



# VICSPORT

ANNUAL REVIEW 2018 / 2019

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## ACKNOWLEDGMENT OF COUNTRY

Vicsport acknowledge the Australian Aboriginal and Torres Strait Islander peoples of this nation. We acknowledge the traditional custodians of the lands on which Vicsport is located and where we conduct our business. We pay our respects to their Elders; past, present and emerging.

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**GLOSSARY**

- SSA – State Sporting Association
- RSA – Regional Sports Assembly
- LGA – Local Government Authority
- NSO – National Sporting Organisation
- SSRB – State Sport Recreational Bodies
- SRV – Sport and Recreation Victoria
- VPN – Vicsport Professionals Network

## CHAIRMAN'S MESSAGE

The 2018/19 year has been a very successful one for Vicsport. The board and executive are delighted with the positive impact we have had through our programs this year.

Our leadership programs, the role we have played in promoting diversity, inclusion and innovation in sport, the work towards meeting mandatory board quotas and the many other programs, activities and events that the organisation has made available to the Victorian sport community has been rewarding and Vicsport is proud of its contribution. We have also met all of our key metrics as a measure of success. The benefit of meeting these key metrics is that we then provide ourselves with the best opportunity to secure the resources required to continue investing in the key activities and programs that matter, providing even more value to our members.

The benefits of sport and recreational activity are well documented. Through these activities and the programs we provide, we remain totally committed to addressing the challenges that face us around mental and physical health, women in sport, unemployment and the need for the public and private sector to invest in resources and facilities to meet the growing needs of our participants, sporting bodies, clubs and communities.

Vicsport remains focused on supporting our members and promoting active participation in recreation, sport and a healthy lifestyle. We do this through advocacy, programs and services, as well as through our partnership with SRV and VicHealth.

I would like to formally acknowledge the success of our dedicated and hardworking executive team led by our exceptional CEO Lisa Hasker. This small but effective team has worked tirelessly to deliver the ambitious program of works that was mapped out for this financial year.

We are fortunate to have such partnerships with VicHealth and SRV and we thank them both for their support and commitment to Vicsport. We are also very fortunate to have the support of the Minister, the Hon. Martin Pakula MP. We thank the Minister and the exceptional people in his team. I would also like to acknowledge the enormous support we received from the previous Minister, the Hon. John Eren MP.

I would like to extend my gratitude to my fellow board members Tanya Gallina, Catherine Harding, Margot Foster AM, Derek O'Leary, Andrew Walton, Susan Smith, Simon Brookhouse and Tim Large (ex-officio). In particular, I would like to express my gratitude to outgoing board member Richard Amon who has advised me that he will not stand for re-election this year. Richard's contribution to making a significant difference over several terms in office and his commitment to inclusion and disability sport has been profound and we are most grateful. This year, the board identified key areas of focus executed through the setting up of board committees and so much has been achieved as a result of their great work. Vicsport is very fortunate to have a board of this calibre and experience. I appreciate their support and contribution.

Finally, a very big thank you to our members, SSAs, RSAs, LGAs and preferred suppliers and partners for your ongoing support and contributions. Your enthusiasm and passion are what drives and motivates us. It is for you that we are here. I am excited about what we have planned for the new financial year and I look forward to what now lies ahead.



**Ron Gauci / Chairman**  
VICSPORT

## CHIEF EXECUTIVE OFFICER'S MESSAGE

It has been a wonderful first year in the role as CEO of Vicsport. I would like to thank the board, staff and members for their ongoing support. After a first year of consolidation, there are exciting times ahead for Vicsport supporting Victorian sport.

We welcomed a new Minister in the past year. Welcome to the Hon. Martin Pakula MP and thank you to the outgoing Minister, the Hon. John Eren MP for his support of Victorian sport and recreation.

It has been exciting to visit many member events, championships and awards nights in the past year. It is always good to meet and talk to staff and members of SSAs, LGAs and RSAs to understand all the issues facing sport and recreation.

Partnership work has continued with many sports and RSAs alongside SRV and VicHealth in the past year.

The focus of the work with SRV has included: female professional development through the LEAP leadership program, heat in sport policies, sport for all abilities, diversity and inclusion, mandatory board quotas and child safe standards.

In partnership with VicHealth, Vicsport has supported sports through programs such as the Forward-Thinking Series and Doing Sport Differently to promote innovation in program delivery and increasing physical activity along with work to harness the issues faced by sport.

Vicsport has also been working with sports, RSAs and LGAs on other projects including: LGA Forums, bespoke projects in governance, strategic planning and child safe as well as networking and education events.

The 2018 Victorian Sport Awards, recognising performances and contributions during 2018, were held in February 2019. The Awards were a tremendous success, highlighting the commitment of the Victorian sporting community.

Held at Marvel Stadium, the event is hosted in partnership with the State Government of Victoria and continues to go from strength to strength. It was particularly moving to see Susan Alberti AC presented with the Outstanding Contribution to Sport Award for 2018.

Vicsport acknowledges the support of its preferred suppliers and partners. These partners support Vicsport and stakeholders by providing essential services to deliver sport. We continue to work with partners to provide information and resources to our members.

The Vicsport team has been dedicated to working in partnership with Victorian sport to enhance capability and capacity. Thank you to Anthony Bowd, Maryanne Cabral, Tom Dixon, Bronwyn Humphrys and Fiona Jones.

Particular thanks to Meghan Mayman, Nova Peris and Jasmine Richwol who have moved on to new roles at other organisations during this period.

Thank you to the Vicsport board for their support and guidance to the staff team over the past year. Special thanks to board members who left the board at the 2018 AGM – Stephanie Beltrame and Stuart Craig.

It is a privilege to work in partnership with members, SRV and VicHealth to ensure that more Victorians can enjoy the many benefits of sport and recreation.

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**Lisa Hasker / CEO**  
VICSPORT

# STRATEGIC OVERVIEW

## ABOUT VICSPORT

Vicsport is the peak body for sport and active recreation in Victoria. Vicsport represents and supports its members so they may work to encourage Victorians to enjoy the many benefits that sport and active recreation provide.

For over three decades, Vicsport has provided guidance, advice and support to its members and the broader sporting community.

Vicsport's strategic plan 2017 – 2020 sets out the organisation's strategic priorities, outcomes and deliverables. These priorities directly respond to key issues facing the sports industry that have been identified through consultation, evaluation of key learnings and a review of participation data and research.

These strategic priorities take into consideration policies and strategies of national and state governments, portfolio agencies and key funding bodies.

## VICSPORT'S FOUR PRIORITY AREAS ARE:

### 1 **Participation**

Increasing opportunity for physical activity, participation and membership for all Victorians.

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### 2 **Industry**

Supporting the workforce to deliver sport programs and adapt to new delivery models by improving governance practices.

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### 3 **Safe, fair and inclusive**

Promoting safe, fair and inclusive sporting environments at all levels.

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### 4 **Advocacy**

Demonstrating and advocating the health, cultural, social, economic and mental well-being benefits of sport to government.

**BOARD**

| <b>DIRECTORS</b>                            | <b>Meetings Attended</b> |
|---|--------------------------|
| Ron Gauci – Chairman                        | 6/6                      |
| Andrew Walton – Deputy Chairman             | 6/6                      |
| Richard Amon                                | 5/6                      |
| Catherine Harding                           | 6/6                      |
| Stephanie Beltrame<br>(until November 2018) | 2/2                      |
| Margot Foster AM                            | 6/6                      |
| Stuart Craig<br>(until November 2018)       | 1/2                      |
| Tim Large                                   | 6/6                      |
| Derek O'Leary                               | 6/6                      |
| Susan Smith                                 | 6/6                      |
| Simon Brookhouse<br>(from November 2018)    | 2/4                      |
| Tanya Gallina<br>(from November 2018)       | 4/4                      |

**STAFF**

| <b>STAFF</b>                    | <b>Role</b>                             |
|---------------------------------|---|
| Lisa Hasker                     | Chief Executive Officer                 |
| Meghan Mayman (to May 2019)     | General Manager                         |
| Anthony Bowd                    | Manager – Strategic Projects            |
| Maryanne Cabral                 | Bookkeeper                              |
| Tom Dixon                       | Participation Strategy<br>Manager       |
| Bronwyn Humphrys                | Administrator and Events<br>Coordinator |
| Fiona Jones (Maternity leave)   | Sports Consultant                       |
| Nova Peris (to December 2018)   | Project Manager                         |
| Jasmine Richwol (to April 2019) | Communications and<br>Marketing Manager |
| Max Alexander                   | Intern/Research Assistant               |
| Daniel Yogarajah                | Intern/Research Assistant               |

## WOMEN'S PROFESSIONAL DEVELOPMENT

Vicsport supported the delivery of *Recommendation 7: Build an enabling environment through education and training*, from the 2015 Report of *The Inquiry into Women and Girls in Sport and Active Recreation (WISAR)*. Vicsport has been working with SRV on **LEAP** – a female professional development program to improve and develop the leadership capabilities of female sport administrators.

### THE OBJECTIVES OF THE LEAP PROGRAM ARE:

- ▶ Improved personal and group leadership capabilities
- ▶ Creation of an interactive network of leading women who are supportive of themselves, each other and those who follow them
- ▶ Formation of an environment of collaboration and sharing of unique challenges women face in the sector, with a proactive, solutions-based approach
- ▶ Development of the capability of participants to promote their abilities/skills
- ▶ Nurturing of a relationship with an assigned mentor to assist in their development

During 2018/19, Vicsport delivered the LEAP program from May until June 2019. All twenty-two (22) participants enjoyed the LEAP program in 2019.

A graduation event was held at the completion of the LEAP program featuring presentations on issues in promoting women's sport from each of the participant groups. Thank you to Alison Crabb and Lyndall Russell from Mad4Leaders for facilitating a very successful course.

### Participants in the LEAP program were from the following organisations:

- |                                 |                                 |
|---------------------------------|---------------------------------|
| ▶ AFL Goulburn Murray           | ▶ Melbourne City Football Club  |
| ▶ Brimbank City Council         | ▶ Netball Victoria              |
| ▶ Calisthenics Victoria         | ▶ North Melbourne Football Club |
| ▶ City of Yarra                 | ▶ Rugby Victoria                |
| ▶ Disability Sport & Recreation | ▶ Sports Central                |
| ▶ Hockey Australia              | ▶ Sports Focus                  |
| ▶ Leisure Networks              | ▶ Swimming Australia            |
| ▶ Life Saving Victoria          | ▶ Tennis Victoria               |
| ▶ Little Athletics Victoria     | ▶ Triathlon Victoria            |
| ▶ Maribyrnong Sports Academy    | ▶ Yarra Ranges Council          |



“The participants have not been able to stop talking about our experience at this program and how valuable it was. Thankyou for putting together a program so different, amazing, real, confronting and valuable compared to what else is out there.”

Nikki Cooke, Workforce Development Manager,  
Netball Victoria and LEAP graduate



# THE YEAR IN REVIEW

## PARTICIPATION AND INCLUSION

### SPORT JAM

Part of the ongoing Forward Thinking Series, the Sport Jam returned in March 2019 following the successful first iteration of the event in 2018. In total, 66 people attended from 36 sports and government organisations, including SSAs, RSAs, LGAs, sport and recreation bodies and NSOs.

During the two-day event, 11 teams of six or seven people worked together to think about the needs and motivations of people not engaged in sport or recreation. With the goal to build the capacity of attendees to use Design Thinking methods for increase participation, each team integrated issues and opportunities around the needs of our community, brainstormed a wealth of innovative ideas and prepared a concept to pitch back to the room. Key to the event's success was the support of VicHealth, involvement of Design Thinking agency Portable, and the appointment of event attendees as 'team captains' to lead the groups.

Pleasingly, the post event survey indicated 85% of attendees reported an increased capability to use Design Thinking to design and deliver participation programs.

### VICSPORT TALKS

Vicsport organised a series of 'TED Talk' style events to promote innovative approaches to increasing participation through modified or social sport programs. In particular, the talks aimed to highlight successful community engagement strategies, program features designed to eliminate barriers to participation, participant pathways based around social or recreation opportunities and the importance of the deliverer (coach, leader or facilitator) to the success of inclusive programs.

Each talk ran for one hour, including time for Q&A and networking before and after the event. The opportunity to learn from peers and network over a coffee and light breakfast appealed to the 85 people who attended across the four events. Three events were held at the refurbished CitiPower Centre at Junction Oval. One event was held in Ballarat, showcasing innovations in grassroots sport clubs, in partnership with Sports Central and the City of Ballarat.

#### Presenters - State Sport Associations

- ▶ Hockey Victoria
- ▶ Netball Victoria
- ▶ Bowls Victoria
- ▶ Cricket Victoria
- ▶ Gymnastics Victoria
- ▶ AFL Victoria

#### Presenters - Clubs And Associations

- ▶ Ballarat Cricket Association
- ▶ Ballarat Women's Cricket Club
- ▶ AAA Sports Ballarat
- ▶ Ballarat Bulldogs Football Netball Club
- ▶ Ballarat District Golf Incorporated



## DOING SPORT DIFFERENTLY

Vicsport provided advice for the development of resources promoting insights about the design and development of modified and social sport products. The insights are based on SSA and RSA products funded by VicHealth and evaluated by the Centre for Sport and Social Impact at La Trobe University.

Vicsport engaged with four leading SSAs and developed content for four case studies which are published on the VicHealth Doing Sport Differently website.

### Case studies:

- ▶ Hockey Victoria: J-Ball
- ▶ Bowls Victoria: Bowling with Babies
- ▶ Gymnastics Victoria: Aerobase
- ▶ Netball Victoria: Rock Up Netball

## HEAT POLICY FOR VICTORIAN SPORT

Vicsport led the third stage of the Heat Policy for Victorian Sport project, funded through SRV. The project aimed to build upon the recommendations and resources developed during stages one and two of the project by testing guidelines, policy templates and fact sheets with SSAs, grassroots clubs and associations, and creating an updated hub of resources and advice on the Vicsport website.

Vicsport partnered with Cricket Victoria and Little Athletics Victoria to investigate options for sport-specific hot weather resources, test Vicsport templates and gain feedback from local clubs, parents, participants and officials. A third partnership was set up with Leisure Networks who conducted focus groups in Geelong and Colac with local clubs and associations. The focus groups were attended by clubs from the following sports:

- ▶ Cricket
- ▶ Tennis
- ▶ Canoeing
- ▶ Athletics
- ▶ Surf Life Saving
- ▶ Golf
- ▶ Cycling

Using insights gained from the partnerships and focus groups, Vicsport updated and published the final version of the Hot Weather Guidelines for Sport & Active Recreation and associated policy templates, fact sheets and posters. Vicsport also made a range of strategic recommendations to SRV about reducing the risks of hot weather in sport and recreation.

## HOT WEATHER IN SPORT FORUM

In February 2019, Vicsport hosted a forum to bring SSAs, subject matter experts and other stakeholders together. The aim was to promote and share the insights and learnings Vicsport gained from stages 1 and 2 of this project and to inspire attending SSAs to take steps to update their hot weather guidelines and/or policies.

The event included presentations by Vicsport, the Sports Environment Alliance and Sports Medicine Australia.

It was pleasing to see a range of organisations attend and engage in discussion about how the sports industry can manage the increasing risks of hot weather and heat waves while also increasing overall participation in sport and recreation.

### Organisations that attended:

- ▶ Archery Victoria
- ▶ Bowls Victoria
- ▶ Croquet Victoria
- ▶ Golf Australia
- ▶ Life Saving Victoria
- ▶ Little Athletics Victoria
- ▶ Netball Victoria
- ▶ Pony Club Victoria
- ▶ SRV
- ▶ Sport Environment Alliance
- ▶ Sports Medicine Australia
- ▶ Tennis Victoria
- ▶ Monash University





## THE YEAR IN REVIEW

### VICTORIAN ACTIVE AGEING PARTNERSHIP (VAAP)

The VAAP aims to increase opportunities for participation in physical activity for older Victorians, especially in areas of socio-economic disadvantage and among isolated, lonely older people not currently involved in physical activity. The project was supported by the Department of Health and Human Services and managed by Musculoskeletal Australia. In 2018, Vicsport joined the project coordination team which already featured Monash University and Fitness Australia. Vicsport's role in the project included participating in project planning meetings and helping deliver regional forums in Warragul, Stawell, Benalla, Bendigo and Bairnsdale.

### BESPOKE PARTICIPATION AND INCLUSION PROJECTS

The following projects were selected by Vicsport and SRV through an Expression of Interest process in August and September 2018. Successful organisations received consultation support from Vicsport for a low fee of 10% of the total project value.

### SCOPE – BALLOON FOOTBALL LEAGUE REVIEW

Balloon Football is a version of AFL modified for people with multiple and complex disability. The program was started in the 1990's by a group of passionate players who are still involved in playing and coaching. Scope manages the Balloon Football League (BFL) and faces ongoing pressures to sustain and grow the program. Vicsport facilitated a project reference group which met three times and included current BFL players and support staff, Scope, AFL Victoria and SRV.

Vicsport conducted an extensive engagement process with 25 current and potential program partners, including RSAs, AFL clubs, universities, local governments and leisure organisations. In addition, Vicsport attended the South East BFL competition and interviewed players and support staff, creating a customer journey map specific to the experience of people who participate in Balloon Football. Following the engagement with stakeholders and customers, Vicsport made a series of short and long term recommendations for Scope to sustain and grow participation in the BFL.

### TENPIN BOWLING AUSTRALIA – BOWL PATROL INCLUSION REVIEW

Bowl Patrol is Tenpin Bowling Australia's (TBA) entry level program engaging children in the fun activity of bowling. Having identified that a higher than expected percentage of program participants reported having autism or an intellectual disability, TBA asked Vicsport to assist with investigation of strategies to make Bowl Patrol inclusive to children with disability. Vicsport undertook a literature review around successful approaches to modifying sport programs for people with autism.

TBA promoted and ran a series of 'low sensory' come 'n' try sessions at OzTenpin Epping to test processes and resources. Vicsport attended and gained feedback from participants and their parents. Following these activities, Vicsport prepared a final report for TBA with recommended strategies and partnership options for TBA to increase the profile of Bowl Patrol as an inclusive activity for everyone.

### CONFEDERATION OF AUSTRALIAN MOTORSPORT (CAMS) – ESPORTS STRATEGY PHYSICAL ACTIVITY AND HEALTHY EATING RECOMMENDATIONS

CAMS recently launched a new Esports strategy. The strategy includes a goal to engage teenagers in motorsport participation by creating a pathway from online gaming and Esports competitions to 'real life' participation. With the strategy recommending the development of a guidebook for CAMS certified Esports competitions, CAMS wanted to ensure they had appropriate rules and policies to support the health of participants through healthy eating and physical activity. Vicsport conducted research and made a series of recommendations as to how CAMS can ensure Esports participants maintain and model a healthy lifestyle.



**INDUSTRY**

**LGA FORUMS**

Vicsport conducted three specific forums for LGA members across the 2018-19 financial year. The forums were targeted at LGAs and open to other Vicsport members and non-members.

**AUGUST 2018: SUCCESSFUL COMMUNITY ENGAGEMENT STRATEGIES**

There is an increasing focus on tailoring programs to the needs of local communities, meaning consulting the community is not considered a bonus anymore – many sport organisations, local governments and private businesses regard consulting with target groups as fundamental to success.

This forum showcased examples from within the network of Victorian councils, highlighting successful approaches to community engagement in the sport and recreation setting.

**Presenting organisations included:**

- ▶ VicHealth
- ▶ The Heart Foundation
- ▶ Wyndham City Council
- ▶ La Trobe Valley Authority
- ▶ Brimbank City Council

**OCTOBER 2018: FACILITY PLANNING AND PROVISION**

This was a joint workshop, run and facilitated by Vicsport and Parks & Leisure Australia (Vic/Tas Region). It brought together SSAs and LGAs to highlight best practice and to workshop solutions to support collaboration for the planning and provision of sport facilities.

**The workshop featured presentations from:**

- ▶ Hume City Council – Bruce Fordham, Manager Leisure Centres and Sport
- ▶ Gymnastics Victoria – Alison Lyons/Aaron Tenabel, Gymnastics & Facility Development
- ▶ insideEDGE Sport and Leisure Planning – Michael Bodman, Director
- ▶ Otium Planning Group – Ben Bainbridge, Associate

**JUNE 2019: BUILDING BETTER CLUBS**

This forum featured presentations and case studies from successful club development programs and provided attendees the opportunity to network with other industry professionals working towards building capacity within clubs. The forum also provided the opportunity for attendees to hear from a range of organisations offering club development services.

**Presenting organisations**

- ▶ Victoria University
- ▶ Play by the Rules
- ▶ Football Victoria
- ▶ Gymnastics Victoria
- ▶ Access Health and Community
- ▶ City of Boroondara
- ▶ Moreland City Council
- ▶ VicHealth

**Organisations offering club development services**

- ▶ Leisure Networks
- ▶ Australian Drug Foundation
- ▶ Pride Cup
- ▶ Club Respect (Victorian Women’s Trust)
- ▶ Victorian Responsible Gambling Foundation
- ▶ Sport and Life Training (SALT)



### STRATEGIC INTENT

Vicsport is committed to providing advice, assistance and support to our members and the broader sports community.

- ▶ **PARTICIPATION** – Increasing opportunities for physical activity, participation and membership for all Victorians.
- ▶ **INDUSTRY** – Building member capacity, industry prosperity and workforce development, supporting the workforce to deliver sport and adapt to new delivery models.
- ▶ **SAFE, FAIR & INCLUSIVE** – Promoting safe, fair and inclusive sporting environments at all levels.
- ▶ **ADVOCACY** – Demonstrating and advocating the health, cultural, social, economic and mental wellbeing benefits of sport.

Vicsport achieves these outcomes by delivering work at the Industry, Organisation and Individual level.

- ▶ **INDUSTRY** – Raising awareness on industry issues including participation, integrity, inclusion, child safety and the overall benefits of sport.  
Collaborating with members, Sport and Recreation Victoria, VicHealth and the sports industry to develop response strategies and priority issues.
- ▶ **ORGANISATION** – Improving professional practice in governance, workforce development systems and commercial business models.  
Improving understanding of industry priority issues, greater capacity to deliver and more opportunities to increase physical activity.
- ▶ **ADVOCACY** – Improving knowledge and professional practice in governance, leadership and management.  
Increasing opportunities to undertake senior management and governance.

# More Victorians enjoying the benefits of sport.





# THE YEAR IN REVIEW

## ADVOCACY

### CHILD SAFE STANDARDS

Vicsport continued to provide leadership advocacy for the ongoing implementation of the Child Safe Standards in sport and recreation settings. This included the promotion of the Child Safe Sport resource hub on the Vicsport website, advice and support to professionals and volunteers by phone, email or face to face meetings, presentations and Q&A at industry and club development forums as well as promotion of key messages across the industry.

A major aspect of our work in 2018-19 was an evaluation of the current status of Child Safe Standards implemented across the industry. Vicsport held five roundtable discussions with SSAs to share information, discuss success and challenges and how they are tracking with implementing the standards. In total, 30 SSAs attended the meetings held at Vicsport's office in Sports House. Following the meetings, Vicsport developed an evaluation report which was shared with all Vicsport members and key stakeholders including SRV and Sport Australia.

In 2018-19, the Victorian Government conducted a review into the new Child Safe Standards. The review looked at the effectiveness of the standards in achieving the desired outcomes for child safety and the potential for alignment with the National Principles for Child Safe Organisations which resulted from the Royal Commission into Institutional Responses to Child Sexual Abuse. Vicsport held a roundtable discussion with several SSAs in January 2019 and used the results from the SSA evaluation report to develop a sports industry submission to the review. The draft submission was made available for Vicsport members to comment on and support before the final submission was made in February.

### BESPOKE PROJECT – GIPPSPORT

GippSport is the RSA for Gippsland, supporting member clubs and associations to deliver quality experiences, increase participation and implement best practice governance and policy. GippSport also delivers a range of programs for people under the age of 18, placing them within the scope of the Victorian Child Safe Standards. Vicsport led a consultation project to assist GippSport to implement the standards. This involved a thorough review of existing GippSport policies and processes, creation of a framework for GippSport's implementation of the standards, development of tailored policies, codes of conduct and risk management plans and an action plan to guide GippSport's implementation of the Standards.





## GOVERNANCE

### TRANSITION TO MANDATORY BOARD QUOTAS

On 1 July 2019, SSAs and RSAs eligible for State Government funding were required to have 40% women members on their boards. Vicsport has been working closely with organisations to provide a deeper understanding of the actions necessary to meet the incoming quotas and to provide the guidance and support necessary to meet that target. This included building on two workshops from early 2018 on *Building Effective Boards and Strengthening Successful Boards* while in September 2018, an *Achieving 40% Women on Boards Quota* workshop was held.

Each workshop consisted of scenario-based learning and discussion. The focus was on the provision of information on how to strengthen, elect, appoint and induct future board members, as well as improving and developing better board behaviour, culture and performance. Vicsport also provided (and continues to provide) direct one-on-one support to approximately 30 members and affected organisations on how to strengthen good governance practices and implement strategies to meet the quotas. Resources developed to assist organisations in transitioning to meet the quotas included nominations committee charters and guidelines, a Good Governance Toolkit update and Board Bank restructure on the Vicsport website.

### BESPOKE GOVERNANCE PROJECTS

The following projects were selected by Vicsport and SRV through an Expression of Interest process in August and September 2018. Successful organisations received consultation support from Vicsport for a low fee of 10% of the total project value.

### Additional SSA Governance support provided to:

- ▶ **Netball Victoria**  
Board Evaluation completed
- ▶ **Cricket Victoria**  
A two-year Workforce Development Plan was completed to educate, train and develop a network of paid and volunteer staff to embed safety & well-being practices across the sport.
- ▶ **Boxing Victoria**
  - Board Skills Audit completed
  - Constitution reviewed with a view to achieving the 40% women on board
  - Draft Sub-committee Terms of Reference completed
- ▶ **BMX Victoria**
  - Board Skills Audit completed
  - Board policies and procedures were reviewed
  - Assisted in development of the new Strategic Plan (2019-23)
- ▶ **Victorian Weightlifting Association**  
Governance Health Check & Action Plan Report completed
- ▶ **Ice Sports Victoria**  
Good Governance Health Check & Action Plan report completed with board resources, policies and templates provided.
- ▶ **Victorian Billiards & Snooker Association**  
Action Plan was developed to reach and maintain the 40% women on board quota
- ▶ **Disability Sport Victoria (DSV)**  
Vicsport facilitated the development of the strategic plan for 2019-2023.

### VPN BOARD AND STAFF INDUCTION

Vicsport aims to provide staff and board directors who are new to the industry with an overview of the structure of Victorian sport highlighting key trends and industry drivers. The purpose of the information sessions are:

- ▶ To introduce Vicsport and industry stakeholders to staff and board directors new to the industry.
- ▶ Provide an opportunity for SRV to reinforce key policy messages focusing on facilities and community.
- ▶ To provide the opportunity for people new to Victorian Sport to share ideas, network and form future relationships.

## ORGANISATION SUPPORT

An ongoing fundamental role of Vicsport is to provide strategic support to Victorian sport organisations funded by SRV and VicHealth.

In 2018-19, this support included facilitating strategic reviews, developing plans and policies and building the capacity and capability of organisations. Vicsport worked with the following organisations in 2018-19.

|            | PROJECT   | PARTICIPATING ORGANISATIONS  |  |  |
|------------|---|--|--|--|
| SRV FUNDED | Child Safe  | <ul style="list-style-type: none"> <li>› Golf Victoria</li> <li>› ACHPER Victoria</li> <li>› GippSport</li> <li>› Research Junior Football Club</li> <li>› Maccabi Victoria</li> <li>› Sport North East</li> <li>› Parkrun</li> <li>› Calisthenics Victoria</li> </ul>   | <ul style="list-style-type: none"> <li>› Cycling Victoria</li> <li>› Ballarat Bushwalking and Outdoors Club</li> <li>› Fencing Victoria</li> <li>› Hockey Victoria</li> <li>› Southern Basketball Association</li> <li>› Cricket Victoria</li> </ul>   | <ul style="list-style-type: none"> <li>› Aquatics and Recreation Victoria</li> <li>› City of Brimbank</li> <li>› Volleyball Victoria</li> <li>› Skate Victoria</li> <li>› Ice Sports Victoria (Ice Hockey)</li> <li>› Table Tennis Victoria</li> </ul>   |
|            | Evaluation and Child Safe Standards Review Consultation | <ul style="list-style-type: none"> <li>› AFL Victoria</li> <li>› Australian Sailing</li> <li>› Badminton Victoria</li> <li>› Basketball Victoria</li> <li>› Bowls Victoria</li> <li>› Calisthenics Victoria</li> <li>› Paddle Victoria</li> <li>› Cricket Victoria</li> <li>› Cycling Victoria</li> <li>› Diving Victoria</li> <li>› Equestrian Federation of Australia</li> </ul>   | <ul style="list-style-type: none"> <li>› Fencing Victoria</li> <li>› Golf Victoria</li> <li>› Gymnastics Victoria</li> <li>› Ice Sports Victoria</li> <li>› Karate Victoria</li> <li>› Kiteboarding Australia</li> <li>› Lacrosse Victoria</li> <li>› Life Saving Victoria</li> <li>› Little Athletics Victoria</li> <li>› Motorcycling Victoria</li> <li>› Netball Victoria</li> </ul>  | <ul style="list-style-type: none"> <li>› NRL Victoria</li> <li>› Rowing Victoria</li> <li>› Surfing Victoria</li> <li>› Table Tennis Victoria</li> <li>› Target Rifle Victoria</li> <li>› Ultimate Victoria</li> <li>› Victorian Tenpin Bowling Association</li> <li>› Volleyball Victoria</li> </ul>  |
|            | Child Safe Sport Forum                                  | <ul style="list-style-type: none"> <li>› ACHPER Victoria</li> <li>› Associated Grammar Schools of Victoria</li> <li>› Athletics Australia</li> <li>› Australian Catholic University</li> <li>› Calisthenics Victoria</li> <li>› Centre for Multicultural Youth</li> <li>› City of Port Phillip</li> <li>› Commission for Children &amp; Young People in Victoria</li> <li>› Cricket Victoria</li> <li>› Croquet Victoria</li> <li>› Cycling Victoria</li> <li>› Disability Sport &amp; Recreation</li> </ul> | <ul style="list-style-type: none"> <li>› Football Victoria</li> <li>› Girls Sport Victoria</li> <li>› Gymnastics Victoria</li> <li>› Institute of Child Protection Studies</li> <li>› Kidney Health Australia</li> <li>› Lander &amp; Rogers</li> <li>› Leisure Networks</li> <li>› Life Saving Victoria</li> <li>› Little Athletics Victoria</li> <li>› Maccabi Australia</li> <li>› Melbourne Frontrunners</li> <li>› Melbourne High School</li> <li>› Mitchell Shire Council</li> <li>› Monash Health</li> <li>› Netball Victoria</li> <li>› North Melbourne Football Club</li> </ul> | <ul style="list-style-type: none"> <li>› Nunawading Basketball</li> <li>› Racing Victoria</li> <li>› Sandringham District Netball Association</li> <li>› South West Sport</li> <li>› Sport &amp; Recreation Victoria</li> <li>› Sport North East</li> <li>› Sports Central</li> <li>› Sports Focus</li> <li>› State Sport Centres Trust</li> <li>› Swimming Australia</li> <li>› Victorian Goalball Association</li> <li>› Western Regional Football League</li> <li>› Yarra Ranges Council</li> </ul> |
|            | Heat Policy Partnerships                                | <ul style="list-style-type: none"> <li>› Cricket Victoria</li> </ul>   | <ul style="list-style-type: none"> <li>› Leisure Networks</li> </ul>   | <ul style="list-style-type: none"> <li>› Little Athletics Victoria</li> </ul>  |
|            | Heat Policy Forum                                       | <ul style="list-style-type: none"> <li>› Archery Victoria</li> <li>› Bowls Victoria</li> <li>› Croquet Victoria</li> <li>› Golf Australia</li> </ul>   | <ul style="list-style-type: none"> <li>› Life Saving Victoria</li> <li>› Little Athletics Victoria</li> <li>› Netball Victoria</li> <li>› Pony Club Victoria</li> </ul>  | <ul style="list-style-type: none"> <li>› Sport Environment Alliance</li> <li>› Sports Medicine Australia</li> <li>› Tennis Victoria</li> <li>› Monash University</li> </ul>  |
|            | Bespoke   | <ul style="list-style-type: none"> <li>› Scope</li> <li>› Tenpin Bowling Australia</li> <li>› Confederation of Australian Motorsport (CAMS)</li> <li>› GippSport</li> </ul>  | <ul style="list-style-type: none"> <li>› Netball Victoria</li> <li>› Cricket Victoria</li> <li>› Boxing Victoria</li> <li>› BMX Victoria</li> <li>› Victorian Weightlifting Association</li> </ul>   | <ul style="list-style-type: none"> <li>› Ice Sports Victoria</li> <li>› Victorian Billiards &amp; Snooker Association</li> <li>› Disability Sport Victoria</li> </ul>  |

| VICHEALTH FUNDED | PROJECT  | PARTICIPATING ORGANISATIONS   |  |  |
|------------------|--|---|--|--|
|                  | Sport Jam  | <ul style="list-style-type: none"> <li>› AAA Play</li> <li>› Archery Victoria</li> <li>› Australian Sailing</li> <li>› Baseball Victoria</li> <li>› Bicycle Network</li> <li>› Bowls Victoria</li> <li>› Brimbank City Council</li> <li>› Broadmeadows Basketball Association</li> <li>› Calisthenics Victoria</li> <li>› City of Borondoorra</li> <li>› City of Casey</li> <li>› City of Greater Dandenong</li> </ul>  | <ul style="list-style-type: none"> <li>› City of Yarra</li> <li>› Cricket Australia</li> <li>› Cycling Australia</li> <li>› Disability Sport &amp; Recreation</li> <li>› Equine Pathways Australia</li> <li>› Football Victoria</li> <li>› Golf Australia</li> <li>› Gymnastics Victoria</li> <li>› Lacrosse Victoria</li> <li>› Leisure Networks</li> <li>› Maccabi Victoria</li> <li>› Netball Victoria</li> </ul>   | <ul style="list-style-type: none"> <li>› School Sport Victoria</li> <li>› Special Olympics Australia</li> <li>› Sport Australia</li> <li>› Sport Inclusion Australia</li> <li>› Sports Central</li> <li>› Squash and Racquetball Victoria</li> <li>› Tennis Victoria</li> <li>› Triathlon Victoria</li> <li>› Volleyball Victoria</li> <li>› Water Polo Victoria</li> <li>› Women Sport Australia</li> </ul> |
| Vicsport Talks   | <ul style="list-style-type: none"> <li>› AAA Play</li> <li>› AFL</li> <li>› AFL Victoria</li> <li>› Barwon Valley School</li> <li>› Belgravia Leisure</li> <li>› Bowls Australia</li> <li>› Bowls Victoria</li> <li>› Brimbank City Council</li> <li>› Calisthenics Victoria</li> <li>› Central Bayside Community Health Services</li> <li>› Central Highlands Primary Care Partnership</li> <li>› LaTrobe Uni Centre for Sport and Social Impact</li> <li>› City of Borondoorra</li> <li>› City of Greater Dandenong</li> <li>› City of Monash</li> <li>› City of Port Phillip</li> </ul> | <ul style="list-style-type: none"> <li>› Caulfield Park Sports Club</li> <li>› Cricket Australia</li> <li>› Cricket Victoria</li> <li>› Cycling Victoria</li> <li>› Disability Sport &amp; Recreation</li> <li>› Football Victoria</li> <li>› Gymnastics Victoria</li> <li>› Hockey Victoria</li> <li>› International Cricket Council</li> <li>› Inside the Bubble</li> <li>› Lacrosse Victoria</li> <li>› Life Saving Victoria</li> <li>› Maccabi Victoria</li> <li>› Manningham City Council</li> <li>› Multicultural Women in Sport</li> <li>› Netball Victoria</li> <li>› Next Level Football &amp; Consulting</li> </ul> | <ul style="list-style-type: none"> <li>› Rowing Victoria</li> <li>› Scope</li> <li>› Special Olympics Ballarat</li> <li>› Sport and Recreation Victoria</li> <li>› Sports Central</li> <li>› Sports Accounting Australia</li> <li>› Sports Medicine Australia</li> <li>› State Sport Centres Trust</li> <li>› Sunshine Heights Cricket Club</li> <li>› Swimming Australia</li> <li>› Table Tennis Victoria</li> <li>› Touch Football Victoria</li> <li>› University of Melbourne MDHS</li> <li>› Victoria Blind Cricket Association</li> <li>› Wyndham City Council</li> </ul> |  |

# VICTORIAN SPORT AWARDS



## 2018 VICTORIAN SPORT AWARDS

Hosted in partnership with the State Government of Victoria, the Victorian Sport Awards were held on Wednesday, 20 February 2019 at Marvel Stadium, Docklands with 500 guests in attendance at the sold-out event. The high point of the Victorian sporting calendar, the Victorian Sport Awards brings together many of the state's premier athletes and grassroots heroes. Over 260 nominations were submitted for the 20 awards, judged on performances during the 2018 calendar year, with State Sporting Associations and the broader sporting public taking part in the nomination process.

Highlights of the night included the Outstanding Contribution to Victorian Sport Award presented to a surprised Susan Alberti AC and her on-stage interview with AFLW star Moana Hope, snowboarder Scotty James earning the Frank Wilkes award as Male Athlete of the Year and Table Tennis Commonwealth Games gold medallist Melissa Tapper who won the Kitty McEwan award as Female Athlete of the Year.

The Hon Martin Pakula, Minister for Tourism, Sport and Major Events said:

*"The contribution of this year's winners, finalists and nominees to their sport, local community and/or state as a whole is what makes Victoria the sporting capital of the country. By acknowledging and celebrating these outstanding role models, I hope we can inspire a new generation to follow in their footsteps."*



Vicsport staff with Susan Alberti, winner of the Victorian State Government Outstanding Contribution to Victorian Sport and Recreation award



Susan Alberti receives her Victorian State Government Outstanding Contribution to Victorian Sport and Recreation award, presented by Moana Hope



Melissa Tapper (left), winner of the Governor's Award Victorian Female Athlete of the Year – Kitty McEwan Award and the Hon. Linda Dessau AC (right)



Winners of the SportsTG Victorian Young Team of the Year – Victorian Indoor Cricket 14 and Under Girls State Team



Winners of the Victorian Local Government Initiative of the Year – Fit N Fun Program (All Abilities) - Mornington Shire Council



Winners of the La Trobe University Peter Norman Inclusion Award – Rugby Union

| AWARD CATEGORY  | WINNER   |
|---|--|
| La Trobe University Victorian Coach of the Year                                       | Dean Vickerman – Basketball  |
| Gallagher Victorian Community Coach of the Year                                       | Wes Canny – Rowing   |
| Sports Accounting Australia Victorian Official of the Year                            | Jessica Haintz – Gymnastics  |
| Gray-Nicolls Sports Community Official of the Year                                    | Phillip Craig – Confederation of Australian Motor Sport (CAMS)               |
| SportsLink Travel Victorian Team of the Year  | Melbourne Ice Women – Ice Hockey   |
| SportsTG Victorian Young Team of the Year   | Victorian Indoor Cricket 14 and Under Girls State Team – Indoor Cricket      |
| Governor’s Award Victorian Male Athlete of the Year – Frank Wilkes Award              | Scotty James – Snowboarding  |
| Governor’s Award Victorian Female Athlete of the Year – Kitty McEwan Award            | Melissa Tapper – Table Tennis  |
| Vicsport Victorian Young Athlete of the Year  | Jakara Anthony – Mogul Skiing  |
| Involve Creative Victorian Masters Athlete of the Year                                | Anna Davis – Cycling   |
| Victorian State Government Service to Victorian Community Sport and Recreation        | Elaine Duyvestyn – Softball  |
| Southern Cross Trophies Victorian Young Volunteer of the Year                         | Josh Barila – Swimming   |
| SportsTG Victorian Sports Administrator of the Year – Eunice Gill Award               | Rosie King – Netball<br>Karen Pearce – Basketball                            |
| La Trobe University Peter Norman Inclusion Award                                      | Erik Denison – Rugby Union   |
| Victorian Local Government Initiative of the Year                                     | Fit N Fun Program (All Abilities) – Mornington Shire Council                 |
| Victorian Outdoor/Active Recreation Initiative of the Year                            | Escaping Your Comfort Zone   |
| VicHealth Victorian Sport Development Initiative of the Year                          | Bowling with Babies  |
| Love the Game Victorian Community Sporting Club of the Year                           | Collingwood Basketball Association   |
| My Sport Live Victorian Community Sporting Event of the Year                          | The Victorian Senior Aboriginal Football and Netball Carnival (The Carnival) |
| Victorian State Government Outstanding Contribution to Victorian Sport and Recreation | Susan Alberti  |

Vicsport and its presenting partner, the State Government of Victoria thank the following partners for their support of the 2018 Victorian Sport Awards:

#### Major Partners

- › Victoria State Government
- › VicHealth
- › La Trobe University
- › SportsTG
- › Victorian Responsible Gambling Foundation

#### Partners

- › Gallagher
- › Gray-Nicolls Sports
- › Involve Creative
- › My Sport Live
- › Sports Accounting Australia
- › SportsLink Travel
- › Southern Cross Trophies

*Vicsport recognises and thanks Dynamix Sport Projects for the event production of the awards and My Sport Live for the live-stream of the event.*



# MEMBERS

## ORGANISATION MEMBERS

- › AFL Victoria
- › Archery Victoria
- › Athletics Victoria
- › Australian Biathlon Association
- › Australian Sailing
- › Badminton Victoria
- › Baseball Victoria
- › Basketball Victoria
- › BMX Victoria
- › Bowls Victoria
- › Boxing Victoria
- › Calisthenics Victoria
- › Confederation of Australian Motor Sport
- › Cricket Victoria
- › Croquet Victoria
- › Cycling Victoria
- › DanceSport Victoria
- › Diving Victoria
- › Dragon Boat Victoria
- › Equestrian Federation of Australia (VIC)
- › Fencing Victoria
- › Football Victoria
- › GippSport
- › Golf Australia
- › Gridiron Victoria
- › Gymnastics Victoria
- › Hockey Victoria
- › Ice Sports Victoria
- › Indoor Sports Victoria
- › Judo Victoria
- › Karate Victoria
- › Kung Fu Wushu Victoria Inc
- › Lacrosse Victoria
- › Leisure Networks
- › Life Saving Victoria
- › Little Athletics Victoria
- › Mallee Sports Assembly
- › Masters Swimming Victoria
- › Motorcycling Victoria
- › Netball Victoria
- › NRL Victoria
- › Orienteering Victoria
- › Paddle Victoria
- › Pony Club Association of Victoria
- › Pool Victoria
- › Prahan Junior Football Club
- › Rowing Victoria
- › Rugby Victoria
- › Skate Victoria
- › Softball Victoria
- › South West Sport
- › Sport Climbing Victoria
- › Sport North East

- › Sports Central
- › Sports Focus Inc
- › Squash & Racquetball Victoria
- › Surfing Victoria
- › Swimming Victoria
- › Table Tennis Victoria
- › Taekwondo Victoria
- › Target Rifle Victoria
- › Tennis Victoria
- › Tenpin Bowling Victoria
- › Touch Football Victoria
- › Triathlon Victoria
- › Ultimate Victoria
- › Victoria Amateur Judo Union
- › Victorian Amateur Pistol Association
- › Victorian Baton Twirling Association Inc.
- › Victorian Billiards and Snooker Association
- › Victorian Hang Gliding and Paragliding Association
- › Victorian Synchronized Swimming Inc.
- › Victorian Tasmanian Parachuting Council
- › Victorian Water Ski Association
- › Victorian Weightlifting Association Inc
- › Volleyball Victoria
- › Water Polo Victoria
- › Wimmera Regional Sports Assembly

- › Glen Eira City Council
- › Glenelg Shire Council
- › Greater Shepparton City Council
- › Hepburn Shire Council
- › Hume City Council
- › Loddon Shire Council
- › Macedon Ranges Shire Council
- › Manningham City Council
- › Maribyrnong City Council
- › Maroondah City Council
- › Mildura Rural City Council
- › Mitchell Shire Council
- › Monash City Council
- › Moonee Valley City Council
- › Moreland City Council
- › Mount Alexander Shire Council
- › Nillumbik Shire Council
- › Northern Grampians Shire Council
- › Pyrenees Shire Council
- › Shire of Yarra Ranges
- › Swan Hill Rural City Council
- › Warrnambool City Council
- › Wyndham City Council
- › Yarra City Council

## LOCAL GOVERNMENT AUTHORITY MEMBERS

- › Banyule City Council
- › Bass Coast Shire Council
- › Bayside City Council
- › Benalla Rural City Council
- › Boroondara City Council
- › Brimbank City Council
- › Buloke Shire Council
- › Campaspe Shire Council
- › Cardinia Shire Council
- › Central Goldfields Shire Council
- › City of Ballarat
- › City of Casey
- › City of Darebin
- › City of Greater Bendigo
- › City of Greater Dandenong
- › City of Kingston
- › City of Melbourne
- › City of Port Phillip
- › City of Stonnington
- › City of Whitehorse
- › City of Whittlesea
- › City of Wodonga
- › Corangamite Shire Council
- › Frankston City Council

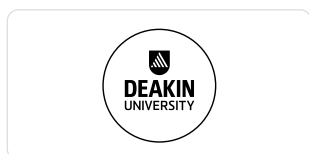
## ASSOCIATE MEMBERS

- › ACHPER Victorian Branch
- › Aquatics and Recreation Victoria
- › Barwon Sports Academy
- › City in the Community
- › Deaf Sports Recreation Victoria
- › Deakin University - Deakin Sport Network
- › Disability Sport & Recreation
- › Eastern Football League
- › Girls Sport Victoria
- › La Trobe University
- › La Trobe University Sports
- › Maccabi Victoria
- › Melbourne University Sport
- › Revolutionise Sport
- › School Sport Victoria
- › Scope (Aust) Inc
- › Special Olympics Victoria
- › Sport Medicine Australia
- › Victorian Institute of Sport
- › Victorian Police Amateur Sport & Welfare Society
- › Victoria University
- › Victoria University - Sport and Fitness

MAJOR PARTNERS



PREFERRED SUPPLIERS





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