

# ANNUAL REPORT 2015-2016





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# MANAGEMENT STRUCTURE

## EXECUTIVE

Dereck Fineberg	President
Edward Fabian	Administration & Finance Director
Todd Williams	Competition & Standards Director
Martin Stillman	Chief Executive Officer

## BOARD OF MANAGEMENT

Andrew Pryor
Neil Sandall
Tony Northey
Iain Carlin
Rhonda O'Sign
Steve Ryan
Teresa Blackman

## STAFF

Ashlea Watt	Administration & Events Manager
Andrew Johnston	Development & Projects Manager
Laura Elkashassy	Bookkeeper



# LIFE MEMBERS

## LIFE MEMBERS

1978	Trevor Billingham BEM*
1978	Alan Triscott
1983	Keith Maughan
1983	Doug Hancy*
1985	C P (Paddy) Robinson*
1989	Don Blyth
1989	Mal Hastie
1989	Peter Shinnick
1996	George Harvey
2001	David Cramer
2002	Maxine Boyd
2004	Anthony Libke
2005	Grahame Searles
2008	Brian Newton
2008	Michael Stubbs
2010	Alison Quirke
2010	Gary Mutton
2010	Marjorie McNamara
2010	Dennis Goodwin
2012	Ross Burridge

## AWARD OF MERIT

1999	Alan Letcher
2001	R O (Dick) Healey *
2002	John Crouch
2004	Brian Newton
2004	Arnold Hunt*
2005	Alison Quirke
2007	Don Baker
2008	Marjorie McNamara
2011	Garry House
2012	Pieter Bergshoeff

## MERIT CERTIFICATES

1984	John McCarthy
1984	John Marsden
1984	Peter Shinnick



# ROLL OF EXCELLENCE

## Track & Field

2009	Nathan Deakes
2009	Melinda Gainsford- Taylor
2009	Steve Hooker
2009	Jana Pittman- Rawlinson
2009	Amy Winters
2010	Jane Saville
2010	John Steffensen
2011	Darren Clark
2011	Bronwyn Thompson
2012	Christine Stanton
2012	Debbie Wells
2013	Jane Flemming
2013	Sally Pearson
2014	Dani Samuels
2015	Nicole Boegman- Stewart

## Sportsmen

2009	Alisa Camplin
2009	George Gregan
2009	Nova Perris
2009	Kathy Watt
2009	John Worsfold
2010	Hollie Grima
2010	Geoff Ogilvy
2011	Natalie Von Bertouch
2011	Matt Giteau
2012	Simon Black
2012	Megan Marcks
2013	Kimberlee Green
2013	Patrick Mills
2014	Jarryd Hayne
2014	Joel Selwood
2015	Sally Fitzgibbons

## Volunteers

2009	Trevor Billingham *
2009	Doug Hancy *
2009	Barry Garment
2009	Helen Moir
2009	Alan Triscott
2010	George Harvey
2010	Peter Wickes
2011	Jim Arkins *
2011	Maxine Boyd
2012	David Cramer
2012	Robin Johnson
2013	Ken Gardiner
2013	Andrea Harvey
2014	Professor Marcus Vowels
2014	Alison Quirke
2015	Maria McConville

## Achievers

2009	John Maclean
2009	Mike Whitney
2009	Dr. Peter Larkins
2009	Kirsty Marshall
2010	Chris Bradshaw
2010	Janine Shepherd
2011	Paul Murray
2011	Brett Rosebury
2013	Shane Crawford
2014	Ryan Fitzgerald
2015	John Pearce
2015	Lenny Pearce

\* Deceased

**Jetstar** 



## OUR MISSION

**Little Athletics aims to develop children of all abilities by promoting positive attitudes and a healthy lifestyle through family and community involvement in athletics activities**

# SPONSORS

Jetstar Little Athletics Australia (LAA) acknowledges the important role played by sponsors in helping to deliver services and benefits to members and records its appreciation to the following companies for their support.

## Jetstar

Jetstar is the first naming rights partner of Little Athletics. The partnership reinforces Jetstar's commitment to Australian communities and demonstrates that they stand for more than just low fares.



## ASICS

ASICS shares the Little Athletics vision of developing young athletes of all abilities to BE YOUR BEST. The commitment by Asics to Little Athletics benefits every family through their support of the Australian Little Athletics Championships, Achievement Book, Website and the Little Athletics range of footwear



## V-INSURANCE

Jetstar Little Athletics Australia has established a very strong relationship with V-Insurance who have provided assistance and professional advice over many years in a wide range of Insurances including personal accident, public liability, equipment and professional indemnity. Support from V-Insurance ensures Jetstar Little Athletics Australia is able to provide athletes, Associations and Centres comprehensive and cost effective insurance.



**V-INSURANCE  
GROUP**

CORPORATE AUTHORISED REPRESENTATIVE OF WILLIS



## EXECUTIVE REPORTS



# PRESIDENT

**The 2015/2016 year has been as busy and filled with many significant items of business as any other year. The following are worthy of mention in a summary of the preceding 12 months.**

## Governance & personnel

While the core of our federated board model remains, in a significant step we have agreed to include up to two independent directors in order to bolster our skill mix. This should be a positive for Jetstar Little Athletics Australia (LAA).

During the year we have bid farewell to board members Tony Northey (LAQ) and Iain Carlin (LASA) as well as executive officers Samya Monaco (LAWA) and Dean Paulin (LAVic). Also our LAA office member Laura Elkaskassy has left us. I thank all of them for their significant contributions to little athletics.

Welcome to our new board members Donna Smith (LAQ) and Steve Camilleri (LASA) and LAWA's EO Vince Del Prete. I wish you all a successful and enjoyable experience.

Our NTC, CEO and DO meetings have continued to be very positive and their various recommendations are of great value.

## Senior Athletics

Welcome to Athletic Australia's new leadership team in particular President Mark Arbib and CEO Phil Jones. Our organisations continue to work very closely together and look at ways to combine in many areas. Jetstar LAA supports AA's overall vision for 'One Sport' while agreeing that this does not equate to a merged entity.

In our joint meetings we keep identifying areas of improvement for administrators, coaches and athletes and still hope that a way forward can be agreed between AA and ATFCA for the mutual benefit of all.

An LAA representative now attends all AA board meetings and AA has a timeslot during LAA's meetings to provide and share updates. AA's proposal for a membership connection is also under consideration.

The visit to NT during August by myself and our CEO Martin Stillman was very productive and it is hoped may lead to a re-establishment of little athletics there in some form.

## Standard Rules & Events, Skills programs & Products

Further progress has been made in the area of establishing an agreed set of standard events and rules. This is a significant step. Great work by Todd and his NTC group here.

In addition, the LAA board has agreed to support and mandate the implementation of skills programs particularly in the younger age groups. The identification of the actual products is nearing conclusion and recommendations.

Our investigation into the area of Inclusion nears completion and it is hoped the rollout of a consolidated plan will ensure that little athletics truly embraces even more athletics and families from all parts of society.

## ALAC, ROE, U/15 Camp

During the year the ROE (Sydney), ALAC (Adelaide) and Under 15 camp (AIS) were again tremendously successful. My thanks to all concerned especially the various host states and our Jetstar LAA staff and of course Glynis Nunn-Cearns and her coaches.

ALAC of course has undergone some modifications with additional age groups and events and an increase to a two-day competition in 2017.

## Finance & Sponsorship

While LAA continues to enjoy a strong financial position our overall bank position has reduced. However, this has been the result of the board endorsing a number of worthwhile initiatives and projects considered beneficial to our sport.

We are very excited and pleased that our naming rights sponsor Jetstar has agreed to the third year of our agreement and we hope we can continue our wonderful partnership into the future.

We are also very appreciative of the continued support by ASICS of our ALAC event and hope they will also continue with us.

Thank you to both organizations for their wonderful support and friendship.

## Appreciation

Once again I wish to extend to my colleagues on the Executive, Eddie Fabian, Todd Williams, CEO Martin Stillman and his staff - my sincere thanks for their support and hard work this year. The results of all their efforts are obvious.

I also wish to thank the members of our LAA board as well as the boards and staff of the state associations for all their help and support.

## Looking Ahead

All of us in athletics are hoping the buzz of the Olympics in RIO, especially with so many graduates from little athletics in the team, will propel our sport forward and attract many new participants. Let's make sure we are ready for them.

With strengthening relationships at all levels it is onward and upwards!

## Dereck Fineberg OAM

President  
Jetstar Little Athletics Australia



# CHIEF EXECUTIVE OFFICER

## Jetstar Little Athletics Australia has enjoyed another successful twelve months.

During the past year there have been many successes and significant achievements including:

The ASICS Australian Little Athletics Championships (ALAC) held in Adelaide was a very successful event. Our thanks are extended to all associated from Jetstar Little Athletics South Australia for hosting such a successful Championships. For the third season, Jetstar LAA live streamed the Championships enabling viewers across Australia and around the world to watch our Championships. The standard of this years Australian Championships was outstanding and congratulations are extended to this year's winners and in particular Jetstar Little Athletics South Australia for winning the Trevor Billingham Trophy for the first time in history.

Jetstar LAA again held a very successful Roll of Excellence (ROE) dinner in Sydney. The evening was another huge success with the induction of more worthy recipients into the ROE. I would like to extend congratulations to the following inductees into the 2015 Roll of Excellence:

### Track & Field – Nicole Boegman-Stewart

### Sportsperson – Sally Fitzgibbons

### Volunteers – Maria McConville

### Achievers – John & Lenny Pearce

The National U15 camp was held in September 2015 at the AIS in Canberra, 140 athletes participated in the camp, which was an outstanding success. I would like to thank Glynis Nunn-Cearns - CEO of the ATFCA for all her support in coordinating the camp. The quality of coaches assembled at the camp was exceptional and without these high calibre coaches the camp wouldn't be as valuable to the athletes. Jetstar LAA looks forward to continuing to develop the national camp program and is always seeking further improvements for the camp.

Our registration numbers at the end of the year was recorded at 89,490 and we look forward to a surge in membership next season after the Rio Olympics.

From a governance perspective, the National Technical Committee (NTC) continues to be beneficial to Jetstar LAA to bring together the states and work through motions and rules/regulations to ensure we are continually progressing in this area. I extend my thanks to Todd Williams who heads the NTC and all members of the NTC for their time and commitment to the sport your contribution to Jetstar LAA is most critical.

During the year, Jetstar LAA conducted a governance review to look at the Jetstar LAA structure from the Board of Management to member associations with the LAA Board of Management agreeing to adopt two independent board members. This will occur in upcoming months and will assist in our governance structure.

To our partners beginning with our naming rights partner Jetstar, thank you for another twelve months of support. Jetstar has been extremely active in joint promotion of Jetstar LAA with a variety of initiatives through the year, including the promotion of Little Athletics via their Jetstar inflight magazines and via "The Recruit" television program on Foxtel. This was another opportunity to feature Little Athletics on the program and was a great advertisement. These are only a few examples of the vital linkages via the Jetstar partnership which generate additional publicity and promotion for Little Athletics.

To the states, who were very proactive with Jetstar activations – thank you. The Jetstar round added colour and excitement across the country and a sea of orange as a great initiative last year to go beyond our obligations to Jetstar to further enhance the partnership.

Jetstar LAA looks forward to continuing to build on our already strong foundations with Jetstar, I would like to express my thanks to Jayne Hrdlicka CEO, and in particular David Hall the former Australia & NZ CEO who have been such strong advocates of the partnership since its inception. To Kelly Ogilvie PR Manager Australia & NZ, Daniela Gomes PR Manager Australia & NZ, Ingrid Nason Group Marketing Manager, PR and Sponsorships your support has been very much appreciated.

ASICS, has been a long-time partner of Jetstar LAA. To the ASICS team lead by Simone Bushnell and Brad Moller thank you for your support we are delighted to be associated with your organisation and look forward to continuing our relationship with ASICS for many years to come.

Jetstar LAA have been fortunate to have a longstanding relationship with the V-Insurance Group to Rob Veale and Sarah Catterick, your guidance and support in this area of our business is greatly appreciated, you continue to provide the very best insurance premium for Jetstar LAA and other benefits that come with our broker agreement.

Jetstar LAA and Athletics Australia (AA) have continued to work closely together for the betterment of Athletics in Australia through the Joint Athletics Management Group. Other examples of the working relationship was evident with the agreement to work with the same live streaming company and provide a similar product to the Senior and Little Athletics community with the streaming of our events. The working cooperation between AA and LAA grows year by year and thanks are extended to new AA President Mark Arbib and CEO Phil Jones.

During the year LAA and our Member Associations were involved in the workshops with Athletics Australia and formation of the Athletics Strategic Vision which will be announced in the upcoming months. Under the leadership of new Athletics Australia President Mark Arbib and CEO Phil Jones Jetstar LAA and Athletics Australia continue to work closely together and are always looking at more efficient ways of running the sport. In our joint meeting both organisations are identifying ways to improve in the area of coaching, officials, athlete retention and pathway to name a few.

Further progression was also achieved during the year from the two CEO summits that identify area for improvement in our sport and look to work together collectively to enhance the sport of athletics.

Thanks are extended to the ATFCA, to CEO Glynis Nunn-Cearns and President Dennis Goodwin, thank you for your assistance throughout the year, you are a valued partner of LAA.

During the year Jetstar LAA were requested to appear before the Royal Commission and due to our existing partnership with Bravehearts and the education programs provided across the country, we were commended on our practices and policies on child protection. Jetstar LAA will continue to work with Bravehearts to ensure best practice in this area is always paramount.

I would also like to express my gratitude to the Jetstar LAA Executive led by President Dereck Fineberg, Todd Williams and Eddie Fabian. I sincerely appreciate your ongoing support and guidance in my role as Chief Executive Officer.

To the Board of Management, thank you, I value your support and assistance in my role as CEO and would also like to convey my thanks to your State Boards for their contribution to the sport. I would like to express my thanks to former board members, Tony Northey QLD, Iain Carlin SA for your contribution to the board of management and in particular your state associations as we welcomed Donna Smith QLD and Steve Camilleri SA as a new Board of Management member during the year.

To the Member Associations CEO's and staff well done again on another superb season of Little Athletics, your dedication and passion is apparent in everything you do and your efforts really do make a difference to Little Athletics.

Special thanks are extended to the Jetstar LAA staff Ashlea Watt, Andrew Johnston and Laura Elkaskassy thank you for all your support and assistance throughout the year, Jetstar LAA are indeed fortunate to have such enthusiastic and committed employees.

To the thousands of volunteers that make it all possible each week thank you, Little Athletics wouldn't be able to operate without the support of the volunteers and I have no doubt the participants appreciate your support to enable them to have the fun they have each week.

I look forward with much anticipation towards the upcoming season particularly on the back of the Rio Olympics.

### Martin Stillman

Chief Executive Officer  
Jetstar Little Athletics Australia

# ADMINISTRATION & FINANCE DIRECTOR

## Financial Performance for the Year Ended 30 June 2016

Australian Little Athletics finished the year with a net deficit of \$398,562 which is \$109,070 unfavourable to budget.

The cash balance of the association decreased by \$582,479 to \$1,164,081.

The variations to budget are summarised in the table below and are followed by commentary on the major items of variance.

	Actual	Budget	Variance
<b>INCOME</b>			
Levies & Affiliation Fees	1,107,132	1,107,129	3
Commercial Activities	24,856	25,000	(144)
Sponsorship	825,548	820,000	5,548
Reimbursements	60,000	60,000	
Other Income	113,620	119,638	(6,018)
<b>Total Income</b>	<b>2,131,156</b>	<b>2,131,767</b>	<b>(611)</b>
<b>EXPENDITURE</b>			
Administration	180,140	101,460	(78,680)
Insurance	404,819	422,730	17,911
Ticket & Achievement Costs	85,060	71,300	(13,760)
Sponsorship Costs	656,600	655,050	(1,550)
Meeting & Conference Expenses	229,711	212,528	(17,183)
Roll of Excellence	19,916	20,440	524
Little Athletics Program in Schools	298,468	260,000	(38,468)
Salary, Travel and Associated Costs	348,914	319,229	(29,685)
Office Expenses	38,717	47,400	8,685
U15 Camp and Interstate Competitions	162,523	166,122	3,599
Contributions to Associations and Projects	104,850	145,000	40,150
<b>Total Expenditure</b>	<b>2,529,718</b>	<b>2,421,259</b>	<b>(108,459)</b>
<b>Net Surplus (Deficit)</b>	<b>(398,562)</b>	<b>(289,492)</b>	<b>(109,070)</b>

### Income

Sponsorship income was \$5,548 favourable to budget mainly due to additional contra air fare income.

Other Income was (\$6,018) unfavourable to budget mainly due to lower interest rates and lower account balances on interest bearing deposits.

### Expenditure

**Administration expenditure was (\$78,680) unfavourable to budget. The major items of variance include:-**

- (\$55,524) – ALAC Other Costs. The expenditure includes \$34,388 for live streaming, \$13,081 for additional merchandise and \$1,400 for sponsor banners.
- (\$25,799) – Consulting. The expenditure includes governance workshops for the LAA and association boards and the Inclusion project.
- (\$3,773) – Legal Costs. Additional cost mainly relate to advice in relation to LAA's responses to and attendance at the Royal Commission.

**Insurance expenditure was \$17,911 favourable to budget. The major items of variance include:-**

- \$26,325 – Equipment Insurance claims and administration fees expense was \$131,175 compared to a budget of \$157,500.
- (\$8,414) – Premiums and brokerage fees were unfavourable to budget due increased premiums based on recent claims history.

**Ticket and Achievement Book costs were unfavourable to budget by \$13,760 mainly due to the acquisition of additional supplies to meet association demand.**

**Sponsorship costs were (\$1,550) unfavourable to budget. The major items of variance include:-**

- \$9,200 – Contributions to Associations - Contributions totalling \$340,800 were paid to the associations for sponsorship and marketing campaigns, compared to budgeted payments of \$350,000.
- (\$46,287) – String Bags and Patches - additional costs of string bags and patches. Budgeted for bags for new athletes only but supplied bags to re-registrations also. New smaller patches purchased in addition to standard patches
- \$5,500 – Little Athletics Ambassador. LAA did not receive any requests from associations for an ambassador to attend and events in the current year
- \$24,885 – Promotional Materials. Net savings on promotional materials, including posters, flyers, bumper stickers and postcards

**Meeting & Conference Expenses were (\$17,183) unfavourable to budget. The major items of variance include:-**

- (\$3,640) – CEO Meetings. These meetings were unbudgeted and were introduced by the agreement of the BOM after the budget was approved.
- (\$5,840) – AGM and Half Yearly Conferences. The adverse variance was as a result of higher than budgeted costs for both the Sydney Conference in October 2015 and Adelaide Conference in April 2016. The variance is partly offset by an underspend in staff travel costs and recoupment of some costs from associations in Other Income.
- (\$5,520) – Contra Air Fares. The adverse variance is offset by a corresponding increase in Contra Sponsorship Income.

**Little Athletics Programs in Schools expenditure was (\$38,468) unfavourable to budget. The major items of variance include:-**

- (\$7,188) – Increase in LAPS contribution to LAACT not budgeted but approved by BOM. The number of students delivered with the LAPS program was 190,233 students compared to a budget of 188,000 students, including the additional allocation of 8,000 students to LAACT. This is an increase of 33,522 on the 156,711 delivered in the previous year.
- (\$30,060) – Increase in LAPS resources acquired.

**Salary, Travel and Associated Costs were (\$29,685) unfavourable to budget. This unfavourable variance was mainly due to the following.**

- (\$13,309) – Increase in Employee Provisions
- (\$16,376) – Increase in other salary and employee related costs

**Contribution to Associations and Projects was \$40,150 favourable to budget. The major items of variance include:-**

- \$25,000 – Contribution to Development Officers not fully expended
- \$10,000 – Contribution to National Joint Venture Projects not expended
- \$10,000 – Contribution to National Joint Officials Initiative not expended
- (\$3,278) – Inclusion Officer not budgeted by approved by BOM

## Cash at Bank

The Net Cash at Bank movement for the year was \$572,963 unfavourable. This is reconciled as follows:

Last Year	This Year	Movement
\$	\$	\$
31,179	ANZ Cheque Account	26,502
	ANZ Cheque Account # 2	(4,677)
469,307	ANZ On Line Saver	8,695
25,203	ANZ V2 Account	11,293
256,897	Commonwealth Bank Term Deposit	(458,014)
423,470	Commonwealth Bank Term Deposit # 2	25,405
258,402	Commonwealth Bank Term Deposit# 3	202
	Commonwealth Bank Term Deposit Combined	(256,897)
264,669	Commonwealth Bank Term Deposit ASC	(423,470)
<b>1,729,127</b>	<b>Total Cash at Bank</b>	<b>1,156,164</b>
		<b>(572,963)</b>
<b>The movement of (\$572,963) is represented by:</b>		
		\$
	<b>Net Shortfall of Income versus Expenditure</b>	<b>(398,562)</b>
Plus:	Non Cash Expenses - Depreciation	11,496
<b>Sub-Total</b>		<b>(387,066)</b>
Less	Fixed Assets Purchases	(4,820)
<b>Sub-Total</b>		<b>(391,866)</b>
Plus	Decrease in Proclaim Trust Account	8,793
	Decrease in Prepayments	39,485
	Increase in ANZ Business One Visa	5,626
	Increase in Employee Entitlements	13,309
	Increase in Superannuation Payable	2,160
	Increase in PAYG Tax Payable	2,219
<b>Sub-Total</b>		<b>(320,294)</b>
Less	Increase in Debtors	(1,570)
	Decrease in Accrued Expenses	(223,195)
	Decrease in Equipment Insurance Provision	(16,157)
	Increase in GST Receivable	(6,992)
	Increase in Accrued Income	(4,755)
<b>Net Cash Flow</b>		<b>(572,963)</b>

## Net Assets

The Net Tangible Assets of the Association decreased from \$1.414M to \$1.016M. The Net Assets have increased by 14.8% over the past ten years.

The table below highlights the net growth in the Net Assets over the past 15 years.

Year Ended	Net Surplus /(Deficit)	Net Assets
31 Dec 2001	\$45,088	\$271,643
31 Dec 2002	(\$21,055)	\$250,588
31 Dec 2003	\$126,099	\$376,687
31 Dec 2004	\$250,640	\$627,326
31 Dec 2005	\$169,272	\$796,598
31 Dec 2006	\$88,503	\$885,101
31 Dec 2007	\$155,706	\$1,040,807
31 Dec 2008	\$183,934	\$1,224,741
30 Jun 2010	(\$84,099)	\$1,140,642
30 Jun 2011	\$180,313	\$1,320,956
30 Jun 2012	\$289,133	\$1,610,089
30 Jun 2013	\$120,263	\$1,730,352
30 Jun 2014	(\$148,661)	\$1,581,691
30 Jun 2015	(\$167,401)	\$1,414,290
30 Jun 2016	(\$398,562)	\$1,015,728

## Insurance

The premiums for 2015-16 increase by an average of 10.55% over 2014-15. Significant increases were incurred in Personal Accident/ Professional Indemnity Insurance Premium which increased by 20.79% and Public Liability Insurance Premium which increased by 27.17%. This was due to effect of major injury claim payouts. The table below sets out the comparative values for 2015-16 and 2014-15. All values are exclusive of GST.

Class of Insurance	2015-16 Budget	2015-16 Actual	2014-15 Actual	%age Change
Directors & Officers Liability	\$8,085	\$7,713	\$7,659	0.71%
Personal Accident/Professional Indemnity	\$67,578	\$72,985	\$60,422	20.79%
Public Liability	\$58,485	\$73,891	\$58,103	27.17%
Travel Insurance	\$5,565	\$5,681	\$5,647	0.60%
Cyber Liability	\$0	\$1,523	\$974	56.37%
Equipment Insurance	\$55,503	\$46,850	\$55,933	16.24%)
<b>Sub-Total</b>	<b>\$196,455</b>	<b>\$208,643</b>	<b>\$188,738</b>	<b>10.55%</b>
Brokerage	\$68,775	\$65,000	\$65,501	(0.76%)
<b>Total</b>	<b>\$255,230</b>	<b>\$273,643</b>	<b>\$254,239</b>	<b>7.63%</b>

The insurance premium paid in September 2015 for the 2015-16 covers the period 1 September 2015 to 31 August 2016. The proportion of the premium covering the period 1 July 2016 to 31 August 2016 was recognised as a prepayment in the accounts and will be brought to expenses in July 2016. The proportion of the premium covering the period 1 July 2015 to 31 August 2015 was recognised as a prepayment in the accounts last year and was brought to expenses this financial year. Consequently, 12 months expenditure is reported in the income statement that being the two months premium transferred back from prepayments, plus the 12 months premium paid in September 2015, less the transfer of two months premium to prepayments from the 2015-16 payment.

**Registrations**

The following table shows the registrations by Association since 2001-2002 together with an average over the 15 year period. There was a decline in each of the three years since 2012-13 which was the last Olympic year.

	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09
LAAC	3040	2875	2614	2849	2414	2656	2709	3227
LANSW	40200	39276	35900	41128	37451	39476	38440	39779
LAQLD	13217	12921	11150	13288	11697	13121	12926	13975
LASA	5637	6067	5576	5742	5789	6487	6398	7338
LATAS	2599	2561	2400	2717	2454	2606	2470	2701
LAVIC	24859	22513	19931	21385	20194	21850	20536	23244
LAWA	5588	5503	4992	5877	5827	6016	6361	7809
<b>TOTAL</b>	<b>95140</b>	<b>91716</b>	<b>82563</b>	<b>92986</b>	<b>85826</b>	<b>92212</b>	<b>89840</b>	<b>98073</b>

	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15	2015-16	15 Year Ave
LAAC	2792	2942	2794	3451	2975	3098	3014	2897
LANSW	37785	35918	35948	41278	38913	37698	36324	38368
LAQLD	13092	12374	12362	16330	15148	14240	13568	13294
LASA	6602	6621	6322	7943	7272	7428	6920	6543
LATAS	2413	2433	2402	2661	2310	2539	2594	2524
LAVIC	21206	21206	19760	23083	20774	19932	18672	21276
LAWA	7279	7613	7591	9316	8874	8691	8398	7049
<b>TOTAL</b>	<b>91169</b>	<b>89107</b>	<b>87179</b>	<b>104062</b>	<b>96266</b>	<b>93626</b>	<b>89490</b>	<b>91951</b>

Grouping the annual totals into averages over four year cycles, we see a small growth in registration numbers.

Cycle	Average Registrations	4 Year %age Change	Annual %age Change
2004-05 to 2007-08	90,216		
2008-09 to 2011-12	91,383	1.29%	0.32%
2012-13 to 2015-16	95,862	4.90%	1.23%

**INDEPENDENT AUDITOR'S REPORT  
TO THE MEMBERS OF AUSTRALIAN LITTLE ATHLETICS INCORPORATED**

**Report on the Financial Report**

We have audited the accompanying financial report, being a special purpose financial report, of Australian Little Athletics Incorporated, which comprises statement of financial position as at 30 June 2016, statement of financial performance for year then ended and notes comprising a summary of significant accounting policies, and the directors' report.

**Directors' Responsibility for the Financial Report**

The directors of Australian Little Athletics Incorporated are responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements are appropriate to meet the requirements of the Associations Incorporation Act (ACT) 1991 and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal controls as the board determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

**Auditor's Responsibility**

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

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

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

**Opinion**

In our opinion the financial report presents fairly, in all material respects, the financial position of Australian Little Athletics Incorporated as at 30 June 2016 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.

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**INDEPENDENT AUDITOR'S REPORT (cont.)  
TO THE MEMBERS OF AUSTRALIAN LITTLE ATHLETICS INCORPORATED**

*Basis of Accounting*

Without modifying our opinion, we draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report is prepared to assist Australian Little Athletics Incorporated to comply with the financial reporting provisions of Associations Incorporation Act (ACT) 1991. As a result, the financial report may not be suitable for another purpose.

**Nexia Melbourne Audit Pty Ltd**

Geoff S. Parker  
Director

Melbourne

31 August 2016

**AUSTRALIAN LITTLE ATHLETICS INC. (ACT)  
SPECIAL PURPOSE FINANCIAL STATEMENTS**

**DIRECTORS' REPORT**

Your Directors submit the financial accounts of Australian Little Athletics for the twelve months ended 30 June 2016.

**DIRECTORS**

The names of the Directors in office at the date of this report are:

Dereck Ronald Fineberg	President
Edward John Fabian	Administration and Finance Director
Todd Williams	Competition and Standards Director
Martin Stillman	Chief Executive Officer

**PRINCIPAL ACTIVITIES**

The principal activities of the Association during the financial year were:

- To conduct national athletic competitions.
- To represent affiliated Associations in expressing policy in matters pertaining to Little Athletics at a national level.
- To provide rules and standards for competition to affiliated Associations and guidance on all other matters pertaining to competition.

**SIGNIFICANT CHANGES**

No significant change in the nature of these activities occurred during the year.

**OPERATING RESULT**

The deficit of the Association for the year amounted to \$398,562.

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

On behalf of the Directors:

DERECK FINEBERG  
President

EDWARD FABIAN  
Administration and Finance Director

Dated this 7th day of August 2016

## STATEMENT OF FINANCIAL PERFORMANCE

AUSTRALIAN LITTLE ATHLETICS Inc. (ACT)  
SPECIAL PURPOSE FINANCIAL STATEMENTS

## STATEMENT OF FINANCIAL PERFORMANCE FOR THE YEAR ENDED 30TH JUNE 2016

Last Year	Note	\$	\$	
				58,103
				5,647
				974
				55,933
				102,077
				65,501
				356,316
<b>INCOME</b>				
70	Affiliation Fees		70	
	<b>Levies</b>			
36,422	Australian Teams Championship Levy	33,694		11,299
718,028	Administration Levy	649,797		52,387
390,233	Insurance Reimbursement	423,571		63,686
<u>1,144,683</u>		<u>1,107,062</u>		
	<b>Commercial Activities</b>			
25,000	Royalties	24,856		688
<u>25,000</u>		<u>24,856</u>		
	<b>Sponsorship</b>			
864,519	Sponsorship	825,548		50,669
<u>864,519</u>		<u>825,548</u>		
	<b>Reimbursements</b>			
60,000	Ticket & Book Reimbursement	60,000		10,000
<u>60,000</u>		<u>60,000</u>		
	<b>Other Income</b>			
1,343	Other Income	-		748,895
11,565	Recoupment of Expenditure	5,906		
3,320	Roll of Excellence Dinner	3,295		16,903
63,900	Coaching Camp Contributions	67,500		16,235
49,821	Interest Received	36,919		35,829
<u>129,949</u>		<u>113,620</u>		
<u>2,224,221</u>	<b>TOTAL INCOME</b>	<u>2,131,156</u>		
	<b>less EXPENDITURE</b>			
6,150	Audit Fees	6,060		5,746
39,360	Australian Teams Championship	94,168		
91	Bad Debts	-		144,439
-	Bank and Government Charges	320		231,983
11,283	Business Plan	-		
4,316	Computer Requirements	8,353		
2,413	Consultancy	30,299		19,400
7,680	Depreciation - Office Equip.	6,016		19,400
2,664	DVD - Introduction to Little Athletics & Officials Coaching	9,327		
446	Entertainment	1,002		71,163
4,481	Executive & Board Attire	307		4,405
1,368	Flowers, Gifts, Notices etc.	944		52,257
2,320	Freight	1,487		21,713
251	Interest Expense	453		518
10,962	Legal Costs	15,773		150,056
423	Legislative Costs	597		
3,477	Office Expenses	2,014		
528	Postage	255		203,724
5,558	Printing & Stationery	6,230		10,072
480	Staff Training	-		9,877
3,305	Subscriptions	3,176		

Sundries  
Telephone/Facsimile/Internet

<b>Insurance</b>		186,898
Directors & Officers Liability	7,713	
Personal Accident & Professional Indemnity	72,986	
Public Liability	73,891	
Travel Insurance	5,681	
Cyber Liability	1,523	
Equipment Insurance Premium	46,850	
Equipment Insurance Claims	131,175	
Brokerage	65,000	
		404,819
<b>Ticket &amp; Book Costs</b>		
Tickets - Printing Costs	20,198	
Ticket Books - Printing Costs	64,862	
		85,060
<b>Sponsorship/Projects</b>		
Sponsorship Servicing	2,387	
Sponsorship Contributions to Associations	175,000	
Sponsorship Commissions	110,000	
Branding	42,760	
Bravehearts Workshops	5	
Media Tracking	11,000	
National Marketing Campaign	165,800	
Promotion/Advertising	50,826	
Stringbags - Jetstar	98,823	
		656,601
<b>MEETING/CONFERENCE EXPENSES</b>		
Executive Meetings	9,710	
Board of Management Meetings	15,503	
Annual & Half Yearly Conferences	25,363	
National Technical Committee Meetings	7,934	
AT&FCA Meetings	124	
Joint Management Group Meetings	256	
State Conferences	5,071	
CEO Joint Meetings	3,640	
Development Officer Meetings	5,189	
Other Travel	-	
LAA/AA Meetings	1,401	
Contra Air Fares	155,520	
		229,711
<b>Roll of Excellence</b>		
Airfares, Accommodation, Dinner and Other Expenses	19,916	
		19,916
<b>U15 Coaching Camp / Interstate Competitions</b>		
Airfares	66,441	
Other Travel Costs	4,680	
Accommodation & Meals	50,746	
Other Costs	39,651	
Interstate Competitions	1,006	
		162,524
<b>National Little Athletics Program in Schools</b>		
Allocation to Associations	241,188	
Equipment & Resources	54,566	
Uniforms	2,714	

## STATEMENT OF FINANCIAL PERFORMANCE

223,673		298,468
Office		
306,587	Salary, Travel & Associated Costs	330,792
17,502	Motor Vehicle Usage, Parking & Tolls	16,585
29,592	Rent	29,592
4,260	Telephone	4,180
1,560	Electricity	(4,420)
2,695	Cleaning	2,717
-	Staff Recruitment Costs	1,537
873	Sundry Expenses	-
<u>363,069</u>		<u>380,983</u>
Contributions to Associations and Projects		
-	Inclusion Officer Costs	3,278
-	ITCC Course	1,460
125,000	Development Officers Contribution	100,000
<u>125,000</u>		<u>104,738</u>
<b>TOTAL EXPENDITURE</b>		<b>2,529,718</b>
<b>SURPLUS (DEFICIT) INCOME OVER EXPENDITURE</b>		<b>(398,562)</b>
(1,890)	Loss on Sale / Disposal of Assets	-
<b>(167,401)</b>	<b>NET SURPLUS (DEFICIT)</b>	<b>(398,562)</b>

## AUSTRALIAN LITTLE ATHLETICS Inc. (ACT) SPECIAL PURPOSE FINANCIAL STATEMENTS STATEMENT OF FINANCIAL POSITION AS AT 30TH JUNE 2016

Last Year	Note	\$	\$	\$
<b>CURRENT ASSETS</b>				
31,179	ANZ Cheque Account	26,502		
0	ANZ Cheque Account # 2	8,695		
469,307	ANZ On Line Saver	11,293		
25,203	ANZ V2 Account	25,405		
256,897	CBA Bank Term Deposit	0		
423,470	CBA Bank Term Deposit # 2	0		
258,402	CBA Bank Term Deposit # 3	0		
0	CBA Bank Term Deposit Combined	812,811		
264,669	Commonwealth Bank Term Deposit ASC	271,458		
722	ANZ Business One Visa	0		
16,511	Proclaim – Equipment Trust Account	7,718		
200	Petty Cash	200		
1,746,560	Total Cash and Cash Equivalents	1,164,082		
200	Security Deposits	200		
302,512	Trade Debtors	304,082		
177,220	Prepayments	137,735		
9,824	Accrued Income	14,579		
8,712	GST Paid	16,601		
<u>2,245,028</u>		<u>473,197</u>		<u>1,637,279</u>
<b>FIXED ASSETS</b>				
66,691	Office Equipment at Cost	71,511		
40,805	Less: Accumulated Depreciation	46,821		
34,817	Motor Vehicle at cost	34,817		
10,462	Less: Accumulated Depreciation	15,942		
<u>50,241</u>	Total Fixed Assets	<u>43,565</u>		
<b>INVESTMENTS</b>				
1	Shares	1		
<u>1</u>	Total Investments	<u>1</u>		
<u>2,295,270</u>	<b>TOTAL ASSETS</b>	<u>1,680,845</u>		
<b>CURRENT LIABILITIES</b>				
5,414	PAYG Withholding Payable	7,633		
5,636	Superannuation Payable	7,797		
0	ANZ Business One Visa	4,904		
233,010	Accrued Expenses	9,815		
17,970	Provision - Employee Entitlements	31,278		
94,777	Provision - Equipment Insurance	78,620		
250,000	National Data Base Funding - ASC	250,000		
275,070	Unearned Revenue	275,070		
<u>881,877</u>	<b>TOTAL LIABILITIES</b>	<u>665,117</u>		
<u>1,413,393</u>	<b>NET ASSETS</b>	<u>1,015,728</u>		
<b>MEMBERS' FUNDS</b>				
1,581,691	Accumulated Surplus (Deficit) Brought Forward	1,414,290		
(167,401)	Surplus (Deficit) this period	(398,562)		
<u>1,414,290</u>	<b>TOTAL MEMBERS' FUNDS</b>	<u>1,015,728</u>		

**AUSTRALIAN LITTLE ATHLETICS Inc. (ACT)**  
**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 30TH JUNE 2016**

**Note 1: Statement of Significant Accounting Policies**

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act 1991 (ACT). The directors have determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report

**Cash and Cash Equivalents**

Cash and cash equivalents includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of less than 12 months.

**Property, Plant and Equipment**

Property, plant and equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

**Employee Benefits**

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

**Revenue and Other Income**

Revenue is measured at the fair value of the consideration received or receivable.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

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

**Goods and Services Tax (GST)**

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

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

**Trade and Other Payables**

Trade and other payables represent the liabilities for goods and services received that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

**Provisions**

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

**Note 2: Provision for Equipment Insurance Claims**

Australian Little Athletics has National Property and Equipment Insurance, which provides cover of up to \$75,000 per event for every centre and Association. The policy is an aggregate deductible policy which currently requires Australian Little Athletics to pay the aggregate of the first \$150,000 of claims. Any claims in excess of this sum will be met by the insurer.

A requirement of the policy is that Australian Little Athletics deposit funds into a trust account to meet any claims made under the policy, current or past. The current policy expires on 31st August 2016 and a provision of \$76,820 has been made for unsettled claims as at the balance date and events which may occur between the balance date and the expiry date of the policy. This figure represents the value of \$58,620 in unpaid claims for 2015-16 identified by Proclaim Management Solution and \$20,000 for a claim notified by V Insurance.

For the insurance year ending 31st August 2016, a total of \$155,647 has been deposited to the trust account. The funds deposited, less costs to date, are reflected in the Statement of Financial Position as "Proclaim Management Solutions – Equipment Trust Account". Claims paid for the year out of the trust account include \$17,282 for 2015-16 and \$147,690 for 2014-15 and prior years.

The value of future claims against the policy is unable to be quantified, however Australian Little Athletics recognises the probability of future claims being received and has provided for this eventuality.

# COMPETITION & STANDARDS DIRECTOR

## How the time has flown. My first term is done and I believe we have achieved a huge amount in the 2 years to date.

Some of the actions we have implemented were sitting on the table for quite some time, so it is pleasing to see that they have finally come to fruition. I would like to say huge thank you to the NTC for their input, assistance and commitment.

**NTC, Competition and Standards**

This year has seen us lose two of our NTC members from the committee. Darryl Dickson from LAQ and Lukas Martens from LAWA have both left their respective boards and as such, have resigned from their positions on the NTC. We welcome Paul Langton from LAQ and at the time of writing this report we are still waiting to hear who the member from LAWA will be. This will be advised shortly. As I mentioned above we have made some significant contributions but we still have a way to go.

Some of the achievements this year include:

- A revamp and new look for ALAC's
  - The introduction of an increase in competitors for both ATC and MEC. ATC numbers now up to 26 athletes per association and MEC numbers now 3 boys and 3 girls per association
  - The inclusion of the U15 Mixed Gender 4 x 100m Relay as part of the points contribution to the overall team trophy
  - The competition now to be held over 2 days
  - Increasing the MEC competition to seven events
- The introduction of a national set of recommended standard events and specifications for the U16 and U17 age groups.
- The introduction of a 300m hurdles event for the U15 – U17 age groups as a lead in to the senior 400m hurdles.
- The removal of duplications from both Standard Rules and ALAC Rules and duplications compared to the IAAF handbook.

**National U15 Camp**

At the time of writing this report, planning is well under way for our Jetstar Little Athletics Australia 2016 National camp being held from 25th – 28th September 2016 at the Australian Institute of Sport in Canberra.

This year is our first year as an elite (high performance) camp with much higher qualification standards set for selection compared to previous years. It is also the first time we have not evenly split how many athletes attend from each state. It is purely based on qualification standards and not where they came from. In saying that we do have athletes representing all Associations which is fantastic. Again at the time of writing this report, we have a total of 99 athletes attending the camp.

I look forward to providing a report in April on the outcome of this event and what ways we may be able to improve it even more. Thanks to Andrew and Ashlea on the work they put in to pulling it all together and also to Glynis Nunn-Cearns who does a fantastic job in getting together the best coaches from around Australia for the benefit of our athletes.

**ALAC**

Congratulations to South Australia on hosting our 2016 ALAC's in Adelaide and for turning on a beautiful day for our event. A huge thank you to Trevor Orman (Convenor) and Sue Bowman and her staff in SA who did a wonderful job in putting the event together and I am sure the athletes and team personnel enjoyed the experience.

This year we teamed up with the Live Streaming partners of AA and it was once again a huge success. The quality and production was far superior to that of the previous couple of years but as always, we continue to look at ways of improving and how we best utilise it for the benefit of all involved in Little Athletics.

## COMPETITION & STANDARDS DIRECTOR

The winners of each trophy are listed below:

### Trevor Billingham Trophy for the Australian Teams Championships (U13)

1st New South Wales

### Alan Triscott Trophy for the Australian Teams Championships (U13) - Handicap

1st South Australia

### Dick Healey Trophy awarded to the winner from the smaller Associations (U13)

1st Australian Capital Territory

### Life Members Trophy for the Multi- Event Teams Competition (U15)

1st Victoria

There were also several ABP's set on the day and congratulations should go to all athletes who performed their best for themselves, their families and their Associations.

#### 2017 and beyond:

We still have many more mountains to climb to continually improve on our sport. We (LAA) will be working hard to finalise our skills development program for the younger age groups, our inclusions and diversity program and our joint program and calendar of events with our senior body. We also still believe that we can provide an even better set of Standard Rules for everyone (format) so we are looking at that as well.

There are more events that we will be investigating that we could include in our standard events and will also be looking at what more we may add to ALAC's to further enhance that event. Stay tuned.

#### Thank you:

To Tony Northey (LAQ), Iain Carlin (LASA), Samya Monaco (LAWA), Dean Paulin (LAVic) and Laura Elkaslassy (LAA) who have left us, best of luck for the future.

To Ashlea and Andrew in the LAA Office, thank you for your amazing work and we look forward to another big year and finally, to the LAA Executive (Dereck, Eddie and Martin), LAA Board, Senior Management Teams and their staff, thank you for your input and contributions in assisting to make Little Athletics a pleasure to be involved in.

#### Todd Williams

Competition and Standards Director  
Jetstar Little Athletics Australia

# STATE ASSOCIATION REPORTS



# JETSTAR LITTLE ATHLETICS ACT

## **It is my pleasure to present the Annual Report of the Jetstar ACT Little Athletics Association for 2015/16.**

Highlights of season 15/16 included reclaiming the Dick Healey Small States trophy at the Australian Little Athletics Championships in Adelaide, rolling out Timing Solutions Results HQ, conducting para events at our championships after our inaugural inclusion conference, and relocating to our wonderful new offices at Woden Park athletics track. On reflection, the 2015/16 season will be remembered as one of transition, with many initiatives behind us but many more on the near horizon. With new facilities, fledgling partnerships, revamped programs, a healthy financial position, and inspired new members hot on the heels of the Rio Olympic Games, it's a great time to be involved in Jetstar Little Athletics in the ACT.

### **Membership**

Final registration numbers tallied 3,015 for season 2015/16, a decrease of 83 on season 2014/15's 3,098 athletes or roughly 2.7% overall. To capitalise on the public interest surrounding the Rio Olympic Games, our season 16/17 registrations began on August 5, a month earlier than normal.

### **Governance**

In 2015 the LAA Board commenced a review of its corporate governance arrangements in order to ensure we remain effective and structured appropriately for our operations.

With the passing of our dear friend and colleague Michael Spencer in October, former director Jennifer Bryant assumed responsibility on the board for the Development portfolio. I am delighted to report that from season 16/17 we will honour Michael with our new Michael Spencer Volunteer of the Year Award in recognition of his extraordinary capacity to give of his time to help others. Rebecca Tanner stood down from the marketing and public relations role at our AGM in June, and, after a stint as administration director, Geoff Bartley was replaced in the role by Leanne Nelson from our Calwell centre. Peter Boden and David Lemon will continue as competition and technical director and finance director respectively.

### **Finance**

Our strategic plan requires us to maintain financial reserves at least 1 x annual turnover. Consistent with this outcome, we absorbed costs without raising centre levies from 2005 to 2014 and, after running deficits for several years, we have raised the centre levy two years in a row. We achieved a small surplus of \$15,000 this past year, which is a terrific effort given our initial forecast.

### **Competition**

With majority support from member centres, LAACT signed an Association-level agreement with Timing Solutions for adoption of their suite of software products specifically designed for little athletics. We endorsed this approach because we are committed to the reduction of the administrative burden on our volunteer committees. And, at our Conference, the Association agreed to a number of changes to our carnival structure, including the elimination of our two regional carnivals and the lowering of the ages of eligibility. Our intention is to provide more opportunities for participation, especially for our younger cohort. This plan, along with an innovative way in which we assign officiating responsibilities at carnivals, should also address limitations in our capacity to deliver major events. These measures are in no way permanent; we continue to look for ways to improve our product offering and understand the importance of balancing the competition and participation facets that Little Athletics has to offer.

### **Relationship with Athletics ACT**

I am delighted to report that cooperation with Athletics ACT over the 2015/16 season built on the gains of the past. We continued the recent innovation of the LAACT president sitting on the Athletics ACT board. This allowed both Associations to gain a better insight into the priorities of the other. In an effort to expand the cooperation, we've accepted an invitation to participate in the Athletics ACT Competition Committee that will allow us to address future opportunities to collaborate in both technical and competition domains. I am grateful to President Neil Boden and the Athletics ACT Board for their commitment to the pursuit of mutual objectives and their fellowship. We again shared our relay carnival, and many of our athletes were able to experience the thrill of running in front of a large crowd when they took part in the relays that preceded the Canberra Track Classic.

At June's Annual Conference, we held a pathways forum that examined models of cooperation between Little Athletics centres and senior clubs. For the first time, presidents or their delegates from every centre and club were represented. While there is still much work to be done, the signs for the future remain positive. A joint sitting of the boards has been scheduled for early in the 16/17 season.

### **Inclusion**

Jetstar Little Athletics ACT continues to make encouraging inroads in this important area. In June of 2015, we adopted the joint Little Athletics ACT and Athletics ACT Inclusion Policy at our Annual Conference. This policy aims to provide an inclusive environment at all participation levels, in which barriers to involvement are removed and all children feel welcome and comfortable in participating.

In September we held the inaugural Jetstar LAACT Inclusion Conference at the AIS. The Conference focused on practical strategies, with presentations and workshops covering the participation of culturally and linguistically diverse (CALD) communities, children with social isolation issues, the Aboriginal and Torres Strait Islander (ATSI) communities, and para athletes. I would like to thank our participation and development officer Mary Schumacher for preparing such a rich program and our expert speakers Chris Nunn, Karen Burton, Sandra Lloyd, Richard Nicholson and Chris Timpson. I would also like to recognise the financial support provided by the ACT Government's Sport and Recreation Services under their Inclusive Participation Funding Program.

In a first for Jetstar Little Athletics ACT, we included events for para athletes in our Annual Championships. Special thanks are owed to Head Coach Chris Timpson and Marnie Gigliotti of the ACT Para Athlete Talent Squad (PATS), and to Peter Boden and Rebecca Tanner (carnival manager) for making this addition to our program such a huge success.

### **The Relocation to Woden Park**

Thank you to the office staff, the Board and Life Member Mick Morris for a concerted effort in early August to complete the move from Hackett to our new office at Woden Park. We are very fortunate to have the opportunity to be located at an Athletics track and we were determined to make the most of the convenience by scheduling a number of our carnivals at the venue. Our relay and Southside regional Carnivals were held at Woden Park, along with our Championships in March. While we naturally experienced a number of teething issues, the feedback from our members has been overwhelmingly positive.

### **Little Athletics in the Eurobodalla Shire**

In response to ongoing challenges in sustaining our Narooma, Moruya and Batemans Bay centres, Jetstar Little Athletics ACT formed a subcommittee to address the future of Little Athletics in the Eurobodalla Shire. Our analysis suggests that the Eurobodalla Shire has the critical mass to sustain a single centre in an approach that resembles the successful Bega Valley model. Working with the Council and other stakeholders to develop solutions will be an important task for the 2016-17 Board.

### **Relationship with Government**

We are in the final year of a triennial funding agreement with the ACT Government. Our key outputs and reporting requirements for 2016 are around transition, officiating and inclusion. As mentioned above, we were fortunate enough to receive an inclusion grant that funded our inaugural Inclusion Conference. We continue to work with the Government on other funding opportunities, as well as ongoing management of, and upgrade to, the Woden Park facility. A February 2016 Ministry re-shuffle saw Shane Rattenbury replaced by Yvette Berry in the Sport and Recreation portfolio. The mood of our first meeting was very upbeat, and we look forward to working with the Minister and her team going forward.

### **Relationship with Sponsors**

We were delighted to welcome a new "Carnival Sponsor" in SUBWAY in 2015/16. As a provider of a range of low-fat food choices, SUBWAY represents a great match for Little Athletics and the sandwiches for our volunteers at our Championships were certainly a hit. The Runners Shop signed on as registration bib sponsor again in 2015/16. As a preferred footwear supplier and local business with solid roots in the community, The Runners Shop is exactly the type of business we should be partnering with wherever possible. The Canberra Southern Cross Club also remains a good sponsor for us, for the same reason.

We are grateful to national naming rights sponsor Jetstar for extending their sponsorship arrangement into 2016-17. Jetstar has been a wonderful partner to LAACT and we look forward to rolling out a range of new initiatives in 2016/17.

### **Recognition**

At our AGM, we welcomed Phil Alchin and Kerry Boden as life members of our Association in recognition of their long term, highly meritorious service to the Little Athletics movement in the ACT and more broadly. The Board will be placing increased emphasis in future on recognition of the volunteers within our ranks. We will be encouraging Centres to nominate exceptional volunteers for our new Volunteer of the Year Award and for Life Membership of the Association. In a similar vein, we will be looking to launch a Hall of Fame and nominate more of our remarkable alumni for the Jetstar LAA Roll of Excellence. We can all do more work in this area in the coming years.

**Thank You**

In summary, the 2015/16 Board will be remembered for its energy and collegiality, and the rigour with which it approached each issue that came before it. It's important that Boards consist of diverse perspectives and open dialogue, and I am pleased that this was a feature of the 2015/16 board.

I want to thank Renée Cassell who excelled in her first full season as Executive Officer, bringing a passion for the sport and a professional approach. In addition to coming up to speed with the new role, Renée worked tirelessly to manage the move to the new office at Woden Park and worked with all of its stakeholders to develop management arrangements that will hold us in good stead going forward. Thanks also to Sue Knight for her hard work and diligence, and for her tenacity in seeing issues through to completion, including driving accountability in centre reporting. A big thanks is owed to Mary Schumacher for her initiative and dedication to maximising development opportunities for our members. Mary's hard work and commitment was exemplified by the delivery of the highly successful and inaugural Inclusion Conference in September. She will continue to be a critical player in delivering a pathway between Jetstar Little Athletics and seniors and I can think of no one better suited to the task.

I want to recognise our outgoing directors Rebecca Tanner (Marketing & PR) and Geoff Bartley (Administration). Rebecca was with the Board for two years and her service will be remembered for its passion, energy and creativity. Rebecca was responsible for securing the SUBWAY sponsorship and under her watch our relationships with The Runners Shop and the Canberra Southern Cross Club flourished. Rebecca expertly negotiated the roll-out of Jetstar activations in the ACT. Geoff was only with us for one year but it felt like much more – such was his influence at the Board table. Geoff came to us with a wealth of corporate experience in the Canberra marketplace and a diverse background in sports administration. I want to make special mention of Jennifer Bryant for not hesitating to step into the Development Director role when Michael Spencer passed away in October.

I also want to recognise the extraordinary contributions of our returning directors Peter Boden (Competition and Technical) and David Lemon (Finance). Peter worked tirelessly to tackle an enormous workload in his portfolio, including the negotiation of a national standard events table, the transition to a two day ALAC program, the incorporation of events for para athletes at our Championships, and reforms to officiating and Carnival structures. For his part, David expertly struck the balance between maintaining a prudent financial reserve and re-investing in outcomes for our membership, while managing to deliver a surplus. His ability to draw conclusions from data and simplify the complex has been a tremendous benefit to the Board's decision making processes.

Thank you to Records Officer Bernie Wyatt, IT Officers Darren Smailes and Brett Kennedy, Health & Safety Officer Ken Hopkins, Officer of Officials Andrew Eddowes and Equipment Officer Ming Yung for your service.

And last but by no means least, a big thank you to all of the volunteers that make up our Centre committees and give of their time week in and week out so our children can enjoy all that Little Athletics has to offer. With your ongoing support, I am confident that the future of Little Athletics in the ACT is in good hands.

**Andrew Pryor**

President  
Jetstar Little Athletics ACT

# JETSTAR LITTLE ATHLETICS NEW SOUTH WALES

**Registrations**

Although 67 of our 188 centres (35%) recorded an increase in registrations for the 2015/2016 season, overall registrations decreased for the third year in a row, this year by almost 4% to 36,324. Since recording our peak number of registrations (41,661) in the 2012/2013 season, membership has dropped by almost 13%. It is interesting to note however, that no decline was experienced in the U13, U14 and U17 age groups. The U17 age group actually grew by a staggering 38%. Figures show that the loss of numbers is occurring in the younger age groups, with the biggest decline being in the U7 age group, which fell by almost 11%.

On a positive note, we had five regional centres that re-formed this season after various periods of being in recess. The re-formed centres are Branxton-Greta, Quirindi, Billabong, Kandos/Rylstone and Gulgong.

We are still continuing to see an increase in the number of members using the SportsTG system for completion of their registration, with almost 60% of members now registering and paying online (up from 47% in 2014/2015).

**Member Survey**

At the completion of the 2015/2016 season we asked our members a few basic questions via an online survey, about why they first joined Little Athletics; what they believe have been the main benefits from their participation and involvement; how they think those benefits could be increased etc. Approximately 1,300 people from 140 different centres provided responses, 700 of which offered suggestions for improvement. The majority of these by far related to centre 'competition', with skills instruction and/or coaching on 'competition' days/evenings, being the thing most desired by the respondents. They are quite happy if this means less emphasis is placed on competition and more is placed on development, as they want their time spent at athletics to be more productive.

This feedback reflects our own previous research and present-day sports knowledge, indicating that we do indeed need to re-package our regular weekly centre offerings and our 'product' needs to be more contemporary, consistent, and better aligned with the participation motivations of today's children and their parents. i.e. lots of involvement and more time on task (not too much waiting around); the inclusion of game-based skill development and team or group activities; a decreased focus on competition/performance; a fairly tight timeframe of about two hours or a little more; and the availability of some flexible delivery options.

This is our immediate challenge, as we cannot hope to reduce the high churn rates we experience, unless we recognise and accept that today's families have different expectations, and that change IS required to provide a product or products, to meet those expectations. We must ensure that Little Athletics maintains its relevance for the young families of today, and in the future.

**Grants and Finance**

The 2015/2016 season saw a small increase in assets of just over 0.6% and a reduction in net assets of 1.2%. Whilst showing a small reduction in net assets, the organisation remains in a strong financial position to move on firmly into the future.

This was fourth year in succession that we were able to operate without applying an increase to the registration fees charged to members, even though costs had been rising and the fees charged by Little Athletics Australia had increased (albeit in a relatively small way).

Income in 2015/2016 was \$72,641 or 3% below budget. This was due to registrations being 5% below budget and 4% below the previous year. We also saw a reduction in championships income as we eliminated the gate entry fees for events held at Sydney Olympic Park. Hopefully we will be able to maintain this by obtaining additional income in other areas.

Expenditure was \$210,599 or 8.0% below budget. This was primarily due to items that were budgeted for, but not implemented and/or held off, as income was down against anticipated income. We did spend more money implementing other facilities for centres and the supporting structure around them. Additional throws equipment was purchased for the coming season and the software provided to support the championship structure was upgraded.

The overall result for the year was a deficit of \$52,321, which is in fact better than the \$190,279 deficit that was planned in the budget. This deficit was funded by previous year's surpluses.

In addition to our annual Sports Development Program funding, we were successful in securing additional funding from NSW Sport and Recreation for 3 specific projects, being a joint Organisational Review (with Athletics NSW); the conduct of athlete and coach development 'super weekends' in Dubbo, Tamworth and Wagga Wagga (in line with the appointment of Regional Support Officers); and the implementation of strategies aimed at increasing diversity and inclusion in Little Athletics. We have until December 2017 to utilise the funds for each of these projects. Dubbo City Council were also successful in securing NSW Sport and Recreation funding on behalf of Little Athletics NSW, for the staging of the 2015/2016 State Multi-Event Championships in March.

#### **Financial Assistance Programs**

Financially, we once again offered a number of assistance programs to our members. Through the Athlete Assistance Program we were able to cover all registration fees for 92 Little Athletes and through the Country Athletes Support Program, 41 Little Athletes were provided financial assistance to attend the State Championships. Through the Centre Grant Scheme, we were able to support 19 centres with equipment and facility upgrade.

#### **Facility Development**

Opportunities for new facilities continue to be investigated with local interest groups and councils, with the following progress being made during the 2015/2016 season:

- an election commitment was announced by Deputy Prime Minister, Barnaby Joyce, that the Coalition Government would be providing \$8.5 million towards the Northern Inland Centre of Excellence in Tamworth, which will include the construction of a synthetic athletics track. The NSW government had already promised \$1 million to this project.
- The Newcastle Athletics Track is also the recipient of a government grant and is being fully upgraded and resurfaced, with the inside lanes being developed to best cater for wheelchair athletes.
- Penrith City Council is progressing with plans for an all-weather athletics track and documentation is due to be at tender readiness stage very soon.
- Blacktown City Council is also developing two athletics venues for use by local Little Athletics centres (Oakhurst and The Ponds). These will both be grass tracks and they will come complete with established throws and jumps areas

#### **Marketing**

Prior to the optimal advertising and promotion period for the 2015/2016 season, Little Athletics NSW engaged the services of a marketing and advertising agency, to assist with the implementation of a number of initiatives aimed at increasing both our profile and advertising reach. Marketing Mechanics provided this support and assistance at very little cost, in acknowledgement of our not-for-profit status.

Marketing Mechanics scripted and produced Little Athletics NSW television and radio commercials on our behalf and then helped obtain great placements for these advertisements on the Prime 7 Network, Sydney metropolitan secondary TV channels (Gem, GO, Eleven), as well as radio stations TripleM FM and 2Day FM. Marketing Mechanics also set-up Facebook advertising and Google AdWords, which achieved some good results. For example, a Facebook call to action announcing the opening of registrations on 1 August reached some 53,000 people in just over a day.

#### **Sponsorship**

Our corporate support continues, with generous backing by our state partners McDonald's, The Athletes Foot, Hart Sport, SportsTG (formerly IMG), Instant Photos and GA Millers. Without the commitment and financial support of these businesses, LANSW would not be able to provide the programs and services that we do.

#### **Annual General Meeting and Conference**

This year our Annual General Meeting and Conference was held at Rydges, Mount Panorama, Bathurst, with 147 members from 52 centres, in attendance.

The theme for the conference was "On track for a better tomorrow!" This theme was chosen to incorporate the fact that our conference was taking place right on the iconic Mount Panorama 'track', and more importantly, to highlight our commitment to continual improvement for our great sport, ensuring that it remains the most recognised children's sporting brand, well into the future.

Our special guest speaker was Ugandan Olympian, Julius Achon, whose emotional and inspirational address touched every single person in the room. Julius was abducted by the Lord's Resistance Army as an 11 year old boy, escaped, and ran over 300km to reach his home. This natural ability as a runner led him to two Olympic Games, including Atlanta and Sydney 2000, where he was Ugandan team captain and flag bearer and competed in the 1500m. When Julius returned home to

Uganda to visit his family, he found his village was suffering famine and many children were left without families due to the civil war. He shared his story with Australian Olympian (and former Sutherland Little Athlete) Eloise Wellings, with whom he formed an instant friendship, and together they started Love Mercy Foundation.

A number of conference workshops and presentations were held over the weekend, all aimed at helping attendees to evaluate and improve centre operations, and to encourage committee members to implement new strategies and evolve aspects of their Little Athletics centre.

This year was the last of our annual weekend Annual General Meeting/conferences, as we will be moving to 2-yearly events from here on and a 1-day Annual General Meeting/workshops event on each alternate year. This change simply recognises the time and cost commitment to centre volunteers under our long held annual ritual, which has largely been superseded by more flexible and alternative means of communication and decision making.

#### **Coaching and Development**

A total of 34 coaching clinics/camps were held throughout the season, with over 1,200 members taking part. A number of our clinics are now conducted as a joint initiative with Athletics NSW

Between our promotional school visit program and LAPS, some 66,000 school students were involved in Little Athletics NSW programs at their school.

Little Athletics NSW were also represented at a number of other community events, including: Sydney 500 ('come and try' activities in the Family Fun Zone over three days of the Sydney 500 at Sydney Olympic Park; Carnival of the Codes (held over five days, with more than 1,500 primary school students trying five summer sports); Scouts (Leap into Leadership Jamboree), Park Runs at various locations across NSW; NSW Primary Schools State Athletics Championships; etc.

Our partnership with the AFL NSW/ACT (primarily the GWS region) was consolidated through a number of projects, including: reciprocal promotion of each other's programs and product; joint visits to schools; use of each other's personnel at coaching clinics; AFL development officers conducting activities as part of the program at Little Athletics centres; and a partnering workshop at the Little Athletics Annual Conference.

In the area of coach education, a total of 11 Introduction to Coaching Courses were conducted for 139 participants.

#### **Competition and Championships**

Almost 1,100 teams competed at the 2015 State Relay Championships. The junior day had 561 teams and the senior day 522. Due to the resurfacing at Sydney Olympic Park Athletic Centre, we held the carnival at Campbelltown Athletic Track. All track events other than the 4 x 100m were conducted as timed finals, which worked well again.

Once again, all 24 Zone Championships (U7-U17) were conducted before Christmas. The eight Region Championships (4 metropolitan, 4 regional) were conducted throughout late January to mid-February for approximately 23,500 athletes (U8-U17), and the culmination of our Little Athletics season, the State Track & Field Championships, took place at Sydney Olympic Park on 18-20 March, for nearly 2,800 athletes (U9-U17) from 166 centres. The Sydney Track Classic was held on the Saturday night of the State Championships, with our showpiece U15 and U17 100 metres finals being part of the Saturday evening Track Classic event schedule.

The 2016 State Multi-Event Championships were held at DCL Park, Dubbo on the new synthetic track, with 108 Little Athletics centres represented by almost 600 competitors. Although conditions were quite hot, everyone enjoyed the weekend, with an activities zone set up for the athletes to enjoy between their events and free entry to the Dubbo pool courtesy of Dubbo city Council.

The State Cross Country and Road Walk Championships were split this season to allow for the conduct of our first fully integrated, joint Athletics NSW/ Little Athletics NSW State Cross Country event. This took place in late June at Nowra, on a purpose built facility. The day saw events conducted for every age group from U7 through to masters. As this was a fully integrated event, all age groups up to and including U11 were conducted under standard Little Athletics age groups and U13 and above were conducted under Athletics Australia age groups (no U12, as they all become U13). A similar joint State Road Walks Championships event was held in early July at the Penrith Lakes Regatta Centre.

#### **Legislation and Compliance**

The key legislation and compliance component over the last year has been the introduction and phasing-in of the new NSW Working with Children Check. After conducting compulsory education and information seminars for centres, Little Athletics NSW was intending to undertake random centre compliance audits. We have now been advised however, that Working with Children Check compliance in centres is already being checked by officers from The Office of the Children's Guardian. The Office of the Children's Guardian will be conducting random audits of Little Athletics centres and have already requested contact details for all centres to begin this process.

The other significant legal and compliance matter, was the continued updating and roll-out of new centre constitutions. Following the release of a new 'centre constitution template' and accompanying regulations, there have been 106 NSW centres that have updated their centre constitution and had it adopted by their members. It is our aim to have all centres having completed this task by the end of next season.

**Staff Changes**

The 2015/2016 season saw several changes in Little Athletics NSW staff, starting in mid-2015 with the employment of Emily Ross to the Dubbo-based Regional Athletics Support Officer position. Emily only held this position for 10 months however, tendering her resignation in April 2016. Chantelle Grills resigned from her position of Centre Liaison Officer in September 2015, after nine years with LANSW. Rebecca Newton was appointed to fill this vacancy in November. Georgie Boost resigned as Executive Assistant in December 2015 and with a structural review being imminent, this position has been left unfilled at this stage to allow for some structural flexibility. After 16 years with LANSW, Greg Skinner also announced his retirement from the part-time Finance Coordinator role in December 2015. After closely considering how this position may be dealt with in the future structure, Michael O'Mara was then appointed as a part-time bookkeeper in April 2016. In July 2016 we welcomed Adam Jolliffe to the new Tamworth-based Regional Support Officer position. Unfortunately, we still have not filled the Dubbo and Wagga Wagga based roles. Our Online and Graphics Coordinator, Amy Harris, commenced 12 months maternity leave in July 2016.

Additionally, Athletics NSW appointed Bronwyn White as a Newcastle-based Regional Development Officer, and in agreement with Athletics NSW, Bronwyn will be assisting Little Athletics centres in and around Newcastle.

**Key Strategies (as identified by board and staff)**

In an exercise to consider future strategy and gain clarity around the direction that Little Athletics NSW should be heading over the next 4-5 years, all members of staff and the Board of Management were asked to individually list their key concerns and what they each believe should be priority over this period.

The responses were collated and essentially all fell under one of the following 6 key strategies:

- Continue to build on the strong brand and reputation of Little Athletics
- Further develop and enhance the capacity and capability of Little Athletics centres
- Revitalise/contemporise the Little Athletics 'product'; widen the product offering; and improve local delivery
- Reform governance, leadership, and organisational structures
- Build on the strong relationship with Athletics NSW and continue to progress the 'One Sport' concept
- Develop partnerships that strengthen the value proposition of Little Athletics leading to increased participation and membership growth

**Independent Joint Organisational Review (McLaughlin Sports Consultancy)**

In late 2015, the Little Athletics NSW and Athletics NSW boards agreed to undertake a robust, independent, Joint Organisational Review and in February 2016, McLaughlin Sports Consultancy (MSC) was engaged to facilitate the entire process, which was to review our current governance and structural staffing arrangements, to better align both with contemporary best sporting organisation practices. This was conducted also on an evidenced-based basis, including a 'desk-top' audit of our policies, staff functions, human resource compliance, as well as the board portfolio structure. It also involved gathering stakeholder feedback from a variety of sources. The process was a 2-part concurrent exercise, with Athletics NSW wanting their operating structure reviewed without their governance, as they had made recent governance amendments after an earlier review.

The report has been completed and a range of core recommendations were tabled and approved, in principle, by both boards. It is noted however that some of the recommendations will require slight adjustment and some of the timeframes will need to be extended. It is also acknowledged that both Little Athletics NSW and Athletics NSW will need to engage with and gain the in-principle support of the respective national bodies to proceed with any operational changes which have wider significance.

The recommendations include:

- Jointly developed Little Athletics NSW /Athletics NSW Strategic Plan for the period 2017-2020
- Strategic prioritisation tool for centres/clubs to better align with the state plan
- Identified and articulated broad purpose statements for Little Athletics NSW and Athletics NSW

- Digital health check and joint digital strategy
- Little Athletics NSW board restructure (no portfolios and mix of appointed/elected directors)
- Staffing review/restructure to provide appropriately sized and skilled workforce
- Shared 'back of house' roles and human resource support for staff
- Joint office headquarters or 'athletics house' type facility
- A series of strategic priority blueprints (commercial; marketing; member and participant/ partner engagement; participation growth)
- A more accessible 'One Sport' pathway; joint membership review; suite of bespoke 'One Sport' offerings; joint competition strategy; joint organisational policies and procedures etc.
- National body support

**Joint Working Party and One Club Research**

The LANSW and ANSW Joint Working Party continued to meet regularly in an effort to identify ways in which the delivery of athletics in NSW can be improved and the links between the two bodies further strengthened and aligned.

As a starting point for advancement of the 'One Sport' concept, and to comprehensively understand what is happening at 'clubland' and 'centreland' at present, we undertook a research project to gather information and data, and strategically map out how ANSW clubs and LANSW centres are situated now and how we can facilitate relationships and further progress athletics at the grassroots level going forward.

As you would expect, the research findings clearly highlight that 'One Sport' clubs (combined LANSW centre and ANSW club) and closely aligned centres and clubs, are far stronger at retaining their members, particularly in the older age groups. Recommendations stemming from this research will now be considered alongside the recommendations from the joint Organisational Review.

These are exciting and profound times for athletics in Australia and here in NSW and it is imperative that we work closely with Athletics NSW to demonstrate successful new joint operational standards for our sport, so that we can truly get athletics at the forefront of community sporting experience expectations.

And finally, whilst there is much to get excited about in the immediate future years for this organisation, I will be stepping down at the 2017 Annual General Meeting as I genuinely believe this is an opportune time for someone younger to step up to the plate.

**Neil Sandall**

President  
Jetstar Little Athletics NSW

# JETSTAR LITTLE ATHLETICS QUEENSLAND

## Registrations

Our Registrations for 2015/2016 were 13568 athletes. This is a decrease of 1018 from the previous year. The winter centres have 1337 athletes registered which is up 18 from the previous year. This is a pleasing result as we have seen a decline in our winter area in the past few years.

We have approximately half of our Centres using either IMG or Timing solutions and some are using both. We envisage this number will rise over the coming season with more centres becoming familiar with the product.

## Competitions

The number of athletes competing at Association competitions in the 2015/16 season decreased by 261 from the previous season. In 2016 the McDonald State Championships were held in Brisbane and numbers were consistent with previous year. The State Championships were held in conjunction with an Athletics Australia tour meet on the Saturday evening with some of our finals being held during the AA meet. The Nordic Sport Regional Championships recorded an increase of 132 athletes from the previous season.

## Officials

Official's presenters conducted a number of Officials workshops throughout the State. This was represented by specialised workshops and informal exam sessions at an Association competition. There were 171 attending formal workshops which was a decrease of 34 from the previous year.

With the new Officials scheme now in place it is envisaged the formal workshops will continue without the exams session attached which will free up time to run more workshops.

## McDonald's Regional And All- Comers Coaching Clinics

The McDonald's Regional Coaching Clinics were conducted as a 2 day format. The 9-11 age groups participated in the morning and the 12-17 in the afternoon athletes in the afternoon. There were a total of 326 attended Regional Coaching Clinics and 296 attended All-comers Clinics. The younger athletes participated in three different events each day and the older athletes chose two events and participated in a group event.

## School Programs (Including LAPS)

LAQ Development staff in conjunction with accredited LAQ coaches have delivered the LAPS School Program to 16,934 participants so far this year.

## Fast Program

The FAST Program was trialled at Biggenden with 45 children. McDonalds have agreed to sponsor the first 40 kits to be rolled out to Centres in Queensland.

## Strategic Plan

The Board will be reviewing our Strategic Plan later this year so that a new plan can be formulated for 2017-2019. The KPI's have to be aligned with our government funding deliverables.

## Marketing And Promotion

The Association renewed its strong marketing and promotion activities this year with funding support from the national Jetstar sponsorship. Radio advertising was aired on Hit105, 97.3 and Hot FM in Cairns, Townsville and Mackay. Digital roadside billboard advertising was commissioned during the EKKA. LAQ also continued Facebook advertising for both summer and winter sign on campaigns with excellent results.

McDonalds once again provided excellent coverage with Little Athletics sign-on television commercials airing in both summer and winter regions. Digital posters were also displayed instore at all McDonald Restaurants in our centre locations.

## Annual Conference And Agm

The annual Conference and AGM took place at the Novotel Twin Waters Resort Mudjumba in June. Numbers were again higher with a total of 168 delegates from 49 Centres. 198 attended the awards dinner with Life Membership going to Tony Northey.

Tony Northey stepped down as LAQ President and Donna Smith was voted in. There were 7 nominations for 3 General Directors positions. Paul Langton and Ralph Newton were re-elected and Val Hooper was elected. In July, Darryl Dickson resigned and 2 new directors Dave Brown and Tony Frampton were appointed to fill the casual vacancies.

## LAQ Office

The LAQ office at Yeronga was sold in November 2015. The new office is located in the offices above QSAC which is ideal when running competitions as everything is on site. Queensland Athletics have also moved next to LAQ so fostering relations is a lot easier.

## Staffing

The office welcomed back Shannon Kruger from maternity leave in March 2016. Gerard Keating resigned from the role of Development Officer in March. Tanielle Crase was appointed to this role. Bianca Lunt was appointed as full-time Projects Assistant. We accepted the resignation of SE Regional Support Officer, however, we are unable to fund a replacement for this position.

## Donna Smith

President  
Jetstar Little Athletics Queensland

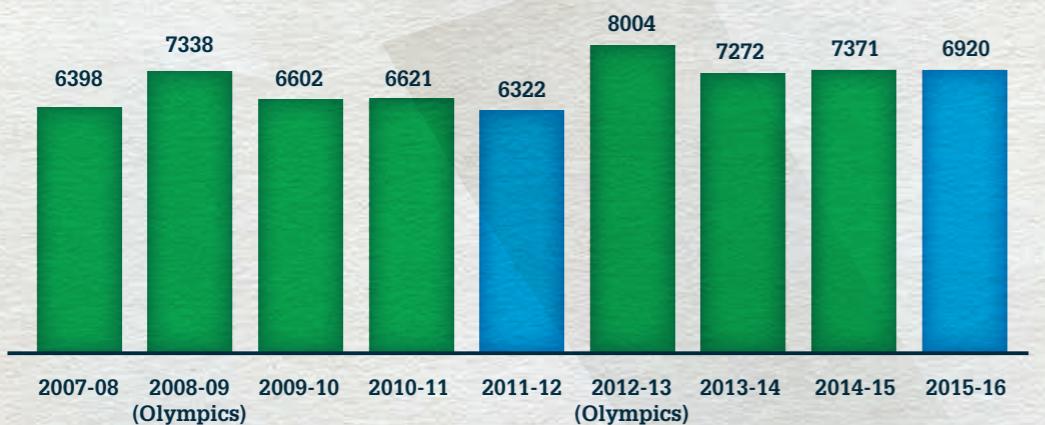


# JETSTAR LITTLE ATHLETICS SOUTH AUSTRALIA

I've been around Little Athletics for fourteen seasons now, the last four as a member of the Board of LASA. The last two years has seen massive change in our organisation. We've gone from manual registrations and paying everything by cash or cheque to fully online and electronic payments. A huge leap for any organisation let alone one that consists almost exclusively of volunteers!

And that's just the tip of the iceberg. The relationship between LASA and Athletics SA has gone from virtually non-existent to one of intense collaboration. This season has seen more joint athletic meets, the convergence to a single group of Officials, the continued success of the Athletics Academy and historic joint meetings of the two Boards. Thanks to Adam Bishop, Joe Stevens and both Boards for supporting these initiatives.

And watch this space. We now have Little Athletics and seniors clubs talking mergers and making the One Club model come to fruition. One Sport is not just some esoteric vision; it's really starting to happen out there. Athletics Australia has developed a fresh and vital vision for the sport for the next 10 years that will see even more exciting changes as it is implemented. I predict a great future for Athletics, if the fragmentation and mistrust that existed in the past can finally be put to bed and everyone works together for the betterment of the sport. I firmly believe that can happen.



Registrations tend to follow a 4 year cycle in line with the Olympics and Commonwealth Games. As is the trend, registrations were down 6% this year. This drop is in line with the same period in 2011-12. However numbers are still up 9% on that equivalent period. 2016-17 should see a large increase, particularly as the Olympics will be held immediately before our season begins.

This season has been the first operating under the new constitution. It has been refreshing be able to focus more on strategy rather than operational issues. This year we also welcomed three new members, Nadia Blake, Andrew Gosling and Peter Gayen. Along with existing members Stephen Camilleri, David Baker and Greg Peterson, I would like to thank the Board for a very positive and productive season. I would also like to thank Life Member and Little Aths stalwart, Wendy Beiseigel for taking the minutes for us at each Board Meeting (plus providing all the other support to Sue and the team through the year).

The Board has recently developed and approved a new Strategic Plan. Unlike the wordy plans of the past, it is concise and to the point, laying out our vision, values and key pillars for the next 5 years. It's refreshing and modern and I would encourage Centres to review the plan and develop their own strategic visions to align with that endorsed by the Board.

From an operational perspective, Little Athletics has seen some great initiatives in the past season including new events such as the State Challenge and Whole Kids Carnivals. Our development team delivered the LAPS program to over 40,000 primary school children. Our marketing program has been extremely successful, selling out of product before the campaign was due to be completed and will be continuing that next season. There are also plans to focus on the 'family' aspect of Little Athletics in our promotional materials.

This year it was SALAA's turn to host the Australian Little Athletics Championships. Thankfully ALACs only comes around every 7 years because the effort involved in planning and running the event, whilst rewarding, is also exhausting. A big thank

you to Trevor Orman, the organising committee, the officials and other volunteers for putting on what was a stunning day of competition (helped immensely by the fabulous weather!). We raised the bar and received many compliments on how spectacular the stadium looked and how smoothly things ran. And to cap it off we took home the Alan Triscott Trophy for only the second time! It will remain a highlight of my time on the Board - well done to all involved.

We couldn't deliver these events and programs without staff. On behalf of the Board, I would like to thank the extremely hard working office team, ably led by Sue Bowman. To Steven, Brittany, Stephanie, Meg and Daniel, a huge thank you for all those hours in the office, but also outside and on weekends to make the season such a success.

Leading every great team is a great leader. I'm proud to say that I was on the panel that interviewed and selected Sue Bowman for the role of CEO. At the time I said that Sue was the best candidate, and that she would challenge us both as a Board and an organisation. Sue has been the driver behind taking SALAA into the 21st century and opening us up to new and exciting opportunities. Yes, it has sometimes been challenging, but we needed a good shake up! On behalf of everyone in the Little Athletics family, thank you Sue for your passion and belief in this organisation.

Thank you to our sponsors and partners. This year we welcomed two brand new major sponsors that are extremely compatible with the Little Athletics brand. The relationship with Health Partners has been very positive for both organisations and we hope to maintain that for many years to come. Whole Kids also came on board as age group sponsor, but have elected not to renew for the coming season. Thanks also to Blackchrome as a valued supporter and preferred supplier of apparel. Please show your support for our state sponsors and take advantage of the benefits they offer.

I would also like to thank the national sponsors in Jetstar Australia, Asics and V Insurance for their continued support of Little Athletics.

The South Australian Government provides valuable funding to Little Athletics through the Office of Recreation and Sport. ORS provides grants such as Active Club to Centres as well as project based assistance at a stage level. We are very grateful for their ongoing assistance with the Pathways program as well as new funding we were successful in obtaining for Risk Management, Volunteers and Tiny Tots initiatives next season.

Lastly, thank you to the officials, coaches, parents and athletes that are the foundation of Little Athletics. Your passion and contribution to this sport often goes un-rewarded, but it is not un-noticed. The Board cannot thank you enough for everything you do.

When I joined the Board, I had in my mind three goals that I wanted to achieve. To have sponsors that are compatible with the ethos of the sport; to see surplus funds be reinvested in the sport before raising fees; and that there be an understanding of what constitutes a reasonable level of retained funds (and why). While I didn't personally drive that agenda, it's good to see that those things have come to fruition.

So we've come a long way, and there's still a lot to do. I find myself at a personal cross roads. I am over-committed to so many roles, not just Little Athletics, to the point that I'm rarely ever home. You can only do that for so long before you have to take stock and ask what is most important to you. After much reflection and discussion I have decided to step down from the Board. It's been a great experience. I've learned a lot, had a lot of fun and worked with some great people in this organisation.

I will watch from the sidelines with interest as the next chapters unfold in the Little Athletics story (ok, I might occasionally pick up a rake or tape and help).

It would take pages for me to thank everyone I have met on this journey; however I want to make a special mention. Greg Peterson was one of the very first people I met in Little Aths. Greg is the Guru! So many times he has been a great source of knowledge and advice. He has the patience of a saint, the knowledge of an encyclopaedia and an immense passion for Athletics. The hours he puts in and sacrifices he makes for this sport are simply astounding and we have a lot to thank Greg for. I am personally very much indebted to you Greg. Thank you.

On that note, that's a wrap. I've enjoyed my time on the Board and I wish you all every success in the future. See you out on the track.

As always, my final message is this – remember, at the end of the day, it's all about the kids!

## CEO's report 2016

It has been a very busy year for us here in the office. The role out of new programs, welcoming two new sponsors and working closely with our external stakeholders has kept us very much on our toes.

We have also had quite a challenging time with the IMG database which has caused frustration for all concerned on the operational side whether it has been here in our office or at centre level. After much discussion and collaboration with various Centres our Board has endorsed us to work with a new provider to tailor a suitable database for use here in SA. It is our

intention to roll this new database out slowly and methodically over the coming months with a goal of being transitioned over by early next year.

During the season, SALAA also completed extensive research on members through the Membership Survey, and Centres through the Health Checks. This research will be vital in creating a new strategic vision for next year, as we look to build our membership and retention rates of athletes, coaches and officials.

Our work with ASA and the Office of Rec and Sport in respect to the new focus of a one sport model has been very exciting and challenging at the same time. I am very pleased with the progress that has been achieved in such a short space of time. Much of the hard work has been led by Bridget Senyszyn, joint Pathways Coordinator. We are very fortunate to have Bridget working in this space. We would not have achieved the results we have today without her enthusiasm and drive to make change. I can assure the Little Athletics Community that we are very much working with the best interest of the Athletes going forward. We will be methodical and transparent in our approach and have every intention of working closely with each Centre as we progress.

I have to once again say that I am extremely blessed with an amazing team of staff. The energy and commitment that is put in from these individuals is second to none.

To top this off I have to say to my Board, "Thank you" you are one of the most passionate and proactive Boards I have ever had the privilege to serve. I have never seen a harder working a more committed group of people in my working life. It is very reassuring that we have this level of commitment at the helm of our organisation. Finally to Iain Carlin, I will personally miss you very much. You have been a dynamic, yet humble President and amazing support to me and the rest of the Board over the past two years. You will go down in history as one of the best Presidents this Association has ever seen. Thank you for steering us in a great new direction

There has been some great new initiatives and continuation of current programs throughout the year. We look forward to a very bright future in the sport of Little Athletics

The Program & Events team for the 2015/2016 season consisted of Steven Marotti (Program & Events Manager), Brittany Winter (Events Coordinator) and Greg Peterson (Competition Director).

This season was by far one of our busiest seasons to date, but we were certainly proud of what we were able to achieve! There was the creation of new programs such as the SA Athletics Academy, Tiny Tots Program and a September-October School Holiday Clinic, and there was also the inclusion of 3 new events to the season calendar to provide greater state competition opportunities for athletes of all ages. We also had the privilege of hosting the Australian Little Athletics Championships (ALAC) in Adelaide on Sunday, April 24th 2016. It was fantastic to be involved in delivering a national event that is only held in Adelaide every 7 years.

**In the 2015/2016 season, the team successfully delivered the following programs and events:****Little Athletics Program for Schools (LAPS)**

The LAPS program is one of the organisations major marketing campaigns to promote and introduce Little Athletics to children from primary schools and kindergartens/preschools. In 2015, Little Athletics SA set a target of seeing 40,000 children throughout the year, after achieving 23,518 children in 2014. Through the wonderful efforts of our Development Officers, they successfully achieved the set target by seeing a total of 42,481 children. This included visits to 142 primary schools and 58 kindergartens throughout South Australia.

**Tiny Tots Program**

The Tiny Tots Program was a newly established program in 2015. It was a 7-week introductory and developmental program for 3-5 year old children, which was conducted in the lead up to the start of the 2015/2016 track and field season. The primary aim of the program was to develop the children's fundamental movement skills (i.e. running, jumping, and throwing), whilst showcasing the sport of Little Athletics.

A total of 83 children participated in the program at 9 different sessions and locations around metropolitan Adelaide. Of the 83 children, 70 had never participated in Little Athletics before. The feedback received from parents was very positive and by the conclusion of the program, almost 50% of the Tiny Tots Program participants registered with a Little Athletics centre for the 2015/2016 season. Even though the program had the potential to grow further, unfortunately due to certain circumstances, we are unable to offer it again for 2016.

**Holiday Clinics**

For the first time, Little Athletics SA had a holiday clinic in the September-October school holidays break. Our Holiday Fun Clinic was all about the participants experiencing the wonderful track and field events that Little Athletics offers through

fun game-based activities. We had two sessions offered – one for U6-U8's and another for U9-U13's. Overall, we had 113 children participate in the clinics.

The yearly Little Athletics SA January clinic was combined with Athletics SA for 2016. The Dream. Believe. Achieve. Development Clinic was provided for U6-U8's and U9-U18's, with coaching delivered by some of South Australia's best up and coming coaches. The athletes were even fortunate enough to have a guest appearance from young South Australian Pole Vault sensation, Kurtis Marschall, who gave up his own time to discuss his experiences from Little Athletics to Senior Athletics, and his aim to qualify for the 2016 Rio or 2020 Tokyo Olympics. Overall, we had 148 athletes participate in the clinics.

McDonalds Cross Country - The Cross Country season consisted of eleven Centres each volunteering to host a weekly meet throughout the months of May to July. Numbers were consistently high at each meet, which contributed to an increased number of athletes who competed at the Championship Event – hosted by Hills Little Athletics Centre at Heathfield High School Oval. We congratulate Tea Tree Gully Little Athletics Centre who won both the boys and girls Champion Centre shields.

Country Games (previously known as the Regional Games) – Prior to the start of the season, Little Athletics SA announced that Country Centres would be determined as those that are more than 75km from Adelaide. So following this revised structure and name change, it was released that only the four Country regions would participate in this structured interclub event, allowing for athletes to compete locally, against other athletes in their region.

Jetstar SA State Classic (previously known as Personal Best Day) – This event provides all athletes with an opportunity to compete and achieve personal best results at SA Athletics Stadium in their favourite events. It was one of the Associations most successful events of the season with a great number of athletes involved from all age groups. Thank you to all the Centre volunteers who assisted our officials in ensuring the athletic events ran smoothly and on time throughout the day.

Whole Kids State Carnival - The State Carnivals for Tiny Tots to Under 8's and Under 9 to Under 12's were two of our newly established events. These events catered for athletes in the younger age groups so they could be introduced to the track in a relaxed environment. They also were able to enjoy the carnival activities with face painting and a bouncy castle after they finished their athletic events. The TT to U8 carnival, held in December, gave the young athletes a chance to participate in a rotation of events, with more of a coaching focus, as opposed to performance based. The second carnival held in February for U9 to U12 athletes, allowed them to compete at the stadium in a range of track and field events in preparation for the upcoming State Individual Championships.

State Multi-Event Championships – To further strengthen our relationship with Athletics SA, it was agreed that the Multi-Event Championships were to be conducted over two days in mid-January and become our first ever joint Championship event. Whilst there were a few teething issues, overall both days ran extremely well.

Health Partners State Relay Championships – As this team based event continues to create Centre camaraderie, athletes worked together to achieve and support their respective Centre. This season 31 Centres were represented, with a total of 560 teams entered in the Championships. Henley Districts won both the Pam Sard Champion Centre Trophy and the Lou Moyes Most Improved Centre Trophy, whilst the March Past Trophy was won by Mid Coast. Thank you to Health Partners for their wonderful involvement on the day and we look forward to their continued involvement in this event for the next couple of years.

State Challenge - A new State event, open to athletes in the Under 9 to Under 15 age groups, provided 232 athletes, competing in a total of 843 events, with a chance to compete in a State event at SA Athletics Stadium. The event received great feedback from all involved following its first year, and we certainly look forward to building on the event for next season.

State Individual Championships – The event commenced a day earlier on the Friday night to allow the Walk events to be the sole focus, with the rest of the athletic events occurring on the Saturday and Sunday. This pinnacle Championship event saw 846 athletes qualify and participate in 2,553 events over the weekend. We congratulate both Male and Female Athletes of the Meet, Jadyn Elsworthy (Hills) and Zoe Palmer (Golden Grove) on their performances.

Throughout the season, we continued to build our relationship with SAPSASA and assist them in providing officials for the SAPSASA Cross Country Championships and State Track & Field Championships. SAPSASA have been an excellent support of Little Athletics SA and we will continue to work with them closely.

Little Athletics SA events rely on the support of officials and volunteers to ensure events run smoothly so the athletes can have an enjoyable experience. Thank you to all those who gave up their time to assist at our events as without you, the events can't run! Also, we wish to acknowledge the athletes and their families, coaches, club administrators, and all other stakeholders for their support.

### Pathways

The past twelve months has seen significant progress within the area of athletics pathways, as the working relationship between Athletics SA and Little Athletics SA continues to strengthen.

### Strategic and Operational Plan

The creation of the joint Athletics SA and Little Athletics SA 2015-2017 Strategic Plan and Operational Plan, developed for the Pathways Coordinators Role, was one of the first key advances in the area of pathways.

The Pathways Coordinator worked in consultation with a joint Planning and Reference Group to collate research and to form the Strategic and Operational Plan.

The vision created for the future of Athletics in South Australia by the Planning and Reference Group is to ensure that there is a 'seamless pathway that inspires young people to participate, perform, and be engaged in athletics in a fun and inclusive environment, for life'.

### SA Athletics Academy

An initial joint venture between Athletics SA and Little Athletics SA was the introduction of the new athlete development squad – The SA Athletics Academy. The Academy consolidated the Little Athletics Squad LA and Star Squads, and the Athletics SA Youth Academy into a single development stream, consisting of the Bronze, Silver, Gold and the Target Talent Program (TTP) squads. A total of 103 athletes were registered with the Bronze, Silver or Gold Squads, as well as 35 athletes within the TTP squad. The program ran monthly for 9 months.

Athletics SA and Little Athletics SA were fortunate to receive a \$3,300 grant from the Office for Recreation and Sport (ORS), to financially and professionally support four young and developing coaches, to be mentored and assist the key coaches within the Academy. These four coaches will also be engaged in future joint ventures.

The SA Athletics Academy has received significant assistance and encouragement from the ORS and the South Australian Sports Institute (SASI), who supported the pilot with staff members and equipment for the initial fitness testing sessions, as well as psychology, nutrition and physiotherapy presenters for the theory sessions. We look forward to working with the ORS and SASI on the 2016 Academy, and future endeavours.

An encouraging aspect of the Academy was the introduction of 'little' athletes to the events of Pole Vault and the Hammer Throw. Many thanks are extended to the Academy coaches, as well as the athletes within the Academy for a successful pilot year. In 2016, the Academy will be reviewed and expanded, with new implementations to ensure both organisations are continually supporting the development of junior athletes within South Australia.

### Officials

During the year, the Australian Athletics Officials' Education Scheme developed by both Athletics Australia and Little Athletics Australia was released, and adopted by both South Australian state organisations. The scheme provides one seamless and transparent pathway for all athletics officials, regardless of their affiliation with either Little Athletics SA or Athletics SA, from Tiny Tots right through to the international level.

An inaugural joint officials meeting was held during the year, to discuss how both organisations can successfully support our officials into the new scheme. Since the rollout of the new joint scheme, two Level 1 practical officials' seminars and a Walks seminar were held for 32 participants.

In the coming year, both organisations will continue to work together to support officials, as they adapt and progress into the new joint scheme, as well as encouraging more athletes and volunteers to undertake officiating education and accreditation. This will be a significant area of focus in 2016 for the pathways area.

### Joint Holiday Clinics and Multi-Events

Other key developments during 2015 were the planning and delivery of the newly merged holiday clinics and Multi Event Championships, commencing in January, 2016.

The joint Holiday Clinics in January saw 140 athletes registered, and was a great success.

A total of 580 athletes between the Under 9 to Under 18 age group completed in the joint Multi Event Championships over the two days in January 2016. This was the first championship event that has been combined by Little Athletics SA and Athletics SA. Although there were challenges internally with differences in age groups and technical rules and specifications for the athletes within the joint age groups, to the general public, the event seemed seamless!

Some examples of the positive feedback from the Championship Event so far have been around how great the event looked, with so many extra participants involved. It was also great to see many of the younger athletes watching the older athletes compete.

The coming season will bring new and unique challenges to the area of Pathways, as well as maintaining the enthusiasm and impetus already underway. Above all, the main focus will be to encourage participation and competition, ensuring we are able to satisfy an ever-increasing demand for volunteers and officials, to ensure our athletes continue to enjoy athletics... 'in a fun and inclusive environment, for life'.

### Coaching

The past 12 months have been a rather progressive year for Coaching within Little Athletics SA, with exactly 100 participants completing the new Introduction to Coaching Course (ITCC). 7 courses were held within this period; 5 in metropolitan Adelaide, and 3 in the regional areas of Port Augusta, Port Lincoln and Naracoorte. 27 Little Athletics Centres were represented in these courses.

There is still significant growth possible with the ITCC in the coming year, as well as the pathway for participants to continue on their coaching with the Athletics Australia framework. Feedback from the ITCC has been extremely positive, with many wanting to now further their coaching accreditation and development.



# JETSTAR LITTLE ATHLETICS TASMANIA

## It gives me great pleasure to present my annual report as President of Jetstar Little Athletics Tasmania for the 2015/2016 Little Athletics season.

### Governance

The 2016 Annual General Meeting saw four changes to our Board of Management. It was with regret that our Competition Director Peter Weldon had to make the decision to take a leave of absence from his role due to illness. Peter continued to assist the Board in the lead up to our state meetings, and with the administration required for our State Teams, and we thank him sincerely for his knowledge and input into these areas. He formally stood down from his role as competition director at the 2016 Annual General Meeting. Our Development Director Brett Johnstone was successful in his nomination to the role of Competition Director.

Roger Hosie stood down from his position as Technical Director. Roger will continue to be involved in a lesser capacity as the co-ordinator of our Fast Track Program, and is a member of our One Club Model Sub Committee. Our new Technical Director is Ferdie Kroon. Ferdie's expertise is risk management, and we have already had the benefit of his skills, with a heavily reviewed risk management plan, enhanced risk register and safety plans.

Brett Gillow was appointed Development Director, and will be working closely with our Development Officer Simon Bennett. Brett is the former President of our largest Centre, South Launceston.

Kaylene Knee stepped down from her role as Education Officer. This has been filled by Belinda McKeown, a member of our Kingborough Centre. Belinda is a highly respected Coach and is an ITC accredited presenter.

The new Board undertook Governance training with David Spears in early August. This training was deferred due to the known impending departure of several of the previous Board.

The office has seen some unfortunate reorganising during the year. Our Administration Officer, Joanne Traynor was diagnosed with health issues in January, and resigned from her role in July, after three months of personal leave.

We welcomed Tracy Canham to the role. Tracy is well known in the athletics community being a former member of the Claremont Little Athletics Centre, and has continued into senior athletics, as both a Masters competitor, and a member of a senior Club.

Simon Bennett has been appointed full time in his role of Development Officer and has already had a major impact on the development of the sport in terms of officials courses, Little Athletics Program for Schools, and our Regional Coaching Clinics.

### Finance

Our financial position remains stable, and this is due in the main to the ongoing support by several long term corporate sponsors. We sincerely thank

- IGA Tasmania
- McDonald's
- Department of Sport and Recreation
- Zone3 Laser Games
- RACT
- Medalmania

Our relationship with our sponsors is strong, and it is through their continued support that we are able to consolidate our financial position, without increasing our registration fees.

We are fortunate to obtain \$25,000 funding from Little Athletics Australia for the appointment of a Development Officer. Simon was employed on a part time basis in 2015, however this was increased to full time in January this year.

### Membership

Total registrations for the season reached 2,594. This is an increase of 55. A great result, and is due in the main to the increased marketing undertaken by Little Athletics Tasmania, and by Centres throughout their local community.

Whilst this is an excellent result, we recognise that we need to continue to improve if we are to get our sport growing in a very challenging junior / entertainment landscape. Last season we invested in radio advertising, television advertising, and paid facebook advertising. The office reported a substantial increase in the number of enquiries immediately the radio advertising commenced.

With Australia being so well represented at the 2016 Olympics and Paralympics in track and field, we will be leveraging off this in our marketing campaign moving forward into season 2016 / 2017. So many of the young athletes competing are former Little Athletes, and their progress from Little Athletics to senior competition, and now the Olympics is certainly one to capture and relay to our audiences.

We are very excited to have Flinders Island reaffiliating in season 2016/2018. The Centre went into recession in 1993, and we look forward to welcoming them back this season. This brings the total number of our Centres to 22 – a first for Tasmania.

### Inclusion

A large focus for Little Athletics this past season was to broaden the awareness that Little Athletics is a totally inclusive sport. Our main focus was one promoting our inclusion policy which focuses heavily on athletes with a disability, their ability to participate in Little Athletics and become a part of their local Centre's family, and the many modifications we can make to ensure that their experience at Little Athletics is an enjoyable one.

To monitor the success of this, we have included a non compulsory section on our registration form to allow members to advise if they were registering a child with a disability. The ability to capture this information enabled us to work closely with Centres to ensure that they were fully catering to these athletes.

We had a special visit from the Department of Sport and Rec's Disability Services Officer to one of our state meetings, where several of our athletes were interviewed for a special story focussing on the inclusiveness of our sport.

At our State Championships in 2016, for the first time, we invited athletes with a disability to enter. All athletes competed in the 100m, Shot Put and Long Jump. What a fantastic day for these athletes. This is certainly an initiative we will carry into all future championship events.

Several disability forums have been attended by our Development team. Forums have varied from "come and try" activities, to open forums with athletes and parents.

### At And One Club Model Concept

A one Club Model sub-committee has been established, and is working with several senior Clubs and Little Athletics Centres to work through our concept plan for this model. We envisage trialling this during season 2016/2017, with a full roll out in 2017/2018.

### Events

We held our first combined athletics competition with Athletics Tasmania, when we held joint Multi-Event Championships. This worked very well, and is an initiative we pursued unsuccessfully again for this coming season, with AT opting to hold their Multi-Event Championships on an alternate date.

Through the year we held several regional and state meetings, as well as several Championship events; all with participation numbers higher than the previous season –

- Northern and Southern Regional Meetings.
- Two All State Conducted Meetings
- Multi-Event & Walks Championships
- Relay Championships
- State Individual Championships.

Following each State conducted meeting, the LATas Board conducts a review of the respective meeting to identify and issues that occurred on the day and/or any areas for improvement.

### Jetstar Round

Our major Jetstar activation this season was the introduction of our Centre Jetstar Round. This was held in January, and was fully embraced by our Centres and our members. We were amazed at the creative ability by some of our members. The top five from the State were invited to attend our State Individual Championships.

This will be an ongoing activation throughout the course of the national sponsorship with Jetstar.

### Coaching And Development

Throughout the season, we have held several coaching courses, and clinics, and attended several disability forums and expos –

- Introduction to Coaching Courses were held, with a total of 43 members becoming accredited. These will continue to be rolled out on a regular basis on a regional and/or Centre basis.
- Regional Coaching Clinics were held in September 2015, with a total of 720 participants across the three clinics (North, South and North West). IMG was used as the portal for registration for these clinics and worked extremely well. These clinics are sponsored by McDonald's and are free for all participants. We were fortunate to obtain several high profile ex Little Athletes to assist at the clinics.
- Officials courses were held in the North and South. These courses were run by Centres, and were embraced by members wishing to sit their officials exams. Each element of our exams was documented in a powerpoint presentation, after which members were able to ask questions. They then had the opportunity to sit their specific officials exam/s.

- The 2016 Coaching Camp for U12 and U13 Athletes was once again held at Camp Banksia at Port Sorell from the 10th January to the 14th January with 81 athletes attending. Athletes participated in 4 key coaching events of their choice, together with warm-ups twice a day, sprint drills, competition events, Hurdles, 100m Handicap and the Team Challenge.
- Students from 38 schools participated in the LAPS program.
- Three "Gearing Up Expos" were attended by our Development Officer & Development Director. We had a combined stall with a few other sports and provided information on opportunities in Little Athletics for people with a disability, their families and carers. The Expos were held in Hobart, Launceston and Burnie.
- Little Athletics staff attended the Australian Council for Health, Physical Education and Recreation (ACHPER) State Conference at which Little Athletics information was distributed. Several enquiries from PE teachers were received regarding our LAPS program.
- Our Development Officer & Development Director attended two Disability Sport and Active Recreation Networking Forums. These forums are an excellent forum for speaking directly with parents

**Fast Track Relay & Sprints Squad**

This year we introduced the Fast Track relay and sprints squad. Eighteen Under 12 athletes from around the state got an insight into how to get a baton around the track in the best possible fashion through the season. We received great assistance from Susan Andrews (TIS coach and International medalist), World junior relay representative, Jacob Despard, and Oceania Youth 4x400 gold medalist, Matt Hosie in the early sessions. It was pleasing to see our ALAC relay teams execute precision changes and get around safely, the boys finishing a very respectable 5th. The squad will continue in 2016/17, with the possible inclusion of training or this age group in other disciplines of the sport.

**Online Registrations – IMG**

Jetstar Little Athletics Tasmania would like to see an increase in the number of online registrations and payments. This will reduce registration paperwork demands, as well as reducing cash handling risks for nominated centre personnel. This is the way of the future and we are encouraging Centres to re-think their business model and adopt the online registration portal fully.

A new contract has been negotiated for the 2016/2017 season, with a reduction of the merchant fee from 66% to 4.4%, and we anticipate that this will further encourage members to register and pay online.

IMG have committed to improving their support of the online portal, and will be assisting the office moving forward. Once again, we will be supporting a training session pre season for Centre delegates wishing to undertake a training session in the online registration system.

**International Children's Games (ICG)**

Taipei City, July 2016

In July 2016, Little Athletics Tasmania sent two teams - Launceston City and Hobart City Teams, to compete in the 2016 International Children's Games being held in Taipei City, Taiwan.

Both teams were made up of six boys and six girls, with a Team Manager, Coach, Head of Delegation and City representative accompanying each team. The experience for the athletes and adults alike was unlike any other that Little Athletics Tasmania has been able to offer. This year saw our athletes compete in their first international competition. Despite the high temperatures, the majority of our athletes obtained a PB results. Three athletes also came home with an International Children's Games Medal – what a great achievement. Jagga Pybus Gold in the Long Jump; Torin Jones Silver in the 800m; and Arabella Phillips Bronze in the 800m.

**LATAS Review**

Each year, the Board of Management undertakes a thorough 'health' check of our organisation. This check encompasses a review of our governance, policies, codes of behavior, reporting, and measures our KPI's against our strategic plan. This is a vital element in our review each season, and does allow us to fully analyse how we are progressing or otherwise, both operationally and strategically. Whilst we score highly each year, we do recognize areas where we can continue to improve. I am pleased to report that the 'Health' of Little Athletics is very good, and we will continue to monitor this each year.

**Rhonda O'Sign**

President  
Jetstar Little Athletics Tasmania

# JETSTAR LITTLE ATHLETICS VICTORIA

The biggest challenge faced by Little Athletics nationally is a declining membership. With the sporting environment becoming extremely competitive in terms of choices, it is becoming increasingly challenging for Little Athletics to hold its ground in terms of membership numbers. As our population grows it would be fair to expect some level of growth within our Association. I know our Centres are extremely active within their communities and are doing their best to retain and grow membership. Unfortunately there is no single solution to the challenge we face and unless we change our current offering it is difficult to imagine our continual decline will reverse in the near future. Yes, this is an Olympic Year and traditionally our numbers do improve, but we should not be complacent and rely on historical trends.

Our strategic plan addresses a number of key areas in terms of Participation, Programs, Support & Development. In order to achieve change, it is important the Office and the Board receives the support of our Regions, Centres and key resources and individuals across the state. Without that support initiatives become harder to implement and the Association will struggle to meet the expectations of modern families who are becoming increasingly time poor, wanting shorter and faster programs and services. Our strategic plan will continue to evolve in order to reflect the needs and aspirations of the Association.

As we look at our Governance and Internal capability, our Board needs to be structured and equipped to assist the office in achieving their strategic goals. A motion was put to the AGM to increase our Board composition from Seven to Nine members, with skills based positions being created which will help us align with Vic Sport Good Governance Framework. Unfortunately the motion was defeated at the AGM which limits the Board's ability to re-structure. Following the AGM, the Board decided to review its operation to ensure it achieves the objective of providing an efficient strategic Board of Directors; this has resulted in changing the Board's alignment with the silo structure of sub-committees and how those sub-committees engage with the office. There will be an ongoing review of the structure of the Board over the coming months. The Board welcomes a new Director in Steven Coulson and thanks Steven Waugh for his commitment over the last 2 years.

Athletics Australia, the Member States, Little Athletics Australia and State Associations continue to work closely together towards the notion of One Sport. This is a long term strategic initiative which will better align athletics from junior to senior participation. Resources from all levels of athletics have been involved in a series of workshops throughout the previous twelve months to assist with the formulation of a plan to take athletics into the future. It is not an expectation that One Sport is one body. Little Athletics will continue as its own entity throughout this process.

Our focus on the future will continue to see our sport evolve. The contribution at all levels – from our Board, Staff, State Committees, Regions, Centres and their committees, Coaches, Officials and the countless volunteers each week will be pivotal if we are to achieve successful change.

It is important we acknowledge and thank our generous sponsors and partners. They provide far more than just revenue opportunities. Their involvement demonstrates the strength of our Brand and many of these partnerships share the same core values relating to family, fun and a sense of community. Our National Naming Rights Partner, Jetstar recently extended their support of Little Athletics into a third year.

I'd like to thank all the staff for their contribution in the past 12 months. It has certainly been a busy year for them all. The recent appointment of Shane Bertrand to the position of Interim CEO has provided an opportunity for us to review a number of operational aspects of the business. I especially congratulate Shane and Julie Green for the efforts they have gone to winding up our 2015/16 Year and preparing us for the upcoming season.

As the President of this great Association I am truly proud of how we work together for the betterment of the sport and to make Little Athletics so much fun for our most important assets – our athletes and their families. On behalf of the Board and Staff, I wish you all success for the upcoming season.

**Steve Ryan**

President  
Jetstar Little Athletics Victoria

# JETSTAR LITTLE ATHLETICS WESTERN AUSTRALIA

## 'Acknowledge the past, shape the future together, towards tomorrow'

This was the theme adopted for the 2016 State Conference held in June and is fitting as a summary for the path of change and progression Jetstar Little Athletics WA is travelling. Over the past 12 months we have much to be proud of with the positive and proactive steps of progression. The enthusiasm of the members to embrace and support progression and development is driving the changing environment. This year has been one where we are building and strengthening the foundation to consolidate and simplify structures whilst increasing the profile of athletics in WA.

It is important that we stop to acknowledge and thank the many volunteers who have provided their time and effort to deliver the sport. The support and contribution of our volunteers continues to provide our young athletes the opportunity to participate, have fun and socialise whilst improving general health and fitness. Thank you to all the volunteers who have contributed over the year; it is very much appreciated. There are also many volunteers who have invested a significant part of their lives to Little Athletics, and for this we are very grateful. I wish to specifically thank and acknowledge Mr Frank Jamieson who retired from the Board at our State AGM after serving on the Board for 21 out of the past 23 years. Frank is supported by his wife Margaret who also regularly assists at all our events. We wish you both well for your future endeavours and wishing you all the best as you embark on your long overdue holiday.

In March, our Executive Officer, Mrs Samya Monaco departed the Association after 3 years of service. During this time, Samya worked tirelessly with limited staff and resource support. Her efforts and significant contribution throughout her tenure is highly commendable. We were fortunate enough in April to acquire the services of Mrs Emma Taylor as the interim Chief Executive Officer (CEO). Emma assisted in the advertising and recruitment of a permanent CEO, whilst developing and updating Association policies and guidelines as part of a progressive review.

In July, we announced Mr Vince Del Prete as CEO for Jetstar Little Athletics WA. Vince had a successful career with the Department of Sport and Recreation and we look forward to the leadership and professionalism Vince will bring to Jetstar LA WA. The practical application of his sports management and administrative experience will ably steer the operations and growth of the organisation.

A number of concurrent initiatives and activities have occurred within Jetstar LA WA over the past year particularly in relation to governance review and organisational structures. I wish to acknowledge, and praise, the small team of dedicated and hardworking staff at Jetstar LA WA. They have all maintained a positive and enthusiastic outlook throughout the year and have taken on additional responsibilities during what has been a challenging transitional period. A review of the organisational structure also resulted in the employment of a Member Services Manager, Ms Emma Pass, who commenced in July.

The Member Service's position was established to provide greater engagement to our member Centre's and support to their committee's through communication, engagement, governance and dispute resolution. Emma has hit the ground running and we look forward to the education, guidance and development she will provide to members.

I wish to acknowledge and thank McDonalds, as our continued State sponsor. The ongoing support and contribution by McDonalds to the sport is very much appreciated and includes initiatives such as provision of shade shelters, advertising and a supply of shirts for officials at State Events. We look forward to exploring and developing other future sponsorship opportunities to support and grow the sport.

A key component in shaping the future of Jetstar LA WA has been the review and subsequent adoption of a more modern and contemporary Constitution. A significant change is that the Board structure now comprises both elected, and appointed Directors. Since adoption, a skills matrix was developed and gaps identified. Continued Board education, including Department of Sport and Recreation support for AICD course nominations combined with targeted Director skills, have enabled the Board to effectively govern, and ensure they are prepared and capable to meet both current and future challenges of the sport. Historically, during the season, we welcomed the appointment of our first Independent Director, Mrs Megan Bye who has extensive experience in marketing. Her knowledge, contribution and expertise has already proven her to be a valuable addition to the Board.

The Jetstar LA WA Strategic Plan 2016 to 19 was recently launched at our AGM. The Plan is the culmination of a series of workshops whereby members from both country and metro centres were engaged. The lengthy process was undertaken to ensure a consultative approach to the future direction of the sport. Throughout development of the plan, synergies

with Athletics WA were clearly evident and ultimately support of, and alignment to, a 'One Sport' organisation is a natural progression for the future of 'Athletics in Western Australia'.

As we continue to improve the efficiencies of Jetstar LA WA through a governance review and implementing a supporting organisational structure we are also actively reviewing and developing new, and improved events to attract, develop and retain athletes. Throughout, we will continue to engage and build partnerships to create future opportunities, and ensure the long term growth and sustainability of the sport.

I wish to thank all Board Directors for their support, energy and enthusiasm. A number of departures and resignations have occurred throughout the year and I wish to thank and acknowledge the services of the departing Board Directors; Tim Blake, Nicci Hush, Allan Kelly and Lukas Martens. Your service to the sport is appreciation and your time on the Board has contributed to the future direction of Jetstar LA WA. The transition of Directors has meant that the current Board is fresh, reinvigorated and keen to actively implement the objectives of our Strategic Plan. My sincere appreciation and thanks to David Stanton, Bruce Wilkins, Megan Bye and Chris Stansbury for contributions above and beyond expectation.

The Directors are all driven by their passion and enthusiasm to ensure the organisation is in the best possible position to commence the new season. We look forward to consolidating all we have achieved in the past 12 months and to facing the challenges and triumphs of the future together as we continue down a path of innovation, change and progression. United with the support of member we will shape the future together, towards tomorrow.

Operationally, the last 12 months has seen outstanding achievements on the track and in the field from our young athletes as a result of the successful delivery of events and programs throughout the season.

The State membership in 2015/16 was 8400, comprising 7082 metropolitan members and 1318 country members made up of 4132 girls and 4268 boys. In addition, the four northwest Centres had 405 members in 2016, which is a drop of approximately 20% on 2015. Anecdotal evidence suggests this is due to the mining downturn.

In 2013/14 and 2014/15 there was a total of 8792 and 8794 members respectively, including northwest Centres.

In 2012/13 there were 9565 members, representing a 29% increase on the previous year's 7436 members, following on from the 2012 Olympics.

Growth in the metropolitan region will remain a challenge with increasing community demands on the use of existing sporting grounds and the restrictions of sufficient green space to accommodate athletics requirements. We look forward to working together with the national body as we review the product and delivery of the sport to meet the needs of modern society.

A series of athlete development programs were conducted and provided to increase individual skill development. Coach development and education programs were delivered throughout the year, catering for introduction level education through to formal accredited courses. A series of official's education sessions were also programmed and delivered during the year and were funded by the assistance of the Community Athletics Council WA (CACWA). The provision of these sessions has increased volunteer education and contributed to the efficient running of events.

An informal, fun event for the younger athletes (U6-U10) is conducted annually with the aim to provide opportunities for the younger athletes to compete in a non-competitive run, jump, throw and relay program at the WA Athletics Stadium. This event is also used to raise awareness of one of our national partners. This year athletes, officials and supports turned the event Purple and White in support of Bravehearts.

Country Championships is an event held each year and supported by Jetstar LA WA. This year the event was held in Bunbury and a big congratulations to Paul Lever and his team of volunteers for the commitment and professional delivery of a successful event.

The Championships were also used as the trial event for online event registrations and set the platform for to manage event entries and results for the rest of the season. Thanks for the support from Chris Hazeldine of Timing Solutions and Andrew and Kate Bertoli in processing the results.

A new program and concept was trialled for State Relays this year where the traditional heats to finals program was replaced by all events being treated as timed finals. Despite some initial concern that the 'atmosphere of finals' may be lost, the loud cheering resonating throughout the stadium indicated otherwise. The review of the trial feedback is nearing completion with likely recommendations to refine the program for this year.

A declining field of participants in the Multi Event program is a continuing challenge. An initiative to introduce a heptathlon/octathlon program for the U16 and U17 athletes was well attended and serves as a more aligned event to assist in transition to senior athletics combined events. A review of the program will explore further opportunities to work in partnership with Athletics WA.

## JETSTAR LITTLE ATHLETICS WESTERN AUSTRALIA

Zone and State Championships were well attended as our major Championship event of the year. Athletes continue to amaze with extraordinary achievements and displays of sportsmanship. This year around 20 State records were broken and 4 Australian Best Performances achieved.

The increased team numbers for ALAC's was well received, and provided a slightly increased opportunity for athletes to be selected for, and compete at, the pinnacle national Little Athletics event hosted by Little Athletics SA. Athletes were well supported by our Team Managers and Coaches; Frank Jamieson, Phill Langley, Tracey Gartlan and Toni Petts. Thank you for your contributions and thank you to all at Little Athletics SA for the hospitality and delivery of a professionally run event. The continued initiative to Live Stream the event was greatly appreciated by those unable to attend or simply just wanting to watch and support.

In July, 51 U14 and U15 athletes and 6 group leaders travelled to Singapore to compete in the annual International Competition between Singapore, Malaysia and WA. This unique opportunity provided to State Championship medal winners is a great introduction to young athletes traveling as part of a team where they are required to compete in an unfamiliar condition whilst becoming accustomed to another culture. Over the two-day competition, the athletes came home with 32 Gold, 21 Silver, 19 Bronze medal and 3 meet records. The remaining days are spent as a team of tourists travelling and bonding with new friends.

Timing Chips were introduced for our Winter Competition this year and provided automatic recording of times for athletes. This is a significant technological advance from previous years and were well accepted.

**Teresa Blackman**  
President  
Jetstar Little Athletics Western Australia



**Jetstar**★



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