletes;
- Provision of funding contribution support for OPC's 2019 Agitos Foundation grant application.

Paralympic Education Program

The 2019/20 reporting period saw the re-establishment of the Paralympic Education Program (PEP), with the official launch of the program and new web section in February 2020. Australian Beef is the official presenting partner of the program.

The education website includes five new teacher resources and student content developed by Paralympics Australia, along with the I'mPOSSIBLE Toolkit developed by the International Paralympic Committee's Agitos Foundation. All resources are linked to the Australian school curriculum.

Since the launch of the education website, 111 teachers have registered for the I'mPOSSIBLE Toolkit and over 500 messages were received from students via PA's online Paralympic Pen Pal program.

In response to COVID-19, face-to-face school visits were postponed until 2021. Instead PA introduced virtual classroom visits which connect Australian Paralympians with schools using video-conferencing platforms. During the reporting period, PA conducted 15 virtual classroom sessions across 11 schools with a reach of more than 630 students. The schools' visits are supported by Australian Beef and The John and Myriam Wylie Foundation.

To prepare athletes to present to schools, both virtually and face-to-face, PA collaborated with the AIS to conduct media and communication training via the Elite Athlete Business School. Eighteen Para-athletes participated in the training.

In collaboration with Welcoming Australia, PA assisted their online Living Room Sports program where Wheelchair Rugby player Andrew Edmondson filmed an at-home workout which was broadcast live via social media. Additionally, PA worked with Kimberlin Education to produce sponsored content for their Expert Classroom Series.

PA also forged relationships with state and national professional teaching associations and conducted several Para-sport workshops for teachers.



A Paralympic Education Program participant

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
Helen Nott	7/7
Annabelle Williams	6/7
Tim Carmody	1/1
Kurt Fearnley	1/3
Rebecca Frizelle	1/1
Lachlan Harris	6/7
John Hartigan	7/7
Rosie King	7/7
Grant Mizens	1/1

Human Resources

The Human Resources division is responsible for providing operational and strategic human resources advice to Paralympics Australia.

During the reporting period, the division provided support across the organisation through the introduction of new initiatives into the day-to-day operations with a focus on wellbeing and engagement programs and the rejuvenation of PA values.

The values of PA centre on Para-athletes, Para-sports and the nurturing and development of PA staff. They were integrated into a number of operational processes such as the performance review process, individual discussions on deliverables and behaviours

between Senior Management and staff, as well as PA's recruitment practices. Our PA Values are:

Tenacious: in PA's pursuit of excellence, in innovation, best practice and performance.

Proud: in PA's approach to servicing our para community, where integrity and respect our paramount.

Limitless: in providing an inclusive environment where everyone feels valued.

At the beginning of 2020, the focus for Human Resources shifted from the delivery of a Paralympic Games campaign to guiding PA through the impact of COVID-19. A formulated response plan was executed with key elements including the transition of the entire workforce to a work-from-home situation, a 30 per cent reduction in staffing and a 20 per cent reduction in hours for all remaining employees. These measures, while stressful to PA staff, were an appropriate measure to ensure the overall sustainability of PA.

This new paradigm provided additional challenges and reemphasised the pivotal role of

PA's wellbeing programs to ensure those involved in PA – primarily staff and the athletes and programs they support – remained engaged and connected in this environment.

Staff diversity

Paralympics Australia's staff level as at 30 June 2020 was 29. The workforce mix included:

- Women – 59 per cent
- Men – 41 per cent
- Paralympians – 21 per cent
- People with a disability 24 per cent

Annual General Meeting

Paralympics Australia's Annual General Meeting was held on 5 December in Sydney, with 14 member organisations represented. Ernst & Young was appointed auditor in November 2010 and will continue as auditor for Paralympics Australia Ltd.

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

Under Paralympics Australia's Board rotation policy, which is in line

Key management personnel

Total compensation		2020 \$	2019 \$
		\$1,487,552	1,376,116
Compensation in bands \$	0-49,999	10	8
	50,000-149,000	4	4
	150,000+	4	4
Number of staff		18	16



Federal Sport Minister Senator Richard Colbeck with IPC President Andrew Parsons, PA President Jock O'Callaghan and PA Chief Executive Lynne Anderson

with Sport Australia's Mandatory Governance Principles, one current Director, Helen Nott, nominated for re-election at the AGM and was re-elected unanimously.

As per its Constitution, Paralympics Australia also called for Board nominations from its membership, with no nominations received.

Paralympics Australia also solemnly acknowledged the sad passing of two highly influential and revered members of the Australian Paralympic family – Glenn Tasker and Kieran Modra – and the deep grief felt by the Paralympic Movement globally.

Mr Tasker, who passed away in August 2019, joined the Board in 2008

and served as President from 2013 until his retirement in 2018.

Paralympics Australia is in debt to Mr Tasker's contribution to the Australian Paralympic movement over many years. He was a wonderful leader, colleague and friend to so many people around the world.

His many achievements as President of Paralympics Australia, and other roles within the sports industry during his long and decorated career, have left a legacy for years and decades to come.

The thoughts of Paralympics Australia remain with his wife Henny, their children Matthew, Natalie and Alex and their grandchildren.

The deepest condolences are also with Kerry Modra, and daughters Holly, Makala and Janae, after the tragic loss of their beloved husband and father Kieran in November 2018.

Mr Modra represented Australia at eight Paralympic Games between 1988 and 2016. And while he was the fiercest of competitors, away from the competitive arena Mr Modra was a kind soul with a tremendous character.

Paralympics Australia records its deepest gratitude to these two incredible contributors, who are sorely missed and remembered for their outstanding service.

IT Operations

Paralympics Australia's IT Operations division is focused on improving current systems, services and processes.

During the reporting period, the following major projects were achieved:

- Continued investment and transformation into cloud-based

platforms and services to provide PA with an agile technology stack that is not dependent on any one physical location;

- Planning and design of the Tokyo 2020 Technology delivery plan overcoming large challenges in space planning, communications and 100v power delivery;

- Immediate transition from a primarily office-based workforce to a total remote work-from-home capability for all staff in line with COVID-19 restrictions.

- Improvement of technology services to maintain productivity, accountability and compliance while all PA offices were closed and PA staff were working from home.



Greg Hartung receives the Paralympic Order from IPC President Andrew Parsons

Photography for Paralympics Australia by:
 Jeff Crow – Explorer Media
 Tim Mannion

Additional photography courtesy of:
 Michael Angus, Bence Vekassy, Delly Carr, Con Chronis, Phil Cooper, Casey Gibson, Megumi Masuda, Paul McMillan, Alan Spink, Zac Williams, Athletics Australia, AusCycling, Commonwealth Games Australia, Equestrian Australia, Getty Images, Paddle Australia, Rowing Australia, Seven Network, Swimming Australia, Triathlon Australia.

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