



ANNUAL REPORT

2023



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PURPOSE

To Support Athletes and Develop Champions

About

Snow Australia is the nationally and internationally recognised National Sporting Organisation (NSO) for competitive snow sports in Australia. Snow Australia is affiliated with the International Ski & Snowboard Federation (FIS), the Australian Olympic Committee (AOC), Paralympics Australia (PA) and recognised by the Australian Sports Commission (ASC). Snow Australia manages athlete pathways, conducts events and programs in Alpine Skiing, Cross Country Skiing, Freestyle Skiing, Snowboarding, Para-alpine, Para-snowboard, Ski Mountaineering and specialty sub discipline activities within each.

Strategic Priorities

Communication

Improve awareness and understanding.

Capability

Increase the level of skill within the performance pathway.

Community

Increase participation and engagement in competitive snowsports.

Capacity

Optimise human, commercial and facility resources.

Operational Priorities

High Performance

Ensure Australia remains a successful nation at World Cup, World Championships, Olympic and Paralympic Games

Sport Development and Participation

Increase participation and community engagement in competitive snowsports at all levels

Business Development

Generate financial resources and provide effective administration and communication

People Development

Strengthen network of coaches, volunteers, technical officials and administrators who provide support of competitive snowports in Australia

OUR PARTNERS

PRINCIPLE PARTNERS



OLYMPIC, PARALYMPIC AND INSTITUTE PARTNERS



RESORT PARTNERS



SPONSORS

John & Gemma Hancock

SUPPLIERS

KARBON

XTM PERFORMANCE

+ MR TRAMPOLINE

STATE GOVERNMENT



01 CHAIRMAN'S REPORT



DANIEL BOSCO

Chair

Introduction

It is a pleasure to present the 2024 Snow Australia Annual Report.

This has been my first full year in the role as President and I would like to acknowledge and thank both my fellow Directors and also our CEO Michael Kennedy for the support I have been afforded during this transition period. In particular, former President Dean Gosper has been extremely generous with his time in ensuring that our handover has been smooth.

In addition to my own transition, we have seen new Director Jacky Storer step into the role as Chair of our Finance, Governance and Risk Committee, replacing former Director Hugh Whan. Jacky has quickly and effectively applied her corporate experience to the role, continuing a high level of professionalism and dedication to the position where Hugh left off. As part of this transition, we also welcomed Torie Hamilton-Wilson, an experienced International Forensic Accountant, as the independent member to our Finance, Risk and Governance Committee.

Our Board, consisting of Jacky, Dean, Susie Warwick, Kim Clifford, Jo McDougall, Katya Crema, Louise Barrett and Steve Cooper is diverse. Not only do we boast a good mix of youth and experience, combined with a majority female representation, we have also carefully struck a good balance of sport knowledge, financial acumen, media skills, project delivery and a wide range of life and work experience.

It is a genuine pleasure to be around the table with this group of people where the diverse range of backgrounds leads to both thoughtful and challenging discussions. More often than expected, the topics we need to analyse as a Board do extend

well beyond sport, stretching across social and ethical topics which is where the need for diversity not only adds value but becomes essential.

Again this year, each of our Directors has made valuable contributions to a range of topics impacting our sport in a positive way which I greatly appreciate.

The true work of our Board however is to provide stability and direction to the organisation, allowing our executive team, led by Michael Kennedy, to get on with the day-to-day business of delivering sporting outcomes. Under Michael and the entire leadership team, we have seen many historic milestones achieved which we will highlight throughout this 2023 Annual Report.

Ensuring Australia remains competitive on the global stage

Whilst we recognise that sporting triumph is only one method of measuring the success of our sport, we also know that that this is the key element which keeps us well-funded and relevant. In this regard, by almost all measures, 2023 has been our most successful year on the world stage. If you were to jump ahead and include some of the results from the current season, then you would have no doubt that the delivery of sporting outcomes has never been better. I refer to the CEO report for a summary of our result highlights.

It is also worth noting that, by the end of this reporting period, Snow Australia was extremely proud to have negotiated full broadcasting availability for most World Cups during the 2024 Northern Hemisphere season. This has been an arduous and drawn out task for the team but is finally providing our athletes with the exposure that they deserve.

Sport Development and Participation

Pathways

We are extremely proud of the achievements of our athletes at international events. We are also equally driven by the need to encourage participation throughout our communities, allowing all willing enthusiasts to enjoy their sporting pursuits on snow.

Our coaches and pathway representatives strive every day to create a sport for all. The real challenge however lies in leveraging the limited resources we have available to allow our participation base to thrive, in parallel, to the essential ongoing development of our high-potential athletes.

In this dynamic environment, Snow Australia has been proactive in adapting strategies to align with global developments in high performance while ensuring we continually meet community expectations

Interschools - A Crucible of Champions

The base of the pathway pyramid of our global success, Interschools, has not only delivered Olympic medals and World Cup athletes but has also created a stable future for snowsports in Australia. With participants spanning three decades, it has served not only as a crucial pool for identifying future champions, but an essential funnel for creating generations of future skiers and boarders.

Interschools continues to grow its participation base and the Snow Australia staff and army of volunteers which includes school teachers, parents and carers from across Australia are meeting the challenge of delivering one of the largest school-based sports events in the country each year.

During the past 12 months, as a final step in our efforts towards being a truly nationally-operated sport, we also saw the unification of South Australia into our National Interschools family. This further expands the Interschools footprint and aligns all of the states with our National competition format.

ETP Expansion - Reaching Deeper into our Pathway

Our commitment to nurturing talent extends beyond Interschools, as evidenced by the expansion of the Emerging Talent Program (ETP). By funding coaches and providing training opportunities, we are supporting high-potential athletes across a broader spectrum of disciplines, with a deeper reach into the pool of talented skiers and boarders. The continued growth of ETP is a testament to our dedication to talent development.

Supporting Clubs and Grassroots Initiatives

As a sporting organisation we can only deliver our pathway programs with the expert efforts of our partner clubs. We recognised many years ago that the strength of our clubs is fundamental to the growth of our sport and the critical first phases of our ability to deliver high performance outcomes.

In this regard we are constantly looking to add value to our partner clubs with efforts to provide coach training, governance support and other resources.

The implementation of Game Plan, as supported by the Australian Sports Commission, has allowed us to assist our clubs in the management of their programs. Game Plan allows clubs of all sizes to have access to the necessary policies and processes to ensure a safe environment for the community and the best possible governance structures at the grassroots level. We continue to work with all clubs with our recognition program which ensures minimum standards are met across all areas of operation.

Snow Australia's focus on grassroots initiatives and club development remains unwavering. Without hesitation we appreciate that our collaboration with clubs will extend the reach of our programs and positively influence a larger pool of high-potential athletes over the coming decades.

Facilities

A significant focus of our efforts in 2023 related to the finalisation of construction and commissioning of game-changing facilities for snowsports in Australia. The hard infrastructure developed in recent times is now in place and already having an impact in transforming our local communities into environments where success thrives.

Recent results reflect the positive impact facilities such as the National Snowsports Training Centre (NSTC) in Jindabyne and the Geoff Henke Olympic Winter Training Centre in Brisbane are having on global performances.

Alongside our primary goal of achieving sporting excellence, we have observed in recent times that our role as builders and project managers has become increasingly important. Acknowledging this, our focus on developing competencies in delivering infrastructure projects is becoming crucial to the delivery of sporting outcomes.

In this regard, we are continually working towards increasing our capabilities in the project management space. At Board level we will be looking to focus on increasing our knowledge and skill in this space to reflect the importance of this activity on our future success.

Project Delivery Partnerships

Government

Our enduring partnerships with government and private entities have been instrumental in the continued success of Snow Australia. The collaboration with the NSW Government, especially in the development of the National Snowsports Training Centre, serves as a testament to the effectiveness of private and public financial support. As we look to the future, fostering and expanding these partnerships will remain a key priority.

Resorts

The collective strength derived from our partnerships with all resorts across Australia has been a driving force behind our achievements. It is undisputed that our success on the sporting field inspires communities to choose skiing and boarding for their family holidays creating both short term and long term positive impact in resort demand.

This two-way partnership with the resorts enables us to challenge each other, to do more. In our case we know that privileges such as priority lift access, dedicated hill space and snow-making will make a difference to our performances, creating champions and generate ongoing widespread interest in snowsports.

Most importantly, whether it be through relationships with our clubs, access to on-snow facilities or hosting events, we certainly appreciate the importance of nurturing our relationship with all resorts.

Olympic Winter Institute of Australia (OWIA)

With the financial support of the Australian Olympic Committee, the OWIA remains an integral partner in delivery of high performance sporting outcomes. The strategic alliance of having a dedicated and passionate team who are able to focus on high performance continues to underpin our global success. This year in particular we commend Geoff Lipshut and all the team at OWIA on outstanding results which significantly outstrip our relative size in comparison to competing countries.

The collaboration between Snow Australia and OWIA continues as a unique sporting partnership which we are committed to ensuring remains strong

Australian Sports Commission (ASC)

Under the leadership of Keiren Perkins, the ASC has been instrumental in providing our sport with the tools required to improve its capabilities. The ASC has ensured our sport meets the ever-increasing demands placed upon it as both leaders and citizens of our community. We take this responsibility seriously and now find ourselves better-equipped to manage a broad range of challenges extending well beyond athletic performance.

We remain mindful that in the future we will be measured both in real-time and retrospectively on our activity in terms of total Environment, Social and Governance (ESG) outcomes. Our Board is making active progress across its responsibilities in this area.

Ongoing Generation of Financial Resources

Thanks to the effective management of Michael Kennedy and the team, Snow Australia finds itself in a strong financial position. This strength is allowing us to invest, more than ever, in building facilities, employing capable personnel and directly supporting athletes.

With the construction and fit out of the National Snowsports Training Centre now successfully behind us, we will be looking forward towards using our strong financial position to further expand our training-related infrastructure.

A detailed analysis of our financial position and application of funds is presented in the financial reports.

Risk Management and Governance

Board and Policy Reviews

With the support of the Australian Sports Commission, the Snow Australia Board continues to make significant headway in its progress towards achieving the highest levels of sports governance in the country. During the past 12 months we have undertaken both internal and external reviews, completed a revised

skills matrix and analysis, delivered an updated risk appetite statement and worked on the implementation of several key governance platforms relating to the integrity of our sport.

National Integrity Framework (NIF)

The new National Integrity Framework as outlined by Sports Integrity Australia, has seen transformative work completed by our teams in the adoption of new policies around:

- Safeguarding Children and Young People
- Member Protection
- Competition Manipulation and Sports Gambling
- Improper use of Drugs and Medicine

In addition, the Board has overseen the implementation of a Whistleblower policy which is now available on our website.

The bolstering of our capabilities across the area of integrity is an ongoing task which we will continue to prioritise.

Risk Management

Our Board has completed extensive work on its risk management policies and monitoring systems over the past five years. We continue to bolster and actively monitor those systems with regular review through our Finance, Risk and Governance Committee.

It has never been our intention to shy away from risk, in fact, as skiers and boarders you could conclude that taking calculated risks is part of our DNA. Our Board recognises that one of the great strengths of our organisation is our ability manage the challenges which allow us to deliver more opportunities for our athletes. Whether it be the construction of a National Snowsports Training Centre or the hosting of Interschools, which is one of the world's greatest on-snow school sporting carnivals, our teams are better-equipped than others to manage what might be considered no-go areas for many other sporting organisations.

Another area which will require strategic foresight will be our proactive adaptation to climate change. Whilst we will be advocating strongly for broader climate initiatives, we are already seeing impacts throughout the sport from the changes in some alpine environments. The investment in dry land training facilities has proven pivotal in mitigating the effects of climate change on our training schedules. This forward-thinking approach sets us apart and positions us for continued success.

Against a backdrop of both environmental change and evolving technologies, our teams will be continually challenged to develop these and other strategies which keep us competitive in the future.

Discipline Committees

Our sports governance capabilities continue to be enhanced by the role played by our Discipline Committees. As the organisation has grown over the past decade, and the in-house capabilities of our employed staff develops, the role of the Discipline Committees has evolved. In more recent times, these groups have become the technical and sport strategy advisors to both our Board and staff.

All committees now actively participate in our sport governance, providing oversight and direction in their specialised areas. The collaboration between discipline committees and senior staff is integral to our governance framework, ensuring strategic alignment and efficient program delivery.

This year, due to the inclusion of Ski Mountaineering (SkiMo) in the Milan 2026 Olympic Games, our Board also agreed to the formation of a new Discipline Committee to oversee and develop sport opportunities. In addition, we were very proud to see Ramone Cooper being appointed to the FIS Committee for SkiMo. We see this new sport as being suited to Australian athletes and look forward to supporting this emerging sport going forward.

We will continue to engage our committees to ensure that community expectations are met and the best possible outcomes are achieved at all levels.

Volunteers and the Community

Most importantly, I would like to thank the many people around the sport who contribute to our success, one more so than the army of volunteers who support the activities of Snow Australia.

Whether it be parents on the side of a race course at Interschools or our highly-valued World Cup Judges and Technical Delegates, there are so many of you who give your time freely through a great passion for snow sports. Many have contributed over many decades towards building this sport into the successful organisation it is today.

A small number of contributors were recognised recently at our annual community awards which is a way for us to say thank you to a portion of the entire community who work hard to help us deliver programs and events.

Staff of Snow Australia

A heartfelt expression of gratitude and thanks to the entire Snow Australia team led by Michael Kennedy. Snow Australia's investment in people will always remain heavily-weighted towards athlete services, especially pathway management. Many of our new additions to staff are working towards ensuring that athletes, coaches, clubs, institutes and your resorts are all working more closely with Snow Australia towards a truly National approach. The level of professionalism is ever increasing and remains the envy of the entire Australian sporting landscape

Our entire team goes above and beyond their employment responsibilities each day, out of their love for the sport and our athletes. We thank all of you for your efforts and dedication.

Conclusion

As we reflect on the achievements and challenges of the past year, our Board remains optimistic about Snow Australia's future performance. We remain committed to being vigilant across all our activities with a continual search for improvement. It is our goal to maintain our position as a national leader in sports administration and delivery, embracing the evolving landscape of winter sports with enthusiasm and foresight.

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Daniel Bosco Chair



Jakara Anthony in action in the Alpe d'Huez Mogul Finals. Photo FIS

02 CEO REPORT



Michael Kennedy
Chief Executive Officer

Welcome to the 2022-23 Snow Australia Annual Report, a year in which the sport again marked several key milestones and achievements both on and off the snow.

Our industry continues to experience strong growth at a participation level and despite difficult snow conditions at times, we saw a full calendar of events and more program activity than ever before.

In what was a World Championship year for our sport Para Snowboarders Ben Tudhope and Amanda Reid were both crowned Snowboard Cross World Champions in Spain. Danielle Scott (Aerials), Josie Baff (Snowboard Cross), Valentino Guseli (Snowboard Halfpipe) and Tess Coady (Snowboard Big Air) all won World Championships medals, while Matt Graham landed on the podium twice in both Moguls and Dual Moguls. In a standout season that also saw her win her first World Cup race, Josie also took out the Junior World Championship.

Adding to the trophy cabinet, World Cup Crystal Globes were won by Jakara Anthony (Moguls), Valentino Gusel (Snowboard Big Air and Overall Snowboard Park & Pipe), Danielle Scott (Aerials) and Ben Tudhope (Para Snowboard LL2 Snowboard Cross and Overall Snowboard).

Dozens more podiums were achieved at World Cups across the northern hemisphere while Scotty James won his fifth SuperPipe gold medal at the Winter X-Games in Aspen.

Following the season, it was amazing to see so many of our athletes back home for the 2023 Snow Australia Awards in Melbourne. Valentino and Matt were joint winners of the male athlete of the year in Olympic disciplines while Danielle and Josie won the women's award.

Ben and Amanda won the award for best athletes in the Paralympic disciplines, while Valentino was

presented with the prestigious Alex 'Chumpy' Pullin Outstanding Achievement Award after becoming the first snowboarder in history to achieve World Cup medals in all three Park & Pipe disciplines in a single season. A full recap of the awards can be found later in this Annual Report.

Another tremendous celebration and a personal highlight of the year for me was the Snow Australia Night of Champions held in Sydney following the Annual General Meeting in March.

The Museum of Contemporary Art in Sydney provided a fantastic backdrop as we celebrated 21 outstanding athletes who were honoured with the Snow Australia Medal on that memorable night. Notable recipients included Alisa Camplin AM, Australia's first snowsport Winter Olympics gold medallist, and the family of Bob Arnott, one of the pioneers who represented Australia in skiing at the 1952 Olympic Games in Oslo.

The Snow Australia Medal, introduced in June 2020, serves to acknowledge the achievements and careers of past and retiring athletes who have represented Australia at the highest level in snowsport competition. Looking ahead, we eagerly anticipate hosting more events in the coming year and beyond to recognise the pioneers and champions of our sport.

Another significant highlight was the operational launch of the new National Snowsports Training Centre (NSTC) in Jindabyne.

The realisation of this six-year endeavour aligns with our strategic vision to provide Australian athletes with access to world-class training facilities. While the dry slope airbags have been operational for the past 12 months, the newly-refurbished John Langley Hancock Building received rave reviews upon opening its doors to athletes and the community.

The NSTC building encompasses high performance training areas, sports medicine and recovery, an athlete learning hub, coaches' areas and expanded administration facilities for both Snow Australia and NSWIS.

This project has been made possible through a collaborative effort with the NSW Government, Snow Australia and a significant personal donation from John & Gemma Hancock. We look forward to announcing an official opening during the 2024 snow season.

I would like to thank our benefactors and the support provided by the Australian Federal Government and State Governments and acknowledge Snow Australia's partnership with the Australian Sports Commission and the Australian Institute of Sport and the Olympic Winter Institute of Australia.

Strong resort partnerships underpin the current and future success of our sport. Despite almost record visitation and with limited snow conditions towards the back half of the season, our resorts worked with our clubs, programs and event organisers to deliver successful competition experiences and training courses across the various disciplines.

I consider myself extremely fortunate to lead a dedicated and skilled team at Snow Australia.

Our team members are located in Melbourne, Canberra, Jindabyne and various other places. Despite our geographical spread, we are cohesive, well-connected and share a common mission. There is a collective passion and drive to enhance the organisation and create opportunities for athletes, coaches, and professionals in our sport. Witnessing this commitment on a daily basis is truly inspiring.

I also want to express gratitude to our Discipline Committees, volunteers, and Snow Australia Directors for their hard work. Your leadership is greatly appreciated as we continue steering the organisation towards a successful future.

I have very much enjoyed working with new Chair Daniel Bosco who has an enormous passion for the sport and brings energy and business acumen along with an empathetic and consultative leadership style. We are in good hands with Daniel in the Chair and I am confident our sport will continue to grow and thrive in this next chapter.

I look forward to seeing everyone on the slopes again next season.

Michael Kennedy CEO



National Team Skier Doug Crawford leading the way at Mt Hotham ANC. Photo Chris Hocking

03 MESSAGE FROM THE ASC



Josephine Sukkar AM
Chair of the Australian Sports Commission

Sport has a place for everyone and delivers results that make Australia proud.

As we progress through this defining era in Australian sport, the Australian Sports Commission (ASC) is clear in our vision to lead and support the sector.

Our role is to provide opportunities for all communities to be involved in sport, while growing elite success and representation, inspiring future generations.

As the Australian Government agency responsible for supporting and investing in sport at all levels, we strive to increase involvement in sport and enable continued international sporting success.

We do this through leadership and development of a cohesive and effective sports sector, targeted financial support and the operation of the Australian Institute of Sport (AIS).

We play a unique role in the sport ecosystem and tackle the big challenges and opportunities with and for the sector.

We're proud to do so and through our vision, we aim to bring out the best in everyone involved in sport as we establish Australia as the world's best sporting nation.

Collectively, we've already made huge strides to set Australian sport up for success.

Australia's High Performance 2032+ Sport Strategy is an industry-wide approach to harness our collective strengths, talent and resources.

It is built on creating an environment where athletes and sports can Win Well - by balancing ambitious performance goals with a culture of care, integrity, fair play and pride.

Working hand in hand with this is the co-designed National Sport Participation Strategy which calls on Australians to Play Well.

Building safe, welcoming, inclusive and fun experiences is central to the Strategy which focuses on people of all ages, backgrounds, genders and abilities coming together to access the benefits of sport.

The sporting strategies, programs and facilities we deliver now have the capacity to shape Australia's long-term prosperity, well beyond sporting boundaries.

This is a defining era for Australian sport. We are well into the Green and Gold decade to Brisbane 2032, and we are focused on building sustainable success for decades to come.

As the national home of sport, we are proud of the role we play in supporting athletes, coaches and high performance staff to reach their potential.

In the past 12 months alone we've welcomed more than 5,000 athletes, coaches and support staff across 33 sports and 200 camps to the AIS campus and I look forward to seeing many of these athletes shine at the upcoming Paris 2024 Olympic and Paralympic Games and Milano Cortina 2026 Olympic and Paralympic Winter Games.

On behalf of the ASC, thank you to everyone who contributes to the sector as we work collectively to ensure every Australian sees a place for themselves in sport.

Josephine Sukkar AM



Matt Graham on his way to a bronze medal in the Dual Moguls at the 2023 World Championships in Bakuriani, GEO. Photo: FIS

04 HIGH PERFORMANCE



Ben Wordsworth
High Performance Manager Report

The Snow Australia pathway is in good shape, providing optimal competition and development opportunities for athletes across all levels of the Performance Pathway, and delivering results at all levels.

What an outstanding year it was for Snow Australia's High Performance athletes. The Freestyle Skiing and Snowboard World Championships in Bakuriani, Georgia delivered incredible results across multiple disciplines, with a record of six medals across the two weeks of competition.

Silver medals were won by Danielle Scott (Aerials), Matt Graham (Moguls), Josie Baff (Snowboard Cross) and Valentino Guseli (Snowboard Halfpipe). Bronze medals were taken out by Tess Coady (Snowboard Big Air) and Matt Graham who secured his second medal of the event in Dual Moguls.

Emerging Talent Program alumni athlete Valentino Guseli's achievements shows once again the pathway in winter sport is working to develop and progress athletes to the top of the sport. Valentino also became the first snowboarder to record World Cup podium performances in the same season in three separate disciplines - Big Air, Slopestyle and Halfpipe. Valentino took home the Crystal Globe as the overall snowboard World Cup winner, won the Crystal globe in Big Air, and was second in halfpipe and third in Slopestyle. Valentino also took home a career first X-Games medal with a bronze in Aspen.

Another standout performance from a past Snow Australia Emerging Talent athlete was from Josie Baff. In addition to her World Championships silver medal, the Jindabyne-based athlete also claimed won silver at the Junior World Championships in Italy before combining with James Johnstone to win Team Snowboard Cross gold.

Thirteen-year-old Emerging Talent Program athlete Ally Hickman achieved a bronze medal

in Snowboard Slopestyle at the Park & Pipe Junior Worlds Championships in Cardrona, New Zealand. The result sees Ally following the footsteps of Olympic medallist Tess Coady, the only other Australian to ever medal in that event.

Contributing to the success of our High Performance athletes, Ben Tudhope and Amanda Reid each claimed SBX Gold at the FIS Para Snowboard World Championships in La Molina, Spain. This followed an incredible World Cup season where Ben Tudhope clinched the Para Snowboard Cross Crystal Globe as the top performing rider of the season.

Snow Australia remains highly committed to the ongoing development of the Performance Pathway through the 2026 Olympic and Paralympic cycle. Together with our high-performance partners - the Olympic Winter Institute of Australia (OWIA), the Australian Institute of Sport (AIS), the NSW Institute of Sport (NSWIS) and Victorian Institute of Sport (VIS,) - Snow Australia has been innovative and remains progressive in developing systems and collaborations to foster high performance success.

Whilst maintenance of our High Performance program success is paramount, transition of pathway athletes and coaches through to high performance continues to be the key driver behind our strategy. This is underpinned by targeted talent identification and development systems across our 13 Olympic & Paralympic disciplines.

Over the past year, we have sharpened our pathway focus and resources to support and increase the level of skill and physical preparedness of athletes coming through the Performance Pathway. This has been evident in the work that has taken place throughout the Emerging Talent Program, targeted ETP camps, and most importantly the activity at the National Snowsports Training Centre (NSTC) which has been integral for the development of our Park & Pipe athletes.

The Performance Pathway strategy that underpins high performance is solely there to create 'Institute Ready Athletes', to ensure a greater depth of talent is being pushed up through the pathway and onto the world stage.

A major factor has been the AIS injecting targeted Pathways funding into Snow Australia's Performance Pathway to increase and secure key workforce to support the initiatives that undoubtedly grow the talent pool for athletes and coaches.

The current workforce retention remains strong across High Performance and the Performance Pathway. Part of the critical work this past year has been driven by our ongoing retention of key workforce around athletes and coaches. The ongoing work from our Performance Health and Talent Manager Ben Bond and Coach Academy Facilitator Chip Richards directly attributed to the progression and development of athletes and coaches within the pathway.

The outlook for athlete development across our key programs looks strong with the development of world class training facilities. The NSTC and the Geoff Henke Olympic Training Centre in Brisbane are key to the success of developing talent domestically across our Tier One sports.

Another significant initiative Snow Australia has been working on is the club recognition and Game Plan for Clubs and Private Program Providers. After piloting the ASC's Game Plan portal in 2022, Snow Australia incorporated Game Plan into the club recognition space in 2023. Around a dozen clubs and affiliated programs have engaged with the platform and in 2024 all Clubs and Private Programs will be completing modules as part of their obligations to be recognised by Snow Australia.

The Performance Pathway team review each club and program's responses and structure club activity, resourcing and education according to the results. The data also provides a snapshot of the club and makes communication with the clubs more streamlined. A key component to all club visits and webinars is incorporating Sport Integrity, member protection and safeguarding elements with valued engagement from the Snow Australia National Integrity Manager.

Our focus now turns to the Milan Cortina Winter Olympic and Paralympic Games in 2026 and beyond. The Performance Pathway at Snow Australia is in great shape to support the next generation of talented athletes and coaches.

We look forward to building on all the key initiatives and projects over the coming year.



Tess Coady celebrating her bronze medal in the snowboard slopestyle at World Championships in Bakuriani, GEO. Photo: Chris Hocking

HIGH PERFORMANCE

FREESTYLE SKIING

Season 2022/23 saw our moguls and aerials skiers bring home two Crystal Globes, 10 World Cup wins, 18 World Cup medals and three World Championship medals.



NATIONAL TEAM

Moguls

Jakara Anthony	George Murphy
Matt Graham	Cooper Woods
Jackson Harvey	

Aerials

Airleigh Frigo	Danielle Scott
Laura Peel	Abbey Willcox

It was the second most successful winter for our freestyle skiers, only bettered by the 27 podiums scored by Britt Cox, Matt Graham, Danielle Scott, Samantha Wells, Lydia Lassila, Brodie Summers, Laura Peel and David Morris in 2016/17.

Moguls

Beijing 2022 gold medallist Jakara Anthony backed up her historic Olympic campaign with a stellar season, winning four moguls World Cups - including three of the first four events - plus a silver and bronze to claim her third Crystal Globe.

Matt Graham was a measure of consistency throughout the year, making the World Cup podium five times - including victory at Deer Valley where he and Anthony claimed double gold for Australia - while he also medalled in both moguls

and dual moguls at the World Championships.

George Murphy and Jackson Harvey both made their moguls World Cup and World Championships debuts this season and Cooper Woods added a pair of World Cup top 10 results to his first two last year.

Eight moguls skiers went to the Junior World Championships in Italy, with Oliver Logan and Lottie Lodge leading the way with top 10 performances in the individual event. Logan combined with Charlotte Wilson for fifth place in the mixed dual moguls, while Lodge was the highest-placed athlete in dual moguls, reaching the eighth final for 15th place.

Aerials

In her 10th World Cup season, Danielle Scott broke through for her first Crystal Globe,

topping the season rankings with compatriot Laura Peel finishing second overall.

Scott never finished outside the top 10, winning three World Cups and finishing second at the World Cup Final to claim the title. She also finished second at the World Championships in Georgi her third podium appearance at the event.

Peel also had a fantastic season, winning two World Cup events and placing second in another, meaning the Australian duo took five of the six World Cup gold medals in 2022/23.

Following her World Cup debut in December 2021, Airleigh Frigo competed at five events this season with a best placing of 12th, while she finished 14th on World Championships debut as well.

Three former gymnasts went to the Aerials Junior World Championships in Austria, with Miriana Perkins finishing 4th, Sidney Stephens 7th and Reilly Flanagan 18th. The trio combined for sixth place in the team event.



Aussies Gold and Silver! Dani Scott (L) and Laura Peel (C) share the podium in Almaty, KAZ, Photo: FIS

HIGH PERFORMANCE

ALPINE & SKI CROSS

The 2022/23 international season saw a number of promising results for Australia's Alpine athletes.

With strong representation at the World Championships, Junior World Championships and a number of NorAm and Europa Cup podiums, the progression in the alpine disciplines is very exciting.



NATIONAL TEAM

Alpine

Cate Dance	Finn Bowes
Abbey Evans	Henry Heaydon
Sammie Gaul	Harry Hoffman
Phoebe Heaydon	Thomas Hoffman
Madison Hoffman	Harry Laidlaw
Zoe Michael	Connor Leggett
Kathryn Parker	Hugh McAdam
Greta Small	Louis Muhlen-Schulte
Zali Sutton	Joey Steggall

Ski Cross

Jesse Quinn	Doug Crawford
	Robbie Morrison
	Alfie Wenk

Alpine Skiing

Dual Olympian Greta Small had a strong showing at the 2023 World Championships at Courchevel Meribel in France, placing 16th in the Alpine Combined, 24th in Downhill and 27th in Super G.

The speed specialist spent the majority of her season in Europe competing in five World Cup events, with her best result on the slopes of the 2026 Olympic venue in Cortina d'Ampezzo, placing 37th in Downhill.

Harry Laidlaw's season was highlighted by a personal best World Championships result of 25th place in Giant Slalom.

The 2018 Olympian competed in nine World Cup events this season and scored seven top 10 results in European and NorAm Cup races. This included second place at the European Cup event in Folgaria, Italy, and impressive fourth and fifth place finishes in Zinal, Switzerland.

Louis Muhlen-Schulte joined Laidlaw in the tech events at the World Championships, finishing 26th in the Parallel event, but was unable to finish his first run in the GS and Slalom events. Muhlen-Schulte focused a lot of his season on Europa Cup and

National events in Europe, where he recorded a series of top-10 performances in the Italian National Series, including a Giant Slalom silver medal in Kronplatz.

Up-and-comer Hugh McAdam was unfortunate to record two DNFs at his World Championships debut, however the 22-year-old ended his season on a high with a string of medals at the Bulgarian National Championships and Junior Championships in Bansko. McAdam also represented Australia at the World University Games, recording the fastest second run of the men's Slalom to place 14th.

Madi Hoffman recorded nine top 10 finishes in the NorAm Cup this season, including four podiums - winning Giant Slalom gold at Stratton, Vermont - while in Canada she won GS silver in Whistler and two Slalom silver medals in Osler Bluff. Her breakthrough NorAm season saw her finish fourth overall on the Giant Slalom standings and eighth in Slalom, to give her an overall standing of seventh. It is the first time she has broken into the top 10 in the NorAm standings.

Hoffman recorded the best results of the Australian team at the World University Games in Lake Placid, with a pair of sixth place finishes in Slalom and Giant Slalom. The GS also saw two Aussies in the top 10 thanks to a strong performance by Katie Parker, while Sophie Mahon's best result came in the Alpine Combined where she finished 22nd.

Hoffman capped off her season by winning the Slalom and Giant Slalom at the NCAA Championships to lead University of Utah to the overall title.

Phoebe Heaydon had a notable showing in the Alpine World Junior Championships in St Anton, Austria, achieving third place in Slalom in the U18 category (26th overall), alongside her teammate Zali Sutton who was 23rd in Slalom and 28th in Giant Slalom.

Ski Cross

The ski cross group has seen a reset since the retirement of Sami Kennedy-Sim. Robbie Morrison elected to remain in Australia and focus on conditioning post-knee reconstruction a year ago and Doug Crawford took time this winter to focus more towards improving technical elements of his skiing rather than competing full time at World Cups.

Crawford did represent Australia at the Bakuriani World Championships, placing 35th in the men's event. His best World Cup result for this season came at Veysonnaz event in March, where he placed 33rd.

Australia was represented by Jesse Quinn and Duncan Cowan at the Junior World Championships in San Pellegrino, Italy, where the duo placed 8th in the team event from 17 nations. Individually, Quinn placed 13th in the women's Ski Cross event, with Duncan 35th in the men's race.



Harry Laidlaw training in Glunzerbahn, AUT
Photo: Chris Hocking

HIGH PERFORMANCE

CROSS COUNTRY

Snow Australia’s Cross Country Skiing program continued to build back post-COVID with solid international representation at all major international events in 2023.



NATIONAL TEAM

World Cup / Continental Cup Team

- | | |
|------------------|-----------------------|
| Tuva Bygrave | Phillip Bellingham |
| Phoebe Cridland | Seve de Campo |
| Zana Evans | Hugo Hinckfuss |
| Ellen Soehol Lie | Lars Young Vik |
| Katerina Paul | Bentley Walker-Broose |
| Aimee Watson | |

World U23 Championship Team

- | | |
|---------------|-----------------------|
| Tuva Bygrave | Adam Barnett |
| Rosie Fordham | Fedele de Campo |
| | Bentley Walker-Broose |
| | Lars Yong Vik |

World Junior Championship Team

- | | |
|---------------|----------------|
| Zana Evans | Noah Bradford |
| Maddie Hooker | Hugo Hinckfuss |
| Lily Murnane | John Mordes |

New head coach Alexei Sotskov was busy, leading the Australian Team at championships in Europe and North America, as well as coaching at all National Team domestic camps in Australia and continuing to oversee the underpinning NSW/ACT programs.

Performance highlights for 2022/23 included four top-50 individual results at the Planica 2023 World Championships, an impressive 10th place sprint qualifier result by Hugo Hinckfuss and four other top-35 results at the Whistler 2023 World Junior/ U23s, and four top-20s at the Lake Placid 2023

World University Games. Team events were a focus, demonstrated by top-15 Mixed Relay results at Junior/ U23s and Uni Games, and hard-fought 17th (women) and 18th (men) places in the Team Sprints at Planica.

Other notable results included Seve de Campo winning the 2023 Austrian Championship 15km Classic and taking second in the 15km Freestyle, while there were multiple top 10 results from Hinckfuss, Rosie Fordham and Tuva Bygrave on the NCAA circuit in the USA.

Leading into the 2023 Australian winter FIS Rollerski races were held in Melbourne and at Lake Mountain for the first time, building on the inaugural FIS rollerski events held in Canberra in 2022. The intention is to continue with all three

events annually, providing more opportunities for athletes to score FIS points domestically.

There were great training opportunities early on during the 2023 Australian winter, with Sotskov leading training at Perisher and John Max Ertner from Denmark filling the National Training Centre coach role at Falls Creek. Unseasonably warm conditions unfortunately saw the cancellation of several events during the domestic season including the Kangaroo Hoppet and early closing of most groomed trails in September.

Challenges for 2024 include increasing opportunities for quality group training in Australia, both dryland and on-snow, and better coordination of national team and regional training while continuing to support athletes competing at the highest levels.



Lars Young Vik competing in Drammen, NOR

HIGH PERFORMANCE

SKI MOUNTAINEERING

With ‘SkiMo’ making its first Olympic appearance in 2026, Australia had its first athletes compete on the ISMF World Cup circuit this season.



NATIONAL TEAM

- Kate Zander
- Phillip Bellingham

The primary athletes competing on the circuit and at the 2023 World Championship in Spain were Phillip Bellingham and Kate Zander. Bellingham finished 12 races with a best individual result of 46th in the sprint race at the World Championships. At that event he combined with Zander for 23rd in the mixed relay. Zander competed in seven races including 24th in the individual event at the World Championships.

Two other athletes made World Cup debuts: Anna Trnka in the Sprint and Vertical events in Schladming, Austria, and Innika de Rosa in the Vertical and Individual events in Tromso, Norway.

Later this year Snow Australia aims to conduct talent identification and development camps around SkiMo events in the Australian snowfields.

HIGH PERFORMANCE

SNOWBOARD ALPINE

Millie Bongiorno carried the Australian flag as the only Snowboard Alpine competitor at World Cup competitions during the northern winter.



NATIONAL TEAM

- Millie Bongiorno
- Harvey Edmanson

Millie Bongiorno waved the green and gold flag for Australia in Alpine Snowboard events this season, competing at two World Cups as well as the World Championships in Georgia where she placed 31st in Parallel Giant Slalom and 33rd in Parallel Slalom.

She recorded a personal best World Cup performance of 19th in the Parallel Slalom event in Bankso, Bulgaria.

Harvey Edmanson had a busy season competing in 21 events at all levels of competition. His best result was a European Cup 10th place in Hochfugen, Germany which was one of his four top 20 finishes for the season.

Mia Chawner was the sole Australian competitor at the FIS Snowboard Alpine Junior World Championships in Bansko. The 19-year-old placed 37th in the PGS and 38th in the PSL. Chawner also finished 21st in the PGS at the Lake Placid World University Games and 23rd in the PSL. She was joined in Lake Placid by teammate Georgia Brose who placed 22nd in the PSL and 23rd in the PGS.



French Resistance. Belle Brockhoff takes on a field dominated by French riders in Cervinia, ITA. Photo: FIS

HIGH PERFORMANCE

SNOWBOARD CROSS

Australian's snowboard cross athletes enjoyed a stella season abroad, but the headline act was Josie Baff.



NATIONAL TEAM

- | | |
|-----------------|----------------|
| Josie Baff | Cameron Bolton |
| Belle Brockhoff | Jarryd Hughes |
| | Adam Lambert |

The 20-year-old Jindabyne rider opened and closed the World Cup season with victories, collecting five medals in total including a spectacular silver medal performance at her first-ever World Championships.

In her best season yet, Baff topped the podium at the Junior World Championships winning the Team event with 18-year-old up and coming rider James Johnstone. She also finished second in the individual event.

It was a remarkable year for the Beijing Olympian as she finished the season as the number three ranked female snowboard cross athlete in the world.

Overall, Australia finished with four top 10 performances at the World Championships after Olympians Cameron Bolton and Adam Lambert reached the men's semi-finals. The pair narrowly missed advancing to the big-final after they finished third and fourth in the same heat. In the small-final, Bolton was edged out in a photo finish to get sixth, with Lambert in eighth.

Bolton and Baff also combined for the Snowboard Cross Team event in Georgia, placing ninth.

Lambert was the top-placed Australian in the men's SBX world rankings, in 11th place. He saved his best results until last, finishing first and second in the small finals of the final two races of a season which included four World Cup top 10s and eighth place at the World Championships. Bolton was narrowly behind in the world rankings in 14th place, after four top 10 results.

Belle Brockhoff opened her season with a Big Final at the Cervinia World Cup in December, placing fourth. She also placed sixth in Cortina and 15th in Les Deux Alpes, before her season came to an end as she returned home after the devastating loss of her father.



Josie Baff leads the field in Cervinia, ITA

HIGH PERFORMANCE

PARK & PIPE

SNOWBOARD & FREESKI

The 2022/23 international snow season was one for the history books for Australia’s Park and Pipe athletes.



NATIONAL TEAM

Snowboard	Emily Arthur	Valentino Guseli
	Tess Coady	Scott James
	Mela Stalker	Jesse Parkinson
Freeski	Mabel Ashburn	Aidan Laing
	Abi Harrigan	Cameron Waddell
	Daisy Thomas	

Snowboard Park & Pipe

There’s no denying the name Valentino Guseli was on everyone’s lips this season as the 18-year-old created history as the first snowboarder to podium in halfpipe, big air and slopestyle all in the one season.

With four World Cup podium performances, including one gold and three silver, plus World Championships big air silver, Guseli brought home the overall Snowboard Park & Pipe Crystal Globe, as well as the Snowboard Big Air Globe. He finished second in the overall world rankings for snowboard halfpipe and third in slopestyle. Valentino also won his first X-Games medal with SuperPipe bronze in Aspen.

Adding to his already impressive resume, dual Olympic medallist Scotty James won halfpipe gold at the Copper Mountain World Cup to kick his season off with a bang. He followed this with silver at the Laax World Cup before claiming his fifth X-Games gold medal in Aspen. James narrowly missed out on a podium at the World Championships, finishing in fifth place.

Beijing 2022 bronze medallist Tess Coady kept growing her trophy collection, with slopestyle silver at the Silvaplana World Cup, big air bronze at the Bakuriani World Championships in Georgia, and slopestyle silver at the Aspen X-Games. She also placed fourth in slopestyle at the World Championships, a mere 0.2 points off the podium.

Dual Olympian Emily Arthur recorded her best-ever World Championships result, with ninth in the women’s halfpipe in Bakuriani. She also recorded her equal best World Cup result, placing sixth at Laax in January.

13-year-old Ally Hickman led the Australian Team at the 2023 Park & Pipe Junior World Championships in Cardrona, New Zealand with a bronze medal performance in Snowboard Slopestyle. The youngest competitor in the field qualified third in her heat and put down a solid second run in the finals to finish on the podium.

Australia sent a team of 16 snowboard athletes to the JWCs where they competed in halfpipe, slopestyle and big air competitions. They joined nine freeski athletes for a full 25 athlete squad.

Nineteen-year-old Mela Stalker, 17-year-old Jesse Parkinson, and 16-year-old Sascha Elvy also represented Australia on the snowboard Park & Pipe World Cup circuit this season, demonstrating the exciting depth coming through the pathways programs

Freeski Park & Pipe

In the Park & Pipe freeski events, Beijing Olympian Abi Harrigan achieved her best World Cup result in Laax in January, with a 12th place finish in the women’s slopestyle. She also placed 13th in slopestyle in Bakuriani, Georgia, equalling her best World Championships result from the 2021 event in Aspen.

Mabel Ashburn made her World Cup and World Championships debut this season, placing 13th in women’s slopestyle on debut in Laax. Ashburn was joined by Cameron Waddell at the Silvaplana and Tignes World Cups.

Australia sent a team of nine freeski athletes to compete at the 2023 Junior World Championships in Cardrona, New Zealand. Seventeen-year-old Daisy Thomas, achieved Australia’s best skiing result of the Championships when she placed seventh in slopestyle.



Valentino Guseli competing at the 2023 World Championships in Bakuriani, GEO. Photo: Chris Hocking

HIGH PERFORMANCE

PARA ALPINE

The highlight of the Para Alpine season was the World Championships in Espo, Spain in January, and despite indifferent weather the event was a positive one for the Australian contingent.



NATIONAL TEAM

Patrick Jensen	Ethan Jackson (Guide)
Sam Tait	Josh Hanlon

Visually-impaired skier Pat Jensen paired with new guide Ethan Jackson for a best result of seventh in alpine combined and slalom.

Sit skier Sam Tait finished ninth in his favourite event, downhill, while Josh Hanlon saved his best result for the last event of the Championships, placing sixth in the sitting slalom.

Following a World Cup season which started with World Cups in Austria and Switzerland in December, the Para Alpine campaign finally came to a close in March at the World Cup finals in Italy

Jensen and Jackson claimed three top five finishes including fourth in giant slalom, while Hanlon's best result came in slalom where he was ninth.



Josh Hanlon competing at the Para Alpine World Championships in Espo, ESP

HIGH PERFORMANCE

PARA SNOWBOARD

Australia's Para Snowsport athletes delivered a steady stream of exciting performances throughout the 2022/23 season, with the most notable results coming from triple-Paralympian Ben Tudhope



NATIONAL TEAM

Sean Pollard

Ben Tudhope

Amanda Reid

Australia's Para Snowsport athletes delivered a steady stream of exciting performances throughout the 2022/23 season, with the most notable results coming from triple-Paralympian Ben Tudhope who experienced his most successful season to-date.

The Beijing bronze medallist was dominant, landing on the podium at all nine World Cup races of the season, winning five events along the way. The combination of results earned Tudhope the Para Snowboard Cross and overall Para Snowboard Crystal Globes.

If that wasn't enough, the 23-year-old also won the Snowboard Cross World Championships gold medal as well as bronze in Dual Banked Slalom.

Competing at her first Para Snowboard World Championships, Paralympic cyclist Amanda Reid successfully swapped a bike for a board as she raced to victory in the women's Snowboard Cross and also claimed Dual Banked Slalom bronze.

Reid racked up four Europa Cup victories and a World Cup podium in her debut season.

EMERGING TALENT PROGRAM



ETP athlete Ally Hickman following her 3rd place at the 2023 Junior World Championships in Cardrona, NZ. Photo: supplied

The 2023 domestic season saw our Emerging Talent Program (ETP) cohort embedded in their Pathway Clubs for the winter across eight disciplines. This deliberate talent development approach creates a performance culture within our clubs and gives the younger athletes coming through the chance to train and compete with their proximal role models.

Specific initiatives for the 2023 domestic season included subsidized airbag sessions for P&P athletes along with the implementation of Strength & Conditioning coaching out of the National Snowsports Training Centre (NSTC). These young developing athletes rubbing shoulders with champion athletes like Scotty James and Jakara Anthony in the gym was a special experience for this group.

Moguls Water Ramp Camp

The Moguls ETP athletes rounded out the reporting period by attending their second Water Ramp Camp of the year at the Geoff Henke Olympic Training Centre in Brisbane. 10 athletes trained at the Sleeman Centre for 10 days to enhance their aerial skills prior to the Northern Winter. This group trained alongside the NSWIS Development Team and provided the group the opportunity to see the next phase of the pathway tangibly in front of them.

Snowboard Cross / Alpine / Ski Cross Dryland Camp

Late October saw 10 athletes across three disciplines (SBX, Alpine, Ski Cross) gather in

Jindabyne at the NSTC. This camp provided the opportunity for these athletes to learn the art of dryland training and its importance in their disciplines. National coaching staff and athletes were all present to teach and mentor athletes on topics such as training intensity, high performance behaviours and sport specific technical prowess.

Moguls Performance Pathway Camp

Although not in the reporting period a lot of work has gone into preparing for the northern winter to provide ETP athletes with training opportunities and support. With pathway programs AUSMSA and TBR moving away from international program operations, there was an obvious gap for the Mogul pathway athletes. Snow Australia made the decision to support this area of development through a formal Performance Pathway Camp to be held in Winter Park during the northern winter. 10 athletes, including 9 from the Emerging Talent Program have been offered the unique opportunity to attend a 6-week residential camp, consisting of a 4-week training block and 2-week competition block. The camp will be led by NG32+ Coach Ethan Topalovic & Paris Speirs, along with a live in Physiotherapist. Remote support will also be provided from an athlete/coach Wellbeing perspective, Strength & Conditioning programming, and general camp managerial input.

05 PARTICIPATION & SPORT DEVELOPMENT



Steve Nelson
Participation and Sport Development Manager

Overview

The 2022/23 operating year again proved for Snow Australia to expect the unexpected. A return to near record participation in the sport and at the same time a few challenges with an unseasonably warmer Australian winter than expected.

The focus for Snow Australia was to drive initiatives and awareness that would increase participation in the Interschools Snowsports events in 2023, after the post-COVID popularity of the 2022 return to snowsports for the wider Australian population had impacted the availability of accommodation at the same time as snowsports events.

As a result, the sport engaged with the resorts to encourage families participating in snowsports events and programs to book accommodation during events earlier in 2023.



Interschools 2023

Strong early snowfalls in April and May had the industry and resorts excited for another big winter. Despite the unpredictable limitations that the weather provided during the season, resorts provided full support to provide exceptional courses and competition sites for all snowsports events and programs.

2023 Interschools competitions

The Interschools Snowsport Championships remain the key sport participation initiative for community snowsports in Australia. The events are a very popular way for Australian children to experience competitive snowsports at the grassroots level.

In 2023 participation in the Interschools rose by more than 16%. Participants in the Interschools represented more than 610 schools, also an increase of 16% year-on-year. This was a resounding success for the sport and showed that more families and participants were returning to the sport after the 2 years of Covid-19 interruptions.

Unfortunately for the sport and the athletes, the National Interschools event was not able to be held, with a joint decision made by Snow Australia and the host resort at the end of August. Mt Buller had provided exceptional access to all their resources to support the sport in event delivery this year. Despite every effort, the last event of the season was the only casualty.

National Interschools and Sport Development Committee (NISDC)

The NISDC remains the key Sport Committee that provides oversight of the Interschools events (participation) and sport development initiatives of Snow Australia. The NISDC is chaired by Snow Australia board member, Steve Cooper. Supporting the NISDC are the Victorian Interschools Snowsports Advisory Group (VISAG), chaired by John Dyson, and the Northern Interschools Snowsports Advisory Group (NISAG), also chaired by Steve



Interschools 2023

Cooper. Each of these committees and advisory groups have volunteer representatives that help provide a high level of expertise and guidance for the sport. Snow Australia thank these members for their ongoing commitment and support.

Snow Australia would also like to thank the volunteer officials that assist in the delivery of the Interschools events and races each year. Without their support we would not be able to provide the participants with such a high standard of competition across the season.

In October 2023 Snow Australia welcomed the return of Rebecca Clark as a full-time employee. Rebecca has been appointed to the new role of Community Engagement Manager. As part of this role Rebecca will now be taking on responsibility for the delivery of the Northern Interschools events.

SnowRacer

SnowRacer has continued to be the focal engagement initiative for the sport. SnowRacer is the live timing and live scoring website and app that operates throughout the Australian snow season. The engagement extends beyond just the Interschools events, while at the same time providing the wider Australian snowsports community with access to world leading technology in events and races at all Australian resorts. Analytics showed that this season there were more than 49,000 users of SnowRacer.

Game Plan

New in 2023 was the Game Plan rollout for Snow

Australia. Game Plan is the Australian Sports Commission" free resource designed to measure, develop and improve the capability of sporting organisations across Australia by identifying areas for focus and/or development, access the trusted sector and sport-specific resource library and put in place action plans with an overarching objective of giving clubs, SSOs and NSOs the capability to deliver positive sport experiences.

Through assessment and analysis of key information, Game Plan allows sport leaders to make decisions utilising local data and key priorities that are both club and sport-specific. By incorporating self-assessment modules across key areas of sport administration, sport leaders can identify current club network performance maturity and utilise the data to develop clear plans and support our snowsports clubs and pathway program providers for future development.

As part of the Game Plan rollout, Snow Australia now works with all recognised snowsports clubs and program pathway providers that are aligned with snowsports program delivery

Little Shredders and Little Gliders

Snow Australia's Little Shredders (snowboard) and Little Gliders (cross country) programs have continued operating through the ASC's Sporting Schools program. The programs offer classroom and school based off-snow learning activities to introduce students to the fun of snowsports. More than 1100 students from 10 schools participated in the programs in terms two and three.

Futures

In 2023 FUTURES programs were delivered across multiple disciplines, providing unique training opportunities for young athletes to learn from high performance athletes and coaches.

Ski Cross and SBX FUTURES continues to be one of our most popular and successful programs. 70 Pathway Program athletes spent two days training on course at Mt Hotham under the guidance of the NSWIS and OWIA Teams in preparation for the FIS Junior and ANC races.

2023 premiered a FUTURES pilot program for Snowboard Alpine at Mt Buller with the assistance of MBRC. 22 participants received technical coaching on a GS Course from National Team athletes Harvey Edmanson and Millie Bongiorno. The program received positive feedback and there are plans to expand on this initiative in 2024.

Para FUTURES continues to be an important Talent Identification and Classification initiative for the sport. This year 3 more athletes were classified in Para disciplines at the NSTC and spent time on snow with the High-Performance Team.

The season finished with the Park & Pipe FUTURES at Perisher. This Program aimed to help participants develop a slopestyle and big air run on course at Perisher ahead of the Australian Junior Freeride Championships.

This was also the first time that the new NSTC Facility was incorporated into a FUTURES Program.

52 skiers and snowboarders were given the opportunity to train on the development and High Performance Bag with some of Australia's best coaches and athletes. For some of the Victorians in attendance, this was their first time using the Airbag. A key highlight of this session was the attendance of National Team members Cam Waddell, Tess Coady and Valentino Guseli who offered their experience and guidance to the youth of the sport.

FIS JNR SBX Series powered by the Chumpy Pullin Foundation

The FIS JNR SBX Series has become an important part of the athlete pathway. It provides our emerging talent with the opportunity to race in heat format against other junior athletes from across the country whilst gaining FIS points prior to the International Season.

In its second season, the FIS JNR SBX Series planned to return to a four-stop series at Thredbo, Mt Buller, Hotham and Perisher. Unfortunately the challenging snow conditions in 2023 forced the cancellation of the first two events.

The decision was then made to combine the results from the FIS Junior event at Hotham with the three ANC events for those of Junior age to determine the overall championship.

James Johnstone and Mia Clift were ultimately crowned as the Series champions of 2023.



Mia Clift (1st), Abbey Wilson (2nd) and Maya Billingham (3rd) share the podium at the 2023 FIS JNR SBX Series races at Mt Hotham.



Josie Baff on the podium in Cervinia, ITA

Sports Governance - Regional Update

Regional Management Committee

At the end of 2022 there was a transition from the Northern Management Committee (NMC - with Northern representing NSW/ACT/QLD) to the Regional Management Committee (RMC - with Regional representing NSW/ACT/QLD/SA). This group had originally formed as part of the unification of the sport (in 2019), with a focus on the work that was done by the various discipline sub-committees of NSW Snowsports Association, and Snowsports ACT. During November there was unanimous support for the transition to the RMC, as well as the transition of Northern Discipline Committees (NSW/ACT/QLD) to be recognised as Regional Advisory Groups (NSW/ACT/QLD/SA - Discipline Advisory Groups).

Subsequently the RMC and the RAGs have both adopted new Terms of Delegation (RMC) and Terms of Operation (RAGs).

NSW/ACT XC Committee

At the end of 2022, there was a refresh of the NSW/ACT XC Committee, and after a public expression of interest was conducted via the Snow Australia website and XC Community EDMs, a new look committee was installed in early 2023, operating under the new Terms of Operation for the Snow Australia Regional Advisory Groups.

Further work will continue in 2024 assessing and reviewing the Snow Australia Disciplines, as well as identifying any areas of governance that need to be updated.

06 NATIONAL SNOWSPORTS TRAINING CENTRE



NSTC facility in Jindabyne, NSW



Cathy Lambert
NSTC General Manager

It has been very exciting to watch the National Snowsports Training Centre (NSTC) evolve over the last couple of years. From the commencement of the earthworks for the airbag as Stage 1 back in 2021, fast forward to June 2023 and the construction of Stage 2, the John Langley Hancock building is complete.

After much anticipation, Snow Australia staff were able to take occupation of the building and settle into their spacious, new office area in mid-June. Whilst there was still much to do to complete the internal fit-out and set up of the offices, boardrooms, acro and gym spaces, the staff and local athletes worked tirelessly to transform these spaces into state-of-the-art training and work areas.

The gym was initially made available to local high performance and NSWIS athletes for training and welcomed additional athletes once they relocated themselves to Jindabyne for the domestic season. All the athletes loved accessing the gym and expressed how much of a game changer it is to have access to a world class facility in their own backyard.

Additional projects implemented during the year were the installation of safety netting to the side of the high performance bag along with the installation of the NSTC Clubhouse during the latter part of the year, which will become the main entrance to the Park area. The Clubhouse will be open early in 2024 and will serve as the check-in area for guests. It will also provide changerooms, lockers, waxing facilities, equipment hire, video analysis and a viewing deck.

The acro hall in the John Langley Hancock building was filled with graphics of past and present athletes, highlighting just some of the many achievements over the years. This has been complemented by branding to recognise our stakeholders and partners who contributed to the facility.

Planning has continued on the installation of a new tower to service the medium jump on the development bag. We expect the tower to be installed prior to winter in 2024 to minimize disruption to the facility.

The commencement of 2023 saw a couple of key roles announced for the NSTC. Firstly Jason Clauscen was appointed as the NSTC Operations & Programs Manager with the role encompassing day-to-day operations of the airbag and acro components of the facility. Jason works closely with the community, pathway and high performance programs both domestically and internationally to coordinate use of the facility.

The second key management role was the announcement of Cathy Lambert as the NSTC General Manager. Cathy is responsible for overseeing and managing the overall operations of the facility and providing a world class, year-round, high performance and community training center.

The NSTC hosted many successful airbag camps over 2023; some were facilitated by Snow Australia while others were privately booked by recognised pathway providers and clubs. Most of the camps are aimed at developing athletes and focus on fundamentals and fine-tuning their skills by using both the airbag and acrobatics which they can then transfer to snow in the future.

Several ETP camps were held throughout the year for athletes to improve their skills, tricks and confidence. Some camps were designed specifically for Park & Pipe athletes while other camps were aimed at athletes across all disciplines. The ETP camps provide Australia's rising snowsport stars the opportunity to see what lies ahead should they continue on their trajectory of what is expected of an elite athlete.

Opportunities were provided for athletes competing in the 2023 Park & Pipe Junior World Championships and the 2024 Winter Youth Olympic Games to train during the year in preparation for their events.

Our High Performance athletes had numerous opportunities to train on the airbag during the year, both in the off-season as preparation for heading overseas and during the domestic winter which was

invaluable to their progression during competition. Some of the most talented skiers and snowboarders came together for the Park & Pipe Airbag Camp where they were exposed to structured coaching, advancing athletes technical areas from fundamentals through to advanced end trick vocabulary.

The NSTC hosted a number of international teams and individual athletes, including teams from New Zealand, Canada, USA, Great Britain, Japan and Switzerland. All athletes were very impressed with the airbag and acro facilities the NSTC had to offer and indicated they would be returning for further training in 2024.

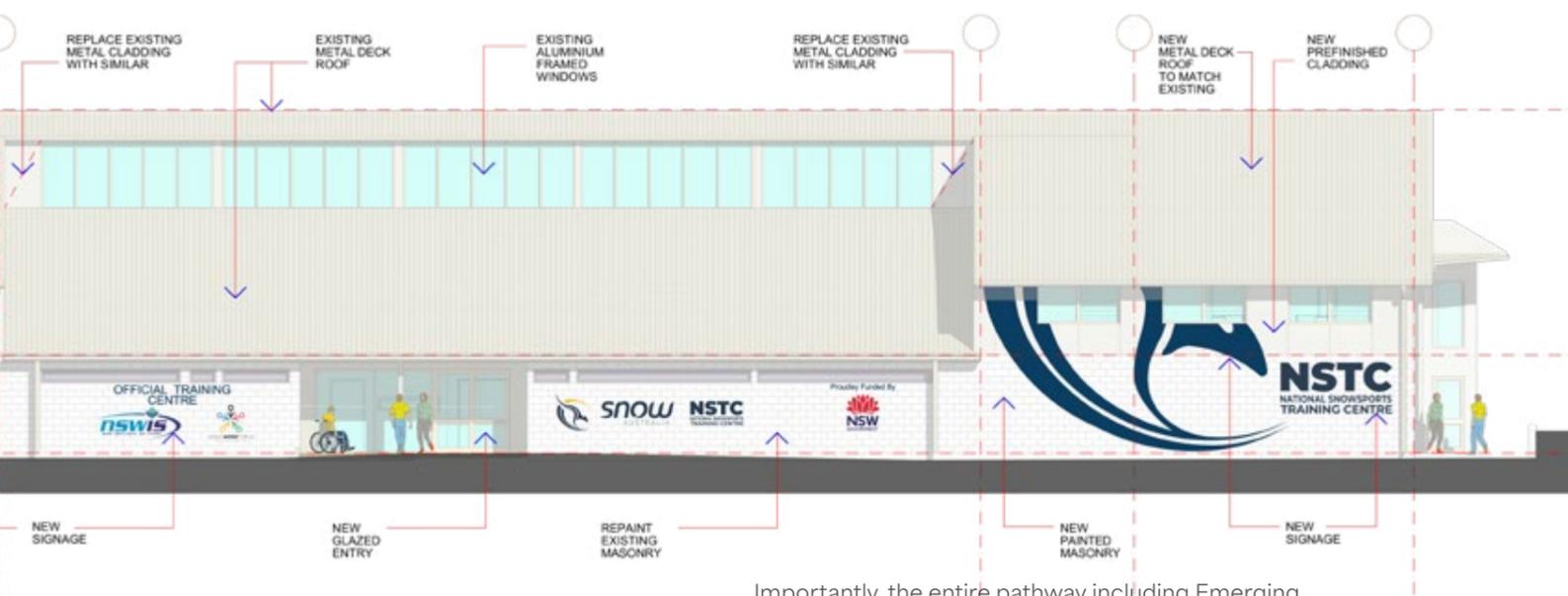
At the beginning of 2023, the temporary acro space was no longer available and we had to unfortunately cease our community acro classes until we could re-open in the John Langley Hancock building. Once the new acro space was completed we were quick to offer classes back again to the community, and to our delight all classes on offer were booked out. To meet the demand, additional classes were opened which were snapped up quickly.

We also facilitated separate sessions for moguls athletes and freestyle athletes through pathway providers. These sessions also proved to be very popular taking maximum numbers. The Scots College were able to train on both the acro and airbag during the winter term as part of their Snowsports Academy, while the beginning of term four brought local schools, Snowy Mountains Grammar School and Jindabyne High School back to the facility for their school sport.

High performance and development Para athletes accessed the tramps, acro floor space and airbag as part of their training schedule and to hone some new skills. The NSTC staff were able to challenge athletes and adapt to their specific needs to expand their training options. The facility was enjoyed by all athletes and we look forward to their return in 2024.

Overall, the NSTC has been a hive of activity during its first few months of full operations. We've certainly had some challenges during the year however, there have definitely been far more highlights to celebrate. Planning has already commenced for 2024 as we work collaboratively alongside the Performance Pathway and Sport Development & Participant strategic plan initiatives to develop and deliver programs and products at the NSTC that service the entire athlete pathway from foundations to performance.

NSTC A VISION REALISED



The Vision

Snow Australia has long held a vision for a National Snowsports Training Centre (NSTC). This aligns with best practice seen internationally and for many successful sports in Australia such as surfing, cycling and rowing.

A world-class facility for the development of Olympic and Paralympic snowsport athletes and coaches.

The concept of an NSTC in Jindabyne was first pitched to the NSW Government in July of 2017. In July of 2023, the key planks of that vision were delivered and the benefit to athletes from community level to High Performance became instantly tangible. The result was a \$12.8 million investment into the future of our sport.

The Elements

The NSTC comprises two main elements: The John Langley Hancock Building and the NSTC Park.

Widely regarded as the best of its kind in the world, the NSTC Park boasts a large High Performance airbag with a smaller Development airbag alongside.

The NSTC Park has quickly become the focal point for all Park & Pipe related activities in Australia with our high performance athletes spending significant time honing their skills in an exclusive training environment.

Importantly, the entire pathway including Emerging Talent athletes, pathway programs and individuals are able to access the airbag facility and regularly train alongside high performance athletes from Australia and visiting athletes and teams from overseas.

Importantly, the development bag and the community sessions have gained immense popularity. The NSTC Park is quickly becoming a focal point for local kids, families and community activities. This will only increase once the school opens on the Jindabyne Sport & Recreation site.

The John Langley Hancock (JLH) building opened to athletes in July 2023. The expansion and upgrade of the NSTC building took over 18 months to complete. The building houses state of the art High Performance training areas, Sports Medicine & Recovery, an athlete and community learning hub, coaches' areas, along with expanded administration facilities for Snow Australia and the NSW Institute of Sport (NSWIS).

Similar to NSTC Park, the JLH Building is open to community use and has welcomed both international and national teams and programs from a variety of summer and winter sports.

Community Acro sessions have returned to an expanded trampoline setup and the new High Performance Gym is widely-regarded as world-class with athletes across disciplines able to train together in the same space for the first time thanks to the expanded footprint.

The high performance spaces, including the recovery, medical and athlete lounge, are delivered in partnership with NSWIS who undertake responsibility for day-to-day operations.

Whilst the key high performance and community aspects of the NSTC are now in place, the master plan does recognise the need for additional athlete housing on site. This becomes the next clear opportunity to fundraise and collaborate in order to deliver this critical piece of the NSTC puzzle.

The Funding Story

The funding story for the NSTC is one of commitment and partnership on a significant scale.

The table below provides an overview of the funding commitment by source, however there are three main sources of revenue which have ultimately led to the delivery of this grand vision.

The NSW Government committed \$6.4 million to the project along with the land at the Jindabyne Jindabyne Sport & Recreation facility. This was enough to facilitate the construction of the high performance airbag with the balance being allocated to the upgrade and expansion of the NSTC building. Ultimately it was the generosity of John & Gemma Hancock who provided one of the most substantial donations in Australian snowsports history, which enabled the full expansion of the NSTC building to progress. In recognition of this generosity the facility is now known as the John Langley Hancock Building.

With the Performance Bag and building expansion (to cold shell) funded, Snow Australia turned its attention to raising funds

for the functional fit-out of the building and expansion of the NSTC Park to incorporate community and development level access.

Thanks to three significant grant programmes made available by the NSW Government, Snow Australia was able to secure an additional \$3.3 million in funding. These funds were directed towards the fit-out of the operational spaces within the JLH Building including a new Acro centre, learning hub, administration area, health and recovery spaces, specialised flooring for the high performance areas and athlete lounge.

In addition, the funds enabled the construction of the Clubhouse at the entrance of the NSTC Park along with external toilet facilities and safety netting. NSWIS contributed around \$150k towards the building construction and a further \$200k in equipment to fit-out the high performance spaces, which it now operates on a day-to-day basis as part of a long term agreement. The AIS contributed \$344k towards high performance gym equipment.

Critically, the funding story was enabled and supported by the Snow Australia Board since inception. At each stage of the project the Snow Australia Board was asked for, and delivered, co-funding commitments to support both the various grant applications and the project itself. The Snow Australia Board endorsed the establishment and construction of the NSTC as its most significant infrastructure project ever and in doing so carefully endorsed the financial resources required to achieve operational completion. The confidence to commit to the funding was there due to the earlier establishment of the Snow Australia Future fund, created to underpin key legacy sport decisions and projects such as the NSTC.



The Funding Breakdown

The following summarises the overall funding matrix which enabled the construction of the NSTC.

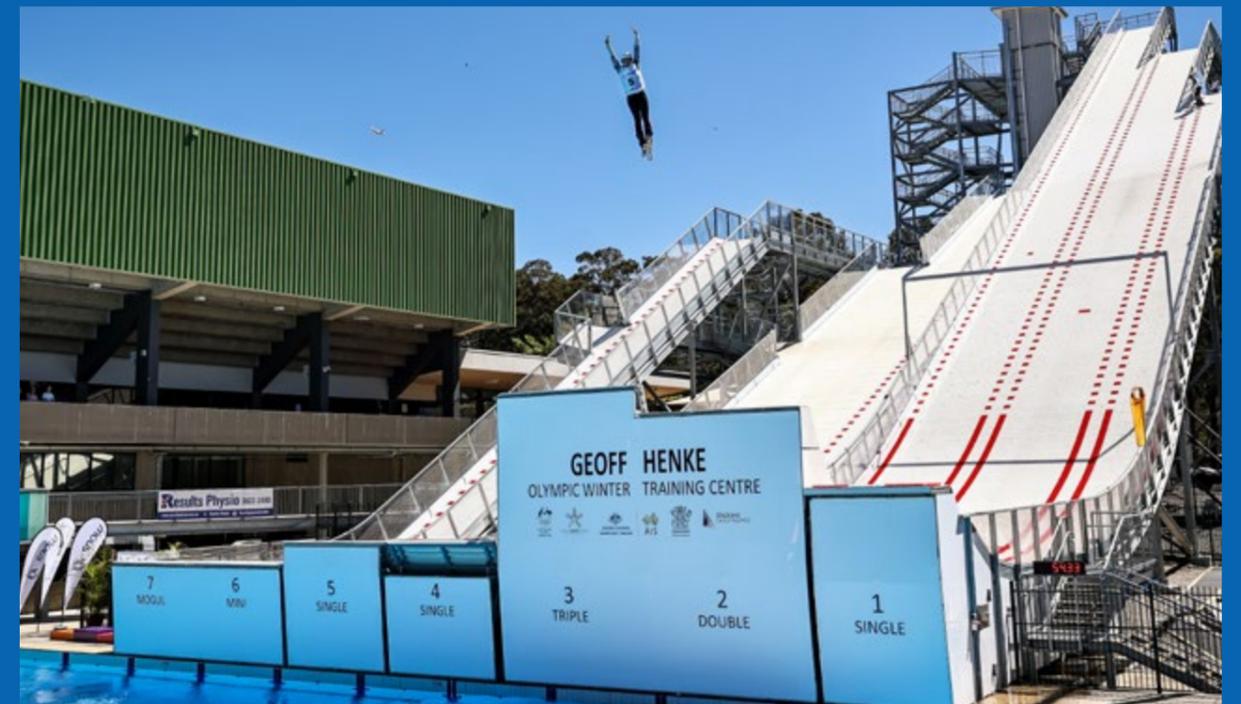
Income

NSW Government - Office of Sport	\$6,400,000
NSW Regional Sport Grants	\$1,767,000
NSW Multisport Grant	\$1,550,000
Fundraising and Donations	\$1,500,000
AIS Equipment Grant	\$344,000
NSWIS Funding	\$150,000
Snow Australia Contribution	\$1,044,000
Total	\$12,755,000

Expenses

Performance Airbag inc Park civil works	\$3,535,000
NSW Regional Sport Grants	\$4,500,000
NSW Multisport Grant	\$4,445,000
Fundraising and Donations	\$275,000
Total	\$12,755,000

2023 WATER JUMP GRAND PRIX



Athletes in flight at the Geoff Henke Olympic Winter Training Centre in Brisbane for the inaugural FIS Summer Grand Prix Series

International Aerials returns to Australia in Summer Grand Prix

The inaugural FIS Freestyle Ski Summer Grand Prix Series took place in 2023 with World Cup aerial skiers turning what is usually their off-season training into a world class competition.

The first two rounds of the Series were held in Mettmenstetten, Switzerland and Utah, USA before the third and final event was staged at Brisbane's Geoff Henke Olympic Winter Training Centre in September.

It was the first time in history that the Olympic training facility in Queensland hosted an international FIS event with athletes from Australia, Europe and North America all competing.

The local crowd was treated to a hometown victory in the women's event with Airleigh Frigo taking out the competition with a score of 85.36. The 24-year-old finished ahead of Aussie teammate Abbey Willcox (79.69) and Ukraine's Diana Yablonska (68.44).

"It felt amazing, it was the first win for me in an Aerials competition and it was great to do it on home soil," said Frigo. "I train here all year round so I really know

the facility and I think that was a huge advantage."

"It's a great place to train, the weather is always great... hopefully there are more [events] to come in the future."

The result elevated Frigo to third on the overall standings behind Canada's Marion Thenault and Australian teammate Laura Peel.

The men's event went right down to the wire with Switzerland's series leader Noé Roth trying to chase down teammate Pirmin Werner. Roth was the last athlete on course and favoured to win the day and the Series crown.

The drama went to another level when Roth lost a ski mid-air, which triggered the option of a re-run. However not even an extra attempt could dislodge the top three with Ukrainian teammates Dmytro Kotovskiy and Oleksandr Okipniuk taking the final two places on the podium.

Roth's performances in the opening two Grand Prix were enough to establish a Series winning lead in the inaugural season.

07 PEOPLE DEVELOPMENT

Snow Academy

Snow Australia's online courses and learning portal, the Snow Academy, continues to undergo improvements with its recent move to the Australian Sport Learning Centre (ASLC). All Snow Academy courses are now hosted alongside coaching content from the Australian Sport Commission, with improved content interactivity and increased accountability of users via engagement tracking and quizzes.

The online component of the Snow Australia Coaching Accreditation is accompanied by practical on-snow workshops to complement the courses. Unfortunately the late launch of the ASLC combined with the timing of snowfalls meant resorts were not ready to host practical on-snow coaching workshops before the school holidays. With the short season due to snow availability, only five on-snow workshops were held in 2023. For 2024, Snow Australia is keen to maximise the number of coach workshops held across the resorts in June. The main advantage of this approach is that new coaches will commence the domestic winter on the same page of athlete development as our leading coaches and active pathway programs.

The next phase of the Snow Academy includes integration with our Revolutionise Sport membership system to facilitate easier access to courses, as well as the addition of Officials courses and development of a resource library. Concurrently, it's essential to expand the middle stage of our coach development framework, filling the gap between the Coaching Fundamentals accreditation and the Coach Academy.

Wellbeing and Engagement (W&E)

Through Wellbeing and Engagement (WE) Snow Australia continues to ensure athletes in high-performance programs are supported, encouraged and educated through a number of initiatives and activities throughout the year.

Snow Australia WE work alongside the Wellbeing and Engagement team at the Olympic Winter Institute of Australia (OWIA) to ensure all athletes in high performance wintersport have access to these services. With OWIA engaging directly with scholarship athletes in Moguls, Aerials, Snowboard Cross and Park & Pipe, Snow Australia works with Alpine, Cross Country, Snowboard Alpine, Para Alpine and Para Snowboard athletes as well as engaging with developing athletes in the pathway.

A number of initiatives and programs were operated throughout the year that brought athletes together to educate, inspire and inform.

Joint H3 Summit with OWIA

For the first time Snow Australia and the Olympic Winter Institute of Australia co-delivered the H3 (Health, Happiness & High Performance) Summit to our high performance athletes, coaches, service staff and institute partners.

The H3 was held at URBN Surf in Melbourne prior to the Snow Australia Awards ensuring both events achieved a high attendance. Topics and themes for the H3 included High Performance Culture & Behaviours, High Performance Sport Strategy (i.e. HP 2032+ Sport Strategy) and the 'Win Well' vision.

Guest presenter, Olympic Pole Vaulter, Steve Hooker reflected on his time as an athlete and perspectives gained since his athletic retirement and his career in the professional sector. He shared his struggles post-career and found that the journey from elite athlete to becoming 'Average' was the catalyst for some soul searching and accepting the idea of JIM (the Joy In Mediocrity). Fellow presenter Carrie Graf presented on her core message of Relentless Persistence, Handling Adversity and being a 'WE' Group. Carrie shared experiences from her time coaching the Australian Opals basketball team and in particular around her time as the Head Coach of the 2012 bronze medal winning Olympic team. Lastly Leadership and Culture Consultant Liam Gooley shared tools and tips on understanding our own personal values, how to share them and in turn use a framework to develop and implement shared values and behaviours in our teams.



Olympic Gold Medalist Steve Hooker presenting to our high performance athletes at the H3 Summit at URBNSURF in Melbourne. Photo Chris Hocking



Staff and Athletes at the H3 Summit at URBNSURF in Melbourne. Photo Chris Hocking



Patrick Jensen and Ethan Jackson (Guide) competing at the World Championships in Espot, ESP

The Wintersport Collective

The Wintersport Collective (consisting of the Snow Australia, OWIA and NSWIS Wellbeing and Engagement Teams) hosted a potluck dinner at the new NSTC facility in Jindabyne. The event was a big success with almost thirty athletes and staff in attendance. Three athlete groups cooked meals from recipes provided by the nutrition team with one team being crowned the winner of the 'golden ladle' prize for the best meal.

wellbeing survey with data collected to inform the selection and delivery of future wellbeing services.

Areas that Snow Australia assessed include:

- Mental health
- Cultural values
- Injury and illness
- Conduct and behavioural standards
- Selection and non-selection
- Equality and inclusion

October mental health month

October was Mental Health Month and Snow Australia supported this initiative with 'Wellbeing Wednesday', a weekly online module (and accompanying workbook) for staff and categorised athletes covering topics such as 'Opt into Optimism - beat the negativity bias', Boost your Resilience and Mindfully Manage Your Stress.

Wellbeing health check

The Snow Australia Wellbeing Health Check facilitated by the AIS was rolled out in October inviting categorised athletes from Snow Australia National Teams, coaches and program staff to complete a

08 LEGACY & AWARDS

Snow Australia Awards

Crystal Globe winners and World Championship medallists shone bright tonight at the 2023 Snow Australia Awards gala event in Melbourne in April, celebrating the best snowsport athletes and performances of the 2022/23 season.

Eighteen-year-old Valentino Guseli was a standout of the night, winning three award categories. With two snowboard park & pipe crystal globes, six world cup podium results and a world championships silver medal in the snowboard halfpipe, the NSW South Coast athlete was celebrated for his history-making season.

Guseli jointly won Male Athlete of the Year (Olympic Disciplines) alongside freestyle skiing world championship silver and bronze medallist Matt Graham.

He also won Junior Athlete of the Year alongside snowboard cross world championship silver medallists and junior world champion Josie Baff.

Finally, Guseli won the prestigious Alex 'Chumpy' Pulling Outstanding Achievement Award as the first snowboarder in history to achieve world cup medals in all three park & pipe disciplines in a single season, earning him the overall Park &

Pipe Crystal Globe, and Big Air Crystal Globe, while finishing second in the world rankings for snowboard halfpipe and third in slopestyle.

In addition to her Junior Athlete of the Year award, Baff was named joint Female Athlete of the Year (Olympic Disciplines) alongside freestyle skiing world championship silver medallist and aerial skiing crystal globe Champion Danielle Scott.

In the Paralympic disciplines, Ben Tudhope won his fourth straight Athlete of the Year award, jointly shared with Women's Snowboard Cross World Champion Amanda Reid.

Tudhope podiumed in every single world cup event he entered this season, winning the Para Snowboard Cross World Championships and placing third in the Dual Banked Slalom World Championships to win the Men's LL2 overall snowboard crystal globe and the boarder cross crystal globe.

Moguls Olympians Britt Cox, Nicole Parks and Claudia Gueli were all presented with the Snow Australia Medal at the Awards in recognition of their Games participation, service and outstanding achievements. Also receiving their Medals were Beijing 2022 Aerial Skiing Olympian Gabi Ash, Snowboard Parallel Slalom Olympian Johanna Lyle and Aerials World Cup gold medallist Renee McElduff.



Matt Graham (Moguls) and Valentino Guseli (Snowboard P&P) celebrating with Life Member Geoff Henke at the 2023 Snow Australia Awards.

2023 SNOW AUSTRALIA AWARD WINNERS

ATHLETE OF THE YEAR - MALE OLYMPIC DISCIPLINES

Valentino Guseli
Matt Graham

ATHLETE OF THE YEAR - MALE PARALYMPIC DISCIPLINES

Ben Tudhope

ATHLETE OF THE YEAR JUNIOR

Valentino Guseli
Josie Baff

COACH OF THE YEAR PARALYMPIC DISCIPLINES

Nickie Roger

ATHLETE OF THE YEAR - FEMALE OLYMPIC DISCIPLINES

Danielle Scott
Josie Baff

ATHLETE OF THE YEAR - FEMALE PARALYMPIC DISCIPLINES

Amanda Reid

COACH OF THE YEAR OLYMPIC DISCIPLINES

Peter McNeil
Kate Blamey

ALEX 'CHUMPY' PULLIN OUTSTANDING ACHIEVEMENT AWARD

Valentino Guseli



XTM founder Peter Forras (4th from left) with recipients of his famous big cheques (L-R) Matt Graham, Ben Tudhope, Josie Baff, Jakara Anthony, Valentino Guseli, Bree Walker, Laura Peel, Dani Scott.



Snow Australia Medal recipients (L-R) Nicole Parks (Moguls), Claudia Gueli (Moguls), Renee McElduff (Aerials), Jo Shaw (Snowboard Alpine) Gabi Ash (Aerials).

COMMUNITY SPORT AWARDS

The Snow Australia Community Sport Awards recognise the extraordinary contributions of individuals, clubs and programs at the development and pathway level of the sport.

The Community Sport Awards are held at the end of the domestic winter season and winners were announced via a series of online stories.

Spirit of Interschools Award

The Spirit of Interschools award recognises an individual student who, through their actions, have embodied the spirit of Interschool Snowsport competition.

WINNER

Maeve Tobias (Ivanhoe Girls' Grammar School)

Outstanding School Achievement

An award to highlight an outstanding or unique school snowsports activity, program, or initiative delivered in 2023, that grew and/or supported participation at the school level.

WINNER

Narrabeen North Public School (NSW)

Snowsports Official Award

Snowsport officials who have demonstrated excellence in their role as an official during the nomination period.

WINNERS

Zoe Jaboor (Mogul and Aerial Judge, Judge Coordinator)

Young Achiever Award

An award to recognise a young athlete who has achieved excellence both on and off the snow, or who has overcome adversity, or achieved something special within the community.

WINNER

Gus Johnstone (Alpine)

Emerging Talent Program (ETP) Athlete Awards

Presented to an athlete per discipline in the Snow Australia ETP who is deemed to have achieved outstanding competition results and maintained a high level of focustoward training and personal improvement..

WINNERS

- Madison Gilson (Alpine)
- Ally Hickman (Snowboard Park & Pipe)
- Sam Johnson (Cross Country)
- Indra Brown (Freeski)
- Eliza Peake (Moguls)
- Georgia Gunew (Para)
- Cameron Turner (Snowboard Cross)

Club Coach Award

This award recognises the exceptional contribution made by a club coach during the nomination period either on or off snow.

WINNER

Steve McGill (Snowboard Coach Perisher Winter Sports Club)

Pathway Club Excellence Award

This award recognises a pathway club or program that has delivered a program or project which has provided significant benefit to their club or program.

WINNER

Turn and Burn

Service to Snowsport

This award recognises individuals in the Snowsport community who have made a positive difference in the opportunities and experiences available to others over a long period of time.

Former National Discipline Committee Chairs were recognised in 2023.

WINNERS

- Cliff Mason (Alpine)
- Allan Marsland (Cross Country)
- David Frydman (Freestyle)

LIFE MEMBERSHIP

Hugh Whan honoured with Life Membership

Long-time administrator Hugh Whan has been awarded Life Membership of Snow Australia at the 2023 Annual General Meeting.

His elevation to Life Membership came as he stepped down from the Board of Snow Australia following a quarter of a century of service. At the AGM, outgoing Chair of Snow Australia Dean Gosper led a glowing tribute to Hugh to his fellow board member of 25 years.

In 1998, Snow Australia (Skiing Australia Limited [SAL] at the time) found itself in considerable financial difficulty and approached Hugh to take on the role of Chair.

History shows that Hugh accepted the challenge, using his extensive experience in human resources to assemble a talented board dedicated to saving, stabilising and reinvigorating the National Body.

“Dean [Gosper] and I joined the Board at the same time,” said Whan. “I was President, he was my vice president, and we brought in a skills-based board.

“Every year from that time on, the organisation - with the help of the teams we built around us - has grown. And it's grown every year consistently for all of that time.”

A more focused strategy around performance led to an immediate turnaround in the organisation's finances, with SAL turning a profit in Hugh's first full year at the helm. Contributing to the change in financial fortunes was the all-important decision to concentrate efforts only on competitive sport and leave recreational skiing and snowboarding to the industry.

“When we took over I said ‘sorry, we can't do anything for anyone at the moment until we've got to get ourselves in a positive situation, and then we can start putting money into programs,’” said Whan. “What we did do was say ‘our focus is on competitive sport, it's not on recreation.’”

Hugh's time as chair not only witnessed Zali Steggall and Jacqui Cooper become World Champions, but also saw Alisa Camplin win Australia's first Winter Olympic gold medal on snow.

While athletes were doing their part on the snow, Hugh was establishing Australia within the wider international snow community. Not only did Australia commence hosting the FIS Aerials World Cup at Mt Buller, it also hosted a FIS Congress in Melbourne which is remembered fondly and successfully by all who attended.

Hugh was also responsible for recognising the full potential of Interschools, seeing it not only as an invaluable industry driver but also capable of contributing to the sport. This led to the establishment of the Schools Snowsport Development Foundation and eventually the current collaborative model between schools, resorts and sport.

Despite stepping down as Chair in 2003, Hugh has stayed on the Board for two more decades, the most successful period in Australia's snowsport history.

NIGHT OF CHAMPIONS CELEBRATES RETIRED STARS

Twenty-one athletes were recognised as recipients of the Snow Australia Medal at the Night of Champions function held at Sydney’s Museum of Contemporary Art in March.

The Snow Australia Medal was launched in June 2020 to recognise the achievements and careers of those past and retiring athletes who represented Australia at the highest level of snowsport competition. It is presented to athletes across all snow disciplines who have finished in the top three at a FIS World Cup or World Championship level, and/or represented Australia at the Olympic or Paralympic Winter Games.

Athletes from six disciplines were recognised on the night including Bob Arnott (represented by Simone Arnott), who was one of the first alpine skiers to debut for Australia at the Olympic Games in Oslo 1952 and Australia’s first Winter Olympic gold medallist on snow, Alisa Camplin, one of ten freestyle skiing recipients on the night.

We look forward to future opportunities to celebrate and recognise the champions of our sport.

2023 NIGHT OF CHAMPIONS SNOW AUSTRALIA MEDAL RECIPIENTS

Alpine

Bob Arnott accepted by Simone Arnott
 Craig Branch
 Jacqui Cowderoy

Freestyle

Alisa Camplin
 Nick Cleaver
 Maria ‘Maz’ Despas
 Nick Fisher
 Kylie Gill
 Madii Himbury
 Marcus Lovett accepted by Walt Hiltner
 Mark Pigott
 Michael Robertson
 Jono Sweet

Snowboard

Holly Crawford
 Damon Hayler
 Nate Johnstone
 Ben Mates
 Zeke Steggall

Cross Country

Barbara Jezersek

Ski Cross

Scott Kneller

Para Alpine

Matthew Nicholls



Snowboarders (L-R) Zeke Steggall, Ben Mates, Holly Crawford, Nathan Johnstone, Damon Hayler



Freestyle Skiers (L-R) Alisa Camplin, Mark Pigott, Jono Sweet

VALE

HAL NERDEL



Australia's First and Only Nordic Combined Olympian Hal Nerdal was Australia's sole representative in Nordic Combined, the discipline in which athletes compete in a Ski Jumping event, followed by a Cross-Country Skiing race.

Born on 22 September 1927 in Dalsgrenda, a village in the municipality of Rana, in Northern Norway, Hal was brought up in a rural area, the youngest of ten children.

He moved to Australia in 1951 to work as a carpenter on the Guthega Dam, one of the sixteen in the Snowy Mountains Scheme. He subsequently moved to Canberra and was part of the original YMCA ski club (now known as the Brindabella Ski Club), joining their ranks in 1958 before starting a streak of four national Nordic titles between 1959 and 1962.

Like many athletes of his era, Hal lacked formal coaching. Yet his combative nature fuelled his sporting career, paired with the fierce competition provided in the Cross-Country Skiing races by the many Norwegians who were living in the Snowy Mountains at the time. When asked about his training routine, he identified running as one of the keys to his



success. Back in Norway, Nerdal used to run in the summer and ski in the winter, a training combination which he continued with much success once in Australia.

In 1955 Hal married his adored wife Jean, loved mother of their daughters Lynn and Judy. They would be married for almost 60 years.

The qualification process for the 1960 Winter Olympics was very competitive and involved a series of races in both NSW and Victoria, with selection up for grabs until the very end. Nerdal won the last race, which finally qualified him for the Olympic Winter Games in Squaw Valley. The Brindabella Ski Club gave him a big send-off and were instrumental in funding his travels.

He then valiantly represented the green and gold in Squaw Valley against an elite field of European competitors, finishing 31st in a race that saw Germany, Norway and the former USSR on the Olympic podium.

Hal's family presented him with his Snow Australia Medal on his 94th birthday in 2021.

ROBERT GREEN

Last year the Australian snowsport family lost an icon of the industry and a passionate ambassador for the sport.

Robert (RJ) Green did not grow up on the snowfields, only discovering a passion for skiing during his university days. After meeting and marrying Vivienne in 1961, they established Robert J. Green (Sales) which has gone on to supply countless avid skiers with gear and equipment in the decades since.

However it wasn't just through his professional endeavours that RJ threw himself into snowsports. He volunteered with Ski Rescue at Mt Buller, and became heavily involved in fundraising for the Mt Buller Race Club via the annual Victorian Ski Association Sale.

Not only an avid participant in both alpine and cross country skiing, he regularly gave back to the sport as a sponsor. He would not only compete in numerous Kangaroo Hoppet races he also sponsored them and supplied Descente kit and Fischer Skis to the Australian team.

His dedication to all things snow resulted in him being awarded life membership of the VSA.

In a fitting tribute, his memorial plaque will forever remember Robert as an "Icon of the Snowsports Industry, lover of all things snow".

SNOW AUSTRALIA LIMITED

Financial Statements

for the year ended 31 October 2023

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Snow Australia Limited
ACN 063 859 423

Directors' Report

Your Directors present their report on Snow Australia Limited for the financial year ended 31 October 2023.

Directors

The names of the directors in office at any time during or since the end of the year are:

Daniel Bosco
Dean Gosper
Jo McDougal
Kim Clifford
Suzie Warwick
Hugh Whan (resigned 5/12/2022)
Katya Crema
Louise Barrett
Steve Cooper
Jacqueline Storer (appointed 5/12/2022)

Directors have been in office since the start of the financial year to the date of this report unless otherwise stated.

The principal activities of the company during the year were the administration of the sports of skiing and snowboarding in Australia.

The entity's Operational Priorities are to:

- Ensure Australia remains a successful nation at World Cup, World Championships and Olympic and Paralympic Games.
- Increase participation and community engagement in competitive Snow Sports at all levels.
- Strengthen network of coaches, volunteers, technical officials and administrators who provide support of competitive Snow Sports in Australia.
- Generate financial resources and provide effective administration, and communication.
- Establish a National Operational Model for the delivery of the Snowsports pathway.

The entity's long-term objectives are to:

- Support snowsport athletes and develop champions

To achieve these objectives, the entity has adopted the following Strategic Priorities:

- Increase relevance
- Increase revenue diversification
- Increase the talent pool
- Increase pathway capacity

Key Performance Measures

The company measures its own performance through the use of both qualitative and quantitative benchmarks. The benchmarks are used by the directors to assess the financial sustainability of the company and whether the company's short term and long-term objectives are being achieved.

Snow Australia Limited
ACN 063 859 423

Directors' Report

Hugh Whan

Snow Australia Committee membership

Qualifications
Experience

Chair of Snow Australia Finance and Risk Committee (2016-2022)
Chair of Snow Australia Remuneration Committee (2016-2022)
Fellow of Recruitment Consulting Services Association.
Director of Snow Australia 1997-2022
Chair of Snow Australia 1997-2003.

Katya Crema

Snow Australia Committee membership

Qualifications
Experience

Chair of Snow Australia Athletes committee (Athletes representative)
Master of Property, Bachelor of Environments (Architecture) - Melbourne University
10 years on the Australian National Ski Team.
Represented Australia at the Winter Olympics in Ski Cross (Vancouver 2010 and Sochi 2014)
Hip v Hype - Director of Projects, Head of Sales residential

Louise Barrett

Qualifications
Experience

Member Australian Institute of Company Directors
Currently MD National Sales - News Corp
Management positions accross radio, television, publishing and digital
Current Board Director of the Sony Foundation
Previously held Board positions:
Sydney Festival, Sydney Children's Hospital Foundation

Steve Cooper

Snow Australia Committee membership

Qualifications
Experience

Chair of Snow Australia National Interschools & Sport Development Committee
Chair of Northern Interschools Snowsport Advisory Group
Member of the Snow Australia Regional Management Committee
Diploma Visual Arts Education.
Director of Snow Australia since 2010.
Board Member of NSW Snowsports since 2005.
Chair of NSW Interschool's Snowsports since 2003.
Chair of NSW Freestyle Snowsports since 2005.

Jacqueline Storer

Snow Australia Committee membership

Qualifications

Experience

Chair of Snow Australia Finance and Risk Committee since 2022
Member of Chartered Accountants Australia & New Zealand
Bachelor of Commerce
Bachelor of Computer Science
Director of Snow Australia since 2022
Director of Robinvale District Health Services since 2022
Partner at Deloitte Australia (2014 - 2022)

Snow Australia Limited
ACN 063 859 423

Directors' Report

Meeting of Directors

During the financial year 6 meetings of directors were held.

Attendances by each director were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Dean Gosper	6	6
Daniel Bosco	6	6
Jo McDougall	6	6
Kim Clifford	6	6
Suzie Warwick*	6	2
Hugh Whan	1	1
Katya Crema	6	3
Louise Barrett	6	2
Steve Cooper	6	6
Jacqueline Storer	5	5

* Unavailable to attend all meetings due to medical reasons

Members guarantee:

The entity is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the company is wound up, the constitution states that each member is required to contribute a maximum of \$1 each towards meeting any outstanding obligations of the entity.

At 31 October 2023, the total amount that members of the company are liable to contribute if the company is wound up is \$1,044 (2022: \$1,317).

Auditor's Independence Declaration

A copy of the Auditor's Independence Declaration as required under Section 307c of the Corporations Act 2001 is set out on page 7.

Signed in accordance with a resolution of the Board of Directors:



Daniel Bosco
Chair

Dated this 26th day of February 2024

mazars

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Melbourne Vic 3000
Australia

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Fax: +61 3 9252 0801
www.mazars.com.au

Auditor's Independence Declaration Under Section 307c of the Corporations Act 2001 To the Board of Snow Australia Limited

In relation to our audit of the financial report of Snow Australia Limited, I declare that, to the best of my knowledge and belief, during the year ended 31 October 2023 there have been:

- (i) no contraventions of the auditor's independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) no contraventions of any applicable code of professional conduct in relation to the audit.



Mazars Melbourne Assurance Pty Ltd



Alexis Aupied
Partner

26 February 2024
Melbourne

Mazars Melbourne Assurance Pty Ltd
ABN: 12 134 723 069
Liability limited by a scheme approved under Professional Standards Legislation

Snow Australia Limited
ACN 063 859 423

Statement of Profit or Loss and Other Comprehensive Income

for the year ended 31 October 2023

	Note	2023 \$	2022 \$
Revenue	2	11,130,674	6,996,710
Snow Australia - Program Operation & Grants		(2,169,108)	(2,607,172)
NSWIS/VIS - Program Operation		(256,667)	(265,000)
OWI - Program Operation		(226,000)	(241,000)
NSTC Construction Costs		(4,945,333)	(355,058)
Snow Australia - Other Discipline Expenses		(390,663)	(321,965)
Employee Benefits expenses	3	(3,143,880)	(2,932,245)
Depreciation & Amortisation expenses	3	(70,609)	(34,619)
Other expenses	3	(308,182)	(194,708)
Net Income for the year		(379,766)	44,942
Other income		-	-
Profit before Income Tax		(379,766)	44,942
Income tax expense		-	-
Profit/(loss) for the year		(379,766)	44,942
Other comprehensive income for the year, net of income tax		-	-
Total comprehensive income/(loss) for the year		(379,766)	44,942

Snow Australia Limited
ACN 063 859 423

Statement of Financial Position

as at 31 October 2023

	Note	2023 \$	2022 \$
Current assets			
Cash at bank	5	4,962,632	4,733,363
Trade and other receivables	6	940,234	302,070
Other current assets	7	92,952	112,475
Total current assets		5,995,818	5,147,908
Non-current assets			
Property, plant and equipment	8	233,636	206,961
Financial assets	7	-	1,500,000
Total non-current assets		233,636	1,706,961
Total assets		6,229,454	6,854,869
Current liabilities			
Trade and other payables	9	1,200,493	684,184
Other liabilities	10	2,157,082	2,988,838
Provisions	11	296,683	231,728
Total current liabilities		3,654,258	3,904,750
Non-current liabilities			
Provisions	11	46,848	42,005
Total non-current liabilities		46,848	42,005
Total liabilities		3,701,106	3,946,755
Net assets		2,528,348	2,908,114
Equity			
Reserves		1,500,000	1,500,000
Retained earnings		1,028,348	1,408,114
Total equity		2,528,348	2,908,114

Snow Australia Limited
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Statement of Changes in Equity

for the year ended 31 October 2023

	Retained Earnings \$	Future Fund Reserve	Total Equity
Note			
Balance at 1 November 2021	1,363,172	1,500,000	2,863,172
Total comprehensive income for the year	44,942		44,942
Balance at 31 October 2022	<u>1,408,114</u>	<u>1,500,000</u>	<u>2,908,114</u>
Balance at 1 November 2022	1,408,114	1,500,000	2,908,114
Total comprehensive income for the year	(379,766)		(379,766)
Balance at 31 October 2023	<u><u>1,028,348</u></u>	<u><u>1,500,000</u></u>	<u><u>2,528,348</u></u>

Snow Australia Limited
ACN 063 859 423

Statement of Cash Flows

for the year ended 31 October 2023

	Note	2023 \$	2022 \$
Cash flows from operating activities			
Receipts from operations		9,616,103	8,278,524
Payments to suppliers and employees		(9,313,305)	(7,240,694)
Interest received		44,652	9,680
Finance costs		(20,896)	(16,655)
Net cash provided by (used in) operating activities		<u>326,553</u>	<u>1,030,855</u>
Cash flows from investing activities			
Purchase of property, plant and equipment		(97,284)	(31,706)
Net cash provided by (used in) investing activities		<u>(97,284)</u>	<u>(31,706)</u>
Net change in cash and cash equivalents held		229,269	999,149
Cash and cash equivalents at beginning of financial year		4,733,363	3,734,214
Cash and cash equivalents at end of financial year	5	<u><u>4,962,632</u></u>	<u><u>4,733,363</u></u>

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2023

1 Statement of significant accounting policies

Basis of preparation

Snow Australia Limited is a company limited by guarantee, incorporated in Australia.

Its registered office and principal place of business are:

Level 2, 105 Pearl River Rd., Docklands, Victoria 3008

These general purpose financial statements have been prepared in accordance with the Australian Accounting Standards - Simplified Disclosures issued by the Australian Accounting Standards Board ('AASB') and the Corporations Act 2001, as appropriate for not-for-profit oriented entities.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of the financial statements are presented below and have been consistently applied unless otherwise stated.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

Accounting policies

Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the company and the revenue can be reliably measured. The following specific recognition criteria must also be met before revenue is recognised:

Grant Revenue

Generally, grant revenue is recognised as income over the periods necessary to match related costs on a systematic basis. Grant income that has been received in the current year where related costs are likely to incur in the future accounting period are recognised as deferred income. Grant revenue does not meet the criteria of contracts with customers under AASB 15 "Revenue from contracts with customers" and as such has been accounted for under AASB 1058 "Income of Not-for-profit entities".

Interest

Revenue is recognised when the company's right to receive payment is established.

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2023

1 Statement of significant accounting policies

Income Tax

The Company is classified as a sports association and is therefore exempt from Income Tax under Div 50 of the Income Tax Assessment Act 1997.

Cash and Cash Equivalents

Cash comprises cash on hand, deposits held at-call with banks and other short-term deposits.

For the purposes of the Statement of Cash Flows, cash includes cash on hand and in banks, and money market investments readily convertible to cash within two working days, net of outstanding bank overdrafts, if any.

Property, Plant and Equipment

Each class of property, plant and equipment is carried at cost or fair value less, where applicable, any accumulated depreciation and impairment losses.

Repairs and maintenance are charged to profit or loss during the financial period in which they are incurred.

Depreciation

Depreciation is provided using the declining balance method on all plant and equipment & motor vehicle at the following depreciation rates:

Asset Class	Depreciation Rate
Office furniture and equipment	40 - 50%
Motor Vehicles	23%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at each reporting period date. An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are included in the statement of profit or loss and other comprehensive income.

Trade and Other Payables

Trade and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the Company during the reporting period, which remain unpaid.

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2023

1 Statement of significant accounting policies

Employee Benefits

Liabilities for employee benefits arising from services rendered by employees to reporting date, which are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs.

Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

Impairment of assets

At each reporting date, the Company reviews the carrying values of its tangible assets to determine whether there is any indication that those assets have been impaired. If such an indication exists, the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, is compared to the asset's carrying value. Any excess of the asset's carrying value over its recoverable amount is expensed to the statement of profit or loss and other comprehensive income.

Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions of the instrument. For financial assets, this is equivalent to the date that the Company commits itself to either purchase or sell the asset.

Financial instruments are initially measured at fair value plus transactions costs where the instrument is not classified as at fair value through profit or loss. Transaction costs related to instruments classified as at fair value through profit or loss are expensed to profit or loss immediately.

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. In these circumstances, the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the statement of financial position are shown inclusive of GST.

Cash flows are presented in the statement of cash flows on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2023

1 Statement of significant accounting policies

Critical accounting estimates and judgments

The Company evaluates estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the Company. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Revenue from contracts

When recognising revenue in relation to grant contracts, the key performance obligation of the consolidated entity is considered to be the point of delivery of the service, as this is deemed to be the time that the performance obligation is discharged as per the contract.

Allowance for expected credit losses

The allowance for expected credit losses assessment requires a degree of estimation and judgement. It is based on the lifetime expected credit loss, grouped based on days overdue, and makes assumptions to allocate an overall expected credit loss rate for each group. These assumptions include recent sales experience and historical collection rates.

Estimation of useful lives of assets

The entity determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or someother event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

Key estimates — Impairment of non-financial assets

The Company assesses impairment at each reporting date by evaluating conditions and events specific to the Company that may be indicative of impairment triggers. Where applicable, recoverable amounts of relevant assets are reassessed using value-in-use calculations which incorporate various key assumptions.

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2023

	2023	2022
	\$	\$
2 Revenue		
Government Grants	4,280,190	3,424,578
Government Grants - NSTC	2,433,442	355,058
Program and Entry Fees	1,585,346	2,012,010
Other Grants	504,940	410,604
Corporate Sponsorship and Fundraising	297,116	157,784
Corporate Sponsorship and Fundraising - NSTC	1,500,000	-
Membership and Registration Fees	166,462	120,273
Interest received	44,652	9,680
Other revenue	318,528	506,723
Total revenue	11,130,674	6,996,710
Other income	-	-
Geographical regions		
Australia	11,130,674	6,996,710
	11,130,674	6,996,710
3 Expenses		
Employee benefits expense includes:		
Admin and Event Salary related costs	945,351	939,979
Sport Program Salary related costs	1,985,724	1,797,413
Contributions to employee superannuation funds	212,804	194,853
	3,143,880	2,932,245
Depreciation and amortisation expense		
Office furniture and equipment	15,463	32,073
Motor Vehicles	1,146	2,546
National Snowsports Training Centre Equipment	54,000	-
Total depreciation and amortisation expense	70,609	34,619
Other expenses include:		
Snow Sales (Cost of Goods)	145,941	181,844
Doubtful debt provision	-	-
Finance costs paid	20,896	16,655
4 Key management personnel compensation		
Total remuneration paid to key management and program coordination personnel of the Company.	780,340	721,998
5 Cash at bank		
Cash at bank	4,422,409	2,233,363
Term Deposit	540,224	2,500,000
	4,962,632	4,733,363
6 Trade and other receivables		
Current		
Trade receivables	911,901	312,603
Provision for doubtful debts	(14,729)	(14,729)
Accrued revenue	43,061	4,195
	940,234	302,070

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2023

	2023	2022	
	\$	\$	
7 Other assets	2023	2022	
	\$	\$	
Current			
GST receivable	-	13,460	
Security bond	22,575	2,575	
Prepayments	70,377	96,439	
	92,952	112,475	
Non-current			
Financial Asset (National Sports Training Centre)	-	1,500,000	
8 Property, plant and equipment			
Equipment - Water Jump			
At cost	30,000	30,000	
Less: accumulated depreciation	(30,000)	(30,000)	
	-	-	
Equipment - Nordic Shelter			
Written down value on unification	311,683	311,683	
Less: impairment on unification	(311,682)	(311,682)	
	1	1	
Equipment - National Snowsports Training Centre			
At cost	258,543	166,586	
Less: accumulated depreciation	(54,000)	-	
	204,543	166,586	
Office furniture and equipment			
At cost	213,639	208,312	
Less: accumulated depreciation	(192,170)	(176,707)	
	21,470	31,605	
Motor Vehicles			
At cost	67,059	67,059	
Less: accumulated depreciation	(59,436)	(58,290)	
	7,623	8,768	
Total property, plant and equipment	233,636	206,961	
(a) Reconciliations:			
Reconciliations of the written down values at the beginning and end of the current financial year are set out below:			
	Furniture & equipment	Motor Vehicles	Total
Balance at 1 November 2022	198,193	8,768	206,961
Additions	97,284	-	97,284
Depreciation expense	(69,463)	(1,146)	(70,609)
Balance at 31 October 2023	226,014	7,623	233,636

Snow Australia Limited
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Notes to the financial statements

for the year ended 31 October 2023

	2023 \$	2022 \$
9 Trade and other payables		
Trade creditors	470,360	388,811
GST payable	263,217	-
Other payables and accrued expenses	466,917	295,372
	<u>1,200,493</u>	<u>684,184</u>
10 Other Liabilities		
Current		
Deferred income	2,157,082	2,953,838
	<u>2,157,082</u>	<u>2,953,838</u>
11 Provisions		
Current		
Annual leave	130,227	115,787
Long-service leave	131,456	115,941
Provision for Water Jump make good	35,000	35,000
	<u>296,683</u>	<u>266,728</u>
Non-current		
Long-service leave	46,848	42,005
	<u>46,848</u>	<u>42,005</u>

12 Contingent assets, liabilities and commitments

The Company has no contingent assets, liabilities or commitments as at year end (2022: Nil).

13 Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in future financial years.

14 Related party transactions

There were no transactions with directors or director related parties during the year ended 31 October 2023 (2022: Nil).

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2023

		2023 \$	2022 \$
15 Financial risk management			
The Company's financial instruments consist mainly of deposits with banks, short-term investments, accounts receivable and payable.			
The totals for each category of financial instruments, measured in accordance with AASB 139 as detailed in the accounting policies in Note 1 to these financial statements, are as follows:			
	Note	2023 \$	2022 \$
Financial Assets			
Cash		4,962,632	4,733,363
Trade and other receivables	6	940,234	302,070
Financial Asset (National Sports Training Centre)	7	-	1,500,000
Total Financial Assets		<u>5,902,866</u>	<u>6,535,433</u>
Financial Liabilities			
Trade and other payables	9	1,200,493	684,184
Total Financial Liabilities		<u>1,200,493</u>	<u>684,184</u>
16 Remuneration of auditors			
During the financial year the following fees were paid or payable for services provided by Mazars, the auditor of the company:			
	Note	2023 \$	2022 \$
Audit services - Mazars		23,300	22,000
Non-audit services - Mazars		4,500	2,000
Audit of the financial statements		<u>27,800</u>	<u>24,000</u>

Snow Australia Limited
ACN 063 859 423

Directors' Declaration

The directors of the entity declare that:

- 1 The financial statements and notes, as set out on pages 11 to 18, are in accordance with the *Corporations Act 2001* and:
 - a. Comply with Australian Accounting Standards; and
 - b. Give true and fair view of the financial position as at 31 October 2023 and of the performance for the year ended on that date of the entity.
- 2 In the directors' opinion there are reasonable grounds to believe that the entity will be able to pay its debts as and when they become due and payable.

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



Daniel Bosco
Director

Dated this 26th day of February 2024

mazars

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Melbourne Vic 3000
Australia

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Independent Auditor's Report

To the Members of Snow Australia Limited

Opinion

We have audited the financial report of Snow Australia Limited (the company), which comprises the statement of financial position as at 31 October 2023, the statement of profit or loss and other comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion, the accompanying financial report of Snow Australia Limited (the company) is in accordance with the *Corporations Act 2001*, including:

- giving a true and fair view of the company's financial position as at 31 October 2023 and of its performance for the year then ended on that date in accordance with the accounting policies described in Note 1; and
- complying with Australian Accounting Standards to the extent described in Note 1 and complying with the Corporations Regulations 2001.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the company in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the Directors for the Financial Report

The directors of the company are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Corporations Act 2001*, and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the directors determine are necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Mazars Melbourne Assurance Pty Ltd
ABN: 12 134 723 069
Liability limited by a scheme approved under Professional Standards Legislation

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Auditor's Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: www.augasb.gov.au/auditors_responsibilities/ar4.pdf. This description forms part of our auditor's report.

We communicate with the directors of the company regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Mazars Melbourne Assurance Pty Ltd



Alexis Aupied
Partner

26 February 2024
Melbourne

10 BOARD, STAFF AND COMMITTEES

Board

Daniel Bosco - Chair

Louise Barrett

Kim Clifford

Steve Cooper

Katya Crema

Dean Gosper

Jo McDougall

Jackie Storer (appointed)

Susie Warwick

Hugh Whan (retired)

Staff

CEO

Michael Kennedy

NSTC Operations and Program Manager
Jason Clausen

Sports Services

General Manager Sport Services
Ryan Taylor

National Integrity Manager
Jen Krawczyk

Administration and Sport
Development Officer
Zoe Hocking

Participation & Events

General Manager Participation
and Sport Development
Steve Nelson

National Event Coordinator
Wendy Olsen

Administration and Sport
Development Officer
Nathan de Kretser

National Snowsports Training Centre

General Manager NSTC
Cathy Lambert

Sport Pathway & Program Operations

General Manager Sport
Ben Wordsworth

Wellbeing and Engagement Manager
Annie Geiger

Para Snowsports Operations
and Sport Development Coordinator
Johnny Lipzker

Alpine & Ski Cross Director
Shawn Fleming

National Pathway & Sport
Development Coordinator
Sami Sim

National Coach Education Coordinator &
XC Program Director
Finn Marsland

Para Alpine Head Coach
Ali Bombardier

Para Alpine Assistant Coach
Amelia Hodgson

Para Snowboard Coach
Nickie Rodger

Para Pathway Development Coach
& Talent ID Coordinator
Tom Hodges

Performance Health & Talent Manager
Ben Bond

Coach Academy Lead Facilitator
Chip Richards

Performance Psychologist
Courtney Hess

Committees

National Alpine Committee

Chair
Matt Lyons
Ali Bombardier
Alice Chilcott
Michael Dickson
Lara Falk
Shawn Fleming
Scott Sanderson

Hamish Cox
Zoe Dent
Georgina Leel
Peter McNiel
Nicole Parks
Andrew Pattison
Martin Rowley
Brodie Summers

National Cross Country Committee

Chair
Peter Cunningham
Adam Barnett
Phoebe Cridland
Anthony Evans
Finn Marsland
Ronice Goebel
Shayne Hanks
Katerina Paul
Ashleigh Spittle
Andrew Walker
Peter Ward

National Park & Pipe Committee

Chair
Scott Kneller
Adam Begg
Ali Bombardier
Tim Gale
Russ Henshaw
Rich Hegarty (retired)
Josh Lyle
Zoe Neilson (retired)
Ryan Tiene

National Freestyle Committee

Chair
David Speirs
Kate Blamey
Ben Chapman
Graeme Cox

National SkiMo Committee

Chair
Andy Evans
Ramone Cooper
Edward Fortey
Brian Lichi
Geoff Lipshut
Finn Marsland
Kate Zander

National Snowboard Committee

Chair
Rob Dickson
Harald Benselin
Jason Clausen (retired)
David Harper
Jackson Holtham
Kobi Rogers
Josh Terry
James Winter

National Interschools and Sport Development Committee

Chair
Steve Cooper
Donna Baker
Daniel Bosco
David de Lacy
John Dyson
Helen Hatherly
Jonathan Mandl
Steve Nelson
Wendy Olsen
Sami Sim
David Speirs
Damian von Demleux





Snow Australia

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