



**SKI &
SNOWBOARD
AUSTRALIA**

2016 ANNUAL REPORT

**REPORTING PERIOD
1 NOV 2015 – 31 OCT 2016**

Principal partners



**Australian Government
Australian Sports Commission**







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OUR PURPOSE

PURPOSE

To support snowsport athletes and develop champions

STRATEGIC PRIORITIES

To increase: Relevance, Revenue, Talent Pool, Capacity

ABOUT

Ski & Snowboard Australia (SSA) is the nationally and internationally recognised authority governing competitive snowsports in Australia.

SSA is affiliated with the Federation Internationale de Ski (FIS), Australian Olympic Committee, and the Australian Sports Commission.

Ski & Snowboard Australia conducts events and programs in alpine skiing, cross country skiing, freestyle skiing, snowboarding and Para-wintersports.

ONGOING OPERATIONAL PRIORITIES

High Performance

Sport and Participation Development

Business Development

People Development

PARTNERS

Principal Partners



Olympic, Paralympic and Institute Partners



Resort Partners



MESSAGE FROM THE AUSTRALIAN SPORTS COMMISSION



Re-committed to the core principles of Australia's winning edge.

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

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

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

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

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

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

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

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

Looking ahead, ASC priorities include:

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

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

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

John Wylie AM
Chair | Australian Sports Commission

CHAIRMAN'S REPORT

The past 12 months has seen a continued shift of sport; from back page news to the front page scrutiny.



At an international level, we have seen allegations of State-sponsored doping violations, governance scandals and an alarming trend of major event bid city withdrawals through lack of public support. Domestically, we have heard distracting arguments, at the highest level, about the cause of Australia's declining Olympic Games sporting performance.

At a time when sport is under more scrutiny than ever, I am pleased to report that SSA is in rude health and that, at every level, the 2015-16 year was yet another successful chapter for your National Body.

In summary:

- our membership and community-connections grew
- our capacity to service more of the pathway, expanded, especially at grass roots; and
- most importantly, our athletes continued to make us proud with their behavior and their performances across the breadth and depth of our sport.

On behalf of all Members, I would like to acknowledge and congratulate the performances of all our athletes. I also congratulate and thank the coaches and support staff, and of course all the athlete families whose contributions make those achievements possible.

Sporting Highlights

I turn now to the sporting highlights of the Period, noting it as a non-Olympic and non-World Championship year. However, there was Winter YOG 2016 in Lillehammer where young Australian's got a taste of the Olympic environment and came away with memories and four medals shared across Snowboard and Ski Cross.

At the World Cup level, the Sport's traditional strengths in Aerials, Moguls and Snowboard Cross all delivered, and it was pleasing to see the emergence of the "next generation" of athletes as we head toward the OWG's in PyeongChang 2018. Both Matt Graham (MO) and Danielle Scott (AE) finished the season ranked second overall in their respective WC standings. The year also saw Belle Brockhoff achieve her maiden WC Gold.

Special mentions also go to Dave Morris, Alex "Chumpy" Pullin and, on the Para front, Mitch Gourley who achieved nine World Cup Podiums. In all, SSA athletes secured 13 podiums with our Para athletes picking up 18.

More Recent Sporting Results

At the time of writing, the 2016/17 season is all but complete and, in the circumstances, it is appropriate to mention the performance of our athletes, which by every measure is ground breaking.

In summary this included:

- 40 WSC and WC podiums
- 5 Medals at the recent FS SB World Championships, a Bench Mark Event
- 5 World Champions

All in the year in the lead up to the OWG's.

On the back of these continuing outstanding results, your sport has been elevated by the Australian Sports Commission to one of only three National Foundation, Tier One sports. Discussions are underway to elevate our funding base as well.

Operations

At the operational level, your Board continues to focus on four strategic priorities

- Achieving High Performance Outcomes
- Sport and Participation Development
- Organisational Development
- People Development

Let's check each of these off.

High Performance Outcomes

While this goal is driven by our sport system, it also reflects the aspirational culture of our country. High performance for snowsports continues to be delivered through our valued partnership with the OWIA and sustained athlete performance evidences the success. Most of the funding comes from the ASC. However, our sport benefits uniquely from AOC funding.

Global performances are constantly rising and it is pleasing that there is general acceptance within the Australian Sports Commission that our sport is being underfunded having regard to its size, relevance and, most importantly, performance. Additional investment in coaches and pathway support is desperately needed if we are to maintain, let alone improve, our sporting outcomes.

In parallel, and with the cooperation of the Australian Paralympic Committee, SSA continued to operate the Para-Wintersports programs at both elite and

development levels. Along with Mitch Gourley, all the Para-athletes have achieved excellent results. At the same time, the collaboration has strengthened SSA, increasing its critical mass and broadening its skill base all of which benefits the sport as whole.

Before leaving High Performance, I return to the very public spat regarding medal tallies. This is both unseemly and off point. Medals are extremely important, not as an end in themselves but, rather, as an indicator of a healthy and productive sport system.

Sport and its partners remains the biggest business in town. A Nation with a vibrant sport system benefits from the commercial drivers of sponsorship, tourism, infrastructure-investment, transport, media, communications, clothing and equipment and, in the case of wintersport, an entire resort industry. A Nation will also enjoy the obvious social returns of health, education, a sense of community and international relevance.

Sport must focus on these valuable and readily understood elements, and not medals, when looking to attract all-important public funding and investment in international sport success. Medals will follow.

Sport and Participation Development

This underpins our High Performance aspirations.

The elite level programs demand a steady supply of young and well-prepared athletes with the talent, dedication and commitment to go the next step. SSA is committed to growing the "base of the sport pyramid". This has a knock-on effect, all through the pathway.

Programs such as SnowRacer and SSA Futures, combined with the continued growth of Interschools Snowsports and SSA TV, connect with communities and increase the appeal and social relevance of our sport. In addition, SSA has secured special-purpose funding under the ASC's Sporting Schools initiative, designed to increase school-age participation in sport. The "Little Shredders" program exposes primary students to on-snow-like activities in their own playgrounds. It also offers a resort experience through a unique collaboration between all of Australia's resorts and the sport.

Development of our organisation as a sustainable and well-governed business.

As it should, the ASC places profound importance on governance. It recognises the direct link between good governance and successful sporting outcomes. SSA ranks extremely highly among Australia's National Sporting Bodies and is committed to ongoing improvement. Further, your Board has placed a high priority on financial stability and to this end continues to channel surplus funds into the SSA Foundation. The Foundation's provisions, sourced mostly from Interschools Licence fees, now exceed \$400,000 and provide the sport with enviable flexibility going forward. Once a critical mass of funds is reached, the Board will be finalising a clear strategy for its

application and a transparent vehicle for philanthropic contributions to our sport.

Development of our people including the provision of rewarding career paths, experience and training.

Sport bureaucracies, especially their size, can be controversial. SSA's investment in people is heavily weighted to athlete services, especially pathway management, from entry level, through development and, naturally, high-performance programs. Athletes, coaches, Clubs, State Sporting Organisations and even Resorts are all working even more closely with SSA toward a truly National approach for our sport. The future looks very bright.

Unitary Governance

With this background, SSA finds itself on the verge of one of the most significant events in its history, the full unification of our Sport.

In recent months, discussions have been between SSA, NSW and SACT have begun regarding the vision of a governance merger and the establishment of an SSA Northern Division. The Leadership Groups of the parties have reached an in principal view that this Vision the best way to achieve the Sport's Mission, "to support athletes and develop Champions".

Over the coming months, the respective bodies will be consulting with stakeholders and formulating a proposal to unify our sport. SSA looks forward to offering leadership as required and working in close harmony with NSW and SACT toward an outcome that preserves all that is good for our young athletes.

In concluding, I would like to thank the army of volunteers who support the activities of SSA. In particular, I would like to thank all the National Discipline Committees, which really are the engine-rooms of our sport. I would also like to acknowledge the contributions of the various State Associations and Committees that work seamlessly with SSA and offer a common message to our communities.

I make special mention of the Members of the SSA Board. All give up their time and talent freely and make invaluable and constructive contributions to the sport's direction. Your Directors all recognise the importance of a whole-of-sport focus, the provision of leadership and the acceptance of the associated accountability for decisions taken.

Finally, I would like to thank Michael Kennedy and all of SSA's Management who are the real drivers of the support we are able to provide to young athletes, their coaches and families. Your management team is one of the most admired, and definitely one of the most experienced, in the country. Many of their initiatives often set the benchmark for others but always contribute to the vision of your Association.

In summary, it is a good story and I trust it is easy to appreciate why we are proud of what we do.

Dean Gosper
President | Ski & Snowboard Australia

CHIEF EXECUTIVE OFFICER'S REPORT

We have every reason to be optimistic about our prospects in Korea next year.



As the 2015-16 reporting period comes to a close, we reflect on another great year for Australian snow sports and SSA in particular.

It was another year of significant growth and evolution for our sport, with a new organisational structure bedded down and an increased impact and visibility at all levels of the pathway; from the absolute entry point and grass roots right through to the very highest level of the sport.

Whilst the reporting period does not include the 2016-17 Northern Winter it is worth noting that with just under 12 months to go until the PyeongChang 2018 Olympic and Paralympic Winter Games, SSA athletes have achieved record podium results at the highest level. We have every reason to be optimistic about our prospects in Korea next year.

For a "non Championship" year, the 2015-16 International season certainly provided many outstanding athletic achievements. It was a season where the next generation of Australian Winterport stars made their move, with some establishing themselves as genuine medal caliber athletes in the build up to PyeongChang 2018. Matt Graham finished second overall on the World Cup Mogul standings including a victory at Deer Valley which many regard as the premiere event on the tour.

Aerial skier Danielle Scott also finished second on the tour rankings including several podium finishes. SBX rider Belle Brockhoff signaled her arrival at the top of her sport with a maiden victory in the final World Cup event of the year. On the para snowsport front Mitch Gourley achieved nine World Cup podiums, while para snowboard athletes Joany Badenhorst and Simon Patmore earned their first ever World Cup medals. A full summary of season highlights is found later in this report.

SSA enjoys a close working relationship with our key high performance partners, in particular the Olympic Winter Institute (OWIA). The OWIA continue to operate high performance programs on behalf of SSA

in AIS designated Tier 1 sports Aerial Skiing, Mogul Skiing, Park & Pipe and Ski Cross. We are fortunate that the Australian Olympic Committee (AOC) make a direct financial contribution to the high-performance programs via their funding support of the OWIA. SSA works closely with the OWIA both operationally and strategically to maximize the prospects for success. We are fortunate that both the NSW Institute of Sport (NSWIS) and the Victorian Institute of Sport (VIS) continue to play such important partnership roles in the delivery of our high-performance programs. I would like to take this opportunity to wish outgoing NSWIS CEO Charles Turner all the best for his future endeavors and thank him for his leadership and vision in developing the NSWIS Wintersport program. SSA and the sport is eternally grateful.

The implementation and management of the Para-wintersport programs at both an elite and development level continued throughout 2016 with athletes achieving great results as they build towards PyeongChang. SSA enjoys tremendous support from the Australian Paralympic Committee (APC) and we look forward to working closely together in the preparation of our team for PyeongChang.

The AIS, which underpins the majority of high performance funding to the OWIA/SSA programs, has acknowledged that Wintersport remains under-funded against its performance profile and targets. This is made even more difficult against the backdrop of a shrinking high performance funding pool as the AIS work to accommodate Federally imposed efficiency dividends. Indeed, it is an issue facing all sports and one which we hope the ASC will gain traction on new funding opportunities such as a National Sports Lottery.

The 2016 Southern Winter season saw excellent event series across all disciplines despite difficult conditions at times.

Highlights include the first ever SSA National Snowboard event series being held across multiple

A season
where the next
generation made
their move

resorts, working with existing event organisers to bring events together into a single tour. Over 1,000 skiers from 27 countries contested the Kangaroo Hoppet, the celebration of Australian cross-country skiing. In Alpine, a milestone was achieved with the Snowracer Live Timing being implemented for many National and local resort races, with a push to expand the service next year with more events and functionality.

Record numbers of athletes competed at the Regional, State and National Interschools Championships with nearly 19,000 entries from 7,000 participants from close to 750 schools from Victoria, NSW, ACT, SA and Queensland. 2016 saw the introduction of new events including Ski & Snowboard Slopestyle. The interschool competitions remain a critical entry point into the competition pathway for our sport.

SSA Futures Programs were held for the sixth season in a row, providing athlete development and talent identification in SBX, Moguls, SX, Park and Pipe and Para-wintersports. The Futures programs remain a fantastic opportunity to connect emerging talent with current day National Team/World Cup athletes and coaching staff. It is not possible without the support of each host resort.

One of the key focus areas for 2016 was participation, and promoting this through initiatives with targeted funding from the Australian Sports Commission (ASC). In 2016 SSA introduced the "SnowID" a new single registration number which will be assigned to each person entering the sport regardless of the entry point and will remain with them throughout their competition journey. This is critical in better understanding the journey each person takes whether it be into recreational competition opportunities or a more serious approach to the athlete pathway. There are just over 18,000 registered individuals with a unique SnowID in the system currently. Significantly, to assist in the delivery of the participation strategy, the SSA National Participation Committee (NPC) was established. The NPC provides appropriate expertise and input on the development and operation of participation initiatives. We are fortunate to have a quality mix of senior resort management, interschool operations expertise and sport representatives on the NPC chaired by Steve Cooper.

In partnership with the ASC, Little Shredders launched into primary schools across Australia in 2016 – a brand new 'off-snow' program aimed at teaching children the basics of snow sports without actually visiting the slopes. Every Little Shredders participant receives a Golden Ticket which can be redeemed for two days free lift, lesson and hire at any Australian Resort. This

is the single biggest National participation initiative ever supported by the Australian resort network, and we thank Colin Hackworth and the members of the Australian Ski Areas Association (ASAA) for their support and trust.

SSA takes its governance and operational performance very seriously. The ASC mandatory governance principles continue to demand a high

level of governance standards, financial management and sport integrity. I am pleased to report that SSA is well and truly on track in almost all areas, and remains one of the leaders in our industry on many fronts.

Finally, I would like to thank the tireless efforts of the SSA team. I am delighted and motivated by the manner at which each and every one of our staff have embraced the recent operation/organisational changes. We have welcomed several new faces and it is an exciting time to be involved in SSA. To the Discipline Committee Chairs, the volunteers and the SSA Directors, I thank you for your time and leadership as we continue to move the organisation into the future.

Michael Kennedy
CEO | Ski & Snowboard Australia

Record numbers
competed at
Interschools
Championships



Presenting School of the Year Award to
Jindabyne Central School

DISCIPLINE & PROGRAM REPORTS

ALPINE

Highlights

The 2016 Australia New Zealand Continental Cup series saw a return to form for Greta Small as she won the overall and GS titles following time away from competition to recover from a knee injury. Alec Scott had an impressive series ending the domestic season ranked in the top 120 in the world in GS.

Harry Laidlaw competed at the World Junior Championships in Sochi, Russia, the only Australian to compete and finished 40th in the SG. Australia's top ranked athlete Greta Small was returning from injury and unable to compete in her final year as a junior.

Programs

SSA operated the National Children's Program based out of Leogang, Austria, with a particularly strong U16 group. The program included opportunities for members of the National Children's Team to compete in FIS sanctioned children's events such as Topolino.

Initiatives

The National Children's Program partnership with Australian Athlete Tutoring (AAT) expanded to include a tutor on the ground in Leogang for all of term one. A nearby class room was used as a dedicated academic space with sessions held for three hours, five days per week. Balancing athletics and academics is an ongoing issue in athlete retention. We received positive feedback on this initiative and plan to continue it moving forward.

The National Skills Assessment was rolled out and delivered at all five major resorts with the aim to promote the importance of skill development and allow athletes, coaches and parents the ability to track development over time. We hoped to capture data of all athletes involved in recognized domestic Pathway programs. The initiative was well received with over 200 athletes taking part in the assessment. 2017 will see the inclusion of the National Skills Assessment in the SSA Alpine Membership fee to avoid the negativity perceived by additional charges to an already expensive sport.



Action from the National Alpine Championships in Thredbo



Anton Grimus spotting his landing

SKI CROSS

Highlights

The most consistent Australian ski cross performer during the 2015-16 season was Samantha Kennedy-Sim. Samantha made a strong start to the season, placing sixth in the opening World Cup in Montafon, Austria, with another three top eight semi-final results also recorded.

Samantha was on track for a personal best end of season world ranking before an unfortunate accident during the World Cup in Watles, Italy, forced her to miss the next three events.

Anton Grimus timed his best performance of the 2015-16 season perfectly, finishing in ninth place at the Olympic Test Event in PyeongChang, Korea. The result on the 2018 Olympic track, combined with a number of encouraging qualification results, will no doubt give Grimus confidence for the future.

Programs

The SSA Ski Cross Development Program was also based in Leogang alongside the Alpine Skiing Program with high athlete retention from the previous year. All athletes made positive progress in FIS points and Europa Cup results and had opportunities through the season to train alongside the OWIA program while they were in Austria.

Initiatives

The Development Ski Cross team trained alongside the Austrian Europa Cup Team for designated training blocks during the northern winter utilising the upper Austrian Training Base in Hinterstoder. This proved to be a successful training initiative as it created a high performance training environment lead by one of the most successful training programs.

The team also used the facilities as the AIS European Training Centre in Italy for off snow training and recovery between intense competition blocks.

CROSS COUNTRY

Highlights

This season saw five athletes compete on the World Cup Cross Country circuit with Phillip Bellingham and Jessica Yeaton achieving the best results, 49th/100 and 41st/69 respectively.

Four athletes competed at the 2016 World Junior/U23 Championship in Rasnov, Romania, with the best result 46th/78 place by Katerina Paul in the Junior Freestyle Sprint and 51st/71 by Jackson Bursill in the U23 Freestyle Sprint.

Two athletes competed at the 2016 Winter Youth Olympic Games, which saw breakthrough performances by Lilly Boland and Liam Burton in their first international season. Both achieved their goal of a top 30 result, with Boland's 23rd place in the Freestyle Sprint time trial and consequent finals experience the highlight.

Programs

Twenty-six athletes accepted places on the 2016-17 National Teams, including Phillip Bellingham and Jessica Yeaton on the World Cup Team, eight athletes on the Continental Cup and U23 Teams, and a record 16 athletes on the Junior Team.

The official 2015-16 XC International Program involved three main components, the 2015-16 World Cup circuit, the 2016 World Junior/U23 Championship, and the 2016 Winter Youth Olympic Games. Three Australian coaches, Ewan Watson, Robert Jones and Alasdair Tutt were appointed to provide support for the latter two events.

Initiatives

After an intensive selection process Valerio Leccardi from Switzerland was appointed as the new Head Coach for the Australian Cross Country Team. Due to prior work commitments Valerio was unable to be officially appointed to this role until the 2016-17 season, and an interim coaching arrangement was put in place with Rob Jones filling a Development Coach role.

The successful AUSXC U16 Development Camp initiative from 2015 continued, with the best athletes below Junior Team level brought together at the AIS in

April and at Falls Creek in September. An SSA Futures camp was also held in September.

The inaugural AUSXC Awards were held in Canberra to coincide with the Australian Rollerski Championship. The Awards recognised the achievements of athletes and efforts of volunteers throughout the year. A successful Coaching Workshop was also held, with presentations from AIS Sports Nutrition and Sport Psychology, and from Australian coaches on strength training and selection policies. Throughout the year Level 1 and Level O Coaching Courses were held at Canberra, Perisher and Falls Creek.

The XC Towards 2018 fundraising project continued solidly, with key events including the annual Cocktail Night and Sundeck Cup helping to raise \$25,000 towards National Team athlete expenses.

Building on the Discover XC grassroots web portal launched in 2015, the next phase of this project supported by the ASF *Giving 4 Grassroots* campaign commenced. *Roll With It* aims to raise awareness of cross country skiing in schools and assist teachers to develop ski programs, utilising rollerskis as a practical introduction to the sport



All smiles at the XC Australian Open in Perisher



Samantha Wells competing in Deer Valley, USA

AERIAL SKIING

Highlights

Danielle Scott was the best performed athlete in the National Aerial Team Program, finishing the season ranked second in the world, the highest ranking of any Australian female winter sports athlete competing this season. Danielle had a number of podium performances, highlighted by a silver medal under lights in Deer Valley, UT, USA.

Following a break from competition during the previous season, Olympic silver medallist David Morris made a successful return, finishing on the podium in the first two World Cup events of the season in Beijing, China.

Samantha Wells recorded the first podium of her career, taking silver on the first day of World Cup competition in Deer Valley, UT, USA, after landing a new jump, full-double full, for the first time in an event.

Programs

The OWIA Aerial program continues to be recognised as one of the world's best programs, producing a depth medal calibre athletes who have sustained careers. This team is lead by Lydia Lassila, who following a break from competition, returned to water ramp training in June with a plan to embark on her fifth Olympic Winter campaign.

The VIS Development Aerial Program continues to be a strong underpinning program for the OWIA National Team. Working with diving and gymnastics, the program has successfully transitioned athletes from their initial sport into snowsports. This program has a long history of success developing athletes, teaching them to ski, waterjump and then execute their training on snow.

Initiatives

Water ramp training is a key element of athlete progression and training. In June it was announced that a new water ramp facility at Lennox Head, NSW had been given the green light. The \$10 million dollar facility will be an integral training facility for current and future aerial skiers as well as catering for mogul skiers, freeskiers and snowboarders.

The facility is due for completion in 2018.

MOGULS

Highlights

Matthew Graham had an outstanding season, taking home three World Cup medals, including the first gold medal of his career in Deer Valley, USA. The win makes Matthew only the second Australian mogul skier to stand on the top tier of the podium at World Cup level. Adding extra significance to the victory was the fact that the Deer Valley event doubled as the designated Benchmark Event for mogul skiing this season.

Matthew finished the season ranked second in the world, as the highest ranking of any Australian winter sports athlete during the 2015-16 season. He was recognised for his achievements, crowned Athlete of the Year at the 2016 Australian Ski & Snowboard Awards in April.

Brittney Cox had another strong season, qualifying for finals at every World Cup event. At the Deer Valley World Cup, Brittney narrowly missed out on qualifying for the top six medal final, finishing in eighth place.

Programs

The OWIA Mogul program continues to achieve great results. Further to those listed above Nicole Parks successfully returned to the season from her ACL reconstruction and Brodie Summers continued to rehabilitate his back injury whilst returning to training and competing during the 2015-16 season.

The OWIA program continues to work closely with the underpinning NSWIS-SSA mogul program with training and competition opportunities growing considerably over the past 12 months. The NSWIS-SSA Mogul Program is now a truly world class Continental Cup program and benefits from a strong pathway with all levels working closely together.

Initiatives

2016 Australia/New Zealand Cup (ANC) tour continues to be a great success with all events held over one week at the end of the season allowing an uninterrupted training block through the domestic season. This format allows more internationals to contest our events, further lifting the already high standard of competition.

The number of international teams (from France, USA, Canada, Japan, China and Korea) and athletes training at Perisher increased from 100 athletes to 113. Most teams competed in the Perisher ANC event with the men's event being categorised a Super Continental Cup due to the world cup standard of the field.

SSA Futures Camp - NSW successfully completed in August 2016 at Perisher. Athletes attending the Moguls Futures camp are talent identified from the three NSW Interschool's regional mogul competitions with coaching provided by the NSWIS athletes and NSWIS head coach over three days of the Perisher Junior Series competition. All athletes also competed in the NSW Junior Series mogul competitions (Single and Dual moguls) against the best junior mogul skiers in NSW.



Matt Graham in Val St Come, Canada

PARK & PIPE

Highlights

The standout performance of the season came from Scotty James, who landed on the podium for the first time at the X-Games in Aspen, USA, taking home the bronze medal.

Kent Callister finished the Sapporo World Cup as the best performed of the Australian contingency, placing sixth with Nathan Johnstone in tenth. Holly Crawford made it three top ten performances for Australia, finishing in eighth.

Dual Olympic medallist Torah Bright only competed once in 2015-16, finishing second at the Laax Open in Switzerland. An unfortunate concussion in training at the X-Games forced Torah to sit out the remaining events of the season.

Slopestyle skier Russ Henshaw was set for a big season after narrowly missing the podium in fourth place at the US Grand Prix Event/World Cup in Mammoth Mountain, USA but suffered a season ending shoulder injury shortly after.

Our development riders also had some strong results



Kent Callister in Park City, USA

during the year including slopestyle rider, Tess Coady who placed eighth in the Mile High which is the highest level slopestyle event in Australia bringing out the best riders in the world. Jess Rich placed eighth at the Korean World Cup Test event in February in Slopestyle and NSWIS rider Emily Arthur finished second at the inaugural Youth Olympics Wings Games in the Halfpipe.

Programs

The SSA national snowboard slopestyle team went to Japan and Switzerland in September for a preseason training camp. In Japan the team attended a dryland performance camp at an airbag facility at Toyama Kings which was highly successful with all athletes progressing rapidly and learning new tricks that were then taken to snow in Switzerland.

SSA operated a snowboard slopestyle program in Perisher through the Winter Sports Club in 2016. Although there were some teething issues with the program, being the first time this program had been operated, the technical improvements by the athletes were very positive and SSA is investigating how to continue this program in the future.

Initiatives

The SSA Park and Pipe Series was launched and brought together all the Park and Pipe events in Australia under one banner with sanctioning provided by SSA and the World Snowboard Tour or the AFP (Association Of Freeski Professionals). All the events now allocated points to competitors based on field size and strength, allowing athletes to receive national and international rankings.

The series covers the Australian Junior Nationals through to the Mile High and One Hit Wonder pro events and provides the opportunity for international athletes who previously only came to Australia to train and compete in Pro Level events now compete in multiple events and build their own international ranking while also creating a stronger competition scene in Australia.

SSA conducted the first ever FIS/TTR combined judges clinic in August which saw 15 people participate and become qualified judges with both sanctioning bodies, FIS and TTR. Due to the success of this clinic, SSA will operate it again in 2017 with the scope of providing further opportunities for judges to gain higher qualifications.

SNOWBOARD CROSS

Highlights

Belle Brockhoff had a breakthrough season, finishing the year ranked third in the world, with Alex “Chumpy” Pullin closely behind in fifth.

Belle made history becoming the first Australian female to win a snowboard cross World Cup at the final event of the season in Baqueira Beret, Spain. Adding further to the significance of the win, was that teammate Chumpy Pullin also recorded a victory in the men’s event, marking the first time Australia has won both the ladies and mens events at a World Cup.

Jarryd Hughes spearheaded another historic first for Australia at the X-Games in Aspen, USA, leading a one-two finish with Chumpy closely behind in second place.

Cameron Bolton came agonisingly close to securing the first World Cup podium of his career in Montafon, Austria, placing fourth at the opening event of the season.

Matt Thomas, who joined the OWIA program as an invited athlete, finished 13th place at the Korean World Cup Test Event as well as a top four place at the strongly contested Pitztal Europa Cup which had a number of World Cup calibre riders competing.

Programs

The OWIA program was recognised at the 2016 Australian Ski & Snowboard Awards with the Outstanding Achievement Award due to the consistently high level of results achieved by all members of the team.

The direction of the NSWIS SBX Program was to utilise commercial, high performance, international program providers such as ISTC (International Snowboard Training Camps) and Reign Snowboarding to service the variety of ability levels within the NSWIS athlete cohort throughout the international season. This has been very successful over the past number of seasons and the athletes are being well serviced in a full service high performance program, including access to high level of coaching, wax technician and sport science services.

Initiatives

The NSWIS athletes were serviced completely by Ben Wordsworth and Harald Benselin throughout the domestic season training and events. This coaching initiative by the OWIA was a huge success and the NSWIS athletes benefited from high performance coaching and integration between the OWIA and NSWIS Physical Testing was implemented for all NSWIS athletes and Nam Baldwin was introduced into the NSWIS team domestically with great success

SSA Futures Camp successfully completed in August 2016 at Hotham with emerging athletes attending from all domestic SSA Pathway Programs. Coaching and mentoring was provided by the NSWIS athletes and OWIA athletes and coaches. The SBX Futures continues to be one of the most successful initiatives of the pathway in providing great collaboration between programs, knowledge sharing and professional development for coaches and tangible engagement between all levels of athletes in the pathway. Prospective NSWIS athletes are first identified from the SSA Futures program.



Belle tops the podium in Spain

PARA-WINTER SPORTS

Highlights

Para-Alpine team member Mitch Gourley recorded his best season on the International Paralympic Committee (IPC) Alpine World Cup circuit. Gourley finished the season in the overall standings finishing second in the Downhill (DH), Super G (SG) and Giant Slalom (GS) and sixth overall in the Slalom (SL).

Para-Snowboarder, Simon Patmore, won World Cup gold in Trentino in only his first season on the Para-Snowboard Circuit. Joany Badenhorst had multiple medals over the World Cup season finishing in third for Boarder Cross and 2nd in Banked Slalom in the overall World Cup Standings. Ben Tudhope achieved a bronze medal at the X-Games racing against a tough field and showed some very smart riding over the season for an athlete of his age.

Programs

The international season for the Para-Alpine High Performance team was considered successful, not only on the snow but off the snow, as the coaches worked within SSA's established program planning and operational processes including new athlete contracts

and financial reporting procedures. This was a big learning curve for athletes and coaches alike, with significantly more accountability.

The Para-Snowboard team had an equally successful season with all three members performing well and achieving medal results. Head Coach Lu Prem has created a great team atmosphere and camaraderie between team members.

The Emerging Para-Alpine Program lead by coaches Chris McKnight and Michael Milton completed two months of intense training in the USA focusing on mileage for their young team after many of them only achieving their classification in Panorama at the start of the winter season.

Initiatives

The inaugural SSA Para-snowsport Futures program was held in August 2016 at Perisher and Jindabyne. Most athletes were recommended by Disabled Winterport Australia (DWA) and coaching was provided by National Para-team athletes and head coaches with National Classification activity incorporated within the camp.

After the completion of the camp it was announced individual performance initiative grants would be awarded to two alpine and two snowboard participants. The grants are provided to further the recipients on-snow training in the form of, on snow coaching and program costs or equipment costs. Snowboarders Sean Pollard and Alex Handley and Alpine skiers Blake Colleton and Michael Foti were awarded grants as a result of their performance over the weekend.

The SSA Para Futures and Performance Initiative Grant is a joint initiative with Ski & Snowboard Australia and the Australian Paralympic Committee. The Performance Initiative Grant has been developed to support targeted, developing Para Wintersport athletes to access performance opportunities and assist with the cost of pursuing a high-performance para pathway.



Para-wintersport Athlete of the Year Mitch Gourley



 **Mt Buller**



2016 YOUTH OLYMPIC WINTER GAMES

Record four medals at Youth Olympics

The 17 Australian athletes who competed at the 2016 Youth Olympic Games have become the most successful Australian Olympic Winter Team in history.

Chef de Mission Ian Chesterman was thrilled with the success of the small Australian Youth Olympic Team at the Lillehammer Games in Norway.

"Four [snowsports athletes] of the 17 athletes are taking home medals and a total of 11 top 10 performances," Chesterman said.

"It's an outstanding result from the next generation of winter sport athletes.

"In 1994 Australia won its first winter Olympic medal. 22 years later we leave [Lillehammer] with four. While these are Youth Games medals they continue to tell the story of our development as a winter sport nation."

Emily Arthur started the medal count with silver in the snowboard halfpipe on day two. And on day three Australians won a remarkable three medals, plus claimed a fourth and a sixth place finish. Alex Dickson won silver in snowboard cross, Zali Offord silver in ski cross and Louis Muhlen bronze in ski cross.

Offord was selected by Chesterman to carry the flag in the Closing Ceremony.

"The flag bearer is a silver medalist who has represented Australia beautifully on and off the snow and has been a great leader in our Team. Zali this is your flag," Chesterman said at the Team dinner.

The skier who was named after 1998 Olympic bronze medalist Zali Steggall overcame serious adversity to get to the start line. She had a serious crash while racing at the end of January which forced her off the snow for 15 days and she had just enough to time train and prepare for racing.

"It's a just such an honour. It's such a great bunch of guys and there's 17 of us and to be named out of them is really cool," Offord said.

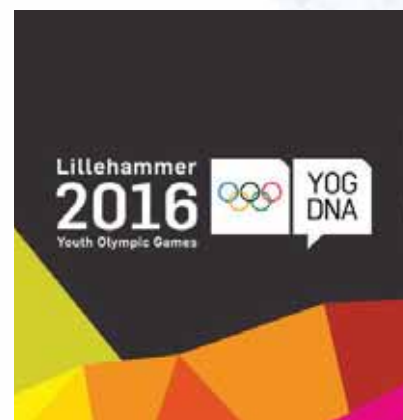
"When you see other teams and you see us Aussies

you know that we have really bonded. We've all represented the country really well and we are now all friends for life."

Lillehammer was where it all began for Australian winter sport back at the 1994 Olympic Games. Steven Bradbury, Richard Nizielski, Andrew Murtha and Kieran Hansen won bronze, with reserve John Kah also part of the team. This medal was Australia's first at an Olympic Winter Games and that streak of medals has continued at every Games since.

"A total of 12 Olympic medals and seven Youth Games medals can't be ignored. I am very proud to have led this team which has excelled on and off the field of play," said Chesterman, who was also part of the 1994 Team.

When talking to all Australian athletes the overwhelming consensus is that the athletes don't want the experience to end and they are all motivated to work harder towards senior success.



MEDALS

Australian Medals at Lillehammer 2016

- SILVER - Emily Arthur - Halfpipe (Sunday 14 Feb)
- SILVER - Alex Dickson - Snowboard Cross (Monday 15 Feb)
- SILVER - Zali Offord - Ski Cross (Monday 15 Feb)
- BRONZE - Louis Muhlen - Ski Cross (Monday 15 Feb)

TOP 10 RESULTS

- 4th - Mollie Fernandez – Snowboard Cross
- 5th - Alex Dickson, Mollie Fernandez, Zali Offord, Doug Crawford - Team Ski-Snowboard Cross
- 5th – Mahalah Mullins – Snowboard Slopestyle
- 6th – Doug Crawford – Ski Cross
- 9th - Cameron Waddell – Freestyle Skiing: Halfpipe



Silver medalist, Emily Arthur boosts out of the halfpipe

2016 AUSTRALIAN SKI & SNOWBOARD AWARDS



Graham named Athlete of the Year

The Australian Ski & Snowboard Awards brings together members of the Australian wintersport community to celebrate the achievements and performances of our athletes, coaches and programs over the preceding 12 months.

In a very tough field, Mogul Skier, Matthew Graham, was honored with the Athlete of the Year Award following his break out season where he achieved three World Cup podiums and finished the season ranked second in the world.

The complete list of award winners:

ATHLETE OF THE YEAR

- Matt Graham

Finalists

- Aerial Skiing – Danielle Scott
- Mogul Skiing – Matt Graham
- Snowboard Cross – Belle Brockhoff

Nominees

- Alpine – Dominic Demschar
- Cross Country – Phillip Bellingham
- Ski Cross – Sami Kennedy-Sim
- Ski Slopestyle – Russ Henshaw
- Halfpipe – Scotty James
- Slopestyle – Jess Rich

PARA-ATHLETE OF THE YEAR

- Mitch Gourley

Finalists

- Para-Alpine – Mitch Gourley
- Para-Snowboard – Simon Patmore.

COACHING AWARDS

- Coach of the Year – Ben Wordsworth/Harald Benselin
- Development Coach of the Year – Christoph Maier.

JUNIOR ATHLETE OF THE YEAR

- Emily Arthur

Finalists

- Snowboard Cross – Alex Dickson*
- Halfpipe – Emily Arthur*
- Slopestyle – Mahalah Mullins*
- Ski Cross – Zali Offord*

Nominees

- Alpine – Alec Scott
- Cross Country – Katerina Paul
- Mogul Skiing – Jakara Anthony
- Parallel Snowboard – Christian De Oliveira

RISING STAR AWARD

- Madison Hoffman.

OUTSTANDING ACHIEVEMENT

- OWIA Snowboard Cross Team.

SCHOOL AWARDS

- School of the Year – Jindabyne Central School
- Small School Outstanding Achievement of the Year – Wenona.



Matt Graham celebrating his Athlete of the Year Award



LYDIA
LASSILA

SCOTT
JAMES

ANNA
SEGAL

NALI
EGGAL

DAVID
MORRIS

PARTICIPATION & SPORT DEVELOPMENT



LITTLE SHREDDERS

SSA was one of the 32 National Sporting Organisations (NSOs) selected for the opportunity to develop a Sporting Schools program in conjunction with the Australian Sports Commission (ASC).

Sporting Schools is a nation-wide product aimed at increasing the amount and frequency of physical activity by students and introducing students to a wide range of sports. The involvement of NSOs in the process of developing the programs ensures that program content is true to the sport and that students are being taught the correct fundamental skills and rules.

Little Shredders poses an exciting opportunity for SSA to grow participation in snow sports through Sporting Schools and the 860,000 school children who are able to access the Sporting Schools program.

SSA developed the curriculum for the Little Shredders program which is based around the Burton Riglet product enabling students to develop fundamental snow sports skills such as stance, balance, rotation and pressure control without the need to be on snow.

Rollout of the Little Shredders program included the introduction of a purpose built website providing schools and participants with all the information they need to conduct the program at their school or arrange for Little Shredders to be operated at their school. The website is also the portal for the Golden Ticket which provides all children who complete the program with a free 2 day lift pass, lessons and equipment hire at an Australian resort of their choice.

The Golden Ticket has the support of all Australian resorts and provides a unique opportunity to introduce snowsports to new participants that may have not considered skiing and snowboarding as an option previously.



The Little Shredders program in action



Racing the clock with Snowracer Live Timing

SNOWRACER

Snowracer is SSA's participation registration program which aims to register every competitor and recreational participant in snowsports competitions at all levels in order to emphasise and promote the benefits and relevance of snow sports competitions in Australia.

Following overwhelming feedback from Snowracer participants requesting better information on, and access to events and results online, the Snowracer program has implemented some new initiatives over the past year to ensure participants have easy access to results, events and program information. This includes the introduction of the SnowID which is the new unique member number across all Ski & Snowboard Australia products to ensure participants can access Snowracer and other SSA initiatives, simply and easily using one access profile. This includes Interschools registration, SSA Membership (new, renewals and upgrades) and events including races and futures programs.

Snowracer has also rolled out a live timing system which provides snowsport fans live results and times from events via their computer or mobile device. This live timing system will also compile a database of all results and provide immediate access to a racers competition history as well as overall event results. The Live Timing system was used at Interschools, SSA and FIS sanctioned Alpine events with the vision to expand to more disciplines and at all resorts in the future.



2016 SUBARU INTERSCHOOLS SNOWSPORTS CHAMPIONSHIPS

Interschool Snowsports Championship is about encouraging school aged children to participate with their school teammates in an accessible, safe, well run event that is as affordable as possible.

Further to the school team objectives, the event provides the platform for students to gain confidence competing in their preferred disciplines as well as nurturing a lifelong passion for Snowsports. The 2016 Interschools competitions was made up of:

- Subaru Victorian Interschools Snowsports Championships
- Subaru QLD Championships
- Travelplan Ski Northern NSW Championships
- Travelplan Ski Sydney Championships
- Subaru ACT-Southern NSW Championships
- Westpac NSW & ACT Cross County Championships
- Subaru NSW State Championships
- Subaru Australian Championships.

Numbers and interest in the Interschools competitions continue to grow across all events with 7140 participants and 712 schools entering. With ongoing development of the registration software including the implementation of the Ski & Snowboard Australia SnowID for all competitors, the roll out of Live Timing and introduction of new events and participant categories, the Interschools will continue to grow and provide opportunities for new schools and competitors to participate.



Cross Country at the 2016 Subaru Victorian Interschools

PARTICIPATION FIGURES

VIC
2711 STUDENTS
176 SCHOOLS
5903 ENTRIES

NSW
4430 STUDENTS
536 SCHOOLS
9515 ENTRIES

NATIONALS
1534 STUDENTS
247 SCHOOLS
3121 ENTRIES



SSA FUTURES

SSA Futures engages our elite, national team athletes and programs across multiple disciplines to deliver a unique program in which participants receive technical coaching, mentoring and pathway direction from athletes that have successfully progressed through the pathway. SSA Futures has a vision to develop the opportunities and resources for athletes involved in the SSA athlete pathway and aims to:

- Bridge the gap between Interschools snow sports participation and involvement in seasonal SSA Pathway Programs
- Introduce developing athletes to high performance training environments and showcase 'what it takes' to become an elite athlete
- Increase knowledge of the athlete pathway and the various opportunities, resources and programs available to Australian Snowsports athletes
- Establish a consistent and unified approach to SSA's Long Term Athlete Development mode
- Engage National Team athletes and programs in sport pathway initiatives
- Encourage involvement in SSA domestic ski/snowboard events.

Since SSA Futures began in 2011, more than 45 programs have been conducted, attracting over 950 participants. During 2016, SSA Futures held on and off snow programs for athletes participating in:

- Park & Pipe Snowboard
- Park & Pipe Freeski
- Snowboard Cross
- Ski Cross
- Cross Country
- And for the first time, a Para-wintersport program was held.



Russ Henshaw coaches a young up and coming athlete at the Park & Pipe Futures



Sit-Skier, Michael Foti, at the first SSA Futures Para Program





**SKI &
SNOWBOARD
AUSTRALIA**

Pathway
Program

SSA PATHWAY PROGRAMS

The SSA Athlete Pathway relies on a variety of different sport program providers to operate programs at the elite, underpinning, development and grass-root level. These include a mix of institute providers, resorts, clubs, schools and commercial operators. SSA Pathway Program Recognition seeks to formally recognise and provide support to SSA Pathway Programs to deliver effective and resourced underpinning and development programs. In 2015, SSA was focused on enhancing the following:

- Knowledge sharing lead from high performance program operators (OWIA), managers and coaches
- Effectively utilise ASC club and coach development resources
- Retention and development of pathway program coaches through creating additional program activity between seasons and supporting professional development
- Establishing partnerships with facilities and athlete service providers
- Providing clarity and endorsement of grass-roots, multi-discipline, commercial programs that operate internationally.

ACCREDITED PATHWAY PROGRAMS

Alpine Skiing

- Perisher Winter Sports Club
- Thredbo Ski Racing Club
- Falls Creek Race Club
- Team Hotham
- Mt Buller Race Club

Freestyle Skiing

- Perisher Winter Sports Club
- Team Buller Riders
- Hotham Free Ski
- Mogul Skiing Academy

Cross Country Skiing

- Victorian Junior Squad
- NSW Jnr Squad
- ACT Jnr Squad
- Fast & Female Australia

Snowboard

- Perisher Winter Sports Club
- Transition Snowboard Camp
- Mt Buller Race Club
- Hotham Snowboarders



Pathway Program TBR training at the
SSA Water Ramp facility

VICTORIAN SNOWSPORTS DEVELOPMENT GRANT (VSDG)

In December 2015, SSA was formally recognised by the Victorian State Government as the designated Sporting Organisation to oversee snowsports in Victoria.

As the recognised Victorian Snowsports Organisation, SSA has been allocated a base grant of \$20k per year over the next three years and with the our existing administrative capacity, the majority of the allocated

grant will be made available to Victorian based disciplines, pathway and club development initiatives.

This grant has been established by SSA to provide the opportunity for Victorian Discipline Committees and recognised Victorian SSA Pathway Programs to apply for funding to deliver programs and projects that promote and develop snowsports in Victoria.

The 2016 allocations are outlined below.

2016 VSDG Allocations

Applicant	Project Title/s & Description	Amount Approved
Ski Cross Country Victoria	Roll with It participation program <ul style="list-style-type: none"> Development of audio visual resource materials to help promote program to primary schools Aims to increase awareness, increase participation in primary schools 	\$1,500
Ski Cross Country Victoria	Vic Junior Cross Country Ski Team support <ul style="list-style-type: none"> Provide support to Victorian Junior Team (34 athletes) and Development Squad (16 athletes) Components include: <ul style="list-style-type: none"> Interschools engagement Resources for Fast and Female program Development of junior squad coaching capacity Purchase of equipment and development of programs relating to strength and conditioning Website development Waxing capacity Uniforms 	\$2,000
Ski Cross Country Victoria	North East Primary Schools Carnival Day Out <ul style="list-style-type: none"> Provision of logistical and operational support to the 20 participating primary schools 	\$1,500
Mount Hotham Free Ski	Purchase of Portable trampoline and crash mats <ul style="list-style-type: none"> To be used for both summer and winter programs Equipment will be made available for all snowsport associations based at Mount Hotham 	\$5,000
Hotham Snowboarders	Purchase of assorted equipment to aid in development of athletes <ul style="list-style-type: none"> Stubbie gates Timing equipment and systems Drills and bits Video analysis hardware and software Two way radios for coaches 	\$4,000
Team Buller Riders	Purchase of dual mogul start gates	\$2,500
Victorian Alpine Committee	SSA Skill Assessment/Regional Coach <ul style="list-style-type: none"> Notional allocation to overall Skill Assessment/ Regional Coach budget. Matches similar contribution from NSW. 	\$3,500
		\$20,000





SKI & SNOWBOARD AUSTRALIA LIMITED

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31
OCTOBER 2016

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Directors' Report

Your Directors present their report on Ski and Snowboard Australia Limited for the financial year ended 31 October 2016.

Directors

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

Dean Gosper

Nicholas Kennedy

Kim Clifford

Suzie Warwick

Hugh Whan

Manuela Berchtold

Richie Biggins (Resigned as Director 8th November 2016)

Steve Cooper

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

Principal activities

The principal activities of the company during the year were the administration of the sports of skiing and snowboarding in Australia. No significant changes in the nature of these activities occurred during the financial year.

The entity's short-term objectives are to:

- Ensure Australia remains a successful nation at World Cup, World Championships and Olympic Games.
- Increase participation and community interest 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.

The entity's long-term objectives are to:

- Support snowsports athletes and develop champions

To achieve these objectives, the entity has adopted the following strategic priorities:

- High Performance
- Sport Development & Participation
- People Development
- Business Development

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.

Directors' Report

Information on Directors

Dean Gosper

Qualifications

Degree in Law and Bachelor of Economics.

Experience

Director of SSA since 1997.

President of SSA since 2004.

Member of International Ski Federation Council.

Nicholas Kennedy

Qualifications

Graduate Management Program UNSW.

Experience

Director of SSA since 2009.

Skills based board member Tourism Snowy Mountains since 2009.

Board of Marketing Snow Australia since 2011.

Kim Clifford

Qualifications

Associated Degree in Applied Science, JP NSW.

Experience

Director of SSA since 2010.

40 Years of experience in the Australian Tourism.

Ski Resort business.

1976 Olympian - Alpine Skiing.

Suzie Warwick

Qualifications

BA Communications, Member of Women In Sport.

Experience

Director of SSA since 2009.

Director, Wow Factor Productions – 10 years.

CEO OvCa (Ovarian Cancer Australia) 2 years.

Media/Marketing Sport, SOCOG (Sydney Organising Committee Olympic Games) – 2 years.

Account Director, Sports Marketing & Management/Javelin Communications – 5 years.

Hugh Whan

Qualifications

Fellow of Recruitment Consulting Services Association.

Experience

Director of SSA since 1997.

Chairman 1997-2003.

Chair Audit Committee and Finance Committee of SSA.

SSA Remuneration Committee.

Manuela Berchtold

Qualifications

Advanced Diploma in Medial Massage.Cert 3 + 4 Fitness Instructor.

Experience

Director of SSA since 2009.

Olympian 2002 and 2006 - Moguls.

Director and Founder of Future Olympian Scholarship Program since 2002.

Owner and Founder of High Country Fitness.

Campus Director for Aust Institute of Personal Trainers.

SSA Athlete Commission representative.

Directors' Report

Richie Biggins

Qualifications

Experience

Advertising and Marketing.

Director of SSA Since 2010.

1988 Olympian - Alpine Skiing.

More than 20 years in the Media and Advertising industry working in Radio, Digital and Mobile.

Expertise in Commercial Sales and Sponsorship, change management, sales management and product management.

Steve Cooper

Qualifications

Experience

Diploma Visual Arts Education.

Director of SSA since 2010.

Board Member of NSW Snowsports since 2005.

Chair of NSW Interschool's Snowsports since 2003.

Chair of NSW Freestyle Snowsports since 2005.

Chair of SSA National Participation Committee.

Currently employed as the Deputy Principal of Jindabyne Central School - NSW.

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
Nicholas Kennedy	6	6
Kim Clifford	6	5
Suzie Warwick	6	5
Hugh Whan	6	6
Manuela Berchtold	6	6
Richie Biggins	6	6
Steve Cooper	6	5

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 2016, the total amount that members of the company are liable to contribute if the company is wound up is \$403 (2015: \$367).

Ski & Snowboard Australia Limited
ACN 063 859 423

Directors' Report

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:

A handwritten signature in black ink, appearing to read 'Dean Gosper', with a long horizontal stroke extending to the right.

Dean Gosper
Chair

Dated this 31st day of January 2017

**AUDITOR'S INDEPENDENCE DECLARATION
UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE BOARD OF DIRECTORS OF SKI AND SNOWBOARD AUSTRALIA
LIMITED**

In relation to our audit of the financial report of Ski and Snowboard Australia Limited, I declare that, to the best of my knowledge and belief, during the financial year ended 31 October 2016 there have been no contraventions of:

- (i) the auditor's independence requirements as set out in the Corporations Act 2001 in relation to the audit; and
- (ii) any applicable code of professional conduct in relation to the audit.

CFMC Assurance Pty Ltd

CFMC Assurance Pty Ltd



Gregory Hudswell
Director

31 January 2017
Melbourne

Statement of Profit or Loss and Other Comprehensive Income

for the year ended 31 October 2016

	Note	2016 \$	2015 \$
Revenue	2	3,757,216	2,613,667
SSA - Program Operation and Grants		(1,513,822)	(935,635)
NSWIS/VIS - Program Operation		(210,000)	(205,000)
OWI - Program Operation		(241,000)	(241,000)
SSA - Other Discipline Expenses		(170,879)	(126,296)
Employee benefits expenses	3	(1,237,432)	(911,613)
Depreciation and amortisation expenses	3	(12,451)	(8,156)
Other expenses		(209,846)	(129,362)
Profit before income tax		161,787	56,606
Income tax expense	1	-	-
Profit for the year		161,787	56,606
Other comprehensive income for the year, net of income tax		-	-
Total comprehensive income for the year		161,787	56,606

The accompanying notes form part of these financial statements.

Statement of Financial Position

as at 31 October 2016

	Note	2016	2015
		\$	\$
Current assets			
Cash	5	1,724,703	1,609,429
Trade and other receivables	6	79,038	181,819
Other current assets	8	138,885	74,999
Total current assets		1,942,627	1,866,248
Non-current assets			
Property, plant and equipment	9	10,450	83,290
Total non-current assets		10,450	83,290
Total assets		1,953,077	1,949,538
Current liabilities			
Trade and other payables	10	879,146	1,142,128
Other liabilities	11	410,000	310,000
Provisions	12	40,323	29,911
Total current liabilities		1,329,469	1,482,038
Non-current liabilities			
Provisions	12	16,041	21,720
Total non-current liabilities		16,041	21,720
Total liabilities		1,345,510	1,503,758
Net assets		607,567	445,780
Equity			
Retained earnings		607,567	445,780
Total equity		607,567	445,780

The accompanying notes form part of these financial statements.

Statement of Changes in Equity

for the year ended 31 October 2016

	Retained Earnings \$	Total \$
Balance at 1 November 2014	389,174	389,174
Total comprehensive income for the year	56,606	56,606
Balance at 31 October 2015	<u>445,780</u>	<u>445,780</u>
Balance at 1 November 2015	445,780	445,780
Total comprehensive income for the year	161,787	161,787
Balance at 31 October 2016	<u>607,567</u>	<u>607,567</u>

The accompanying notes form part of these financial statements.

Statement of Cash Flows

for the year ended 31 October 2016

	Note	2016	2015
		\$	\$
Cash flows from operating activities			
Receipts from operations		3,816,175	2,557,657
Payments to suppliers and employees		(3,790,747)	(1,799,448)
Interest received	2	19,755	15,410
Finance costs	3	(20,298)	(5,676)
Net cash provided by operating activities		24,885	767,943
Cash flows from investing activities			
Purchase of property, plant and equipment		(9,611)	(4,814)
Net cash used in investing activities		(9,611)	(4,814)
Net change in cash and cash equivalents held		15,274	763,128
Cash at beginning of financial year		1,609,429	846,301
Cash at end of financial year	5	1,624,703	1,609,429

Notes to the financial statements

for the year ended 31 October 2016

1 Statement of significant accounting policies

Basis of preparation

Ski and Snowboard Australia Limited is a company limited by guarantee, incorporated in Australia.

Ski and Snowboard Australia Limited applies Australian Accounting Standards - Reduced Disclosure Requirements as set out in AASB 1053: Application of Tiers of Australian Accounting Standards and AASB 2010-2: Amendments to Australian Accounting Standards arising from Reduced Disclosure Requirements.

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements of the Australian Accounting Standards Board and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under the Australian Accounting Standards.

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.

Interest

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

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.

Notes to the financial statements

for the year ended 31 October 2016

1 Statement of significant accounting policies

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 reducing balance method on all plant and equipment & motor vehicle, and the straight line method on buildings, 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.

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.

Notes to the financial statements

for the year ended 31 October 2016

1 Statement of significant accounting policies

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.

Notes to the financial statements

for the year ended 31 October 2016

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.

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.

Notes to the financial statements

for the year ended 31 October 2016

	2016 \$	2015 \$
2 Revenue		
Government Grants	2,113,893	1,194,990
Programme Fees	716,556	663,889
Other Grants	510,554	262,914
Corporate Sponsorship	43,350	53,018
Subscriptions and Affiliation Fees	45,126	62,109
Interest received	19,755	15,410
Other Income	307,982	361,339
Total revenue	3,757,216	2,613,667
3 Expenses		
Employee benefits expense includes:		
Admin Salary related costs	435,387	488,535
Sport Program Salary related costs	722,477	387,000
Contributions to employee superannuation funds	79,568	36,078
	1,237,432	911,613
Depreciation and amortisation expense		
Office furniture and equipment	11,065	6,368
Motor Vehicles	1,386	1,788
Total depreciation and amortisation expense	12,451	8,156
Other expenses include:		
Finance costs paid	20,298	5,676
4 Key management personnel compensation		
Total remuneration paid to key management and program coordination personnel of the Company.	450,231	388,469
5 Cash		
Cash at bank	1,724,703	1,609,429
Bank Overdraft Facility		
At balance date and prior year, the company had an unused overdraft facility amounting to \$25,000.		
6 Trade and other receivables		
Current		
Trade receivables	83,923	194,133
Provision for doubtful debts	(21,835)	(21,100)
Accrued revenue	-	6,020
GST Receivable	16,951	2,767
	79,038	181,819
8 Other assets		
Current		
Prepayments	138,885	74,999

Notes to the financial statements

for the year ended 31 October 2016

	2016 \$	2015 \$
9 Property, plant and equipment		
Land - at cost	-	70,000
Office furniture and equipment		
At cost	46,538	36,354
Less: accumulated depreciation	(40,861)	(29,222)
	5,677	7,131
Motor Vehicles		
At cost	31,364	31,364
Less: accumulated depreciation	(26,591)	(25,205)
	4,773	6,159
Total property, plant and equipment	10,450	83,290

(a) Movements in carrying amounts

Movements in the carrying amounts for each class of property, plant and equipment between the beginning and end of the current financial year:

	Land & Buildings \$	Office furniture & equipment \$	Motor Vehicles \$	Total \$
Balance at the beginning of the year	70,000	7,131	6,159	83,290
Additions/Disposals	(70,000)	9,611	-	(60,389)
Depreciation expense	-	(11,065)	(1,386)	(12,451)
Balance at the end of the year	-	5,677	4,773	10,450
			2016 \$	2015 \$

10 Trade and other payables

Current

Deferred income	615,328	653,579
Trade creditors	61,721	124,097
Other payables and accrued expenses	202,097	364,452
	879,146	1,142,128

11 Other Liabilities

Ski and Snowboard Foundation (a)	410,000	310,000
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- (a) Contribution obligations in respect of the establishment of a charitable foundation (Ski and Snowboard Foundation) with the objective of obtaining sponsorship, funding, and providing support to maintain ski and snowboard activities to current and future Ski and Snowboard Australia athletes.

Notes to the financial statements

for the year ended 31 October 2016

	2016 \$	2015 \$
12 Provisions		
Current		
Annual leave	21,310	19,905
Long-service leave	19,013	10,006
	<u>40,323</u>	<u>29,911</u>
Non-current		
Long-service leave	16,041	21,720
	<u>16,041</u>	<u>21,720</u>

13 Contingent assets and liabilities

The Company has no contingent assets or liabilities as at year end.

14 Events after the reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations, or the state of affairs of the Company in future financial years (2015: Nil).

15 Related party transactions

There were no transactions with directors or director related parties during the year ended 31 October 2016 (2015: Nil).

16 Financial risk management

The Company's financial instruments consist mainly of deposits with banks, local money market instruments, 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:

		2016 \$	2015 \$
	Note		
Financial Assets			
Cash	5	1,724,703	1,609,429
Trade and other receivables	6	79,038	181,819
less GST receivable		(16,951)	(2,767)
Total Financial Assets		<u>1,786,791</u>	<u>1,788,482</u>
Financial Liabilities			
Trade creditors	10	61,721	124,097
Other payables and accrued expenses	10	202,097	364,452
Total Financial Liabilities		<u>263,818</u>	<u>488,549</u>

Directors' Declaration

The directors of the entity declare that:

- 1** The financial statements and notes, as set out on pages 8 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 2016 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.



Dean Gosper
Director

Dated this 6th day of February 2017



Auditors' Report

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF SKI AND SNOWBOARD AUSTRALIA LIMITED

Report on the Financial Report

We have audited the accompanying financial report of Ski and Snowboard Australia Limited, which comprises the statement of financial position as at 31 October 2016, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the 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.

Directors' Responsibility 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 in accordance with Australian Accounting Standards — Reduced Disclosure Requirements and the Corporations Act 2001 and for such internal control as the directors determine is necessary to enable the preparation of the financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

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

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Independence

In conducting our audit, we have complied with the independence requirements of the Corporations Act 2001. We confirm that the independence declaration required by the Corporations Act 2001, provided to the directors of Ski and Snowboard Australia Limited, would be in the same terms if provided to the directors as at the date of this auditor's report.

Auditor's Opinion

In our opinion the financial report of Ski and Snowboard Australia Limited is in accordance with the *Corporations Act 2001*, including:

- a) giving a true and fair view of the company's financial position as at 31 October 2016 and of its performance for the year ended on that date; and
- b) complying with Australian Accounting Standards — Reduced Disclosure Requirements (including Australian Accounting Interpretations) and the Corporations Regulations 2001.

CFMC Assurance Pty Ltd

CFMC Assurance Pty Ltd

Gregory A

Hudswell

Director

Dated this 6th day of February 2017

SSA BOARD, STAFF AND COMMITTEES

SSA BOARD

Dean Gosper	Chairman
Manuela Berchtold	
Richie Biggins	Retired
Kim Clifford	
Steve Cooper	
Nick Kennedy	
Susie Warwick	
Hugh Whan	

STAFF

Michael Kneddy	CEO
Steve Brown	Accounts
Ramone Cooper	National Pathways and Program Manager
Nick Frayne	Participation and Sport Development Manager
Annie McCormack	Sport Program Operations
Ryan Taylor	Administration Manager

COACHING AND PROGRAM STAFF

Brad Wall	Alpine Program Director
Shawn Fleming	Ski Cross Head Coach
Christian Geiger	Para-Alpine Head Coach
Rich Hegarty	Park & Pipe Coordinator
Chris McKnight	Para-Alpine Development Coach
Finn Marsland	XC High Performance Manager
Lu Prem	Para-Snowboard Head Coach

NATIONAL ALPINE COMMITTEE

Lachlan Clark
Katya Crema
Al Guss
Matt Lyons
James Neill
Thomas Restatter
Scott Sanderson
Brad Wall
Manfred Wolscher
Cliff Mason (Honorary)
Greg McCormack (Honorary)

NATIONAL XC COMMITTEE

Ben Derrick
Stella Ajani
Michelle Armstrong
Peter Cunningham
Chris Darlington
Anthony Evans
Ronice Goebel
Finn Marsland
Nick Montgomery
Allison Stoddart
Andrew Walker
Peter Ward

NATIONAL FREESTYLE COMMITTEE

David Speirs
Daniel Bosco
Al Clay
Greame Cox
Hamish Cox
Steve Desovich
Nick Franklin-Jones
Walt Hiltner
Zoe Jaboor
Watkin McLennan
Peter McNeil
Andrew Pattison
Peter Topalovic

NATIONAL SNOWBOARD COMMITTEE

Duncan Fischer
Adam Begg
Dylan Campbell
Chad Collier
Adam Federico
David Harper
Richard Hegarty
Josh Lyle
Ben Wordsworth

NATIONAL PARTICIPATION COMMITTEE

Steve Cooper
Donna Baker
Peter Brulisauer
Rebecca Clark
John Day
Adam Hosie
Belinda Trembath
Damian von Demleux
Nick Whitby

VALE



CARL MELVEY - LIFE MEMBER

Carl was a pillar of the Cross Country community as both an administrator and a benefactor. At the same time, his passion for Cross Country was matched by a genuine interest in and enthusiasm for all the athletes and activities within snow sports.

Carl was President of City Tatts Ski Club since 1980, a life member of Ski & Snowboard Australia and NSW Snowsports, of which he sat on many varying Committees over the years.

Carl's impact, however, was not just felt within the snowsports community, he was also well regarded in the Hobbies community, where he had managed a business since the early 70's and received a number of industry awards and also a life member of the North Bondi Surf Life Saving Club.



BERT GARDNER - LIFE MEMBER

Bert is a Life Governor of the Police Citizens Youth Clubs and a Life Councillor for Scouts Australia NSW Branch. Bert's long association with the Scouting movement saw him awarded the Silver Kangaroo, the highest award the Scouts have in 1981.

Bert's contribution to sporting and community groups was officially recognised in 1979 when he was awarded an MBE (Member of the Order of the British Empire) and again in 1986 when he was awarded an AM (Member of the Order of Australia).

In 2008 Bert became Bond University's oldest ever graduate when he graduated with a Masters Degree in International Relations.

Bert was involved in many organisations including:

- Kosciuszko National Park Advisory Board
- Police Citizens Youth Clubs - Life Governor
- Scouts Australia NSW Branch - Life Councillor
- St George Football Association - Life Member
- Australian Ski Federation - Life Member
- NSW Ski Association - Life Member
- Perisher Ski Patrol - Life Member.



BOB ARNOTT

Bob Arnott was a significant figure in Australian skiing both as an athlete and an official. He competed in the 1952 Oslo Olympic Winter Games and was the Australian slalom champion in 1953.

After his skiing career, he represented Australia as a member of the FIS Sub-Committee for Classifications of Alpine Competitors for 27 years and was instrumental in the adoption of the rules for the calculation of the FIS point penalty by taking the best five FIS point participants in the race, which has remained part of the system ever since. On a national level, he was President of New South Wales Ski Council and a Council Member of the Australian Ski Federation (ASF).

Bob was a member of the Ski Club of Australia and authored the book celebrating the clubs 75th anniversary, 'Seventy-five seasons: the Ski Club of Australia'.



**SKI &
SNOWBOARD
AUSTRALIA**

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