Deaf Sports Australia

ANNUAL REPORT

2016

Our Vision

Building and strengthening opportunities for all

Our Values

- **Integrity - we act honestly, morally and ethically**
- **Excellence - we strive to be outstanding**
- **Passion - we are committed to being the best we can be**
- **Equality - we offer status, rights and opportunities**
- **Nurturing - we strive to care for an encourage growth and development**

Objectives

- **We will foster leadership and mentoring**
- **We will consult, listen and be transparent**
- **We will develop a governance framework that will support the business**
- **We will have a risk analysis procedure**
- **We will advocate, educate and inform sports on the needs and wants of the deaf and hard of hearing communities**
- **We will host, conduct, manage and oversee National competitions and participate in International competitions**

Our Priorities

Our Stakeholders – Our Services – Our Resources – Our Communication

Our Outcomes

- **We will oversee commitment, relationship building**
- **We will have a sustainable and effective management structure overseen by a strategic-driven Board**
- **We will create agreed outcomes**
- **We will have concise and up to date policies that will drive the business mode**
- **We will develop encompassing pathways**

President's Report

Another year has rolled around and it seems to be getting faster and faster. This is a good sign because it indicates that Deaf Sport Australia (DSA) has been busy and very active in implementing our programs and activities throughout the year. My report provides a summary of our year and it shows that we are steadfastly growing, becoming stronger and often achieving beyond our expectations.

The Board welcomed three new members, Hannah Britton, Katie Kelly and Tracey Corbin–Matchett. They each bring a wealth of knowledge and experience in sport, marketing, youth, leadership and capacity building. We are very pleased that we have a good gender balance on the board for which we have been striving for some time. We thank Dean Barton-Smith and Marnie Kerridge for their time on the board in particular Marnie's tireless efforts to support the 2016 Australian Deaf Games.

We have changed the board structure in terms of portfolio area and responsibilities to enable the board members to work more closely together and reduce the burden that the portfolios bring. This was an outcome recommended from our last Board evaluation report.

Each Board member works within one or two portfolios. These include:

- Phil Harper (President)
- Kathryn O'Brien (Legal, Planning and Policies & Sport and Membership)
- Darren Howell (Finance)
- Hannah Britton (Sport and Membership)
- Alex Jones (Sports and Membership & Australian Deaf Games)
- Ricky Bryan (Marketing and Communications)
- Katie Kelly (Marketing and Communications)
- Tracey Corbin-Matchett (Marketing and Communications)

DSA continues to face challenges as we improve our ability to secure funds outside of our core funding channel, the Australian Sports Commission (ASC). Despite major changes in Federal Government strategies, our profile not only with the deaf and hard of hearing community but the wider sporting community continues to grow and we are achieving increasing respect for the work we do with so few resources.

My President's report last year outlined a very important organisational initiative that DSA had been working towards over the last 3 years with the change in membership structure. I am very pleased to say we have achieved our goal of completing this task by the 2016 AGM, where a constitution change will recognise that all National Deaf Sport Organisations have become National Deaf Sport Committees, provided with all the legal, insurance and other support to enable them to better facilitate their sport programs.

The Deaf Sports Australia Strategic Plan 2016 - 2019 continues to be an important guide providing goalposts from which the Board of Directors and staff can govern and manage the organisation. Our members and also the ASC approve the Strategic Plan.

Key strategic pillars listed below illustrate the goals and the outcomes achieved over the last 12 months:

1. **To Ensure Effective Leadership and Management of the Business Enterprise Outcomes**
   - Completed a Board Performance Evaluation and Board Skills Audit;
   - Updated a strategic Board Succession Plan policy;
   - Continued to facilitate Board workshops that enabled us to update and review plans and polices;
   - Updated and monitored our Risk Management and Assessment Plan;
   - Monitoring our financial sustainability plan including seeking alternate funding sources (this included maintaining an amount of accumulated funds the equivalent of 2 years operational expenditure);

- Established a strategy to maintain and grow staff levels; and
- Established a strategy to undertake research into social isolation of deaf and hard of hearing children and the role sport participation can help reduce communication and isolation barriers.

2. To Encourage and Contribute to the promotion and growth of Deaf Sports in Australia

- Completion of membership re-structuring where our National Deaf Sport Organisations become part of the DSA internal structure and operate as functional committees focused on developing their sport program and strengthening their organisation needs. Funding from ASC to employ Sam Cartledge (part time) helped fast track this work and also develop a database framework;
- Developed a digital and social media plan to support promotion of sport participation which includes development of a sports app and sports signs feature in Conexu Foundation's Face to Face app;
- Continue to grow the Active Deaf program which includes:
  - Active Deaf Kids
  - Active Deaf Sport Clubs program
  - Active Deaf High Performance program (Information on the Active Deaf program is available on the DSA website)
- The Active Deaf Kids (ADK) Program continues to expand and improve its reputation as highly sought after sport development program for young deaf children across Australia. Over the last 12 months, 1,300 deaf and hard of hearing children and 85 schools have been involved. To date since the program started over 240 schools and 3000+ deaf and hard of hearing students have been involved with ADK. Irena Farinacci continues to excel in her management and facilitation of the program. We continue to work with State Deaf Sport Organisations to share program operation responsibilities across Australia.
- Active Deaf Sports Club initiative got off to a great start with collaboration with both Doncaster Tennis Club and Knox Basketball Association. This is part of our goal to encourage mainstream sports to be more inclusive and we hope this will spread over time.
- Monthly eNews was distributed with the Active Hands subscribers increasing by 2.6% and a new 'From the Boardroom' newsletter is generated on a quarterly basis providing detail on Board and program activities;
- The DSA website is maintained regularly;
- Social media (Facebook, twitter) subscribers increased by 39.4% pa;
- Supporting a Deaf Women in Sport program is currently being managed in conjunction with ASC and AFL SportsReady with one deaf woman completing the course and 3 others still involved;
- Our Deaf Sport Ambassadors program continues with many assisting our Active Deaf Kids program - more information can be seen at http://www.deafsports.org.au/ambassadors;
- Sourcing ongoing range of funding to strengthen the Sports Development program staff to support a key strategic goal, including database development;
- Conducting annual surveys with DSA members to create benchmarks to assist the measurement of organisation success;
- Completion of the 12 month Deaf Sports in Australia and Deaflympians display cabinet at the National Sports Museum (NSM) launched in October 2015. This was the first time a national museum has recognised Deaf sport anywhere in the world. DSA was also pleased to partner with NSM and Conexu Foundation who assisted with enabling the stories about the display to be accessible in Auslan and captions via their OpenAccess Tours app. Next steps are to work with the museum to find a permanent home to display our sport achievements.

3. To Oversee, Manage and Coordinate participation of Australian deaf sports people in National and International Deaf Sports events

- A 2018 Australian Deaf Games Organising Committee (GOC) has been hard at work organising to manage the event in Albury/ Wodonga. DSA is working closely with the GOC and the Wodonga and Albury City Council's as well as the local Deaf community in a number of key areas including partnership building, fundraising, program advice and management and Games awareness raising. Thank you to both Destinations NSW (NSW Governmment) and Sport Recreation Victoria (Victorian Government) for their funding support and liaison with both Albury and Wodonga Councils;

- DSA wishes to congratulate Annabel Bishop on receiving her DSA Life Membership Award for her excellent contribution to deaf sports over 20 years.
- Assisting National Deaf Sport Committee's with their involvement in national and international Deaf Sport World championships including the World Deaf Golf Championships and World Deaf Lawn Bowls Championships.
- Continuing the development of working relationships via Memorandum of Understanding agreements with National Sports Organisations (NSOs) and others as relevant;
- Managed the Australian team who attended the 7th Asian Pacific Games in Taoyuan, Taiwan in October 2015. Chef de Mission (Bryn Davies) successfully managed the team which provided a wealth a sporting experience for first time deaf athletes and also medals to Jamie Howell, Niamh Colville and Reece Van Beek. Congratulations to the Australian Goannas Men's Basketball team who won Gold and automatic entry to the 2017 Deaflympics basketball competition;
- Developing and supporting an Australian team to attend the 2017 Deaflympics in Samsun, Turkey with Bryn Davies again being Chef de Mission. While the team is being organised through selection process, fundraising and team organisation requirements, DSA is closely monitoring the safety and security of the Deaflympics due to global terrorism concerns particularly in surrounding areas. DSA is trying to work with ICSD and the Australian Government to gain as much information as possible to advise everyone as regularly as possible. The Board will make a decision based on collective advice whether to send the team or not early in 2017.
- Creating a development and participation pathway plan for the 2017 Deaflympics and 2019 Asia Pacific Games and beyond, including annual sport camps;
- In contact with representatives of the Australian Paralympics Committee to discuss possible alliances;
- Continuing to work with the Oceania Australia Foundation to assist funding of a sport development program in Oceania including Fiji, Samoa and other regional countries.

4. To Foster and Develop ongoing and meaningful relationships with all Stakeholders

- Regular meetings with the Australian Sports Commission (ASC) and ensuring ongoing funding is maintained and where possible increases as well as all reports and acquittals are completed on time;
- Silent Sport challenges in collaboration with Deafness Forum and Parliamentarians to promote awareness of deafness as well as sport participation have been very successful and will be expanded where possible:
- Continuing to expand the number of new partnerships that support and enhance the achievements of DSA's objectives. These partnership relationships are a key to DSA's sustainability and reduction in dependence on ASC funding channels. Currently we have relationships with:
  - State Deaf Sport Organisations (WA, SA, Victoria, ACT, NSW and QLD)
  - Australian Hearing
  - Deaf Society (NSW)
  - Vicdeaf
  - Conexu Foundation
  - Deafness Forum Australia
  - Llewellyn Communications
  - Latrobe University & Caulfield Grammar School
  - Deaf Children Australia
- Continue working with the NSW Deaf Sport community and the Deaf Society (NSW) to solicit funding from the NSW government to re-establish a Deaf Sport and Recreation NSW organisation.
- Completing the restructure of DSA's national membership and beginning dialogue with State Deaf Sport Organisations;
- To document a list of State / National Advisory Boards / Committee's in Sport and Disability with the aim to seek seats on their boards and provide influence / advice on the needs of deaf and hard of hearing people in sport environments;

The General Managers Report outlines more detail to many activities and initiatives listed above.

As always, on behalf of the DSA Board and staff, I would like to sincerely thank the Australian Sports Commission for their ongoing funding and commitment to supporting our organisation and services. Their positive feedback and support for our governance process and trust in our ability to faithfully and successfully carry out our goals and plans is welcomed. This helps us continue with confidence in providing and showcasing to the community a strong and robust organisation.

Our Patron, Kevin Gosper has been a quiet but constant advocate to our organisation and responds to our requests for advice and support, when needed. Thanks Kevin for your vested interest in supporting our efforts.

Our work could never succeed without our energetic and dedicated team at both Board and staff level. I would like to personally thank all Board members for their excellent contribution over the last 12 months. On behalf of the Board, our members and the deaf and hard of hearing sport communities, I would like to say thank you to our terrific staff team, Garry West-Bail, Irena Farinacci and Sam Cartledge for their passion, endeavour and cooperation in ensuring DSA operates successfully.

By the Annual General Meeting in December, I will have completed 10 years on the board and in compliance with DSA governance rules; I am stepping down to enable a new Board member to be elected.

I have thoroughly enjoyed my time as President and also Board member of DSA. I am proud to have worked with Board and staff members over those years to help grow the organisation into a strong well respected (nationally and internationally) and vibrant organisation. One of my passionate tasks on the board has been the membership restructure to enable our national Deaf Sport bodies to be better supported, have an improved chance to grow and be able to focus primarily on their sport program and not bogged down by legal, financial and administrative tasks – it has taken a number of years, but it is pleasing the members are positive to the change. There are still many challenges, but DSA is in a much better place to overcome them with confidence.

I have to say a special thank you my family, especially my wife Carla, who have supported me all the way through my involvement with DSA. In fact, they have volunteered at Australian Deaf Games and will do it again in 2018.

While I leave the Board, I will not be leaving DSA as a friend and I can now return to enjoying sport participation with my deaf and hard of hearing friends at future Australian Deaf Games and other activities. I wish the Board, staff and members all the best for the future and as always "Yours in Deaf Sports".

Phil Harper

President

The Goannas worked hard to claim their first Gold medal at the 2015 Asia Pacific Games for the Deaf. The team, led by coach Brent Reid were proud to make history as the first deaf basketball team in Australia to win Gold.

Australian Government
Australian Sports Commission

Message from the
Australian Sports Commission

The Australian Sports Commission (ASC) congratulates our National Sporting Organisations (NSOs) on their achievements this year. In particular, we congratulate all of our athletes who represented Australia in the Rio Olympic and Paralympic Games. You did so with great distinction. The country is proud of your commitment and dedication, and the manner in which you conducted yourself throughout the campaigns.

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

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

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

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

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

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

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

Looking ahead, ASC priorities include:

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

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

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

John Wylie AM

Chair

Australian Sports Commission

General Manager's Report

Deaf Sports Australia (DSA) continues to receive a positive recognition from the Australian Sports Commission via the Annual Sports Performance Review that highlights our improving sustainable position via a strengthened business model.

A. Governance

The Australian Sports Commission (ASC) provided operational and Active Deaf Kids funding plus a one - off grant to roll out the new Membership Structure. The latter funding meant that we were able to employ a part-time staff person to support our Members whilst they were transitioning to the committee structure. It is pleasing to report that that all our National Members have agreed to become working committees of DSA.

Organisations (NDSC) have agreed to wind up and report directly to the Board. DSA will now provide administration support as well as the financial reporting for the fifteen NDSCs. This will allow the NDSCs to concentrate on developing their sport, the pathways and overseeing their National Championships.

Finally this new structure has seen a national database created that now can be used for analysis, support and improved communication with all participants. Still a work in progress the possibilities are exciting.

We are very proud of the strong foundation and footprint that has been developed around the Active Deaf brand and the programs that sit under its umbrella. Our relationship with the ASC and National Sporting Organisations is far stronger because of our capability to roll out these resources.

We continue to operate effectively under the ASC governance guiding principles with the Board continually monitoring and addressing them. It is hoped that the ASC recognises the strong gains that the Board has made and continues to support our business model.

B. 2016 Australian Deaf Games

Thank you to Johanna Plante and the Games Organising Committee (GOC) on overseeing a very successful event. All eyes were on Adelaide in January 2016 that saw the following outcomes:

- Profit in excess of $28,000.00
- 1180 - Registrations, day passes, venue tickets and volunteers
- 15 sports
- Excellent local and interstate print and TV media coverage
- A unique photography on line system
- Social media provided a great access to the community
- The Games Hub and Deaf Community Expo were well received
- The social program was a success
- The On – line registration system was a success
- Teams from New Zealand and Fiji competed
- The SA Government via Events SA were the key Government supporters
- Australian Hearing was the Games corporate sponsor

We would like to thank the SA Government for their support and commitment. In addition we would like to thank Australian Hearing for their unwavering support, commitment and passion for the Games.

Finally thank you to the following key sponsors for their commitment to and support of the Games:

- Conexu Foundation
- Ai-Media
- Oceania Australia Foundation
- Deaf Can:Do
- NRS
- NABS
- Hands to Communicate

Whilst the Australian Deaf Games (ADG) are held every four years the Board decided that the next Games would be in January 2018 so as they would be in line with a number of International events. After due process the Board accepted the submissions from Destinations NSW and Albury City Council and Sport Recreation Victoria and Wodonga City Council to host the Games in the twin Cities. A GOC has been formed that will manage the plans for the Games that are only 19 months away.

C. 2015 Asia Pacific Deaf Games

A team of 47 athletes and officials left for Taiwan in October 2015 to compete in six sports – athletics, badminton, basketball, cycling, football, and tennis.

Congratulations to:

- Jamie Howell on winning one Gold, one Silver and one Bronze medals in Athletics
- Niamh Colvill on winning one Bronze medal in Athletics
- Reece Van Beek on winning one Bronze medal in cycling
- The Basketball team on winning a Gold medal

Thankyou to the Chef de Mission Bryn Davies and his support staff on providing a professional and efficient service to the team.

D. Initiatives, Challenges and Developments

- The DSA Board has adopted a new corporate brand that highlights a suit of current and new services / programs. The acceptance and roll out of the Active Deaf Kids Program, the Active Deaf Sports Club Program, the Active Deaf Sports Program and the Active Deaf High Performance Program has been well received by all key stakeholders.
- The need to strengthen the capacity and capabilities of our State Deaf Sporting Organisations (SDSO) is paramount. The need to have "arms and legs" at the coal face rolling our services and programs will benefit the Deaf Sport footprint.
- A final submission has been presented to the NSW Government that aims at Deaf Sports NSW being reinstated into the Governments funding pool. It is hoped a positive outcome will be received.
- The DSA Strategic Plan was updated in early 2016 after feedback from the Members Forum
- The National Sports Museum (NSM) was wonderful in supporting and promoting the new cabinet that highlights the history of Australian at the Deaflympics. Many Deaflympians were present at the formal opening in October 2015. Since then many people including a number of schools have enjoyed the display
- During the 2015 Hearing Awareness Week with the support of Touch Football Australia a number of Touch silent challenges were held around Australia at various NRL games
- In November 2015 together with Deafness Forum of Australia we hosted a dinner in Canberra at Parliament House. Twelve politicians were entertained by Wally Lewis and Jamie–Lee Lewis where the loss of hearing was discussed as well as the benefits that sport provides for a healthy life
- The 2015 DSA Sport Awards were presented at the closing ceremony of the 2016 Australian Deaf Games
- DSA is continually seeking opportunities to create partnerships with the corporate world, a difficult task but an absolute necessity as we continue to front uncertainties of future Government funding. DSA does have a number of properties under the Active Deaf brand that warrant a partnership, a relationship that can provide mutual beneficial outcomes
- DSA has been successful in securing State Government funds from NSW, ACT and the NT for our Active Deaf brands – a very positive outcome
- The Active Deaf Sports Club program has seen a tennis club and a basketball association accredited as deaf friendly. In addition an ACT workshop that was attended by a number of sports. Plans are in place for a cricket club in WA to be accredited
- The ASC provided DSA a Women's leadership grant that is being used to support four women completing a Certificate IV in Sport and Recreation via AFL SportsReady
- The Deaf Starting System (DSS) with the great support from the Conexu Foundation is progressing to a mobile app – trailing is progressing with the support of Queensland Athletics and the Queensland Schools Sports Disability Advisory Committee – it is hoped that this affordable and easily accessible application will be available in late 2016
- The Deaf Sports mobile application that provides sport specifc Auslan is progressing with the continued support of the Conexu Foundation – based on Conexu's Open Access Face to Face application.
- The suit of DSA policies are continually being reviewed, updated and added as required.
- The new Active Deaf High Performance program has been launched. It highlights pathways and programs that need to be followed by our NDSCs in supporting athletes to International events. The plan also highlights the need to enter into partnerships with external stakeholders such venues for training camps. Based on this need we are working with Caulfield Grammar and Macquarie University in putting into place camps prior to the 2017 Deaflympics

Acknowledgments

Thank you to the staff at the Australian Sports Commission for their support and commitment to our organisation.

Thank you to Bill Davidson and Belinda Bromham for their support of the 2016 Australian Deaf Games and their continued support for the 2018 Games. In addition their commitment to work with us in developing a corporate partnership that promotes our Active Deaf brands is much appreciated

Conexu Foundation led by Rachel Mackay and her staff has been a pillar of support not only at the 2016 Australian Deaf Games but also in the commitment and pursuit of excellence in developing potentially great applications – the Deaf Starting System and the Deaf Sport Dictionary that will utilise the Open Access face-to-face application.

Thank you to Helen Walpole and Megan Rowland for their passion in supporting the installation of the display cabinet at the National Sports Museum - your commitment to a great outcome was much appreciated

Thank you to the hard working 2016 Australian Deaf Games Organising Committee oversaw a wonderful and successful 2016 Australian Deaf Games. In particular I would like to especially thank Johanna Plante for tireless work, professionalism, commitment and insight

Thank you to all our Members for the understanding, patience and the embracing of the new Membership Structure and their want to focus on their ability to provide improved deliverables. The strategic change to a committee structure was enhanced by the good and insightful work that Sam Cartledge undertook in supporting our National Sporting members. Thanks Sam.

I would like to thank the DSA Board of Directors for their support, teamwork and confidence in pursing a sustainable and workable platform that DSA that can continue to develop and prosper. The foundations are getting stronger because of the Boards commitment to pursing best practices overseen by good governance principles.

In what is our President's last annual report I would like to thank Phil Harper for his leadership, strength and purpose in pursing the best possible outcomes for DSA. His experience and knowledge has been a cornerstone to the continuing development of the business model.

Thank you Irena Farinacci for her dedication, passion and commitment in ensuring the services to the deaf and hard of hearing community are of the highest standard. The strong and evolving DSA pathway has been greatly enhanced because of the great work Irena provides to the Active Deaf brands.

Garry West-Bail

General Manager

GOVERNANCE REVIEW

During the year the DSA Board conducted a number of reviews, two of which are detailed below:

1. RISK ANALYSES AND EVALUATION

The following are the key outcomes from the 2016 Board Risk Analysis:

A. Strengths

- Ongoing Corporate Policies and Plans including a governance overview
- Effective Strategic Plan and Board Committees terms of references
- National Deaf Sports Committee structure
- Adoption of the Active Deaf Brand provides properties and a platform that can be used to promote the DSA pathways and servcies

B. High Risk

- Members having limited funds to develop and improve services
- DSA reliance on ASC funds
- Data collection of individual members that provides information on trends

The DSA Board is working to improve and maximise the noted strengths and conversely it is developing new strategies and partnerships that aim at mitigating the highlighted risks

2. BOARD EVALUATION

The following are key outcomes from the Board appraisal that was completed by each Board Member – the appraisal was evaluated by each member as how the individual saw himself or herself operating within the group plus how the individual saw the group dynamic work from an individuals perspective.

The following is a summary of the overall outcomes:

1. Due Diligence – rated 2016 - (2015 7.5/10) – need to concentrate and work on risk assessment, transparency, communications between portfolios and consistency of message
2. Planning – rated 2016 - (2015 7.0 / 10) – need to concentrate on succession planning, networking and stakeholder development and connection
3. Meetings – rated 2016 - (2015 - 8.0 / 10) – ability to contribute was rated highly, development of Skype was good but need to look at alternatives, need to concentrate on key strategies and issues and ensure reports are timely
4. Group Dynamics – rated 2016 – (2015 - 8.0 /10) – are confidant to contribute noting Board Members are geographically spread
5. Stakeholder Management – rated 2016 – (2015 7.0 / 10) – a key area that is important for the development of DSA – need to identify new networking strategies
6. Networking – rated 2016 – 2015(6.0 / 10) – need to increase visibility and use calendar of events to ensure DSA Board presence
7. Representation – rated 2016 – (2015 6.5 / 10) - need to continually develop skills matrix for the Board
8. Financial Management - rated 2016 – (2015 8.0 / 10)– positive reporting and processes in place to ensure monitoring and oversights are in place
9. Risk Management – rated 2016 – (2015 7.0 / 10) – great analysis in place but must continually review – reduce the gap between reporting and actual implementation

SHORT AND LONG TERM OBJECTIVES

Deaf Sports Australia in accordance with its Strategic Plan has identified the following priority objectives and pillars to achieve the Vision of the organisation **"Building and Strengthening Opportunities for All"**.

<u>Short Term</u>

- **To foster, educate and promote deaf people's participation in sport.**

Strategy: Achieved through the continued review and development of policies and plans directed at the Active Deaf Brands and DSA Members.

- **Continually advocate, educate and inform the mainstream sporting structure.**

Strategy: Achieved through working with National Sporting Organisations (NSO) and developing practical deaf friendly and workable agreements.

Strategy: Development of a DSA National Classification database together with sport specific databases with identified NSOs and the roll out of the Active Deaf Sports Club program.

- **Ensure effective leadership and management.**

Strategy: Achieved through continual review of and update of the strategic plan and risk assessment plan.

- **Improve communication and promotion of the DSA services and programs.**

Strategy: Achieved through the continue development, roll out and access to all forms of communication channels.

<u>Long Term</u>

- **Oversee and host deaf sporting events.**

Strategy: Achieved through the development of support policies, programs and guidelines for all stakeholders as well as securing State Government funding for the 2018 and 2022 Australian Deaf Games

- **Foster relationships with mainstream sports and identified deaf organisations.**

Strategy: Achieved by developing working relationships that create mutually beneficial outcomes.

- **Achieve a sustainable governance and management approach that fosters leadership and mentoring in deaf sports.**

Strategy: Achieved through monitoring and working towards best practice procedures and outcomes.

Measurements of Success

Management, monitoring and performance measurement of the objectives of Deaf Sports Australia occur through detailed operational plans and budgetary processes that are directly linked to the plans of the organisation. The General Manager reports to the Board of Directors monthly whilst budgetary reports are supplied to the Audit Sub-Committee on a monthly basis to compare and monitor financial budgets to actual expenditure.

Principal Activities

The principal activities of Deaf Sports Australia during the financial year were in line with the policies, regulations and constitution of the organisation and can be categorized in four main key result areas:

1. Governance
2. Participation
3. Development and Promotion
4. Competitions

The following activities were undertaken in pursuit of the strategies noted below:

- Continued review and updating of policies and including but not limited to a review of the membership protection policy, constitution and Membership Structure (Improved Governance).
- Continued roll out and improvement in the service provision of the Active Deaf Kids Program to increase numbers of school aged children playing sport (Increased participation in the sport).

- Development of a connection from schools to clubs via a working relationship with NSOs and the new Active Deaf Sports Club Program (increase in participation and retention in sports).
- Continued development of the website and connection with all social communication mediums (Development and Promotion).
- Positive outcome for the 2016 Australian Deaf Games and the 2015 Asia Pacific Deaf Games together with a working structure for the 2018 Australian Deaf Games and various National and International events (Competitions)

All above activities contributed to the short and long term objectives of Deaf Sports Australia.

3. BOARD MEMBER ATTENDANCE

Attendance between July 2015 and June 2015.

BOARD MEMBER NAME	Number of meetings	Attendance
Phil Harper	7	7
Alex Jones	7	7
Marnie Kerridge (resigned Jan 2016)	4	2
Dean Barton-Smith (resigned Feb 2016)	5	2
Ricky Bryan	7	6
Kathryn O'Brien	7	5
Darren Howell	7	5
Hannah Britton (appointed June 2016)	1	1
Katie Kelly (appointed June 2016)	1	1
Tracey Corbin-Matchett (appointed June 2016)	1	1

STATE MEMBERS: Deaf Sports Recreation Queensland, Deaf Sports Recreation South Australia, Deaf Sports Recreation Victoria, Western Australian Deaf Recreation Association, Deaf Advocacy, Sport and Recreation ACT, Deaf Society of NSW (associate member) NT Deaf Sports Committee, NSW Deaf Sport Committee

NATIONAL MEMBERS: Deaf Basketball Australia, Deaf Bowls Australia, Deaf Cricket Australia, Deaf Darts Australia, Deaf Eight Ball Australia, Deaf Golf Australia, Deaf Netball Australia, Deaf Aquatics Australia, Deaf Tennis Australia, Deaf Tenpin Bowling Australia, Deaf Touch Football Australia, Deaf Volleyball Australia, Deaf Rugby 7 Australia, Deaf Rugby Australia, Deaf Futsal Australia.

"We really enjoyed ADK Program here in Adelaide because it gave us the opportunity to mix with other centres for Deaf education and be involved in some really fun activities.

We loved meeting new Deaf people like Irena and sharing our language and culture with everyone involved."

Grace Macri, Teacher, Elizabeth Park School, Adelaide

Active Deaf Kids Program

1. Active Deaf Sports Clinics

It has been another successful year running the Active Deaf Kids program around Australia which saw 18 clinics hosted and a total of 1,300 students who participated.

The ADK Sports Clinics consists of multiple sports being held in the one session, for example deaf and hard of hearing students have the opportunity to try out or improve their skills in the sports clinics on the day. Coaches are invited to teach the students skills – they are either deaf or hearing. Coaches who have not worked with deaf or hard of hearing students before are provided support and advice such as communication tips prior to and on the day of the clinics.

The following is a list of ADK clinics held during the past 12 months:

- 7th August 2015 – Gold Coast, QLD
- 27th August 2015 – Canberra, ACT
- 5th September 2015 – Alice Springs, NT
- 7th September 2015 – Darwin, NT
- 13th October 2015 – Canberra, ACT
- 12th November 2015 – Shepparton, VIC
- 14th January 2016 – Adelaide, SA (during Australian Deaf Games)
- 9th March 2016 – Adelaide, SA
- 28th April 2016 – Gold Coast, QLD
- 13th May 2016 – Canberra, ACT
- 17th May 2016 – Hobart, TAS
- 18th May 2016 – Deloraine, TAS
- 26th May 2016 – Darwin, NT
- 7th June 2016 – Sydney, NSW
- 8th June 2016 – Dubbo, NSW
- 9th June 2016 – Wollongong
- 14th June 2016 – Central Coast, NSW
- 16th June 2016 – Perth, WA

Other events:

- 29th October 2015 – Combined School Sports Day, Doncaster, VIC
- 20th November 2015 - ATAV AGM, Melbourne, VIC
- 22nd March 2016 - St Gregory's School – Doncaster, VIC
- 28th April 2016 – Multi Sports clinic & Apple iMovie Day, North Rocks, NSW

A total of 1,300 students from 85 schools have participated in the Active Deaf Kids program to date.

2. Active Deaf Sports Clubs

The Active Deaf Sports Club (ADSC) program is run by Deaf Sports Australia to provide mainstream sporting organisations (clubs) the opportunity to integrate inclusion practises into their day-to-day operations. This program provides the opportunity for the sports club to become a friendly and inviting place for current and future deaf and hard of hearing participants. In 2015, Deaf Sports Australia partnered with Deaf Accessible Business Network (DABN) to run the Auslan component of the program.

The ADSC program offers coaches the opportunity to learn best communication practises when working with deaf and hard of hearing participants. This includes learning sports specific sign language so that they can communicate effectively with their deaf and hard of hearing participants.

The program involves DSA presenting two hour workshops which outlines details about DSA's history and pathway opportunities available for deaf and hard of hearing athletes. Following the workshop, participants are invited to register for an Auslan course which focuses on sports specific sign language as well as provides basic signs for every day communication.

Since its inception from July 2015, DSA successfully hosted three Active Deaf Sports Club workshops:

- 28th April 2015 - Doncaster Tennis Club, Doncaster, VIC
- 12th April 2016 - Knox Basketball Association, Wantirna, VIC
- 12th May 2016 - Multi sports clubs in Canberra, ACT

The Doncaster Tennis Club met all the requirements and as a result is an endorsed member of the Active Deaf Sports Club program. The same applies to participants from Knox Basketball Association, KSC Phoenix Basketball Club, Casey Basketball Association, WASPS Basketball Club, Basin Wildoats Basketball Club, Ferntree Gully Falcons, Knox Cougars and the Victorian Basketball Referees Association.

3. Active Deaf High Performance Program

To ensure that the Australian Deaf Sports teams are successful at international deaf sports events, it is imperative that we have processes in place to achieve these objectives. The Active Deaf High Performance program has been developed that outlines the processes required in order to select the best athletes to represent Australia at major sports events such as the Deaflympic Games, Asia Pacific Games for the Deaf and World Championships.

While the Australian Sports Commission's "Winning Edge" document does not include the Deaflympic Games, we have an opportunity to step up to the plate by providing top level athletes who have potential to win medals. It is well known that the Australian Sports Commission provides funding depending on the successes for each sport, including medal wins. In order for DSA to stay in the game, the Active Deaf High Performance program is an important document that provides guidance and pathways to podium finishes.

DSA will be hosting a Training Camp for the Australian Deaflympic Team at Caulfield Grammar School in Melbourne. This will be one of the first two camps to be held prior to the Team attending the Deaflympic Games.

4. Active Deaf Minds

Deaf Sports Australia's Active Deaf Minds is aimed at increasing awareness of the health and social impacts of mental health issues, and providing opportunities to reduce these effects. The objective of the Active Deaf Minds is to provide avenues for deaf and hard of hearing people to access mental health support and programs through partnerships with other organisations. DSA has partnered with The Deaf Society to develop a working relationship as well as source funding to establish this program.

We are conscious that action is needed to help deaf children develop healthy habits and a lifelong involvement in sport as a catalyst for a healthy lifestyle, and this also needs to be done through positive thinking and coordination.

Ever since the inception of the Active Deaf Kids program, I have seen the positive impact it has made on many deaf and hard of hearing students. Approximately 60% of deaf and hard of hearing kids who have participated in the ADK program had never met like minded friends. That is why given that this program is unique, it is also very important for it to continue in the many years to come.

I am very proud of the ADK program and the contribution it has made to hundreds of deaf and hard of hearing kids around Australia.

In saying this, I would like to thank my Manager, Garry West-Bail for his support as well as being a fantastic mentor. I would also like to thank the DSA Board for their support and faith in me in delivering the ADK program.

Irena Farinacci

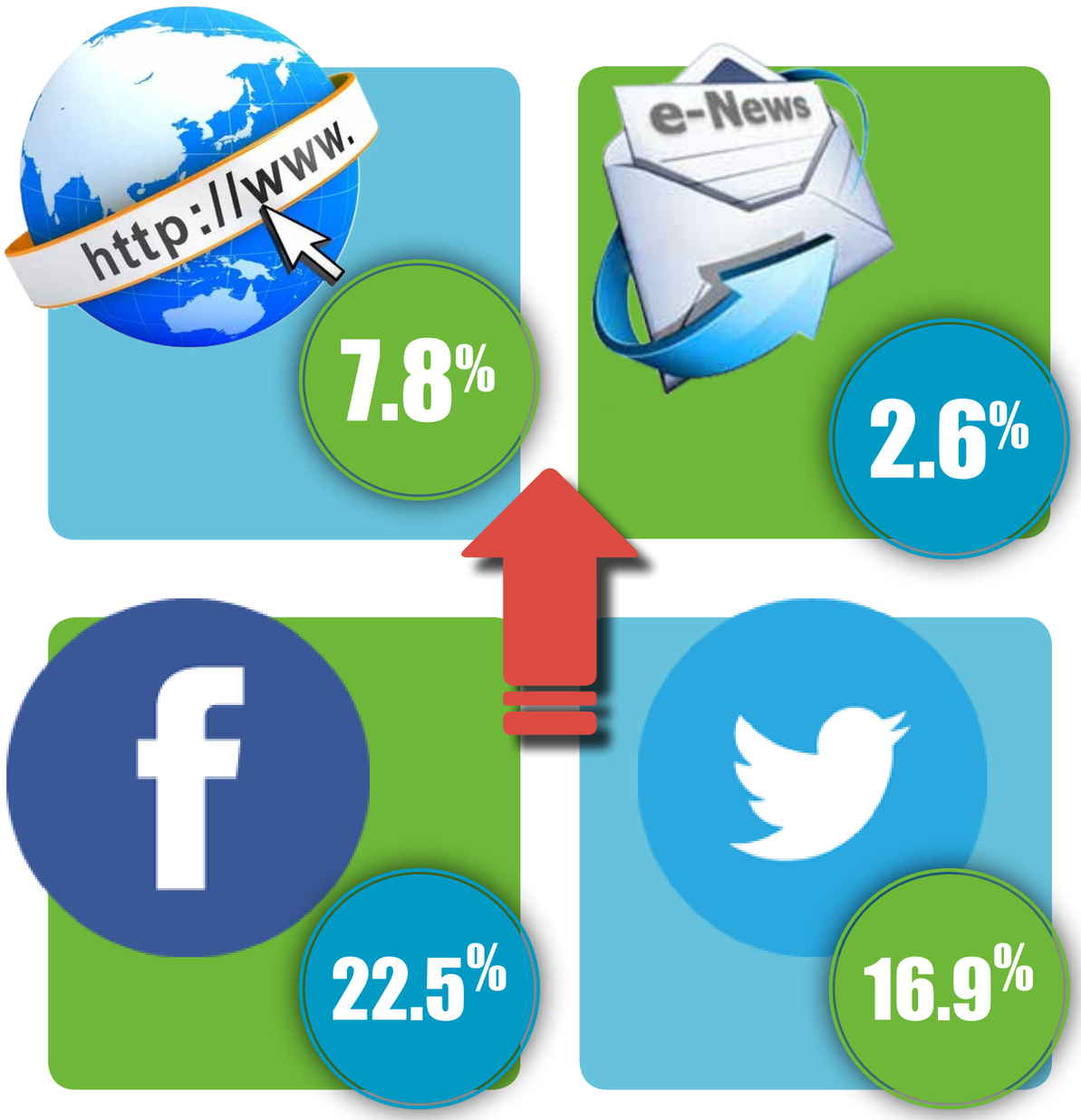
Sports Development Officer

> ***"Participating in the Australian Deaf Games gives me the opportunity to build on new skills and meet new friends"***

2016 Australian Deaf Games

Adelaide hosted the 2016 Australian Deaf Games from 9th to 16th January which saw 1,000 athletes, officials and spectators attend.

Deaf Sports Australia On Social Media



SAWARD DAWSON
chartered accountants

Australian Deaf Sports Federation Limited

ABN: 18 006 071 147

Auditor's Independence Declaration under Section 60.40 of the Australian Charities and Not-for-Profits Commission Act 2012

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2016, there have been:

(i) no contraventions of the auditor independence requirements as set out in the *Australian Charities and Not-for-profits*

(ii) no contraventions of any applicable code of professional conduct in relation to the audit, and Accounting

Saward Dawson

Saward Dawson Chartered Accountants

Jeffrey Tulk

Jeffrey Tulk
Partner

Blackburn VIC

Statement of Income and Expenditure and Other Comprehensive Income

For the Year Ended 30 June 2016

	Note	2016 $	2015 $
Revenue	2	**697,257**	308,957
Accounting and audit fees		**-8,000**	-8,242
Administration costs		**-13,134**	-15,647
Asia Pacific Deaf Games expense	3	**-160,505**	-
Australian Deaf Games expense	3	**-161,141**	-12,441
Depreciation and amortisation expense	3	**-12,431**	-13,049
Employee benefits expense		**-180,252**	-168,778
Interpreting services		**-15,072**	-7,998
Lease expense		**-5,200**	-5,182
Legal and insurance expense		**-10,933**	-8,074
Travel expenses		**-43,138**	-20,815
Sports promotion expenses		**-13,932**	-9,214
Events and conference expense		**-9,390**	-2,551
Website development		**-5,598**	-3,060
Other expenses		**-49,830**	-21,788
Surplus/(Deficit) for the year		**8,701**	12,118
Other comprehensive income:			
Items that will be reclassified subsequently to surplus or deficit when specific conditions are met		**-**	-
Items that will not be reclassified subsequently to surplus or deficit		**-**	-
Total other comprehensive income		**-**	-
Total comprehensive income for the year		**8,701**	12,118

Statement of Financial Position

As at 30 June 2016

	Note	2016 $	2015 $
ASSETS			
Current assets			
Cash and cash equivalents	4	**72,976**	290,433
Trade and other receivables	5	**25,963**	22,185
Financial assets	6	**160,475**	160,371
Other current assets	7	**500**	38,974
Total current assets		**259,914**	511,963
Non current assets			
Financial assets	6	**127,025**	127,025
Property, plant and equipment	8	**5,550**	7,509
Intangible assets	9	**8,385**	15,071
Total non current assets		**140,960**	149,605
TOTAL ASSETS		**400,874**	661,568
LIABILITIES			
Current liabilities			
Trade and other payables	10	**29,376**	51,255
Employee benefits	11	**20,819**	13,380
Other current liabilities	12	**30,064**	285,019
Total current liabilities		**80,259**	349,654
TOTAL LIABILITIES		**80,259**	349,654
NET ASSETS		**320,615**	311,914
EQUITY			
Reserves	13	**162,379**	129,700
Retained earnings		**158,236**	182,214
TOTAL EQUITY		**320,615**	311,914

Statement of Changes in Equity

For the Year Ended 30 June 2016

2016

	Retained Earnings	Development Fund reserve	NDSC/SDSO Reserves	ADG Reserve	APDG Reserve	Total
	$	$	$	$	$	$
Balance at 1 July 2015	**182,214**	**113,927**	**15,773**	**-**	**-**	**311,914**
Surplus for the year	**8,701**	-	-	-	-	**8,701**
Transfers to/from reserves						
ADG reserves	**-895**	-	-	**895**	-	-
APDG reserves	**-31,784**	-	-	-	**31,784**	-
Balance at 30 June 2016	**158,236**	**113,927**	**15,773**	**895**	**31,784**	**320,615**

2015

	Retained Earnings	Development Fund reserve	NDSC/SDSO Reserves	ADG Reserve	APDG Reserve	Total
	$	$	$	$	$	$
Balance at 1 July 2014	185,869	113,927	-	-	-	299,796
Surplus for the year	12,118	-	-	-	-	12,118
Transfers to/from reserves						
NDSO reserves	-15,773	-	15,773	-	-	-
Balance at 30 June 2015	182,214	113,927	15,773	-	-	311,914

Statement of Cash Flows

For the Year Ended 30 June 2016

	Note	2016 $	2015 $
Cash from operating activities:			
Grant receipt and receipts from customers		**461,547**	539,704
Payments to suppliers and employees		**-686,382**	-308,103
Interest received		**11,268**	13,600
Net cash used in operating activities	14	**-213,567**	245,201
Cash flows from investing activities:			
Placement of term deposits		**-104**	-16,883
Payment for intangibles		**-**	-13,308
Acquisition of property, plant and equipment		**-3,786**	-944
Net cash used by investing activities		**-3,890**	-31,135
Net Cash decreases in cash and cash equivalents		**-217,457**	214,066
Cash and cash equivalents at beginning of year		**290,433**	76,367
Cash and cash equivalents at end of year	4	**72,976**	290,433

PRINCIPAL PARTNER

Australian Government
Australian Sports Commission

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School Sport

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Australian Hearing

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