

ANNUAL REPORT 2014-2015



Jetstar★



asics®



CONTENTS

Management Structure	2
Life Members	3
Roll of Excellence Members	4
Our Mission	5
Sponsors	6
President	10
Chief Executive Officer	11
Administration & Finance Director	14
Auditors Independent Report	18
Directors Report	20
Statement of Financial Performance	21
Notes of the Financial Statements	25
Competition & Standards Director	26
Jetstar Little Athletics Australian Capital Territory	31
Jetstar Little Athletics New South Wales	33
Jetstar Little Athletics Queensland	36
Jetstar Little Athletics South Australia	38
Jetstar Little Athletics Tasmania	41
Jetstar Little Athletics Victoria	44
Jetstar Little Athletics Western Australia	47

MANAGEMENT STRUCTURE

EXECUTIVE

Dereck Fineberg	President
Edward Fabian	Administration & Finance Director
Charlie Sanders	Competition & Standards Director (To October 2014)
Todd Williams	Competition & Standards Director (October 2014 Onwards)
Martin Stillman	Chief Executive Officer

BOARD OF MANAGEMENT

Tony Reilly	
Neil Sandall	
Tony Northey	
Scott Pitts	
Rhonda O'Sign	
Steve Ryan	
Rob Crockett	(To October 2014)
Teresa Blackman	(from January 2015)

STAFF

Ashlea Watt	Administration and Events Manager
Melissa Cowan	Development & Projects Manager (To September 2014)
Andrew Johnston	Development & Projects Manager (September 2014 Onwards)
Andrew Somerville	Bookkeeper



LIFE MEMBERS

LIFE MEMBERS

1978	Trevor Billingham BEM*
1978	Alan Triscott
1983	Keith Maughan
1983	Doug Hancy*
1985	C P (Paddy) Robinson*
1989	Don Blyth
1989	Mal Hastie
1989	Peter Shinnick
1996	George Harvey
2001	David Cramer
2002	Maxine Boyd
2004	Anthony Libke
2005	Grahame Searles
2008	Brian Newton
2008	Michael Stubbs
2010	Alison Quirke
2010	Gary Mutton
2010	Marjorie McNamara
2010	Dennis Goodwin
2012	Ross Burridge

AWARD OF MERIT

1999	Alan Letcher
2001	R O (Dick) Healey *
2002	John Crouch
2004	Brian Newton
2004	Arnold Hunt*
2005	Alison Quirke
2007	Don Baker
2008	Marjorie McNamara
2011	Garry House
2012	Pieter Bergshoeff

MERIT CERTIFICATES

1984	John McCarthy
1984	John Marsden
1984	Peter Shinnick



ROLL OF EXCELLENCE

Track & Field

2009	Nathan Deakes
2009	Melinda Gainsford-Taylor
2009	Steve Hooker
2009	Jana Pittman-Rawlinson
2009	Amy Winters
2010	Jane Saville
2010	John Steffensen
2011	Darren Clark
2011	Bronwyn Thompson
2012	Christine Stanton
2012	Debbie Wells
2013	Jane Flemming
2013	Sally Pearson
2014	Dani Samuels

Sportsmen

2009	Alisa Camplin
2009	George Gregan
2009	Nova Perris
2009	Kathy Watt
2009	John Worsfold
2010	Hollie Grima
2010	Geoff Ogilvy
2011	Natalie Von Bertouch
2011	Matt Giteau
2012	Simon Black
2012	Megan Marcks
2013	Kimberlee Green
2013	Patrick Mills
2014	Jarryd Hayne
2014	Joel Selwood

Volunteers

2009	Trevor Billingham *
2009	Doug Hancy *
2009	Barry Garment
2009	Helen Moir
2009	Alan Triscott
2010	George Harvey
2010	Peter Wickes
2011	Jim Arkins *
2011	Maxine Boyd
2012	David Cramer
2012	Robin Johnson
2013	Ken Gardiner
2013	Andrea Harvey
2014	Professor Marcus Vowels
2014	Alison Quirke

Achievers

2009	John Maclean
2009	Mike Whitney
2009	Dr. Peter Larkins
2009	Kirsty Marshall
2010	Chris Bradshaw
2010	Janine Shepherd
2011	Paul Murray
2011	Brett Rosebury
2013	Shane Crawford
2014	Ryan Fitzgerald

* Deceased

Jetstar 



Little
Athletics
Australia

OUR MISSION

Little Athletics aims to develop children of all abilities by promoting positive attitudes and a healthy lifestyle through family and community involvement in athletics activities

SPONSORS

Jetstar Little Athletics Australia acknowledges the important role played by sponsors in helping to deliver services and benefits to members and records its appreciation to the following companies for their support.

Jetstar

Jetstar is the first naming rights partner of Little Athletics. The partnership reinforces Jetstar's commitment to Australian communities and demonstrates that they stand for more than just low fares.

Jetstar



ASICS

ASICS shares the Little Athletics vision of developing young athletes of all abilities to BE YOUR BEST. The commitment by ASICS to Little Athletics benefits every family through their support of the Australian Little Athletics Championships, Achievement Book, Website and the Little Athletics range of footwear.



V-INSURANCE

Jetstar Little Athletics Australia has established a very strong relationship with V-Insurance who have provided assistance and professional advice over many years in a wide range of Insurances including personal accident, public liability, equipment and professional indemnity. Support from V-Insurance ensures Jetstar Little Athletics Australia is able to provide athletes, Associations and Centres comprehensive and cost effective insurance.



V-INSURANCE GROUP

CORPORATE AUTHORISED REPRESENTATIVE OF WILLIS

EXECUTIVE REPORTS



PRESIDENT

The 2014-15 year has once again been a successful year for Little Athletics.

There has been an immense amount of activity at the national level and in the state associations as usual. I want to acknowledge the efforts of the Executive – Martin Stillman, Eddie Fabian and Todd Williams. I know how much work you do behind the scenes and I thank you for your dedication and support throughout the year. I would also like to extend my appreciation to the Jetstar LAA office staff, the national board, national sub committees and all the state boards, staff and volunteers for the wonderful job you do to keep our sport running so well.

While the total registration numbers nationally are lower than previous, the numbers showing for our four year cycles which we traditionally measure are trending upwards. With the 2016 Olympics looming we can look forward to increased interest in little athletics.

The first year of our naming rights sponsorship arrangement with Jetstar has flown (pardon the pun) by and we move into our second year. The relationship with Jetstar is special and we appreciate their support and keenness to be involved with Little Athletics. Both our organisations share similar ideals and I hope that we both continue to see merit in our arrangement. I especially thank Jayne Hrdlicka, David Hall & Kelly Ogilvie from Jetstar for their contribution to a great partnership.

I would also like to acknowledge our ALAC sponsors ASICS, and thank them for their continuing support. They have also shown a tremendous interest in Little Athletics.

Following the reviews into athletics in Australia we have continued to work closely with our colleagues in Athletics Australia. Meetings between senior management of both senior and little athletics (three per year) are continuing to discuss matters pertinent to the sport. Similar forums are occurring at other levels within the sport and we hope to see positive outcomes from these discussions. Some examples of mutual cooperation are the Joint Officials Accreditation scheme and the improved relationship between AA and ATFCA in the coaching area.

We await the further developments within and from the senior body and stand ready to assist if/when required. For our part Jetstar LAA and our state associations have also decided to review board structures and processes to determine any benefits that changes might provide in terms of business efficiencies.

Our ALAC was held in Perth in April and I would like to thank the Jetstar LAWA, board, staff, officials and convening committee for a wonderful championship and for their courteous hospitality. I congratulate the Jetstar LAWA team for winning the two major trophies for the first time in their history. What a great result!

Jetstar LAA is proud to have contributed significant funds back into the sport. These have included the LAPS program, U/15 Coaching Camp, additional development officers, marketing as well as other allocations to state associations for various initiatives. With continued efficient management of our resources we hope to be able to continue this practice. The Roll of Excellence is another event that Jetstar LAA is very proud of and each year we look forward to additional inductees who have graced a number of areas following a fine career in Little Athletics.

Sadly during the year Christine Billingham (wife of Little Athletics founder Trevor) passed away, Little Athletics will always be indebted to her contribution to the sport and Christine will be remembered fondly by all those who knew her.

There have been some personnel changes of national board and office staff during the year and I again wish to extend a big thank you to Tony Reilly (Jetstar LAACT) and Scott Pitts (Jetstar LASA) for their significant contribution during their time on the Jetstar LAA board. I welcome the new Presidents from ACT (Andrew Pryor) and SA (Iain Carlin) and look forward to working with them and all of our Jetstar LAA board throughout the next year.

There are many initiatives that we have identified and will continue to identify for the benefit of our sport and most importantly the athletes and families. We can achieve these with productive working relationships at all levels.

Good luck for the new season and beyond.

Dereck Fineberg OAM

Jetstar Little Athletics Australia President

CHIEF EXECUTIVE OFFICER

Season 2014/15 will be remembered as another successful year for Jetstar Little Athletics Australia.

The year also saw many other successes and significant achievements including:

The ASICS Australian Little Athletics Championships (ALAC) in Perth was a very successful event. For the second season Jetstar LAA live streamed the championships and we had over 22,000 viewers watch our championships across Australia and around the world. The standard of this years Australian Championships was outstanding and congratulations are extended to this years winners and in particular Jetstar Little Athletics Western Australia for winning the Trevor Billingham Trophy for the first time in their history:

Trevor Billingham Trophy (U13) – Western Australia

Alan Triscott Trophy (U13 – Handicap) – Western Australia

Dick Healey Trophy (U13 – Smaller Associations) – Tasmania

Life Members Trophy (U15) – Queensland

Jetstar LAA after the conclusion of ALAC commenced a review of the National Championships and the outcomes from the review will be considered by the Jetstar LAA board of management for possible changes to ALAC in the future.

Jetstar LAA again held a very successful Roll of Excellence (ROE) dinner this year in Adelaide. The evening was a huge success with the induction of more worthy recipients into the ROE. I would like to extend congratulations to the following inductees into the 2014 Roll of Excellence:

Track & Field – Dani Samuels

Sportsmen – Jarryd Hayne & Joel Selwood

Volunteers – Alison Quirke & Professor Marcus Vowles

Achievers – Ryan Fitzgerald

The National U15 camp was held in September 2014 at the AIS in Canberra. 140 athletes participated in the camp, which was an outstanding success. I would like to thank the convening committee and in particular Glynis Nunn-Cearns from the ATFCA for all her support in coordinating the camp. The quality of coaches assembled at the camp was extraordinary and without the high calibre coaches I doubt the camp would be as beneficial for the athletes as it currently is. Jetstar LAA looks forward to continuing to develop the national camp program and is always seeking further improvements for the camp

Our registration numbers at the end of the year was recorded at 93,626. Jetstar LAA and Members Associations need to continue to work hard and look at new initiatives to increase registration numbers.

From a governance perspective, the National Technical Committee (NTC) continues to be beneficial to Jetstar LAA to bring together the states and work through motions and rules/regulations to ensure we are continually progressing in this area. I extend my thanks to all members of the NTC for their time and commitment to the sport your contribution to Little Athletics is most critical.

During the year, Jetstar LAA commenced a governance review to look at the Jetstar LAA structure from the board of management to member associations, the review and potential outcomes are ongoing at the time of writing this report.

With much excitement LAA announced during the year for the first time in LAA history a naming rights partner with Jetstar. Jetstar launched the partnership on national TV, with the launch on the Chanel 7 Sunrise program which promoted Little Athletics across the country and I express my thanks to Dani Samuels and Kim Mickle for assisting with the launch. At the launch Jetstar unveiled the Jetstar/LAA plane which had Little Athletics livery across the plane which will fly around the country for the next two years and promote Little Athletics.

The foundation for a long and successful partnership has already been set over the past twelve months and I thank the member associations for their cooperation in promoting Jetstar and all the activations held during the year.

The Jetstar partnership included the Jetstar logo being incorporated in the LAA and Member Associations logos. Jetstar provided Jetstar marquees to all Centres across the country along with many numerous other benefits to the centres, states and the national body such as feature articles on Little Athletics in the Jetstar magazine on their airplanes. Jetstar LAA looks forward to continuing to build on our already strong foundations with Jetstar and I would like to express my thanks to Jayne Hrdlicka CEO, David Hall Australia & NZ CEO, Kelly Ogilvie PR Manager Australia & NZ, Daniela Gomes PR Manager Australia & NZ for their support of Jetstar LAA and the Member Associations.

ASICS, a long-time partner of Little Athletics also extended their partnership with Jetstar LAA for a further three years, demonstrating their commitment to Little Athletics. To the ASICS team lead by Simone Bushnell, Sally Withers and Brad Moller thank you for your support we are delighted to be associated with your organisation.

Little Athletics have been fortunate to have a longstanding relationship with the V-Insurance Group to Rob Veale and Sarah Catterick, your guidance and support in this area of our business is greatly appreciated. You continue to provide the very best insurance premium for Jetstar LAA and other benefits that come with our broker agreement.

We are also appreciative of the strong relationships with other stakeholders of Jetstar LAA.

Jetstar LAA and Athletics Australia (AA) have agreed to continue to work closely together for the betterment of Athletics in Australia through the Joint Athletics Management Group. The Committee's charter is to maintain ongoing communication and to consider joint projects and continue to work on important areas such as coaching, officials and age group alignments for example. During the year there was a change of CEO at AA and I thank Dallas O'Brien for his work done with Jetstar LAA and welcome Phil Jones as the new CEO.

The State CEO's and AA Member Associations CEO's met in February 2015 for the first CEO Summit. The meeting proved to be so successful it's now planned to hold two summits per year to continue to foster and develop closer relationships between all organisations and further enhance the sport.

Thanks are extended to the ATFCA, to CEO Glynis Nunn-Cearns and President Dennis Goodwin, thank you for your assistance throughout the year.

We continued with our existing Partnerships with Bravehearts, the McGrath foundation and Racism it stops with me. To all associated with these organisations thanks for your valued partnership and support of Jetstar LAA during the year.

I would also like to express my gratitude to the Jetstar LAA Executive led by President Dereck Fineberg, Charlie Sanders and Eddie Fabian. I sincerely appreciate your ongoing support and guidance in my role as Chief Executive Officer. To Charlie Sanders, outgoing Competitions and Standards director thank you for your contribution to Little Athletics over the past six and half years. We welcomed Todd Williams into the Competitions and Standards Directors role and Todd has already made a significant contribution in this position.

To the Board of Management, thank you, again I value your support and assistance in my role as CEO and would also like to convey my thanks to your State Boards for their contribution to the sport. I would like to express my thanks to former board members, Rob Crockett WA, Tony Reilly ACT and Scott Pitts SA for your contribution to the board of management and in particular your state associations. We welcomed Teresa Blackman WA, Andrew Pryor ACT and Iain Carlin SA as the new board of management members during the year.

To the State CEO's and staff well done again on another tremendous season, your commitment and passion is evident in everything you do and your efforts really do make a difference to Little Athletics. I would like to acknowledge Kerry Boden who retired from her position as Executive Officer in the ACT for her tremendous work done over an extended period of time.

Special thanks are extended to the Jetstar LAA staff Ashlea Watt, Melissa Cowan, Andrew Johnston and Andrew Somerville, I thank you for all your support and assistance throughout the year, Jetstar LAA are indeed fortunate to have such dedicated employees. To Melissa Cowan, who recently departed our organisation thank you for your valued contribution and I wish you well in your future endeavours.

A number of new initiatives and projects have been launched and or are progressing well and it's worth mentioning their status:

- The development of a common accreditation for athletics officials has progress over the past twelve months. This is exciting for the sport and will no doubt assist athletics into the future by providing a clear pathway for accreditation and retention of officials in our sport.
- AA's new coaching framework continues to evolve
- A new LAPS logo was launched during the year
- The introduction of the Jetstar LAA EDM "Around the Track"
- A revamped and improved ITC course.
- Funding of an additional five Development Officers.
- Jetstar activations at State Championships

To the thousands of volunteers that make it all happen, a big thank you, as everyone that is associated with Little Athletics knows it can't happen without the volunteers and the children just wouldn't have the fun and enjoyment they have without your contribution.

I look forward with much anticipation towards the upcoming season.

Martin Stillman

Chief Executive Officer
Jetstar Little Athletics Australia



ADMINISTRATION & FINANCE DIRECTOR

Financial Performance for the Year Ended 30 June 2015

Australian Little Athletics finished the year with a net deficit of \$168,298, which is \$44,529 favourable to budget. The cash balance of the association decreased by \$10,320 to \$1,745,560.

The variations to budget are summarised in the table below and are followed by commentary on the major items of variance.

	Actual	Budget	Variance
INCOME			
Levies & Affiliation Fees	754,520	754,520	0
Commercial Activities	25,000	25,000	0
Sponsorship	864,519	912,250	(47,731)
Reimbursements	450,233	450,233	0
Other Income	129,949	119,478	10,471
Total Income	2,224,221	2,261,481	(37,260)
EXPENDITURE			
Administration	98,492	120,060	21,568
Insurance	356,317	387,650	31,333
Ticket & Achievement Costs	63,686	71,300	7,614
Sponsorship Costs	748,895	739,950	(8,945)
Meeting & Conference Expenses	231,983	207,030	(24,953)
Roll of Excellence	19,400	20,080	680
Little Athletics Program in Schools	223,673	260,000	36,327
Salary, Travel and Associated Costs	324,089	306,736	(17,353)
Office Expenses	48,141	46,800	(1,341)
U15 Camp and Interstate Competitions	150,953	154,702	3,749
Contributions to Associations and Projects	125,000	160,000	35,000
Total Expenditure	2,390,629	2,474,308	83,679
Surplus (Deficit) of Income over Expenditure	(166,408)	(212,827)	46,419
Loss on Sale/Disposal of Assets	(1,890)	0	(1,890)
Net Surplus (Deficit)	(168,298)	(212,827)	44,529

Income

Sponsorship income was \$47,731 unfavourable to budget mainly due to the loss of the IGA sponsorship, offset by an increase in sponsorship from our insurers, which was budgeted to be an offset against brokerage fees.

Other Income was \$10,471 favourable to budget mainly due to recoupment of expenditure totalling \$11,565 which was unbudgeted.

Expenditure

Administration expenditure was \$21,568 favourable to budget. The major items of variance include:-

- \$12,588 – Consulting. The expenditure was below budget mainly due to the completion of major projects in house.
- \$8,718 – Business Plan. The expenditure was below budget due to the early completion of the new business plan project.
- \$7,336 – ALA DVD. The budget included costs to upgrade the DVD. This is still under review.
- (\$6,162) – Legal Costs. Additional cost mainly relate to advice on sponsorship contracts and maternity leave.

Insurance expenditure was \$31,333 favourable to budget. The major items of variance include:-

- \$50,923 – Equipment Insurance claims expense was \$99,077 compared to a budget of \$150,000.
- (\$24,751) – Brokerage fees were unfavourable to budget due to the budgeted offset of \$27,500 in sponsorship being recorded in income.

Ticket and Achievement Book costs were favourable to budget by \$7,614 mainly due to the savings achieved through negotiations with suppliers.

Sponsorship costs were (\$8,945) unfavourable to budget. The major items of variance include:-

- (\$175,542) – Contributions to Associations - Contributions totalling \$350,542 were paid to the associations, compared to a budgeted payment of \$175,000. The additional payments relate to the allocation of the National Marketing Campaign funds being allocated across the associations as approved by the BOM.
- \$119,685 – National Marketing Campaign – Budgeted expenditure of \$175,000 was reallocated to Association Contributions. Main item of expenditure allocated to National Marketing Campaign was the live streaming broadcast costs as approved by the BOM
- \$46,574 – Marketing and Branding – savings on costs of new sponsorship materials including string bags and patches, securing volume discounts by purchasing two years supply. Savings also achieved in updating logo on stationery and office supplies.
- \$5,500 – Little Athletics Ambassador. LAA decided not to proceed with an ambassador to the current year
- (\$3,783) – Other Sponsorship Costs. Net variance on all other sponsorship items including promotional material, sponsor servicing and advertising.

Meeting & Conference Expenses were (\$24,943) unfavourable to budget. The major items of variance include:-

- (\$7,362) – Executive meetings. Unfavourable variance is mainly due to the allocation of cabcharge costs for all meetings to Executive travel. This process will be reviewed in 2015-16.
- (\$16,305) – AGM and Half Yearly Conferences. The adverse variance was as a result of higher than budgeted costs for both the Adelaide Conference in October 2014 and Perth Conference in April 2015. Over \$7k of these costs have been recouped in Other Income.

Little Athletics Programs in Schools expenditure was \$36,327 favourable to budget mainly due to the increased allocation to the associations not being achieved. The number of students delivered with the

LAPS program was 156,711 students compared to a budget of 180,000 students. This is an increase on the 142,677 delivered in the previous year.

Salary, Travel and Associated Costs were (\$17,353) unfavourable to budget. This unfavourable variance was mainly due to the following.

- (\$6,829) – Increase in Employee Provisions
- (\$10,524) – Increase in in other salary and employee related costs

Contributions to Associations and Projects was \$35,000 favourable to budget. The major items of variance include:

- \$25,000 – Contribution to National Joint Venture Projects not expended
- \$10,000 - Contribution to National Joint Officials Initiative not expended

Cash at Bank

The Net Cash at Bank movement for the year was \$4,257 favourable. This is reconciled as follows:

Last Year		This Year	Movement
\$	BANK ACCOUNTS	\$	\$
7,981	ANZ Cheque Account	31,179	23,198
150,334	ANZ On Line Saver	469,307	318,973
24,801	ANZ V2 Account	25,203	402
620,325	Commonwealth Bank Term Deposit	256,897	(363,428)
413,187	Commonwealth Bank Term Deposit # 2	423,470	10,283
250,000	Commonwealth Bank Term Deposit # 3	258,402	8,402
258,242	Commonwealth Bank Term Deposit ASC	264,669	6,427
1,724,870	Total Cash at Bank	1,729,127	4,257

The movement of \$4,257 is represented by:

	\$
Net Shortfall of Income versus Expenditure	(168,298)
Plus: Non Cash Expenses - Depreciation	14,751
Non Cash Expenses – Cost of Assets	
Plus Disposed	1,890
Sub-Total	(151,657)
Less Fixed Assets Purchases	(3,265)
Sub-Total	(154,922)
Plus Decrease in Proclaim Trust Account	15,299
Increase in Accrued Expenses	134,120
Increase in Suspense Account	225,000
Increase in Equipment Insurance Provision	69,816
Decrease in GST Receivable	22,258
Increase in Superannuation Payable	6,253
Increase in PAYG Tax Payable	441
Sub-Total	318,265
Less Increase in Prepayments	(50,827)
Increase in Debtors	(241,172)
Decrease in Employee Entitlements	(9,147)
Decrease in ANZ Business One Visa	(3,038)
Increase in Accrued Income	(9,824)
Net Cash Flow	4,257

Net Assets

The Net Tangible Assets of the Association decreased from \$1,582M to \$1.413M. Even taking into account the decrease over the past two years, the Net Assets have increased by 23.9% over the past five years and by 125.3% over the past ten years.

The table below highlights the net growth in the Net Assets over the past 14 years.

Year Ended	Net Surplus /(Deficit)	Net Assets
31 Dec 2001	\$45,088	\$271,643
31 Dec 2002	(\$21,055)	\$250,588
31 Dec 2003	\$126,099	\$376,687
31 Dec 2004	\$250,640	\$627,326
31 Dec 2005	\$169,272	\$796,598
31 Dec 2006	\$88,503	\$885,101
31 Dec 2007	\$155,706	\$1,040,807
31 Dec 2008	\$183,934	\$1,224,741
30 Jun 2010	(\$84,099)	\$1,140,642
30 Jun 2011	\$180,313	\$1,320,956
30 Jun 2012	\$289,133	\$1,610,089
30 Jun 2013	\$120,263	\$1,730,352
30 Jun 2014	(\$148,661)	\$1,581,691
30 Jun 2015	(\$168,298)	\$1,413,393

Insurance

The premiums for 2014-15 increase by an average of 4.48% over 2013-14. The only significant increase was Personal Accident / Professional Indemnity Insurance Premium which increased by 44.91%. This was due to effect of a two significant injury claim payouts. The table below sets out the comparative values for 2014-15 and 2013-14. All values are exclusive of GST.

Class of Insurance	2014-15 Budget	2014-15 Actual	2013-2014 Actual	%age Change
Directors & Officers Liability	\$7,900	\$7,659	\$7,516	1.90%
Personal Accident/Professional Indemnity	\$43,800	\$60,422	\$41,696	44.91%
Public Liability	\$74,200	\$58,103	\$69,401	(16.28%)
Travel Insurance	\$7,700	\$5,647	\$6,372	(11.38%)
Cyber Liability	\$0	\$974	\$0	N/A%
Equipment Insurance	\$55,800	\$55,933	\$53,342	4.86%
Sub-Total	\$189,400	\$188,738	\$178,327	5.84%
Brokerage	\$40,750	\$65,501	\$65,000	0.77%
Total	\$230,150	\$254,239	\$243,327	4.48%

The insurance premium paid in October 2014 for the 2014-15 covers the period 1 September 2014 to 31 August 2015. The proportion of the premium covering the period 1 July 2015 to 31 August 2015 was recognised as a prepayment in the accounts and will be brought to expenses in July 2015. The proportion of the premium covering the period 1 July 2014 to 31 August 2014 was recognised as a prepayment in the accounts last year and was brought to expenses this financial year. Consequently, 12 months expenditure is reported in the income statement that being the two months premium transferred back from prepayments, plus the 12 months premium paid in October 2014, less the transfer of two months premium to prepayments from the 2014-15 payment.



Hayes Knight Audit Pty Ltd
ABN: 86 005 105 975
Level 12, 31 Queen St,
Melbourne, VIC 3000
T: 03 8613 8888 F: 03 8613 8800
Email: info@hayesknightaudit.com.au
www.hayesknight.com.au
Registered Audit Company 291969

**INDEPENDENT AUDITOR'S REPORT
TO THE MEMBERS OF AUSTRALIAN LITTLE ATHLETICS INCORPORATED**

Report on the Financial Report

We have audited the accompanying financial report being a special purpose financial report, of Australian Little Athletics Incorporated, which comprises the statement of financial position as at 30 June 2015, the statement of financial performance for the year then ended and notes comprising a summary of significant accounting policies, and the directors' report.

Directors' Responsibility for the Financial Report

The directors of Australian Little Athletics Incorporated are responsible for the preparation of the financial report and have determined that the basis of preparation described in Note 1, is appropriate to meet the requirements of the Associations Incorporation Act (ACT) 1991 and is appropriate to meet the needs of the members. The directors' responsibility also includes such internal control as the board determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

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

Opinion

In our opinion, the financial report presents fairly, in all material respects, the financial position of Australian Little Athletics Incorporated as at 30 June 2015, and its financial performance for the year then ended in accordance with the Associations Incorporation Act (ACT) 1991.

An Independent Member of the Hayes Knight Group and Morison International.
Liability limited by a scheme approved under Professional Standards Legislation.
Associated Offices : Adelaide | Auckland | Brisbane | Darwin | Melbourne | Perth | Sydney

Basis of Accounting

Without modifying our opinion, we draw attention to Note 1 to the financial report which describes the basis of accounting. The financial report is prepared to assist Australian Little Athletics Incorporated to comply with the financial reporting provisions of the Associations Incorporation Act (ACT) 1991. As a result, the financial report may not be suitable for another purpose.

Hayes Knight Audit
Hayes Knight Audit Pty Ltd
Level 12, 31 Queen Street
MELBOURNE VIC 3000

Geoff S. Parker
Director

Dated this 26 day of July 2015

AUSTRALIAN LITTLE ATHLETICS INC. (ACT)
SPECIAL PURPOSE FINANCIAL STATEMENTS

DIRECTORS' REPORT

Your Directors submit the financial accounts of Australian Little Athletics for the twelve months ended 30 June 2015.

DIRECTORS

The names of the Directors in office at the date of this report are:

Dereck Ronald Fineberg	President
Edward John Fabian	Administration and Finance Director
Todd Williams	Competition and Standards Director
Martin Stillman	Chief Executive Officer

PRINCIPAL ACTIVITIES

The principal activities of the Association during the financial year were:

- To conduct national athletic competitions.
- To represent affiliated Associations in expressing policy in matters pertaining to Little Athletics at a national level.
- To provide rules and standards for competition to affiliated Associations and guidance on all other matters pertaining to competition.

SIGNIFICANT CHANGES

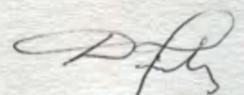
No significant change in the nature of these activities occurred during the year.

OPERATING RESULT

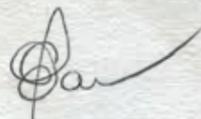
The deficit of the Association for the year amounted to \$168,298.

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

On behalf of the Directors:



DERECK FINEBERG
President



EDWARD FABIAN
Administration and Finance Director

Dated this 26th day of July 2015

AUSTRALIAN LITTLE ATHLETICS Inc. (ACT)
SPECIAL PURPOSE FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL PERFORMANCE
FOR THE YEAR ENDED 30TH JUNE 2015

Last Year		Note	\$	\$
\$			\$	\$
70	INCOME			70
	Affiliation Fees			
30,514	Levies		36,422	
470,767	Australian Teams Championship Levy		718,028	
501,281	Administration Levy			754,450
	Commercial Activities			
30,283	Royalties		25,000	
0	Merchandise		0	
30,283				25,000
	Sponsorship			
216,542	Sponsorship		864,519	
0	Association Contribution to Sponsorship Servicing		0	
216,542				864,519
	Reimbursements			
414,102	Insurance Reimbursement		390,233	
60,000	Ticket & Book Reimbursement		60,000	
0	Website Rebate		0	
474,102				450,233
	Other Income			
4,911	Other Income		1,343	
28,659	Recoupment of Expenditure		11,565	
9,942	Roll of Excellence Dinner		3,320	
70,591	Coaching Camp Contributions		63,900	
52,124	Interest Received		49,821	
166,227				129,949
<u>1,388,505</u>	TOTAL INCOME			<u>2,224,221</u>

AUSTRALIAN LITTLE ATHLETICS Inc. (ACT)
SPECIAL PURPOSE FINANCIAL STATEMENTS

STATEMENT OF FINANCIAL POSITION
AS AT 30TH JUNE 2015

Last Year	Note	\$	\$	\$
	CURRENT ASSETS			
7,981	ANZ Cheque Account	31,179		
150,334	ANZ On Line Saver	469,307		
24,801	ANZ V2 Account	25,203		
620,325	Commonwealth Bank Term Deposit	256,897		
413,187	Commonwealth Bank Term Deposit # 2	423,470		
250,000	Commonwealth Bank Term Deposit # 3	258,402		
258,242	Commonwealth Bank Term Deposit ASC	264,669		
0	ANZ Business One Visa	722		
	Proclaim Management Solutions - Equipment			
31,810	Trust Account	16,511		
200	Petty Cash	200		
1,756,880	Total Cash and Cash Equivalents		1,746,560	
200	Security Deposits	200		
61,340	Trade Debtors	302,512		
127,010	Prepayments	177,220		
0	Accrued Income	9,824		
30,970	GST Paid	8,712	498,468	
1,976,400				2,245,028
	FIXED ASSETS			
73,502	Office Equipment at Cost	66,691		
41,311	Less: Accumulated Depreciation	40,805	25,886	
34,817	Motor Vehicle at cost	34,817		
3,391	Less: Accumulated Depreciation	10,462	24,355	
63,617	Total Fixed Assets			50,241
	INVESTMENTS			
1	Shares		1	
1	Total Investments			1
2,040,018	TOTAL ASSETS			2,295,270
	CURRENT LIABILITIES			
4,973	PAYG Withholding Payable		5,414	
0	Superannuation Payable		5,636	
2,316	ANZ Business One Visa		0	
98,890	Accrued Expenses		233,010	
27,117	Provision - Employee Entitlements		17,970	
24,961	Provision - Equipment Insurance		94,777	
250,000	National Data Base Funding - ASC		250,000	
50,070	Unearned Revenue		275,070	
458,327	TOTAL LIABILITIES			881,877
1,581,691	NET ASSETS			1,413,393
	MEMBERS' FUNDS			
1,730,352	Accumulated Surplus (Deficit) Brought Forward			1,581,691
(148,661)	Surplus (Deficit) this period			(168,298)
1,581,691	TOTAL MEMBERS' FUNDS			1,413,393

AUSTRALIAN LITTLE ATHLETICS Inc. (ACT)
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30TH JUNE 2015

Note 1: Statement of Significant Accounting Policies

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act 1991 (ACT). The directors have determined that the association is not a reporting entity.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report.

Cash and Cash Equivalents

Cash and cash equivalents includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of less than 12 months.

Property, Plant and Equipment

Property, plant and equipment are carried at cost less, where applicable, any accumulated depreciation. The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to the end of the reporting period. Employee benefits have been measured at the amounts expected to be paid when the liability is settled.

Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable.

Interest revenue is recognised using the effective interest rate method, which for floating rate financial assets is the rate inherent in the instrument.

All revenue is stated net of the amount of goods and services tax (GST).

Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO).

Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the statement of financial position.

Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received that remain unpaid at the end of the reporting period. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

Provisions

Provisions are recognised when the association has a legal or constructive obligation, as a result of past events, for which it is probable that an outflow of economic benefits will result and that outflow can be reliably measured. Provisions are measured at the best estimate of the amounts required to settle the obligation at the end of the reporting period.

Note 2: Provision for Equipment Insurance Claims

Australian Little Athletics has National Property and Equipment Insurance, which provides cover of up to \$75,000 per event for every centre and Association. The policy is an aggregate deductible policy which currently requires Australian Little Athletics to pay the aggregate of the first \$150,000 of claims. Any claims in excess of this sum will be met by the insurer.

A requirement of the policy is that Australian Little Athletics deposit funds into a trust account to meet any claims made under the policy, current or past. The current policy expires on 31st August 2015 and a provision of \$94,777 has been made for unsettled claims as at the balance date and events which may occur between the balance date and the expiry date of the policy. This figure represents the value of \$5,377 in unpaid claims for 2013-14 and \$89,400 in unpaid claims for 2014-15 identified by Proclaim Management Solution.

For the insurance year ending 31st August 2015, a total of \$25,000 has been deposited to the trust account. The funds deposited, less costs to date, are reflected in the Statement of Financial Position as "Proclaim Management Solutions – Equipment Trust Account". Claims paid for the year out of the trust account include \$12,314 for 2014-15 and \$22,780 for 2013-14 and prior years.

The value of future claims against the policy is unable to be quantified, however Australian Little Athletics recognises the probability of future claims being received and has provided for this eventuality.

COMPETITION & STANDARDS DIRECTOR

I can't believe how quickly my first 12 months in the chair has gone and I thank everyone for their support, encouragement and ideas.

I am very proud of what we have collectively achieved in such a short time and extremely thankful to the NTC members for their contribution in making that happen.

We have made some big in roads and have finally cleared some items that had been on the table for quite some time.

NTC, Competition and Standards

The NTC has now been together for over 2 years and continues to look for ways to improve our sport of Little Athletics and Athletics in general. Almost everything that has gone to the table for the board and then associations to discuss has been initiated through the NTC which is of course what we want. This is a group of dedicated, focused and committed individuals in the technical / competition space that are looking at all that we do. We have had some interesting discussions at some of the meetings, but always top of mind is what we want to achieve. Some big takeaways for the year have been:

- A National set of standard rules, events and specifications for U9 – U15
- A National set of recommended standard rules, events and specifications for U6 – U8
- Removal of the competition appendices and clauses from the constitution and the creation of the Standard Rules for Competition of Jetstar Little Athletics Australia Handbook
- Introduction of an ALAC Competition Risk Management Policy and Matrix
- Introduction of ALAC rule clarifications via e-mail prior to the event and the removal of rule clarifications at the ALAC Team Managers Meeting so the focus can be on operation issues
- Implementation at ALAC of standard rules for walks (yellow paddle and red card) and use of spikes
- Complete overhaul of the ALAC Guidelines document
- A National set of standards for high jump mat sizes
- A procedure put in place for the use of timing gates and for claiming ABP's through the use of gates

There are still many more agenda items from the NTC which you will see come up over the next few months. Congratulations and thank you on a fantastic team effort.

National U15 Camp

At the time of writing this report, planning is well under way for our Jetstar Little Athletics Australia 2015 National camp being held from 27th – 30th September 2015 at the AIS in Canberra. The live-in camp provides athletes with the opportunity to improve their athletic skills, increase their knowledge in a range of areas and socialise with athletes from all over Australia.

Again we will have some 140 athletes attend this camp and they will be in the capable hands of some of the Nations most experienced coaches and presenters and we must extend our thanks to Glynis Nunns-Cearns for her most able assistance in procuring these people again for us. Athletes will also get the opportunity to meet some senior elite athletes who will talk about their time in Little Athletics, pathways through to seniors and what it takes to become a top elite athlete. The camp also provides an opportunity for team managers from each state who travel with the athletes to learn and work alongside Australia's elite coaches in their chosen event.

ALAC

Western Australia hosted our 2015 ALAC in Perth on the 26th April and put on a wonderful event with many PB's bettered and several ABP's set.

Live Streaming was once again a huge success, particularly as the event was over in the West, it gave relatives and friends that were unable to make the trip, the opportunity to view the event. Well done to the Jetstar LAA team in organising and putting this together and we look forward to improving the coverage each and every year.

2015 ASICS Australian Little Athletics Championships WA Athletics Stadium, Perth - 26/04/2015

Trevor Billingham Trophy for the Australian Teams Championships (U13)

Place	State	Points
1	Western Australia WA	688
2	Victoria VIC	674. 50
3	New South Wales NSW	615
4	Queensland QLD	566. 50
5	South Australia SA	504
6	Tasmania TAS	396. 50
7	Australian Capital Territory ACT	323. 50

Alan Triscott Trophy for the Australian Teams Championships (U13) - Handicap

Place	State	Points
1	Western Australia WA	995
2	South Australia SA	951
3	Tasmania TAS	899.5
4	Victoria VIC	890.5
5	Queensland QLD	864.5
6	Australian Capital Territory ACT	831.5
7	New South Wales NSW	817

Dick Healey Trophy awarded to the winner from the smaller Associations (U13)

Place	State	Points
1	Tasmania TAS	396. 50
2	Australian Capital Territory ACT	323. 50

Life Members Trophy for the Multi- Event Teams Competition (U15)

Place	State	Points
1	Queensland QLD	251
2	Victoria VIC	212
3	New South Wales NSW	205
4	Australian Capital Territory ACT	199
5	Western Australia WA	187
6	Tasmania TAS	145. 50
7	South Australia SA	120. 50

ABP's at ALAC

Adam Spencer from Victoria in the U13 boys ran a time of 4:17.12 in the 1500m breaking the ABP.

Congratulations to WA who had some magnificent results in Perth and who walked away with a couple of big pieces of silver wear from the competition. There were many happy tears shared amongst the WA team at the presentation of trophies.

Thank you to each of the associations for your feedback after the event. There were many takeaways from that which will assist in making our next one even better. After several discussions and a couple of reviews, we are also looking to improve the athlete's experience and enhance the overall showcase of our pinnacle event.

We have tabled many improvements and hopefully after this upcoming conference that a few of these will be introduced for 2016 in SA.

To all of the Athletes, Team Managers, Coaches, Co-ordinators, Officials and Staff members, congratulations and thank you for making ALAC a special occasion.

Finally, to the Executive, Jetstar LAA Board and Senior Management team, thank you for your input and contributions in assisting to better a product (Little Athletics) that was already amazing. We are certainly heading in the same direction and I firmly believe everyone is on the same page with making that happen.

Also to Ashlea and Andrew in the Jetstar LAA office, thanks for your assistance and for making my life so much easier in the role.

Todd Williams

Jetstar Little Athletics Australia Competition and Standards Director

STATE ASSOCIATION REPORTS





JETSTAR LITTLE ATHLETICS ACT

It is my pleasure to present the Annual Report of the Jetstar Little Athletics ACT for 2014/15.

Membership issues

Final registration numbers tallied 3,098 for season 2014/15, an improvement of 4% on 2013/14. This is important in light of a decrease of 8.2% in membership from season 2012/13 to 2013/14.

Governance

This year saw significant turn over in both the board of management and the office. Chairman Tony Reilly and competition and technical director Jennifer Bryant stood down from the board (more on this later), while we were fortunate to welcome Peter Boden (Weston Creek) and Geoff Bartley (Ginninderra) to the roles of competition and technical director and administration director respectively. Both have brought a tremendous depth of experience and wisdom to our decision-making. The new board is notable for its diversity of views and the rigour with which it approaches each issue before it. The collegial nature of the board continues to be an enduring feature.

Kerry Boden told us that she would be retiring after 10 years as executive officer. In a break from tradition, this time around Kerry's resignation was accepted. Renee Cassell joined us as executive officer while Mary Schumacher succeeded Alex Van Der Meer as joint development officer in November. Both have proven to be wonderful assets in a very short time. Sue Knight joined us as Administration Assistant this August, replacing Amanda Hurley who left us on good terms.

At our June conference our Association approved policies for reimbursement and inclusion. Draft policies for centre sponsorship and social media were presented for comment ahead of discussion at our September conference while work has commenced on a privacy policy. We undertook to revisit our Facility Plan in light of the completion of the synthetic track at Woden and are in the process of ratifying an Association level agreement with Timing Solutions for their suite of software products.

Working with Athletics ACT

Our relationship with Athletics ACT continued to strengthen over season 2014/15. Mary Schumacher quickly set about building on Alex's work around the transition of teenage athletes while the transition taskforce that grew out of last year's conference worked hard on practical ideas to grow the sport. The most successful of these was the 'Come and Try Event' held before the Canberra Track Classic. Our 2014/15 conference again featured a workshop with Athletics ACT, with a focus on alignment between our Athletics ACT clubs and the Jetstar Little Athletics ACT centres. For the first time, we have published a joint calendar and have undertaken to develop a joint newsletter. Another innovation this past year was that our president has been invited to sit on the Athletics ACT board, which has enabled both organisations to gain a better insight into the priorities of the other.

Finance

Our strategic plan requires us to maintain financial reserves of at least 1 x annual turnover. We deliberately absorbed costs without raising centre levies from 2005 to 2014 and have now run deficits for several years in a row. Faced with the threat of slipping below the preferred financial reserve, we have opted to raise the centre levy at each of our last two conferences. We've since resolved to concentrate on attracting new local sponsors as a means to address shortfalls.

Woden Park

The highlight of season 2014/15 was perhaps the February 14 opening of the new IAAF-compliant synthetic track at Woden Park. We've already decided to hold our relay carnival and state championships at the venue, although it's apparent that it will take time and close cooperation with other sporting groups to optimise the facility's use going forward. The Jetstar LAACT office was relocated from Hackett in the city's north to our new purpose-built office at Woden Park in August.

The opening of the track allowed our Woden centre to return to its home after two seasons of moving between temporary venues. It cannot be underestimated how much extra work and pressure this has put on the Woden committee and on behalf of the Association, I want to congratulate them on the great job they did maintaining a quality product for their members.

Relationship with government

We are in the second year of a triennial funding agreement with the ACT government and have been the recipient of grants for the purchase of equipment for Woden Park and for inclusion initiatives, the former in partnership with the ACT's other athletics bodies. We continue to enjoy a good relationship with the Minister and with the ACT Government's Sport and Recreation Services.

Relationship with sponsors

In 2014/15 we renewed our partnership and bib-sponsor arrangement with local business 'The Runners Shop'. With operations in Phillip and Gungahlin, The Runners Shop boasts solid roots in the community and values shared with little athletics. The Canberra Southern Cross Club continues to be an important sponsor and partner for our organisation. We are thrilled with the wonderful support received from Jetstar through the provision of funding, flights, marquee tents, drink bottles, give-aways at ACT Championships and \$1,000 flight vouchers. The board will devote considerable energy to the expansion of our sponsor portfolio as a means of consolidating our financial position without having to continue to increase levies.

Marketing

Throughout the year we advertised on ACTION buses in the ACT and regional buses in Goulburn and Bateman's Bay. We participated in the Get Active Expo and in the inaugural Governor General's Sports Fun Day at Government House. We again worked with Companion House which looks after refugee families in Canberra, and with the YWCA. In the last year, we reintroduced the LAPS program in primary schools. The take-up from schools since the end of last year has been remarkable, which is a credit to our presenters, the program architects and our product.

Our regional centres

We continue to work with regional centres to promote our sport. This has borne spectacular fruit in Bega Valley in the last year with a 200% increase in registrations, the training of six coaches, the selection of three athletes to the ALAC team (including podium finishers), an increase in participation at ACT carnivals and a slew of medals at ACT Championships. Not surprisingly, they won Centre of the Year, the second year in a row that this trophy has gone to a regional centre, after Goulburn Mulwaree's success last year. We've invested in new technology which enables us to Skype regional centres at our Association meetings. Our Batemans Bay and Braidwood centres came back on line in 2014/2015 and we have undertaken to work with them to ensure their success.

International Children's Games

In December we took ten U14-U15 athletes to Newcastle for the International Children's Games. Over 1,500 athletes from 70 cities in 40 countries were represented at the first ICG in the southern hemisphere. All athletes and managers had a wonderful time. The ACT came home with one medal (Kieran Reilly, Calwell) and Ashleigh Lawrence (Calwell) won the Fair Play award for conspicuous sportsmanship. The board will consider pursuing this event as a development opportunity.

Farewell and Thanks

This year saw the end of an era of Little Athletics in the ACT with the retirements of Tony Reilly, Kerry Boden, Jennifer Bryant and Margaret Lane. After first serving as competition and technical director, Tony was elected to Chairman of the BOM in season 2010/11. Perhaps fittingly, with the change in title of the role to president, Tony will be our final and interminable chairman. Highlights of Tony's contribution include securing participation by ACT athletes in the Hunter Track Classic and the International Children's Games, overseeing the establishment of a synthetic track at Woden, championing our alignment with Athletics ACT (including becoming the first ACTLAA representative on the AACT Board) and, with wife Kim as conveyor, leading the very successful ALACs in Canberra in April of 2013. Tony has helped ACT Little Athletics evolve into the modern and efficient organisation it is today. Thanks also to Jennifer Bryant who stood down from the board this past year. Hers has been a busy portfolio this past 12 months, with the implementation of national standards and our revamp of carnivals. Our organisation is better for Jennifer's contribution. Thanks to Margaret Lane, who retired from her Little Athletics commitments this past year. Margaret, a former development director on the board (2009-2013), has been head coach and head selector for the ALAC team from 2011 to 2015. Finally, a big thank you to Kerry Boden who retires after ten years as our executive officer. Kerry is as hard working, patient and knowledgeable as they come. She is a much-loved figure and will be missed by all in the little athletics community.

In closing, I congratulate all of our centres on their achievements in 2014/15, particularly those who are working hard to improve the quality of our product. The work of the BOM and the office staff amounts to little if not for the unwavering commitment of our thousands of volunteers that toil week in and week out to deliver wonderful experiences for our children. Well done.

Andrew Pryor

Jetstar Little Athletics ACT President

JETSTAR LITTLE ATHLETICS NEW SOUTH WALES

Registrations

Our registrations for the 2014/2015 season of 37,698 athletes, represents about a 3% decline over that reached in the immediate preceding season. A good result, but we do need to improve on that if we are to get our sport growing again in a very challenging contemporary junior sporting/entertainment landscape.

One new centre, at Cumnock, joined the Jetstar Little Athletics NSW family this past season. Gulgong, after being in recess for a number of years, has also reformed and has been actively developing their committee prior to taking registrations in the upcoming season.

The past season did however see an increase in the number of centres using the IMG online database for their registrations, with approximately 47% of our membership registering and paying online and another 20% using the system to register. The biggest advantage of online registration is the fact that contact details are current and accurate immediately following their renewal of registration.

Strategic Plan

The Jetstar Little Athletics NSW Strategic Plan for 2014-2018 was endorsed by the board following extensive review and restructure. This plan was developed to align more closely with the plans of both Athletics NSW and Jetstar Little Athletics Australia. The strategies contained within the plan centre on the pillars of participation, program delivery, commercial and relationships, and a set of clear performance indicators have included.

Financial Position

Despite the decrease in registrations, Jetstar Little Athletics NSW continues to improve its financial position, and recorded a sizeable surplus in the 2014/2015 season. Income was \$58,584 or 2.6% above budget and expenditure was \$177,981 or 7.9% below budget. The surplus achieved has been allocated to 2015/2016 budget, where we anticipate a deficit. The use of this surplus will enable strategies and initiatives to continue this year as planned, without the need to cut back in other areas of spending. Registration fees will remain the same in 2015/2016, which will be the fourth year in a row without movement to the Jetstar LANSW fees.

Sponsorship

Our corporate support continues with the generous contribution of our partners McDonald's, The Athletes Foot, Hart Sport, IMG STG, Instant Photos and GA Millers. Without the commitment and financial support of these organisations, Jetstar LANSW would not be able to provide the programs or operate as we do currently.

Marketing

A further strategy we are employing in an effort to increase profile and membership, is the development of a marketing strategy and plan to improve both our advertising reach and effectiveness. We have engaged a marketing consultant (Marketing Mechanics) to assist with this task.

To date, Marketing Mechanics have: developed a new television commercial (with both a 30 second and 15 second version); re-assigned our allocation to Prime 7 to incorporate both 30 second and 15 second (top to tail) TVC's; negotiated reasonable rates and good timeslots for the TVC with some of the Sydney metropolitan secondary TV stations (Gem, GO, Eleven); scripted and produced a radio advertisement and negotiated a suitably timed and priced schedule; begun development of a Facebook fan club; utilised Facebook promotes for targeted periods and posts (our post about the opening of registrations reached 42,000 people in the first 6 days); and begun development of a Google AdWords campaign.

Legislation & Compliance

One of the key components over the last year has been the education surrounding the new NSW Working with Children Check. In readiness for the implementation of the new Working with Children Check requirements, 16 workshops were conducted across the state for Little Athletics volunteers, with over 350 members attending. Implementation of the requirements will be a focus in the year ahead with the legislation requiring phase-in by the end of this season.

Following the release of a new centre constitution template and accompanying regulations, we have had an extremely positive response back from centres that have either submitted their completed document or are in the process of doing so, with over 60 centres submitting documents for review.

We have also over the past year reviewed and updated several of our risk guidelines and policies (Contract Review Guidelines for Centres, Centre Budget Guidelines, Smoke Free Policy, Drug Policy and Board of Management Policy & Code of Practice) and developed several new guidelines (Safe Use and Storage of Starting Pistols, Anti-Bullying Guidelines for Officials and Policy for Assessing and Managing Officials). The process of reviewing and updating policies and guidelines will continue throughout the season ahead.

Meetings & Workshops

This year our Annual General Meeting and Conference was held at the International Hotel Wagga Wagga, with 159 members, from 59 centres, in attendance. The theme of the conference was "Back to Basics with the 3 R's – Recruitment, Retention and Recognition". The conference workshops and presentations were aimed at helping attendees to evaluate centre operations, policies and procedures, and encourage committee members to implement new strategies and evolve aspects of their Little Athletics centre.

Triple Paralympian, professional speaker, and high performance consultant, Katrina Webb OAM, was the opening guest speaker. Katrina inspired, motivated and challenged attendees and set a positive tone for the rest of the conference to follow. Various workshops were held over the course of the two days and included: volunteer rostering; timed centre programming and incorporating skill development; flexible committee options; understanding the motivation behind participation; management of athletes to ensure maximum participation; reducing athlete down-time between events; effectively driving and handling feedback; examining centre identity and member motivation; and team building for the 'older' Little Athlete.

In addition to the conference, there were a total of four country seminars held, at Coffs Harbour, Dubbo, Narrandera and Tamworth and these were attended by almost 100 centre personnel.

A further two member forums were also held during the past year. The first covered: top tips for effective media releases; maximising Facebook engagement; and the 'Desire to Inspire' school visit program; and the most recent outlined: how committees can assess their current operation and outlook through a 'centre health check'; how committees can address some of the common issues facing volunteers in grass roots sport; why planning is important for all committees; and what strategies can be considered for future growth.

A seminar was held in September for Jetstar Little Athletics NSW officials plus key officials from zones and regions. Agenda items included: rule changes for the upcoming season; changes to procedures; wrap-up of previous year's championship carnivals; workshop of various potential officiating scenarios; and a general discussion on officiating matters. A field marking training session was held in the morning prior to the seminar.

Coaching & Development

A total of 30 coaching clinics/camps (18 metropolitan and 12 regional) were held throughout the season, with approximately 1,500 members taking part. A number of our clinics are now conducted as a joint initiative with Athletics NSW. In addition to the above, the 160 members of our JETS (Junior Encouragement & Talent Squad) also took part in a number of member-only camps and clinics.

Between our promotional school visit program and LAPS, some 75,000 school students were involved in Jetstar Little Athletics NSW programs at their school.

Jetstar Little Athletics NSW were also represented at a number of other community events, including: Sydney 500 ('come and try' activities in the Family Fun Zone over three days of the Sydney 500 at Sydney Olympic Park, with over 5,000 school students in attendance on the Friday alone; Carnival of the Codes (held over five days, with more than 1,500 primary school students trying five summer sports); Cathy Freeman Foundation (presentation to a number of students who were nominated representatives of their schools and excellent role models for indigenous children).

Our partnership with the AFL NSW/ACT (primarily the GWS region) was consolidated through a number of projects, including: reciprocal promotion of each other's programs and product; joint visits to schools; use of each other's personnel at coaching clinics; AFL development officers conducting activities as part of the program at Little Athletics centres.

In the area of coach education, a total of 14 Introduction to Coaching Courses (five metropolitan and nine regional) were conducted for 181 participants.

Championships

Over 1,100 teams competed at the State Relays on 22 & 23 November 2014 at Sydney Olympic Park Athletic Centre. A total of 53 centres took part, with 578 teams entered on Saturday for the juniors (U8-U11) and 534 teams on the Sunday for the seniors (U12-U17). Due to expected high temperatures on the Sunday, all track events were conducted as timed finals. This decision was so well-received, that this format will continue for all 200m, 400m and distance relays. A total of 13 team records were broken over the weekend.

For the first time ever, our State Multi-Event was held in the Sydney metropolitan area, in an attempt to generate new interest in this event. Over 1,100 athletes from 115 Little Athletics centres entered the event, which was held at Sydney Olympic Park Athletic Centre on 7 & 8 March 2015. Athletes were also able to enjoy various activities in between their events, including a slippery slide, basketball hoops, obstacle course, face-painting and temporary tattoos. The GWS Giants also conducted a number of activities. The family-fun atmosphere was evident and it is our intention to continue to provide peripheral activities at all future State Multi-Event Championships.

Also for the first time ever, all 24 Zone Championships were conducted before Christmas (to reduce the competition schedule in the final months of the season). The eight Region Championships were conducted throughout February and the culmination of our Little Athletics season, the State Championships were held on 20-22 March 2015. There were nearly 2,600 athletes, representing 165 centres, who qualified through zone and region, to the State Championships. A total of eight state records were broken, with four being in track events and four in the field. 24 Para-Athletes competed on the Sunday of the State Championships in the four events on offer, being the 100m, 800m, discus and long jump.

Financial Assistance Programs

Jetstar Little Athletics NSW was again able to offer a number of financial assistance programs to our members last season. Through the Athlete Assistance Program we were able to support the registration of 78 Little Athletes and note that over half of the families supported were single-parent families and ten families had three or more children registered. Through the Country Athletes Support Program, 52 Little Athletes from 20 regional centres were provided with assistance to attend the State Championships. Sixteen of these athletes were in three or more events. Through the Centre Grant Scheme, we were able to support 12 centres (9 regional and 3 metropolitan) with equipment and facility upgrade.

Regional Support Staff

Given our financial position and the growing importance of 'on the ground' support for our largely volunteer base of centre personnel, coaches and officials, we have committed to roll-out the first tranche of Regional Athletics Support Officers this past season. It has taken a little longer than anticipated, primarily because the logistical issues of establishing appropriate operating locations/office facilities etc., but the delay has worked in our favour. We have established the first of these positions in Dubbo thanks to a three-way partnership with Dubbo City Council and Athletics NSW. The council provided the operational base and related logistics, and all partners will contribute to salary and related costs over a three-year (initial) engagement. That position has been filled already.

We are also advanced in our discussions with Tamworth City Council who seem keen to follow the Dubbo appointment, by offering appropriate working space for a similar position there. Hopefully an expression of interest for the second position will issue early in the upcoming season. And finally, we have instigated like discussions for a third regional position in Wagga Wagga.

These Regional Athletics Support Officers will be tasked with: helping to develop and enhance the capacity of centres; helping to increase centre membership; providing support to centres with such things as policies, plans, recruitment, retention, funding opportunities, competition programs, volunteer strategies, IT and overall product delivery; increasing the number of coaches and officials; and assisting with the establishment and support of new centres.

Our plan is to try and fund up to a further two such positions, all regionally based, and to this end, we will pursue the others, once we examine the cumulative impact on our operational costs and have some measurable operational outcomes from the initial appointments. These are considered essential resource boosts to get our junior sport back on a sustainable growth plane.

Joint Working Party

We have continued our close working relationship with Athletics NSW through our Joint Working Party which continues to identify ways to better align our sport, particularly in the teen athletics space which we jointly share, so we can get even closer to a successful 'one sport' outcome.

A major project initiated by the Joint Working Party is the conduct of an in-depth analysis into the current relationships and attitudes between Athletics NSW clubs and Jetstar Little Athletics NSW centres, as a basis for developing strategies to improve grassroots relationships and facilitate local club/centre mergers.

Board Structure Review

Following discussion at a board workshop, it was agreed that change is needed to the current board structure and an overall operational and governance structure appropriate for future program and development demands needs to be determined. A decision was made to utilise an external facilitator for a further workshop involving directors and some key staff, to consider projected future requirements and the most effective staff and board structure to manage those requirements.

All in all another good season for Jetstar Little Athletics NSW. We now look forward to the upcoming season and the implementation of our planned strategies and initiatives.

Neil Sandall

Jetstar LANSW President

JETSTAR LITTLE ATHLETICS QUEENSLAND

On behalf of Jetstar Little Athletics Queensland I am pleased to present the following report for the 2014/2015 

Registrations

Registrations for the season 1st April 2014 to 31st March 2015 closed at 14,586 athletes. This is a decrease of 562 athletes from the corresponding period last year. The Winter Centres so far have recorded 1,207 registrations which is significantly down on last year.

A new Centre was formed at Mungindi along and the Ormeau Centre is in the final planning stages.

Competitions

The number of athletes competing at Association competitions in the 2014/2015 season increased by 153 from the previous year.

In 2015, the McDonald's State Championships were conducted in Brisbane so numbers were considerably higher than the previous year held in North Queensland.

The introduction of the Spring Carnival in Bundaberg was popular with 356 athletes attending the inaugural event. We are hoping to build on this number next season.

Officials

Officials Presenters conducted a number of Officials workshops for D and C Grade accreditation and specialised workshops throughout with 205 participants attending. This represents a decrease of 68 people from the previous season.

The current number of LAQ officials is 1,415. This represents a decrease of accredited Officials from the previous year.

McDonald's All-Comers Coaching Clinics

McDonald's All-Comers Coaching Clinics were offered to Centres as a means of providing coaching and development at the Centre level. By the end of the season 17 Centres had hosted a clinic with over 1,000 athletes participating.

McDonald's Regional Coaching Clinics

To supplement the McDonald's All Comer Clinics, a series of Regional Coaching Clinics have been established. 9 Regional Coaching Clinics were conducted in the Winter season with 273 athletes attending each of the 2 days. These will be rolled out through the Summer season. They are designed to give athletes access to coaching and development opportunities as well as participate and mix with other athletes in the region. We aim to conduct two (2) Regional Coaching Clinics per region.

McDonald's Development Squads

This program is still under review. A working party has been formed to discuss what the new program should look like and how it can be implemented.

School Programs (including Little Athletics Program for Schools (LAPS))

LAQ Development staff continued to deliver school programs throughout Queensland. A total of 27,661 students have participated so far this year.

Introduction to Coaching Courses

By the end of the season we have had 279 people participate in one of the 34 courses held throughout the State. This is an increase of 20 people and 5 additional courses from the previous season.

Competition Review

LAQ conducted a competition review workshop in April so the findings could be presented to the Conference in June. The Centre delegates then broken into groups to provide feedback and additional recommendations to the Board. A full report is being compiled.

Online Registrations and Recording

The Jetstar LAQ Board made the decision at their July meeting to purchase Timing Solutions for every Centre during the 2015/2016 season on the proviso that they open an IMG portal and be able to accept registrations online through Clubs Online. This will be rolled out through the coming Summer and Winter seasons.

Summer Sign-On Marketing

Outdoor advertising was displayed at the Brisbane Ekka for the duration of the show. Billboards were used at 6 locations around Brisbane. Radio advertising was significantly increased on 97.3FM and Hit105 with Hamish and Andy also doing a live read on their show. Facebook advertising was used along with regional newspaper advertisements.

Annual Conference & AGM

The Annual Conference and AGM took place at Quality Hotel at Mermaid Waters in June. Numbers were considerably higher than previous years with 152 delegates at Conference and 195 at the Awards Dinner. At the AGM, all standing Board members were re-elected. They were 5 nominations for the 2 General Director positions.

LAQ Office

The anticipated move in date for the new Jetstar LAQ office space at QSAC is mid-October. Queensland Athletics will be moving to the space next to us.

Tony Northey

Jetstar Little Athletics QLD President

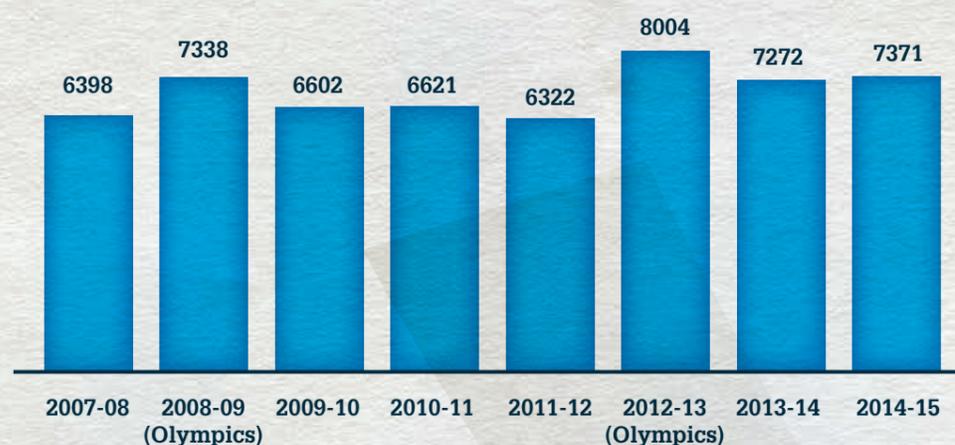


JETSTAR LITTLE ATHLETICS SOUTH AUSTRALIA

It is my pleasure to present on behalf of Jetstar Little Athletics SA our report for the 2014/2015 season.

Administration

- Athlete Registrations for the 2014/2015 season were 7371 which is an increase of 1% on the previous year. Registrations cycle in a 4 year trend based around the Olympic Games, Paralympic & Commonwealth Games, given this cycle the registration numbers are 11% greater than they were in the same period of the cycle 4 year ago.



- The IMG online registration system was used by all centres this season whereby 100% of the registrations were performed online. Of these 60% were also paid by credit card. This resulted in a number of benefits for both the association and centres including increased accuracy of member details, ability to utilise the database for better communications, reduced risk of dealing with cash and improved cash flow. From all reports the system was found to be of great help to centres and resulted in a vast reduction of administrative time to the registrars.

Development

- The decision of the board to invest in a full time development officer and the subsequent funding by Jetstar Little Athletics Australia of an additional 50% position has resulted in a large change to the Little Athletics Program for Schools (LAPS) development program. In 2014 we visited 79 schools across the state reaching as far away as Ceduna;
- LAPS is one of our major marketing campaigns to promote and introduce Little Athletics to children at primary schools and kindergartens/preschools. The LAPS program has seen considerable growth over the past years:
 - Before 2014, SALAA only had one Development Officer who saw between approximately 10,000-12,000 children a year.
 - By the conclusion of 2014, the organisation had three Development Officers who saw a record 23,518 children.
 - 2014 was also the first time that LAPS sessions were conducted in kindergartens/preschools.
- By introducing children to the sport of Athletics, we hope to increase the overall standard and participation rates of Little Athletics in South Australia at Centre level and through our development pathway
- In January, with a revised structure for the 2015 Holiday Development Clinics and the introduction of our Development Officers, and additional coaches to the program, we saw an increase of athlete's eager to attend the full week. Although, not all athletes had participated in Little Athletics before, it provided great exposure of the sport and was encouraging to see the other athletes give them the confidence to have a go.

Sponsorship

- IGA continued to financially support our organisation however this will unfortunately be their final year of sponsorship. We are very thankful for the involvement of IGA with Little Athletics over many years.
- South Australian Government through the Office for Recreation and Sport have been a tremendous supporter of our Association as they recognise we are the base for any sport young people may wish to pursue as well as a feeder to the sport of Athletics We continue to work with them in promoting the many important Health and Safety messages, ensuring we have as many people actively participating or volunteering in the community. We are appreciative of the continued funding grant for our core business and growth opportunities.
- McDonalds continued to be the sponsor of our winter Cross Country Program, State Cross Country Championship, Age Patch, Multi-Event Championships and Travel Grants for Country Athletes. Like IGA, McDonalds have chosen not to continue the relationship with SA Little Athletics into the 2015/16 season.
- We have entered into agreements with two new sponsors to replace IGA and McDonalds in Health Partners and Whole Kids. We look forward to developing this relationship with these organisations that are highly compatible with the healthy lifestyle objectives of Little Athletics.
- A big thank you to our National Sponsors;
 - Jetstar Australia
 - ASICS
 - V Insurance.

Pathways and the relationship with Athletics SA

- Athletics SA and Jetstar LASA have signed a memorandum of understanding which clearly defines the responsibilities of each organisation and athlete pathways. We have continued to work together for the benefit of the sport of athletics, including improved pathways for athletes and some new initiatives which have started to be rolled out. It is very pleasing the relationship between our organisations has continued to improve.
- I thank Joe Stevens and Adam Bishop for working with us in an effort to improve the relationship and communication between our organisations. I trust that both organisations will continue working together ensuring minimal issues so that our sport continues to grow and prosper.
- Following a review of our athlete development programs and the need to improve the pathways between Jetstar LASA and Athletics SA, a decision was made to introduce a new program "SA Athletics Academy" as an improved coaching and development program. The program is designed for athletes of all abilities right through to it being an elite pathway for our future Olympic athletes. This program is being run jointly between Jetstar LASA & Athletics SA.
- The Office for Recreation and Sport provided funding for two initiatives for the improvement of our sport. The first was a review into the churn rate of athletes within Little Athletics. This report has been completed and has been reviewed by the board. As a result the board has taken on a number of the recommendations as action items.
- The second program was to introduce a joint development position between Jetstar LASA and Athletics South Australia. Bridget Senyszyn has been employed in the role of Pathways Coordinator and is working very well with both organisations to improve the sport of athletics in our state. It is very exciting to be provided these opportunities of which I am sure we will see great benefits for the sport of athletics.
- The past twelve months have seen a number of exciting events take place in the Pathways space. The working relationship with Athletics SA and Jetstar LASA continues to strengthen, with the employment of a joint Pathways Coordinator in early December, 2014.
- The achievements made in the Pathways space during this time have included the following;
 - Strategic Plan 2015-2017 and Operational Plan 2015, developed for Pathways Coordinator role
 - Joint Development Academy (for 11-19 year old athletes) developed for launch in May, 2015
 - Joint Holiday Clinics developed, and launched in late 2015
 - Joint Marketing and Communications Strategy to be completed by August, 2015
 - Average of 10% increase in dual registrations of athletes with Jetstar LASA and Athletics SA over the year
 - Jetstar LASA's very successful involvement in the Athletics SA Track Classic
- It is the vision of both organisations to ensure that there is a 'seamless pathway that inspires young people to participate, perform, and be engaged in athletics in a fun and inclusive environment, for life'.

Board Changes

- At the AGM, our Education and Administration Directors, Bruce Smith and Steve Holland stepped down. Bruce and Steve have been tireless supporters of Little Athletics in SA for many years and their experience will be missed.
- Also at the AGM, Scott Pitts retired as President, a position he held for 8 years. During his tenure Scott oversaw much change, in particular the last two years with the passing of Pam Sard, were especially challenging. Scott's drive, passion and commitment to Little Athletics were fundamental to keeping the organisation on track during such a difficult time. Scott's contribution to Jetstar Little Athletics SA was recognised by him being awarded Life Membership of the Association at the AGM.
- We thank Bruce, Steve and Scott for the enormous contribution they have made to Little Athletics and wish them all well for the future.
- During the year, the Board undertook a complete review of our Constitution. This was completely re-written based on the Office of Recreation and Sport model and unanimously accepted by members at a special meeting. The new constitution moves our Board from being a representative, portfolio based group to a best-practice, governance based model.
- With three directors retiring, and a new Constitution, we took the opportunity to search for new directors to enhance the skills of the remaining members.
- I welcome Nadia Blake, Peter Gayen and Andrew Gosling as newly elected directors. They bring a wealth of experience in sport, legal, risk, governance and member protection to our board.
- David Baker was re-elected after retiring by rotation and Greg Peterson has been appointed as a director.
- At the first board meeting after the AGM I was elected as President.
- We have a very strong board with extremely capable directors with a broad range of skills and experience and I look forward to working with the team to build a strong future for the sport.

General

- A complete internal and external review was undertaken very early to assist us in determining the direction for the future growth and sustainability of the organisation. The enthusiasm, honesty, support and feedback received from our Centres, Coaches, Officials and Members has been very encouraging and appreciated through this time of change.
- A successful \$30,000 grant application from the Office of Recreation and Sport was secured for the purpose of the review. Jeff Dry, Managing Director Oneighty Sport & Leisure Solutions was appointed as the contractor to manage the project on the Associations behalf. We appreciate the cooperation, support and input from all who participated in the review workshops and the 1000 plus anonymous online survey contributors. The results of the survey are now on the Jetstar LASA website for those who are interested.
- Over the course of the season we had volunteer lecturers who delivered Coaching and Officiating courses on behalf of the Association. Congratulations to all the people who completed these courses, we trust what they learned was of benefit to them and their Centres.

The last two years have been a period of great opportunity and change for Jetstar LASA. While much has been achieved in that time, there is still a great deal of work left to do. We must continue to build on what has already been done to forge closer ties with Athletics SA, to raise the skill levels of our coaches and officials, to assist our Centres to become more efficient and to meet the challenges of an increasingly time-constrained family. It's an exciting time and I believe we will look back at this period as a turning-point for the sport of Athletics in SA.

I look forward to working with the board, the CEO and staff and the parents, volunteers and athletes to continue to build Little Athletics as the sport of choice for 'Family, Fun and Fitness'.

Iain Carlin

Jetstar Little Athletics South Australia President

JETSTAR LITTLE ATHLETICS TASMANIA

It gives me great pleasure to present my annual report as President of Jetstar Little Athletics Tasmania for the 2014/2015 Little Athletics season.

We can report on another great year of athletics, with a total registrations for the season reaching 2,539. This is an increase of 163 (growth rate of 6.86%) from the previous season; a great result, and is due in the main to the increased marketing undertaken by Jetstar Little Athletics Tasmania, and by Centres throughout their local community.

We saw the introduction of the long awaited Working with Children's checks in Tasmania. From the 1st April 2015, to participate in activities like coaching, age group management, and committee membership, you must have your Working with Children's Check. A Sector Guide was developed, specific to Little Athletics which identifies those required to comply with this. Jetstar Little Athletics Tasmania will be maintaining a database of all members with a valid check, and monitoring Centres to ensure compliance with the regulations.

The Board of Management continue to review our strategic goals, our State Meetings, Championship Events, policies and governance structure. The Board meets annually in July for a planning weekend, which all areas of operations are thoroughly reviewed.

LATAS OFFICE

Our Administration Officer, Joanne Traynor continues to learn much about our sport, and is a valued member of our team. Jo has had the difficult task of learning IMG, and trouble shooting the many issues which have arisen during the season. Coupled with this we have experienced major email and website issues.

We are currently investigating suitable options which will avoid the current technical issues we are having. I thank Jo for her support throughout the season.

Last year, through funding provided by Jetstar Little Athletics Australia, we were fortunate to employ Jayden Hey as our Development Officer for a five month period. Jayden was invaluable to us in presenting our LAPS program at schools throughout Tasmania, visiting Centres and giving guidance, and also helping Jo out in the office, particularly during the very busy time when registration materials were arrive.

The funding from Jetstar Little Athletics Australia is for a two year period, and we certainly appreciate the opportunity of being able to employ a Development Officer, the first for Jetstar Little Athletics Tasmania.

With Jayden unavailable due to his full time work commitments, we have been fortunate to employ Simon Bennett. Simon will be well known to many as former Development Officer with Athletics Tasmania, and also a regular face at our Regional Coaching Clinics. Simon commenced the first week of July for a period of six month. In addition to LAPS, Centre Visits and clinic organisation, Simon will be looking to roll out Introduction to Coaching sessions throughout the regions.

SPONSORSHIP

Sponsorship continues to be strong. One change has seen IGA take on the sponsorship of our Relay Championships and the Multi-Event & Walks Championships.

I extend appreciation to our ongoing, valued sponsors of Little Athletics in Tasmania -

- IGA Tasmania
- McDonald's
- Department of Sport and Recreation
- Zone3 Laser Games
- RACT
- Medalmania
- Robbie's Confectionery

INTERNATIONAL CHILDREN'S GAMES (ICG)

In December 2014, we were fortunate to have two teams – Launceston City and Hobart City, compete in the 2014 International Children's Games in Lake Macquarie, the first time this International competition had been held in the Southern Hemisphere.

The journey has been well documented. It was an exciting time for those members selected, and indeed the personnel who accompanied the teams.

Both teams were made up of six boys and six girls, with a Team Manager, Coach and Head of Delegation accompanying each team. As the Head of Delegation for the Launceston team, it was a privilege to attend such a high standard, international competition. The experience for the athletes and adults alike was unlike any other that Jetstar Little Athletics Tasmania has been able to offer.

Our athletes had the opportunity of competing against athletes from 40 Countries, and 72 Cities from around the world.

Sponsorship was received from the Launceston City Council, Hobart City Council and Bell Bay Aluminium, with the levy for both teams being paid by Jetstar Little Athletics Australia. This support of the teams was very much appreciated, and resulted in a heavily reduced levy for the athletes.

Plans are now underway for the 2016 International Children's Games being held in Taiwan in July 2016.

2015 STATE CONFERENCE

We had a very successful state conference with good interaction by our Centre delegates. In attendance was Jetstar LAA President, Derek Finerberg, and we thank him for taking the time to visit our lovely State, and to update members on matters relating to LAA.

Conference Presentations included :

- Centre Health Check,
- Risk workshop,
- Trial coaching report from our largest Centre,
- Competition Rule changes,
- Financial presentation.
- Inclusion – Sport and Recreation

ATHLETES WITH A DISABILITY

Jetstar Little Athletics Tasmania invited Alison Mosely, Disability Services Officer from Sport and Recreation to address our delegates at the 2015 Conference. Her presentation was outstanding, and she gave praise to Tasmania for being proactive in continuing to promote inclusion within Little Athletics. Alison has a list of our Centres who are keen to work actively in this area, and trial a marketing / recruitment campaign. We are very excited with respect to this, and Alison has already made contact with many of our Centres.

One initiative we are taking this season to capture the number of AWD, is to have an option on our registration portal for families to advise if their child has a disability. This will allow us to recognise the number of AWD athletes, monitor growth in this category, and implement further strategies to work on improving our delivery of the sport to these athletes.

Communities, Sport and Recreation in Tasmania are also looking to provide support for the following:

- Increase opportunity for Tasmanians with a disability to access Athletics classification, training and competition.
- Promote and implement Disability Sport Education Workshops state wide to increase the awareness of what is possible (Hold a Disability Awareness Training workshop in the South, North and North West with an Athletics focus; more if the demand is there. Target audience eg Dept of Education, Little Athletics centres and Athletics Tasmania)
- Keep the conversation going between key stakeholders to increase involvement in Athletics across all disabilities – promote opportunities to participate in Athletics. (Distribute minimum of three stories about Athletics into the community)
- Have events at Tasmanian State level athletics competitions for para-athletes and support the athletes to participate in these.

Following State Conference, the Board held their planning weekend in early July. The results of the Health Check previously undertaken by the Board was reviewed, and several area which were identified as requiring attention were workshopped, and now form part of our planning in the coming months to ensure full compliance with the KPI's within the Health Check.

We undertook a complete review of our Strategic Plan, Being very impressed with ACT's model for the Strategic Plan, we have restructured ours in a very similar format. All areas align with our previous plan, but are now easily identifiable in the new format, and not so text orientated. Our previous strategic plan will still sit behind our new version, as it highlights in detail, the purpose behind our Strategic Plan.

SUMMARY

In summary, an excellent year for Jetstar Little Athletics Tasmania -

- Increase in registrations
- Formation of a New Centre
- Our first paid Development Officer
- Finalisation of our new website
- Participation in the 2014 Lake Macquarie International Children's Games
- Acknowledgement by the Department of Sport and Recreation that Jetstar Little Athletics Tasmania is one of the leaders in terms of strategic direction and policies.

Thank you again to the hard working committee members, our coaches, officials, and the support given to me by my fellow board members and family.

Moving into the new season, I am excited about the direction Little Athletics is heading, both at a State and National level.

Rhonda O'Sign

Jetstar Little Athletics TAS President



JETSTAR LITTLE ATHLETICS VICTORIA

Last year we celebrated 50 Years of Little Athletics in Victoria and wrapped up those celebrations with our 50th Anniversary Gala Dinner, held at The Pullman Hotel, Albert Park in October 2014.

This truly was the highlight of the past 12 months. The effort undertaken by the Gala Committee ensured this event was of the highest standard. Almost 600 guests attended the formal dinner, with many Centres going to great lengths to bring along past members. The video presentations through the decades and the interview with Christine Billingham gave us all a wonderful insight into how Little Athletics has grown and developed through the decades. Sadly, this was to be the last Little Athletics event Christine would attend, with her passing away on 2nd April 2015.

Christine was the wife of Little Athletics founder Trevor Billingham. She dedicated most of her life to the sport of Little Athletics. Her service and passion for the sport will be long remembered.

The research which went into our 50th Anniversary presentations and memorabilia gathering has provided us with a great opportunity to renew and refresh and look to reinvigorate some of the wonderful aspects of a bygone era. We also discovered that many of the issues and struggles of the past are still issues and struggles today, and we are hoping to address many of those issues through our strategic plan for the coming years.

Yes, we need to remember where we have come from and what we have achieved, but that doesn't mean we have to continue to do the same. We are going to challenge ourselves, and with your contribution and assistance, reinvent our product to shape a new future for the betterment of athletics as a whole.

In the past 12 months we engaged with region representatives through a Strategic Planning day (Nov '14) and our Association Planning weekend (Apr '15) to assist with both the operational and strategic planning of Little Athletics in Victoria. It was agreed that a five year plan was not relevant and that a two year plan would be more realistic given the current working environment. The new strategic goals of the organisation include;

1. Participation, Programs & Services
2. Support & Development
3. Marketing & Communication
4. Governance & Internal Capacity

Within these strategies Jetstar LAVic look to providing the following;

- More modern competition structures within reduced timeframes
- Consistency of programs being delivered throughout Victoria
- An improved competition experience with more flexibility throughout the season
- Better administrative framework and resources for volunteers
- Better training and development of Coaches & Officials
- Fostering relationships with all stakeholders
- Utilising current and future technology platforms to communicate regularly and efficiently
- Efficient BOM structure
- Maintaining a sustainable financial model assisting Regions & Centres
- Ensure good governance and best practices

Having prepared for season 2015/2016 we look forward to engaging with the entire athletics community within a forum to be conducted later in the year to assist in determining our goals beyond the current season.

At the Regional Advisory Committee planning day many athletics outcomes were discussed in particular the competition for underage and U16 athletes. It was agreed that these would be removed immediately from Region and State Competition as there was a mixed pathway.

The discussion around U16 at Centre level remains contentious. It is not beneficial to run parallel competition for the same age group between both Athletics Victoria and Jetstar Little Athletics Victoria. With Regions voting 6-1 against it is in our strategic plans to remove this competition next season.

A CEO Summit took place in February this year to discuss items regarding transition, age groups, competition, advertising, promotion and more and will reconvene in Perth in September.

Ultimately we all agree that work needs to be done on improving athletics at all levels.

As previously mentioned as part of the Strategic Plan we are reviewing all our business operations. Given the enormous amount of competition we face from other sporting organisations, many which didn't exist 10 years ago means we need change management in order to compete with modern and efficient schedules. Little Athletics needs to be broken down and assessed with fast, fun and efficient programming providing incentive for athletes and parents to both register and return the following season. Currently based on our poor retention rates (52% this season) you would suggest we are negatively impacting on members and need to improve dramatically to increase membership that often is hard to find. The BOM and stakeholders are looking to manage;

- Model Centres (based on membership numbers)
- Agreed timelines for specific age groups (Compact timetables)
- Activities covering all disciplines for each age group
- Program Flexibility
- Skills based activities with modified competition for younger age groups (On Track)

In discussions with members and their families, quite often the same routine for the entire season is laborious and boring, hence the implementation by the BOM of various rounds this season including;

- Opening/Induction Round
- Jetstar Round (Orange Theme) prizes on offer
- Multi-Event Round
- Relaython Round

As we look to the future there are further opportunities to accomplish change by incorporating more interactive events including;

- Handicap Round
- Neighbourhood Round (Competing against local Centres)
- Relay Round
- Personal Best Day (Final Week) with participation medal for all athletes supplied by Jetstar LAVic

The opportunity to participate in changing the sport is available in a wide variety of areas and we encourage everyone to participate and provide feedback. Upon review some pilot sites will operate with view to implementing around Victoria ensuring a streamlined and like product at all of our 101 Centres.

Through significant investment in regional TV advertising and the provision of 150,000 fliers, we were hoping to see our membership numbers increase in the past season. Unfortunately this wasn't the case and our numbers fell by almost 5% on the previous season. The role of our Centres is also vital in recruitment and retention of members. The Association can offer support with advertising and marketing, but we need all our Centres to consider what contribution they can make towards not only recruiting new members, but ensuring the programs they offer are attractive to all their members. Whilst last year's marketing campaign didn't produce the expected results, we will continue with regional TV advertising this year as well as fliers and whatever support is needed to assist Centres in their recruitment drive.

Over the past seasons Jetstar LAVic has implemented programs to assist the management of the Jetstar Little Athletics Victoria brand and trademark. We have requested that Centres/Regions using either the Jetstar LAVic or Centre logos contact the office

for approval and recommendation of preferred suppliers. With Jetstar now our naming rights partner this has never been more important. If you are using the words Little Athletics in a Centre logo it should be in conjunction with the governing body insignia whether on stationery, clothing or promotional items. In the forthcoming season we look to implementing the following brand management items;

1. Use of Jetstar LAVic logo on all Centre websites
2. Use of Jetstar LAVic logo on all Social Media platforms
3. Final implementation of Jetstar LAVic website addresses
4. Ordering of Centre/Club/Region uniforms via Jetstar LAVic office confirming design/sizes/invoicing
5. Preferred suppliers booklet for promotional products (using Jetstar LAVic Logo)

Sponsors and Partners are important to any sporting organisation. The support we receive from our sponsors and partners is vital for the delivery of many of our programs, activities and events. From our National Naming Rights partner Jetstar, our Gold partners McDonalds and RACV and the many sponsors, suppliers and affiliates not only at the state level but the numerous supporters of our Centres is greatly appreciated. We should never underestimate the value of these relationships.

We understand that all our Centres and Regions are controlled by a wonderful army of volunteers and we are forever reviewing our governance and administrative requirements in an effort to assist all of these fantastic people. Whenever the office implements new policies or procedures we are mindful of the time and effort and always consider the benefit versus the pitfalls before applying

Over the last two years we have mandated that Centres incorporate which has been completed by 93% of our member Centres and with some assistance we should be completed prior to the start of next season in October. This now means that committee personnel are better protected and provides greater opportunity to apply for grants from councils and government.

With the growing need for compliance with rules and regulations associated with running an organisation, Jetstar LAVic has endorsed the need for a wider range of resources and manuals to assist our personnel in achieving excellence and making the right decisions when sometimes unsure or intimidated.

Some of these will be released at Centrefest 2015 in Bendigo, beginning with a Centre and Region AGM Pack defining the processes and items that need attention year on year including financials, committee contacts, annual statement to Consumer Affairs and more.

Jetstar LAVic has also recently updated all Regulations and is introducing a range of policies (21) to assist with the everyday operations of your organisation. Initially the policies will be;

1. Extreme Weather Policy (B)
2. Social Media Policy (C)
3. Discrimination, Harassment & Anti –Bullying (D)
4. Member Protection Policy (E)
5. LAVic Appeals Committee Policy (F)
6. First Aid Policy (G)

As you can see, it's been an extremely busy year and our focus on the future will not see the pace slow down. Special thanks go to everyone involved in making Jetstar Little Athletics Victoria such a great Association. The Board of Management and many State Committees, the Staff, our Region Executives, our Centre Executives and their committees, our coaches, officials and the thousands of volunteers' week in week out are all major contributors to our success. I am truly proud of how we all work together for the betterment of our sport and to make Little Athletics so much fun for our most important people – our athletes and their families.

On behalf of myself, the Board of Management, the CEO and all staff at Jetstar LAVic, I wish all Centre Executives and families every success for the upcoming season.

Steve Ryan

Jetstar Little Athletics Victoria President

JETSTAR LITTLE ATHLETICS WESTERN AUSTRALIA

On behalf of Jetstar Little Athletics WA I am pleased to present our report for the 2014/2015 season.

It has been a difficult period since the last Conference within the WA BoM, with two members, including the Chairman standing down mid-term. This meant that 3 out of 7 Board members have assumed positions mid-term in just over 12 months. This turnover has not been conducive to the best working practices. Unfortunately our Constitutional requirements are overly strict regarding elections and with insufficient votes to elect the four Board positions at our recent AGM, we are required to conduct a re-election in early October. The day after our AGM also saw the resignation of another Board member and we will have to go out to Centres seeking nominations for another part – term member. I won't say it has been an easy introduction for me as Chairman; not being a previous Board member and walking straight into Country Championships followed by State Relays has ensured a steep learning curve. In the short term I have received much support through the wider community and been involved in meetings with a number of supportive organisations including Minister for Sport Office, DSR, CACWA and Athletics WA

The BoM are pursuing professional development opportunities to contribute and develop a stronger Board organisation for the future. We have implemented and participated in a number of key activities since my election including:

- Board Evaluation (conducted by DSR)
- Executive Officer and Chairman conducted NFP Company Directors – Governance course (DSR)
- Progressing the introduction of a new Constitution following best practice guidelines.
- ICT review (funded by DSR)
- Scheduled David Pearce for Board Education and review in October (following LAA workshop in May).

In addition to progressing and finalising the Constitution we are also reviewing our budget and accounting procedures (cash basis to accrual basis) with the support of the WA Sports Federation. We have also conducted a workshop for development of the Strategic Review. Further workshops to engage Board, Staff, and members (Country and metro) will be conducted over the next couple of months with the aim to align, where practical, to the Jetstar LAA Strategic review and outcomes of the Athletics Review.

CACWA

As a member of CACWA (Community Athletics Council of WA) the Executive Officer and I have been actively involved in the development of nine recommendations to progress greater synergies through fostering harmonious relations between Athletics WA and Little Athletics. We have an independent Chair who has gained the verbal support of both Boards to progress these recommendations. I have now become involved in the Steering Group to progress implementation and the challenge is to gain support through actions by both organisations.

Membership

Our State membership in 2014/15 9053, our second largest enrolment in history. Of these numbers we have approx. 51/49 % split of boys/girls. Our largest age groups of the U8-U11 before a decline is progressively seen from U12 and up.

Growth in the metropolitan region is difficult with the lack of sufficient green space to accommodate the athletics requirements. Council demands are also placing pressure upon some metro centres with restrictions on centre sizes (green space usage), water restriction and urban infringements (car parking, noise). Synthetic turf has been looked at by at least one council in recent times restricting proposed activity.

Facilities

WA has three synthetic tracks. The athletics stadium, one in the country (Bunbury) and another that has just been re-surfaced in the Southern suburbs (Southern Districts). We anticipate greater memberships returning to Southern Districts for the upcoming season following the re-surfacing.

Events

Our key state events are:

- Teams Challenge: Provides the youngest athletes in the state the opportunity to compete at the State Athletics Stadium in a fun environment. The past two years have seen this event turn 'Pink' in support of the McGrath Foundation. Next season we will be 'Purple and White' in support of Bravehearts.
- State Relays (December): approx. 480 track teams competing in the one day with nearly a 50% boy/girl ratio. We also offer a field relay opportunity that is run concurrently but restricted to the U11 and above age group.
- Multi Championships: These are held in February and we saw a decline in participating numbers this year. Registrations just under 500 and 331 competitors in total on the day. We are looking at offering an alternative program for the U16 and U17 age group based on senior athletic programs and conducted over 2 days. Planning is in the early stages and will be monitored and reviewed.
- Zone and State Championships: Both events were well-attended. Over Zones 10 State records were equalled or broken and another 4 during the State Championships, including some ABP's.

ALAC

The weather certainly helped to contribute to what we believe was a very successful ALAC's with WA winning the Trevor Billingham trophy for the first time. Congratulations and thanks to the organising committee who were well advanced in their preparations prior to my appointment. The organisational impost upon our small office staff will require review for future events. Initiatives such as one colour shirt for officials will certainly help reduce the administrative burden of office staff.

U14/U15 Jetstar LA WA International Trip Kuala Lumpur

Our State Championship medal winners qualify for the International Trip each year where they are able to compete with athletes from Malaysia and Singapore. This is a fantastic opportunity for our junior athletes given the opportunity to travel and compete overseas. This year 64 athletes travelled to compete over a two day program. For the first time Thailand also competed in the U15 age group and are keen to continue and expand their participation. Next year we will be travelling to Singapore and will take on a greater Jetstar sponsorship noting the flight availability. Throughout the trip we aimed to embrace social media and promote the responsible use of this medium.

Sponsorship

WA is sponsored by McDonalds until 2016/17. We will actively be pursuing and securing future sponsorship throughout the upcoming season.

Staff

With minimal office staff available for administrative duties, the Executive Officer has had a myriad of operational and strategic initiatives to progress. Many challenges have surfaced over the past couple of years and are starting to take their toll upon staff. We are reviewing a procedure within the office to assist and we are likely to initiate one 'admin' day per week, where the office will effectively be closed to enable the progression of administration free from outside influence. If this progresses it will be conducted on a trial basis and Centres/members and Jetstar LAA will be informed.

Teresa Blackman

Jetstar Little Athletics Western Australia President



Jetstar 



**Little
Athletics**
Australia

Jetstar Little Athletics Australia

**Ground Floor, 31 Aughtie Drive
Albert Park, VIC 3206**

admin@littleathletics.com.au

03 9682 1511