



ANNUAL REPORT

| 2019 – 2020



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OUR 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 Fédération Internationale de Ski (FIS), the Australian Olympic Committee (AOC), Paralympics Australia (PA) and recognised by Sport Australia (SA). Snow Australia manages athlete pathways, conducts events and programs in Alpine Skiing, Cross Country Skiing, Freestyle Skiing, Snowboarding, Para-alpine, Para-snowboard and specialty sub discipline activities within each.

STRATEGIC PRIORITIES

Communication

Improve awareness and understanding of the vision, opportunities and achievements of our organisation.

Capability

Increase the skill level and wellbeing of athletes, coaches and programs within the performance pathway.

Community

Increase participation in competitive snowsports.

Capacity

Increase human and commercial 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



CHAIRMAN'S REPORT

DEAN GOSPER

President Snow Australia

The year 2020. How does one find the words to capture the social and economic devastation of the Covid-19 pandemic? Even sport, which we take for granted for our well-being and our entertainment, did not escape. While Australia fared better than most, locally, snowsports and many of its industry partners lost an entire season.

While not overstating our position, I am hopeful that the continued performance and profile of our athletes, together with Snow Australia's commitment to growing participation, will help with the rebooting of the industry this winter. Partnering with the industry will be taken to a new level this year.

Snow Australia's structural changes, operational plans and athlete success combined to put us in a solid position to navigate Covid-19 and the compromised world it created.

Unification underpinned our response. In a period of uncertainty, the unification of our sport enhanced our financial strength, consolidated our decision-making and broadened communication channels to carry clear and unified messages to our community.

In the absence of a season on snow, we swung to a season online. This included community forums, awards ceremonies, club performance planning and coach education, with the launch of the Snow Australia Academy.

We also launched the Snow Australia Medal - a program to recognise those athletes that have shaped our history. This commenced with a digital roll-out of the engaging stories of the first 62 Olympians and Paralympians. The balance of recipients will be announced in the months and then the years to come.

Our Financial Position

This year's annual accounts reveal that Snow Australia has established a \$1.5 million Future Fund Reserve. This is a massive achievement



built up, over time, in order to future-proof our sport.

This is not a fresh source of funds. Rather, and symbolically, it combines the Snow Australia Foundation provision with the reserves from our very successful merger with NSW Snowsports and Snowsports ACT. It also includes a top-up from this year's strong result - a truly collaborative initiative.

The Future Fund Reserve will support the needs of our sport, both infrastructure and program-related. Initiatives will include a continued commitment to establish a discrete Foundation, investment in infrastructure and to attract matched-funding and targeted grants from governments.

Our Athletes

Snowsports at the World Cup and World Championships levels maintained an almost unique momentum through the Northern Winter. The season was especially challenging for Australian athletes, dealing not only with the usual tyranny of distance but also the obvious health and welfare risks.

European and North American attitudes to COVID-19 differ from ours and required considerable discipline and adaptation from our teams. I would like to acknowledge the quality and care of the OWIA and everyone involved. At the same time, the commitment to a Northern Season provided important continuity for athletes (including our own), broadcast partners and fans. It also minimised the financial impact on our International Federation, FIS, and its ability to maintain significant financial support for its national members.

Our Annual Report provides extensive coverage of athlete highlights during the shortened 2019/20 season. However, I would like to give special mention to Scotty James, Laura Peel and Ben Tudhope, who were all Crystal Globe winners in their disciplines.

Belle Brockhoff – Finished the season ranked 2nd overall on the FIS World Cup standings.

Laura Peel – Holding the Globe as the FIS World Cup Champion in Womens Aerials

Tess Coady – On the podium after her win at the Seiseralm World Cup



Special mentions also go to Josie Baff, our first ever gold medallist at the Youth Olympic Winter Games, and Belle Brockhoff, who returned to competition after missing two seasons through injury.

In the just completed 2020/21 season our athletes had to cope with the relocation and diversified hosting of the FIS Freestyle and Snowboard World Championships, originally scheduled in China and subsequently hosted in Sweden, Slovenia, Kazakhstan and USA.

In view of the outstanding results achieved across the board, Australian athletes took this disruption in their stride. Highlights included World Championship gold to Belle Brockhoff and Jarryd Hughes in the Snowboard Cross Mixed Team event, and to Laura Peel in Aerials, her second World Championships crown. Tess Coady also stood on the podium for the first time in her career at World Championships, while Scotty James added yet another medal to his ever growing collection.

Australian athletes also won a bag of World Cup medals, including Ben Tudhope (one gold and one silver) and Sami Kennedy-Sim (bronze). Danielle Scott made a memorable comeback after almost two years out of the sport, claiming gold in her return to the Aerials World Cup. Crystal Globes were awarded to Laura Peel and Matt Graham for their consistently outstanding performances during the season.

Snow Australia was able to cut through considerable rights ownership red tape and secure live broadcast feeds of World Cup and World Championships events through Snow Australia Live. We will continue to work with the rights owners to offer a more predictable and reliable service to our Australian audiences.

Our Future

The outlook ahead is focused on the Olympic and Paralympic Games and we wish our summer colleagues a safe and successful Games in Tokyo.

Snow Australia is well underway with the planning for the Beijing 2022 Olympic and Paralympic Winter Games.

The prospect of another home Games, in 2032, is also in the air. This will ignite community engagement and, hopefully, government appreciation of the enormous value produced by success in international sport. Snow Australia will be working to ensure that the inevitable financial splash also lands on our deserving athletes.

It is appropriate to recognise the contribution from the NSW Government and its Office of Sport with whom we are collaborating to establish a National Snowsports Training Centre at Sport and Recreation Centre in Jindabyne.

The Annual Report provides considerable detail on the project. The breadth of facilities, so close to the snow, will be transformational for our sport, not just for our high performance, but also for our development programs, plus it will encourage strong community integration.

Together with the Icehouse, the Mt Buller Winter Olympic Training Centre and the recently opened Geoff Henke Winter Olympic Training Centre in Brisbane, our sport is beginning to boast some of the world's best infrastructure to support our athletes.

Our People

It is essential to acknowledge the invaluable contributions of our athletes, coaches, support staff and families, in particular for their thoughtful responses to the unpredictability of the past year.

I also acknowledge the support of the sport's funding partners, Sport Australia, the Australian Institute of Sport and the Australian Olympic Committee.

I would also like to thank my fellow Board members and our Committees, all of whom provide their time and talent freely. There is an incredibly positive energy across the group, and all are a pleasure to conspire with.

A special thank you must go to Manuela Berchtold, as she steps down from the Snow Australia Board and her Athletes' Representative role after 11 years. She will be missed, but we

know she will not be far and will continue to motivate and support our young athletes.

Also, a special acknowledgement of Ryan Taylor, who celebrated 20 years with Snow Australia. Ryan's technical knowledge of our sport is matched only by the patience and calm with which he looks after our members and friends.

All these groups and individuals combine as the sport experts to make Snow Australia an envied National Sporting Association.

Finally, I would like to acknowledge the tragic loss of one of our most outstanding and widely admired athletes. Alex "Chumpy" Pullin was world class and will leave a massive footprint, in so many ways. The sport is planning a number of initiatives to ensure his legacy is suitably recognised and remembered.

As our world returns to normal, Snow Australia looks forward with optimism and welcomes the renewed opportunity to apply its sport expertise to support athletes and develop champions.

CEO REPORT

MICHAEL KENNEDY

Chief Executive Officer

The past 12 months has been an unprecedented time for all of us. The challenges of COVID-19 across the world has been significant albeit the impact varying at every level for each community, family and individual.

Given sports' social and, at times, intimate settings, Snow Australia felt the full impact of the virus and the restrictions that stemmed from it. 2020 was the most challenging year the Australian snow industry and our community have ever faced.

From an organisational perspective Snow Australia navigated the uncertainty of 2020 about as well as any sport in the country. This was due in part to:

- Financial Health. Prudent financial management and a low-risk business model have generated reserves and a diverse revenue stream which ensured our organisation remains viable and can, to some extent, adapt and minimise the substantial financial impacts.
- Unified Structure. As one entity for the whole sport has enabled us to be nimble and communicate with a single voice to our community which has made management of this issue more effective.

From a sport perspective, the restrictions and closures meant that for the first time in living memory, no events were held on snow this winter. This included the cancellation of all Interschool snowsport events across the country, which are the driver of so much of our participation and critical to our industry and sport development.

Away from the resorts, the Snow Australia team looked to support the athletes, programs and community by adapting and focusing on several important projects which underpin our commitment to improve the overall quality and performance of athlete pathways. The work done to bring the Snow Australia Awards online, community education forums, club performance planning, coach academy/education, Futures and



more, highlights the innovative approach taken to maintain connection and support the community during periods of lockdown and isolation.

2019-2020 International Season

Whilst COVID-19 cast a shadow over the 2020 domestic season, it was not before a hugely successful international season. Significant highlights included FIS and Para World Cup events which saw Australian athletes again rise to the top on several occasions.

Scotty James and Laura Peel both claimed the Crystal Globe and World #1 ranking in their respective events. Ben Tudhope produced his best season to date winning the Crystal Globe in Para Snowboarding. Josie Baff (SBX) made history as Australia's first ever gold medallist at a Youth Olympic Games, while Belle Brockhoff completed an incredible return after missing two seasons due to injury, to claim victory and four other podium finishes in FIS Snowboard Cross World Cups. Details of these performances and more were shared with our community as the annual Snow Australia Awards moved into an online format.

High Performance & Pathways

The fact that our success in both Olympic and Paralympic disciplines would not be possible without the unique and valued high performance partnerships cannot ever be taken for granted. The wintersport model remains unique in that an alignment of partners and expertise in delivery continues to produce results completely disproportionate to the amount of investment made.

Snow Australia enjoys a close working relationship with our high-performance partners, in particular the Olympic Winter Institute of Australia (OWIA). The OWIA continues to operate high performance programs on behalf of Snow Australia in Australian Institute of Sport (AIS) designated Tier-1 sports of aerial skiing, mogul skiing, park and pipe, snowboard and ski cross. The Australian Olympic Committee (AOC) makes a direct financial contribution

to the high-performance programs via their funding support of the OWIA.

Snow Australia works closely with the OWIA both operationally and strategically to maximise the prospects for success. We are fortunate that both the New South Wales 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.

From a performance pathway and emerging talent perspective, Snow Australia welcomes the increase in investment by the AIS specifically for this purpose. For the first time Snow Australia has dedicated funding resources provided by the AIS to target next-generation athletes and coaches. These initiatives, such as the Emerging Talent Program, Coach Academy and a dedicated performance pathway talent manager, will support the stated goal of sustained success in future Olympic and Paralympic cycles.

Additionally, I would personally like to thank John & Gemma Hancock and Jeff Easton (The Lind Partners) who have pledged to support Australia's next generation of snow athletes via ongoing program donations, enabling additional investment and support of the Emerging Talent Program.

Infrastructure Projects

Critical infrastructure projects, which aim to build capacity within the sport, took significant steps forward during the reporting period. The Geoff Henke Waterjump facility in Brisbane opened to athletes in October 2020. The realisation of the Waterjump in Queensland has been a decade in the making and is the result of the determined efforts by the Olympic Winter Institute of Australia and in particular their Chairman, Geoff Henke.

The vision to establish a National Snowsport Training Centre (NSTC) in Jindabyne moved one step closer to reality in September 2020, with the approval of a Development Application for the construction of the airbag facility. Preliminary design work and consultation with key sport stakeholders is underway for the refurbishment of the existing Jindabyne Sport & Recreation Centre so that it can host the NSTC administration, acrobatic and training facility.

Our vision is to create a world class training facility for the off-snow daily training environment (DTE) for athletes at the pre-elite, development and elite performance levels. The NSTC will provide a home for Snow Australia's northern operations and a focal point for the broader snowsport and local communities. Affordable athlete accommodation is also part of the overall NSTC concept. The NSW Government has committed \$5.1 million towards the project.

Snow Australia thanks the NSW Office of Sport, the Deputy Premier John Barilaro and acting NSW Minister for Sport Geoff Lee for their ongoing support of the project. Snow Australia looks forward to working with the NSW Office of Sport, NSWIS and the local community to maximise this special opportunity to deliver a sport-focused, world class facility which ensures Australian athletes will be equipped to enjoy success into the future.

Snow Australia Medal

After many years in development, The Snow Australia Medal was launched during the winter to recognise the achievements and careers of those past and retiring athletes who represented Australia at the highest level of snowsport competition. It is an important project to better connect our sporting alumni. The announcements that have been made so far are merely the first step of a broader legacy programme.

It has been fantastic to read the stories of our early pioneers, along with unique insights on the challenges our Olympic and Paralympic athletes faced in the early days of the sport.

Snow Australia is in the process of capturing the background, photos and stories of almost 200 past athletes, dating back to the 1952 Olympic Winter Games, and we look forward to presenting the medals to our alumni when restrictions ease and it is safe to do so.

Vale Alex 'Chumpy' Pullin

Our sport lost a true champion in the most tragic of circumstances this year with the sudden passing of SBX World Champion Alex 'Chumpy' Pullin.

A beloved member of the Australian snow sports team, Chumpy was a role model to many and a leader within our tight knit snowsports community. After a decade on the international stage representing Australia proudly, he was well known as someone who regularly gave back to the sport he dearly loved. It wasn't just his ability to deliver results that will be missed, but his leadership and the path that he laid for so many. Vale Chumpy.

In Closing

Finally, I would like to thank the tremendous efforts of the Snow Australia team. We are fortunate to have such a motivated and passionate group who have embraced the challenges of COVID-19 and have largely worked remotely since March. Despite the challenges of the past year, this remains an exciting time to be involved in our sport. To the Discipline Committee Chairs, the volunteers and the Snow Australia Directors, I thank you for your time and leadership as we continue to move the organisation into the future.

Let us hope 2021 brings an opportunity for our sport and our community to reconnect, free of COVID-19, back in the mountains and on the slopes where we belong.

Jessica Yeaton
Winning the 2020 American Birkebeiner
Courtesy ABSF James Netz



MESSAGE FROM SPORT AUSTRALIA

JOHN WYLIE AM

Chair of the Australian Sports Commission

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

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

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

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

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

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

Last year the wonderful Ash Barty won the French Open and became our first female No1 tennis player since her idol, Evonne Goolagong Cawley, in 1976. Javelin-thrower Kelsey Lee-Barber set personal bests throughout the year and took the title at the IAAF World Championships in Doha. Dylan Alcott added three more Grand Slam quad wheelchair singles trophies to the cabinet and Sailing duo Matt Belcher and Will Ryan claimed the men's 470 World Championship. In the pool, our swimmers won seven gold medals at the FINA World Championships, placing Australia fourth on the medal tally.

This year our inspiring women's cricket team won a fifth World T20 title, drawing a record crowd of 86,174 to the MCG. How fitting that this historical moment fell on International Women's Day. These results are a testament to the tenacity and passion of athletes, coaches, sports



staff and sporting organisations, which know we have all the skills and abilities to achieve success.

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

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

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

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

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

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

Our Women Leaders in Sport program and the AIS Talent program provide opportunities for women to progress their professional development in all roles across sport.

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

This was to be the year of the 2020 Olympics and Paralympics in Tokyo. Instead, it has been postponed to 2021, with the Olympic Games to be held from 23 July to 8 August 2021 and the Paralympics from 24 August to 5 September 2021.

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

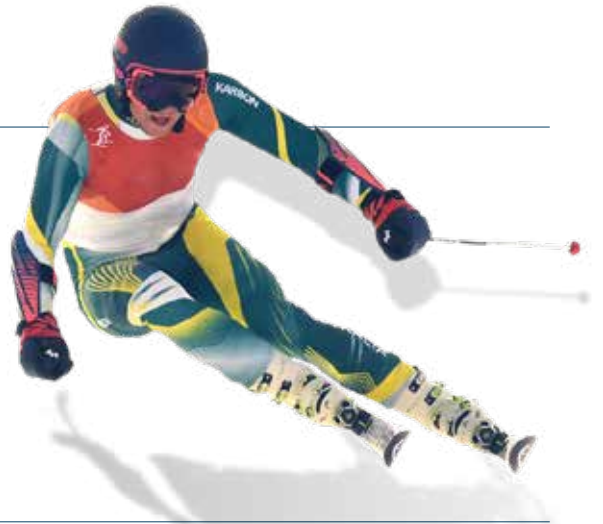
Henry Heaydon – National Alpine Ski Team member



HIGH PERFORMANCE

Alpine and Ski Cross

In Ski Cross, Sami Kennedy-Sim had a successful season and posted two season-best 6th place results at World Cup events in Idre Fjäll (SWE) and Arosa (SUI), on the way to a career-best 9th place overall in the FIS Ski Cross World Cup standings.



Anton Grimus returned to World Cup competition following a break in 2018/19. Grimus competed in Val Thorens (FRA) and Arosa (SUI) before announcing his retirement from Ski Cross in January 2020.

Developing athletes Douglas Crawford and Lee Rolls competed in the early season World Cup events, including a maiden World Cup participation for Rolls at Megeve (FRA). Crawford had a career-best result in Europa Cup at Villars (SUI), finishing in sixth place.

Robbie Morrison had a very strong run in the Austrian National Championships, held in Pitztal, where he finished 2nd behind the eventual winner of the 2020 FIS Ski Cross Crystal Globe Kevin Drury (CAN). In December Morrison unfortunately ruptured his anterior cruciate ligament racing at the first Europa Cup and had to return to Australia to start the rehabilitation process, returning to the snow in late October 2020.

In Alpine Skiing, Madison Hoffman returned to competition in Nakiska (CAN) in December 2019 after undergoing a knee reconstruction from a previous season's injury. Hoffman achieved a 4th place finish in the NorAm Giant Slalom and a 6th place finish in the NorAm Slalom, two of her six top-10 results in NorAm for the season.

In the men, Harry Laidlaw achieved some impressive results, including an 11th place in a Europa Cup Giant Slalom in Meribel (FRA), and a 12th place in a NorAm Giant Slalom in Whiteface, NY (USA). Louis Muhlen skied to a 3rd place in an Alpine Combined NorAm in Nakiska (CAN) while Henry Heaydon finished eight in Giant Slalom at the US National Junior Championships.

Top Australian alpine skier Greta Small remained in Australia throughout 2019 completing her rehabilitation from an anterior cruciate ligament injury. She then travelled to Europe in January to start her return to snow process in Valmorel (FRA), but her plans were cut short when the COVID-19 outbreak halted international travel.

National Alpine Ski Team

- Madi Hoffman (NSWIS)
- Greta Small (OWIA)
- Harry Laidlaw
- Louis Muhlen

National Ski Cross Team

- Sami Kennedy-Sim (OWIA)
- Doug Crawford
- Anton Grimus (OWIA) - Retired
- Robbie Morrison

Cross Country

Jessica Yeaton delivered an extraordinary performance to win the American Birkebeiner in a season where she also completed her first Tour de Ski.



During the 2019/20 northern the Continental Cup and Junior Teams were once again based in Davos, Switzerland.

Australia was represented by four athletes at the 2020 Winter Youth Olympic Games, where Zana Evans and Rosie Fordham in particular produced impressive results. The team was coached by Winter Olympian Callum Watson, who had retired from competition and transitioned to coaching the previous season.

Ten athletes competed at the 2020 World Junior/ U23 Championships in Oberstdorf (GER) with the top U23 results posted by Seve de Campo and best junior results by Bentley Walker-Broose. Australia contested the 4x10 relay for the fourth year in a row, after not having entered a men's relay since 1995.

Domestically, most of the traditional training camps and programs were halted at the end of March, due to the Covid-19 outbreak.

A national remote training direction for the junior team was introduced to replace lost training opportunities. The program was delivered weekly by head coach Valerio Leccardi, with individual plans tailored for Continental Cup and U23 athletes. Regular online meetings were held with the senior team, while the bulk of the junior team had access to online education and webinars made accessible via the Snow Australian Emerging Talent Program (ETP).

On-snow camps resumed at Falls Creek at the start of the winter, however daily training sessions had to be moved to dryland modalities in Mt Beauty after new COVID-19 outbreaks in Melbourne forced the ski resorts to close.

All official events were cancelled, however some informal time trials were able to be held at Perisher in August and September for NSW and ACT-based athletes.

Individual athlete reviews took place via video conferencing in September/October, with almost all athletes continuing on to 2020-2021.

The 2020 AUSXC Awards were moved online and postponed until June, recognising the efforts of athletes, coaches and volunteers over the previous year.

National Cross Country Ski Team

World Cup Team

- Jessica Yeaton

Continental Cup Team

- Aimee Watson
- Casey Wright
- Mark Pollock
- Seve de Campo
- Katerina Paul

U23 Team

- Seve de Campo
- Ella Jackson
- Nicholas Blackwell

HIGH PERFORMANCE

Aerial Skiing

2020 was another strong season for the Aerial Skiing program, with dual Olympian Laura Peel ending the season as FIS Crystal Globe winner and number one in the world.

Laura won gold at the Krasnoyarsk (RUS) and Raubichi (BLR) World Cups, along with two more podium performances in Russia and China. Despite this being the first season Peel performed triple somersaults in competition, her consistency during the second half of the season was remarkable. Peel is the fifth Australian to win the FIS Aerial Skiing World Cup Crystal Globe, joining legends Kirstie Marshall, Jacqui Cooper, Alisa Camplin and Lydia Lassila.



Laura Peel – FIS Crystal Globe winner

Danielle Scott returned from time off from the sport to have a fantastic summer of water ramp training in Switzerland. However, a promising winter return to competition was cut short when she sustained a season-ending knee injury during her first on-snow training camp in October 2019.



Abbey Willcox had a breakout season producing a bronze medal performance at the 2020 Deer Valley (USA) World Cup. It was Wilcox's first World Cup medal, set up by a run of good form which allowed her to claim two Europa Cup wins in Airolo (SUI) leading into the event.



Abbey Willcox – 2020 Deer Valley (USA) World Cup

Britt George took some time away from the sport during 2019 and subsequently did not compete during the international season.

National Aerial Ski Team

- Gabi Ash (OWIA)
- Airleigh Frigo (OWIA – Visiting)
- Laura Peel (OWIA)
- Dani Scott (OWIA)
- Abbey Willcox (OWIA)

Freestyle Moguls

Jakara Anthony produced another standout season finishing with four podium performances, including a silver at Deer Valley (USA) where she missed out on first place by a narrow margin.



Jakara Anthony – Claims silver at the 2020 Deer Valley (USA) World Cup

Following the silver at Deer Valley Anthony produced a run of podiums in Tazawako (JPN), Shymbulak (KAZ) and Krasnoyarsk (RUS) to finish the season ranked second in the overall Mogul Skiing rankings.

Britt Cox won bronze at the World Cup opener in Ruka (FIN) after a productive pre-season. Unfortunatley Cox crashed out of the next event in China, resulting in a season-ending injury. Britt completed a strong rehabilitation program and will be back to full health and fitness for the 2020/21 season.

Matt Graham had a very consistent season, competing in the super final in five consecutive World Cup events. Graham's season best result came at the Thaiwoo (CHN) World Cup, where he narrowly missed the podium and finished with a fourth place. Graham was fifth at Tremblant (CAN), Deer Valley (USA) and Tazawako (JPN) to finish fifth also in the overall season rankings.

Brodie Summers had a solid season with 3 top 12 finishes including his best of the season at the Thaiwoo (CHN) World Cup, achieving a fifth place finish. He followed this up with with a seventh at Tremblant (CAN) after the New Year break, concluding his season with an 11th place at Tazawako (JPN).

National Mogul Ski Team

- Jakara Anthony (OWIA)
- Britt Cox (OWIA)
- Matthew Graham (OWIA)
- Brodie Summers (OWIA)



Jakara Anthony – 2020 Tazawako (JPN) World Cup

HIGH PERFORMANCE

Park & Pipe

Scotty James continued his dominance in halfpipe with five wins during the 2019/20 season, winning three consecutive World Cup events, including the Secret Garden (CHN) World Cup, the 2022 Olympic venue. James' other wins came at the X-Games and Dew Tour events in the USA.



James ended the season again as world number one and was awarded with the FIS Overall Crystal Globe for all three Freestyle Snowboard disciplines. He added his first overall title to an impressive collection of Crystal Globes for Men's Halfpipe won in 2014, 2017 and also 2020.

Tess Coady returned to competition for the first time since her injury at the 2018 Olympic Games. Coady first competed at the Modena (ITA) Big Air World Cup in November 2019 and her return to Snowboard Slopestyle competition could not have been stronger. She claimed a career-first World Cup victory at the 2020 Seiseralp (ITA).

Emily Arthur focused her season on snowboard halfpipe training, competing only at the Secret Garden event in China and achieving a 14th place result.

Valentino Guseli joined the OWIA in 2019 as a 15 year old, the youngest ever contracted athlete. The 2019 US Open Junior Jam Champion competed in his career's first senior event at the US Open in February 2020, gaining valuable experience to carry into the Beijing 2022 Olympic qualifying period.

NSWIS rider, Matt Cox, continued to improve at World Cup level achieving his career best result of 5th in the Big Air at Cardrona, New Zealand. Matt continued his form into the northern winter with some impressive qualification performances in both Big Air and Slopestyle events, qualifying second in the Beijing Big Air and fourth in the Laax Slopestyle.

National Park & Pipe Team

- Emily Arthur - Halfpipe (NSWIS)
- Tess Coady - Slopestyle (OWIA)
- Matthew Cox – Slopestyle (OWIA)
- Scotty James - Halfpipe (OWIA)
- Valentino Guseli - Halfpipe (OWIA)



Scotty James – Winning the Secret Garden World Cup

Snowboard Cross

Belle Brockhoff made a welcome return to the world stage by standing on the podium in five of the six World Cup races she contested, including a victory at Big White (CAN). Brockhoff was also able to claim a silver medal at the same venue, on her way to finish the season second overall in the Snowboard Cross world rankings.



Cameron Bolton had a strong start to the season with a silver medal at the Montafon (AUT) World Cup going on to claim fifth a week later in Cervinia (ITA). At the World Cup Finals in Veysonnaz (SUI) Bolton received a very controversial yellow card after showing good speed during the qualification and producing a strong display in the early heats, thus ending his season with a 26th place.

Adam Dickson finished the season by achieving his first World Cup podium, placing third at the Veysonnaz World Cup Finals in March 2020. This result eclipsed his previous best finish of 12th.

Jarryd Hughes' best finish of the season came at Montafon (AUT) with a seventh place. Hampered by ongoing injury concerns, he still achieved two top 15 places. In early March his coaching team were forced to evacuate Europe due to the COVID-19 outbreak and he was forced to miss the World Cup Final event in Switzerland.

Adam Lambert unfortunately ruptured his anterior cruciate ligament at the Cervinia (ITA) World Cup during a training run. Just prior to injury he had competed at the Montafon (AUT) World Cup, placing 19th.

Alex 'Chumpy' Pullin contended an abridged World Cup season, competing in Montafon (AUT), Cervinia (ITA) and Sierra Nevada (Spain), the site of his most recent World Championship medal performance. Sadly Chumpy passed away suddenly this year leaving behind an incredible legacy. He will forever be remembered as the Australian pioneer of Snowboard Cross, for his dedication to the sport, his many extraordinary personal accomplishments and his commitment to the development and support of future riders. Please see page 39 for full tribute to the life of Alex 'Chumpy' Pullin.

National SBX Team

- Belle Brockhoff (OWIA)
- Cameron Bolton (OWIA)
- Jarryd Hughes (OWIA)
- Adam Dickson (OWIA)
- Adam Lambert (OWIA)
- Alex Pullin (OWIA)



Cameron Bolton & Belle Brockhoff – Celebrating their medals at Montafon, Austria

HIGH PERFORMANCE

Para Alpine

The Para Alpine team was off to a strong start in the USA with Patrick Jensen and his guide Amelia Hodgson taking home four gold medals in the men's VI category of the Para Alpine NORAM Series.



Jonty O'Callaghan was also impressive, winning three silver medals in the same event series despite being still fresh from his return to the team.

After the Christmas break the team moved to Europe, where Patrick Jensen and guide Hodgson earned their first Super-G World Cup medals in Veysonnaz (SUI) and again in Prato Nevoso (ITA), this time in slalom.

Mitch Gourley and Mel Perrine took a Professional Obligation Break to focus on their career development.

During the domestic season the Para Alpine Team were on snow with assistant Coach Zali Offord from July through to early September 2020. Head Coach Ryan Pearl joined the team from the USA for the second half of the season.

Athletes took part in the 2020 H3 Summit and made the most of personal development opportunities in financial wellness, delivered in online format, as well as mental wellbeing through the G.R.O.W. program - both offered by the AIS AW&E team.

National Para Alpine Ski Team

- Mitchell Gourley (VIS)
- Melissa Perrine (NSWIS)
- Bobbi Kelly (Guide) (NSWIS)

Para Alpine Emerging Team

- Jonty O'Callaghan
- Amelia Hodgson (Guide) (NSWIS)
- Patrick Jensen (NSWIS)
- Sam Tait (NSWIS)

Para Snowboard

Para Snowboarder Ben Tudhope had an incredibly successful season, taking home the 2019-2020 Overall Crystal Globe.



Tudhope started his triumphant campaign with a silver in the second World Cup event of the season in Landgraaf (NED). After the sudden passing of his coach Mikko Wendelin, Ben took home double gold in the SBX races held in Pyha (FIN) in an inspirational victory. La Molina (SPA) then brought more medals for Tudhope, two silvers in the first Dual Banked Slalom events held on the Para Snowboard circuit.

Sean Pollard finished with a silver at the 2021 World Championships test event in Hafjell (NOR) in the Dual Banked Slalom event. The event had to be cut short due to the start of the COVID-19 crisis. Athletes and staff returned home as soon as the World Health Organisation officially declared it as a global pandemic.

After the passing of coach Mikko Wendelin, Snow Australia employed Par Sundqvist in the role of Para Snowboard Head Coach. Due to the COVID-19 situation, Sundqvist was not able to travel to Australia in time for the domestic season and Ben Tudhope was welcomed into the NSWIS SBX program led by Jason Clausen.

The Para Futures program was delivered online this year, with good attendance of potential athletes. National Classification activities have been running through the provisional classification process.

2018 gold medal winner Simon Patmore and long-time Alpine athlete Victoria Pendergast both retired from the program in 2020.

National Para Snowboard Team

- Sean Pollard
- Ben Tudhope (NSWIS)



Ben Tudhope – Celebrating his overall crystal globe
Courtesy Ben Tudhope Instagram

HIGH PERFORMANCE

Lausanne 2020 Youth Olympic Games

Snow Australia sent a 20-strong team at the third edition of the Youth Olympic Games (YOG) held in Lausanne (SUI), where almost 2,000 athletes, aged 15-18 years, from 73 countries competed for Olympic medals.

It was the largest Australian team for a Winter YOG to date, reflecting the growth of winter sport in Australia and the talent of our junior athletes coming through the pathway.

Snowboarder Josie Baff made history as Australia's first ever Winter Youth Olympic Games Champion, winning gold in Snowboard Cross in what was a great moment for Australian Winter Youth sport. Baff's historic win was Australia's first Winter Youth Olympic gold medal, and Australia's 7th individual Winter YOG medal (3 silver, 3 bronze from Innsbruck 2012 and Lillehammer 2016).

YOUTH OLYMPIC GAMES AUSTRALIAN TEAM

Alpine skiing

- Isabella Davis
- Joey Steggall
- Thomas Hoffman
- Zoe Michael (also competed in Ski Cross)

Cross country skiing

- Hugo Hinckfuss
- John Mordes
- Rosie Fordham
- Zana Evans

Freestyle skiing

- Abi Harrigan
- Gus Broerson
- Mia Rennie

Ski Cross

- Benjamin Wynn
- Jasper Cobcroft
- Kyra Wheatley

Snowboard Cross

- Amber Essex
- Finn Sadler
- Josie Baff

Snowboard Park and Pipe

- Alexandra Chen
- Lily Jekel
- Sunny Steele

Josie Baff
Winner of Australia's first YOG Gold Medal.



SPORT DEVELOPMENT AND PARTICIPATION

Australian snowsports athletes' success on the world stage continues to build the popularity of the sport on home soil and assist in the growth of snowsports at a grassroots level across all disciplines.

INTERSCHOOLS

The pathway into competitive snowsports in Australia starts at the grassroots, often at Interschools competition where athletes get their first taste of the thrill of racing or competing on the slopes.

Unfortunately in 2020, the Interschools program faced its biggest setback in recent years due to COVID-19, with the cancellation of events. Snow Australia will work with the ski industry and the schools to re-engage the Interschools community moving into a new era in 2021. Snow Australia would like to thank partner resorts that gave every opportunity to hold the events, and look forward to continuing to work collaboratively in the coming 12 months.

Following the successful Snow Australia brand launch in November 2019, considerable work was completed early in 2020 to launch a rebrand of the Snow Australia Interschools including new logos for the Victorian, Northern (NSW/ACT/QLD) and Australian Interschools programs.

During the second half of 2020, Snow Australia also commenced work to build a new Interschools website, set to be launched early 2021, which will complement the reinvigorated youthful and fun Interschools brand.

In lieu of Interschools events, the Interschools Year 12 Honour Roll was created to acknowledge the students that had participated previously, but were unfortunately unable to take part in their final year. Snow Australia recognised 360 Year-12 students and would like to wish them well in their future endeavours.

Volunteer Officials are one of the most important resources in the delivery of Interschools in Australia, and without, events would not be delivered. Snow Australia has partnered with the World Academy of Sport to develop an online Interschools Officials course that will facilitate the upskilling of all the officials and improve the delivery and safety for all officials and participants in Interschools events each year. This course will be launched in early 2021 ahead of the domestic ski season.



Interschools – Looking forward to reengaging athletes in events in 2021

FUTURES

Snow Australia's FUTURES programs continue to evolve and grow in popularity. The purpose of the program is to identify and develop talent, increase education and awareness around the Athlete Pathway as well as offer unique on and off-snow experiences for the next generation of aspiring snow sport athletes. FUTURES also provides a space for participants to interact with and learn from the current National Team athletes and coaches in their respective disciplines.

Due to limitations to deliver on-snow FUTURES programs in 2020, Snow Australia produced a series of online FUTURES webinars that allowed developing athletes to continue to engage with elite athletes, coaches and support service staff.

An initial rollout of multi-discipline webinars featured discussions around the athlete pathway, skill development, goal setting, social media strategies, nutrition and acrobatics. The target audience were young snowsport athletes and parents from Interschools and snowsport Clubs.

All webinars were free and recorded, now available online on the FUTURES webpage as a resource for FUTURES participants moving forward.

Snow Australia is also working towards the creation of a series of discipline-specific webinars that will build upon the resources provided in the initial rollout. These webinars will be driven by the National Team coaching staff and feature updates and information around the Athlete Pathway relevant to each discipline.

Further webinars and online FUTURES resources are planned for early 2021 to complement on and off-snow programs.

FUTURES WEBINARS

WEBINAR 1:

Introduction to the Athlete Pathway

The first webinar provided an introduction to FUTURES, the FTEM framework and the athlete pathway.

WEBINAR 2:

Mental Preparation & Planning

Webinar two gave participants an educational insight into goal setting, Individual Performance Plans (IPPs), and social media in sport.

WEBINAR 3:

Physical Preparation & Performance

Nutrition, Supplements & Sport and Acrobatics & Fundamental Movement Skills were the focus of the third webinar.

WEBINAR 4:

Para-Snowsports

Para Snowsports Coaches, Program staff and athletes delivered an introductory session of Para Snowsports disciplines and classification processes.

Snow Australia would like to thank National Team athletes Adam Lambert (Snowboard Cross), Britt Cox (Moguls), Sami Kennedy-Sim (Ski Cross), Ben Tudhope (Para Snowboard) and Mitch Gourley (Para Alpine) for their time and insights for junior athletes.

SPORT DEVELOPMENT AND PARTICIPATION

EMERGING TALENT PROGRAM

The Snow Australia Emerging Talent Program (ETP) is designed to identify and support Australia's next generation of Winter Olympic ski and snowboard athletes, who are at the start of their high performance pathway. The program offers athletes valuable skill development as well as mentoring opportunities with current and retired Olympians.

The program works to deliver athlete outcomes based on a combination of individual and program support, targeted performance-camp invitations with NSWIS programs, a range of dry-land activities and services as well as mentor programs with senior high performance athletes.

The program has been delivered in conjunction with the South East Sports Academy (SESA). The SESA is a NSW regional academy of sport that is administered by the NSW Office of Sport that supports sport systems with engaging identified athletes and preparing them for when they reach an underpinning institute supported program.

There are currently 70 athletes who sit within the ETP from alpine, ski Cross, snowboard Cross, park and pipe as well as cross country disciplines. Due to the ongoing COVID-19 pandemic, Snow Australia has not been able to run the ETP athlete camps, but have been providing additional support including:

- Nutrition
- Goal setting and reliance
- Self-regulation
- Parental support of emerging athletes
- Anti-doping rules, supplements, medications and testing
- Injury management.

The ETP is proudly supported by The Lind Partners (see more on page 31).

LITTLE SHREDDERS AND LITTLE GLIDERS

Little Shredders and Little Gliders are Snow Australia's Sporting Schools participation programs, available to schools across Australia. Little Shredders operations were limited throughout 2020 due to COVID-19 restrictions, particularly in Victoria. However, schools from other States continued to engage with the program through 'teacher-delivered' packages.

The number of schools who chose to purchase full kits and equipment increased in 2020, allowing for Little Shredders to become a permanent fixture of their sporting schools curriculum moving forward.

Little Shredders by Numbers:

- 9 Little Shredders programs were run at schools throughout Terms 1, 2, 3 and 4
- Approximately 1,050 primary school students participated in the program
- 8 schools chose to purchase rather than rent equipment

Snow Australia will work to develop new protocols that will see a return of the Little Shredders and Little Gliders programs in schools across the country in 2021.

SBX Futures Participants at Mt Hotham



SPORT DEVELOPMENT AND PARTICIPATION

CLUB WORKSHOPS

Throughout the year, Snow Australia organised and delivered a number of Club and Committee Workshops. These opportunities were open to all administrators, coaches, committee members and staff, providing them with access to workshops on nutrition, sport governance principles, strategic outcomes, how to fundraise successfully and child safe practices.

The webinars were all well attended and feedback was very positive. We will continue to work with clubs and pathway programs to provide additional webinars and education opportunities into the future.

SNOW READY COVID-SAFE GUIDELINES

Despite the impact of Covid-19, several resort clubs and programs, as well as Snow Australia programs and the Lilydale water ramp facility were able to operate at various stages throughout the 2020 season.

Snow Australia, in conjunction with Sport Australia and the Australian Institute of Sport guidelines, developed the Snow Ready COVID-Safe Return To Sport guidelines for community level snowsports.

These guidelines provided a framework of governance and safety protocols that allowed for the safe return of athletes to off-snow and on-snow snowsports training.

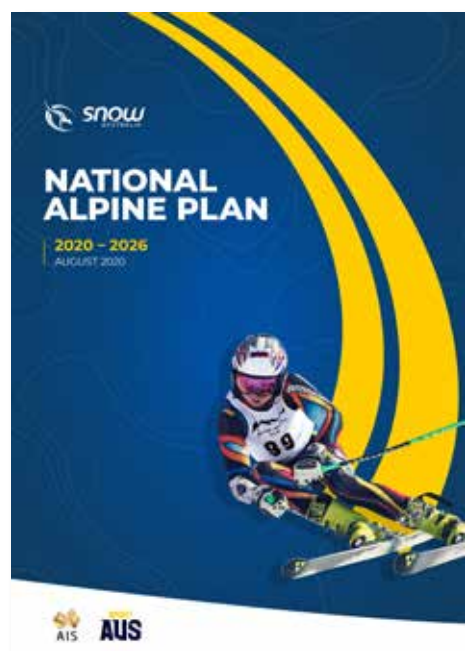
Snow Australia would like to acknowledge and thank the Olympic Winter Institute of Australia for providing the necessary medical oversight to ensure that community-level snowsport programs were able to operate within the parameters of a COVID-Safe framework.

NATIONAL ALPINE PLAN 2020–2026

As a continuation of the 2018 Review and Roadmap, Snow Australia and the National Alpine Committee (NAC) developed a six-year rolling National Alpine Plan with the purpose to:

- 1 Lead and facilitate a systemic, better-practice approach to sport development within alpine and ski cross
- 2 Build a collaborative platform to support aligned approaches for all stakeholders, leading to higher functioning investment and engagement
- 3 Identify strengths and opportunities within the pathway to leverage, create and deliver initiatives across the pillars of capability, communication, community and capacity.

The National Alpine Plan is not intended as a 'set-and-forget' approach, but rather a functional, living, adaptable approach, responsive to the needs of the sport, community, organisation, and social environment in which it operates.



ALPINE STAKEHOLDER AND WORKING GROUP FRAMEWORK

In support of the National Alpine Plan, the Alpine Stakeholder and Working Group Framework was developed to clearly identify the organisational stakeholders and their core area of function and purpose. These core areas include:

- Sport leadership
- High performance partners
- Pathway leadership and delivery;
- Support.

The National Alpine Committee will establish national and regional working groups to support the stakeholders in the delivery of the National Alpine Plan. Each working group will reflect the four pillars outlined in the Plan and will have a project based and collaborative focus.

The communication, community and capacity working groups will include a NAC lead, Snow Australia Alpine staff, clubs and community representatives as well as Northern Management Committee representatives and members from its sub-committees. The capability working group will only include affiliated club head coaches and representatives.

PHYSICAL LITERACY PROGRAM

Snow Australia commissioned Precision Athletica to develop a Physical Literacy Program which was finalised during the season.

The program consists of two levels: Snow Base and Snow Skills.

LEVEL 1.

Snow Base is an 8-week strength and conditioning educational program that introduces athletes to the fundamental level of the Snow Australia pathway. It consists of a strength and fitness program which includes information on warm-up techniques and injury prevention. It also encompasses a physical literacy component aimed at educating the general public about all aspects of health and wellbeing related to snowsports, for example nutrition, injury prevention, safety and recovery. The program also includes on-snow pre and post 'a day on the slopes' athletes' tips. This program is meant to be delivered as an 'at home' plan.

LEVEL 2.

Snow Skills is a 3-year program separated into three terms and based on the school year in Australia. Term 1, 2 and 4 are dedicated to the dryland program, while term 3 is dedicated to on-snow development. Each term has a different focus and sporting theme. The primary delivery point of the program has been aimed at Interschools schools, ski clubs and dryland programs.

Snow Australia plans to deliver the program in 2021 through an online platform which will include video content and additional resources.



Junior Athletes participating in the Snow Australia Physical Literacy Program at the NSTC

BUSINESS DEVELOPMENT

NATIONAL SNOWSPORTS TRAINING CENTRE

Construction commenced on the dry slope airbag jump in Jindabyne, as part of Stage 1 of the \$5 million Snow Australia National Snowsports Training Centre (NSTC) development.

Snow Australia, working with the NSW Government, are developing the NSTC by refurbishing the existing Jindabyne Sport Recreation Centre which will be repurposed to host the NSTC administration, acrobatic and training facility. The NSTC will serve as a base for Snow Australia's high-performance programs and provide a focal point for pathway programs.

The state-of-the-art airbag jump will be one of the best dryland training facilities of its kind. It will have a profound impact on Australian athletes' ability to train domestically all-year-round and eventually on their capacity to maintain and enhance their international competitiveness.

Commencement of the airbag construction came at the same time Snow Australia completed the purchase of the Action Sports Training (AST) centre. In operation since 1988, initially as the Jindabyne Trampoline Club, the AST had been owned and operated by the Berchtold family since its inception, operating as a community-focused acrobatic program from its custom-built training facility inside the Jindabyne Training Centre.

Stage 1 of the National Snowsports Training Centre is scheduled for completion in early 2021. The project is expected to provide many benefits for the region, not just from a sporting perspective, but also economically through jobs, investments and tourism. Snow Australia will be working closely with the NSW Office of Sport, the NSW Institute of Sport and the local community to maximise this special opportunity.

OWIA WATER RAMP

Construction of the new Olympic Winter Institute of Sport training facility for aerial and mogul skiers was completed at Brisbane's Sleeman Sports Complex in September 2019.

The facility was named the Geoff Henke Olympic Winter Training Centre, its title acknowledging the life-long contribution Geoff Henke AO made to Australia Winter Olympic Sport.

Construction of the \$6.5 million centre of excellence began in June 2019, with the Queensland Government providing the location through Stadiums Queensland while the Federal Government and the AIS provided \$4.5 million in funding towards the project with additional support from the Australian Olympic Committee (AOC).

With stakeholders at all levels of Government and within the high performance network supporting the great addition to facilities within the country, the Geoff Henke Olympic Winter Training Centre further builds capacity for athletes at the elite and within pathways programs.

Australian team's aerial and mogul athletes were quick to take up the opportunity to use this world-class facility as part of their preparations for the World Cup season.

THE LIND PARTNERS

In July 2020 Snow Australia welcomed The Lind Partners as part of a two-year partnership as a major sponsor of the Emerging Talent Program (ETP).

The Emerging Talent Program identifies and supports Australia's next generation of Winter Olympic ski and snowboard athletes who are at the start of their high performance pathway. It offers athletes valuable skill development as well as mentoring opportunities with current and retired Olympians.

The Lind Partners is a US-based institutional fund manager and leading provider of growth capital to small and mid-cap companies, including many Australian businesses, particularly in the mining sector.

The partnership between Snow Australia and The Lind Partners is designed to nurture emerging talents and help them unlock their full potential.

Lind Advisory Board member John Hancock made a further pledge to support Australia's next generation of snow athletes via ongoing program donations, which will enable additional investment and support of the ETP.

The generous support of both John and Gemma Hancock and The Lind Partners, through its founder Jeff Easton, will make a substantial difference to the capability of the ETP.

In the future Snow Australia will explore additional ways for The Lind Partners to extend their support to athletes that take the next step from emerging talent onto the World Cup and hopefully to the Olympic Games.

PEOPLE DEVELOPMENT

As a sport, Snow Australia is committed to developing our people from volunteers, through to coaches and officials. Investing in our people ensures the continued growth and success of snow sports from the grassroots through the elite.

SNOW ACADEMY

One of Snow Australia's major projects over the past year has been the evolution of the Snow Academy. While the initial focus of the Snow Academy is focused on the new coach education and development framework, the long-term vision will extend across the entire Snow Australia education portfolio.

The Snow Academy education courses will be via the World Academy of Sport (WAOS) platform that includes:

- Coach Accreditation (Fundamentals 1 & 2)
- Coach Academy
- Coach Apprenticeship Program
- Officials Academy.

COACH ACCREDITATION (FUNDAMENTALS 1&2)

As part of a revitalised coach development and accreditation framework Snow Australia launched a series of Coaching Fundamentals e-learning courses in July. These Level 1 courses are aimed at instructors, ex-athletes and other prospective snow sport coaches beginning their coaching journey. Together with the Coach Academy program for High Performance coaches sit under the umbrella of the Snow Academy.

The Coach Fundamentals accreditation consists of both internal Snow Australia and external online components, as well as face-to-face practical sessions. Most of the theoretical content is delivered in the e-learning courses.

In the last 12 months, 61 coach enrolments were received with 31 coaches completing the courses across the disciplines of alpine, snowboard and freestyle.

COACH ACADEMY

In 2019, Snow Australia developed the first phase of the Snow Australia Coach Academy, a coach development program committed to establishing a clear and robust framework for coaches.

The Coach Academy focuses on the identification, growth and development, performance monitoring, management and succession of snow sports coaches in Australia.

The program launched in September 2019 with a two-day Lab that brought together 30 identified coaches across the different snowsport disciplines. The strong uptake of the first intake, combined with a global pause in all travel due to COVID-19 created a unique window for accelerating the long-term vision of the Coaching Academy into a full-fledged offering during second half of 2020.

The vision is to develop the Snow Australia Coach Academy into a 12-month, rolling program that will

- Strengthen Snow Australia's domestic coaching capabilities to expand capacity to progress into national team level coaching, while upskilling club coaches across all disciplines.
- Harness the qualities that make individual coaches great, while embedding elements of a unified 'Snow Australia coaching approach' (aligning core values of OWIA & NSWIS).
- Draw upon our expanded global network of SMEs, master coaches and breakthrough athletes to develop a curriculum that is a cross pollination of best practice philosophy and approach across all key aspects of coaching.
- Develop a cohesive sense of team and culture across the different coach disciplines, with a compelling network and platform for continuous improvement.

- Create a clear roadmap and long-term development pathway with consistent engagement to keep people fully engaged on the pathway.
- Build an interactive online resource with content that can be easily accessed both domestically and internally as well as integrated with live events.

COACH APPRENTICESHIP PROGRAM

The Snow Australia Coach Apprenticeship Program is an extension of the Coach Academy, providing key pathway coaches the opportunity to further develop and grow into career coaches in their specific disciplines. The Coach Apprenticeship Program takes a system-wide approach to coach development and education, aiming to create a consistent and reliable progression pathway for coaches in snow sport.

Pathway coaches selected into the Apprenticeship Program will be developed over a three-to-four-year period. Apprentice coaches will be embedded in National Institute Network (NIN) Programs and work alongside mentors to be trained and upskilled in high-performance coaching.

The Coach Apprenticeship Program provides coaches the opportunity to:

- Learn alongside veteran professional coaches
- Receive mentorship in the coaching of development athletes
- Make significant and sustained improvements in the areas of communication and collaboration, preparation and professionalism, role transition, personal longevity, as well as professional success.
- Be guided by OWIA & NSWIS coaches on skill acquisition, performance strategy, athlete and team development, and leadership approach
- Develop key attributes of self and situational awareness, self and athlete discipline, planning and adaptability and ethical decision-making

- Work closely with Coach Academy leaders and veteran coaches on the path to becoming an effective and productive member of a performance team.

As an extension of the Snow Australia Coach Academy, the Coach Apprenticeship curriculum will be delivered via experiential learning and observation, mentor-guided self-reflection, feedback discussions and behavioural assessments, video and audio critique and formal coach development activities.

LEGACY

SNOW AUSTRALIA AWARDS

2020 was a year that saw innovation taken to a new level, with the restrictions around COVID-19 and the hosting of events presenting a unique opportunity to connect our community in new ways. Given events were unable to be held, Snow Australia was still eager to recognise the great achievements of the sport and as such launched the online awards program that ran throughout May.

Hosted by CEO Michael Kennedy, the Snow Australia Awards presented winners across three weeks, publishing online interviews with the finalists and winners, providing a fantastic way for the community to celebrate during the peak of lockdown.

Awards were presented for the Athlete of the Year (Olympic Disciplines), Athlete of the Year (Paralympic Disciplines), Junior Athlete of the Year, Coach of the Year as well as some honourable mentions from standout performances over the last 12 months.

Laura Peel and Scotty James were awarded the Athlete of the Year (Olympic disciplines) after an impressive World Cup season in their respective disciplines.

The dual Olympians had spectacular World Cup seasons, with Peel earning her career first Crystal Globe. It was back to the future for the duo, with Peel and James sharing the award in 2015, who at the time reflected warmly on the award.

Peel said the goal wasn't to win the Crystal Globe but to get experience doing triples, the Globe made it all the more special.

"It was a great season ... it was pretty magic for me.

"But that (winning the Crystal Globe) has been a dream of mine pretty much since I started the sport so this was a really amazing season," she said.

James won his fourth Athlete of the Year award and now stands alone as most Snow Australia AOTY awards.

"I am very happy to be the winner alongside Laura again as she was amazing all season," James said.

"I am absolutely over the moon, it's pretty hard to win this award and every year I get more and more excited to claim it. It's an absolute honour."

The two winners also took the time to reflect on the Australian snow sports champions who inspired them as young athletes.

"Fortunately for me I got to spend a lot of time with Torah [Bright] when I was growing up in the snowboarding world. I was able to watch her journey, which was special, and definitely built up momentum for me to get to where I am now," James said.

"I feel it's also part of my job to make sure that young kids in Australia who want to pursue this career can see that it can come true. And that motivates me every day as I was that person once. I still am, I am still a big kid!"

Paralympic Athlete of the Year Ben Tudhope was overjoyed with the news of his award after producing his best season to date. "This is an incredible title to have. I am overwhelmed with joy," he said.

"This season has been hectic, one for the memory books definitely, but I just tried to keep my composure and consistently get those good results," he said.

Snow Australia CEO Michael Kennedy said that he couldn't think of more deserving winners of the title Athlete of the Year awards.

"Scotty and Laura had fantastic seasons. They are both pushing themselves and their sport to the next level," Kennedy said.

Kennedy also said he was extremely proud to announce Ben Tudhope as the winner of Athlete of the Year (Paralympic Disciplines).

"I could only watch Ben in awe – he went from strength to strength and captured the hearts of many along the way as he faced a season without his coach and mentor," Kennedy said.

AWARDS

ATHLETE OF THE YEAR (OLYMPIC DISCIPLINES)

Scotty James and Laura Peel

Peel finished the season with her career first Aerials Crystal Globe, two golds, one silver and one bronze in her first year jumping triple back somersaults. James successfully defended his X-Games title and won the Dew Tour event in Copper Mountain, finishing the season with three gold and one silver Halfpipe World Cup medals.

ATHLETE OF THE YEAR (PARALYMPIC DISCIPLINES)

Ben Tudhope

After producing his best season to date, winning two gold and three silver world cup medals, Tudhope was crowned Para Snowboard Cross Crystal Globe champion. Ben's performance on the world stage was inspirational after the sudden passing of his coach and mentor Mikko Wendelin at the start of the season. Ben went on to honour his coach in the best way he knew how with consistently strong performances in each of his World Cups.

JUNIOR ATHLETE OF THE YEAR

Josie Baff

Baff made history at the Lausanne 2020 Winter Youth Olympic Games, winning the Snowboard Cross event and claiming Australia's first ever gold medal

COACH OF THE YEAR

Harald Benselin and Jan Klemsa

The pair were instrumental in Olympian Belle Brockhoff's return to snow after she was sidelined with an ACL injury. They also coached Cameron Bolton to multiple SBX World Cup podiums and worked with Adam Dickson, who achieved his first World Cup podium in the final event of the season.

OUTSTANDING ACHIEVEMENT

Belle Brockhoff

After being sidelined for two years Brockhoff returned to the World Cup season in 2019-2020, achieving five Snowboard Cross podium finishes from six World Cup starts.

HONOURABLE MENTION

Jessica Yeaton

Cross-country skier Jess Yeaton earned an honourable mention from the Snow Australia Award judging panel for her historic achievement in winning the American Birkenbeiner event earlier in the year.



LEGACY

SNOW AUSTRALIA MEDAL

In June 2020 Snow Australia launched the Snow Australia Medal as a formal recognition program to honour past and retiring athletes who achieved success for Australia at the highest levels of the sport across the Snow Australia alpine, cross country, freestyle, snowboard, park and pipe and para-disciplines.

Snow sports athletes who won a medal at World Championships or World Cup level, or who represented Australia at the Winter Olympic or Paralympic Games during their careers, are eligible to receive the Snow Australia Medal.

In 2020 the first medals were presented, retrospectively, to past athletes who already met the eligibility criteria. In the future, medals will be presented to retiring athletes at the end of their career.

There are currently 154 athletes on the current Snow Australia Medal list, excluding those who have already met eligibility criteria but are still actively competing. Overall, the list boasts the sport's biggest names including Malcom Milne, Kirstie Marshall, Zali Steggall and Olympic gold medal winners Alisa Camplin, Torah Bright and Lydia Lassila to name a few.

The Snow Australia Medal program was originally set to be rolled-out with a series of public presentations, to give the snow community an opportunity to celebrate the legends of the sport. However, due to the restrictions imposed by COVID-19, the decision was made to recognise the medal recipients with a series of online announcements first.

Snow Australia showcased the athlete's stories across @SnowAust communications channels. The medal recipients were announced chronologically, starting with the first five Australian team representatives from the 1952 Oslo Winter Olympic Games.

A further 44 recipients were announced during the reporting period, bringing the total to 49. The mix of alpine, cross country and freestyle skiers, Olympians and World Cup medalists included Australia's first medalist, Malcolm Milne and Frank Prihoda, who at 99 years of age is Australia's oldest Olympian.

With each announcement came some great stories of competitive skiing in Australia during the early days. These stories provide an insight into the small but passionate community which drove the development of recreational skiing in Australia and the resorts that would be built.

Unfortunately, a number of athletes could not be contacted in advance as details were not known to Snow Australia at the time of the announcement. Snow Australia encourages the families of the athletes to get in touch once their names have been announced.

When circumstances allow, Snow Australia will deliver a second phase of the project and return to the concept of public presentations with the medals awarded in person at selected events (e.g. Community Sport Awards), which will allow a more direct involvement of the snow community.

Snow Australia would like to extend congratulations to all the recipients.



Snow Australia Medal recipients to October 31, 2020

REC	NAME	SURNAME	DATE	LOCATION	EVENT	DISCIPLINE
1	William Robert (Bob)	Arnott	2/14/1952	Oslo 1952	Olympics	Alpine
2	William (Billy)	Day	2/14/1952	Oslo 1952	Olympics	Alpine
3	Edward Bruce (Bruce)	Haslingden	2/14/1952	Oslo 1952	Olympics	Cross Country
4	Barry	Patten	2/14/1952	Oslo 1952	Olympics	Alpine
5	Cedric	Sloane	2/14/1952	Oslo 1952	Olympics	Cross Country
6	Anthony (Tony)	Aslangul	1/26/1956	Cortina D' Ampezzo 1956	Olympics	Alpine
7	Christine	Davy	1/26/1956	Cortina D' Ampezzo 1956	Olympics	Alpine
8	Frank	Prihoda	1/26/1956	Cortina D' Ampezzo 1956	Olympics	Alpine
9	James	Walker	1/26/1956	Cortina D' Ampezzo 1956	Olympics	Alpine
10	Peter	Brockhoff	2/18/1960	Squaw Valley 1960	Olympics	Alpine
11	Richard	Walpole	2/18/1960	Squaw Valley 1960	Olympics	Cross Country
12	Hal	Nerdal	2/18/1960	Squaw Valley 1960	Olympics	Nordic Combined
13	Simon	Brown	1/29/1964	Innsbruck 1964	Olympics	Alpine
14	Judy	Forras	1/29/1964	Innsbruck 1964	Olympics	Alpine
15	Ross	Milne	1/29/1964	Innsbruck 1964	Olympics	Alpine
16	Christine	Smith	1/29/1964	Innsbruck 1964	Olympics	Alpine
17	Peter	Wenzel	1/29/1964	Innsbruck 1964	Olympics	Alpine
18	Ross	Martin	2/6/1968	Grenoble 1968	Olympics	Cross Country
19	Malcolm	Milne	2/6/1968	Grenoble 1968	Olympics	Alpine
20	Steven	Clifford	2/3/1972	Sapporo 1972	Olympics	Alpine
21	Kim	Clifford	2/4/1976	Innsbruck 1976	Olympics	Alpine
22	David	Griff	2/4/1976	Innsbruck 1976	Olympics	Alpine
23	Joanne	McDougall (nee Henke)	2/4/1976	Innsbruck 1976	Olympics	Alpine
24	Rob	McIntyre	2/4/1976	Innsbruck 1976	Olympics	Alpine
25	Sally	Rodd	2/4/1976	Innsbruck 1976	Olympics	Alpine
26	Ron	Finneran	2/21/1976	Ornskoldsvik 1976	Paralympics	Para-alpine
27	Kyrre	Grunndsund	2/1/1980	Geilo 1980	Paralympics	Para-alpine and para cross country

REC	NAME	SURNAME	DATE	LOCATION	EVENT	DISCIPLINE
28	Peter	Rickards	2/1/1980	Geilo 1980	Paralympics	Para cross country
29	Jenny	Altermatt	2/14/1980	Lake Placid 1980	Olympics	Alpine
30	Colleen	Bolton	2/14/1980	Lake Placid 1980	Olympics	Cross Country
31	Jacqui	Gerondis (nee Cowderoy)	2/14/1980	Lake Placid 1980	Olympics	Alpine
32	Antony	Guss	2/14/1980	Lake Placid 1980	Olympics	Alpine
33	Rodney	Mill	1/14/1984	Innsbruck 1984	Paralympics	Para-cross country
34	Peter	Smythe	1/14/1984	Innsbruck 1984	Paralympics	sighted guide for Rodney Mill
35	Andrew	Temple	1/14/1984	Innsbruck 1984	Paralympics	Para-alpine
36	Christopher (Chris)	Allen (-Ellis)	2/7/1984	Sarejevo 1984	Olympics	Cross Country
37	Alistair	Guss	2/7/1984	Sarejevo 1984	Olympics	Alpine
38	Marilla	Guss	2/7/1984	Sarejevo 1984	Olympics	Alpine
39	David	Hislop	2/7/1984	Sarejevo 1984	Olympics	Cross Country
40	Steven	Lee	2/7/1984	Sarejevo 1984	Olympics	Alpine
41	Ondine	McGlashan	2/7/1984	Sarejevo 1984	Olympics	Alpine
42	Lynne	Grosse	3/12/1984	Campitello Matese	World Cup	Freestyle

VALE – ALEX 'CHUMPY' PULLIN

The Snow Australia community was shocked and saddened in July by the sudden passing of triple Olympian and two-time World Champion, Alex Pullin, who lost his life while spearfishing on the Gold Coast.

A beloved member of the Australian snow sports team, Chumpy was a role model to many and a leader within the tight knit snow sports community.

After a decade on the international stage representing Australia proudly, Chumpy was well known as someone who regularly gave back to the sport he dearly loved.

Hailing from Mansfield, Victoria, 32-year-old Pullin was a regular on the World Cup circuit since his first Olympic Games at the Vancouver Games in 2010.

Snow Australia CEO, Michael Kennedy, reflected on Chumpy as a man of great character and a role model to other athletes.

"We were all in shock when one of the most beloved members of our community sadly lost his life in such a tragic accident," said Kennedy.

"Chumpy not only represented Australia proudly at three Olympic Games and on the World Cup circuit, but he was a true believer in giving back to the sport he loved so much.

"He was a mentor to so many of our younger snowboarders, giving up his time to coach and provide advice to our future Olympians. His loss will be felt right across our community.

"We know it won't just be here in Australia that Chumpy's legacy will be remembered, but throughout the international snowboarding community. It wasn't just his ability to deliver results that will be missed, but his leadership and the path that he laid for so many," he said.

The Australian Olympic Team's Chef de Mission at Vancouver (2010), Sochi (2014) and PyeongChang (2018) Ian Chesterman described Alex Pullin as a natural leader.

"Chumpy was a champion bloke as well as being a champion athlete. He had great charisma that allowed him to be a natural leader.



Alex 'Chumpy' Pullin

"He was always prepared to give his time to build winter sports in this country, because he was so passionate about what he did. His enthusiasm was infectious and his impact on Olympic sport can't be overstated.

"Chumpy will be greatly missed, not just within our winter sports family but by so many people he impacted on both here and overseas," Mr Chesterman said.

Chief Executive Officer of the Olympic Winter Institute of Australia (OWIA) Geoff Lipshut also paid tribute to Alex Pullin's contribution to elite snow sport in Australia.

"Chumpy was Australia's great snowboard male pioneer. As a junior, he won a medal at the World Junior Championships, before going on to two World Championships, two World Cup Championships and three Olympics Games.

"From day one of his 12 years as an Olympic Winter Institute of Australia athlete, Chumpy attacked each day, competition and training session with his trademark intensity, purpose, energy and enthusiasm.

"Chumpy was a leader, a great champion and will be missed by all of the winter sports community both in Australia and around the World," Mr Lipshut said.

FINANCIAL STATEMENTS

SNOW AUSTRALIA LIMITED

FINANCIAL STATEMENTS

for the year ended October 2020

Snow Australia Limited
ACN 063 859 423

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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 2020.

Directors

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

Dean Gosper
Jo McDougal (Appointed 19th March 2020)
Kim Clifford
Suzie Warwick
Hugh Whan
Manuela Berchtold
Louise Barrett
Steve Cooper
Daniel Bosco

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

Establishment of a Future Fund Reserve

The Board has determined to provide \$1.5 million of the Company's retained earnings to establish a Future Fund Reserve. This amount combines the former Snow Australia Foundation provision of \$700,000 with the tangible reserves arising from the merger with Snowsports NSW and Snowsports ACT augmented by an allocation from this year's result.

The Future Fund Reserve will be available for the future needs of our sport. This includes a continued commitment to the establishment of, and contribution towards a Foundation, investment in sport related infrastructure, investment to attract matched funding grants and targeted sport grants that are deemed appropriate and consistent with the objectives of the Strategic Plan.

Net Income for the Year

As part of the establishment of the Future Fund Reserve, the previous provision for the Foundation built up over a number of years of \$700,000 is to be reflected in the accounts as a Reserve (previously reflected as a Liability). Accounting Standards require this change is reflected through the profit and loss statement resulting in a one-off and significant increase in reported profit for the year. The reported net income for the year of \$302,349 is more representative of Snow Australia's financial result for the period which was higher than usual due in part to the cancellation of programme activity caused by the Covid-19 pandemic.

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

Information on Directors

Dean Gosper

Qualifications Degree in Law and Bachelor of Economics.
 Director of Snow Australia since 1997.
 Experience President of Snow Australia since 2004.
 Deputy Chair OWIA
 Member of International Ski Federation Council since 2010.
 Chair FIS Snowboard Freestyle Freeski Committee

Jo McDougal

Qualifications Austrian Landeslehrer Ski Instructor, REIV Agent
 Experience Director/Owner Molony's ski shop (South Yarra)
 40yrs experience in ski industry, hire and ski school
 1976 Winter Olympian - Downhill, GS & Slalom

Kim Clifford

Qualifications Associated Degree in Applied Science, JP NSW.
 Experience Director of Snow Australia 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 Snow Australia 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 Snow Australia since 1997.
 Chairman 1997-2003.
 Chair Audit Committee and Finance Committee of Snow Australia.
 Snow Australia Remuneration Committee.

Manuela Berchtold

Qualifications Advanced Diploma in Medial Massage.Cert 3 + 4 Fitness Instructor.
 Experience Director of Snow Australia 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.
 Snow Australia Athlete Commission representative.

Louise Barrett

Qualifications Member Australian Institute of Company Directors
 Experience Currently Executive GM - News Corp National Sales
 33 years experience in media including radio, television, publishing and digital in various management positions
 Sales & Marketing Director for Radio 2UE and Broadcast partners Sydney 2000 Olympic Games sponsorship
 Previously held Board positions:
 Sydney Festival
 Sydney Children's Hospital Foundation

Snow Australia Limited
ACN 063 859 423

Directors' Report

Steve Cooper

Qualifications Diploma Visual Arts Education.
Experience 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.
Chair of Snow Australia National Participation Committee.

Daniel Bosco

Qualifications Civil Engineering Degree
Experience Graduate of the Australian Institute of Company Directors
Member of Engineers Australia
Director of construction material distribution business
NSW Freestyle Chair for 5 years
NSW Snowsports Chair for 3 years

Meeting of Directors

During the financial year 7 meetings of directors were held.

Attendances by each director were as follows:

	Directors' Meetings	
	Number eligible to attend	Number attended
Dean Gosper	6	6
Jo McDougal	3	3
Kim Clifford	6	6
Suzie Warwick	6	5
Hugh Whan	6	6
Manuela Berchtold	6	5
Louise Barrett	6	3
Steve Cooper	6	6
Daniel Bosco	6	6

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 2020, the total amount that members of the company are liable to contribute if the company is wound up is \$341 (2019: \$434).

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 6.

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



Dean Gosper
Chair

Dated this 17th day of February 2021



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Melbourne Vic 3004
Australia

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**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 2020 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.

A handwritten signature in blue ink that reads "Mazars Melbourne Assurance Pty Ltd".

Mazars Melbourne Assurance Pty Ltd

A handwritten signature in blue ink, appearing to be "Greg Hudswell".

Greg Hudswell
Director

17th February 2021
Melbourne

Snow Australia Limited
ACN 063 859 423

Statement of Profit or Loss and Other Comprehensive Income

for the year ended 31 October 2020

	Note	2020 \$	2019 \$
Revenue	2	4,704,794	5,374,304
Snow Australia - Program Operation and Grants		(1,248,054)	(1,867,694)
NSWIS/VIS - Program Operation		(225,000)	(280,000)
OWI - Program Operation		(241,000)	(241,000)
Snow Australia - Other Discipline Expenses		(228,075)	(365,842)
Employee benefits expenses	3	(2,309,057)	(2,165,260)
Depreciation and amortisation expenses	3	(25,794)	(24,279)
Other expenses	3	(125,465)	(349,515)
Net Income for the year		302,349	80,713
Other income	2	700,000	-
Profit before Income Tax		1,002,349	80,713
Income tax expense		-	-
Profit for the year		1,002,349	80,713
Other comprehensive income for the year, net of income tax		-	-
Total comprehensive income for the year		1,002,349	80,713

Snow Australia Limited
ACN 063 859 423

Statement of Financial Position

as at 31 October 2020

	Note	2020 \$	2019 \$
Current assets			
Cash	5	4,524,285	1,319,803
Term Deposit		500,016	2,302,079
Trade and other receivables	6	90,699	234,589
Other current assets	7	108,285	119,935
Total current assets		5,223,285	3,976,406
Non-current assets			
Property, plant and equipment	8	41,280	73,818
Total non-current assets		41,280	73,818
Total assets		5,264,565	4,050,224
Current liabilities			
Trade and other payables	9	519,294	501,446
Other liabilities	10	1,797,974	1,641,189
Provisions	11	190,315	155,384
Total current liabilities		2,507,583	2,298,019
Non-current liabilities			
Provisions	11	27,397	24,969
Total non-current liabilities		27,397	24,969
Total liabilities		2,534,980	2,322,988
Net assets		2,729,585	1,727,236
Equity			
		-	-
Retained earnings		1,229,585	1,727,236
Reserves	16	1,500,000	-
Total equity		2,729,585	1,727,236

Snow Australia Limited
ACN 063 859 423

Statement of Changes in Equity

for the year ended 31 October 2020

	Note	Retained Earnings \$	Future Fund Reserve \$	Total Equity
Balance at 1 November 2018		1,646,523	-	1,646,523
Total comprehensive income for the year		80,713		80,713
Balance at 31 October 2019		<u>1,727,236</u>	<u>-</u>	<u>1,727,236</u>
Balance at 1 November 2019		1,727,236	-	1,727,236
Operational Income		302,349	-	302,349
Other Income		700,000		700,000
Transfer to reserves	16	(1,500,000)	1,500,000	-
Balance at 31 October 2020		<u>1,229,585</u>	<u>1,500,000</u>	<u>2,729,585</u>

Snow Australia Limited
ACN 063 859 423

Statement of Cash Flows

For the year ended 30 June 2020

	Note	2020 \$	2019 \$
Cash flows from operating activities			
Receipts from operations		5,655,019	5,476,943
Payments to suppliers and employees		(4,251,937)	(5,059,840)
Interest received		24,747	34,433
Finance costs		(8,167)	(13,268)
Net cash provided by (used in) operating activities		1,419,662	438,268
Cash flows from investing activities			
Purchase of property, plant and equipment		(17,243)	(46,489)
Monies contributed upon unification		-	771,006
Net cash provided by (used in) investing activities		(17,243)	724,517
Net change in cash and cash equivalents held		1,402,419	1,162,785
Cash and cash equivalents at beginning of financial year		3,621,882	2,459,097
Cash and cash equivalents at end of financial year	6	5,024,301	3,621,882

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2020

1 Statement of significant accounting policies

Basis of preparation

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

Snow 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. Contributions to employee superannuation funds, 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 2020

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 2020

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.

Future Fund Reserve

The Future Fund Reserve will be available for the future needs of our sport. This includes a continued commitment to the establishment of, and contribution towards a Foundation, investment in sport related infrastructure, investment to attract matched funding grants and targeted sport grants that are deemed appropriate.

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 2020

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.

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2020

	Note	2020 \$	2019 \$
2 Revenue			
Government Grants		2,689,193	2,736,280
Programme and Entry Fees		405,123	1,624,547
Other Grants		277,880	355,430
Corporate Sponsorship and Fundraising		132,563	324,464
Membership and Registration Fees		55,045	160,259
Interest received		24,747	34,433
Other revenue		1,120,244	138,891
Total revenue		4,704,794	5,374,304
Other income	2 (a)	700,000	-

2(a) Other Income

Represents the accumulated funds previously set aside to establish a Snow Australia Foundation which the Board has elected to have as a reserve rather than a liability. Accounting Standards require this reversed amount reflected through the profit and loss statement. Refer to Note 16 for the creation of the Future Fund Reserve.

3 Expenses

Employee benefits expense includes:

Admin and Event Salary related costs	1,020,560	947,530
Sport Program Salary related costs	1,144,172	1,097,355
Contributions to employee superannuation funds	144,324	120,375
	2,309,057	2,165,260

Depreciation and amortisation expense

Office furniture and equipment	21,555	18,810
Motor Vehicles	4,238	5,469
Total depreciation and amortisation expense	25,794	24,279

Other expenses include:

Doubtful debt provision	5,319	-
Finance costs paid	-	13,268

4 Key management personnel compensation

Total remuneration paid to key management and program coordination personnel of the Company.

656,085	628,623
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Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2020

	Note	2020 \$	2019 \$
5 Cash at Bank			
Cash at bank (a)		4,524,285	1,319,803
Term Deposit		500,016	2,302,079
		5,024,301	3,621,882
5(a) The increase from 2019 comprises prior cash holdings of NSW Snowsports & Snowsports ACT plus advanced payments from Sport Australia.			
5(b) 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		96,018	243,488
Provision for doubtful debts		(5,319)	(8,900)
		90,699	234,589
7 Other assets			
Current			
Prepayments		108,285	119,935
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
Office furniture and equipment			
At cost		128,781	135,526
Less: accumulated depreciation		(102,101)	(80,546)
		26,680	54,980
Motor Vehicles			
At cost		67,059	67,059
Less: accumulated depreciation		(52,460)	(48,221)
		14,599	18,837
Total property, plant and equipment		41,280	73,818

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2020

	Note	2020 \$	2019 \$
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(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:

	Equipment- W'jump/Nordic Shelter	Office furniture & equipment	Motor Vehicles	Total
	\$	\$	\$	\$
Balance at the beginning of the year	1	54,980	18,837	73,818
Addition purchases	-	(6,745)	-	(6,745)
Depreciation expense	-	(21,555)	(4,238)	(25,794)
Balance at the end of the year	1	26,680	14,599	41,280

(b) Nordic Shelter accounting principle

Having reviewed the asset brought across upon the unification of NSW Ski Association Ltd, the Directors consider that the asset described as the Nordic Shelter would present no continuing financial benefit to Ski & Snowboard Australia Ltd and therefore in accordance with AASB136 "Impairment of Assets" the value upon unification has been written down to a notional sum of \$1 at the date of unification. Irrespective of the financial value of the Nordic Shelter, it continues to be a critical asset for the community and will remain under the care and management of our snow sports community.

9 Trade and other payables

Trade creditors	199,306	309,668
Other payables and accrued expenses	319,988	191,778
	519,294	501,446

10 Other Liabilities

Current

Deferred income	1,762,974	906,189
Snow Australia Foundation (Note 2a)	-	700,000
Provision for Water Jump make good (a)	35,000	35,000
	1,797,974	1,641,189

(a) Provision for ongoing maintenance and future contracted asset and leasehold make good obligations.

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2020

	Note	2020 \$	2019 \$
11 Provisions			
Current			
Annual leave		97,747	69,550
Long-service leave		92,568	85,834
		190,315	155,384
Non-current			
Long-service leave		27,397	24,969
		27,397	24,969

12 Contingent assets and liabilities

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

13 Events after the reporting date

Since the reporting date, in December 2020 the Company has undertaken an acquisition of Action Sports Training located in Jindabyne. This business operates inside the building earmarked for development as Snow Australia's National Training Centre and will form part of Snow Australia services offered as part of future operations. The business was purchased from Andrea Berchtold a relative of a Snow Australia Director. The Director was kept at arm's length for all discussions relating to the acquisition and associated transition.

Other than the continuing effects of the COVID-19 pandemic which includes deferral of some program activities and associated grants, no further 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.

Snow Australia Limited
ACN 063 859 423

Notes to the financial statements

for the year ended 31 October 2020

	Note	2020 \$	2019 \$
14 Related party transactions			
There were no transactions with directors or director related parties during the year ended 31 October 2020 (2019: Nil).			
15 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:			
	Note	2020 \$	2019 \$
Financial Assets			
Cash		5,024,301	3,621,882
Trade and other receivables	6	90,699	234,589
Total Financial Assets		5,115,000	3,856,471
Financial Liabilities			
Trade and other payables	9	519,294	501,446
Snow Australia Foundation	10(a)	-	700,000
Total Financial Liabilities		519,294	1,201,446
16 Reserves			
Future Fund Reserve		1,500,000	-

The Board has determined to provide an amount of \$1,500,000 out of the company's retained earnings to establish a Future Fund Reserve which combines the former Snow Australia Foundation provision with the tangible reserves arising from the merger with Snowsports NSW and Snowsports ACT, augmented by an allocation from the current year result.

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 19, 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 2020 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 24th day of February 2021



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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 2020, 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 2020 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.



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.auasb.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



Greg Hudswell
Director

Level 15
390 St Kilda Road
MELBOURNE, VIC 3004
Dated this 24th day of February 2021

BOARD, STAFF & COMMITTEES

SNOW AUSTRALIA BOARD AND STAFF

BOARD

Dean Gosper Chairman

Louise Barrett

Manuela Berchtold

Daniel Bosco

Kim Clifford

Steve Cooper

Jo McDougall

Susie Warwick

Hugh Whan

STAFF

Michael Kennedy CEO

CORPORATE SERVICES

Ryan Taylor Administration Manager

Steve Brown Account Manager

Cathy Lambert Northern Administration Manager

Chloe Balfe Administration Assistant

PARTICIPATION & EVENTS

Steve Nelson National Participation Manager

Johnny Lipzker Sport Development Officer

Wendy Olsen National Event Coordinator

SPORT PATHWAY & PROGRAM OPERATIONS

Ben Wordsworth Performance Pathway & Program Manager

Annie Geiger Para Snowsport Program Manager

Shawn Fleming	Alpine Director & Heach SX Coach
Rebecca Clark	National Development Pathway Coordinator
Finn Marsland	National Coach Education Coordinator & XC Program Director
Valerio Leccardi	Cross Country Head Coach
David Parr	Park & Pipe Program Coordinator
Ryan Pearl	Para Alpine Coach
Par Sundqvist	Para Snowboard Coach

NATIONAL COMMITTEES

NATIONAL ALPINE COMMITTEE	
Matt Lyons	Chairman
Ali Bombardier	Resorts
Alice Chilcott	TD/Womens Alpine
Michael Dickson	TD/Governance and Process
Lara Falk	PARA and skill development
Shawn Fleming	Alpine Director
Scott Sanderson	Events
NATIONAL CROSS COUNTRY COMMITTEE	
Ben Derrick	Chairman
Peter Cunningham	Events
Anthony Evans	High Performance
Ronice Goebel	Coach Education and VIC Development
Shayne Hanks	Athlete Wellbeing
Katerina Paul	Media/Comms
Ashleigh Spittle	Selection
Andrew Walker	Rules and TDs
Peter Ward	NSW-ACT Development
Finn	XC Director

BOARD, STAFF COMMITTEES

NATIONAL FREESTYLE COMMITTEE

David Speirs	Chairman
Kate Blamey	NSWIS Development Coach
Graeme Cox	Falls Creek
Hamish Cox	Team Buller
Steve Desovich	OWIA Head Coach
Walt Hiltner	FIS Advisor
Zoe Dent	Judging
Georgina Leel	Youth Development
Peter McNiel	NSWIS Head Coach
Nicole Parks	Perisher
Andrew Pattison	Team Buller & OWIA Media
Martin Rowley	Hotham

NATIONAL PARK & PIPE COMMITTEE

Scott Kneller	Chairman
Adam Begg	Judging
Ali Bombardier	Events
Rich Hegarty	FIS Advisor
Russ Henshaw	Slopestyle
Josh Lyle	TD Advisor
Zoe Neilson	Marketing and Resorts
David Parr	Park & Pipe Coordinator
Patrick Walsh	Park & Pipe Head Coach
Ryan Tiene	International Programs

NATIONAL SNOWBOARD COMMITTEE	
Rob Dickson	Chairman
Harald Benselin	OWIA Head Coach
Jason Clauscen	NSWIS Head Coach
David Harper	Alpine Snowboard
Jackson Holtham	Club Programs
Kirsteen Maclean	Technical Sport Knowledge
Kobi Rogers	Youth Development
James Winter	Club Programs
Josh Terry	Events
NATIONAL PARTICIPATION COMMITTEE	
Steve Cooper	Chairman
Donna Baker	
Gareth Briglia	
Peter Brulisauer	
Rebecca Clark	
John Day	
Damian von Demleux	
Adam Hosie	
Steve Nelson	
Belinda Trembath	
Nick Whitby	



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