

2023 AGM Chair Address

Special Olympics
Australia



2022 Highlights – National Games



- 9 Competition Sports
- 750 Athletes
- 246 Officials
- 350 Volunteers (750 shifts)
- 3000 Spectators
- 1724 Medals
- Law Enforcement Torch Run
- Athlete Leadership/Mentors



Other 2022 Highlights



- ✓ Progressing NDIS funding for the benefit of all athletes
- ✓ Return to sport, competition and fundraising events post COVID
- ✓ Additional corporate sponsors coming online
- ✓ Potential remaining to host 2027 World Games
 - High quality bid submitted
 - Site visit with SOI delegation

Strategic Plan



OUR VISION

Our vision is an inclusive Australia through which people with intellectual disabilities live an active, healthy and fulfilling life.



OUR MISSION

Our mission is to provide inclusive training and competition in a variety of sports for children and adults with intellectual disabilities enabling opportunities to develop physical fitness, demonstrate courage, experience joy, improve wellbeing, and participate in a sharing of gifts, skills and friendship with the community.

OUR STRATEGIC PRIORITIES



VIABLE BUSINESS

NDIS

Package Development
Scalable Program Model
Education and Awareness

Sustainability

Corporate Partnerships
Fundraising Events
Digital Campaigns
Donor Acquisition
Grant Acquisition

Digital

Website Redevelopment
Cashless Payments
Online Systems
Data and Reporting

Public Relations

Government Relations
LETR Partnership
Stakeholder Management



QUALITY EXPERIENCE

Athletes

Athlete Satisfaction
Physical Literacy
Athlete Leadership
Healthy Athletes

Coaches

Coach Satisfaction
Accreditation Standards
Training and Development
Delivery Resources

Volunteers

Volunteer Satisfaction
Induction
Training and Development
Administrative Resources

Competition

Club Competition
Games Pathway
Junior Carnivals



EXPAND ENGAGEMENT

Membership

Athletes (by category)
Volunteers
Coaches

Clubs

Strong Committees
Centralised Delivery Model
Sports/Programs

Programs

Young Athletes
Schools
Affiliates
Unified

Brand

Community Awareness
National Partnerships
Media Engagement
Perth 2027



INCLUSIVE LEADERSHIP

Governance

National Council
National Athlete Input Council
National Sport Advisory Group
Policies and Procedures

Sector Capability

Inclusive Sport Academy
NSO Partnerships
Consultancy Services

Advocacy

Conference Presentations
Webinars and Video Sessions
Position Statements
NSOD Alliance

Current Strategic Priorities



STRATEGIC PILLARS



VIABLE BUSINESS



QUALITY EXPERIENCE



EXPAND ENGAGEMENT



INCLUSIVE LEADERSHIP

Priority 1

Leverage the NDIS

Develop and transform to the optimal sport & competition delivery model that aligns to and fulfils the NDIS outcomes framework.

Priority 2

Increase Diversified Revenue

Deliver a fundraising strategy focused on increasing revenue through government, corporate and philanthropic sectors.

Priority 3

Improve & Increase Participation

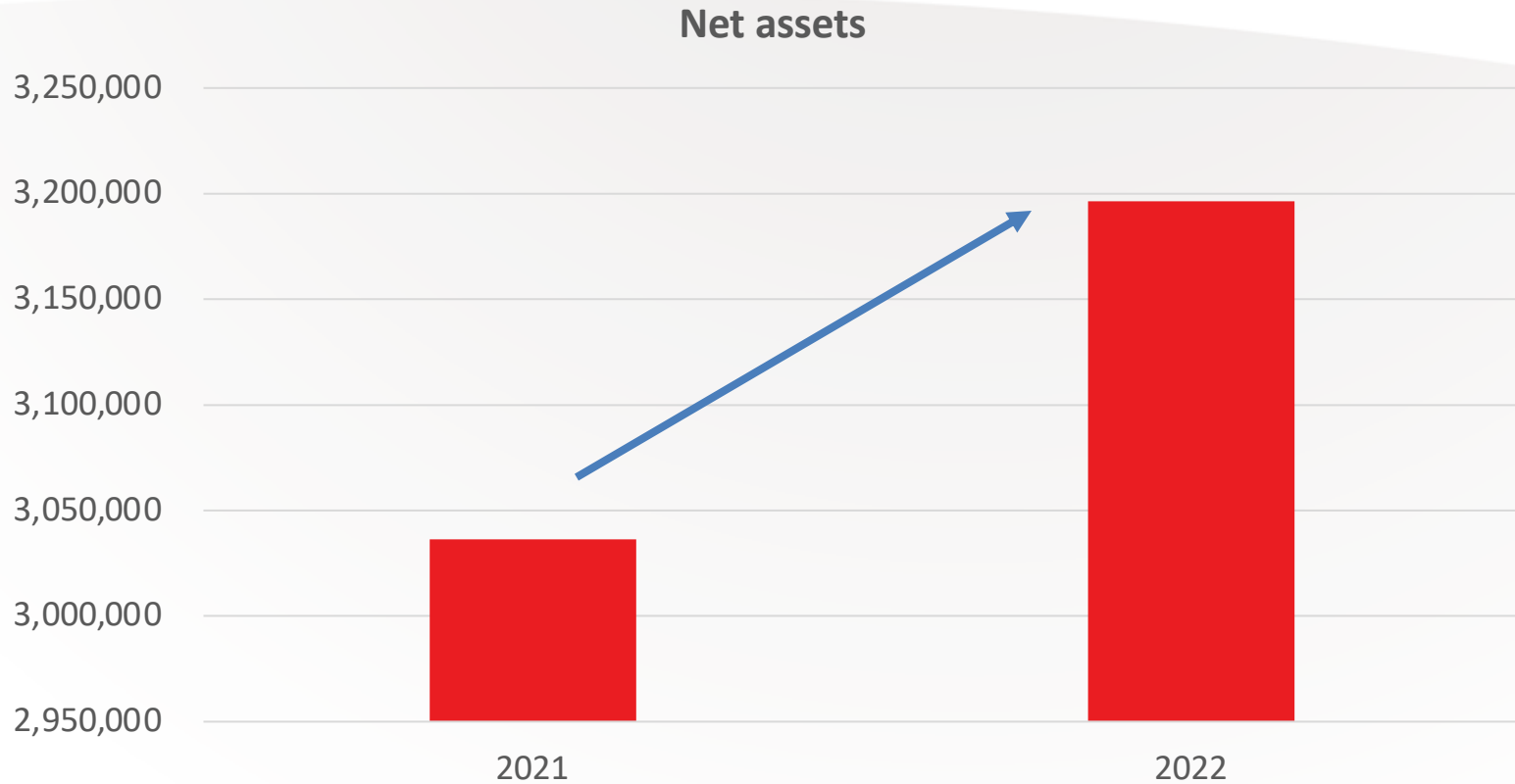
Partner with NSOs to deliver high quality programs, resources and experiences for athletes, volunteers & coaches

CEO's (and therefore SOA's) KPIs



Objective	KPI	Descriptor/Comments
1. <i>Launch a 3-year transformation strategy and financial forecast</i>	<i>3-year strategic plan Launched in Oct 2023</i>	<ul style="list-style-type: none"> Lead development of the strategic plan, including initial scoping, grassroots consultation, stakeholder engagement and overall design with facilitation by Deloitte and with board input. Will include change management plan, 3 year financial forecast and a communications plan for the launch. Will be used to inform the 2024 budget.
2. <i>Enable participants to utilise NDIS to access SOA programs</i>	<i>Centralised model implemented in 4 states by Dec 2023</i>	<ul style="list-style-type: none"> The centralised model includes targeted communications and education to members, a change management process, the new digital platform, and includes contributions from our NSO partners. Target states: WA, SA, ACT, TAS.
3. <i>Sign new multi-year corporate partner/s</i>	<i>Year 1 budget target achieved by Dec 2023</i>	<ul style="list-style-type: none"> Leverage SOA's product specific value propositions and seek strong values alignment with partners to ensure year 1 budget target and establish multi-year agreements to enable future years revenue.
4. <i>Re-establish a profitable fundraising events portfolio</i>	<i>5 profitable SOA events delivered by Dec 2023</i>	<ul style="list-style-type: none"> Leverage the 2023 World Games to reinstate a profitable Signature Dinner and expand the SPLASH event concept beyond Sydney, with initial focus in Melbourne and Brisbane.
5. <i>Deliver on the 2023 budget</i>	<i>Achieve 2023 budget target by Dec 2023</i>	<ul style="list-style-type: none"> Monitor and adjust the 2023 financial outlook throughout the year, with input and guidance from FARM, to ensure a positive year-end result aligned to the approved 2023 budget.
6. <i>Build an inclusive and united culture among staff, athletes and volunteers</i>	<i>Positive NPS shift from Apr to Nov 2023</i>	<ul style="list-style-type: none"> Promote a culture of 'one-team' throughout the organisation with surveys used in April to gain a benchmark and in November (post Strategy launch) to measure change. Annual surveys to then occur in Oct/Nov period. Positive NPS shift should depict: <ul style="list-style-type: none"> - Staff are willing to promote SOA as an 'employer of choice' - Volunteers recommend SOA as a great place to volunteer - Athletes/families recommend SOA (and programs) to others.

Financial Summary



More detail to come in SOA's Finance, Audit & Risk Committee report

Finance, Audit and Risk Committee Report

Special Olympics
Australia



Year in review



- Consolidated operating surplus: \$160K
- Member's equity increased from \$3,036K to \$3,196K
- Corporate Sponsorship on budget but needs to be replaced
- National Games surplus: \$239K
- Poor recovery on events income
- Cost management continues

Profit and loss result 2022



Consolidated Statement of comprehensive income For the year ended 31 December 2022

Income and expenses by stream	2022 \$	2021 \$
Fundraising revenue		
Income	2,042,662	1,991,699
Expenses	<u>(688,422)</u>	<u>(644,825)</u>
Sub-total fundraising	<u>1,354,240</u>	<u>1,346,874</u>
Sports and program		
Income	6,162,935	2,185,545
Expenses	<u>(6,381,992)</u>	<u>(2,386,965)</u>
Sub-total sports and program	<u>(219,057)</u>	<u>(201,420)</u>
Programs support and administration		
Income	252,988	180,084
Expenses	<u>(1,264,141)</u>	<u>(1,319,813)</u>
Sub-total Programs support and administration	<u>(1,011,153)</u>	<u>(1,139,729)</u>
Other income	36,218	243,458
Total income	8,494,803	4,600,786
Total expenses	(8,334,555)	(4,351,603)
Surplus/(Deficit) before tax	160,248	249,183
Tax expenses	<u>-</u>	<u>-</u>
Surplus/(Deficit) for the Year	<u>160,248</u>	<u>249,183</u>
Other comprehensive income	<u>-</u>	<u>-</u>
Total comprehensive income for the year	<u>160,248</u>	<u>249,183</u>

- ASC funding unchanged
- Corporate and partnership income of \$979K compared to \$831K in 2021
- National fundraising events income \$124K (net) compared to \$75K in 2021 and \$600K+ pre-covid
- Management have maintained a focus on cost management, but we continue to look for efficiencies and better way of doing things

Results by division 2022



Income and expenses by division For the year ended 31 December 2022

	Central office	National Games	State Committee & World Games bid	Clubs	Total
Total income	3,594,744	3,564,940	606,153	728,966	8,494,803
Total expenses	(3,376,715)	(3,325,548)	(803,504)	(828,788)	(8,334,555)
Net surplus/(deficit)	<u>218,029</u>	<u>239,392</u>	<u>(197,351)</u>	<u>(99,822)</u>	<u>160,248</u>

2022 National Games result



Income

Head office arranged funding	1,827,170
Athlete levy and contribution	1,737,770

Total Income 3,564,940

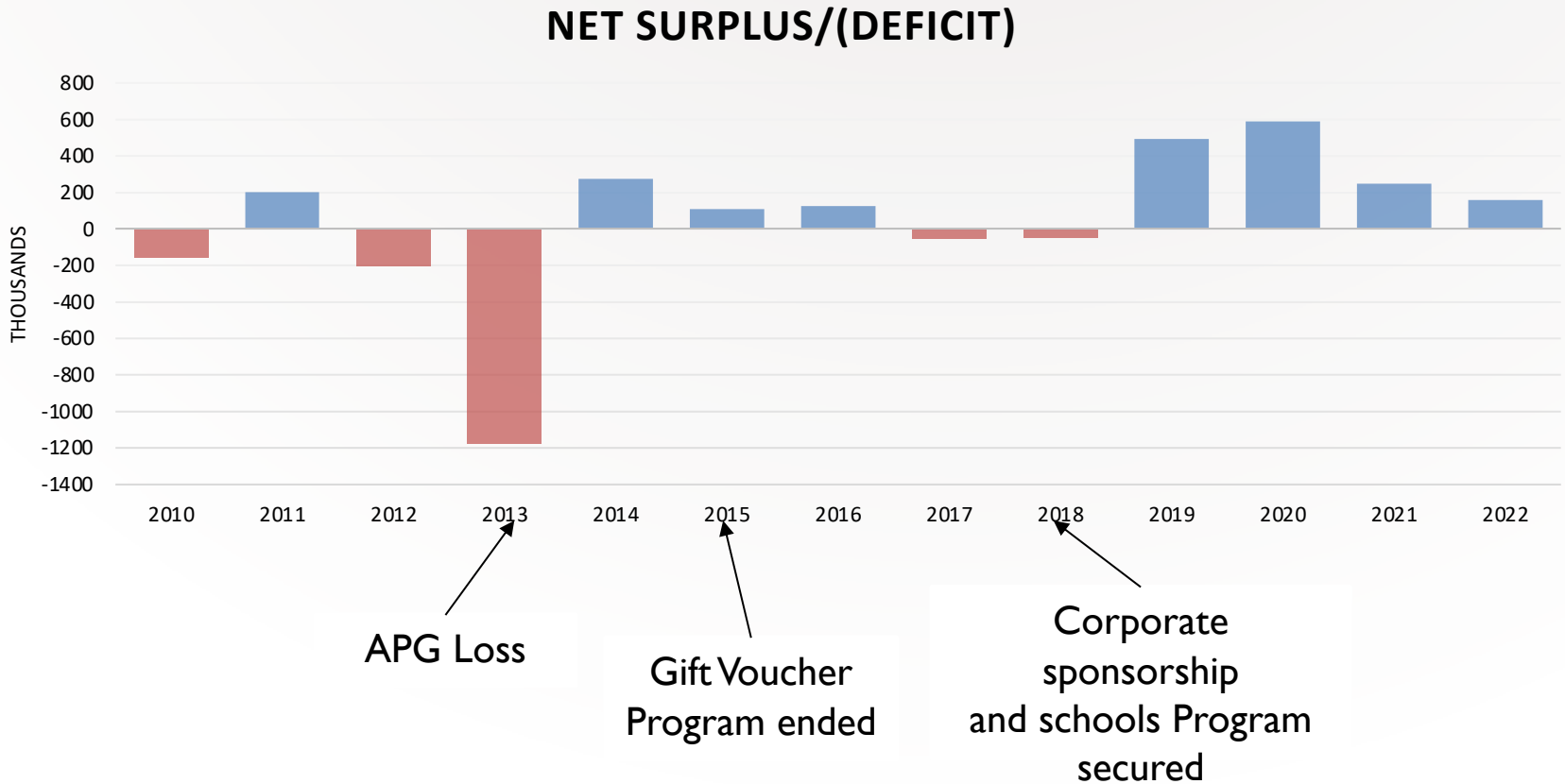
Expenses

Accommodation	642,072
Food and beverage	386,903
Venue hire & sports expenses	96,004
Air and land transportation	611,848
Uniform	426,016
Training camp	158,608
Opening/Closing ceremony	170,517
Operating and administration	524,546
Salaries & payroll related cost	309,034

Total Expenses 3,325,548

Surplus/(Deficit) 239,392

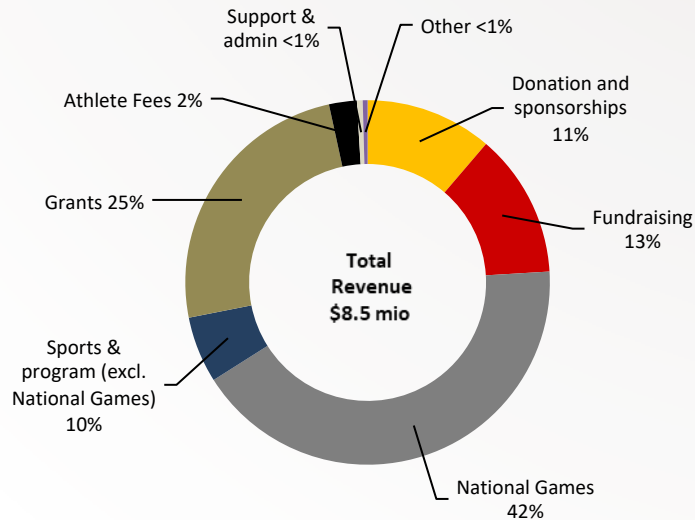
Profit/(loss) comparison



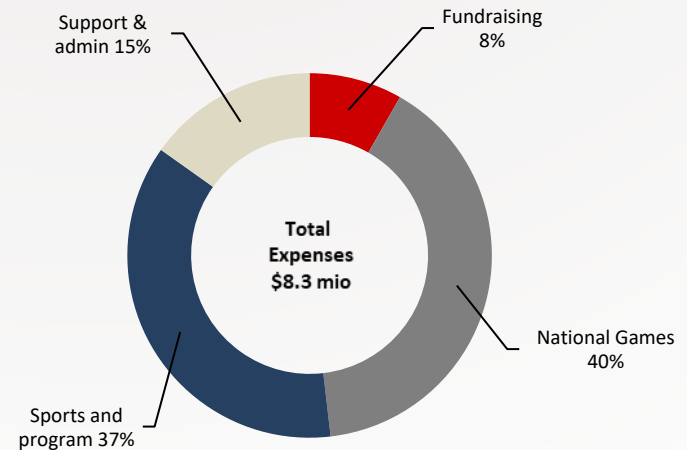
Revenue & Expense 2022



Revenue 2022

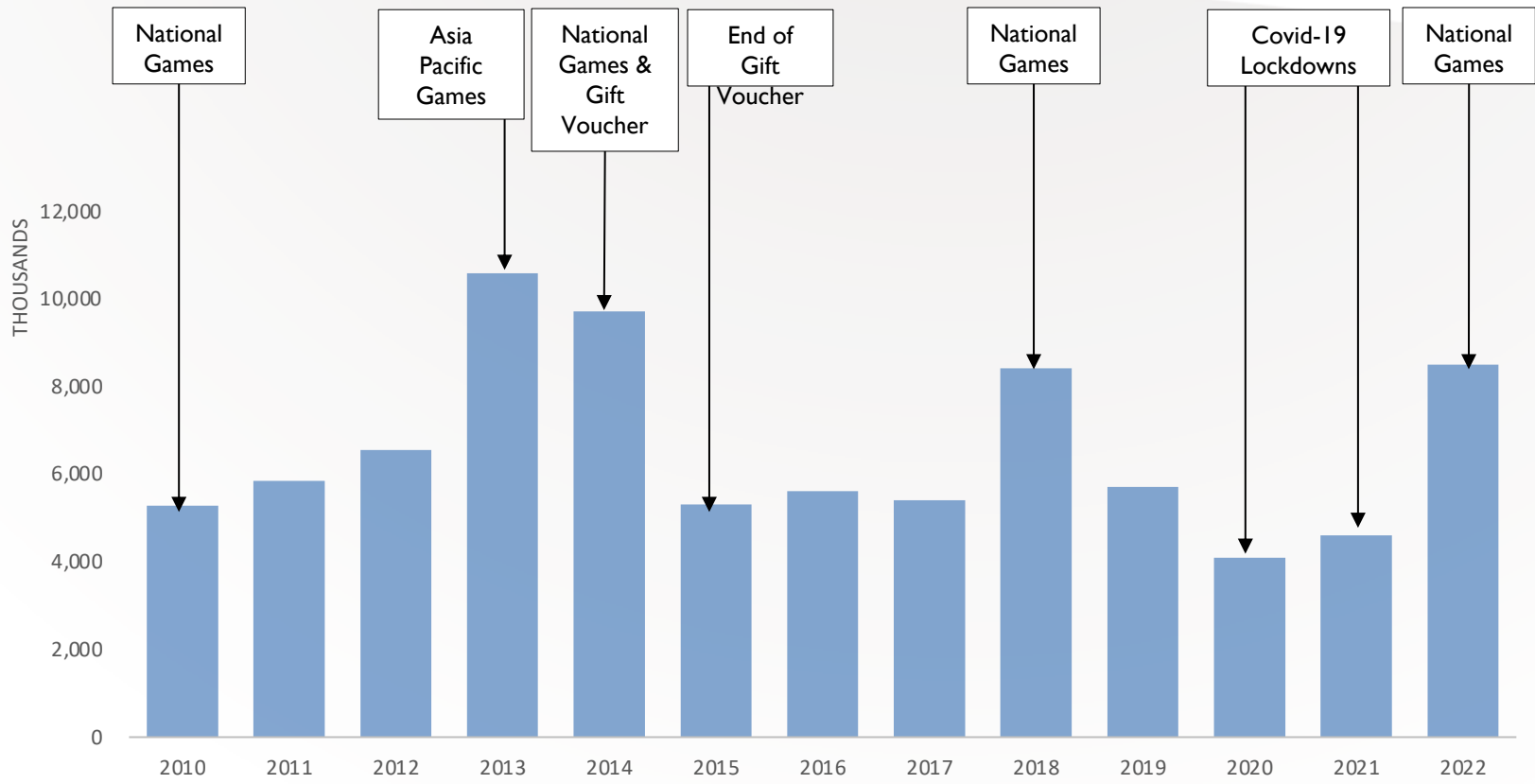


Expenses 2022



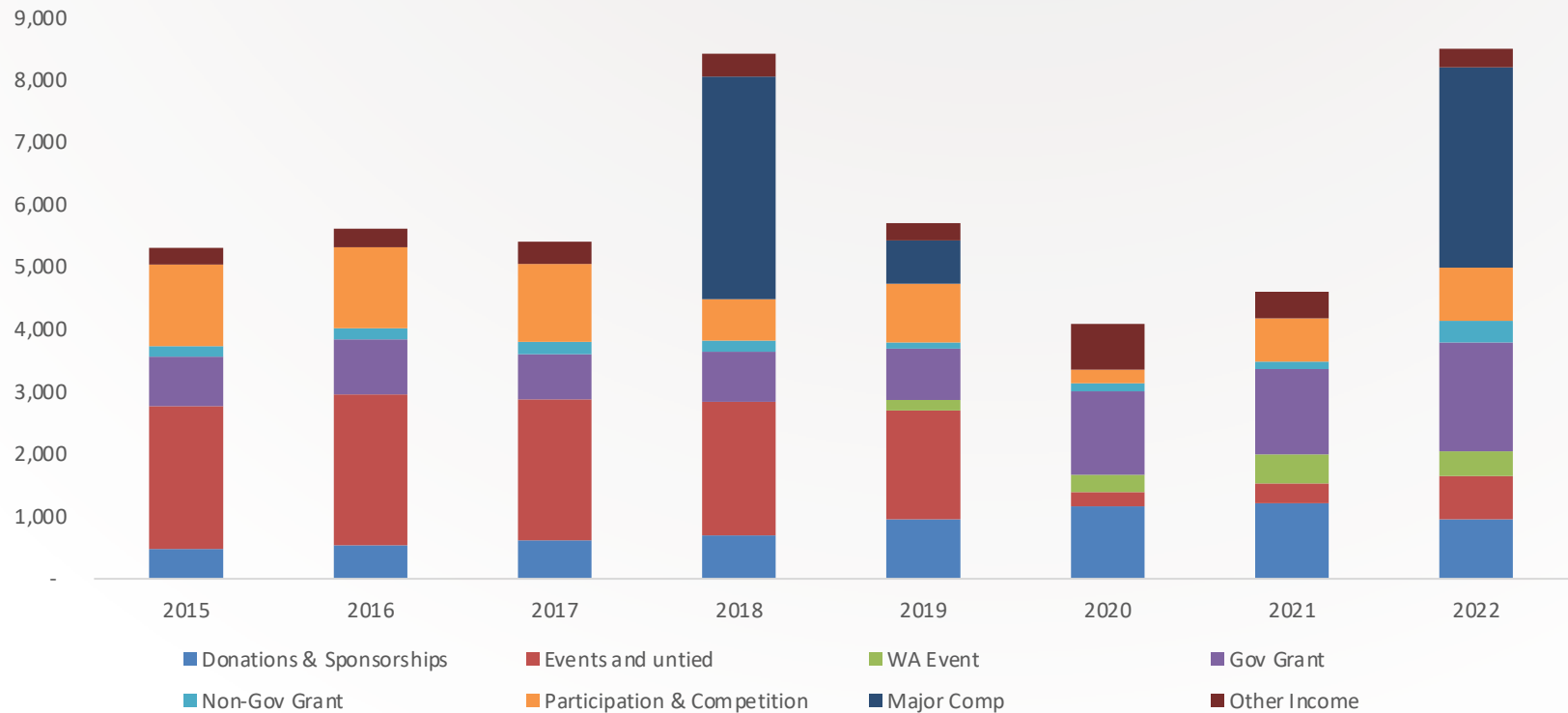
Multiple sources of revenue support a basic admin function but allow delivery of programs beyond those paid for by members

Revenue Trends



Our long term challenge is developing sustainable revenue

Revenue by source



Statement of Financial Position



Consolidated Statement of financial position For the year ended 31 December 2022

In AUD	2022 \$	2021 \$		
Assets				
Cash and cash equivalent	5,127,550	6,650,326	→	Cash and cash equivalent
Receivables	99,131	50,971		Unearned income
Other assets	19,416	10,222		Unrestricted Cash
Prepayments	<u>183,947</u>	<u>233,936</u>		<u>3,609,552</u>
Total current assets	<u>5,430,044</u>	<u>6,945,455</u>		
Property, plant and equipment	<u>36,445</u>	<u>3,695</u>		
Total non-current assets	<u>36,445</u>	<u>3,695</u>		
Total assets	<u>5,466,489</u>	<u>6,949,150</u>		
Liabilities				
Trade and other payables	514,157	265,909		
Unearned income	1,517,998	3,475,784	→	Unacquitted grant and corporate sponsorships, plus 2023 annual athlete fee and payment received for 2023 World Games
Employee benefits	<u>206,150</u>	<u>131,593</u>		
Total current liabilities	<u>2,238,305</u>	<u>3,873,286</u>		
Employee benefits	<u>31,762</u>	<u>39,690</u>		
Total non-current liabilities	<u>31,762</u>	<u>39,690</u>		
Total liabilities	<u>2,270,067</u>	<u>3,912,976</u>		
Net assets	<u>3,196,422</u>	<u>3,036,174</u>		
Member's Fund	<u>3,196,422</u>	<u>3,036,174</u>		

Position by division



Balance sheet by division As at 31 December 2022

	Central office	State Committee & World Games bid	Clubs	Elimination	Total
Total assets	4,261,677	541,212	1,227,674	(564,075)	5,466,489
Total liabilities	(2,781,443)	-	(52,698)	564,075	(2,270,067)
Total member's fund	<u>1,480,234</u>	<u>541,212</u>	<u>1,174,976</u>	<u>-</u>	<u>3,196,422</u>

Available Cash



	Central office	State Committee & World Games bid	Clubs	Total
Cash and cash equivalent at end of the financial year	3,476,832	541,212	1,109,506	5,127,550
Unearned Income	(1,470,076)	-	(47,922)	(1,517,998)
Available cash at end of the financial year	<u>2,006,756</u>	<u>541,212</u>	<u>1,061,584</u>	<u>3,609,552</u>
Available cash at the beginning of the financial year	<u>1,209,740</u>	<u>738,605</u>	<u>1,226,197</u>	<u>3,174,542</u>
Net (decrease)/increase in available cash	<u>797,016</u>	<u>(197,393)</u>	<u>(164,613)</u>	<u>435,010</u>

2023 Year to date results (unaudited)



Balance sheet by division as at April 2023	Central Office	State Committee & WG 2027	Clubs	Elimination	Total
Total Assets	4,078,735	314,289	1,234,875	(359,836)	5,268,063
Total Liabilities	<u>(2,485,831)</u>	<u> </u>	<u> </u>	<u>359,836</u>	<u>(2,125,995)</u>
Total Member's Fund	<u>1,592,904</u>	<u>314,289</u>	<u>1,234,875</u>	<u>-</u>	<u>3,142,068</u>
Income and expenses by division YTD April 2023	Central Office	State Committee & WG 2027	Clubs	Elimination	Total
Total Income	1,113,773	500	385,722	(48,324)	1,451,670
Total Expenses	<u>(1,001,101)</u>	<u>(227,424)</u>	<u>(325,823)</u>	<u>48,324</u>	<u>(1,506,023)</u>
Net Surplus/(Deficit)	<u>112,672</u>	<u>(226,924)</u>	<u>59,899</u>	<u>-</u>	<u>(54,353)</u>

Budget 2023 – Central Office



Income

Corporate & Partnership (net of direct cost)	1,260,000
Events & Community Fundraising (net of direct cost)	336,000
Registration fees (net of direct cost)	264,330
Sport Australia	545,000
Sports Partner Income	171,000
State Committee Contribution	140,000
Schools Grants - salaries	146,974
Participation & Program - Grants and Income	419,302
NDIS - Playing for All	450,000
NDIS - Sport Delivery	107,630
Competition - Grants and Income	125,000
Others	194,480
Total Income	<u>4,159,716</u>

Participation, Program and Competition Cost

Participation & Program Cost	(419,302)
NDIS - Playing for All	(387,062)
NDIS - Sport Delivery	(55,940)
Competition Cost	(125,000)
Salaries Cost	(1,228,256)
Total Participation, Program and Competition Cost	<u>(2,215,560)</u>

Salaries & related cost **(1,161,575)**

Operating expense **(583,096)**

Total Salaries & related cost and Operating expense **(1,744,671)**

Operating (Deficit)/Surplus **199,484**

Outlook 2023



- ASC Core funding: \$545K for FY2023-2024 – long term remains uncertain
- NAB Sponsorship: Completed in March 2023
- Continued focus on revenue strengthening through diversifying and streamlining income sources
- Implement of NDIS program delivery model
- Key financial risks for 2023
 - Corporate partnership replacement
 - National fundraising events
 - NDIS program

CEO Report

Pierre Comis

Saturday 27 May 2023

Special Olympics
Australia



Returned post-COVID

- **Athletes**

- 3220 registered athletes
- 99% return rate
- 46 Sub Programs (Clubs)

- **Volunteers**

- 1256 registered volunteers
- 107% return rate (93 new volunteers)

- **Volunteer Induction Course**

- 119 x General Induction
- 30 x Coaches Induction
- 52 x Committee Induction

- **Respectful Behaviour Training**

- 11 sessions
- 537 attendees

- **Fundraising Events**

- Various local/club events
- MCG Sports Lunch, Inspirational Women's Breakfast, SPLASH



Delivered the National Games

17-22 October 2022 – Launceston, Tasmania



Games Partners



Expanded Participation



Inclusive Sport in Schools (NSW)

- Target: 200 schools + 10,000 participants
- Actual: 286 schools + 18,666 participants
- ILC Grant in VIC/QLD (extra 15,000 participants)
- Variety SA funding (SA delivery)



Partnered with NSOs

12 Active NSO Partnerships

- Schools, Clubs, Coaches, Competitions

Example: Tennis Australia

- TD at National Games
- SO embedded in National Tennis Champs
- 11 affiliate clubs (46 participants)
- 129 Sport Partner programs (10,195 participants)
- \$16K revenue (mostly coach development)

Example: Gymnastics Australia

- TD at National Games
- SO embedded in National Club Champs
- 51 affiliate clubs (605 participants)
- 23 Sport Partner programs (1095 participants)
- Online platform course + Young Athletes link



Our Vision Guides the Future



OUR VISION

Our vision is an inclusive Australia through which people with intellectual disabilities **live an active, healthy and fulfilling life.**

**We've been
focused on
~3200 athletes**



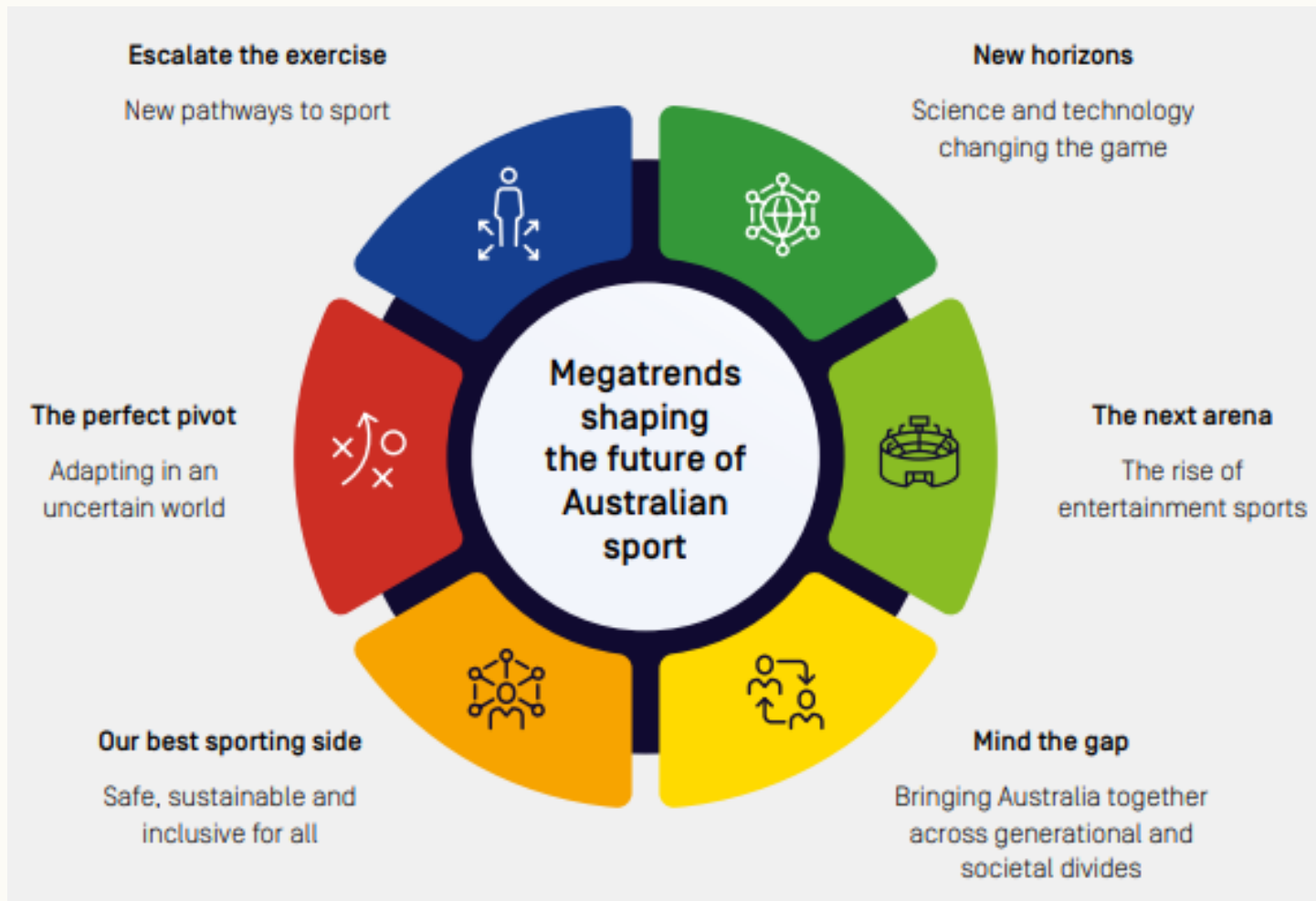
Our mission is to provide inclusive training and support for people with intellectual disabilities enabling opportunities to learn, play, work, improve wellbeing, and participate in a shared and meaningful life.

**We've been impacting
> 40,000 participants**

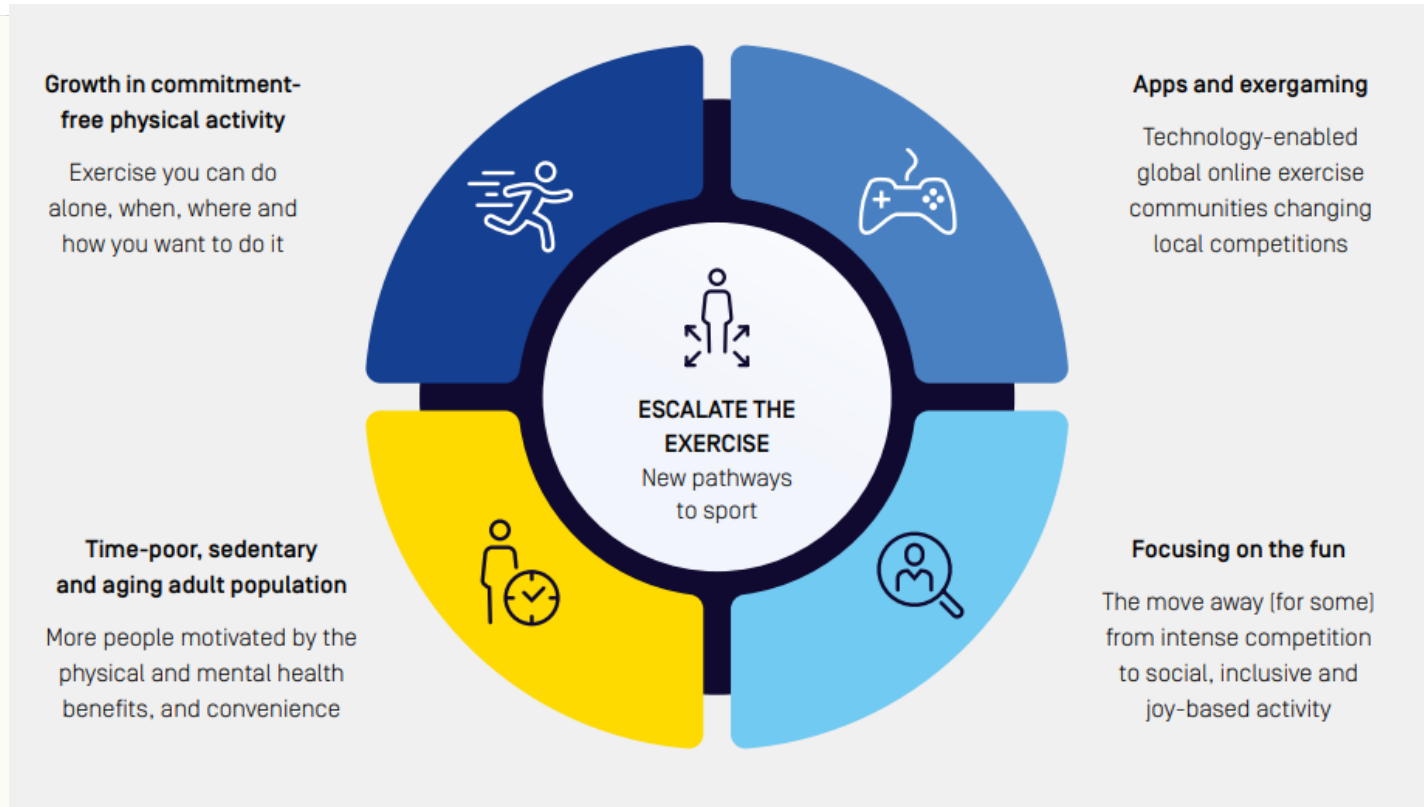
- 3,204 club athletes
- 3,116 affiliate participants
- 33,294 school participants
- 520 program participants
- 385 event participants
- + 7,000 online learners who deliver to thousands more!

The Need for Change

Megatrends Report: The Future of Australian Sport



The Need for Change



New pathways to sport

- Develop new and innovative ways to bring sport to more Australians
- Provide more inclusive and inviting sporting experiences for all abilities
- Actively promote the benefits of sport for individuals and communities
- Utilise new technologies to increase participant convenience

The Current Landscape

Sport Delivery

- 11/46 clubs only offer <4 sports
- 22/46 clubs offer between 4 and 6 sports
- 13/46 clubs offer more than 6 sports
- Inconsistent quality / sport experiences



Athlete Growth

- 7/46 clubs have grown in past year
- 23/46 clubs have more than 50 athletes
- 9/46 clubs have more than 100 athletes
- Stagnant registration (3000 – 3500 athletes)

Volunteer Engagement

- 11/46 clubs have a full committee (one person per role)
- Minimal registration by younger volunteers (only 13% <30yrs)
- Minimal trained coaches (1400 registered volunteers, only 300 coaches)
- Ad hoc training and accreditation requirements / enforcement

Example: The Tennis Evolution



**Tennis only 15-20yrs ago – declining participation, declining popularity,
clubs closing across the country**

Example: The Tennis Evolution



630,000 annual participants in community Hot Shots programs (even more in schools)



20,000 new adult participants annually in fitness focused modified adult format



Our Building Blocks are in Place

Our Programs

Young Athletes

Inclusive Sport in Schools

Playing for All (community)

Weekly Sports Training

Affiliates

Competition Pathway

Our Other Services

Athlete Leadership

Healthy Communities

Unified Sport

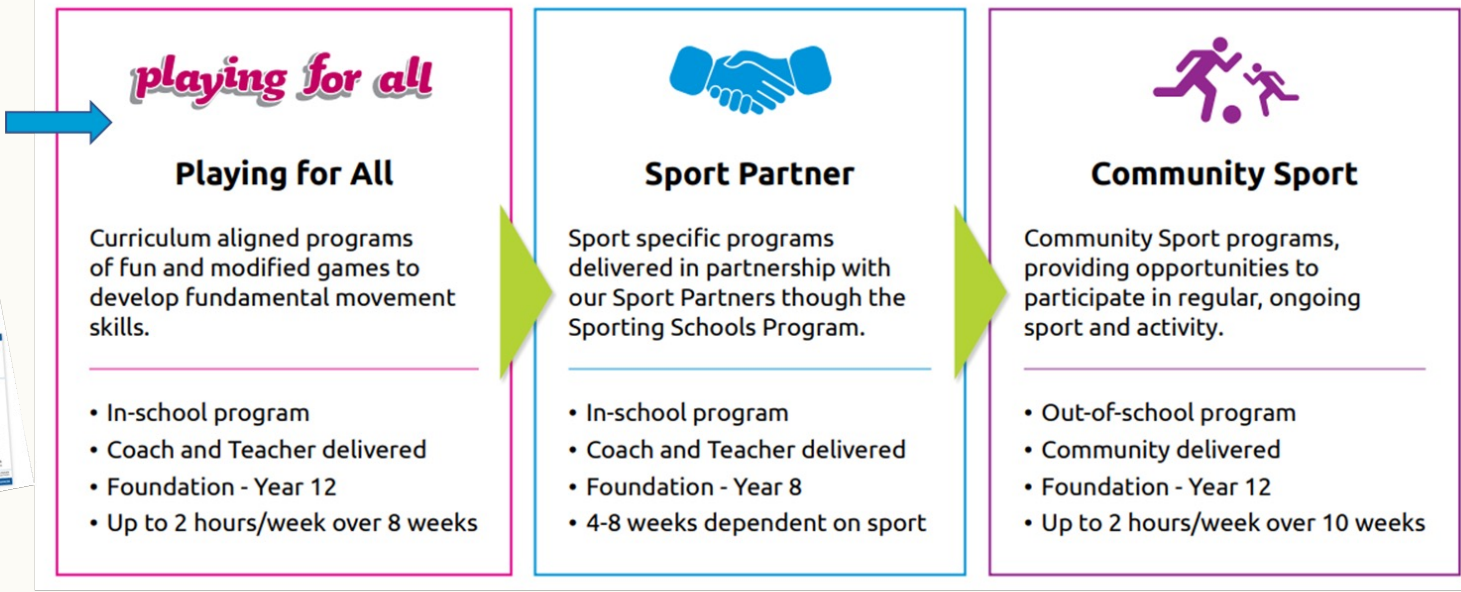
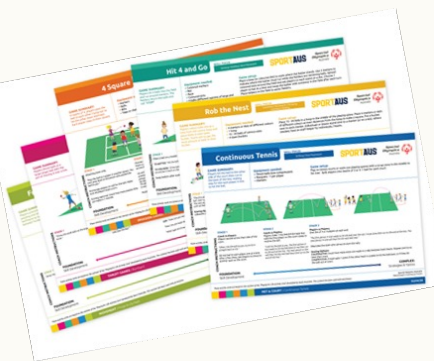
Inclusive Sport Academy

Our Sporting Partners



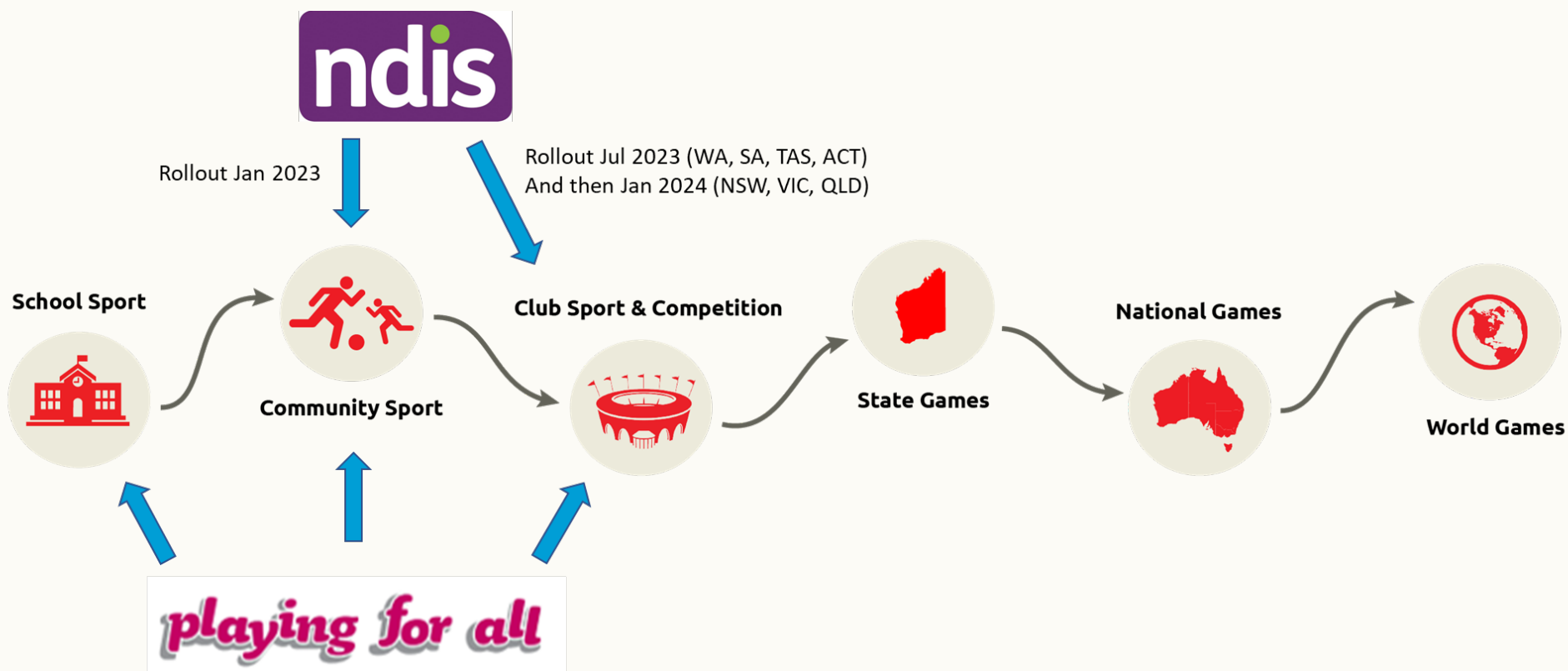
These are the vehicles to achieve our vision!

Youth Program Pathway



Playing for All has been tweaked for adult participants, and becomes SOA's new introductory program aimed at attracting new participants (NDIS structured / aligned)

Participation Pathway



Our Desired State

More Athletes – More Sports – More Often

- ✓ Minimise governance and bureaucracy – **centralised delivery**
- ✓ Minimise reliance on volunteers – **less club committees**
- ✓ Centralise registration of athletes/participants – **new online systems**
- ✓ Enable programs to commence anytime, anywhere – **10wk / term based**
- ✓ Improve program quality and consistency – **paid/dedicated coaches**
- ✓ Increase quality of competitions – **leverage NSO partnerships**
- ✓ Programs mapped to NDIS outcomes framework – **NDIS alignment**
- ✓ Increased revenue to invest on athlete services – **more diversified revenue**

Current Progress:

- SA 8 sports  10 sports (23 program offerings)
- WA 6 sports  10 sports (14 local competitions)
- TAS commencing this month

Leveraging the NDIS: Phase One

Completed work under the NDIS work stream:

1. Supporting athletes to use NDIS funding

- Registration and weekly sports training
- National Games attendance
- Future Games and other competitions (e.g. World Games)

2. Understanding our program outcomes

- Mapping how athletes and clubs currently leverage NDIS
- Developing outcome-based communications for all our programs
- Providing guidance on goals to athletes, plan managers and families

3. Positioning sport to deliver NDIS goals

- Social and community participation
- Personal development
- Health and wellbeing
- New product development aligned to outcomes (e.g. Playing for All)

Leveraging the NDIS: Phase Two

Work underway as part of the NDIS work stream:

1. Transforming existing club training

- Nation-wide implementation of our improved Sport Delivery Model
- Trained coaches in disability and inclusive sport
- Support from volunteers and/or tertiary students

2. Quality products in addition to club training

- Informed by physical literacy and NDIS outcomes framework
- Fixed-term delivery and pricing – learning from best practice
- Playing for All / Multi-Sport, Fitness, Health/Wellbeing etc.
- Coach ratios to provide best practice support (e.g. 1:5)
- Scale-up our delivery capacity – coach recruitment

3. Key Implementation Requirements

- Booking portal, database, registration, data accuracy
- Upgraded systems – ensuring streamlined access (finance, CRM etc.)

Poll Results

Special Olympics
Australia



2023 Annual General Meeting Poll Results



Resolution	Votes For	Votes Against	Abstain	Carried/Lost
1 Appointment of PwC as Auditor	26	3	4	Carried
2 Fixing the Auditor's remuneration	30	-	3	Carried
3 Re-election of Ms Ruby Lawler as Director	29	2	2	Carried
4. Re-election of Mr Jehad Rasheed as Director	27	4	2	Carried
5. Re-election of Mr Donald McGauchie as Director	25	4	4	Carried
6. Re-election of Mr Andrew Scipione as Director	28	2	3	Carried
7. Re-election of Ms Anne Mezger as Director	26	5	2	Carried
8. Re-election of Dr Jill Rathborne as Director	29	2	2	Carried
9. Re-election of Ms Tanya Brown as Director	28	3	2	Carried
10. Re-election of Mr Andrew Richardson as Director	26	5	2	Carried