



Water Polo
AUSTRALIA

ANNUAL REPORT
2023/24





ANNUAL REPORT 2023/24

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PRESIDENT REPORT



As President of Water Polo Australia, it is with great pride and reflection that I present our Annual Report for 2023-24.

This year has been a pivotal one for our sport, marked by significant achievements on the world stage, a continued focus on development at the grassroots level, and important organisational growth to align to our strategic mission to “create success

today, inspire tomorrow, and be a team for life”.

In the last twelve months, Water Polo Australia has continued to strengthen its commitment to our strategic pillars across empower, develop, play, perform and prosper, while also responding to the changing sporting landscape and how we support our athletes, clubs, coaches, officials, and stakeholders. As a sport, we have remained resilient in the face of challenges, ensuring that water polo remains a vibrant and growing part of Australia’s sporting landscape.

Water Polo Australia remains in a strong financial position with a surplus of \$0.3 million, taking members equity to \$1.2 million with cash holdings at \$2.4 million. Total revenue grew 12% on last year to \$11.8 million, double that of historical levels. Sponsorship revenue has continued to grow over the past five years to \$1.0 million in 2023-24. In its first full year of operation, the Foundation raised \$125,000 which was used to support the National Age Group Programs and the Ord Minnett Aussie Sharks’ Paris Olympic campaign.

HIGH PERFORMANCE

The last 12 months has been a remarkable one for Australian water polo on the international stage. Our Ord Minnett Aussie Stingers and Aussie Sharks achieved commendable results at various international competitions. Both teams demonstrated a high level of performance, with notable victories and strong showings that have elevated Australia’s profile in world water polo.

With two World Championships in seven months, it was an unprecedented lead in campaign to the Olympics for both our Ord Minnett Aussie Sharks and Aussie Stingers. We were excited to welcome Canada, China and Japan to Australia across the last 12 months, providing an opportunity for our Ord Minnett Aussie Sharks and Aussie Stingers to gain valuable international experience on home soil in preparation for the Olympic Games.

While it falls outside of the reporting period, it would be remiss not to note the standout performance of the Australian women’s team at the Paris 2024 Olympics, who brought home a silver medal. This historic achievement reflects the hard work, dedication and professionalism of our athletes and coaching staff. Our Aussie Sharks also impressed at the Olympic Games to not only upset eventual

gold medalists Serbia, powerhouse Hungary and host nation France in the pool stages, but finish eighth overall, making it their best Olympics campaign since London 2012.

Congratulations to all our players and their family and friends as well as our coaching and support staff, in particular Head Coaches Rebecca Rippon (Ord Minnett Aussie Stingers) and Tim Hamill (Ord Minnett Aussie Sharks).

Following the Paris Games, we will finalise our High Performance Strategy through to 2032 which will provide the blueprint for how we will enable our Ord Minnett Aussie Sharks and Aussie Stingers to Win Well when it matters, and inspire all Australians.

GRASSROOTS AND PATHWAYS DEVELOPMENT

Building the future of water polo in Australia remains one of our top priorities. Over the past year we’ve invested heavily in our development programs to ensure a pipeline of talent at all levels of the sport. Through partnerships with local clubs, schools and State associations, we have seen growth in participation across both junior and senior levels.

Despite the absence of external funding, Project 10X continued to grow over the 2023-24 season, engaging 14,907 participants. We were also pleased to launch the Water Polo Learning Centre this year, aimed at enhancing the skills and knowledge of our community. The platform provided an opportunity for 2,307 learners to engage over the last 12 months.

More than 200 athletes and 30 coaches have been involved in our National Age Group Program (NAGP) over the last 12 months, an integral part of our High Performance Pathway. A number of teams travelled to Europe, New Zealand and the USA to train and play against some of the best teams in the world, an invaluable opportunity and critical to the development of our next generation.

During the 2023-24 year, we also had three NAGP teams represent Australia at the World Aquatics U16 and U18 Water Polo Championships. Special mention must go to the 16&U Girls and Head Coach Georgina Kovacs-Muller who won bronze, the first medal an Australian Age Group team has won since 2011.

NATIONAL EVENTS

Water Polo Australia has continued to elevate its domestic competitions, providing exciting and competitive opportunities for athletes across the country.

The Australian Youth Water Polo Championships returned to Brisbane in 2024, featuring 212 teams and 3000 athletes and 28,000 spectators. Additionally, the Ord Minnett Aussie Sharks hosted Japan as part of a three test match series with the Ord Minnett Aussie Stingers playing in an Olympic selection event with Australia green and gold teams. This elite competition afforded fans and junior players the

opportunity to see Australia's top athletes compete on home soil ahead of the 2024 Paris Olympic Games.

It was a history-making Australian Waterpolo League season, as we returned to the traditional home and away season format. Congratulations must go to Drummoyne Devils men who won their first ever Australian Waterpolo League title, and the Griffith University Queensland Thunder women for their third title in six seasons.

The National State Championships once again provided an opportunity for our next generation to showcase their skills and play the best athletes from across Australia. Canberra hosted the 15&U and 17&U Female National State Championships, while the 15&U and 17&U Male National State Championships were staged in Sydney. The 19&U National State Championships were held in Perth (Male) and Melbourne (Female).

FOUNDATION

Water Polo Australia formed a Foundation working group during 2024, identifying opportunities to help raise funds for priority projects. Launching with the Water Polo Australia 'Giving Day' that was held on 12 March 2024. Money raised through the support of corporate Australia, water polo alumni and members supported the Ord Minnett Aussie Sharks and National Age Group Programs. The day exceeded its goal and raised an impressive \$125,000.

IN CLOSING

Looking ahead, I am excited for what the future holds for Water Polo Australia. We are building on a foundation of success and I have no doubt that our sport will continue to thrive as we look to leverage the green and gold decade building into a home Olympic Games. The 2032 Games presents an opportunity for our sport to leverage opportunities around member and volunteer recruitment, infrastructure projects as well as high performance planning and performance.

As we commence a new Olympic cycle, it is the perfect opportunity to review what has worked well and look at new ways of doing things. The Board, together with independent and stakeholder support, has commissioned a review of our high performance strategic plan, our athlete, coaching and referee development frameworks, as well as a national competitions review.

Finally, I would like to extend my deepest gratitude to all our athletes, coaches, volunteers, administrators, partners, and fans for their unwavering commitment and support over the past year. And to the Water Polo Australia Board and Committees for their continued hard work in leading the organisation and identifying new strategies to help the sport grow.

Trent Birkett
President, Water Polo Australia



CEO REPORT



Welcome to the 2023-2024 Water Polo Australia (WPA) Annual Report, for what has been another huge year for the sport across Australia. From tremendous achievements on the global stage to incredible work at all levels of the sport domestically, Water Polo in Australia is in a strong position heading into a new year and new Olympic funding cycle.

EMPOWER

During 2023-2024, WPA successfully fulfilled all child safeguarding requirements. Our ongoing commitment to creating a safe environment for our participants, particularly children, is central to our organisational values. We continue to work with key stakeholders to ensure that all standards and policies are met, enhancing the integrity of the sport and ensuring the safety and well-being for all involved.

WPA has made significant strides in improving our governance standards, with our efforts being recognised by the Australian Sports Commission (ASC). Our governance rating has further improved by the ASC, and we remain committed to fostering an environment of transparency, accountability, and excellence in everything we do. This includes aligning with best practice standards and continually improving our approach to leadership and decision-making processes.

Water Polo Australia has continued its collaborative efforts with our State Sporting Organisations (SSO) to further develop our shared services model. This initiative is designed to streamline operations, improve efficiency, and reduce costs for our state associations but more broadly across the whole of sport. We are encouraged by the progress made and will continue to work together to maximise the benefits of this shared approach across the sport.

Our Reconciliation Action Plan (RAP) remains a vital part of our broader social impact strategy to ensure a more inclusive and respectful sport. We continue to implement RAP initiatives that focus on cultural awareness, inclusion, and meaningful relationships with our first nations communities and celebrate the culture within our sport. At the Australian Youth Water Polo Championships in January 2024, we piloted the new Deadly Polo concept, which was a great success and plans are underway to roll out on a wider scale for the 2024/25 season.

The Inclusion, Diversity, and Equity (IDE) strategy has been designed to offer connection and belonging to all, striving for a water polo community that is reflective of the greater Australian population. Our IDE initiatives support women, people from culturally and linguistically diverse backgrounds, and other communities to engage in the sport at all levels.

Throughout 2023-2024, our focus was on establishing benchmark data so we can track the effectiveness of our initiatives, with a goal of growing our membership base in specific demographics.

As part of our broader social impact agenda, WPA has introduced a Climate Action Strategy to reduce the environmental impact of the sport. This includes reducing our carbon footprint through energy-efficient operations, minimising waste at events, and partnering with venues and sponsors who share our commitment to sustainability. Water Polo Australia is incredibly proud to be one of the first National Sporting Organisations in Australia to implement a comprehensive strategy of this scale, showcasing our commitment to environmental responsibility.

DEVELOP

The Water Polo Learning Centre has been a key development in supporting the professional growth of our coaches, officials, and athletes. It offers a suite of educational resources and training tools to elevate the level of knowledge and expertise across the sport. Over the last 12 months we've seen more than 2000 learners engage with the platform, reflecting the growing interest in structured learning opportunities and the importance of education to help continue to grow our sport.

WPA continues to prioritise the development of female leaders in water polo. Our commitment to gender equity is demonstrated through the increased representation of women in sport leadership roles across the organisation, notably the appointment of Lorinda Rugless as GM- High Performance and Rebecca Rippon as the inaugural female Olympic Head Coach. Further, all staff completed the leaders for good training via the Australian Sports Commission, and I personally completed the inclusive leadership program with Professor Boris Groysberg from the Harvard Business School.

PLAY

Despite limited direct funding into the Project 10X, Water Polo Australia has experienced growth in participation across the sport. This growth is a result of our ongoing efforts to engage more players at the grassroots level and ensure water polo remains accessible to all. We are seeing increased involvement from schools, clubs, and recreational programs across the country. Over the last 12 months, close to 15,000 participants have engaged with our Project 10X program, a testament to the enduring value and impact on our ever growing community.

In collaboration with leisure management companies, WPA has worked to improve participation engagement in water polo, from introductory programs, come and try sessions and more. Pool space for water polo programs and competitions has long been a challenge for the sport, and these strategic partnerships allow for greater opportunities to expand water polo offerings across the country.



WPA is proud to report that 2% of our membership identifies as being from culturally diverse backgrounds. Through our social impact strategies across the IDE and RAP programs, WPA remains committed to fostering an inclusive environment and will continue to actively engage with multicultural communities to increase this representation moving forward.

Our Culture and Innovation Committee plays a pivotal role in shaping the future of the sport. This committee focuses on embedding a culture of innovation and continuous improvement within WPA. Their work has been instrumental in shaping new strategies, programs, and approaches to enhance the overall experience for our athletes, coaches, and stakeholders.

PERFORM

Our Ord Minnett Aussie Stingers and Aussie Sharks delivered strong performances on the international stage over the last 12 months. Due to the ongoing effects of COVID-19 delays, our teams were met with the unique challenge of competing at two World Championships within seven months, all in the lead up to the Paris 2024 Olympic Games. Indeed the highlight of the World Championships was our Ord Minnett Aussie Stingers placing fourth at the 2023 World Aquatics Championships, after a narrow loss to Italy in the quarterfinals. It was also pleasing to see a number of athletes earn their caps, and make their international debuts at these events.

For the Paris 2024 Olympics, our focus was on preparing our athletes for the highest level of competition. The road to Paris was demanding, but our athletes and coaches remained committed to achieving podium results.

Our teams went on to achieve their best results since London 2012 (men) and Sydney 2000 (women). Despite finishing in eighth place, our Aussie Sharks recorded memorable victories at the Paris Games, defeating European powerhouses Serbia and Hungary in the pool stages, as well as upsetting host nation France in front of a passionate home crowd. Our Aussie Stingers Paris campaign can only be described as remarkable, finishing with an incredible silver medal. Congratulations must go to both playing groups, our coaches, support staff and their extended support networks.

During the past year, we also had changes to our High Performance Leadership teams. We were privileged to welcome Rebecca Rippon as Head Coach of the Ord Minnett Aussie Stingers, bringing to the role her valued coaching and also playing experience as a dual Olympian. We would also like to express our gratitude to outgoing Head Coach Paul Oberman for his service and leadership across numerous roles and over many years.

We also welcomed Lorinda Rugless as the GM – High Performance to oversee our High Performance team and strategies leading into the Paris Olympic Games. We thank outgoing GM High Performance Charles Turner, for his dedication and commitment to water polo in Australia and lending his sports administrative expertise to WPA.

Our National Age Group Program (NAGP) has seen solid development of young athletes, culminating in strong performances across various age groups. These results are a direct reflection of our investment in developing future generations of water polo talent. The achievements of National Age Group teams internationally showcased the depth of talent within our water polo pathways. These results position us strongly as we continue to build towards major international competitions in the coming years.

The Brisbane 2032 National Aquatic Centre (NAC) infrastructure project represents a joint project that WPA has been working on with other Olympic aquatic sports including Swimming Australia, Diving Australia and Artistic Swimming Australia. The group are working collectively to put a case forward to the Queensland Government to have state-of-the-art facility in Brisbane will provide elite-level training and competition spaces for athletes, as well as provide vast community facilities that would create a true legacy from the Brisbane 2032 Olympic & Paralympic Games. Discussions remain ongoing.

PROSPER

The WPA Foundation was launched during 2023-2024 providing essential financial support for national age group programs and the Ord Minnett Aussie Sharks. Thanks to the hardworking volunteers and members of the WPA Foundation, various fundraising initiatives were developed including the WPA Giving Day in March.

Our partnerships with major sponsors Ord Minnett and Kap7 have been pivotal in helping us deliver major campaigns throughout the year and in support of our high performance



team. As the naming rights of the Aussie Sharks and Aussie Stingers, Ord Minnett has been a pivotal partner in the lead up to the Paris Games as well as supporting marquee events such as the Australian Youth Water Polo Championships.

Kap7 continues their long standing relationship with Water Polo Australia, their commitment and desire to support all levels of the sport creating a strong partnership. They continue to support our Ord Minnett Aussie Sharks and Stingers through the great association with TURBO and are the major supporter of our National Age Group Programs, helping to send our teams across the globe to represent their country proudly.

WPA also welcomed Hello Period as a partner during the year as WPA's official period care partner, including promoting and educating the WPA community about the benefits of sustainable period care both for people and the planet.

The WPA Awards Night were held in April 2024 with eight awards presented to recognise the contributions and achievements of our players, coaches, officials and volunteers both at a community and high performance level.

Water Polo Australia continued its partnership with NewsCorp Australia through their 'Kommunity TV' platform, streaming games across the Australian Youth Water Polo Championships, State Championships and Australian Waterpolo League Finals. The partnership not only provides a streaming service to reach new audiences, but also promotes the broader water polo events and players.

WPA also continues to partner with Beyond the Break Consulting (BTB) across media, digital media and marketing, with BTB helping to grow the WPA digital footprint by 9% in the last 12 months alone and profiling our athletes and events across print, online, TV and radio.

The growth and engagement of our alumni network remains a priority. Connecting with past athletes, coaches, and officials is an important part of our strategy to build a thriving community around the sport. We are committed to strengthening these relationships and ensuring our alumni feel valued and connected to the sport's future.

IN CLOSING

As we reflect on the achievements of the past year, I would like to extend my deepest thanks to our outgoing CEO Richard McInnes for his leadership, introduction of a new strategic plan and countless initiatives. We look forward to working closely with Richard in his new role with the Australian Sports Commission.

Looking ahead, the next 12 months presents an exciting year with the Paris Olympics campaign wrap up, review of our high performance and events strategies as well as the return of the Australian Youth Water Polo Championships to Perth. I personally would like to thank Trent Birkett and the WPA Board for their continued leadership, my colleagues in the States for the great collaborative approach our sport is working towards as well as the broader WPA staffing team, who are a dedicated group of individuals passionate about water polo growing across Australia.

Our focus remains on building on the strong foundations we've set, empowering our athletes, growing the sport, and ensuring the continued success of Australian water polo on the world stage.

Let's continue to work together to elevate our sport and achieve even greater success in the year ahead.

Tim Welsford
CEO, Water Polo Australia

NATIONAL STRATEGIC FRAMEWORK

| | SUCCESS BY 30 JUNE 2024 | TARGETS TO BE ACHIEVED BY 30 JUNE 2024 | RESULT |
|---------|--|--|--|
| EMPOWER | Water Polo is considered to have an optimal operating model for sport, with clear alignment, communication and efficiency of operation | >75% of members and participants are satisfied with communication systems and access to information | ✓ |
| | | WPA scores 4 and States >2 on Sport Australia Governance Assessment | ✓ |
| | | >75% of Members are satisfied with shared services and support received from WPA | ✓ |
| DEVELOP | Growth in availability of suitable coaches, officials and administrators exceeds the growth in demand at all levels | >75% of coaches and referees are satisfied with L&D framework and the support they receive | ✓ |
| | | There is no more than 70% of any one gender in coaching and officiating roles across Australia in any level of the game | ✓ |
| PLAY | Water Polo achieves exponential growth in participation, and provides opportunities for all | 90,000 people are exposed to (LTS) or participate in some form of water polo annually | ✗ 35,000 total members and exposures |
| | | 5% of members are from culturally diverse backgrounds | ✗ 2% |
| | | Water Polo is played in 20 Universities around Australia | ✓ |
| | | 100 LTS centres around Australia include some water polo activities in their program | ✗ Project was deferred by 12months – this is the focus of the next iteration of project 10X in 2024/25 |
| | | There is a 20% reduction in member protection complaints through an improved culture and education | ✗ Member protection complaints have increased YTD. This is in line with increased data and education on complaint making |
| PERFORM | Water Polo has integrated pathway and performance programs that provides Australians with the best chance of success | National teams achieve Olympic Games target performance | ✓ |
| | | >80% of process targets achieved in Senior and NAGP Campaign plans | ✓ |
| | | Each of the engaged top 30 coaches and referees have individual development plans in place and each mentor at least 3 others within the system | ✗ Not achieved in the cycle |
| | | At least 20 Schools of Excellence are established around Australia | ✗ Only 3 established in line with facility requirements for the stingers and sharks |
| PROSPER | Water Polo is positioned as the number one Australian Olympic team sport in terms of commercial partnerships and community profile | Water Polo doubles its exposure and awareness through increased reach, content and engagement | ✗ Plan in place to leverage the Paris Olympic Games |
| | | 5% of general population are familiar with Water Polo | ✓ |
| | | WPA generates an additional \$1.2M in revenue | ✓ |
| | | Deliver two events annually to celebrate Water Polo | ✓ |
| | | Grow Alumni to 300 members | ✓ |

A MESSAGE FROM THE CHAIR OF THE AUSTRALIAN SPORTS COMMISSION



I am delighted to have recently commenced as Chair of the Australian Sports Commission (ASC) and I look forward to continuing the legacy of those that have led the organisation before me.

I know the joy and pride that sport can bring us all, and the opportunities it provides. On the eve of the Paris 2024 Olympics and Paralympics, and eight years out from

Brisbane 2032, my vision is for sport to be safe, fair, accessible and inclusive for everyone, with every athlete supported to reach their full potential.

We want to bring out the best in everyone involved in sport because that's how we will become the world's best – by working together and bound by a common purpose.

We encourage and help Australians of all backgrounds, ages and abilities to get involved in sport and we advocate for sport and the positive influence it has on the nation.

Our grant programs support athletes, coaches, officials and organisations, while our Sporting Schools program is helping more children access free and fun sporting opportunities than ever before. More than 9,200 schools are registered with the program and our goal is to reach 32 million participants by Brisbane 2032.

We're now 18 months into Australia's High Performance 2032+ Sport Strategy which is a united commitment from our Olympic, Paralympic and Commonwealth Games sports to 'Win Well' and build sustainable success towards Brisbane 2032 and beyond.

Australia's high performance sport system is more united than ever, working together to deliver the Horizon 1 Win Well Projects which included the landmark Connection to Country Action Plan.

Likewise, work continues to help Australians to 'Play Well' as part of the nation's first codesigned Sport Participation Strategy with a Play Well Leadership Group assembled that will oversee the implementation of the strategy and deliver on its vision that 'everyone has a place in sport'.

We are proud that our Australian Institute of Sport (AIS) Campus has been the home of sport in Australia for over 42 years and welcome the \$249.7 million investment announced in the FY2024-25 Federal Budget to upgrade our high performance facilities to ensure they are once again world-leading.

The funding will ensure our athletes have access to the best testing and training facilities available and includes a new multi-story and para-accessible accommodation building and Testing and Training Centre to provide state-of-the-art equipment and support for our athletes' development. An indoor Sport Dome will also provide 24/7 all-weather training facilities for our track and field sports.

I know success will be greatest when every part of the system is able to perform their role at their best, and I look forward to leading the ASC, including in its work towards ensuring there is a lasting legacy for all Australian sports and the community from this green and gold decade – when the eyes of the world will be on Australian athletes, Australian sport and Australian venues.

Kate Jenkins AO
Chair of the Australian Sports Commission



HIGH PERFORMANCE

The 2023/24 was an unprecedented year for the High Performance department, with two World Championships in seven months, as well as an intense training and touring program in the lead up to the 2024 Paris Olympic Games.

2023 WORLD AQUATICS CHAMPIONSHIPS

The 2023 World Aquatics Championships were hosted in Fukuoka, Japan in July, the first international competition for both teams with new naming rights sponsor Ord Minnett.

The Ord Minnett Aussie Stingers finished in fourth place after a narrow loss to Italy in the bronze medal match, while the Ord Minnett Aussie Sharks finished in 10th place.

Ord Minnett Aussie Stingers team:

Abby Andrews, Charlize Andrews, Zoe Arancini, Elle Armit, Pascalle Casey, Tenealle Fasala, Bronte Halligan, Tilly Kearns, Bridget Leeson-Smith, Genevieve Longman, Gabriella Palm, Sofie Pontre, Amy Ridge, Ruby Swadling, Alice Williams.
Coach: Paul Oberman

Ord Minnett Aussie Sharks team:

Marcus Berehulak, Matthew Byrnes, Blake Edwards, Lachlan Edwards, George Ford, John Hedges, Angus Lambie, Charlie Negus, Luke Pavillard, Nic Porter, Nathan Power, Chaz Poot, Timothy Putt, Sam Slobodien, Reilly Townsend.
Coach: Tim Hamill.

OCEANIA OLYMPIC QUALIFICATION

Shortly following the 2023 World Championships, the Ord Minnett Aussie Stingers travelled across the Tasman to New Zealand to compete for Oceania Qualification for the Paris 2024 Olympic Games.

The Ord Minnett Aussie Stingers won the series 2-0 to qualify for the Paris Games, with just under 12 months to go.

GAME 1 | Australia 17 – New Zealand 3

GAME 2 | Australia 15 – New Zealand 5

Ord Minnett Aussie Stingers team:

Charlize Andrews, Abby Andrews, Zoe Arancini, Elle Armit, Pascalle Casey, Tenealle Fasala, Bronte Halligan, Ruby Swadling, Tilly Kearns, Bridget Leeson-Smith, Genevieve Longman, Gabi Palm, Sofie Pontre, Alice Williams.
Coach: Paul Oberman

AUSTRALIAN YOUTH WATER POLO CHAMPIONSHIPS TEST MATCH SERIES

At the Australian Youth Water Polo Championships in Brisbane in January 2024, the Ord Minnett Aussie Sharks hosted Japan in a three-test match series, while the Ord Minnett Aussie Stingers played in a Green v Gold World Championships selection trial.

The Test Match Series provided water polo and sporting fans alike an opportunity to watch their Olympic hopefuls play, officially marking 200 days to go until the Paris Olympic Games.

The Ord Minnett Aussie Sharks won the series 2-1, in front of sold out home crowds. The Test Match Series doubled as the last chance for fans to see the Ord Minnett Aussie Sharks in action on home soil ahead of the Paris Olympic Games.

GAME 1 | Australia 17 – Japan 16

GAME 2 | Australia 12 – Japan 15

GAME 3 | Australia 13 – Japan 8

Ord Minnett Aussie Sharks team:

Laurence Barker, Marcus Berehulak, Matthew Byrnes, Blake Edwards, Lachlan Edwards, George Ford, Andrej Grgurevic, John Hedges, Angus Lambie, Milos Maksimovic, Jacob Mercep, Charlie Negus, Luke Pavillard, Chaz Poot, Nic Porter, Nathan Power, Tim Putt, Sam Slobodien, Reilly Townsend. Coach: Tim Hamill



The Ord Minnett Aussie Stingers Green v Gold series was the first games for Bec Rippon at the helm, after being appointed Head Coach in December 2023.

GAME 1 | AUS Green 11 – AUS Gold 8

GAME 2 | AUS Green 12 – AUS Gold 11

GAME 3 | AUS Green 17 – AUS Gold 16

Ord Minnett Aussie Stingers squad:

Charlize Andrews, Abby Andrews, Zoe Arancini, Elle Armit, Hayley Ballesty, Pascalle Casey, Claire Durston, Jessica Emerson, Tenealle Fasala, Keesja Gofers, Sienna Green, Bronte Halligan, Sienna Hearn, Dani Jackovich, Tilly Kearns, Bridget Leeson-Smith, Genevieve Longman, Sophie Milliken, Jamie Oberman, Gabi Palm, Pippa Pedley, Sofie Pontre, Ruby Swadling, Alice Williams, Nioka Thomas. Coach: Bec Rippon

CANADA TEST MATCH SERIES

Following the Australian Youth Water Polo Championships, the Ord Minnett Aussie Stingers hosted Canada on the Gold Coast and Brisbane, in preparation for the 2024 World Aquatics Championships.

The teams trained together on the Gold Coast, with two test matches held in Brisbane, each team winning one game and the series drawn at 1-1.

GAME 1 | Australia 15 – Canada 8

GAME 2 | Australia 11 – Canada 12

Ord Minnett Aussie Stingers team:

Abby Andrews, Charlize Andrews, Zoe Arancini, Tenealle Fasala, Keesja Gofers, Sienna Green, Bronte Halligan, Sienna Hearn, Dani Jackovich, Tilly Kearns, Bridget Leeson-Smith, Genevieve Longman, Gabi Palm, Sofie Pontre, Alice Williams. Coach: Bec Rippon

2024 WORLD AQUATICS CHAMPIONSHIPS

The 2024 World Aquatics Championships were hosted in Doha, Qatar in February 2024. The Ord Minnett Aussie Stingers finished sixth after a tough one goal loss to the USA in the quarterfinals, and the Ord Minnett Aussie Sharks finished 11th.

Ord Minnett Aussie Stingers team:

Abby Andrews, Charlize Andrews, Zoe Arancini, Tenealle Fasala, Sienna Green, Bronte Halligan, Sienna Hearn, Tilly Kearns, Dani Jackovich, Genevieve Longman, Gabi Palm, Sofie Pontre, Alice Williams. Coach: Bec Rippon.

Ord Minnett Aussie Sharks team:

Marcus Berehulak, Matthew Byrnes, Blake Edwards, George Ford, John Hedges, Angus Lambie, Milos Maksimovic, Jacob Mercep, Charlie Negus, Luke Pavillard, Nic Porter, Nathan Power, Chaz Poot, Sam Slobodien, Tim Putt. Coach Tim Hamill.



AUSSIE STINGERS OLYMPIC PREPARATIONS

Following the 2024 World Championships, the Ord Minnett Aussie Stingers headed to Canberra for a month-long Olympic preparation camp at the Australian Institute of Sport (AIS) campus. At the end of the camp, the Ord Minnett Aussie Stingers then travelled to California to train with and play against three-time Olympic champions the USA. In a three-test match series, the Ord Minnett Aussie Stingers lost 0-3.

In May 2024, the Ord Minnett Aussie Stingers hosted China for common training and a three-test match series in Sydney, the last chance for fans to see the team in action on home soil ahead of the Paris 2024 Olympic Games. The Ord Minnett Aussie Stingers won the series 3-0, with sold out crowds attending all three games.

Final selection camps were then held in Brisbane and Sydney, with the Australian Women's Water Polo Team for the Paris Olympic Games announced at Dawn Fraser Baths on 9 May 2024 by the Australian Olympic Committee.

Following selection, the Ord Minnett Aussie Stingers travelled to Europe for their final Olympic preparations, which included playing in and winning the Thetis Cup in Chalkida, Greece.

Aussie Stingers Olympic Team:

Abby Andrews, Charlize Andrews, Zoe Arancini, Elle Armit, Keesja Gofers, Sienna Green, Bronte Halligan, Sienna Hearn, Tilly Kearns, Genevieve Longman, Dani Jackovich, Gabi Palm, Alice Williams.



AUSSIE SHARKS OLYMPIC PREPARATIONS

In preparation for the Paris Olympic Games, the Ord Minnett Aussie Sharks continued to train with their clubs in Sydney and abroad, much of the playing group based in Europe for the European club season.

At the end of the European season, the group headed back to Australia for training camps in Sydney and Canberra at the Australian Institute of Sport. The Men's Water Polo Team for the Paris Olympic Games was announced at Sydney's Sea Life Aquarium on 28 May 2024 by the Australian Olympic Committee.

Following selection, the Ord Minnett Aussie Sharks travelled to Europe in mid-June to train with and play against some of the world's best teams, in preparation for the Paris 2024 Olympic Games.

Aussie Sharks Olympic Team:

Marcus Berehulak, Matthew Byrnes, Blake Edwards, Lachlan Edwards, John Hedges, Angus Lambie, Milos Maksimovic, Jacob Mercep, Charlie Negus, Luke Pavillard, Nic Porter, Nathan Power, Chaz Poot.

LOOKING AHEAD

Following the Games, WPA will finalise its High Performance Strategy through to 2032, which will provide the blueprint for how WPA will enable our Ord Minnett Aussie Sharks and Aussie Stingers to Win Well when it matters and inspire all Australians.

The High Performance Strategy will guide decision making and drive increased capability, capacity, sustainability and performance outcomes of our High Performance and Performance Pathways systems.



ATHLETE WELLBEING/ENGAGEMENT & ATHLETES' COMMISSION

AIS ELITE ATHLETE EDUCATION NETWORK

Our athletes continue to progress their tertiary studies through universities within Australia and abroad. Within Australia, over 40 universities operate within the Australian Institute of Sport (AIS) Elite Athlete University Network to support elite athletes. A special thank you to all universities that continue to support our water polo athletes through both elite athlete scholarships and advocacy for extensions and special consideration to support them during international tours.

PKF PROFESSIONAL DEVELOPMENT SCHOLARSHIP PROGRAM

PKF Sydney and Newcastle, through National Water Polo Alumnus Nick Falson, again supported national program athletes through professional development scholarships. These scholarships are highly valued with many quality applicants from our Stingers, Sharks and Pathways athletes opting into this competitive process to seek a scholarship.

Congratulations to the 2023/2024 scholarship recipients:

- Blake Edwards – Aleda Connect Leadership Program
- Keesja Gofers – Masters of Teaching
- Pascalle Casey – Brand and Content Marketing

ATHLETE AMBASSADOR PROGRAMS

Athlete Ambassador Programs aim to provide our High Performance athletes with meaningful opportunities to connect and build relationships with causes and opportunities that align to their interests. It may include speaking and coaching appearances, active contributions to program development, posting on social media and developing and leveraging the ambassadors' own profile and voice through photo and video shoots. Thanks to WPA partners KAP7 Australia and Hello Period, and the Australian Institute of Sport, the following athletes and alumni were given the opportunity to support broader National System Initiatives:

- WPA KAP7 Athlete Ambassadors – Nathan Power, Tim Putt, Abby Andrews and Gabi Palm
- Project Confidence/Hello Period Ambassador – Alice Williams
- AIS Mental Fitness Program Ambassadors – Danielle Spitty and Elizabeth Simms

NATIONAL ATHLETE EMPLOYERS

Thank you to WPA Major Partners Ord Minnett for supporting our athletes both in and out of the water. Abby Andrews who is currently studying a Bachelor of Advanced Finance and Economics (Honours) had the opportunity to work in their Brisbane office to gain some full time work experience and exposure to work in line with her career goals in this industry.

Thank you also to all employers of our Ord Minnett Aussie Sharks and Aussie Stingers. With your continued flexibility and support, our athletes can manage their professional vocations and livelihood while training and playing for their country. Thank you to KPMG, PwC, St Joseph's College Gregory Terrace, Victorian Government, Crown Resorts, Delfina, Cerebral Palsy Australia, St Catherine's School, Scots College and our other fabulous athlete supporters.

NATIONAL ALUMNI PROGRAM

Brisbane hosted our second Alumni event at the Australian Youth Water Polo Championships in January 2024. The event was prior to the men's international test match vs Japan and the Women going head to head in their Green v Gold Series. It was a great success, and opportunity for past and present athletes to connect.

The next planned event will be during the 2025 Australian Youth Water Polo Championships in Perth.

National Alumni Program coordinators Keesja Gofers and Genevieve Longman were invited to present at the AIS World Class to World Best Conference in Canberra. Specifically, they were asked to speak to why legacy and alumni connections are important for our past, current and future national program athletes and how it can be leveraged to support sustained success. Both athletes were outstanding in their presentation and responses and well received by all in attendance.

ACKNOWLEDGEMENTS

Thank you to the AIS Sport Wellbeing and Engagement Team for their ongoing funding and support of the WPA Athlete Wellbeing & Engagement program. Access to a diverse range of programs and services has supported the wellbeing of our HP athletes, coaches, and staff.

In addition to this, WPA would like to acknowledge the wellbeing support provided to our athletes through our NIN partners. Thank you to Tarryn Dickerson (WAIS), Jaime Krot (QAS), Leesa Gillard/Sam Waters (VIS) and Cara Dobinson (NSWIS).

ALUMNI FUNCTION



NATIONAL AGE GROUP PROGRAM

Over the last 12 months, more than 200 athletes and 30 coaches have been involved in our National Age Group Program (NAGP) squads, as they continue to develop as athletes/coaches.

Of the 200 athletes involved in the NAGP during the 2023/24 season, 150 of those travelled overseas on international tours.

- In September 2023, our 20&U women competed at the World Aquatics U20 Water Polo Championships in Portugal, finishing ninth. It was great to see that Sienna Green, who was part of the 20&U team, went on to earn selection in the Aussie Stingers Olympic team for Paris 2024. Congratulations Sienna.
- At the back end of 2023, Water Polo Australia sent nine international tours of various age groups abroad, to gain valuable experience playing against teams from New Zealand, Europe and the United States of America.

During the reporting period, three teams represented Australia at World Aquatics Water Polo Championships across the 16&U and 18&U age groups.

- The 16&U Boys competed at the World Aquatics U16 Water Polo Championships in Malta. The team finished 10th out of 32 teams, a fantastic result. During the competition, the 16&U Boys only lost two games, a great outcome under the guidance of Head Coach John Fox.
- The 16&U Girls competed at the World Aquatics U16 Water Polo Championships in Turkey. After a huge preparation for the competition with Head Coach Georgina Kovacs-Muller, the 16&U Girls finished third, bringing home the bronze – the first medal an Australian Age Group team has won since 2011.
- The World Aquatics U18 Water Polo Championships were held in Argentina, where the 18&U Australian Boys finished in 10th place. An improvement on their position on the world stage from two years ago, and a credit to the work of Head Coach Andras Jo-Kovacs.

Throughout 2024, aside from World Championships tours, a further six Australian squads travelled internationally to Europe and New Zealand, to train with and play against some of the best Age Group teams in the world.

As we look ahead to the 2024/25 season, we move into the final year of preparation for the 20&U World Championships that will be hosted in Thailand (women) and Croatia (men).





COMPETITIONS

NATIONAL STATE CHAMPIONSHIPS

The 2023 15&U and 17&U National State Championships was held across two states/territories in September 2023 – Canberra (Female) and Sydney (Male). A modified format was trialled at this event consisting of two phases.

- Phase 1 (days 1-3) teams played a shortened game of two x seven minute halves, before transitioning into...
- Phase 2 for days 4 to 6 which reverted back to the traditional four quarters of seven minute actual time.

The 2023 19&U National State Championships were held in Perth (Male) and Melbourne (Female) in December 2023. This tournament was not split into two phases, and all games were played in the traditional format.

As we look ahead to the 2024/25 season, the 19&U National State Championships will be transitioned to an invitational camp, while the 15&U and 17&U National State Championships will bring together both genders in the same location, with the competition also reduced to five days and states only permitted to enter one team for gender/per division, as well as an invitational team from New Zealand, to ensure a higher level of competition.

AUSTRALIAN YOUTH WATER POLO CHAMPIONSHIPS

Brisbane hosted the largest iteration of the Australian Youth Water Polo Championships to date in January 2024. 212 teams from across the country descended on the river city for 10 days of competition.

2400 athletes competed across 15 divisions. Games were played across six venues, with up to 13 fields of play active at any one time. The Australian Youth Water Polo Champions in January 2024 saw 212 teams descend on Brisbane across 10 days of competition. This was the largest number of teams to participate in AYWPC ever. Games were played across 6 venues and up to 13 Fields of Play where active at any one time. 236 more games were played when compared to the 2023 AYWPC and over 2,400 athletes competed across 15 divisions.

The Ord Minnett Aussie Stingers and Ord Minnett Aussie Sharks also joined the fun in Brisbane. The Ord Minnett Aussie Stingers competed in a three-game Green v Gold World Championships selection trial, while the Ord Minnett Aussie Sharks hosted Japan in a three-test match series. Games were played in front of capacity crowds on two of the three nights, inspiring the next generation of water polo athletes. The Ord Minnett Aussie Stingers and Ord Minnett Aussie Sharks also took time out after their games at signing sessions, engaging with thousands of fans.

The 2025 Australian Youth Water Polo Championships will return to Perth, with the competition also set to be hosted in April instead of the traditional January.

AUSTRALIAN WATER POLO LEAGUE

Reverting to a traditional home and away style structure, the 2024 Australian Waterpolo League season showcased some of the best Australian water polo has to offer. All eleven clubs played each other twice from January to April, culminating in a four-day final series at Sydney Olympic Park over the Anzac Day long weekend. Drummoyne Devils took out the men's competition for the first time in the club's history, while Griffith University Queensland Thunder won their third women's title.

13&U DEVELOPMENT CARNIVAL

Hobart once again played host to the 13&U National Development Carnival, with 19 teams taking part across four days of competition. The National Development Carnival has been designed to introduce young athletes to representative based competition and assist in their development as players through exposure to teams from other states. It was also a great opportunity to develop up and coming referees.

REFEREE AND OFFICIALS

- 5 debutants to AWL competition for 2024 season – Manon Gebauer, Kian McAllister-Sim, Ryan Morris, Jason Wedding & Wojciech Wloch
- Nick Hodggers refereed his 800th AWL game during the season
- Daniel Bartels refereed his 700th AWL game during the season
- Danny Flahive refereed his 600th AWL game during the season
- Gabor Boris refereed his 300th AWL game during the season
- 58 referees attended the AYU in Brisbane & refereed over 700 games at the tournament
- 78 referees utilised across all WPA competitions

International Referee Appointments

| | |
|----------------|---|
| Liz Burman | World Aquatics Masters Championships in Doha QATAR |
| Danny Flahive | World Aquatics Masters Championships in Doha QATAR |
| Nicola Johnson | World Aquatics U18 Girls World Championships in Chengdu, CHINA |
| Liam Ireland | World Aquatics U18 Boys World Championships in Buenos Aires, ARGENTINA. Appointment to semi-final match. |
| Fiona Haigh | World Aquatics U16 Girls World Championships in Manisa, TURKIYE. Appointment to Gold medal match. |
| Gabor Boros | World Aquatics U16 Boys World Championships in MALTA. Appointment to Gold medal match |
| Ash Kaesler | World Aquatics World Championships in Doha, QATAR |
| Nick Hodggers | Paris 2024 Olympic Games, Paris, FRANCE |



Water Polo

AUSTRALIA

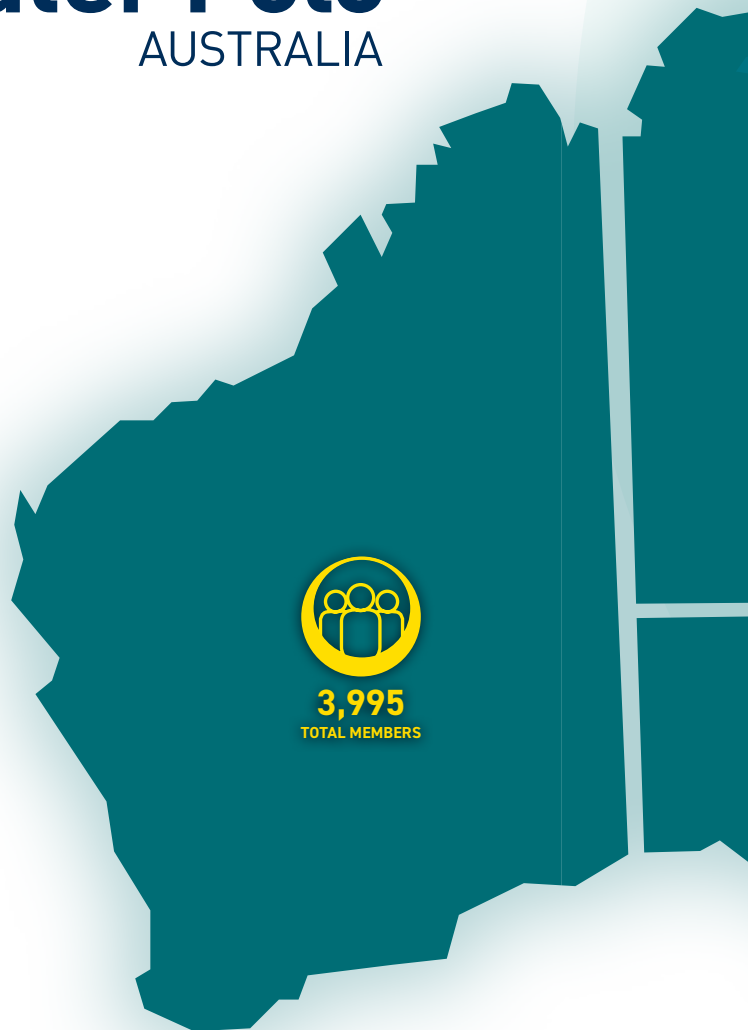
ACTIVE MEMBERS

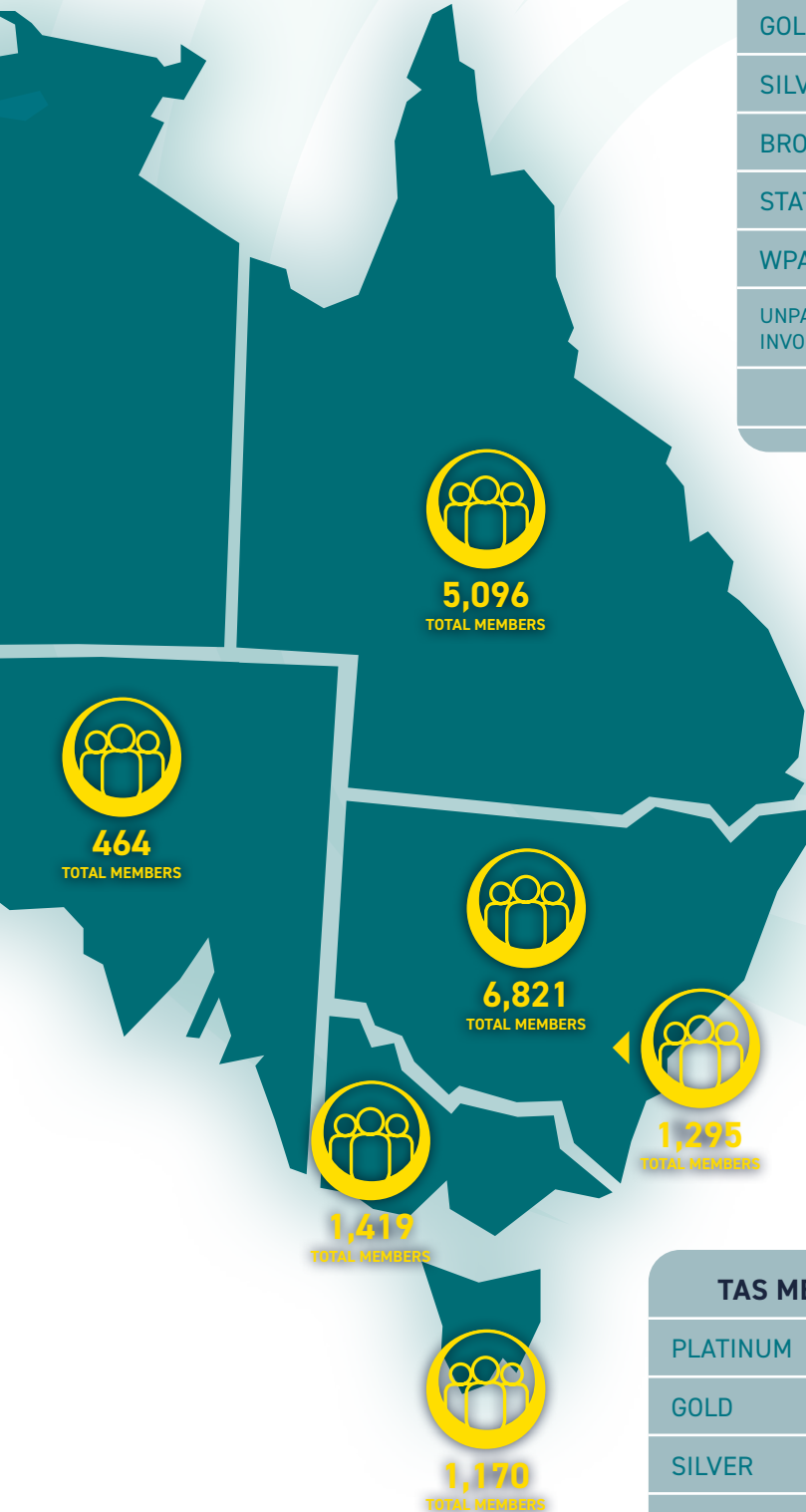
| NATIONAL | |
|-----------------|---------------|
| PLATINUM | 12,342 |
| GOLD | 225 |
| SILVER | 1,035 |
| BRONZE | 6,602 |
| STATE LIFE | 30 |
| WPA LIFE | 0 |
| UNPAID/INVOICED | 347 |
| TOTAL | 20,581 |

| INTERNATIONAL | |
|-----------------|------------|
| PLATINUM | 292 |
| GOLD | 1 |
| SILVER | 0 |
| BRONZE | 13 |
| STATE LIFE | 0 |
| WPA LIFE | 0 |
| UNPAID/INVOICED | 15 |
| TOTAL | 321 |

| WA MEMBERS | |
|-----------------|--------------|
| PLATINUM | 2,098 |
| GOLD | 12 |
| SILVER | 160 |
| BRONZE | 1,669 |
| STATE LIFE | 7 |
| WPA LIFE | 0 |
| UNPAID/INVOICED | 49 |
| TOTAL | 3,995 |

| SA MEMBERS | |
|-----------------|------------|
| PLATINUM | 258 |
| GOLD | 6 |
| SILVER | 19 |
| BRONZE | 169 |
| STATE LIFE | 2 |
| WPA LIFE | 0 |
| UNPAID/INVOICED | 10 |
| TOTAL | 464 |





| QLD MEMBERS | |
|---------------------|--------------|
| PLATINUM | 2,857 |
| GOLD | 107 |
| SILVER | 433 |
| BRONZE | 1,652 |
| STATE LIFE | 0 |
| WPA LIFE | 0 |
| UNPAID/ INVOICED | 47 |
| | 5,096 |

| NSW MEMBERS | |
|---------------------|--------------|
| PLATINUM | 4,628 |
| GOLD | 73 |
| SILVER | 280 |
| BRONZE | 1,638 |
| STATE LIFE | 5 |
| WPA LIFE | 0 |
| UNPAID/ INVOICED | 197 |
| | 6,821 |

| ACT MEMBERS | |
|---------------------|--------------|
| PLATINUM | 687 |
| GOLD | 7 |
| SILVER | 94 |
| BRONZE | 496 |
| STATE LIFE | 5 |
| WPA LIFE | 0 |
| UNPAID/ INVOICED | 6 |
| | 1,295 |

| TAS MEMBERS | |
|---------------------|--------------|
| PLATINUM | 367 |
| GOLD | 9 |
| SILVER | 27 |
| BRONZE | 765 |
| STATE LIFE | 0 |
| WPA LIFE | 0 |
| UNPAID/ INVOICED | 2 |
| | 1,170 |

| VIC MEMBERS | |
|---------------------|--------------|
| PLATINUM | 1,155 |
| GOLD | 10 |
| SILVER | 22 |
| BRONZE | 200 |
| STATE LIFE | 11 |
| WPA LIFE | 0 |
| UNPAID/ INVOICED | 21 |
| | 1,419 |

SPORT DEVELOPMENT

The 2023/24 financial year has been a pivotal period for the Sports Development team, marked by substantial growth, continued commitment to key programs, and significant strides in education and development within the sport. These achievements reflect our ongoing dedication to fostering a vibrant and thriving water polo community across the nation.

MEMBERSHIP GROWTH AND ENGAGEMENT

This year, Water Polo Australia experienced a commendable 2% increase in overall membership, translating to 419 new members joining our community. This growth is particularly noteworthy in our Platinum membership category, which saw a significant 4% rise. The increase in Platinum members underscores the heightened engagement and value our community places on premium membership, which offers exclusive benefits and opportunities for deeper involvement in the sport.

SUSTAINED SUCCESS OF PROJECT 10X

Project 10X, a cornerstone of WPA's participation strategy, continued to flourish despite the challenges posed by the absence of external funding. Remarkably, the program engaged 14,907 participants during the 2023/24 season, a testament to the enduring value and impact of the initiative.

LAUNCH OF THE WATER POLO LEARNING CENTRE

A major highlight of the year was the successful launch of the Water Polo Learning Centre, a key initiative aimed at enhancing the skills and knowledge of our community. The WPLC has quickly become a vital resource, attracting a record number of 2,307 learners. This impressive engagement reflects the growing interest in structured learning opportunities and the importance placed on education within our sport. The Learning Centre's success is a strong indicator of our community's commitment to continuous improvement and excellence.

REFLECTIONS

Outdated Membership Model:

Water Polo Australia recognises the need to refresh the membership model used for the 2023/24 season. A modern approach to membership capture is urgently needed, especially given the advancements of Project 10X. The WPA Board have approved a new model for the 2024/25 season which is welcomed.

Significant Funding Reduction:

P10X funding was drastically reduced from \$50K (ASC funding) to \$5K (WPA funded) per state, severely impacting resources available for program execution and growth. Water Polo Australia will continue to work closely with its State Associations to deliver and target the right programs under Project 10X.

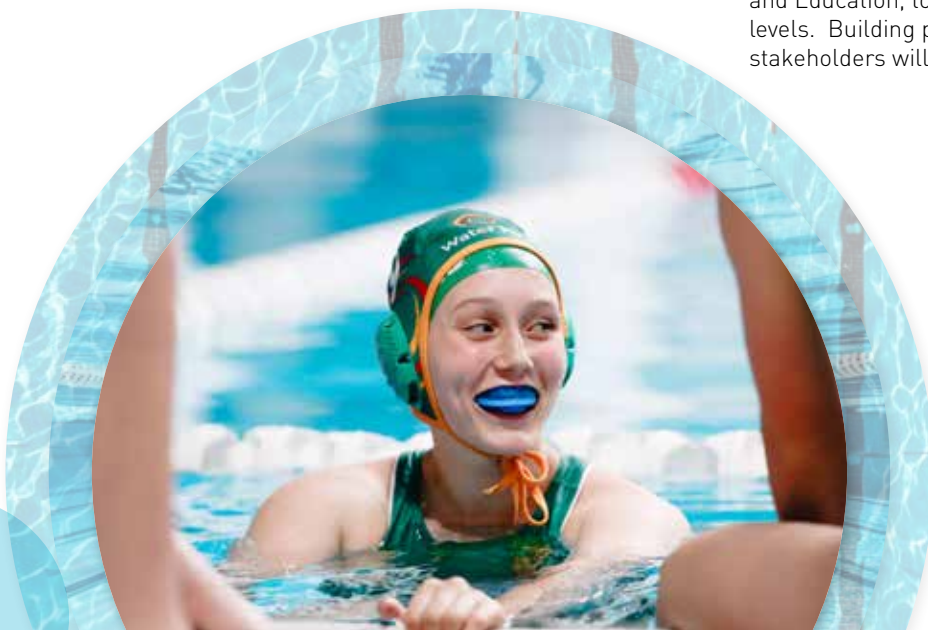
Staffing Challenges:

Due to the funding cuts, most State Associations were unable to retain the participation staff role, forcing a re-evaluation of priorities and necessitating innovative solutions to continue engaging participants without adequate financial support.

LOOKING AHEAD

The Sport Development Department's primary focus moving forward will be on the successful execution of the Play Well Grant, aiming to foster growth beyond the traditional club model. A key strategy will be the integration of water polo into aquatic facilities, which will allow the sport to reach new demographics and communities. By expanding participation venues and utilizing these facilities, the department aims to make water polo more accessible and widely practiced. Additionally, the department will focus on developing innovative programs that align with modern trends and facility capabilities, ensuring sustained engagement and growth.

A significant emphasis will also be placed on Referee Development and Education, alongside Coach Development and Education, to enhance the quality of the sport at all levels. Building partnerships with aquatic centers and stakeholders will further support these initiatives.



SOCIAL IMPACT

Water Polo Australia (WPA) recognises its global responsibility to have a positive impact, not just on the sport we play but the environment we play in, the people we become, and the community we support. This responsibility is key to the long-term sustainability of our sport.

Late in 2022/23, WPA launched the first strategy from our Social Impact Framework, our Inclusion, Diversity and Equity Strategy. This was followed up in August 2023 as we also proudly released our Climate Action Strategy and our first Reflect Reconciliation Action Plan.

INCLUSION, DIVERSITY AND EQUITY

Following the April 2023 strategy launch, WPA worked diligently to update policies and procedures to ensure we were following best practice behaviours with regards to inclusion and equity. This included the launch of WPA's Inclusive Uniform Guidelines and working with partners to increase the equity in opportunity for key coaching, refereeing and volunteering roles within our organisation. A large focus was directed towards establishing benchmark data so we can track the effectiveness of our initiatives, with a goal of growing our membership base in specific demographics.

Throughout the year, WPA was also successful in receiving two grants from the Australian Sports Commission totalling over \$300,000 in support of various Inclusion, Diversity and Equity projects.

RECONCILIATION

Following the August 2023 launch of WPA's first Reflect Reconciliation Action Plan (RAP), endorsed by Reconciliation Australia, WPA has enjoyed exploring the reach a RAP platform provides. An integral part of our early reconciliation journey has centred around WPA's Reconciliation artwork that was commissioned through artist Brad Hore OLY. This artwork is integrated into event signage, Australian Youth Water Polo Championships staff and referee uniforms, limited edition merchandise and National team uniforms and gifts.

The 2024 Australian Youth Water Polo Championships also saw the first pilot of a new concept, DeadlyPolo. The DeadlyPolo session was offered to 12 indigenous participants of mixed genders, aged between 9 to 17 years and included a basic skills introduction then trialled an exciting and fast alternative format of three-on-three modified water polo focusing on goal scoring and trick shots. The pilot was a great success, and will be rolled-out on a wider scale for the 2024/25 season.

WPA is proud to be in a position for the first time to be able to identify that over 50 participants attending the AYWPC identified as an Aboriginal and Torres Strait Islander person.

CLIMATE ACTION

Leading the Charge for a Sustainable Future

In August 2023, WPA proudly launched its first Climate Action Strategy. WPA is one of the first National Sporting Organisations in Australia to implement a strategy of this scale, showcasing our dedication to environmental responsibility. This important step also included the release of our inaugural carbon footprint analysis report for FY2021/22, highlighting our transparency and commitment to measurable climate action.

Building on this momentum, we placed a strong focus on updating and refining key policies, including a major overhaul of our Sun Safety, Extreme Weather, and Playing Conditions Guidelines. These updates ensure the safety and wellbeing of our athletes, fans, and community while aligning with our broader mission to address climate challenges head on.

As part of our Climate Action Plan, we are actively tackling waste reduction. At the 2024 Australian Youth Water Polo Championships (AYWPC), we trialled several innovative initiatives in partnership with the Brisbane Aquatic Centre. These efforts reflect WPA's proactive approach to sustainability—acting early to make a tangible difference.

Membership Data

| Year | Total | Female % | Male % | Non-Binary % | Other % | Indigenous % | Disability % | Culturally Diverse % | Regional % | Aging (60+) % | Low-Socio Economic % |
|-----------|--------|----------|--------|--------------|---------|--------------|--------------|----------------------|--------------|---------------|----------------------|
| FY2021/22 | 20,068 | 52 | 48 | >0.5 | >0.5 | 1.74 | 1 | 9 | 21 | 1.7 | 7 |
| FY2022/23 | 20,162 | 52 | 48 | 0.13 | >0.04 | 1.76 | 0.65 | 13 | Not captured | 1.5 | Not captured |
| FY2023/24 | 20,581 | 52 | 48 | 0.13 | >0.04 | 1.96 | 1 | 19 | Not captured | 2 | Not captured |



A comprehensive on-site waste audit was conducted to benchmark the total waste produced and identify opportunities for improvement. Our pre-event communications and signage encouraged all participants and spectators to embrace sustainable practices, such as bringing their own refillable water bottles and coffee cups.

We also partnered with KAP7 Australia to promote the sale of reusable drink bottles, leading to a significant surge in sales – a remarkable 154% increase.

To further incentivise eco-friendly choices, customers at the on-site café were rewarded with a 10-cent discount for bringing their own cups. These small actions collectively made a big impact, driving awareness and contributing to our long-term vision of reducing waste across all WPA events.

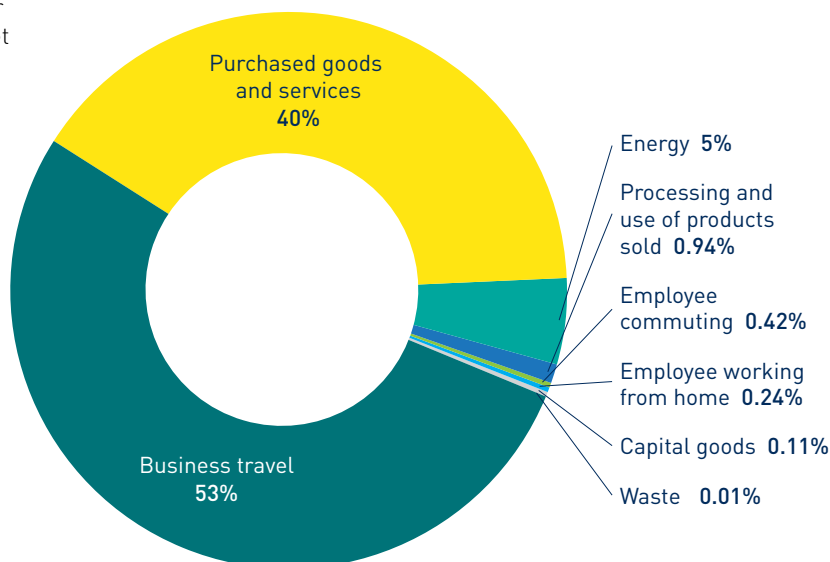
In addition, WPA collaborated with Queensland’s Containers for Change program, providing dedicated bins for the collection of eligible containers. The 10-cent rebates from the 4,045 containers collected were reinvested into WPA’s National Age Group Pathways Program. This not only diverted waste from landfill but also supported the future of our sport.

Our commitment to transparency and continuous improvement is ongoing. WPA commissioned a follow-up carbon footprint analysis for FY2023/24 to track our progress towards our ambitious 2030 target and net zero emissions by 2050, in line with the global climate goals set by the Paris Agreement.

By taking action, WPA is reducing our environmental impact and enhancing the overall experience for athletes, fans, and the water polo community. By cutting carbon emissions and minimising waste, we are delivering cost savings, improving operational efficiency, and leading the charge toward a more sustainable future for the sport we love.

Looking ahead, WPA remains steadfast in our commitment to further reducing waste at events and within our operations. We will also be exploring initiatives aimed at cutting down our footprint, ensuring that every step we take is a step toward a cleaner, greener future for water polo in Australia.

WPA Carbon footprint 2023/24



THANK YOU

Thank you to the passionate and insightful contributions of all our dedicated working committees from 2023/2024;

WPA Inclusion, Diversity and Equity Steering Panel

| | |
|-----------------------|-----------------|
| Holly Tyrrell (Chair) | Miranda Frisken |
| Peter Hornung | Emily McGowan |
| Jacqui O’Dwyer | Simon Rodder |
| Domenic Tripodi | Akshay Trivedi |
| Tim Welsford | Garry West-Bail |

WPA Reconciliation Action Working Group

| | |
|--------------------------|-------------------------|
| Nathan Thomas (Co-Chair) | Dean Semmens (Co-Chair) |
| Ryan McDermott | Richard McInnes |
| Claire Durston | Amy Ridge |
| Danette Taylor | Holly Tyrrell |
| Stan Wall | Tim Welsford |

WPA Climate Action Panel

| | |
|---------------------|------------------|
| Susie Smith (Chair) | Damien Brown |
| Greg Dingle | Kal Glanznig |
| Stephanie Lebeau | Terry Muir |
| Annabel Sides | Holly Tyrrell |
| Katisha Webb | Christina Wilson |

WPA Culture Innovation Panel

| | |
|-----------------------|-------------------|
| Holly Tyrrell (Chair) | Dr Donna Barwood |
| Don Cameron | Charles Dane |
| Bernadette Fay | Jarrold Gilchrist |
| Michael Hart | Nicola Johnson |
| Scott Nicholson | Melinda Poor |
| Ian Shuttlewood | Emma Steele |
| Jill Thaivarayan | Marc Thompson |

WPA would also like to thank our Industry Partners who have supported our social impact ambitions and provided expert knowledge, training and guidance to date;

Australian Sporting Alliance for People with a Disability (ASAPD), CM Sport, Reconciliation Australia, Sports Environment Alliance and the United National Sports For Climate Action Framework.

2024/25 will see a continued commitment to these initiatives as we expand our reach throughout the community of the initiatives in each of these areas to foster greater awareness and engagement.

We view these sustainability initiatives not as a distraction from our core business but as an important part of who we are and how we grow sustainably into the future. In the coming years we will look to align with more corporate partners who share these values and build strategic alliances to create a common good for our community and the communities in which we live and play.



RESULTS

2023-24 CHAMPIONSHIPS

AUSTRALIAN WATERPOLO LEAGUE, FINALS SYDNEY, AUSTRALIA, MAY 2024

MEN:

1. Drummoyne Devils
2. Sydney University Lions
3. UTS Balmain Tigers
4. ACU Cronulla Sharks
5. UNSW Wests Magpies
6. UWA Torpedoes
7. Fremantle Mariners
8. Griffith University Queensland Thunder
9. Hunter Hurricanes
10. Victorian Phoenix
11. FYFE Adelaide Jets

WOMEN:

1. Griffith University Queensland Thunder
2. Fremantle Marlins
3. UTS Balmain Tigers
4. Sydney University Lions
5. Drummoyne Devils
6. UWA Torpedoes
7. UNSW Wests Killer Whales
8. ACU Cronulla Sharks
9. FYFE Adelaide Jets
10. Victorian Phoenix
11. Hunter Hurricanes

STATE CHAMPIONSHIPS

BOYS:

19 & UNDER, PERTH, AUSTRALIA, DECEMBER 2023:

1. New South Wales Blues
2. Queensland
3. Western Australia
4. Victoria
5. New Zealand
6. New South Wales Waratahs
7. Australian Capital Territory/
Tasmania

17 & UNDER, SYDNEY, AUSTRALIA, SEPTEMBER 2023:

1. New South Wales Blues
2. New Zealand
3. Queensland Maroon
4. Western Australia Gold
5. New South Wales Waratahs
6. Australian Capital Territory
7. Western Australia Black
8. Queensland Gold
9. Victoria
10. South Australia

15 & UNDER, SYDNEY, AUSTRALIA, SEPTEMBER 2023:

1. New South Wales Blues
2. Queensland Maroon
3. Western Australia Gold
4. New South Wales Waratahs
5. Queensland Gold
6. Western Australia Black
7. Victoria
8. Australian Capital Territory
9. Tasmania
10. South Australia

GIRLS:

19 & UNDER, CANBERRA, AUSTRALIA, DECEMBER 2023

1. Queensland Maroon
2. New South Wales Blues
3. Western Australia/New South Wales Waratahs
(Bronze match cancelled, bad weather. Medal shared.)
4. New Zealand
5. Victoria
6. Australia Capital Territory
7. Queensland Gold

17 & UNDER, CANBERRA, AUSTRALIA, SEPTEMBER 2023

1. New Zealand
2. New South Wales Blues
3. Western Australia
4. New South Wales Waratahs
5. Queensland Maroon
6. Queensland Gold
7. Australian Capital Territory
8. Victoria
9. South Australia



15 & UNDER, CANBERRA, AUSTRALIA, SEPTEMBER 2023

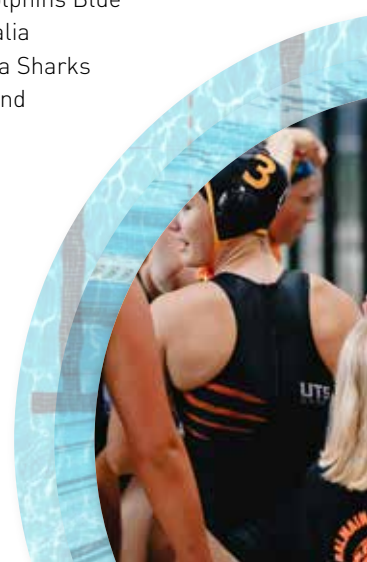
1. Queensland Maroon
2. New South Wales Blues
3. Western Australia
4. Queensland Gold
5. New South Wales Waratahs
6. Australian Capital Territory
7. Victoria
8. Tasmania
9. South Australia

AUSTRALIAN YOUTH CHAMPIONSHIPS, BRISBANE, JANUARY 2024:

BOYS:

18 & UNDER GOLD

1. Sydney University Blue
2. Sunshine Coast Gold
3. Melbourne Collegians
4. UQ Barras Purple
5. Melville Sharks
6. UNSW Wests
7. Marist
8. North Harbour
9. UWA Bears
10. UTS Balmain Tigers
11. Sydney Northern Beaches Breakers
12. Canberra Dolphins Blue
13. South Australia
14. ACU Cronulla Sharks
15. DVE/Richmond
16. Polo Bears



18 & UNDER GREEN

1. Ovens and Murray
2. Triton
3. Sea Wolf
4. Tasmania
5. Atlantis
6. Canberra Dolphins Gold
7. Hunter Hurricanes
8. Mantas/Polo Bears
9. Sunshine Coast Blue
10. UQ Barras Green
11. Geraldton

16 & UNDER GOLD

1. Sydney Northern Breakers
2. UQ Barras Purple
3. UWA Bears
4. Sydney University Blue
5. Hunter Hurricanes
6. Sunshine Coast
7. Sea Wolf
8. UTA Balmain Tigers
9. Melbourne Collegians/Melville
10. Ovens and Murray
11. Sydney University Gold
12. Mantas Blue
13. UWA Blue
14. Polo Bears
15. ACU Cronulla
16. Nordek

16 & UNDER GREEN

1. Hamilton Boys
2. Sydney Northern Beaches Breakers
3. Tasmania
4. UQ Barras Green
5. Richmond Tigers
6. Gold Coast
7. Hurricane Waves
8. DVE Aquatic
9. South Australia
10. New Wave
11. Carina League Warriors
12. Polo Bears Snow
13. Mantas Black

14 & UNDER GOLD

17. Sydney University Blue
18. Ryde Rhinos
19. UWA Bears
20. ACU Cronulla Sharks
21. Melville Sharks
22. UQ Barras Purple
23. Sydney Northern Beaches Breakers
24. Mantas Blue
25. Melbourne Collegians
26. Hunter Hurricanes
27. River City
28. Richmond/DVE

14 & UNDER GREEN

1. Nordek
2. Sydney University Gold
3. Sunshine Coast
4. Polo Bears
5. New Wave
6. UWA Blue
7. Mantas Black
8. Gold Coast
9. Drummoyne Devils
10. South Australia
11. Sydney Northern Beaches Breakers
12. Tasmania
13. Kraken Barras

12 & UNDER GOLD

1. Sydney University Lions Blue
2. Sydney Northern Beach Breakers
3. Mantas
4. Melville Sharks
5. Hunter Hurricanes
6. Gold Coast
7. UQ Barras
8. River City
9. Polo Bears

GIRLS:

18 & UNDER GOLD

1. MATS
2. Polo Bears
3. UTA Balmain Tigers
4. Mermaids Pink
5. Sydney University Blue
6. ACU Cronulla Sharks
7. Melville Marlins
8. Drummoyne Devils
9. UQ Barras Purple
10. Marist
11. North Harbour
12. UWA Bears
13. UNSW Wests
14. Atlantis Tridents
15. St Cuthbert's
16. Canberra Dolphins

18 & UNDER GREEN

1. Sydney Northern Beaches Breakers
2. Richmond Tigers
3. Mermaids White
4. Brisbane Vikings
5. UQ Barras Green
6. Harbour City
7. South Australia
8. All Hallows School Vikings
9. Mermaids Blue
10. Polo Bears Snow
11. Atlantis Aqua
12. Waikato
13. Geraldton
14. Hunter Hurricanes
15. Gold Coast/River City
16. Carina League Warriors

16 & UNDER GOLD

1. Mermaids Pink
2. Sydney Northern Beaches Breakers
3. Polo Bears
4. Sydney University Blue
5. UQ Barras Purple
6. Melville Marlins
7. Atlantis Tridents
8. UTS Balmain Tigers Black
9. Drummoyne Devils Red
10. All Hallows School Blue
11. UNSW Wests
12. Mermaids Blue
13. ACU Cronulla
14. Nordek
15. UWA Gold
16. St Cuthbert's

16 & UNDER GREEN

17. Hunter Hurricanes
18. UQ Barras Green
19. Sydney University Blue
20. South Australia
21. UTS Balmain Tigers Orange
22. Sydney Northern Beaches Breakers
23. River City
24. All Hallows School White
25. Richmond Tigers
26. Drummoyne Devils Black
27. Loreto
28. Canberra Kraken
29. BGGs White
30. Sunshine Coast
31. Atlantis Aqua
32. St Rita's Tasmania
33. Tasmania
34. All Hallows School Silver
35. Mermaids Rose
36. Mermaids White



14 & UNDER GOLD

1. UQ Barras Purple
2. Mermaids Pink
3. Melville Marlins
4. Hunter Hurricanes
5. River City Mako Sharks
6. Sydney University Blue
7. ACU Cronulla Sharks
8. Sydney Northern Breakers
9. UTS Balmain Tigers
10. Ryde Rhinos
11. All Hallows School Blue
12. UWA Blue
13. All Hallows School White
14. BGGs Blue
15. Sunshine Coast
16. St Rita's Brown
17. Mermaids Blue

12 & UNDER GOLD:

1. Mermaids Pink
2. All Hallows School Blue
3. Hunter Hurricanes
4. Sydney University Blue
5. UNSW Wests
6. Sydney Northern Beaches Breakers
7. BGGs White
8. UWA Blue
9. St Rita's
10. All Hallows School White

12&U GREEN

1. River City
2. Sunshine Coast
3. UQ Barras
4. Polo Bears
5. Mermaids Blue
6. All Hallows School Silver
7. Brisbane Vikings

SENIOR MEN

WORLD AQUATICS CHAMPIONSHIP, FUKUOKA, JAPAN, JULY 2023

Team: Marcus Berehulak, Matthew Byrnes, Blake Edwards, Lachlan Edwards, Andrew Ford, George Ford, Tristan Glanznig, John Hedges, Angus Lambie, Charlie Negus, Luke Pavillard, Nick Porter, Nathan Power, Chaz Poot, Timothy Putt.
Head Coach: Timothy Hamill.
Assistant Coaches: Vedran Cirkovic, Andrew Yanitsas.
Referee: Nicola Johnson.

Day 2: Greece 13 Australia 9 (N Power 4, A Lambie, C Negus, L Pavillard, M Byrnes, T Putt).

Day 4: USA 16 Australia 8 (N Power, L Pavillard 3, R Townsend 2).

Day 6: Australia 22 (C Negus, C Poot 4, A Lambie, L Edwards 3, L Pavillard, B Edwards 2, N Power, M Byrnes, M Berehulak, T Putt) Kazakhstan 6.

Final points: Greece 9, USA 6, Australia 3, Kazakhstan 0.

Day 8: Second Round Crossovers: France 11 Australia 8 (C Negus, L Pavillard 2, A Lambie, N Power, M Byrnes, T Putt).

Day 10: Classification 9-12 Semifinal: Australia 16 (L Pavillard 4, A Lambie, N Power 3, C Negus, M Berehulak 2, M Byrnes, C Poot) Japan 15.

Day 12: Classification 9-10: Croatia 17 Australia 10 (C Poot 3, L Pavillard 2, C Negus, N Power, M Byrnes, M Berehulak, T Putt).

Final Placings: Hungary, Greece, Serbia, Spain, Italy, France, USA, Montenegro, Croatia, Australia, Japan, Canada, Argentina, Kazakhstan, China, South Africa.

EUROPEAN TOUR, DECEMBER 2023

Team: Matthew Byrnes, Blake Edwards, George Ford, John Hedges, Angus Lambie, Milos Maksimovic, Jacob Mercep, Charlie Negus, Luke Pavillard, Nick Porter, Nathan Power, Timothy Putt,

Sam Slobodien.

Head Coach: Timothy Hamill.

Assistant Coaches: Vedran Cirkovic, Andrew Yanitsas.

SARDINIA CUP, CAGLIARI, ITALY, DECEMBER 2023

Day 1: Montenegro 8 Australia 6 (N Power 2, J Mercep, L Pavillard, C Poot, B Edwards).

Day 2: Italy 15 Australia 7 (N Power, J Mercep, B Edwards 2, M Maksimovic).

Day 3: Australia 11 (M Maksimovic, M Byrnes, B Edwards 2, N Power, J Mercep, T Putt, S Slobodien) France 9.

Final placings: Italy, Montenegro, Australia, France.

ORD MINNETT INTERNATIONAL SERIES WITH JAPAN, BRISBANE, AUSTRALIA 2024:

Team: Laurence Barker, Marcus Berehulak, Matthew Byrnes, Blake Edwards, Lachlan Edwards, George Ford, Andrej Grgurevic, John Hedges, Angus Lambie, Milos Maksimovic, Jacob Mercep, Charlie Negus, Luke Pavillard, Chaz Poot, Nic Porter, Nathan Power, Tim Putt, Sam Slobodien, Reilly Townsend.

Head Coach: Tim Hamill.

Assistant Coaches: Vedran Cirkovic, Andrew Yanitsas

Match 1: Australia 17 (N Power 6, L Pavillard 2, J Mercep 2, C Negus 2, R Townsend, B Edwards, A Lambie, C Poot) Japan 16.

Match 2: Japan 15 Australia 12 (B Edwards 6, N Power 2, M Maksimovic 2, M Byrnes, G Ford)

Match 3: Australia 15 (M Byrnes 2, J Mercep 2, N Power 2, A Lambie 2, C Negus 2, L Pavillard 2, C Poot, B Edwards, M Berehulak)
Australia wins series 2-1.

WORLD AQUATICS CHAMPIONSHIPS, DOHA, QATAR, FEBRUARY 2024

Team: Marcus Berehulak, Matthew Byrnes, Blake Edwards, George Ford, John Hedges,



Angus Lambie, Milos Maksimovic, Jacob Mercep, Charlie Negus, Luke Pavillard, Nick Porter, Nathan Power, Chaz Poot, Sam Slobodien, Timothy Putt.
Head Coach: Timothy Hamill.
Assistant Coaches: Vedran Cirkovic, Andrew Yanitsas, Doctor: Gary Couanis, Physio: Brendan Fogarty, Referee: Ashleigh Kaesler.

Day 2: Croatia 13 Australia 8 (L Pavilaard, M Berehulak 2, J Mercep, M Maksimovic, C Poot, B Edwards).

Day 4: Australia 29 (B Edwards 6, J Mercep, M Berehulak 5, A Lambie 3, L Pavillard, M Maksimovic, S Slobodien 2, C Negus, N Power, T Putt, C Poot) South Africa 7.

Day 6: Spain 15 Australia 9 (J Mercep 3, L Pavilaard, C Poot 2, M Byrnes, B Edwards).

Final Points: Spain 9, Croatia 6, Australia 3, South Africa 0.

Day 8: Classification 1-12 Crossover: France 11 Australia 8 (M Maksimovic 2, N Power, L Pavilaard, M Byrnes, T Putt, C Poot, B Edwards).

Day 10: Classification 9-12 Semifinal: USA 16 Australia 10 (L Pavillard 6, M Maksimovic 3, C Negus).

Day 12: Classification 11-12: Australia 17 (J Mercep, M Maksimovic 4, N Power 3, B Edwards 2, A Lambie, C Negus, C Poot, M Berehulak) China 7.

Final placings: Croatia, Italy, Spain, France, Greece, Serbia, Hungary, Montenegro, USA, Romania, Australia, China, Japan, Brazil, South Africa, Kazakhstan.

MEN – 18 & UNDER

GOLD TEAM, USA TOUR, 2023

Team: Jonah Allan, Sam Bloomfield, Matthew Bonser, Marcus Brischetto, Joshua Eyles, Jack French, Kai Hatherell, Mack McInnes, Elih Mutsch, Rex Palazzi, Ethan Payne, Thomas Serhan, Jamie Sharman, Harry Sheppard, Taylor, Harrison Teague, Harry Underhill, Lucas Young.
Head Coach: Lance Johnson.
Assistant Coach: Luis Cruz.
No results as not World Aquatics event

GREEN TEAM, EUROPEAN TOUR, 2023

Team: Ashton Brown, Smith Connors, Nathan Gladman, Edward Handley, Ethan Kelly, Owen Lilleyman, Timothy Lonqvist, Tian Markart, Marcus Moncur, Xavier Nicholas, Tadija Pribakovic, Charlie Reynolds, Lewis Saupin, Harper Stewart, Lucas Young.
Head Coach: Andras Jo-Kovacs.
Assistant Coach/Physio: Tom Gilbert.
No results as not World Aquatics event

WORLD AQUATICS U18 CHAMPIONSHIPS BUENOS AIRES, ARGENTINA, JULY 2024:

Team: Sean Bright, Ashton Brown, Harrison Cole, Edward Handley, Sebastian Houston, Zac Izzard, Auguste Korac, Daniel Magasanik, Tian Markart, Jake Martin, Nicholas Mordes, Felix Pal, Rex Palazzi, Lewis Saupin, Cory Webber. Head Coach: Andras Jo-Kovacs. Assistant Coach/Manager: Duncan Greenbank. Referee: Liam Ireland.

Day 1: Australia 14 (D Magasanik 8, A Brown 2, J Martin, R Palazzi, E Handley, N Mordes) Kazakhstan 13.

Day 3: Australia 20 (A Brown, D Magasanik, S Bright 5, J Martin, N Mordes 2, R Palazzi) South Africa 13.

Final points: Australia 6, Kazakhstan 3, South Africa 0.

Day 4: Crossovers: Australia 12 (J Martin 3, A Brown, S Bright, Z Izzard 2, N Mordes, L Saupin, C Webber) New Zealand 5.

Day 5: Crossovers: Spain 24 Australia 10 (A Brown, L Saupin, S Bright 2, Z Izzard, N Mordes, C Webber, A Korac).

Day 7: Classification 9-12 Semifinals:

Australia 13 (A Brown, Z Izzard, A Korac, S Bright 2, R Palazzi) Turkey 12 in penalty shootout FT: 9-9.
Pens: 4-3.

Day 8: Classification 9-10: Brazil 11 Australia 9 (Z Izzard, D Magasanik 2, H Cole, J Martin, S Houston, N Mordes, S Bright).

Final Placings: Hungary, Serbia, Montenegro, Italy, Spain, Greece, United States of America, Croatia, Brazil, Australia, Turkiye, New Zealand, Argentina, Canada, Kazakhstan, Japan, China, South Africa, Uruguay, Colombia.

18 & UNDER TOUR OF NEW ZEALAND, 2024:

Team: Harry Colley, Thomas Dreverman, Patrick Duggan, Hamish Ellison, Sam Eyles, Joseph Gallagher, Leo Gallagher, Nathan Gladman, Joshua Gould, Yibin Khuu, Declan McGregor, Charlie Murphy, Lincoln Nicholson, Llewelyn Thurston, Lachy Toomath.
Head Coach: Toby Fitzgerald. Assistant Coach: Luis Cruz.

No results as not World Aquatics event



MEN – 16 & UNDER

EUROPEAN TOUR, JUNE 2023:

Team: Jake Cox, Lachlan David, Tom Ellison, Dylan Jennison, Mitchell Lazarus, Brandon Liu, Oliver Moncur, Callum Pugh, Jett Semmens, Savo Todic, Taoso Taoso, Alex Wolfe, Taj Young, Khai Zenith, Ivan Zorotovic. Head Coach: John Fox. Manager: Jon Sieben.

DUISBURG '98 CUP, GERMANY

Day 1: Montenegro 23 Australia 5 (O Moncur 2, T Young, D Jennison, M Lazarus), Croatia 12 Australia 6 (L Davies 2, T Young, K Zenith, J Semmens).

Day 2: Hungary 21 Australia 4 (T Young, L Davies, O Moncur, D Jennison).

Day 3: Germany 8 Australia 4 (K Zenith 2, T Young, J Semmens), Day 3: Italy 9 Australia 6 (L Davies, K Zenith, O Moncur, B Liu, J Semmens, S Todic).

Final placings: Croatia, Hungary, Montenegro, Italy, Germany, Australia.

NEW ZEALAND TOUR, BLUE TEAM, JULY 2023:

Team: Jesse Barr, Huw Bloomfield, Max Burke-Moore, Samuel Ciccocioppo, Angus Cope, Joseph Gallagher, Adam Handley, Joshua Holtz, Cillian McGrath, Charlie Murphy, Zachary Paul, Ysus Perez, Sam Rolfe, Max Ryan, Mattias Schubert. Head Coach: Nathan Thomas. Assistant Coach: Toby Fitzgerald.

No results as not World Aquatics event

NEW ZEALAND TOUR, NAVY TEAM, OCTOBER 2023:

Team: Cassius Allan, Ryan Allen, Beau Boettcher, Tom Elliott, James Gardner, Ernest Gawthorn, Adam Handley, Charley Hegarty, Zac Hutton, Sam Kettle, George Mayer, Fynnian Norris, Tom Sloman, Charlie Smart, Wade Wildin Powell. Head Coach: John Fox. Manager: Jon Sieben.

No results as not World Aquatics event

WORLD AQUATICS U16 CHAMPIONSHIPS, GZIRA, MALTA, JUNE 2024:

Team: Ashton Brown, Jake Cox, Lachlan Davies, Dylan Jennison, Mitchell Lazarus, Brandon Liu, Oliver Moncur, Callum Pugh, Jett Semmens, Taoso Taoso, Savo Todic, Alex Woolfe, Taj Young, Khai Zenith, Ivan Zorotovic. Head Coach: John Fox. Manager: Jon Sieben. Referee: Gabor Boros.

Day 1: Australia 12 (S Tadic 3, J Semmens, T Young, C Pugh 2, L Davies, D Jennison, I Zorotovic) Canada 6.

Day 2: Croatia 11 Australia 8 (L Davies, C Pugh, S Todic 2, J Semmens, T Young).

Day 3: Australia 8 (J Semmens 2, L Davies, T Young, C Pugh, D Jennison, S Todic, M Lazarus) Turkiye 6.

Final points: Group G: Croatia 9, Australia 6, Turkiye 3, Canada 0.

Day 4: Crossovers: Montenegro 8 Australia 5 (T Young, S Todic 2, C Pugh).

Day 5: Classification 9-16 quarterfinal: Australia 12 (J Semmens, L Davies, T Young, O Moncur, S Todic 2, C Pugh, M Lazarus) Georgia 3.

Day 6: Classification 9-12 semifinal: Australia 13 (L Davies 4, J Semmens, T Young, C Pugh 2, O Moncur, D Jennison, I Zorotovic) Egypt 10.

Day 7: Classification 9-10: Netherlands 12 Australia 8 (J Semmens, L Davies, C Pugh 2, S Todic, I Zorotovic).

Final Placings: Spain, Italy, Hungary, Montenegro, United States of America, Greece, Croatia, Serbia, Netherlands, Australia, Egypt, Germany, Romania, Brazil, Bulgaria, Georgia, Malta, Israel, Turkey, Singapore, Poland, Ukraine, China, South Africa, New Zealand, Canada, Kazakhstan, Peru, Slovenia, Czechia, Mexico, Zimbabwe.

SENIOR WOMEN

WORLD AQUATICS CHAMPIONSHIP, FUKUOKA, JAPAN, JULY 2023

Team: Abby Andrews, Charlize Andrews, Zoe Arancini, Elle Armit, Pascale Casey, Tenealle Fasala, Bronte Halligan, Tilly Kearns, Bridget Leeson-Smith, Genevieve Longman, Gabriella Palm, Sofie Pontre, Amy Ridge, Alice Williams. Head Coach: Paul Oberman. Assistant Coach: Rebecca Rippon. Manager: Bronwyn Smith. Sports Psychologist: Edel Langan, S&C: Jordan Desbrow. Doctor: Gary Couanis. Referee: Nicola Johnson.

Day 1: Australia 10 (A Andrews, T Fasala 2, B Halligan, C Andrews, A Ridge, Z Arancini, A Williams, T Kearns) France 8.

Day 3: USA 9 Australia 5 (A Williams 3, B Halligan, A Ridge).

Day 5: Australia 11 (B Halligan, A Ridge, Z Arancini, A Williams, T Kearns 2, A Andrews) China 7.

Final points: USA 9, Australia 6, France 3, Israel 0.

Day 7: Second Round Crossovers: Australia 16 (E Armit 4, T Kearns 3, B Halligan, A Andrews, Z Arancini 2, R Swadling, A Williams, T Fasala) Israel 7.

Day 9: Quarterfinal: Australia 9 (B Halligan, A Ridge, Z Arancini, A Williams, T Kearns 2, A Andrews) Greece 8.

Day 11: Semifinal: Spain 12 Australia 10 (T Kearns 3, Z Arancini, A Williams 2, E Armit, B Halligan, A Andrews).

Day 13: Classification 3-4: Italy 16 Australia 14 (A Williams 3, B Halligan, A Andrews, C Andrews 2, P Casey, E Armit, B Leeson-Smith, Z Arancini, T Kearns).

Final Placings: Netherlands, Spain, Italy, Australia, USA, Hungary, Canada, Greece, France, Israel, New Zealand, South Africa, China, Japan, Kazakhstan, Argentina.

Media All Star Team: Alice Williams.

OCEANIA OLYMPIC QUALIFICATION TOURNAMENT, AUCKLAND, NEW ZEALAND, AUGUST 2023:

Team: Charlize Andrews, Abby Andrews, Zoe Arancini, Elle Armit, Pascale Casey, Tenealle Fasala, Bronte Halligan, Ruby Swadling, Tilly Kearns, Bridget Leeson-Smith, Genevieve Longman, Gabi Palm, Sofie Pontre, Alice Williams.

Head Coach: Paul Oberman. Assistant Rebecca Rippon, Manager: Bronwyn Smith, Physio: Marguerite King, Performance Psychologist:

Edel Langan, S&C: Jordan Desbrow

Match 1: Australia 17 (T Kearns 6, A Andrews 3, A Williams, Z Arancini, C Andrews 2, T Fasala, B Halligan) New Zealand 3.

Match 2: Australia 15 (T Kearns, Z Arancini 3, E Armit, B Halligan 2, A Williams, S Pontre, C Andrews, R Swadling, P Casey) New Zealand 5. Australia wins series 2-0.

INTERNATIONAL SERIES WITH CANADA, BRISBANE, JANUARY 2024:

Team: Abby Andrews, Charlize Andrews, Zoe Arancini, Tenealle Fasala, Keesja Gofers, Sienna Green, Bronte Halligan, Sienna Hearn, Danijela Jackovich, Tilly Kearns, Bridget Leeson-Smith, Genevieve Longman, Gabi Palm, Sofie Pontre, Alice Williams. Head Coach: Rebecca Rippon Assistant Coaches: Taryn Woods, Eddie Denis Manager: Bronwyn Smith, Physio: Marguerite King, Referees: Nicola Johnson, Ashleigh Kaesler.

Match 1: Australia 15 (C Andrews 4, B Halligan, T Kearns, A Williams 2, K Gofers, S Hearn, S Hearn, D Jackovich, B Leeson-Smith) Canada 8.

Match 2: Canada 12 Australia 11 (A Williams 3, A Andrews B Halligan 2, Z Arancini, T Fasala, S Green D Jackovich). Series tied 1-1.

WORLD AQUATICS CHAMPIONSHIP, DOHA, QATAR, FEBRUARY 2024

Team: Abby Andrews, Charlize Andrews, Zoe Arancini, Tenealle Fasala, Sienna Green, Bronte Halligan, Sienna Hearn, Tilly Kearns, Bridget Leeson-Smith, Danijela Jackovich, Tilly Kearns, Genevieve Longman, Gabriella Palm, Sofie Pontre, Alice Williams. Head Coach: Rebecca Rippon. Assistant Coaches: Eddie Denis, Taryn Woods. Manager: Bronwyn Smith.

Doctor: Gary Couanis, Physio: Marguerite King, Performance Psychologist: Edel Langan, S&C: Jordan Desbrow, Sports Referee: Ashleigh Kaesler.

Day 1: Australia 32 (K Gofers 5, B Leeson-Smith, A Andrews, D Jackovich 4, B Halligan, A Williams, S Green 3, S Hearn, Z Arancini, T Fasala 2) Singapore 1.

Day 3: Australia 13 (A Williams 4, A Andrews, T Kearns, S Green 2, B Halligan, C Andrews, Z Arancini) New Zealand 6.

Day 5: Hungary 13 Australia 9 (A Williams 3, T Kearns 2, S Hearn, B Halligan, C Andrews, Z Arancini).

Final Points: Hungary 9, Australia 6, New Zealand 3, Singapore 0.

Day 7: Classification 1-12 Crossover: Australia 20 (A Andrews 6, B Halligan, B Leeson-Smith, T Kearns 3, A Williams 2, S Hearn, Z Arancini, D Jackovich) Great Britain 8.

Day 9: Classification 1-8 Quarterfinal: USA 10 Australia 9 (A Andrews, Z Arancini, A Williams, S Green 2, C Andrews).

Day 11: Classification 5-8 Semifinal: Australia 10 (A Williams 3, B Halligan, T Kearns 2, A Andrews, C Andrews, S Green) Canada 8.

Day 13: Classification 5-6: Netherlands 10 Australia 8 (T Kearns 3, B Halligan 2, C Andrews, Z Arancini, D Jackovich).

Final Placings: USA, Hungary, Spain, Greece, Netherlands, Australia, Italy, Canada, New Zealand, China, Great Britain, Kazakhstan, France, South Africa, Brazil, Singapore.

INTERNATIONAL SERIES WITH USA, CALIFORNIA, USA, APRIL 2024:

Team: Abby Andrews, Charlize Andrews, Zoe Arancini, Elle Armit, Keesja Gofers, Sienna Green, Bronte Halligan, Sienna Hearn, Danijela Jackovich, Tilly Kearns, Bridget Leeson-Smith, Genevieve Longman, Gabi Palm, Ruby Swadling, Holly Young. Alice Williams. Head Coach: Rebecca Rippon. Assistant Coaches: , Taryn Woods, Lorenzo Cenci, Physio: Bernadette Petzel, Manager: Sharyn Arnold:

Match 1: Santa Barbara: USA 10 Australia 4 (B Halligan, B Leeson Smith, C Andrews, D Jackovich)

Match 2: Long Beach: USA 14 Australia 8 (B Halligan, A Andrews, C Andrews, A Williams, T Kearns, S Green, D Jackovich,, E Armit)

Match 3: Irvine: USA 14 Australia 6 (A Williams 2, D Jackovich 2, T Kearns, S Green)

USA wins series 3-0.





INTERNATIONAL SERIES WITH CHINA, SYDNEY, AUSTRALIA, MAY 2024:

Team: Abby Andrews, Charlize Andrews, Zoe Arancini, Elle Armit, Keesja Gofers, Sienna Green, Bronte Halligan, Sienna Hearn, Danijela Jackovich, Tilly Kearns, Genevieve Longman, Gabriella Palm, Alice Williams.

Match 1: Sutherland Pool: Australia 14 China 8 (A Andrews, T Kearns 3, A Williams, B Halligan 2, K Gofers, S Green, C Andrews, D Jackovich 1)

Match 2: Ryde Pool: Australia 16 China 15 (T Kearns 5, Z Arancini, A Andrews 3, D Jackovich 2, A Williams, B Halligan, S Green)

Match 3: Pymble Ladies College: Australia 18 China 3
AUS wins series 3-0

THETIS CUP – CHALKIDA, GREECE, JUNE 2024:

Match 1: Australia 12 Hungary 11 (A Andrews 4, K Gofers 2, E Armit, T Fasala, C Andrews, D Jackovich, Z Arancini, T Kearns)

Match 2: Australia 10 France 8 (A Williams, T Kearns 3, D Jackovich, A Andrews, S Hearn, Z Arancini)

Match 3: Australia 9 Greece 6 (E Armit 2, K Gofers, S Green, A Andrews, C Andrews, Z Arancini, D Jackovich, A Williams)

Match 4: Australia 12 Canada 8 (A Williams 3, E Armit, A Andrews, C Andrews 2, Z Arancini, T Kearns, B Leeson-Smith)

AUS wins the Tournament (1st)

JUNIOR WOMEN – 20 & UNDER

WORLD AQUATICS UNDER-20 CHAMPIONSHIPS, COIMBRA, PORTUGAL, SEPTEMBER 2023:

Team: Kate Blew, Tayla Dawkins, Eve Gath, Sienna Green, Samantha Hardingham, Samantha Henderson, Jasmine Higgs, Tara Logan, Molly Nasser, Magali Ogg, Anneliese Pamp, Emma Putt, Layla Smith, Taafili Taoso, Nioka Thomas. **Head Coach:** Jo Fox. **Assistant Coach:** Richard Campbell. **Manager:** Debbie Watson. **Referee:** Ashleigh Kaesler.

Day 1: Australia 17 (E Putt, L Smith 3, T Dawkins, T Taoso, S Hardingham, S Green 2, K Blew, M Ogg, N Thomas) Kazakhstan 2.

Day 3: Australia 30 (T Taoso, N Thomas 5, M Nasser, S Green 4, K Blew 3, S Henderson, E Putt, T Dawkins, 2, A Pamp, T Logan, M Ogg) India 4.

Day 4: Classification 1-16 Crossover: Australia 11 (T Dawkins, N Thomas, S Green 3, M Nasser 2) Croatia 8.

Day 5: Classification 1-12 Crossover: Israel 13 Australia 10 (N Thomas 4, S Green 2, A Pamp, T Dawkins, M Nasser, L Smith).

Day 7: Classification 9-12 Semifinal: Australia 16 (S Green 6, N Thomas 3, T Dawkins, M Nasser 2, E Putt, T Taoso, L Smith) Canada 8.

Day 8: Classification 9-10: Australia 16 (T Dawkins 5, S Green 4, K Blew 2, E Putt, T Taoso, M Nasser, N Thomas, L Smith) Brazil 10.

Final Placings: Hungary, Spain, Netherlands, Italy, USA, Greece, Israel, New Zealand, Australia, Brazil, Croatia, Canada, France, Japan, Kazakhstan, Portugal, South Africa, Chile, India.

Australia Junior Development Team, USA Tour, July 2023:

Team: Jade Arnold, Georgia Ellison, Karly Flahive, Mia Freeman, Meg Hofstee, Chelsea Johnson, Nancy Lee, Stela Lovrinovic Kaic, Phoebe McGuire, Poppy Phillips, Charley Porter, Jemma Potts,

Victoria Ridhaigh, Isabella Sayer, Mimi Stoupas. **Head Coach:** Rowie Webster. **Assistant Coach/Manager:** Maddy Steere.

No results as not World Aquatics event

JUNIOR WOMEN – 17 & UNDER

GOLD TEAM TOUR, EUROPE, JULY 2023:

Team: Jessica Bihler, Sofia Brodie, Christina Di Giandomenico, Molly Dyer, Saskia Dunn, Tilly Hughes, Chelsea Isaac, Claire McCulloch, Olivia Muir, Sienna Owen, Claudia Quinn, Keira Rippon, Isabel Scott, Indiana Smith, Matilda Waugh. **Head Coach:** Taryn Woods. **Assistant Coach/Manager:** Jodie Stuhmcke.

No results as not World Aquatics event

NEW ZEALAND TOUR, JUNE-JULY 2023:

Team: Jade Arnold, Sophia Cooper, Kate Duffy, Ella Fraser, Jazmyn Green, Nancy Lee, Stela Lovrinovic Kaic, Dasha Osadchuk, Sophie Pethers, Emma Pittman, Jemma Potts, Amy Somboli, Willow Spero, Milly Sullivan, Annabelle Waugh, Lily Wirth. **Head Coach:** Georgina Kovacs-Miller. **Assistant Coach/Manager:** Yvette Higgins.

No results as not World Aquatics event

JUNIOR WOMEN – 16 & UNDER

NAVY TOUR, EUROPE, JUNE 2023:

Team: Claudia Booth, Alyssa Chan, Sara Connors, Zara Cooke, Bless Daly, Amie Glass, Amelie Hoefel, Chloe Long, Ali McCarthy, Emmersen McEwan, Kiera Mironova, Paloma Nicholas, Abigail Oates, Loren Peacock, Ellie Sefton, Sienna Walker. **Head Coach:** Georgina Kovacs-Muller. **Assistant Coach/Manager:** Chloe Wilcox.

No results as not World Aquatics event

BOARD COMPETENCY AND ATTRIBUTE MATRIX

| | Kay Copeland | Susan Smith | Trent Birkett | Alex Alderson | Don Cameron | Stuart Coventry | Jodie Cross | Lisa Lilleyman | Bronwen Knox |
|--|--|-------------|---------------|---------------|-------------|-----------------|-------------|----------------|--------------|
| Term Expiration Date | Nov 2026 | Nov 2024 | Nov 2024 | Nov 2024 | Nov 2025 | Nov 2026 | Nov 2024 | Nov 2025 | Oct 2024 |
| SKILLS & EXPERIENCE | | | | | | | | | |
| Belief in/ Support of Strategy | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ |
| Committee/ Board Experience | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓✓✓ | ✓✓ | ✓ | ✓✓✓ | ✓✓ |
| Marketing and Branding | ✓✓ | ✓✓ | ✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓ |
| Accounting and Finance | ✓✓ | ✓ | ✓✓✓ | ✓✓ | ✓✓ | ✓✓✓ | ✓ | ✓✓ | ✓ |
| High Performance Sport | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ |
| Community Sport and Participation | ✓✓✓ | ✓✓✓ | ✓✓ | ✓✓ | ✓✓✓ | ✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ |
| Governance | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓✓✓ | ✓✓ |
| Legal | ✓ | ✓ | ✓ | ✓✓✓ | ✓ | ✓ | ✓✓✓ | ✓✓ | ✓✓✓ |
| Communications and IT | ✓ | ✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓✓ | ✓✓✓ | ✓✓ | ✓ |
| Government and Public Sector | ✓✓ | ✓✓ | ✓✓✓ | ✓ | ✓✓✓ | ✓ | ✓✓✓ | ✓✓ | ✓✓ |
| Corporate and Private Sector | ✓✓ | ✓✓✓ | ✓✓ | ✓✓✓ | ✓ | ✓✓ | ✓✓✓ | ✓✓ | ✓ |
| Research Techniques and Consumer Insights | ✓✓✓ | ✓✓ | ✓ | ✓✓✓ | ✓✓ | ✓ | ✓✓✓ | ✓ | ✓ |
| Commercialisation of Assets and Business Development | ✓ | ✓✓✓ | ✓✓ | ✓✓✓ | ✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓ |
| Human Resources | ✓✓ | ✓✓ | ✓✓ | ✓ | ✓✓ | ✓✓ | ✓✓✓ | ✓✓ | ✓ |
| Organisational Management | ✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ |
| Risk Management | ✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ | ✓✓ |
| Strategic Planning | ✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓ |
| Leadership | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ | ✓✓✓ |
| Broadcast / Digital Media | ✓ | ✓✓ | ✓ | ✓✓✓ | ✓✓ | ✓✓ | ✓✓✓ | ✓ | ✓ |
| Demographic Background | WPA Board comprises 5 females and 4 males who are either active or former participants, parents, volunteers, community stakeholders and Board members. | | | | | | | | |

✓ No qualification or <5 years' experience in this area.

✓✓ >5 years' experience working in this area.

✓✓✓ Formal qualification and >5 years' experience delivering or managing this specific area.



Water Polo
AUSTRALIA

FINANCIAL REPORT
FOR THE YEAR ENDED 30 JUNE 2024

DIRECTORS' REPORT

Your directors present this report on Water Polo Australia Limited for the financial year ended 30 June 2024.

DIRECTORS

The names of each person who has been a director during the year and to the date of this report are:

| NAME | ALLOCATION | RE-ELECTED/RE-APPOINTED |
|-----------------|-------------------------------|---|
| Trent Birkett | Elected Director | first elected 25/11/2017 re-elected 21/11/2020 (for 1 year) re-elected 20/11/2021 (for 3 years) |
| Dr Kay Copeland | Elected Director | first elected 23/11/2019 re-elected 21/11/2020 (for 3 years) re-elected 18/11/2023 (for 3 years) |
| John Whitehouse | Elected Director | first elected 20/12/2019 re-elected 21/11/2020 (for 3 years) resigned 19/11/2023 |
| Don Cameron | Elected Director | elected 21/11/2020 (for 2 years) re-elected 19/11/2022 (for 3 years) |
| Alex Alderson | Elected Director | elected 20/11/2021 (for 3 years) |
| Lisa Lilleyman | Elected Director | elected 19/11/2022 (for 3 years) |
| Stuart Coventry | Elected Director | elected 18/11/2023 (for 3 years) |
| Susan Smith | Appointed Director | appointed 11/01/2018 re-appointed 18/01/2019 re-appointed 03/12/2020 (for 2 years) re-appointed 25/11/2022 (for 2 years) |
| Jodie Cross | Appointed Director | appointed 03/12/2020 (for 1 year) re-appointed 30/11/2021 (for 2 years) re-appointed 24/11/2023 (for 1 year) |
| Bronwen Knox | Athletes' Commission Director | appointed 14/12/2021 (for 3 years) |

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

PRINCIPAL ACTIVITIES

The principal activity of Water Polo Australia Limited (WPA) during the financial year was to act as the national governing body for the sport of water polo in Australia. The company's purpose is "to facilitate and grow the sport of water polo, thereby increasing participation at all levels and achieving sustainable success at the elite level". The Strategic Plan identifies the following five strategic priorities:

EMPOWER Unite our sport to unlock its potential

DEVELOP Enhance capacity and capability to enable scalable growth

PLAY More people playing Water Polo

PERFORM Provide an aligned performance framework to create sustainable success

PROSPER Raise the profile of Water Polo, strengthening the sport and its financial foundations

DIRECTORS' REPORT

INFORMATION ON DIRECTORS

| | |
|----------------------|---------------------------------|
| Trent Birkett | Director & President |
|----------------------|---------------------------------|

Trent was elected as a Director of Water Polo Australia on 25 November 2017. He has been involved in water polo for over 35 years as a player, manager, coach and Director on the Water Polo ACT Board. Trent played over 300 national league games and represented Australia at the junior, university and senior levels.

As the Chief Operating Officer at the National Portrait Gallery, Trent manages a team responsible for the planning, development and strategic management of the finances, human resources, governance, ICT and facilities. He brings experience in the commercialisation of government funded entities and has worked closely with the governing Board ensuring appropriate governance

Trent holds a Bachelor of Commerce (Information Systems) and Bachelor of Economics from the Australia National University. He is also a Chartered Accountant and a Graduate of the Australian Institute of Company Directors.

| | |
|------------------------|-----------------|
| Dr Kay Copeland | Director |
|------------------------|-----------------|

Kay is a Specialist Sports and Exercise Physiotherapist (as awarded by the Australian College of Physiotherapy in 2018) and works in a private sports medicine clinic. Kay has previously served on the WPA Board from 2010 -2014 and was Chair – Finance, Audit and Risk Committee and a member – Remuneration Committee.

Kay has unique backgrounds in both sports management and elite sports medicine. Kay worked for 17 years for Sports Medicine Australia-Victorian Branch and then managed the medical program for Melbourne 2006 Commonwealth Games. Kay currently works as a Specialist Sports and Exercise Physiotherapist in two elite sports medicine clinics and has worked internationally for women’s tennis and Australian Women’s basketball and was the first person to work with the Australian Women’s Water Polo Team from 1984-1991 including their historic 1986 World Championship win in Madrid.

Kay has been involved in water polo for over 40 years having started playing for Footscray Swimming and Water Polo Club and been involved at all levels of water polo – player, coach, manager, physiotherapist, Victorian Board member and inaugural Chair Victorian ITC program.

Kay has a degree in physiotherapy and a degree and masters in physical education and completed ongoing education in sports management, business, physiotherapy and sports medicine and the AICD Company Directors Course. Kay is currently a life member of Footscray Swimming and Water Polo Club, Fellow Sports Medicine Australia, Member Australian Physiotherapy Association and Member Australian Institute of Company Director.

| | |
|------------------------|-----------------|
| John Whitehouse | Director |
|------------------------|-----------------|

John Whitehouse was a national swimming finalist in both freestyle and butterfly during the 1960s and a multiple Tasmanian champion. At the same time, he was also a Tasmanian surf and belt champions for Surf Life Saving and was a member of the Tasmanian water polo team from 1968 to 1975, which he captained on six occasions. Since retiring as an athlete, he has made an extraordinary contribution to Australian water polo as Secretary, first of the Australian Water Polo Committee under the Australian Swimming Union, and subsequently as the Secretary of the Australian Amateur Water Polo Association and then Australian Water Polo Inc. after it separated from the Australian Swimming Union in 1982.

His outstanding contribution to water polo in Australia has spanned over 40 years. He was a member of the FINA Technical Water Polo Committee 1992 to 1996 and its Honorary Secretary from 1996 to 2017. This important role has been integral in terms of the global development of water polo, but also in securing Australia’s position and recognition therein. John reputation on the world stage as one of the top water polo referees saw him appointed to referee at the Olympic Games final in Seoul (1988), and the World Championships in Perth (1991).

| | |
|--------------------|-----------------|
| Don Cameron | Director |
|--------------------|-----------------|

Don Cameron comes to the WPA board bringing over 30 years of experience in sports participation and high performance.

An Olympic water polo athlete, Don captained the first year of the AIS men’s program. He was a coach throughout four Olympic campaigns including as head coach of the men’s team at the 2000 Sydney Olympics. Moving to the Australian Sports Commission in 2001, Don oversaw the funding, participation, high performance, governance and integrity relationships between the Commission and the AIS with over 20 National Sporting Organisations (NSOs) from grass roots to Board and CEO level. For the last 5 years of Don’s career with the AIS, he worked with NSOs to review and manage their athlete pathways using evidence based assessment and international best practice research. Don is currently chair of WPA’s Sport Development Committee, Chair of WPA Technical Committee and is a member of the World Aquatics Technical Committee.

Don worked as a physical education and science teacher for ten years before his coaching and administration careers during which he graduated with a Master of Business Administration majoring in marketing and public relations. He also holds a graduate diploma from the Australian Institute of Company Directors.

DIRECTORS' REPORT

| | |
|----------------------|-----------------|
| Alex Alderson | Director |
|----------------------|-----------------|

Alex is an accomplished leader in Australian sport. Starting his career in professional services – as a lawyer and management consultant – Alex then joined the National Rugby League where he held various management and executive roles, most recently leading the NRL's broadcast media, digital and consumer divisions. Today, Alex works with Sportsbet as its Head of Value Strategy. Alongside his commitment to the WPA Board, Alex is a guest lecturer in sports law and digital innovation at UNSW, UTS and Bond Universities. Alex is passionate about the role that sport plays in the community and is a strong advocate for the role that technology can play in helping sport grow through better engagement with its fans and participants.

| | |
|-----------------------|-----------------|
| Lisa Lilleyman | Director |
|-----------------------|-----------------|

Lisa has over two decades experience in managing and advocating for Sport across all levels from grass roots through to high performance and elite and is currently Relationship Manager with the Australian Olympic Committee. She believes sport has the power to create strong communities and social cohesion, improve mental health and wellbeing and provide a source of inspiration for our youth.

Lisa brings extensive experience in delivering strategic advice and structural change related to organisational objectives, primarily in the not-for-profit sector. Through her work with various State organisations in stakeholder management and Government liaison, she brings an extensive sporting and corporate network to the Water Polo Australia Board.

Lisa has been involved in Water Polo as a player, parent and manager since 2009. She values authenticity and has a genuine desire to see Water Polo Australia grow and take advantage of the runway to the 2032 Brisbane Olympic Games. Holding a bachelor's degree in Physical and Health Education from UWA, Lisa is a member of the Australian Institute of Management WA, has completed the Australian Institute of Company Directors course and also currently sits on the Board of Royal Life Saving WA.

| | |
|------------------------|-----------------|
| Stuart Coventry | Director |
|------------------------|-----------------|

Stuart has over 20 year's experience in Sport and Entertainment, having spent five years as COO of one of the biggest Live Action Sports brands, Crusty Demons, seven years as CEO of the Melbourne Renegades in cricket's Big Bash League (BBL Champions 2019), and as COO of Basketball Australia.

Stuart has consulted across sports such as Swimming, Golf and more recently with Food and Drink Victoria (Melbourne Food and Wine Festival).

Stuart holds a Bachelor of Business/Marketing Degree, and has completed a Senior Executive Program in Negotiation and Competitive Decision Making at Harvard Business School. Stuart is also a Chartered Accountant.

| | |
|--------------------|-----------------|
| Susan Smith | Director |
|--------------------|-----------------|

Susan (Susie) was appointed to the Board of Water Polo Australia in January 2018.

As a highly regarded chief executive, Susie leads a network of some of Australia's largest businesses, in national and international climate change and energy policy. Her leadership and strategic insights have shaped policy for these critical sectors, navigating complex environments and driving impactful change. She brings extensive executive and board experience in strategic planning, government relations, and project approvals.

Susie holds directorships with the South Australian Cricket Association and Future Energy Exports CRC and is a Ministerially appointed member of the Federal Government's Climate Change Authority and the South Australian Premier's Climate Change Council.

Susie is a dual Australian representative in water polo (1989-90) and swimming (1991-93) and has represented South Australia and the Australian Capital Territory as a player, captain and coach (1986-94, 2005-07).

Her unique perspective, drawn from experiences in both the corporate world and elite sports, significantly contributes to the development of programs to achieve high-performance success and broaden our membership, embodying the vision "to make our sport, your sport".

| | |
|--------------------|-----------------|
| Jodie Cross | Director |
|--------------------|-----------------|

A leading strategist and senior executive widely acknowledged for her commercial acumen, strategic vision, and knowledge and understanding of the sporting landscape in Australia and abroad that is robust and unparalleled. A ground-breaking career forged over 20 years in the highly competitive Australian professional sports market, driving and delivering commercial outcomes, media and digital strategy and major events. Charged with growing and establishing the NSW Blues as one of the premier sporting brands in the world, she secured the largest sponsorship deal in the history of the New South Wales Rugby League (NSWRL), where she has been employed since October 2014, as the first female senior executive in the organisation's 109-year history. Worked with National Rugby League (NRL) Clubs in Queensland and New South Wales, as well as at the governing body, the NRL, in a broad range of roles, from Healthy Lifestyles Manager, Player Welfare and Development, and Community Relations Manager to her current position as Chief Commercial Officer.

Highly creative and a confident and strong communicator with proven ability in event management, management of digital ecosystems, writing and presenting sponsorship proposals, and designing and executing marketing and communication plans.

DIRECTORS' REPORT

| | |
|-------------------------|---|
| Bronwen Knox OLY | Director (Athletes Commission Chair) |
|-------------------------|---|

Four-time Olympian, dual Olympic bronze medallist and Australia's highest capped female player, Bronwen is one of Australia's most successful water polo players making history last year, being the first Australian Women's Water Polo athlete to compete at four Olympic Games.

Bronwen represented the senior National Team from 2005 to 2021, winning gold, two silver and a bronze at various World Cups, and two silver and a bronze at various World Championships.

She has Captained the Aussie Stingers in 2010, 2013 – 2016. Bronwen has also played 2 seasons in the USA NCAA competition and two seasons in European professional league, winning a European title in 2014.

Outside of the sporting arena she has completed a Bachelor of Biomedical Science, Bachelor of Laws, Graduate Diploma in Public Health and Graduate Diploma in Legal Practice. She currently works as National integrity Manager for NSOs of Taekwondo, Judo and Boxing. She also works from time to time as an education presenter within the areas of sport integrity and respectful behaviours. Bronwen is a Member of the National Sports Tribunal and was appointed as Deputy Chef de Mission for Paris 2024.

MEETINGS OF DIRECTORS

The number of meetings of Directors (including meetings of Committees of Directors) held during the year and the number of meetings attended by each Director is as follows:

| Directors' Meetings | | |
|---------------------|---------------------------|-----------------|
| | Number eligible to attend | Number attended |
| Trent Birkett | 12 | 11 |
| Dr Kay Copeland | 12 | 12 |
| John Whitehouse | 5 | 5 |
| Don Cameron | 12 | 9 |
| Alex Alderson | 12 | 6 |
| Lisa Lilleyman | 12 | 10 |
| Stuart Coventry | 7 | 6 |
| Susan Smith | 12 | 9 |
| Jodie Cross | 12 | 4 |
| Bronwen Knox | 12 | 10 |

MEMBERS' GUARANTEE

The Company is incorporated under the Corporations Act 2001 and is a company limited by guarantee. If the Company is wound up, the constitution states that each member is required to contribute a maximum of \$1 towards meeting any outstanding obligations of the Company. At 30 June 2024, the total amount that members of the company are liable to contribute if the company is wound up is \$7 (2023: \$7).

Auditor's Independence Declaration

The lead auditor's independence declaration for the year ended 30 June 2024 has been received and forms part of the financial reports for Water Polo Australia Limited.

This directors' report is signed in accordance with a resolution of the Board of Directors.



Trent Birkett (President)



Alex Alderson (Director)

Dated this 4th day of October 2024

AUDITORS INDEPENDENCE DECLARATION



WATER POLO AUSTRALIA LIMITED
ABN 86 159 573 403

**AUDITOR'S INDEPENDENCE DECLARATION UNDER SECTION 307C OF THE CORPORATIONS ACT 2001
TO THE DIRECTORS OF WATER POLO AUSTRALIA LIMITED**

In accordance with s 307C of the Corporations Act 2001, I am pleased to provide the following declaration of independence to the directors of Water Polo Australia Limited. As the lead audit partner for the audit of the financial report of Water Polo Australia Limited for the year ended 30 June 2024, I declare that, to the best of my knowledge and belief, there have been no contraventions of:

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

CBC PARTNERS
Chartered Accountants

DOMENIC A. CUTRUPI
Partner

4 October 2024
SYDNEY

STATEMENT OF COMPREHENSIVE INCOME

FOR THE YEAR ENDED 30 JUNE 2024

| | Note | 2024 \$ | 2023 \$ |
|--|------|-------------------|-------------------|
| Revenue | | | |
| Fees & Contributions | 2a | 4,592,699 | 5,003,187 |
| Grants & Sponsorships | 2b | 6,067,152 | 5,035,482 |
| Sales & Services | | 67,606 | 58,287 |
| Other | | 1,041,319 | 384,820 |
| Total Revenue | | 11,768,775 | 10,481,777 |
| Expenditure | | | |
| Travel | | 5,066,631 | 5,004,116 |
| Facilities | | 534,709 | 400,344 |
| Equipment | | 166,037 | 231,595 |
| Grants & Scholarships | | 1,023,338 | 852,415 |
| Advertising & Promotion | | 126,366 | 9,109 |
| Professional Fees | | 1,533,878 | 1,248,250 |
| Employee Benefits | 3a | 2,547,735 | 2,345,307 |
| Insurance | | 102,838 | 69,085 |
| Other Overheads | | 379,208 | 346,343 |
| Depreciation & Amortisation | 3b | 15,687 | 18,365 |
| Interest Expense | | - | 171 |
| Total Expenditure | | 11,496,426 | 10,525,099 |
| Current Year Surplus (Deficit) | | 272,349 | (43,322) |
| Other Comprehensive Income | | | |
| Total Other Comprehensive Income for the Year | | - | - |
| Total Comprehensive Income for the Year | | 272,349 | (43,322) |

The accompanying notes form part of these statements.

STATEMENT OF FINANCIAL POSITION

AS AT 30 JUNE 2024

| | Note | 2024 \$ | 2023 \$ |
|--------------------------------------|------|------------------|------------------|
| ASSETS | | | |
| Current Assets | | | |
| Cash & Cash Equivalents | 4 | 2,401,651 | 2,389,792 |
| Trade and Other Receivables | 5 | 497,256 | 653,099 |
| Inventory on Hand | 6 | 57,745 | 56,749 |
| Other Assets | 7 | 551,530 | 837,973 |
| Total Current Assets | | 3,508,183 | 3,937,613 |
| Non-Current Assets | | | |
| Plant & Equipment | 8a | 18,415 | 9,708 |
| Right Of Use Asset | 8b | 14,695 | 73,471 |
| Intangible Assets | 9 | 317 | 888 |
| Total Non-Current Assets | | 33,428 | 84,067 |
| Total Assets | | 3,541,611 | 4,021,679 |
| LIABILITIES | | | |
| Current Liabilities | | | |
| Trade and Other Payables | 10 | 528,454 | 1,195,825 |
| Income Received in Advance | 11 | 247,188 | 349,291 |
| Deferred Income | 12 | 1,338,174 | 1,224,856 |
| Provisions | 13 | 184,540 | 227,546 |
| Lease Liability | 14 | 15,062 | 60,247 |
| Total Current Liabilities | | 2,313,417 | 3,057,764 |
| Non-Current Liabilities | | | |
| Provisions | 13 | 32,031 | 25,041 |
| Lease Liability | 14 | - | 15,062 |
| Total Non-Current Liabilities | | 32,031 | 40,102 |
| Total Liabilities | | 2,345,448 | 3,097,866 |
| Net Assets | | 1,196,162 | 923,813 |
| Equity | | | |
| Accumulated Funds | | 1,196,162 | 923,813 |
| Total Equity | | 1,196,162 | 923,813 |

The accompanying notes form part of these statements.

STATEMENT OF CHANGES IN EQUITY

FOR THE YEAR ENDED 30 JUNE 2024

| | Accumulated Funds \$ | Total Equity \$ |
|--|----------------------------|-----------------------|
| Opening Balance at 1 July 2022 | 967,135 | 967,135 |
| Total comprehensive income attributable to members of the entity | (43,322) | (43,322) |
| Closing Balance at 30 June 2023 | 923,813 | 923,813 |
| Opening Balance at 1 July 2023 | 923,813 | 923,813 |
| Total comprehensive income attributable to members of the entity | 272,349 | 272,349 |
| Closing Balance at 30 June 2024 | 1,196,162 | 1,196,162 |

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2024

| | Note | 2024 \$ | 2023 \$ |
|--|----------|------------------|------------------|
| Cash Flows from Operating Activities | | | |
| Receipts in the course of Operations | | 12,901,810 | 11,456,611 |
| Payments to Suppliers and Employees | | (12,923,856) | (11,389,600) |
| Interest Received | | 119,141 | 49,501 |
| Net Cash inflows from Operating Activities | | 97,095 | 116,512 |
| Cash Flows from Investing Activities | | | |
| Payments for Plant and Equipment | | (24,990) | (6,255) |
| Net Cash outflows from Investing Activities | | (24,990) | (6,255) |
| Cash Flows from Financing Activities | | | |
| Lease Liabilities Repaid | | (60,246) | (60,246) |
| Net Cash outflows from Financing Activities | | (60,246) | (60,246) |
| Net Increase in Cash | | 11,859 | 50,011 |
| Cash at the Beginning of the Financial Year | | 2,389,792 | 2,339,781 |
| Cash at the End of the Financial Year | 4 | 2,401,651 | 2,389,792 |

The accompanying notes form part of these statements.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

The financial statements cover Water Polo Australia Limited as an individual entity, incorporated and domiciled in Australia. Water Polo Australia Limited is a company limited by guarantee.

NOTE 1: SUMMARY OF MATERIAL ACCOUNTING POLICY INFORMATION

Basis of Preparation

The financial statements are general purpose financial statements that have been prepared in accordance with Australian Accounting Standards – Simplified Disclosures of the Australian Accounting Standards Board (AASB) and the Corporations Act 2001. The company is a not-for-profit entity for financial reporting purposes under Australian Accounting Standards.

Australian Accounting Standards set out accounting policies that the AASB has concluded would result in financial statements containing relevant and reliable information about transactions, events and conditions. Material accounting policies adopted in the preparation of these financial statements are presented below and have been consistently applied unless stated otherwise.

The financial statements, except for the cash flow information, have been prepared on an accruals basis and are based on historical costs, modified, where applicable, by the measurement at fair value of selected non-current assets, financial assets and financial liabilities. The amounts presented in the financial statements have been rounded to the nearest dollar.

The financial statements were authorised for issue on 4th October 2024 by the directors of the company.

a). Revenue

Non-reciprocal grant revenue is recognised in the statement of comprehensive income when the entity obtains control of the grant and it is probable that the economic benefits gained from the grant will flow to the entity and the amount of the grant can be measured reliably.

If conditions are attached to the grant which must be satisfied before it is eligible to receive the contribution, the recognition of the grant as revenue will be deferred until those conditions are satisfied.

When grant revenue is received whereby the entity incurs an obligation to deliver economic value directly back to the contributor, this is considered a reciprocal transaction and the grant revenue is recognised in the statement of financial position as a liability until the service has been delivered to the contributor; otherwise the grant is recognised as income on receipt.

Donations and bequests are recognised as revenue when received.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Revenue from the rendering of a service is recognised upon the delivery of the service to the customers.

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

b). Plant and Equipment

Each class of plant and equipment is carried at cost or fair value as indicated, less, where applicable, accumulated depreciation and any impairment losses.

Plant and equipment is measured on a cost basis and is therefore carried at cost less accumulated depreciation and any accumulated impairment losses. In the event the carrying amount of plant and equipment is greater than its estimated recoverable amount, the carrying amount is written down immediately to its estimated recoverable amount and impairment losses are recognised either in profit or loss or as a revaluation decrease if the impairment losses relate to a revalued asset. A formal assessment of recoverable amount is made when impairment indicators are present (refer to Note 1(d) for details of impairment).

Plant and equipment that has been contributed at no cost, or for nominal cost, is valued and recognised at the fair value of the asset at the date it is acquired.

The depreciable amount of all fixed assets, including buildings and capitalised lease assets, but excluding freehold land, is depreciated on a straight line basis over the asset's useful life to the entity commencing from the time the asset is held ready for use. Leasehold improvements are depreciated over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

The depreciation rates used for each class of depreciable assets are:

| | |
|--------------------------------|------------|
| Computer Hardware & Software | 33% to 40% |
| Furniture, Fixtures & Fittings | 20% to 50% |

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

Gains and losses on disposals are determined by comparing proceeds with the carrying amount. These gains or losses are recognised in profit or loss in the period in which they arise. When revalued assets are sold, amounts included in the revaluation surplus relating to that asset are transferred to retained earnings.

c). Intangibles

- Website -** the website is initially recognised at cost. It has a finite life and is carried at cost less any accumulated amortisation losses. The website has a useful life of five years.
- Software -** software is initially recognised at cost. It has a finite life and is carried at cost less any accumulated amortisation losses. Software has a useful life of three years.
- Trademarks -** trademarks are initially recognised at cost. It has a finite life and is carried at cost less any accumulated amortisation losses. Trademarks have a useful life of ten years.

d). Impairment of Assets

At the end of each reporting period, the entity assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs to sell and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in the profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard (e.g. in accordance with the revaluation model in AASB 116). Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Impairment of Non-Financial Assets

At the end of each reporting period, the entity assesses whether there is any indication that an asset may be impaired. If such an indication exists, an impairment test is carried out on the asset by comparing the recoverable amount of the asset, being the higher of the asset's fair value less costs of disposal and value in use, to the asset's carrying amount. Any excess of the asset's carrying amount over its recoverable amount is recognised immediately in profit or loss, unless the asset is carried at a revalued amount in accordance with another Standard. Any impairment loss of a revalued asset is treated as a revaluation decrease in accordance with that other Standard.

Intangible Assets – Software

The Company intends to amortise the Capitalised Cost of the Software over three years from the date it is available and ready for use and will be assessed annually for impairment.

e). Employee Benefits

Short-term employee benefits

Provision is made for the company's obligation for short-term employee benefits. Short-term employee benefits are benefits (other than termination benefits) that are expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service, including wages, salaries and sick leave. Short-term employee benefits are measured at the (undiscounted) amounts expected to be paid when the obligation is settled.

The company's obligations for short-term employee benefits such as wages, salaries and sick leave are recognised as a part of current trade and other payables in the statement of financial position.

Other long-term employee benefits

The company classifies employees' long service leave and annual leave entitlements as other long-term employee benefits as they are not expected to be settled wholly within 12 months after the end of the annual reporting period in which the employees render the related service. Provision is made for the company's obligation for other long-term employee benefits, which are measured at the present value of the expected future payments to be made to employees. Expected future payments incorporate anticipated future wage and salary levels, durations of service and employee departures, and are discounted at rates determined by reference to market yields at the end of the reporting period on government bonds that have maturity dates that approximate the terms of the obligations. Upon the remeasurement of obligations for other long-term employee benefits, the net change in the obligation is recognised in profit or loss classified under employee benefits expense.

The company's obligations for long-term employee benefits are presented as non-current liabilities in its statement of financial position, except where the company does not have an unconditional right to defer settlement for at least 12 months after the end of the reporting period, in which case the obligations are presented as current liabilities.

Retirement benefit obligations

The company pays the fixed superannuation guarantee contribution (currently 11.0% of the employee's ordinary time earnings) to the employee's superannuation fund of choice. All contributions in respect of employees' contribution entitlements are recognised

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

as an expense when they become payable. The company's obligation with respect to employees' contribution entitlements is limited to its obligation for any unpaid superannuation guarantee contributions at the end of the reporting period. All obligations for unpaid superannuation guarantee contributions are measured at the (undiscounted) amounts expected to be paid when the obligation is settled and are presented as current liabilities in the company's statement of financial position.

f). Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within short-term borrowings in current liabilities on the statement of financial position.

g). Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from state associations, clubs, athletes and any outstanding grant receipts. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non current assets.

Accounts receivable are initially recognised at fair value and subsequently measured at amortised cost using the effective interest rate method, less any provision for impairment. Refer to Note 1(n) for further discussion on impairment losses.

h). 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.

Cash flows are presented on a gross basis. The GST components of cash flows arising from investing or financing activities which are recoverable from, or payable to, the ATO are presented as operating cash flows included in receipts from customers or payments to suppliers.

i). Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under Div. 50 of the Income Tax Assessment Act 1997.

j). Provisions

Provisions are recognised when the entity 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 recognised represent the best estimate of the amounts required to settle the obligation at the end of the reporting period.

k). Comparative Figures

Where required by Accounting Standards, comparative figures have been adjusted to conform with changes in presentation for the current financial year.

l). Trade and Other Payables

Trade and other payables represent the liabilities for goods and services received by the company during the reporting period 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.

m). Economic Dependence

Water Polo Australia Limited is dependent on the Australian Sports Commission and its members for the majority of its revenue used to operate the business. At the date of this report, the Board of Directors has no reason to believe the Australian Sports Commission or its members will not continue to support Water Polo Australia Limited.

n). Financial Instruments

Initial recognition and measurement

Financial assets and financial liabilities are recognised when the entity becomes a party to the contractual provisions to the instrument. For financial assets, this is equivalent to the date that the company commits itself to either purchase or sell the asset (i.e. trade date accounting is adopted). Financial instruments are initially measured at fair value plus transactions costs except where the instrument is classified "at fair value through profit or loss" in which case transaction costs are recognised immediately as expenses in profit or loss.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

Classification and subsequent measurement

Financial instruments are subsequently measured at fair value, amortised cost using the effective interest method, or cost. Where available, quoted prices in an active market are used to determine fair value. In other circumstances, valuation techniques are adopted.

Amortised cost is calculated as the amount at which the financial asset or financial liability is measured at initial recognition less principal repayments and any reduction for impairment, and adjusted for any cumulative amortisation of the difference between that initial amount and the maturity amount calculated using the effective interest method.

The effective interest method is used to allocate interest income or interest expense over the relevant period and is equivalent to the rate that exactly discounts estimated future cash payments or receipts (including fees, transaction costs and other premiums or discounts) through the expected life (or when this cannot be reliably predicted, the contractual term) of the financial instrument to the net carrying amount of the financial asset or financial liability. Revisions to expected future net cash flows will necessitate an adjustment to the carrying amount with a consequential recognition of an income or expense item in profit or loss.

(i) Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market and are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial asset is derecognised.

(ii) Financial liabilities

Non-derivative financial liabilities other than financial guarantees are subsequently measured at amortised cost. Gains or losses are recognised in profit or loss through the amortisation process and when the financial liability is derecognised.

Impairment

At the end of each reporting period, the company assesses whether there is objective evidence that a financial asset has been impaired. A financial asset (or a group of financial assets) is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events (a "loss event") having occurred, which has an impact on the estimated future cash flows of the financial asset(s).

In the case of financial assets carried at amortised cost, loss events may include: indications that the debtors or a group of debtors are experiencing significant financial difficulty, default or delinquency in interest or principal payments; indications that they will enter bankruptcy or other financial reorganisation; and changes in arrears or economic conditions that correlate with defaults.

For financial assets carried at amortised cost (including loans and receivables), a separate allowance account is used to reduce the carrying amount of financial assets impaired by credit losses. After having taken all possible measures of recovery, if management establishes that the carrying amount cannot be recovered by any means, at that point the written-off amounts are charged to the allowance account or the carrying amount of impaired financial assets is reduced directly if no impairment amount was previously recognised in the allowance account.

When the terms of financial assets that would otherwise have been past due or impaired have been renegotiated, the company recognises the impairment for such financial assets by taking into account the original terms as if the terms have not been renegotiated so that the loss events that have occurred are duly considered.

Derecognition

Financial assets are derecognised when the contractual rights to receipt of cash flows expire or the asset is transferred to another party whereby the entity no longer has any significant continuing involvement in the risks and benefits associated with the asset. Financial liabilities are derecognised when the related obligations are discharged or cancelled, or have expired. The difference between the carrying amount of the financial liability, which is extinguished or transferred to another party, and the fair value of consideration paid, including the transfer of non-cash assets or liabilities assumed, is recognised in profit or loss.

o). Leases

The Entity as lessee

At inception of a contract, the Company assesses if the contract contains or is a lease. If there is a lease present, a right-of-use asset and a corresponding lease liability is recognised by the Company where the Company is a lessee. However, all contracts that are classified as short-term leases (lease with remaining lease term of 12 months or less) and leases of low-value assets are recognised as an operating expense on a straight-line basis over the term of the lease.

Initially, the lease liability is measured at the present value of the lease payments still to be paid at the commencement date. The lease payments are discounted at the interest rate implicit in the lease. If this rate cannot be readily determined, the Company uses the incremental borrowing rate.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

Lease payments included in the measurement of the lease liability are as follows:

- fixed lease payments less any lease incentives;
- variable lease payments that depend on an index or rate, initially measured using the index or rate at the commencement date;
- the amount expected to be payable by the lessee under residual value guarantees;
- the exercise price of purchase options, if the lessee is reasonably certain to exercise the options;
- lease payments under extension options if lessee is reasonably certain to exercise the options; and
- payments of penalties for terminating the lease, if the lease term reflects the exercise of an option to terminate the lease.

The right-of-use assets is an initial measurement of the corresponding lease liability less any incentives and initial direct costs. Subsequently, the measurement is the cost less accumulated depreciation (and impairment if applicable).

Right-of-use assets are depreciated over the lease term or useful life of the underlying asset whichever is the shortest. Where a lease transfers ownership of the underlying asset or the cost of the right-of-use asset reflects that the Company anticipates to exercise a purchase option, the specific asset is depreciated over the useful life of the underlying asset.

Concessionary Leases

For leases that have significantly below-market terms and conditions principally to enable the Company to further its objectives (commonly known as peppercorn/concessionary leases), the Company has adopted the temporary relief under AASB 2018-8 and measures the right of use asset at cost on initial recognition.

p). Critical Accounting Estimates and Judgments

The directors evaluate estimates and judgments incorporated into the financial statements based on historical knowledge and best available current information. Estimates assume a reasonable expectation of future events and are based on current trends and economic data, obtained both externally and within the company.

Key judgments

Employee Benefits

For the purpose of measurement, AASB 119: Employee Benefits defines obligations for short-term employee benefits as obligations expected to be settled wholly before 12 months after the end of the annual reporting period in which the employees render the related services. As the company expects that most employees will not use all of their annual leave entitlements in the same year in which they are earned or during the 12-month period that follows (despite an informal used within 18 months), the directors believe that obligations for annual leave entitlements satisfy the company policy that requires annual leave to be definition of other long-term employee benefits and, therefore, are required to be measured at the present value of the expected future payments to be made to employees.

q). New and Amended Accounting Standards Adopted by the Company

AASB 2021-2: Amendments to Australian Accounting Standards – Disclosure of Accounting Policies and Definition of Accounting Estimates

The Company adopted AASB 2021-2 which amends AASB 7, AASB 101, AASB 108 and AASB 134 to require disclosure of “material accounting policy information” rather than significant accounting policies’ in a company’s financial statements. It also updates AASB Practice Statement 2 to provide guidance on the application of the concept of materiality to accounting policy disclosures.

The adoption of the amendment did not have a material impact on the financial statements.

AASB 2021-6: Amendments to Australian Accounting Standards – Disclosure of Accounting Policies: Tier 2 and Other Australian Accounting Standards

AASB 2021-6 amends AASB 1049 and AASB 1060 to require disclosure of “material accounting policy information” rather than “significant accounting policies” in a company’s financial statements. It also amends AASB 1054 to reflect the updated terminology used in AASB 101 as a result of AASB 2021-2.

The adoption of the amendment did not have a material impact on the financial statements.

AASB 2022-7: Editorial Corrections to Australian Accounting Standards and Repeal of Superseded and Redundant Standards

AASB 2022-7 makes editorial corrections to various Australian Accounting Standards and AASB Practice Statement 2. It also formally repeals the superseded and redundant Australian Accounting Standards set out in Schedules 1 and 2 of this standard.

The adoption of the amendment did not have a material impact on the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

| | Note | 2024 \$ | 2023 \$ |
|---|------|------------------|------------------|
| NOTE 2A: FEES & CONTRIBUTIONS | | | |
| Membership Fees | | 903,496 | 855,233 |
| Athlete Contributions | | 1,744,458 | 2,278,190 |
| Competition Entry fees | | 1,944,745 | 1,869,764 |
| Total Fees & Contributions | | 4,592,699 | 5,003,187 |
| NOTE 2B: GRANTS & SPONSORSHIPS | | | |
| ASC Grants | | 4,940,602 | 3,969,448 |
| Other Grants | | 155,570 | 284,749 |
| Sponsorship | | 970,980 | 781,285 |
| Total Grants & Sponsorships | | 6,067,152 | 5,035,482 |
| NOTE 3A: EMPLOYEE BENEFITS | | | |
| Salaries & Wages | | 2,109,063 | 1,904,108 |
| Provision for Leave | | 97,720 | 152,875 |
| Superannuation | | 230,689 | 204,325 |
| Other Employee Benefits | | 110,263 | 83,998 |
| Total Employee Benefits | | 2,547,735 | 2,345,307 |
| NOTE 3B: DEPRECIATION & AMORTISATION | | | |
| Depreciation | | 15,116 | 16,356 |
| Amortisation | | 570 | 2,009 |
| Total Depreciation & Amortisation | | 15,687 | 18,365 |
| NOTE 4: CASH & CASH EQUIVALENTS | | | |
| Cash at Bank | | 2,401,651 | 2,389,792 |
| NOTE 5: TRADE & OTHER RECEIVABLES | | | |
| Current: | | | |
| Accounts Receivables | | 502,848 | 652,506 |
| Provision for Impairment | 5a | (16,114) | (8,650) |
| Other Receivables | | 10,522 | 9,243 |
| | | 497,256 | 653,099 |

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

| | 2024 \$ | 2023 \$ |
|--|---------------|--------------|
| a) Provision for Impairment of Receivables | | |
| Movement in the provision for impairment of receivables is as follows: | | |
| Provision for impairment as at 1 July | 8,650 | 9,700 |
| - Taken up | 8,514 | - |
| - Written Off | (1,050) | (1,050) |
| Provision for impairment as at 30 June | 16,114 | 8,650 |

NOTE 6: INVENTORY ON HAND

| | | |
|----------------------|---------------|---------------|
| Equipment & Clothing | 57,745 | 56,749 |
| | 57,745 | 56,749 |

NOTE 7: OTHER ASSETS

Current:

| | | |
|-----------------------------|----------------|----------------|
| Prepayments including tours | 551,530 | 787,973 |
| Accrued Income | - | 50,000 |
| | 551,530 | 837,973 |

NOTE 8A: PLANT & EQUIPMENT

| | | |
|------------------------------------|---------------|--------------|
| Plant & Equipment at Original Cost | 51,831 | 39,523 |
| Less: Accumulated Depreciation | (33,415) | (29,815) |
| Net Carrying Amount | 18,415 | 9,708 |

Movements in Carrying Amounts

Movement in the carrying amounts for plant and equipment between the beginning and the end of the current financial year:

| | Cost | Depreciation |
|---|---------------|-----------------|
| Balance at the beginning of the year | 39,523 | (29,815) |
| Additions | 24,990 | (15,116) |
| Disposals | (12,682) | 11,516 |
| Carrying amount at the end of the year | 51,831 | (33,415) |

NOTE 8B: RIGHT OF USE ASSET

| | | |
|---|---------------|---------------|
| Office Licence – Stadium Australia at Original Cost | 200,822 | 200,822 |
| Less: Accumulated Depreciation | (186,127) | (127,351) |
| | 14,695 | 73,471 |

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

Movements in Carrying Amounts

Movement in the carrying amounts for right of use asset between the beginning and the end of the current financial year:

| | Cost | Depreciation |
|---|----------------|------------------|
| Balance at the beginning of the year | 200,822 | (127,351) |
| Additions | - | (58,776) |
| Disposals | - | - |
| Carrying amount at the end of the year | 200,822 | (186,127) |

The right of use asset represents a licence agreement for the use of office space within Stadium Australia in accordance with AASB 16.

| | 2024 \$ | 2023 \$ |
|--|------------|------------|
| | | |

NOTE 9: INTANGIBLE ASSETS

| | | |
|------------------------------------|------------|------------|
| Intangible Assets at Original Cost | 197,295 | 197,295 |
| Less: Accumulated Amortisation | (196,978) | (196,408) |
| Net Carrying Amount | 317 | 888 |

Movements in Carrying Amounts

Movement in the carrying amounts for intangible assets between the beginning and the end of the current financial year:

| Website | Cost | Depreciation |
|---|---------------|-----------------|
| Balance at the beginning of the year | 28,341 | (27,861) |
| Additions | - | (480) |
| Disposals | - | - |
| Carrying amount at the end of the year | 28,341 | (28,341) |

| Software | Cost | Depreciation |
|---|----------------|------------------|
| Balance at the beginning of the year | 168,045 | (168,045) |
| Additions | - | - |
| Disposals | - | - |
| Carrying amount at the end of the year | 168,045 | (168,045) |

| Trademarks | Cost | Depreciation |
|---|------------|--------------|
| Balance at the beginning of the year | 909 | (501) |
| Additions | - | (90) |
| Disposals | - | - |
| Carrying amount at the end of the year | 909 | (591) |

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

| | 2024 | 2023 |
|--|------|------|
| | \$ | \$ |

NOTE 10: TRADE & OTHER PAYABLES

Current:

| | | |
|------------------|----------------|------------------|
| Accounts Payable | 312,973 | 766,153 |
| Accruals | 147,529 | 329,197 |
| Other | 67,953 | 100,474 |
| | 528,454 | 1,195,825 |

NOTE 11: INCOME RECEIVED IN ADVANCE

| | | |
|-------------------------|----------------|----------------|
| Athlete's Contributions | 7,012 | 232,548 |
| Other | 240,176 | 116,743 |
| | 247,188 | 349,291 |

NOTE 12: DEFERRED INCOME

| | | |
|------------------------------|------------------|------------------|
| Australian Sports Commission | 1,338,174 | 1,224,856 |
| | 1,338,174 | 1,224,856 |

NOTE 13: PROVISIONS

| | | |
|--------------------|----------------|----------------|
| Annual Leave | 184,540 | 227,546 |
| Long Service Leave | 32,031 | 25,041 |
| | 216,570 | 252,586 |

| | Employee Benefits | Total |
|---|-------------------|----------------|
| Analysis of total provisions | | |
| Balance at the beginning of the year | 252,586 | 252,586 |
| Additional provisions raised during the year | 172,407 | 172,407 |
| Amounts used | (208,423) | (208,423) |
| Carrying amount at the end of the year | 216,570 | 216,570 |

Provision for Employee Benefits

Provision for employee benefits represents amounts accrued for annual leave and long service leave.

The current portion for this provision includes the total amount accrued for annual leave entitlements and the amounts accrued for long service leave entitlements that have vested due to employees having completed the required period of service. Based on past experience, the company does not expect the full amount of annual leave or long service leave balances classified as current liabilities to be settled within the next 12 months. However, these amounts must be classified as current liabilities since the company does not have an unconditional right to defer the settlement of these amounts in the event employees wish to use their leave entitlement.

The non-current portion for this provision includes amounts accrued for long service leave entitlements that have not yet vested in relation to those employees who have not yet completed the required period of service.

In calculating the present value of future cash flows in respect of long service leave, the probability of long service leave being taken is based upon historical data. The measurement and recognition criteria for employee benefits have been discussed in Note 1(e).

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

| | Note | 2024 \$ | 2023 \$ |
|---------------------------------|------|---------------|---------------|
| NOTE 14: LEASE LIABILITY | | | |
| Current | | 15,062 | 60,247 |
| Non-Current | | - | 15,062 |
| | | 15,062 | 75,308 |

The lease liability represents amounts owing under a licence agreement for the use of office space within Stadium Australia in accordance with AASB 16.

AASB 16 related amounts recognised in the statement of profit or loss:

| | | | |
|---------------------------------------|--|---|---|
| Interest expense on lease liabilities | | - | - |
|---------------------------------------|--|---|---|

NOTE 15: FINANCIAL RISK MANAGEMENT

The company's financial instruments consist of deposits with banks, accounts receivable and payable, and leases.

The carrying amounts for each category of financial instruments, measured in accordance with AASB 9:

Financial Instruments as detailed in the accounting policies to these financial statements, are as follows:

Financial assets

| | | | |
|-------------------------------|---|------------------|------------------|
| Cash and cash equivalents | 4 | 2,401,651 | 2,389,792 |
| Trade and other receivables | 5 | 497,256 | 653,099 |
| Total financial assets | | 2,898,907 | 3,042,891 |

Financial liabilities

Financial liabilities at amortised cost:

| | | | |
|------------------------------------|----|----------------|------------------|
| - Trade and other payables | 10 | 528,454 | 1,195,825 |
| Total financial liabilities | | 528,454 | 1,195,825 |

NOTE 16: KEY MANAGEMENT PERSONNEL REMUNERATION

Any person(s) having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly, including any director (whether executive or otherwise) of that entity is considered key management personnel.

The totals of remuneration paid to key management personnel (KMP) of the company during the year are as follows:

| | | | |
|---------------------------------------|--|---------|---------|
| Key management personnel compensation | | 228,527 | 208,563 |
|---------------------------------------|--|---------|---------|

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

2024
\$

2023
\$

NOTE 17: RELATED PARTY TRANSACTIONS

Related parties include close family members of key management personnel and entities that are controlled or jointly controlled by those key management personnel individually or collectively with their close family members.

Any transactions between related parties are on normal commercial terms and conditions no more favourable than those available to other persons unless otherwise stated.

NOTE 18: AUDITOR REMUNERATION

Auditors of the Company – CBC Partners

| | | |
|--|---------------|---------------|
| Audit & Review of Financial Statements | 18,100 | 18,100 |
| Audit – Australian Youth Water Polo Championship | 6,500 | - |
| Taxation Advice & Regulatory Compliance | 1,360 | 1,360 |
| Other Services | 2,300 | - |
| | 28,260 | 19,460 |

NOTE 19: COMMITMENTS

There are no non-cancellable commitments as at reporting date.

NOTE 20: CONTINGENT LIABILITIES & CONTINGENT ASSETS

The directors are not aware of any contingent assets and liabilities as at reporting date.

NOTE 21: EVENTS AFTER THE REPORTING PERIOD

The directors are not aware of any significant events since the end of the reporting period.

NOTE 22: SEGMENT REPORTING

| | Revenue \$ | Expenses \$ |
|-------------------|-------------------|-------------------|
| 2024 | | |
| High Performance | 7,151,399 | 7,150,935 |
| Competitions | 2,810,494 | 3,155,154 |
| Sport Development | 1,806,882 | 1,190,336 |
| Total | 11,768,775 | 11,496,426 |
| 2023 | | |
| High Performance | 6,300,321 | 6,338,224 |
| Competitions | 2,548,202 | 2,847,278 |
| Sport Development | 1,633,254 | 1,339,598 |
| Total | 10,481,777 | 10,525,099 |

NOTE 23: ENTITY DETAILS

The registered office of the entity and principal place of business was to 30 September 2024:
'Stadium Australia', Level 3 East
Edwin Flack Avenue
Sydney Olympic Park, NSW 2127

Then the registered office of the entity and principal place of business is from 1 October 2024:
C/ CBC Partners Pty Limited
Level 11, 22 Market Street
Sydney, NSW 2000

DIRECTORS' DECLARATION

AS AT 30 JUNE 2024

In accordance with a resolution of the directors of Water Polo Australia Limited, the directors of the company declare that:

1. The financial statements and notes, as set out in the financial report, satisfy the requirements of the Corporations Act 2001 and:
 - a) comply with Australian Accounting Standards – Simplified Disclosures applicable to the company; and
 - b) give a true and fair view of the financial position of the company as at 30 June 2024 and of its performance for the year ended on that date.
2. In the directors' opinion there are reasonable grounds to believe that the company will be able to pay its debts as and when they become due and payable.



Trent Birkett (President)



Alex Alderson (Director)

Dated this 4th day of October 2024

INDEPENDENT AUDITOR'S REPORT

TO THE MEMBERS OF WATER POLO AUSTRALIA LIMITED



WATER POLO AUSTRALIA LIMITED
ABN 86 159 573 403

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF WATER POLO AUSTRALIA LIMITED

Opinion

We have audited the financial report of Water Polo Australia Limited (the entity), which comprises the statement of financial position as at 30 June 2024, the statement of profit or loss, statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies and the directors' declaration.

In our opinion, the accompanying financial report of the entity is in accordance with the *Corporations Act 2001*, including:

- (i) giving a true and fair view of the entity's financial position as at 30 June 2024 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards – *AASB 1060: General Purpose Financial Statements – Simplified Disclosures for For-Profit and Non-For-Profit Tier 2 Entities and the Corporations Regulations 2001*.

Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Report* section of our report. We are independent of the entity in accordance with the auditor independence requirements of the *Corporations Act 2001* and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110: Code of Ethics for Professional Accountants (including Independence Standards)* (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

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

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CBC Partners, ABN: 64 711 635 192 •

Liability limited by a scheme approved under Professional Standards Legislation

Information Other than the Financial Report and Auditor’s Report Thereon

The directors are responsible for the other information. The other information comprises the information included in the entity’s annual report for the year ended 30 June 2024, but does not include the financial report and our auditor’s report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report, or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Responsibilities of the Directors for the Financial Report

The directors of the entity are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards – AASB 1060: *General Purpose Financial Statements – Simplified Disclosures for For-Profit and Non-For-Profit Tier 2 Entities* and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the directors are responsible for assessing the entity’s ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the entity or to cease operations, or have no realistic alternative but to do so.

Auditor’s Responsibilities for the Audit of the Financial Report

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor’s report that includes our opinion. Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decision of users taken on the basis of this financial report.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website at: <http://www.auasb.gov.au/Home.aspx>. This description forms part of our auditor’s report.

CBC PARTNERS
Chartered Accountants



DOMENIC A. CUTRUPI
Partner

4 October 2024
SYDNEY

THANKS TO OUR PARTNERS

MAJOR PARTNERS



PRESENTING PARTNERS



SUPPORT PARTNERS



SUPPLY PARTNER



PROGRAM PARTNERS



PREFERRED PROVIDERS

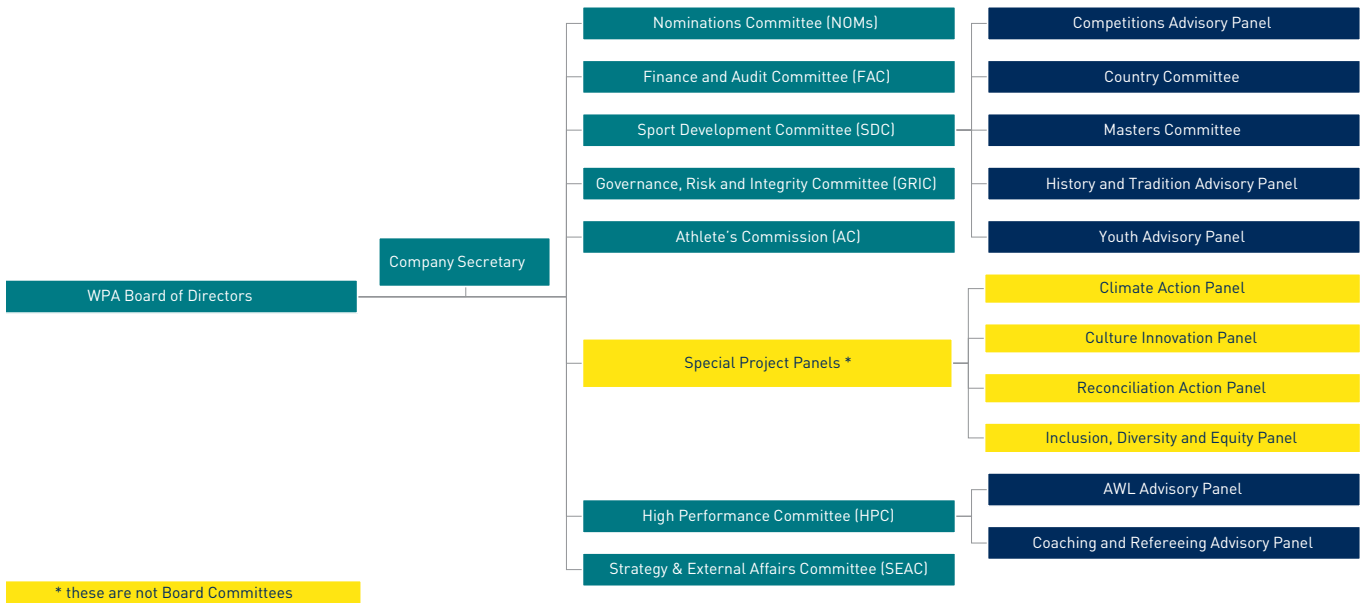


INDUSTRY COLLABORATORS

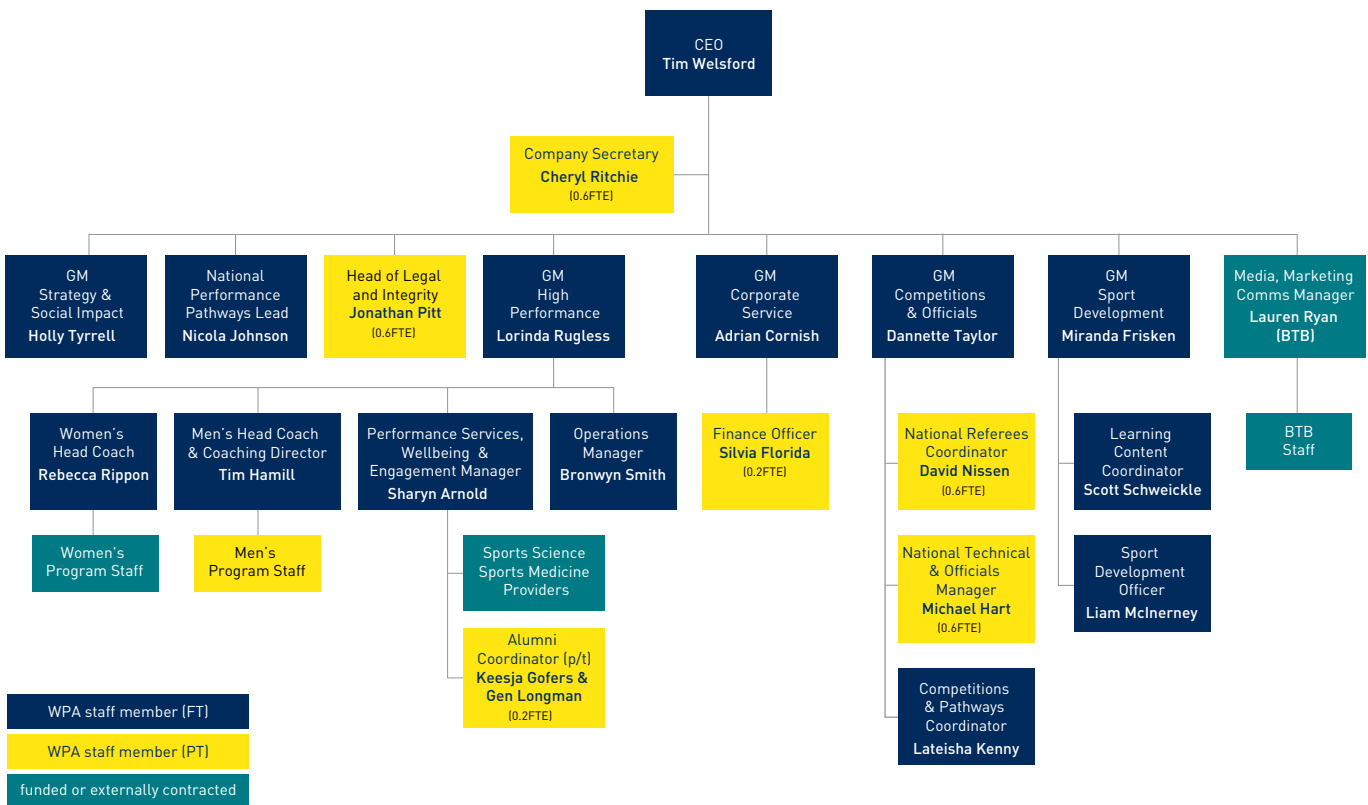


ORGANISATION STRUCTURE

CURRENT – WPA BOARD & COMMITTEE STRUCTURE



WPA ORG CHART



HONOUR ROLL

LIFE MEMBERS

- 1993 Peter Montgomery AM
- 2009 Tom Hoad AM
- 2009 Pat Jones
- 2009 Harry Quittner (deceased)
- 2009 David Woods (deceased)
- 2015 Peter Kerr AM
- 2020 John Whitehouse
- 2021 Leanne Barnes OAM
- 2021 David Neesham OAM
- 2022 William R (Bill) Jones
- 2023 Thomas Whalan

HONORARY LIFE PRESIDENT

- Harry Quittner (deceased)

HARRY QUITTNER MEDAL RECIPIENTS

- 1986 Charles Turner
- 1987 Debbie Cummins
- 1988 Peter Montgomery AM
- 1989 Tom Hoad AM
- 1990 Andrew Kerr OAM
- 1991 John Whitehouse OAM
- 1992 Chris Wybrow & Debbie Watson OAM
- 1993 Not awarded
- 1994 Ray Mayers
- 1995 Pat Jones
- 1996 Don Cameron
- 1997-1999 Not awarded
- 2000 John Fox
- 2001-06 – Not awarded
- 2007 Nathan Thomas
- 2008 Tracy Rockwell
- 2009 Leanne Barnes
- 2010 Jeanette Gunn
- 2014 Peter Kerr AM
- 2022 Graham 'Doc' Wulf

HALL OF FAME

- 2009 Wendy Arancini (nee Meloncelli, WA)
- 2009 Debbie Cummins (nee Handley, QLD)
- 2009 Tom Hoad AM (WA)
- 2009 Andrew Kerr OAM (NSW)
- 2009 Peter Montgomery AM (NSW)
- 2009 Cathy Parkes OAM (NSW) (deceased)
- 2009 Charles Turner (SA & NSW)
- 2009 Debbie Watson OAM (NSW)
- 2009 John Whitehouse OAM (TAS)
- 2010 Bill Berge-Phillips (NSW) (deceased)
- 2010 Bridgette Gusterson OAM (WA)
- 2010 David Neesham (WA)
- 2010 John O'Brien (VIC) (deceased)
- 2010 Ray Smee OAM (NSW) (deceased)
- 2010 David Woods (NSW) (deceased)
- 2011 Leanne Barnes (VIC)
- 2011 Peter Kerr AM (NSW)
- 2011 Ian Mills (VIC)
- 2011 Les Nunn (WA)
- 2011 Michael Withers (VIC, NSW)
- 2011 Chris Wybrow (NSW)
- 2012 Leon Wiegard OAM (VIC)
- 2012 Peter Bennett (VIC) (deceased)
- 2012 Alan Charleston (WA) (deceased)
- 2014 Naomi McCarthy OAM (nee Castle, QLD)
- 2014 Ron Wootton OAM (VIC) (deceased)
- 2014 Michael Turner (SA)
- 2019 Bronwyn Smith OAM (nee Mayer)
- 2019 Gavin Woods
- 2019 Istvan Gorgenyi
- 2021 Colin French (WA) (deceased – awarded posthumous)
- 2021 Amanda Leeson-Smith
- 2021 Ian Trent
- 2023 John Fox
- 2023 Nathan Thomas
- 2023 Thomas Whalan



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