

Australian Outrigger Canoe Racing Association

Annual Report 2018/2019

"Ho'okahi ka 'ilau like ana" (Wield the paddles together)





Photos supplied by Marguerite Langford & Jamie Grey

Our Vision

To inspire more Australians to discover a fitter, healthier, more fulfilling lifestyle through participation in outrigger canoeing.

Our Mission

To grow the membership of the association to more than 4,000 active members by making the sport more accessible to our diverse communities and by delivering a high quality, high value membership experience.

Our Values

Leadership, Respect, Integrity, Inclusion, Fairness, Excellence, Accountability, Transparency, Commitment, and Humility.



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Presidents Report

On behalf of the Board of AOCRA, I am pleased to present to you the inaugural Annual Report.

When I took on the role of interim President back in August one of my key objectives was to ensure transparency along with the continuing momentum of the existing structure that was in place to support the movement to grow and flourish, and to offer our members opportunities and pathways to succeed.

This process culminated in 2018 with the release of the AOCRA Strategic Plan, under Grant Withringtons leadership, an important document which will help shape the organisation's future. To deliver this plan effectively, it is essential that we review our strategic direction and in doing so we will continue the consultation process across our entire stakeholder base – from zones and clubs, through to individual members, government, corporate partners and supporters, to help prioritise our efforts.

Like many volunteer organisations we have faced many challenges in the past and will no doubt face more over the coming years. Underpinning this, is a culture that's been less than desirable in some areas of the sport in recent years. I'm under no illusions that it will not be an easy task of shedding a culture of the past and evolve as an organisation, one that's grounded in trust and respect with strong rules of engagement, effective lines of communication and long term strategy at all levels. With rebuilding comes a determination that things will change, and it will. But it's impossible to cultivate a connected culture from the top alone. What's required is radical accountability at all levels of the association, and through unfiltered honesty we can start to rebuild trust and healthy relationships. It's up to every single one of you to transform our culture that's driven in a strong moral code. The broad question you should ask yourself is, am I a creator, who's trying to improve to world for everyone, or am I a thief who's trying to grab everything for myself.

Drawing on our proud 30+ year history in Australia, I am determined that the trust, respect and spirit of aloha we once enjoyed within the community can be rebuilt and sustained so our legacy is fiercely guarded for a new generation.

Our commitment to developing our capabilities is about ensuring we get better and better at what we do. It is imperative that we bring the running of the association to the highest possible standard our number one operational goal. This means in the pursuit of excellence and 'best practice' in all we do operationally and through training and education pathways, reflecting our commitment to our stakeholders.

Overall it has been a very successful year for our members competitively. Our senior and junior events were a huge success, it was great to see the young talent coming through.

A highlight for me personally, was attending the 2019 IVF World Marathon Championships in Mooloolaba and I am proud to report Australia achieved a very close 2nd place behind Tahiti with a total of 8 x Gold medals, 4 x Silver medals and 2 x Bronze medals. This is an outstanding achievement, which is down to the significant work of athletes, coaches, parents and supporters, in particular, National Elite Coaches.

At this time, I would also like to acknowledge the leadership of our Board, and support teams including Operations, Performance, Coaching and Education who have worked incredibly hard to deliver on the Board's vision and their dedication and passion is certainly appreciated.

This years strategic partners include Destination NSW and Tourism Events Queensland with destination partner Visit Sunshine Coast and ongoing partner Sunshine Coast Council. Arthur J Gallagher support our events across a range of programs and to our partners at the national level, we thank you for your generosity. Our thanks also go to the Government for their continued support of the organisation through vital programs such as community Grant programs.

In closing, let me say that I am as committed as ever to using my time on the Board to bring about meaningful and lasting change and so ensure a great future for outrigger. Thank you to everyone for your trust in the Board to lead the organisation into the new era. I would like to wish all our members, a safe and rewarding season of paddling.



Katherine Birch-Cole
AOCRA President



BOARD OF DIRECTORS 2018/19

Board of Directors 2018/2019

Executive

President - Katherine Cole (Appointed interim President 17 Aug 2019)

Vice President - Andrew (Buck) Buckley

Treasurer – Trish Johnston

Secretary - Cindy Rich

General Directors

Kathy Barsby

Emma Harding

Leon Tangué

Grant Withrington (Resigned as President 17 Aug 2019)

Life Members

Ramona Milligan

Max Christmas

Keith Williams

AOCRA Strategic Plan

Critically important to our association because it provides us all with a clear view of how our sport needs to change and grow to meet the needs of our members.

The AOCRA Strategic Plan 2018 – 2021 (the plan) was launched on 5 June 2018 and is critically important to our association because it provides us all with a clear view of how our sport needs to change and grow to meet the needs of our members. The plan was built on a process of consultation with all zone committees to build a plan that unites our zones and clubs behind a common vision and goal.

Our vision is “To inspire more Australians to discover a fitter, healthier, more fulfilling lifestyle through participation in outrigger canoeing”. We have also set a challenging goal that will require our sport (paddlers, clubs, zones and the national committee) to work together to achieve our ambitious target, our goal is “to grow the membership of the association to more than 4000 active members by making the sport more accessible to our diverse communities and by delivering a high quality, high value membership experience.”

There are six pillars that support our strategic plan and they will be our focus to ensure our vision and goal is realised and they are:

- 1. Leadership:** Provide strong leadership and governance via clear direction and communication.
- 2. Participation:** Increase participation in outriggering by working with zones and clubs to deliver inclusive, vibrant, best practice participation programs that support paddler and coaching pathways across our sport.
- 3. High Performance:** Provide a pathway for high performance paddlers and coaches involving talent identification and elite performance leading towards National and International success.
- 4. Development:** Provide pathways that promote the knowledge, skills and capabilities of outrigger paddlers, coaches and officials at the ‘grass-roots’ levels of our sport.
- 5. Competition:** Provide competitions that enhance participation, experience and performance opportunities for the enjoyment and well-being of outrigger paddlers, of all ages, abilities and skill levels.
- 6. Commercial:** Provide a stable and viable organisation through effective business practices and sound financial management to increase the commercial value of our sport.

These pillars are supported by a number of actions which will resonate with zones, clubs and paddlers with a sample of those important actions including:

- Provide new online tools and technology for AOCRA registration and event nomination.
- Review membership and competition rules and guidelines.
- Have a structured national race calendar set 2 years in advance.
- Create a formalised high-performance program.

When you consider what makes a winning crew you will all be familiar with the concept of all team members working together for a common purpose, working in unison and with each team member doing their part to the best of their ability. Our association is no different; we all need to work together to build a strong, vibrant and sustainable future for our sport.

Score Card

The AOCRA Strategic Plan 2018 – 2021 outlines clear timelines and a road map for completing actions which also helps guide day-to-day decisions and allows AOCRA to evaluate our progress towards our vision and goal.

In delivering our actions the AOCRA Committee has embraced the following values: Leadership, Respect, Integrity, Inclusion, Fairness, Excellence, Accountability, Transparency, Commitment, and Humility.

In the first year of implementation of our strategic plan the AOCRA committee added a further project to the strategic plan to develop and implement a reward and recognition plan this brought the number of action/projects to a total of 26 with 21 of those projects on track (or not yet commenced but expected to be completed on time), 4 projects with minor issues and 1 project with major issue – potentially not being completed on schedule (see Strategic Plan SCORE CARD).

The AOCRA committee like club and zone committees have the competing interests of delivering our day to day operational activities as well as delivering on our strategic plan projects and although we have achieved a great deal in 2019 we want to achieve more. In 2020 the AOCRA committee intends to refocus on a number of high priority projects to speed up delivery in those areas where we need progress the most.



Andrew (Buck) Buckley
AOCRA Vice President

01

Leadership

 PROJECT ON TRACK OR EXPECTED
TO BE COMPLETED ON SCHEDULE

 MINOR ISSUES/REQUIRES
ATTENTION

 MAJOR ISSUES/AT RISK

PILLAR

ACTION

DUE DATE

STATUS

Leadership

Provide strong leadership and governance via clear direction and communication.

Maintain and review a strategic plan using member feedback.

June 2021

Project on track - Strategic Plan is in place with annual review to include feedback from zones at annual AOCRA Zone Delegates Meeting.

Implement best practice for strategic planning, sport administration and management (e.g. induction process, code of conduct, operational standards, portfolios, position descriptions etc.)

Dec 2020

Project is continuing to evolve with each committee member being designated with responsibilities for implementing the strategic plan.

Promote improved governance and develop a regular consultation process with Zone Presidents.

Nov 2020

Ongoing – but communications continue to be unstructured with further work required to improve process.

Create an Engagement and Communication Strategy for AOCRA.

Nov 2019

Underway with draft developed but may not be finalised by due date.

Support Board members to be physically present at zone activities.

June 2019 - Ongoing

Actively occurring.

Develop and implement a Reward and Recognition plan

September 2021

Underway with a review of existing reward and recognition programs occurring at zone level and in other areas such as surf lifesaving.

02

Participation

PILLAR	ACTION	DUE DATE	STATUS
Participation Increase participation in outrigger by delivering inclusive, vibrant, best practice participation programs that support paddler and coaching pathways across our sport.	Review membership and competition rules and guidelines to enhance recruitment and retention.	Dec 2020	Project on track – consultation commenced.
	Progressively develop simple to use resources with input from zones e.g. policies, rules, formats, templates, safety guidelines, insurance, code of conduct etc.	Dec 2020	Still being scoped.
	Increase junior participation by maintaining a Junior Development network across Zones.	ASAP – ongoing	Junior development network is in place (see junior report).
	Engage the Adaptive Paddling community in creation of a National AP Development program that includes training for clubs to gain accreditation to deliver AP programs and seek external funds to support AP programs.	Sept 2020	Still being scoped.

03

High Performance

PILLAR	ACTION	DUE DATE	STATUS
High Performance Provide a stable and unified pathway for high performance paddlers and coaches (adaptive and able-bodied) involving talent identification, development, and elite performance leading to National and International success.	Create a formalised high performance program that:	June 2019	Completed however requires continual improvement and review.
	Establishes criteria for talent identification and selection; and		
	Develops high performance goals and outcomes.		
	Develop a high performance coaching qualification.	June 2021	Include in project for creating a coach development process (Foundation, Development and High Performance levels/modules).
	High performance coaches/coordinators appointed to deliver a national high performance program.	ASAP – ongoing	Completed – requires annual review and consideration.
	Investigate how we can learn from other paddling disciplines high performance programs.	April 2021	Not commenced.

04

Development

PILLAR	ACTION	DUE DATE	STATUS
Development Provide pathways that promote the knowledge, skills and capabilities of outrigger paddlers, coaches and officials at the 'grass-roots' levels of the sport.	Provide new online tools and technology for AOCRA registration, event nomination and event scheduling.	June 2021	Project commenced with positive dialogue with providers of software as a service but limited progress to date.
	Develop a coach development process (Foundation and Development levels/modules)	April 2021	Commenced (more information national coaching coordinator report).
	Create a national resource 'library' of skills development activities for general paddler development that can be delivered locally by coaches.	June 2020	Not yet commenced.
	Streamline the training clinic sanctioning process to facilitate delivery of paddler development opportunities while enhancing compliance with risk management policies.	June 2021	To be dealt with as part of the rules review.
	Develop a national junior/novice development program.	March 2021	Stage 1 complete Stage 2 not commenced

05

Competition

PILLAR

Competition

Provide competitions that enhance participation and performance opportunities for the enjoyment and well-being of outrigger paddlers, of all ages, abilities and skill levels.

ACTION

Have a structured national race calendar set two years in advance.

Identify and share nationally, competition formats that provide diversity and challenging competition.

Continually improve national event outcomes (debrief & feedback) by improving on past events.

DUE DATE

June 2020

April 2021

June 2021

STATUS

Completed however further work required to build completeness of the calendar.

Not yet commenced.

Operational team routinely review and survey participants post events to ensure continual improvement activities are occurring. (more information in operations report)

06

Commercial

PILLAR

Commercial

Provide a stable and viable organisation through effective business practices and sound financial management to increase the commercial value of the sport.

ACTION

Recruit new operational team members and provide training and resources to ensure the operational team's skills are developed and capacity is available.

Develop sponsor attraction plan aimed to focus on those organisations with a natural fit to outrigging and a sponsorship package template for zones and clubs.

Identifying water sport partnership opportunities.

Identify strategic opportunities to increase revenue (e.g. merchandising).

DUE DATE

ASAP - ongoing

June 2021

June 2021

June 2021

STATUS

New operational arrangements in place with access to computer software to support planning and coordination. (more information in operations report)

Not yet commenced.

Not yet commenced.

Not yet commenced.



CREWS FROM AROUND THE WORLD
BATTLE IT OUT AT THE 2019 SYDNEY
HARBOUR CHALLENGE - A KEY DRIVER
FOR MEMBERSHIP

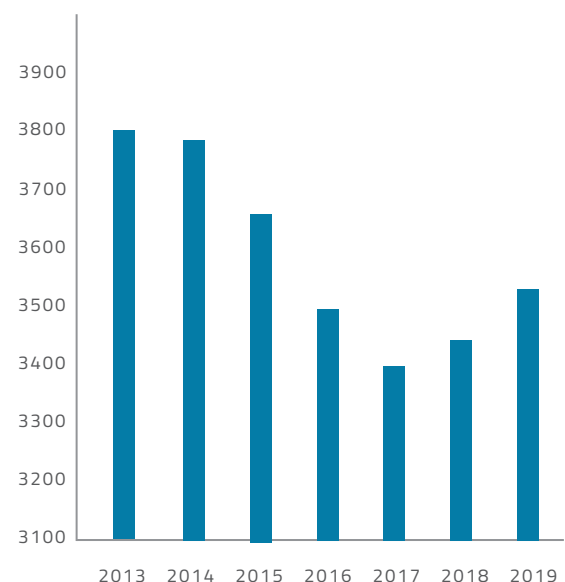
Membership

Whilst membership numbers vary depending on the time of year, the following graph allows us to establish a trend for memberships. The trend is quite noticeably downwards. However, when the membership numbers for October 2019 are factored in we can see a very noticeable upwards swing away from the trend line.

In fact, in the 12 months prior to October 2018 membership numbers recovered to where they were approximately years ago, a sign that perhaps we are starting to see the recovery of the sport.

From the viewpoint of the individual perspective everyone will see the sport in a slightly different way; some will look around them and see their club shrinking and think it is representative of the sport in general, while others will look around them and see their club growing. The data presented here is the best insight we can get about what is actually happening in the sport across the nation, and it supports the informal feedback we have been receiving over the last 12 months that members are noticing a difference and have confidence in performance of the association under the current Board.

When we splice the data in June 2019 v's June 2018, Senior Memberships decline in NSW, NQ and WA Zones and increases in SQ and SS Zones. Junior Memberships decline in SQ and WA Zones, with increases in NSW, and SS Zones.



NATIONAL MEMBERSHIP TREND
2013-2019

Overall membership is stable at this point in time down 19 members overall, a positive sign the sport is stable.

	SQ		NSW		NQ		WA		SS		TOTAL
	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	
Members	1395	1449	1065	1047	686	591	329	283	209	235	3605
Juniors	187	216	49	63	96	69	125	85	12	23	456
Seniors	1208	1233	1016	984	590	522	204	198	197	212	3149
	3.7%		-1.7%		-16.1%		-16.3%		11.1%		-2.2%

It makes sense that zones with declining numbers would need to experience a period of stability before starting to grow again, and we are seeing that in the data. Southern States Zone has experienced some difficulties that have prevented it from growing its membership and AOCRA is working closely with the zone to address this, arrest any further decline and stabilise the zone as a platform for returning to a growth phase in the near future.

This is something we can all be proud of as it shows that more and more people at club and zone level have embraced the need to focus on recruitment and retention and are doing their best to make a difference in our sport.

Currently, SQ Zone and NSW Zone represent 69% of the total membership and are stabilised. We anticipate these zones to move to a growth phase that could significantly drive the National Membership to double-digit growth in the near future.

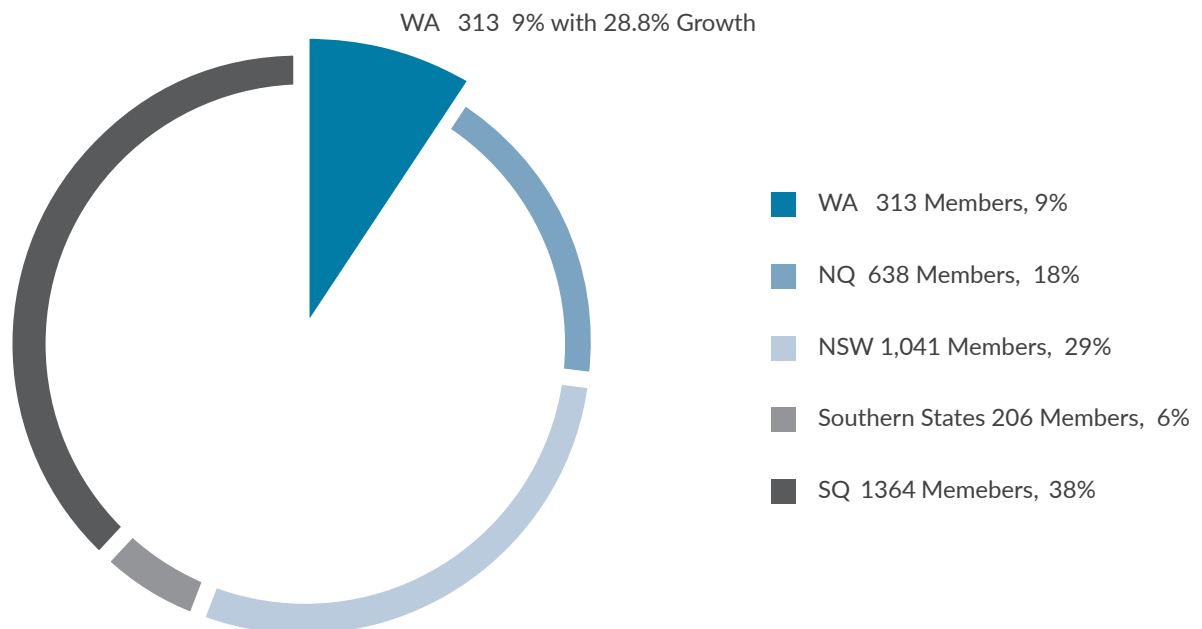
Notable improvements

The majority of growth over the last few years comes from NSW and WA Zones. Although the NSW Zone committee experienced some difficult times initially in 2017, the committee stabilised after a change of leadership and this zone has exhibited some great progress since (11.6% growth in 2018). The zone is also to be congratulated for a solid result in the growth of their Junior ranks. They've had to come from a long way back but there are some dedicated clubs and individuals showing great initiative.

Membership by Zone

WA continues to lead the way with a staggering 28.8% growth. They can also boast the highest proportion of Junior paddlers of any zone, a sign of their true dedication to securing a solid development pipeline for young paddlers in their region.

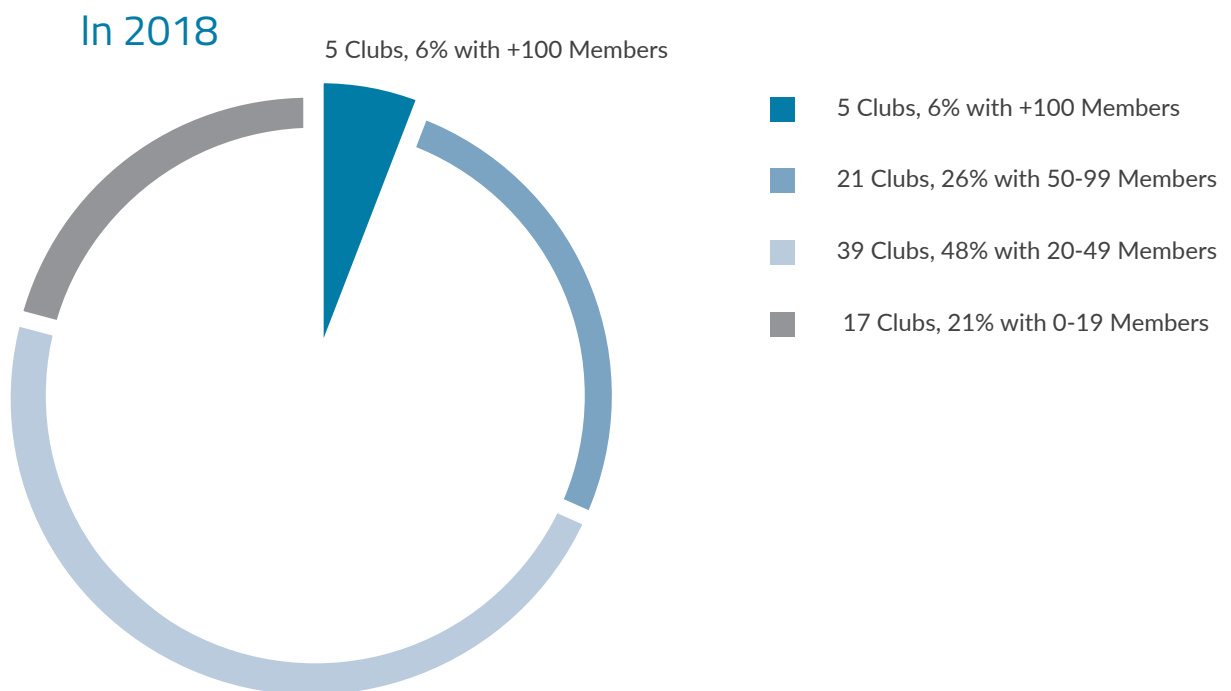
Oct 2018



Last year there were only 2 clubs with more than 100 members and these were both in SQ Zone. There are now 5 clubs who have cracked the tonne, 4 in SQ Zone and one in NSW Zone (Go Koa Kai!). Rockingham in WA Zone are close to breaking through with 95 members at present. Well done all those clubs.

Club sizes Nationally

47% of our clubs have between 20 and 49 members as opposed to 56% last year, so a number of clubs are progressing into the next highest bracket in terms of size.



Last year there were only 2 clubs with more than 100 members and these were both in SQ Zone. There are now 5 clubs who have cracked the tonne, 4 in SQ Zone and one in NSW Zone (Go Koa Kai!). Rockingham in WA Zone are close to breaking through with 95 members at present. Well done all those clubs.

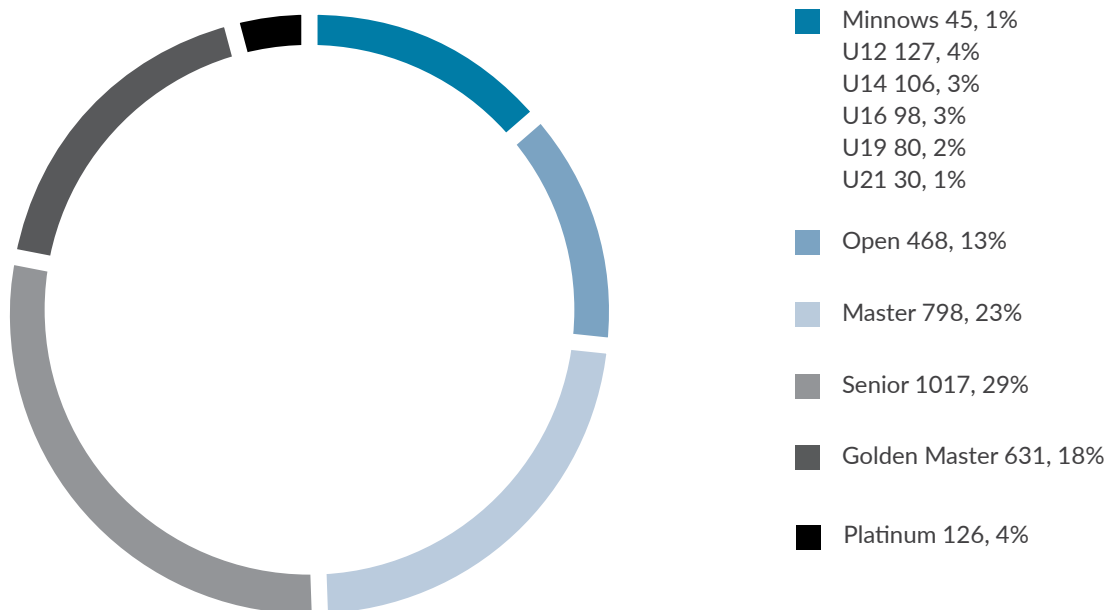
The largest adult divisions remain our Masters and Senior Master divisions, followed by Golden Masters, Opens and Platinum Masters. Juniors now make up just over 12% of our membership base, an increase over last year of 2%.

Age Divisions

A point of concern is the decline of the Open age division. This has dropped from around 15% of national memberships to 13%.

While this might not seem significant when you factor in that we are talking about approximately 25 paddlers overall, this is in fact an age division that needs to be growing in order to feed paddlers into the older adult divisions. We urge all clubs and zones to consider how we might work together to build up this important division and thereby ensure a strong pipeline for growth in future years.

In 2018



There has been growth across all junior age divisions except the 19 & Under category.

Strong growth in Minnows and 12 & Under will drive future growth in the older categories, so it is important that we continue to recruit at all Junior levels, but most notably the Minnows and 12 & Unders.



Katrina Sullivan
AOCRA National Registrar



"THE CHALLENGE OF THE RACE ITSELF
YOU NEVER KNOW WHAT TO EXPECT.
I HAVE RACED AT EVERY ONE OF THEM
AND WILL CONTINUE AS THE RACE IS
SPECTACULAR HEADING AROUND THE
CORNER AND SEEING THE OPERA HOUSE
AND HARBOUR BRIDGE."

Operations

The Operations Team was created to improve in the delivery of national sanctioned events and general operational activities across all zones. Connie and I continue to work towards this goal. We are grateful for and thank the many people who have been able to assist us with their expertise along the way and we are always looking for paddlers who would like to add their knowledge and talents in any area for the benefit of the sport. We endeavour to pass our skills on to all who want to learn so that they may take this back to their zones and clubs.

This year we had the inclusion of an extra race for the Qualifiers for World Distance Championships as well as assisting with selection camps for the U19, Open and Master teams. Along with the hosting of the 2019 IVF World Distance Championships it made for a busy year for all volunteers.

Highlights

Working alongside the team from Port Macquarie for the 2018 OC1 OC2 V1 National Titles created an awesome event with high numbers. Working together in the months leading up to the event helped deliver an organised and enjoyable race. This comment on social media summed it up perfectly....

"Thank you, Port Macquarie OCC ... you hosted a fantastic event. All that hard work paid off & was truly appreciated. Your president & committee & all the support workers are to be congratulated. We had a ball in your part of paradise."

WAZA Zone is ready as it hosts the 2019 OC1 Oc2 V1 National Titles on the 16th & 17th November in pristine waters of Western Australia. Based in Mandurah, less than 1 hour south of Perth. Some of the best downwind water in the country.

AOCRA Sydney Harbour Challenge was once again a spectacle of colour. With the Zones assistance and in turn involving some NSW clubs to officiate in areas, this event has advanced. "Best ever" were the spoken words. This iconic event showcasing Sydney's famous landmarks continues to attract paddlers and the smooth running of the races is imperative to its success. Comments from the DNSW feedback...

"The challenge of the race itself you never know what to expect. I have raced at every one of them and will continue as the race is spectacular heading around the corner and seeing the Opera House & Harbour Bridge."

"Highly Organised. Well run. Great online coverage"

"The best harbour in the world to paddle on, no other place can compare"

"Overall, really well run this year, thank you to all that organize it. The organiser's this year were so much less stressed, they were so helpful and friendly, appreciate that."

Eighteen months of preparations finalised in August with the successful running of the 2019 IVF World Distance Championships. With the backing of Sunshine Coast Council and Tourism Events Queensland we were able to produce some great ocean racing. The slogan 'Beautiful one day, Perfect the next' rang true, although the mornings were cold, the days were perfect. There were 22 countries, with 700 competitors travelling with coaches, supporters, family and friends to Mooloolaba on the Sunshine Coast, along with officials and volunteers. The use of Yacht Bot and the daily highlights from Paddle Life TV were well received as was the final wrap up 'episode' of the event, reaching over 11,500 people on social media.

Thanks goes to all who assisted, from all those who volunteered or officiated in areas, to clubs that loaned canoes as well as our Australian paddlers and coaches. Many glowing comments on social media thanking Australia

"This is just so flippin awesome!!! I loved watching the race on yachtbot! BIG congratulations to all of you"

"...A great week of well organised International competition... perfect location and outstanding organizing... Well done!!!"

"your volunteers were fabulous! Please thank them all from all of us Californian paddlers!! Thanks for your wonderful hospitality and all the hard work that went into making this such an amazing event"

"U all are amazing... thanks for hosting the world in Mooloolaba. It was an honour to show a tad bit of our sacred culture to the world..."

"U all are amazing... thanks for hosting the world in Mooloolaba. It was an honour to show a tad bit of our sacred culture to the world..."

"sending a big Mahalo to all of the volunteers!..."

"Mooloolaba es precioso, el mar espectacular y lleno de retos con fuertes vientos y corrientes La gente es encantadora, amigable y la comida muy variada y precios razonables. Remar con los mejores del mundo, una experiencia unica!" (Mooloolaba is beautiful, the spectacular sea and full of challenges with strong winds and currents. People are charming, friendly and very varied food and reasonable prices. Paddling with the best in the world, a unique experience!)

"...when I arrived at Mooloolaba, it was amazing to see 24 countries involved in the event, and after speaking to some of the people there I was absolutely full of praise Well done Sunshine Coast for hosting the event!"

"Such a fantastic event. The culture and camaraderie here is amazing. I loved the opening ceremony and culture night and the paddling has been outstanding. The paddle battles in the water have made it so exciting and this is such a great sport to watch."

"Excellent atmosphere and great camaraderie"





AUSTRALIA MEDAL TALLY, SECOND ONLY
TO THE TAHITIAS

Near record numbers attended the Trans-Tasman Gubbi Gubbi Championships held at Lake Kawana on the Sunshine Coast. The 400 juniors from around Australia and New Zealand aged from 8 to 18 vied for medals in sprint style racing.

Truly a cultural event with the local Gubbi Gubbi tribe starting the 3 day event with the traditional welcome and dancing, this was reciprocated with gifts presented to them from the New Zealand contingent.

A full 3 days with all competitors enjoying the racing on the water, but also the camaraderie of the water. The cultural night hosted by Mooloolaba Outriggers proved to be a great evening with many sharing traditional songs and dance. It was great to see some new faces in the official areas - we are always looking for people to take on these roles as we need to ensure the events future as some people step back. This was followed by 2 days of Junior National Titles. Congratulations to all winners.

The Future

The EOI process to host National Titles has begun, with the 2020 OC1 OC2 V1 Nationals sent out at the beginning of October. This will be followed by EOIs for the 2021 National Sprint and National Marathons in the coming months.

The Ops team will be ready to assist in any area needed throughout the process and will work closely with appointed host clubs to ensure the standard that is required are met but will take on an advisory role.



Emma Harding
AOCRA Operations Team Manager



SUPPOT THE GROWTH OF THE SPORT
INTO THE FUTRE TO MAKE SURE
WE ARE AT WORLD CLASS LEVEL.

ADA NEBAUER WINS GOLD FOR
AUSTRALIA

Education and Training

This year saw the research and development of new coaching structures and supporting program documents.

The continued focus remains the roll out of the national accreditation coaching Level 1 Outrigger Canoe Coaching Course to ensure clubs are running in accordance with AOCRA rules and bylaws.

A major goal is to have a minimum two registered Level 1 coaches in each club providing additional training and support to all coaches and club members.

Re-Accreditation of Coaches across the Zones FY 2019

Zone	Re-ccredited Coaches
NQ (NT & TS)	16
SQ	33
NSW	35
Southern (Vic Tas SA)	4
WA	7
Totals	93

Re-Accreditation figes represent the maintenance of active coaching within the clubs

Accredited Level 1 Coaches across the Zones FY 2019

Zone	Courses	Candidates	Accredited Coaches	Pending
NQ (NT & TS)	Jun 2019	8	0	0
SQ	July 2018	22	18	0
	Nov 2018	20	13	0
	June 2019	9	0	3
NSW	Oct 2018	20	15	0
	Jun 2019	17	0	0
Southern (Vic Tas SA)	Apr 2019	8	0	0
WA	Nov 2018	12	6	0
Totals	9	116	37.9	3

Comparasion 2018

*Pending=Application awaiting official confirmation at time of reporting

New Coaching Structure Developments

Highly important is the growth and development of coaching in meeting club development, competition, and water safety needs. The proposed coaching structure is designed to encourage more coaching candidates and recognises that building sound coaching takes time growing leadership practises and underpinning skills. Achievable clear practical steps and supportive resources via a multi entry and delivery pathway is central. The Level 2 accreditation is much needed in terms of recognising the depth of knowledge across the clubs. Close liaison and information sharing with Paddle Australia is expected to continue as program development continues.

Coaching Course Presenters / Facilitator

The new coaching delivery reflects a learner coach centred approach not the traditional “Stand and Deliver” method. Zone co-ordinators and course Presenters will require training and familiarisation for the National rollout expected early 2020.

New presentation documents and resource manuals will include role descriptions for all Coaching Co-ordinators, course Presenters, Assessors and Mentors.

Zone Coaching Coordinators and Course Presenters FY 2019

Zone	Coaching Coordinator	Course Presenters
NQ (NT & TS)	Steve Mills	Tuki Brown Kathy Barsby Darryl Thoroughgood
SQ	Janine Nikora	Denise Cooper Pam Prescott
NSW	Katherine Birch-Cole Mandy Robinson	Jane Hall Tuki Brown
Southern (Vic Tas SA)	Lisa Wylie	Yvonne Stansfield
WA	Caroline Larkin	Connie Hughes

Junior Development

A comprehensive resource supporting club-based training that aligns child development with good coaching principles and practice appropriate to age and training age for late primary school and secondary school aged outrigger canoeing athletes has been presented to the AOCRA Junior Development committee for review. Strategic and progressive pathways to longer term and higher involvement of juniors within their club and the sport of outrigger canoeing is accented. The resource includes an overview of child development from age 6 through to under 23yrs, coaching implications and 8-10-week program samples for school/club initiatives. Implementation stage is anticipated early 2020 following final review protocols.

Adaptive / Para Athletes Development

Initial discussions with AOCRA and Paddle Australia Paracanoe coaches have established a need for coaching resources and specific coach training to support and advance our adaptive outrigger athletes' participation at local Zone through to International outrigger canoeing activities and competitions. The aim is to develop a clear set of operational guidelines addressing safe on water practices and practical coaching considerations, like the Junior Development resources pathways to National team selections, with supporting comprehensive resources distributed to all AOCRA clubs and coaches.

Clinics

A series of open access online discussions on a range of interesting topics with outrigger manufacturers, exercise physiologists, international coaches and outrigger identities such as author Steve West are proposed for 2020. Along with practical workshops, clinics and training camps across the zones the intent is to improve individual coaching and enhance exposure to higher process coaching concepts and practices.

Coaches Clinics / Upskilling Workshops conducted across the Zones 2019 (to June 30th)

Zone	Clinics	Number of participants
NQ (NT & TS)	1	22
SQ	2	27
NSW	1	48
Southern (Vic Tas SA)	0	0
WA	0	0
Totals	4	70

Workshops offered by the zones to coach's aids the currency of our qualifications or the refreshing / upskilling of our coaches.

Rainie Martin
AOCRA National
Coaching Coordinator





SHONA MUCKERT - PARA VL3 V1 GOLD
MEDALIST WITH SUPPORT CREW JENNY
RASMUSSEN



THIS YEAR EVERY GROUP THAT
COMMITTED TO THE SYSTEM CAME AWAY
WITH A MEDAL.

High Performance/Elite

Firstly, thank you for appointing me to the position of Head Coach and supporting my proposed course of action that lead us to the Sunshine Coast this year.

As some of you would be aware this was one year of a multi-year plan to put in place a pathway of excellence that the sport owns rather than the Clubs or individuals.

This of course hasn't been an easy or straight forward journey but as we know change even for good is always met with resistance. The plan started to be implemented in the junior system and we have had many roadblocks thrown up by Clubs, State Committees and individuals.

The original plan was for a five-year progression from Club controlled National Team selection to a selection system open to all paddlers controlled by the sport.

This progress has bounced around over the last few years, whilst some political decisions have had to be made. Over time the paddlers and clubs have come to realise that not only are we serious about the pathway forward but also that it is of benefit to not only the individuals but also the clubs.

The things that we are doing well:

- No parent involved with selection.
- Selection criteria and event dates available earlier.
- Information is disseminated to individuals and they are making decisions to be involved.
- For each age and gender group, we are putting in place programs that help with the development of these teams
- Involving a range of individuals from many clubs in the next level of competition enables them to take knowledge and enthusiasm back to their clubs to help grow their clubs.
- AOCRA's financial backing for the teams at competition level, hire of support boats, canoes and lunches was truly great. Compared to other sports that I am involved with outriggering is a giant in this regard.

Congratulations on that and more I am sure.



AUSTRALIAN MENS OPEN TEAM

What we can do better:

- Team selection and criteria dates and venues need to be communicated earlier – at least 6 months before the date of the selections.
- Criteria to be kept simple.
- Running development camps in all states starting at least three or four a year. This lets paddlers understand how the thing works and takes the obstacle of Club interference out of the selection spectre.
- Development coaches should be named so the paddlers can see worth in getting involved early. I have been in discussions with several noteworthy coaches and mentors and they are all keen to help and be involved.
- Development teams able to enter races without “special permission” from time to time as the National Coach deems beneficial.
- AOCRA assist with the hire of equipment from Clubs for the use in development weekends but fair pooling should only start at the first selection camp.

In Summary:

We have come a long way – we have World Champion teams here in Australia within three years. AOCRA has enabled this and the paddlers have supplied the talent to win these events.

Can we do better – yes!

Through the completion of the plan, all age and gender groups will see the benefit of a National Based Team Selection and Network – then we will do better.

In conclusion, I would like to thank those who helped but especially Robyn Saltry and Jane Hall for their invaluable input in the selection process. Robyn’s great work putting a coaching plan in place for the women’s program. Jennifer Bertwistle for coaching the U19 men for me. Special thanks to Emma Harding, Kathy Barsby and Connie Witherington for backing the system with a force that held the thing together.

To the National Committee, thank you, this works.

Most importantly – to the paddlers, congratulations for fronting up and competing as this experience is yours.



Mike Mills-Thom
AOCRA National Coach



"LOVE TO PADDLE – RESPECT THE OCEAN, PEOPLE, RULES" WAS RELEASED AT TRANS-TASMAN GUBBI GUBBI AND 2019 JUNIOR NATIONALS RECENTLY.

Junior Development Report

I would like to begin by thanking the Junior Development Representatives in each of the Zones. Your hard work in your respective zones and your contribution to National Junior Policy making and initiatives are genuinely appreciated.

The committee this past year has included the following representatives. Some of these have changed as Zone AGM's have been held but I would like to recognise all those who have contributed over the past 12 months.

- NQ Zone Reps – Col Hurst, Matt Abbot, Soozi Wilson (recently appointed)
- SQ Zone Reps – Jennifer Issacs and Vanessa Kosmidis
- NSW Rep – Alison Rowe, Katherine Cole and Jenny Maden (recently appointed)
- SStates Reps – Brodie Wylie
- WA Rep – Connie Hughes
- AOCRA Reps – Katherine Cole and Kathy Barsby

Junior Development Posters

"Love to Paddle – Respect the Ocean, People, Rules" was released at Trans-Tasman Gubbi Gubbi and 2019 Junior Nationals recently. These posters and tear drop banners are fresh and vibrant with a focus on Respect within our sport. The posters have been modelled on the "Play by the Rules" Campaigns but with a focus on Outrigging. Developing the respect culture has been a major focus of the 2017-2019 Junior Development Strategic Plan with inclusion of the AOCRA Codes of Conduct and the emphasis on Juniors having fun and making new friends. These posters were proudly displayed on marquee walls and banners at the event and will be available on the Junior page for clubs to print and display in their club houses and for future events.

Awareness and Promotion

Prior to the 2018 AGM we released the junior recruitment video with 312 Shares and over 14K views across the world in the past 12 months. It has been exciting to see many Junior clubs have then gone on to create their own videos to share for come and try days. After 2018 Trans-Tasman Gubbi Gubbi we released the TTGG wrap up" and followed it with a One Minute promo for 2019 TTGG which has seen one of our biggest "TTGG since 2015 prior to World Sprints. Gubbi Gubbi is a Junior event not to be missed and the friendships and culture at this event are remembered for many years by not just the junior paddlers. As a volunteer this event is also one of my favourite events to participate as the excitement is infectious even on the bad weather days.

Junior Events

Juniors participated at National Sprints, Aito, Trans-Tasman Gubbi Gubbi and Juniors Nationals in 2019. We have also seen the Junior U16's and U19's competing and extending their experience at major senior events like Sydney Harbour Challenge and AOCRA has been assisting with this transition to ensure that this is done in a safe manner so that juniors can enjoy the exhilaration of these events and also use this competition to increase their experiences towards World Championship levels. This participation has extended to an increase in our older juniors volunteering at major and local events and this extension of inclusion in volunteering has been another Junior Development culture focus over the past 3 years. I would like to express my thanks to those juniors and their parents who have been stepping up and leading the way with volunteering and setting the example for the future. Volunteers are essential to running all our paddling events and without them these events can't happen.

Junior Participation

At V1 Aito's within Australia, New Zealand, Tahiti and at World Distance Championship saw some of the best results to date. I would like to congratulate those Juniors who participated and their results achieved in 2019 with special mention to Ada Nebauer, who won her age division in all these events for 2019. Travel towards these events has been subsidised through incentive prizes at Junior Nationals and Aito over the past 5 years and the support given and results are showing on the International Stage.

Junior Pathways program

This is close to completion thanks to all the hard work from Denise Cooper and Lorraine Martin for their work on this over the past couple of years. This pathway program is designed to also assist junior coaches and show the pathway available for our junior paddlers.

I would like to thank all the junior parents, coaches, volunteers and paddlers for all you have contributed towards junior development over my past three years as Junior Development President. In particular it is with great pride that I have watched some of our U19 Juniors moving into the senior divisions and continuing your love of outrigger.



Kathy Barsby
AOCRA Junior Development President



AT V1 AITO'S WITHIN AUSTRALIA, NEW ZEALAND, TAHITI AND AT WORLD DISTANCE CHAMPIONSHIP SAW SOME OF THE BEST RESULTS TO DATE.

SPECIAL MENTION TO ADA NEBAUER, WHO WON HER AGE DIVISION IN ALL THESE EVENTS FOR 2019.



ALTHOUGH THE NSW ZONE DID NOT RUN THE SHC, WE HAD A GREAT DEAL OF INPUT AS JOINT PARTNERS. MANY COMMENTS WERE MADE BY THE PADDLERS THAT IT WAS THE BEST SHC SO FAR. GREAT EFFORT EVERYONE - 2020 WILL BE BETTER.

New South Wales – Zone Report

Firstly I would like to thank the current committee for all the effort they have put in during the past 12 months. You have all given up so much of your time, improving and moving our sport in the right direction.

In giving this time, which few members fully comprehend, you have all inspired me with your passion and your dedication without hesitation to help our sport to become as professional, as organised and most importantly - as safe as possible.

This year has been a year of rebuilding and learning, especially for me. It has taken real team effort to manage issues as they have arisen. I would like you all to know that every decision made by this committee throughout the year has been made with all NSW Zone members in mind.

All regattas this season were successfully run in terms of safety, paddler enjoyment and financial benefit to the host club. Clubs are to be congratulated on their safety record and having adequate numbers of craft at the events to provide assistance when necessary.

The OC1/OC2/V1 Elite and Novice race series was well received in NSW, offering a variety of 6 Elite and 8 Novice races to compete in and giving OC1/ OC2/V1 competitors a great chance to do some downhill courses. There was some excellent racing and great prizes for those who attended presentations, including 2 flights to compete in a single craft event of their choice in Hawaii. Over \$2,500 in prizes were provided to paddlers.

Grand Prix events were held this season with race distances ranging from 4km to 18km. Once again, the format of racing was varied and this was generally well received. Every regatta was also attended by a junior division, which we are growing in NSW with the help of the junior development committee.

Pittwater provided a challenging State Titles event. It created an opening for more help to be given at regattas for clubs, especially when new members run the event. Most paddlers got to experience this challenging race in a safe environment with many support craft around them for protection.

Every regatta was also attended by a junior division, which we are growing in NSW with the help of the junior development committee.

Achievements:

- Although the NSW Zone did not run the SHC, we had a great deal of input as joint partners. Many comments were made by the paddlers that it was the best SHC so far. Great effort everyone - 2020 will be better.
 - National Titles OC1/OC2 held in Port Macquarie was a resounding success due to efforts of the host club and the professional outlook from Race Director Wes Byrnes.
 - The scheduling of the OC1/OC2 & OC6 series to suit the National and International Calendar dates not conflicting with the National Calendar.
 - A well-organized and smoothly run OC1/2OC Series, with great feedback and fantastic prizes.
 - Successful coaching courses were held with 37 members attending.
 - Thanks to Ty Graham, we now have a gear trailer that has everything required in order to host a safe regatta.
 - NSW Zone junior division has increased slightly from last year having 8 clubs with active juniors and a JDO committee helping grow the sport amongst this group.
 - NSW teams and individuals represented the Zone at both national and worlds events. We congratulate all the NSW paddlers who made the National Team to represent Australia.
 - NSW paddlers competed at various International events around the world, including California, Hawaii, Tahiti, New Zealand, and the Cook Islands.
- Congratulations to you all.

Goals

- To increase training and development by providing more opportunities for paddlers to gain skills and knowledge.
- To access greater funding in the form of grants.
- To further increase membership, particularly open and junior participation in the sport.
- To improve the media profile of the sport so that sponsorship and grants become more accessible.
- To financially support The National
- Plan helping elite paddlers so that they can be part of National teams.
- To keep the sport challenging, safe and enjoyable for all levels of experience.
- To make running regattas easier and continue to improve standards.
- To attract interstate and internationally based teams to regattas held in NSW.
- Sound representation on the National AOCRA committee.



FIRST PLACED MENS OPEN TEAM, TEAM OCEANI, SHC 2019. MADE UP OF PADDLERS FROM AOTEAROA (NEW ZEALAND), AUSTRALIA, TAHITI, FIJI, AND HAWAII.

Lead your club in the right direction

The NSW zone asks Club Presidents and coaches to lead their clubs in the right direction. If the same issue keeps arising, then changes must be made to the way the club is functioning. If it means moving a person on your committee to another position or changing a routine, then as leaders you need to make that change. Thank you all very much for a successful 2018/2019 season.



Chris Berry
President NSW Zone

North Queensland – Zone Report

Over the last twelve months the NQ Zone has again been a trying one with overcoming never ending challenges to continue and grow the sport in our region.

The sheer size of our zone and the distance required for our members to travel continues to be our greatest issue in keeping existing members and attracting new members. The area of competition in our zone starts at Tannum Sands and goes all the way to Port Douglas In the north. That area alone is a distance covering 1300 kms. The clubs at our extremities have to face 6 to 8 hour road trips just to attend regattas at a huge cost, both money and time wise, with all requiring to take days off work to cover travel just to attend. This affects the membership base and the ability to draw in new members and retain current members.

The zone has however progressed well, and we have met all our requirements as far as what we promised to our members. This year we ran three specific training/paddling clinics for our members, one in each region; Tinaroo dam in the north; Townsville in the middle sector, and; Rockhampton in the south. We ran these at no cost to members to attend by utilising funding for each to ensure we had good presenters and skill base for the attending people to gain from.

We also ran two level one coaching courses in the 2019 period, but they have been a struggle to run. We consistently get plenty of members show interest, each time we set a date and organize to get presenters we struggle to get any members to attend and therefore we struggle to meet the minimum number required for the course to go ahead or be successful. These courses do not work well if we don't get a good number of people attending. All clubs require an approved qualified coach, however it's evident the reward and protection for these people is not sufficient to keep good numbers. Our sport needs to find a way to make such coaching positions more rewarding and worthwhile for the effort people put in. If we don't maintain our coaches or make it enticing for new ones to step up our sport is in serious trouble.

The zone will run one coach the coach course later this year. Again, this being such a vital piece of our future we need to find a way of offering such to our coaches at no cost and use it to entice participation. We also have a need to upskill our people with minimal outlay to the members.

The NQ zone currently shows a member base of 586 members; Open men 34, Open women 47, Master men 65, master women 84, senior master men 70, senior master women 99, golden master men 31, golden master women 47, platinum men 16, platinum women 9. Minnow boy 4, minnow girl 1, under 12 boys 7, under 12 girls 9, u14 boys 11, under 14 girls 9, u16 boys 12, u16 girls 5, u19 boys 8, u19 girls 4, u21 boys 0, u21 girls 4.

These numbers show a reduction of around 50 when compared to our numbers last year. We have no answers as to what has directly affected this reduction but it seems to be consistent with the normal yearly fluctuations when viewed over several years. Potential sponsorship and promotion of the sport nationally to lift the profile of the sport could help.

The regattas in NQ have all been well attended this year and were very successful. We did have one Wai Puhī race cancelled due to low numbers. Unfortunately, the host club cancelled this early in the week when many had not yet looked at nominating and was only 7 days after the grueling GBROC Challenge which impacted people nominating early. Again this highlights the need for regattas to be well spaced throughout the calendar year to enhance participation.



The zone ran its very first gala night last year which was a huge success. Being the first one ever held it showed the importance of such and the need for it in our sport. The entire concept and purpose of the gala night is to promote recognition in our sport, and to have a great time. It's surprising we as a sport have existed as long as we have without such recognition of those who have made the sport all that it is today. The event had a lot of formalities to endure due to trying to catch up on over thirty years of no recognition in our own zone. This year we now only have to recognize the accomplishments and milestones achieved in the past year leaving more time for celebration.

After seeing the gala's success and the new vitalized value many now show from the inclusion of some recognition in our sport it highlights even further its need in all aspects of our sport. I strongly encourage every other zone to embrace this concept moving forward as it's a great way to give back to your members and promote good spirit within. I also challenge AOCRA to start recognizing those who have created this great sport in Australia over the last 40 years. We need to recognise those in each zone that have played a role in shaping the sport we have and having an influence on where we are today and set some goals for those moving forward to aspire to meet. We can never expect greatness if we never encourage and recognize such.

Our sport is special and unique, it's tough, it's challenging, credit needs to be paid to those who have endured such and stood the test of time and still actively contributing to our growth and future today. There are key people throughout our nation that are on this list and there are a few major stand out in each Zone whom have kept those Zones running, without these iconic people in each Zone, the Zone's would not be what they are today. I raised this last year, we need to act and recognize these people, else our future is seriously looking gloomy. Good to see AOCRA is now exploring this option.

Zone cooperation can be improved, we need to start working together and align calendars so that iconic events in each zone can be attended fully and inclusively. It has shown this year that attendance at iconic events in other zone will be greatly affected by similar events within home zones. Each zone needs to set

calendars to not clash with the existing iconic events held by other zones. Where there is a chance of members from those other zones attending such events. Our zone has also been directly affected by lack of support from other Zones and AOCRA in relation to attendance at several of our iconic events this year.

Clashing events such as the "Whale Run" event, a change over event only two weeks apart from the official national change over race held in Cairns at GBROC, this was a serious issue and directly affected the attendance at the National Title event. It is hard to fathom anyone from southern zones would even consider traveling while they can just sit at home and just wait two weeks for their own event.

If we want growth in this sport these situations need to be managed better to ensure maximum participation in all national events and not just look after one local area.



Darrell Thoroughgood
NQ Zone President

South Queensland – Zone Report

I am pleased to present my President's report to the 2019 AGM covering our achievements, challenges and highlights in the 2018-2019 year.

Our priority was to confirm the current situation and climate amongst clubs and members. Bring leadership that aligned with AOCRA Strategic Plan and meet the needs of our membership. As surveyed, our diverse membership wanted more exciting and varied race events, wanted more focus on recruiting and developing Juniors, pathways to support paddler talent, more communication, effective leadership, with openness, fair and respect, cultivating trust, positivity and a safe place.

Our approach was to openly encourage engagement and improve communication outlining Zone direction, explain the necessity for change, seek buy in and support, focus effort on the right activities to build our capabilities and better outcomes.

It was a massive team effort including a handful of key club volunteers to establish sub-committees to align with the six pillars, agree on our mission mantra and values and deliver Zone initiatives and outcomes:

Initiatives:

- Embraced technology and purchased Survey Monkey to engage members, get valuable feedback quickly and effectively to focus on continuous improvement around hosting regattas, spend grants, re-shape the Zone Race Calendar. Further purchased ZOOM for an effective face to face communication with committee & sub-committee meetings and meetings clubs and training sessions. This reduced costs by eliminating teleconferencing.
- Outline Zones purpose and role and bring context to our purpose by starting with AOCRA Strategic Plan and survey feedback to focus on:
 - A sustainable future
 - Lifting the 'game'
 - Culture
- Commitment to actively engage club representation through planning Zone Forum Meetings. The first meeting on Oct 27th 2018 attendance 42%, Reveal Day 16th Feb attendance 54%, Beyond Day 13th Jul attendance 64%.

It was a massive team effort including a handful of key club volunteers to establish sub-committees to align with the six pillars, agree on our mission mantra and values and deliver Zone initiatives and outcomes:

- Leadership & Commercial: – Ready Set Paddler Toolkit, Sponsorship Toolkit and Recruitment Campaign
- Development & Participation – Junior Development with Ready Set Paddle Toolkit to recruit Juniors including a recruitment video. Program a two-day camp & one day camp and refreshing the proposal to drop the Minnows age from 8 – 6 years
- High Performance and Competition – On water & Safety Team to refresh the Race Calendar including new and exciting events, formalise the Hosting Regatta process and feedback process for better outcomes, building new Host Club capability, new incentive program for Regattas,
- Re-established the baseline requirements for Host Clubs via a transparent EOI process. Preliminary discussions on areas of focus for Host Clubs based on survey feedback, recent on water incidents and Regatta Rules requirements. Introduced surveys and debrief meetings with Host Clubs to recognise the successes and the areas for further improvement. Clubs appreciate the clarity on requirements and expectations.
- Confirmed the role of Queensland State Centre and realised the 2018 funded projects not delivered in the Zone and the 2019 funding allocation across the same projects to use by December 2019. Improved the communication and connection with North Queensland counterparts for better outcomes in acquitting funding and finalising a new Strategic Plan for 2020 – 2022 State Government funding.
- Setup a new Zone Registration Team (SRT) to facilitate Zone Registration activities for Zone Regattas with focus on building capability and refining processes.
- Gather statistical information to understand participation at regattas, club growth, paddler demographics identify trends and viability of the Zone continuing to financially support certain regatta events
- Standardised the Zone email addresses and created a centralised Hub using Google Suite for all information and documentation sharing for the Zone committee members. Created a Google space to share toolkits and presentations with Clubs and members.
- Utilised Social Media – Facebook for promotion and engagement to reach our community and share information in real time.

Achievements:

- Improved the club numbers by 7.7% from 1337 to 1447 as at 1st Sep 2019.
- Improved communication, engagement and support with Zone clubs by inviting and encouraging participation at Zone Planning meetings and being involved in sub-committees.
- Launched three key regatta events: GC Cup OC6 Iron in June, Whale Run Changeover in September, Battle of the Bays Singles Downwinder in March. These events in partnership with clubs will become iconic events to attract Interstate and International competition to our waters. Realise the Zones hosting capability.
- Launched new carnival type Big Splash Summer Series to bring the fun back and support Clubs recruiting members leading into the OC6 season and give club an opportunity to host a new event.
- Increased and improved engagement with Hosting Clubs to build a better working relationship and specific support by standardising Processes, Program templates, documentation, offering a new Incentive Program that encourages paddler participation
- Improved transparency by; advertising vacant Zone roles and sharing statistical and financial information and analysis so clubs and members are more informed.
- Increased our following through Social Media which has led to a better connection with clubs and paddlers that in turn has increased their curiosity and appetite for information and being involved.
- Improving and increasing our Coach capability by purposely planning Level 1 Coaching Clinics in our 'off season' and Coach the Coach Clinics to further help develop coaches to connect with paddlers to mentor and wear the many hats required in their voluntary role.
- Implemented a successful sponsorship pilot program for Bribie Mahalo OCC led by the Leadership and Commercial team. This toolkit is available for clubs to use.
- Hosted a very successful Junior Development Camp for 65 x Zone juniors which a first for a very long time. Reinvigorating Juniors to learn in a fun environment and make new friends.
- Introduced Ready Set Paddle Toolkit and Recruitment Incentive to assist Clubs in recruiting new members
- Supported:
 - o Three Clubs with Junior Programs with specific funding to grow their Junior membership.
 - o The Adaptive Campaign hosted by Mooloolaba OCC and recognised our Adaptive paddlers achievements.
 - o Individual clubs where asked with great outcomes such as improving their hosting capability, governance processes, club networking and engagement with community.



INCREASED AND IMPROVED ENGAGEMENT WITH HOSTING CLUBS TO BUILD A BETTER WORKING RELATIONSHIP AND SPECIFIC SUPPORT BY STANDARDISING PROCESSES,



Highlights:

- Many Zone paddlers including the Adaptives qualifying for IVF Worlds Long Distance Championships and placing on the podium.
- Many Zone paddlers competing at International events successfully including Ada Nebauer.
- Positive feedback from Club committees as they can see a positive change, know the direction and support available, openness to share information, receive feedback and continue to support the zone direction.
- Watching this diverse team initiate and implement the necessary strategic and operational changes despite the challenges we faced as a team. Including the Executive Team driving hard to bring about much

needed changes was something to behold in a short period of time.

- Having clubs and some of our sceptical members realise the benefit of setting the standard for everything we do.
- Having the highest number of attendees and most contested nominations at our recent SQ Zone AGM with overwhelming support to be given the role to lead the Zone again for another term.

I would like to thank the executive committee for their extraordinary efforts, valuable contribution and support over this past year.

Looking forward to continuing on with our direction and activity in 2020 and beyond.

Challenges:

A new committee had its own challenges in transitioning with no handover from prior committee. Systems and processes are now in place to support a new committee transition including bank processes should this occur again.

Our committee has introduced a fresh approach and processes to re-establish a baseline and good practice which has meant significant change for some. With all the planning, engagement, communication and support some do not like change, don't want to be a part of it. For our sport to have a future we must do things differently to get a different outcome.

There is an element of negativity from a minority and they have made their voice heard to Club Presidents. Club Presidents have expressed to us is that these personal views are not their sentiment and are pleased with our team and performance. We will continue to provide opportunity for constructive engagement, positive participation and feedback during the next 12 months, however we cannot afford to become paralysed by individual outbursts and negativity.

There is a gap between AOCRA and SQ Zone and this has been a challenge as well. Zone would like full open communication, disclosure, inclusion and support. The next 12 months is an opportunity to work together as one team on progressing our sport forward for the benefit of our current members and recruiting newbies to our sport of choice.

For the year ahead we will consolidate our progress, refine our baseline and focus on engaging our youth to participate in shaping our future to attract a new younger generation into our sport.

Identify high performance and competition opportunities to attract athletic talent. Continue to support Clubs to do the basics well, plan their futures and build their capabilities.



Dave Mason
President SQ Zone

Western Australia (WAZA) Zone Report

I complete this report whilst only serving in the Presidents capacity for a little over six months. A strong committee though has ensured that the 2018/2019 season continued to move ahead providing a sport that is enjoyed by paddlers ranging from 6 to 70 years plus.

On the water congratulations needs to go to Wavemasters OCC who took out the champion club awards for both Senior and Junior. A large proportion of their juniors are now also competing in the senior events which is a show of the strength of that club going forward. Mandurah Ocean Club took out this year's State Titles in a hotly contested two days of paddling. All active clubs though need to be congratulated for their efforts all season long.

This November sees the National OC1, V1 and OC2 Titles come to WA. The event will be run in the Mandurah region with funding provided by the City of Mandurah and also Tourism WA. The strongest paddlers in the country will be representing and hopefully the weather will turn it on for some great racing. A fair amount of effort has gone on behind the scenes in making this event a reality with a shout out to Michael Gianotti, Ray Hua, Colin Bartley and Dan Rome who have assisted in the organising of this event.

Again we had representation on both the National and International level with special mention to Leon Larkins on becoming a World champion again with the Adaptive team at the Marathon World Championships held on the Sunshine Coast.

Special thanks must go to Jenna who as Secretary and the supporting cast around her who have provided invaluable support with Tori (Vice President) and Glen (Treasurer) as the remaining executive and also Caroline (Coaching Coordinator), Wayne (Safety) and Connie again providing the lead around our Junior Development.

I would also like to give a special mention to Marco who as well as his commitments with Hurricane stepped in to provide additional support to the WAZA committee. I'm hopeful the core of the committee can stay together to continue to grow the sport in WA.



We need to work together on developing, marketing and in turn growing this great sport of ours.

It is an ocean, flat water, distance, sprint, single, team, junior and senior sport – not just one of those disciplines. The diversity of what we can offer is our strength.

All clubs need to embrace this and offer it to existing and new paddlers. We are a social sport. We can't cater for one type of member. Strong clubs make strong associations and a strong club is one that has a base of juniors, seniors, competitive paddlers and social paddlers. This has been the Zones focus for the last few years and needs to continue to ensure our longevity. We must all work together on a common goal.



Nathan Piacentini
President WA Zone



IN THE HEAT OF BATTLE. NATIONALS IN
MOOLOOLABA

Southern States – Zone Report

It's been a tough year for the Southern States Zone, a year which presented many challenges and the culmination of the Zone being run by AOCRA with a skeleton committee.

Under my guidance and with AOCRA's support, the Zone turned things around, appointed a committee and reinstated the Zone as an independent entity from AOCRA, under the leadership of Mark Grey.

Of course, the real proof will be in the zone's progress beyond this point in time, but having been directly involved in supporting the zone for the last two years I can honestly say that the commitment by delegates and committee to working together for the collective good of the zone and the sport is absolutely refreshing and encouraging.

At the recent AGM I congratulated the members of the zone, and their committee, for the way they've bounced back and taken the future of the zone and their commitment to the sport to heart. Mark has a strong commitment to their shared vision for the zone and he will be ably supported by his committee. In particular, I would like to highly commend Yvonne Stansfield for her unwavering dedication to the sport, her zone and the aims of AOCRA over many years, but particularly this last year.

Thank you to Trish Johnstone and Kathy Barnsby for managing the financial side of keeping the zone solvent this past year.

Personally, I was very proud of the way everyone worked together and set their sights firmly on a brighter future for the zone. I hope that momentum continues, but I will have to leave it to those who remain to follow their progress and support them on their journey.



Grant Withrington
AOCRA Board

Financial Overview

Finances	2015/2016	2016/2017	2017/2018	2018/2019
Income				
Affiliations and Registrations NQ (NT & TS)	\$216,775	\$232,486	\$245,104	\$244,533
Medal Sales	\$16,232	\$8,317	\$11,920	\$12,078
Events	\$370,976	\$246,645	\$233,005	\$190,317
Credit card fees	\$2,360	\$2,779	\$4,158	\$3,615
Sponsorship & Grants	\$365,991	\$183,636	\$195,000	\$273,636
Interest	\$1,214	\$5,892	\$3,121	\$3,202
Gain (loss) on sale of equipment		\$4,046	-\$949	\$1,114
Other 2	\$12,684	\$16,667		\$827
Total 3	\$986,232	\$700,468	\$691,359	\$729,322
Expenditure				
Regattas 4	\$520,016.00	\$239,093	\$309,219	\$270,261
Administration	\$68,363	\$78,807	\$77,477	\$70,483
Zone Grants	\$14,436	\$55,458	\$0	\$54,400
Website	\$6,692	\$3,767	\$7,349	\$9,221
Insurance and Registration	\$64,222	\$67,408	\$64,039	\$67,500
Core activities 5	\$209,697	\$146,888	\$125,960	\$103,770
Other 6	\$85,677	\$40,984	\$37,445	\$24,861
Total	\$969,103	\$632,405	\$621,489	\$600,496
Surplus	\$17,129	\$68,063	\$69,870	\$128,826

Notes

1. More sprint events were held leading into this event and Sponsorship monies were higher due to IVF Event.
2. The income other is development camps for IVF World Championship events and some GST write off in 2017.
3. Higher income in 2016 financial due to hosting the IVF World Sprint Championships on the Sunshine Coast.
4. Higher expenditure against regattas in 2016

financial year related to host IVF World Sprint Championships.

5. Core activities include Committee allowances, Medal purchases, Rent and repairs, AGM expenses. Travel and accommodation for IVF events and meetings. Advertising and promotion.

6. Other includes Development camps and Uniforms for Elite athletes. Bad debts equipment purchases, and depreciation.

Financial Report

Financial report for Year Ended 30th June 2019 (In summary)

The financial statements and specific disclosures included in this summary report have been derived from the 2018 – 2019 Audited financial report of AOCRA Ltd. The full report will be presented at the 2019 AOCRA LTD AGM and available upon request to members.

1. Statement of Profit and Loss and other income.

Sponsorship income increased due to hosting the IVF World Distance Championships on the Sunshine Coast. Regatta income is less than previous year. 2018 was an IVF World Sprint Titles year and there was over \$34,000 in nominations to IVF included in the income.

Income	2019 \$	2018 \$
Affiliations and Registrations	244,533	245,104
Medal Sales SQ	12,078	11,920
Regatta income	175,297	213,814
Regatta other	15,020	19,191
Credit card fees	3,615	4,158
Sponsorship & donations	273,636	195,000
Interest received	3,202	3,121
Gain / (loss) on sale of plant and equip	1,114	(949)
Development camp income	827	-
	729,322	691,359

Expenditure was approximately \$21, 000 less this financial year than the previous year.

There was an increase in allowance fees to support the board and operations team with phone calls and road travel.

A slight increase in Marine Hull and Directors and Officers insurance and an increase towing and travel allowances to paddlers. There were decreases in Regatta expenses due to tighter management

and less payment to volunteers due to location of events. Telephone charges less as the board meets through ZOOM.

Less expense in travel as IVF event was in Australia. 2018 included costs for two Area Coordinators to support the Australian team in Tahiti.

	2019 \$	2018 \$
EXPENDITURE		
Accounting and audit fees	3,600	3,500
Advertising and promotion	-	4,870
Administration sub-contractor	30,345	30,457
Allowances:		
National coaching co-ordinator	1,800	1,800
Secretary	2,400	1,600
Treasurer	1,800	1,800
President	600	-
Committee	800	-
National registrar	1,800	1,800
Junior development president	600	600
Social media co-ordinator	-	600
Operations committee	3,600	-
Total allowances	13,400	8,200
AGM Expenditure	13,271	14,277
Bad debts written off	-	10,536
Bank charges	11,844	12,528
Bookkeeping	19,035	17,515
Development camp	2,996	-
Coaching courses and seminars	444	1,240
Equipment purchases	100	-
Depreciation	21,765	22,165
Freight and postage	608	1,584
Insurance and registration	67,500	64,039
Legal fees	1,108	5,055
Medal purchases	13,451	14,249
Permits, licences and fees	1,924	27,399
Printing and stationery	3,111	3,601
Regatta expenses:		
Advertising, media and promotion	12,924	26,560
Contractual requirements	64,588	78,041
Event infrastructure	114,149	122,623
Regatta canoe hire	12,550	13,191
Safety	19,962	17,838
Trophies, medals and prizes	33,205	28,169
Volunteer expenses	12,883	22,797
Total regatta expenses	270,261	309,219
Rent paid	4,630	6,959
Repairs and maintenance	4,710	1,290
Telephone	832	3,237
Towing subsidy & travel assistance	37,471	23,333
Travel and accommodation	14,469	24,143
Uniforms	-	4,744
Website expenditure	9,221	7,349
Zone grant allocations	54,400	-
	600,496	621,489
Current year surplus / (deficit) before income tax	128,826	69,870
Income tax expense	-	-
Net current year surplus / (deficit) after income tax	128,826	69,870
Other comprehensive income		
Total other comprehensive income for the year	-	-
Profit attributable to members of the entity	128,826	69,870
Total comprehensive income attributable to members of the entity	128,826	69,870

Statement of Financial position

Total assets are \$767,343. Current liabilities are \$80,759. This includes \$42,726 in accounts payable, \$30,000 in deferred income and \$8,033 in deposits held. Total Equity is \$68,6584

	Note	2019 \$	2018 \$
ASSETS			
CURRENT ASSETS			
Cash and cash equivalents	2	596,507	426,024
Accounts receivable and other debtors	3	69,938	37,812
Inventories	4	12,681	15,750
TOTAL CURRENT ASSETS		<u>679,126</u>	<u>479,586</u>
NON-CURRENT ASSETS			
Property, plant and equipment	5	88,217	95,653
TOTAL NON-CURRENT ASSETS		<u>88,217</u>	<u>95,653</u>
TOTAL ASSETS		<u>767,343</u>	<u>575,239</u>
LIABILITIES			
CURRENT LIABILITIES			
Accounts payable and other payables	6	80,759	17,481
TOTAL CURRENT LIABILITIES		<u>80,759</u>	<u>17,481</u>
NON-CURRENT LIABILITIES			
Accounts payable and other payables	6	-	-
TOTAL NON-CURRENT LIABILITIES		<u>-</u>	<u>-</u>
TOTAL LIABILITIES		<u>80,759</u>	<u>17,481</u>
NET ASSETS		<u>686,584</u>	<u>557,758</u>
EQUITY			
Retained surplus		686,584	557,758
TOTAL EQUITY		<u>686,584</u>	<u>557,758</u>

Statement of Cash Flow

Cash on hand at the end of the financial year includes cash in General Cheque account, Junior Development account, and term deposits.

	Note	2019 \$	2018 \$
CASH FLOWS FROM OPERATING ACTIVITIES			
Receipts from members and customers		722,880	700,067
Payments to suppliers and employees		(542,384)	(594,296)
Interest received		3,202	3,121
Net cash generated from operating activities	10	<u>183,698</u>	<u>108,892</u>
CASH FLOWS FROM INVESTING ACTIVITIES			
Proceeds from sale of property, plant and equipment		17,727	4,545
Payment for property, plant and equipment		<u>(30,942)</u>	<u>(27,323)</u>
Net cash used in investing activities		<u>(13,215)</u>	<u>(22,778)</u>
CASH FLOWS FROM FINANCING ACTIVITIES			
Repayment of borrowings		-	-
Increase in borrowings		-	-
Net cash used in financing activities		<u>-</u>	<u>-</u>
Net increase in cash held		170,483	86,114
Cash on hand at beginning of the financial year		<u>426,024</u>	<u>339,910</u>
Cash on hand at end of the financial year	2	<u><u>596,507</u></u>	<u><u>426,024</u></u>

Auditor's Independence Declaration

AUSTRALIAN OUTRIGGER CANOE RACING ASSOCIATION LTD
ABN: 20 584 327 165
INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF
AUSTRALIAN OUTRIGGER CANOE RACING ASSOCIATION LTD

- Conclude on the appropriateness of the directors' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entity to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the entity audit. We remain solely responsible for our audit opinion.

We communicate with the directors 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.

Auditor's name and signature:

Stephen J Shirley

Registered Company Auditor No: 290262

Name of firm:

sps audit

Address:

Suite 8b, Matlow Place
 19 Birtwill Street
 COOLUM BEACH QLD 4573

Dated this

15th

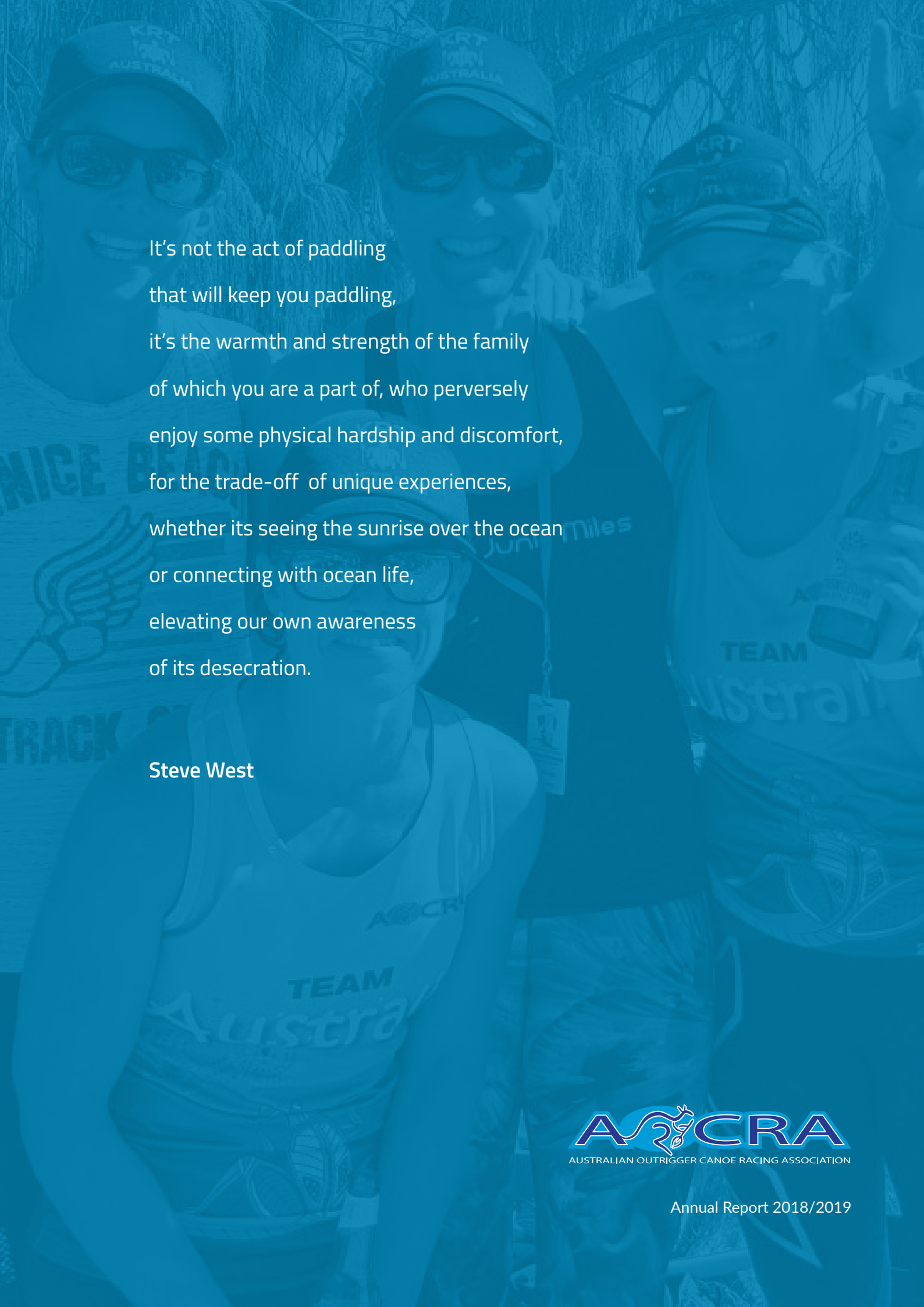
day of

October

2019



Trish Johnston
 AOCRA Treasurer



It's not the act of paddling
that will keep you paddling,
it's the warmth and strength of the family
of which you are a part of, who perversely
enjoy some physical hardship and discomfort,
for the trade-off of unique experiences,
whether its seeing the sunrise over the ocean
or connecting with ocean life,
elevating our own awareness
of its desecration.

Steve West