

N S W I N S T I T U T E O F S P O R T



A N N U A L
R E P O R T

03/04



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It has been an exciting 12 months for the NSW Institute of Sport, with our focus on preparing athletes for 2004 Olympic and Paralympic Games in Athens.

In this regard it has been an extremely successful year, with 149 scholarship holders selected to represent our country at these two prestigious sporting events.

130 NSWIS scholarship holders will travel to the Olympic Games. With 482 Australians competing at the Games, NSWIS athletes will make up 27% of the national side, 6% more than in Sydney.

Our Paralympians have also achieved impressive figures, with 23 NSWIS athletes selected in the 143-strong Australian team. In Sydney, we contributed 8% of the team. In Athens this figure will rise to 16%.

As well as contesting the Paralympic Games, four NSWIS scholarship holders will also strive for gold in the wheelchair track demonstration events at the Olympic Games.

These figures reflect the enormous amount of time and effort devoted by NSWIS athletes, coaches and support staff to the Olympic and Paralympic cause, and we are looking forward to seeing this hard work rewarded with many outstanding and memorable performances in Athens.

While preparing for the Games, the NSWIS has continued to focus on achieving world-class results at international competitions across all our sporting programs.

I am delighted to report that 28 individual NSWIS scholarship holders were part of World Championship winning performances during the year.

Importantly, many of these World Championship medals were won by junior athletes, our future Olympians and Paralympians. The Institute places great importance on the development of young talent, and it is extremely pleasing to see that many of our junior athletes have progressed and gone on to establish themselves in senior national teams.

Of course this success could not have been achieved without the crucial support of several organisations. The NSW Government is a valued supporter of the NSWIS, and we are extremely lucky to have the commitment of ClubsNSW as our principal partner. The backing of these two organisations alone makes the NSWIS the best-funded state-based sporting institute in Australia.

Thank you also to our major sponsors, program partners, providers and venue supporters for the support they have provided the Institute, its athletes and coaches.

While we look back on our successes, this reporting period also provided the opportunity for the NSWIS to look to the future, beyond the Athens Games and into the next quadrennium.

We have already started preparing our athletes for the 2006 Winter Olympic and Paralympic Games in Turin, Italy, which will be closely followed by the Commonwealth Games in Melbourne.

The NSWIS Board has also approved in principle the inclusion of 25 sport programs for 2005-2009. We are looking forward to working in partnership with the national and state sporting organisations, as well as the other institutes and academies, to ensure elite sport in Australia remains strong.

We are fully committed to becoming a leader within the National Sports Network, paving the way for even more NSWIS athletes to achieve success on the international stage.

Over the next four years we will seek to emulate and surpass our achievements of the past, and on behalf of the staff and board of the NSWIS, I reaffirm our commitment to attaining this goal.



CHAIRMAN'S MESSAGE

Phil Coles AM
NSWIS Chairman

CEO'S MESSAGE



The year has been another successful one for the NSW Institute of Sport, both on and off the field.

During the reporting period, we were delighted to welcome home 28 junior and senior World Champions, representing nine sports. For several of these athletes, their efforts earned them yet another world title to add to their career resumes.

Off the field, it has been a time of change for the NSWIS. Since my appointment as Chief Executive Officer in October 2003, the NSWIS has adopted a new corporate structure which aims to more efficiently manage the Institute's resources and services. We have also implemented a new system of remuneration, which better rewards the performance of NSWIS staff.

The reporting period also included the introduction of the NSWIS Athlete Employer Register. The Register aims to recognise and thank employers for the support they provide NSWIS scholarship holders, many of whom have to take significant time off work in order to achieve their sporting goals.

To date 39 companies have been registered by 41 athletes. Each employer has received a certificate of recognition, regular updates on their athlete via the Institute's e-news service, and invitations to appropriate NSWIS functions.

The NSWIS Athlete Career, Education and Professional Development unit also worked with our Sport Psychology unit to create the "Where To From Here" booklet. The booklet provides athletes and coaches with a blueprint for future success in and out of sport. This project has now become a shared resource and is offered to institutes and academies around Australia.

In February 2004, we launched our revamped website which caters to four specific target audiences: athletes, coaches, media and general visitors. The site will also feature as the base for the NSWIS extranet which will be developed over the next 12 months.

During the reporting period the NSWIS has worked closely with the National Elite Sports Council to develop and enhance the National Sports Network. It is our goal to be a leader within this Network to help produce a coordinated delivery of the elite sporting services within Australia.

The NSWIS has also undertaken a review of our operations over the past four years to plan for the next quadrennium.

After detailed consultation with other institutes, national and state sporting organisations, we have determined the sport programs that will be supported by the NSWIS from 2005-2009. We look forward to working with these programs over the next

four years, and believe we can build on our future success with the experience of the past.

The new quadrennium will also herald a restructure of the NSWIS Regional/Mobile Program. In 2000, the NSWIS became the first state-based Institute to provide a comprehensive coverage of a state, and four years on, our commitment to regional sport in NSW remains strong.

The revamped Program will see the NSWIS establish several regional bases throughout the state. The bases will serve as high performance hubs for local athletes to access services, including strength and conditioning and sport physiology.

Throughout the year, and indeed since our inception, the NSWIS has prided itself on being able to provide its athletes with the best coaches, state-of-the-art facilities and equipment, and services. This commitment to our athletes would not be possible without the backing of several organisations.

The NSW State Government is an outstanding supporter of sport in this state, and we thank the Minister for Tourism, Sport and Recreation the Hon Sandra Nori MP for her assistance and involvement over the past 12 months. We are also greatly indebted to our principal partner ClubsNSW, whose unwavering commitment to our athletes has helped write many of our success stories.

Thanks also go to our major sponsors, program partners, providers and venue supporters for their contributions to the success of our sports programs.

Finally, I would like to extend my gratitude to the NSWIS Board, especially to our Chairman Phil Coles AM and Deputy Chairman Alan Jones AO. The entire Board works extremely hard to ensure the best for NSW's elite athletes and we look forward to their involvement over the next four years.

Charles Turner
Chief Executive Officer

ClubsNSW's position as the Principal Partner of NSWIS is one we are proud to say commenced with the organisation's creation nine years ago in 1995.

Our reason for this long term commitment, which involves a \$1 million annual sponsorship, is the recognition of the vital role elite sporting excellence plays in fostering state pride as well as the encouragement of our youth to lead an active and healthy lifestyle.

It is extremely pleasing to see during the past twelve months a number of clubs take it upon themselves to form or strengthen exciting and mutually beneficial relationships with NSWIS. Bankstown District Sports Club, the Campbelltown Catholic Club, Mingara Recreation Centre, Banora Point, Harbord Diggers Memorial Club and Bexley Golf Club are each providing state-of-the-art training facilities to athletes which complement the leading edge coaching of NSWIS in their aim of producing world's best sportsmen and women.

A key component during the one hundred years plus existence of the NSW Club Movement has always been the commitment to supporting both amateur and professional sport. In fact, 94% of all clubs manage and provide local sporting facilities to their members. This provision and maintenance includes:

- 1,621 bowling greens;
- 338 golf courses;
- 324 playing fields;
- 102 gymnasiums;
- 654 tennis courts and
- 57 swimming pools.

It has been estimated that the replacement value of all club provided sporting facilities is in excess of \$2 billion.

This support at a local level will increase during the next three years with 40% of clubs intending to invest a combined total of \$566 million in sporting facilities.

One of the most enjoyable aspects to my position as Chairman of ClubsNSW and NSWIS Board Member is attending NSWIS events. A common occurrence at these functions is NSWIS athletes introducing themselves to me, wanting to express their gratitude to a club who provided sponsorship or training facilities to them in their formative sporting years.

However, this support whether it be the provision of sporting facilities, clothing, or training equipment is in itself not enough to produce athletes capable of matching it with the best of the sporting world.

For this, all credit must go to NSWIS.

Assisting more than 700 high performance athletes across 25 sports, NSWIS is the leading elite sports training centre in Australia. Its dominating contribution to our Athens Olympic squad is added evidence of its premier sporting status amongst Australian sporting bodies. To increase its contribution to the Australian Olympic and Paralympic teams by 6% on Sydney 2000 is a remarkable achievement which further consolidates NSW's position as Australia's leading sporting state or territory.

Sitting on the Board of NSWIS, I am witness to not only the many successes of athletes during the past twelve months, but also the consistent hard work of NSWIS administrative staff which occurs well away from the glare of the media spotlight.

It is a winning combination ClubsNSW is confident will produce a record number of gold medals at the 2004 Olympic and Paralympic Games in Athens.



PRINCIPAL PARTNER'S REPORT

Pat Rogan
ClubsNSW Chairman

A full-page background image of a cyclist in a white jersey and helmet riding a track bike on a wooden surface. The cyclist is in a dynamic, forward-leaning position, suggesting speed and competition. The image is slightly blurred to convey motion.

THE TEAM

DURING 2003-04 THE NSWIS BOARD MET ON SIX OCCASIONS. PHIL COLES AM, ALAN JONES AO, LIBBY DARLISON, BILL GILLOOLY AM, PAT ROGAN, DONNA RITCHIE AND LIZ ELLIS ALL CONTINUED TO SERVE AS BOARD MEMBERS THROUGHOUT THE YEAR. DURING THE REPORTING PERIOD, BILL HEALEY, DIRECTOR GENERAL OF THE DEPARTMENT OF TOURISM, SPORT & RECREATION REPLACED LISBET DEAN, ACTING DIRECTOR GENERAL OF THE DEPARTMENT OF SPORT & RECREATION ON THE BOARD.



Phil Coles



Alan Jones



Libby Darlison



Bill Gillooly



Bill Healey



Donna Ritchie



Pat Rogan



Liz Ellis



Lisbet Dean

CHAIRMAN

Phil Coles AM

- Three-time Olympian in canoeing (1960, 1964 and 1968)
 - Member of the International Olympic Committee (IOC)
 - Captained Australian Surf Lifesaving team on US tour (1965)
 - Member, IOC Radio and Television Commission
 - Member, IOC Sport Programs Commission
 - Honorary Life Member, International Triathlon Union
 - Chef de Mission, Moscow Olympic team (1980)
- Attended five meetings.

DEPUTY CHAIRMAN

Alan Jones AO BA AEd SDES (Oxon)

- Highly awarded broadcaster with radio station 2GB and television network Channel 9
 - Former Australian Rugby Union coach
 - Deputy Chairman, Australian Sports Commission
 - Former speech writer/senior advisor to former Prime Minister Malcolm Fraser
 - Elected to the Confederation of Australian Sports Hall of Fame
 - Advance Australia Award for Services to the Community
- Attended six meetings.

Libby Darlison BA (Hons) DipEd

- Director, The Miller Group - Management and Social Issues Consultants
 - Chair, Premier's Council for Active Living
 - Member, WHO International Consultative Committee on Active Living
 - Member, NSW Tow Truck Authority
- Attended five meetings.

Bill Gillooly AM Dip Law (BAB)

- Secretary General, Local Government Association and Shires Association of NSW
 - Former Director-General, NSW Department of Sport & Recreation
 - President, NSW Sports Council for the Disabled (2000-2002)
- Attended four meetings.

BILL HEALEY MA Comm, BA DipEd

- Director-General, NSW Department of Tourism, Sport and Recreation
 - Director, Sydney Convention and Visitors Bureau
 - Director, Central Coast Tourism
 - Member Tourism New South Wales Board
- Attended four meetings
From October 2003.

Donna Ritchie

- National Manager, Sales Programs, Telstra
 - Captain, Australian Women's Wheelchair Basketball Team, Barcelona 1992, Atlanta 1996 and Sydney 2000 Paralympic Games.
- Attended five meetings.

Pat Rogan

- Chairman, ClubsNSW
 - Chairman, Club Industry Advisory Council
 - Chairman, Clubkeno Holdings
 - President, Federation of Community, Sporting and Workers Clubs
 - President, Clubs Australia and New Zealand
 - Board Member, Urunga Golf and Sports Club, Revesby Workers Club
 - Deputy Chairman, Club Plus Superannuation
 - Formerly State Member of Parliament, Shadow Minister Parliamentary Secretary
- Attended four meetings.

Liz Ellis (BA LLB)

- Captain Australian Netball Team
 - Captain Sydney TAB Swifts
 - Director Liz Ellis Netball Clinics
 - Board member State Sports Centre Trust
 - Board member Australian Sports Drug Agency
 - Board member Institute of Sports Management.
- Attended five meetings.

Lisbet Dean BA DipEd, Grad Dip Public Sector Mgt, GAICD

- Acting Executive Director, NSW Department of Sport and Recreation
 - Member of the State Sports Centre Trust
 - Member NSW Sport and Recreation Advisory Council
- Attended two meetings
Resigned October 2003.

THE CENTRE OF SPORTING EXCELLENCE



THE INSTITUTE WAS ESTABLISHED AS A STATUTORY BODY UNDER THE INSTITUTE OF SPORT ACT, 1995 FOLLOWING A REVIEW RECOMMENDING CENTRAL COORDINATION AND MONITORING OF HIGH PERFORMANCE SPORTS PROGRAMS IN NSW. OPERATIONS OFFICIALLY COMMENCED IN 1996. TODAY THE INSTITUTE HAS MORE THAN 700 HIGH PERFORMANCE ATHLETES ON SQUAD OR INDIVIDUAL SCHOLARSHIPS AND OFFERS 34 SPORTS PROGRAMS. OUR SPECIALIST SERVICES ENSURE THAT NSWIS ATHLETES HAVE ACCESS TO LEADING EDGE COACHES AND SPORTS TECHNOLOGY WHILE ALSO RECEIVING TAILORED SUPPORT TO HELP BALANCE THEIR ELITE SPORTING COMMITMENTS WITH PERSONAL DEVELOPMENT AND A CAREER.

UNDER OUR INNOVATIVE MOBILE/REGIONAL PROGRAM, NSWIS OFFERS A COMPREHENSIVE SPECTRUM OF SUPPORT SERVICES TO NSWIS ATHLETES IN THEIR HOME ENVIRONMENT, ENABLING THEM TO PURSUE THEIR SPORTING CAREERS WITH MINIMAL DISRUPTION TO THEIR FAMILY, EDUCATION AND EMPLOYMENT.

OUR VISION

NSWIS will assume a pre-eminent position in the achievement of significant outcomes in Australian sports as a result of its internationally acclaimed programs and services, as well as the success of NSWIS athletes in international competition and its location in the world's best sports precinct.

OUR MISSION

The NSWIS is the organisation charged with specific statutory responsibility for developing and assisting high performance NSW athletes and coaches by:

- improving NSW representation on national teams, achieving excellence and success at the international level and conducting internationally recognised high performance sport programs and support services
- capitalising on the legacy of the 2000 Olympic Games and Paralympic Games to provide a platform for the ongoing development of high performance sport in NSW and Australia.

BUSINESS DRIVERS

The Institute's 2000-04 corporate plan, subtitled "Building on the 2000 Games Legacy" identifies six Business Drivers which are used as the basis for analysing performance in this report.

Athlete Performance

Achieve excellence in national and international competition and significant representation in national teams.

Sydney Olympic and Paralympic Games Legacy

Capitalise on opportunities created by the 2000 Games and their legacy to enhance the operations of the NSWIS.

Sporting Centre of Excellence

Enhance the national and international reputation of the NSWIS as a Sporting Centre of Excellence and a focal point for leadership and innovation in the development of high performance sport.

Partners

Build and maintain relationships and alliances with public and private sector organisations to enhance NSWIS operations.

Organisational Management and Accountability

Maintain best practice financial and administrative principles in order to effectively underpin the NSWIS's services to its athletes and coaches.

Respected Profile and Prestigious Image

Enhance our renowned and respected profile and prestigious image amongst the sporting community, the general public and key stakeholders.



CREATING CHAMPIONS

ATHLETE PERFORMANCE

Achieve excellence in national and international competition and significant representation in national teams.

World Champions

- In 2003-04, 28 NSWIS athletes became world champions in their respective sports compared to 26 in the previous reporting year 2002-03.

Olympic and Paralympic team selections

- A total of 149 NSWIS-supported athletes were selected to the 2004 Australian Olympic and Paralympic teams. 130 were selected for the Olympics, 23 for the Paralympics and 4 athletes with a disability were selected to compete at both the Olympic and Paralympic Games.
- In all, NSWIS scholarship holders accounted for 27% of Australia's Olympic team, and 16% of Australia's Paralympic team.
- 30 regionally based and/or supported athletes were selected in the Olympic team, with an additional 3 as Olympic reserves.
- 9 regionally based and/or supported athletes were selected in the Paralympic team.

Medals at Significant international Events

- 450 athletes won medals at significant international events in the reporting period, compared to 219 in 2002-03.
- Regional athletes won 129 medals at significant international events and 166 medals at national events during the reporting period.

SYDNEY OLYMPIC AND PARALYMPIC LEGACY

Capitalise on opportunities created by the 2000 Games and their legacy in order to enhance NSWIS operations.

NSWIS, in partnership with the NSW Government and ClubsNSW, provided annual base funding in excess of \$2 million to 34 sports programs across 25 sports. Opportunities for additional funding were also provided for qualifying sports to deliver agreed projects that further enhanced athlete and coach performance, and were managed as follows:

Initiative funding

In the lead-up to the Sydney 2000 Olympic Games, the Institute established an Initiative Fund. The fund provided NSWIS coaches with a unique opportunity that no other Institute offered, allowing additional and targeted support for identified athletes. The success of the fund is evident in the performance of NSWIS athletes supported through the fund at the Sydney Games.

The initiatives that were funded varied from support for overseas training camps to access to high performance coaching and competition equipment. The 2002 - 2003 Business Plan re-established initiative funding to support Olympic and Paralympic initiatives as a priority based on the success achieved at the 2000 Games.

A total of \$425,000 was provided to 12 NSWIS Sport Programs and support services to assist targeted Olympic and Paralympic athletes with additional training and competition support. Programs supported included: Canoe - Sprint, Cycling, Diving, Hockey - Men, Rowing, Sailing, Soccer - Women, Softball, Swimming, Triathlon, Water Polo - Men and Water Polo - Women.

Venue Access

The NSW Government provided ongoing funding to enable the Institute to maintain priority access to world-class training centres for NSWIS scholarship holders and coaches.

These venues included a diverse range of Olympic facilities, including the Sydney Olympic Park Athletic, Aquatic and Sport Centre facilities, Penrith Whitewater Centre, Dunc Gray Velodrome, Sydney International Regatta Centre, Sydney International Equestrian Centre and Blacktown International Olympic Centre.

A total of \$449,000 was spent under venue access funding during the reporting period, which included providing assistance to NSWIS Sport Programs (16 Olympic and 1 non-Olympic) for access to Olympic-class venues for training and competition, including: Baseball, Basketball, Canoe - Slalom, Canoe - Sprint, Cycling, Equestrian, Gymnastics - MAG, Hockey - Men, Hockey - Women, Netball, Rowing, Sailing, Softball, Soccer - Women, Soccer - Men, Swimming and Triathlon.

Athletes with a Disability

NSWIS and the Sydney Academy of Sport are recognised as official Australian Paralympic Training Centres, and collectively support up to 18 of NSW's elite athletes with disabilities. NSWIS assists wheelchair track & road and wheelchair basketball athletes through dedicated programs.

The Institute's support includes financial assistance for training and competition costs. The Athletes with a Disability scholarships provide individual athletes with access to valuable legal performance-enhancing services, such as sport science, sport psychology and athlete career and education/professional development.

Campaign Athens

'Campaign Athens' commenced in October 2003 and will continue until the completion of the Athens Olympic Games in August 2004. The program provided support to NSW athletes identified as potential Olympic squad members who were not aligned to NSWIS squad programs or Individual Scholarships.

The 'Campaign Athens' initiative supported 29 athletes during the reporting period. Program funding totaled \$70,000 and provided eligible athletes with support for training, competition, high performance servicing and uniforms.

SPORTING CENTRE OF EXCELLENCE

Enhance the national and international reputation of the NSWIS as a Sporting Centre of Excellence and a focal point for leadership and innovation in the development of high performance sport.

To maximise outcomes, funding was allocated on performance-based principles. Over \$2 million in base funding and in excess of \$1.9 million in funding from state and national sporting organisations and program sponsors was allocated across the Institute's 34 sports programs.

The NSWIS generated the following initiatives during the reporting period:

Medical and Service Providers Seminar

The inaugural NSWIS Medical and Service Provider Seminar was held on 18 October 2004. The seminar aimed to provide an opportunity for medical service providers - sports physicians, physiotherapists, masseurs and dietitians - to gain a better understanding of the workings of NSWIS and its many sports programs, as well providing a forum for sharing information regarding the care of NSWIS athletes. Administrative components such as screening reports, policies, funding and drug notification were also covered on the day.

Research and Development (Sport Science)

Several sport science research and development projects were completed during the reporting period.

Efficient turns in competitive swimming

NSWIS Biomechanist, Ben Williams commenced a research project for the Institute, "The effect of efficient turns in competitive swimming". The project was supported by The University of Sydney through the honours program, with Williams co-supervising honours project student, Ina Janseen. The project received funding from the SIS/SAS Discretionary Research Committee to the value of \$4,500 to assist Williams in completing his research.

The aim of the research was to measure swimming speeds after turns, using 2-dimensional underwater analysis, to determine whether swimmers commence kicking and/or stroking at appropriate velocities. The research was conducted during the 2004 Swimming Olympic Selection Trials.

Matching oars to rowers

NSWIS Senior Sport Scientist - Technical Analysis, Margy Galloway, developed a research project 'Matching oars to rowers'. The project focused on the development of a model to link a rower with the best oar shape for their technique, pointing to future development of the best oar shapes for different types of rowers. The project was initiated after it was discovered that despite the different oar shapes on the market, and the development technologies to improve rowing performance, there is little information available on which oar shape is best for the individual rower. The project was established in conjunction with The University of Sydney and CROKER OARS.

Cooling Jackets

In the lead-up to the Athens Olympic and Paralympic Games, NSWIS sought to develop a lightweight and convenient method for cooling athletes before, during and after competition in the oppressive heat in Athens.

Working in conjunction with Hot Designs, the NSWIS' Manager - Sport Science, Kenneth Graham, developed a lycra jacket with pockets for ice packs, allowing the athlete to exercise without impeding their movement. The jacket was also designed to allow different logos and brandings to be easily placed on it.

Coaches Seminar: Your Empire - Whose Dynasty?

NSWIS held the 3rd Annual Coaches Seminar - "Your Empire - Whose Dynasty?" at the Novotel, Sydney Olympic Park on the 7th October 2003. An invitation to the event was extended to The University of Sydney and Program Managers of SIS/SASs. The NSWIS Regional Coaches Seminar was held in conjunction with the 2003 NSWIS Coaches Seminar, allowing for networking and cross-fertilisation of ideas between metropolitan and regional coaches.

The main topics of the day, coaching to perform and planning for the future whilst achieving now, were developed through panel discussions facilitated by the ABC's James O'Loughlan and stimulated through a multi-media presentation.

Panel members were Frank Farina (Soccer), Tracey Belbin (Hockey), Simon Allatson (Athletics Australia), Marty Rubinoff (Softball), Charles Turner (NSWIS) and Bradley McGee (Cycling).

Key points debated included: factors that contribute to achieving the best possible performance from athletes in both team and individual environments; and the ongoing development of people and organisations to ensure the appropriate succession of coaches and/or program structures.

Sixty people attended the seminar (42 Coaches, 18 NSWIS high performance staff).

Promoting Ethical Behaviour: Sport & Recreational Drug Use Workshop

On 16 - 17 February 2004, 40 NSWIS coaches and staff members attended a workshop at NSWIS on ethical behaviour, alcohol and recreational drug use and its effect on athletic performance. The course, recognised by Sports Medicine Australia, was presented by Gayelene Clews and Maurie O'Connor and provided a development option (1 day) and 'train the trainer' option (2 days). NSWIS coaches and staff were joined by representatives from the AOC, ASDA and the VIS for the one day workshop, while 7 staff members attended the two day option to become qualified presenters.

A condensed workshop specific to the needs of NSWIS athletes and for use by NSWIS sports and the national SIS/SAS network is being developed by the ACE/PD in conjunction with the Sport Psychology unit. The workshop includes responsible use of alcohol, effect on performance, ethical and socially responsible choices, and development of appropriate culture and codes of behaviour.

Sharing the Dream: Olympic/Paralympic Function

Thirty athletes from NSWIS and the national rowing squad enjoyed the opportunity to meet and mingle at a relaxed pre-match function in preparation for the Olympic and Paralympic Games. The event, hosted by ACE/PD and supported by NSW Rugby, was held on 17 April 2004, at the Sydney Football Stadium for the Waratahs vs Hurricanes match. The ABC's Peter Wilkins was the MC for the evening, and interviewed special guests Daniel Kowalski (Swimming) and Tom King (Sailing) about their Olympic experiences. After the function athletes were invited by NSW Rugby to enjoy the Waratahs home game.

Athlete Challenge Activities

Challenging activities, such as rock climbing, rap jumping and team bridge building, were used to assist coaches and athletes to develop team cohesion, individual and team confidence, arousal control, decision making, coping strategies, role identification and leadership skills. NSWIS Sport Psychology staff assisted coaches and athletes to better understand and develop their mental skills under pressure whilst gaining a greater acceptance of others within a group or team.

"Where to From Here?"

A booklet that assisted athletes with 'non-selection' and transition was developed by NSWIS Sport Psychology in conjunction with NSWIS ACE/PD. The booklet included three sections designed to assist athletes and coaches following a competition or during a transition period. The first section examined the mental strategies that an athlete used in their last performance. This allowed both the athlete and the coach to analyse what was working and what could be improved, providing a blueprint for improved performance.

The second section covered an assessment of 'off-field' development and support, including study and employment. The last section involved self-reflection, and required athletes to determine their own perceptions: where they are at the moment, what worked both on and off the field, and where they might like to be. The booklet was presented and offered as a shared resource for use within the national network of sports institutes and academies.

Emerging Athlete Program

The inaugural NSWIS General Emerging Athlete Program (EAP) was launched in June 2003 and began assisting athletes from July 2003. The EAP identified a small number of talented athletes generally between the ages of 12-20 who showed potential to gain world class results. The EAP encouraged these athletes to strive for improved performance and achieve NSWIS selection standards. Emerging athletes received an NSWIS Emerging Athlete T-shirt, cap and water bottle and copies of the NSWIS Edge magazine. Where possible, emerging athletes and their home coaches have communicated with respective NSWIS coach / coordinator to find out more about training, competition and NSWIS support services.

Over 55% of inaugural emerging athletes have graduated to their respective NSWIS Sport Programs. As athletes graduated to NSWIS programs, an additional 12 athletes (6 regional) were selected to the EAP. Overall, 12 athletes from a total of 30 emerging athletes have graduated to NSWIS programs (approx 40%) and one athlete retired (Equestrian).

A number of NSWIS sports delivered targeted development programs catering for emerging athletes as a part of NSWIS program operations, where dedicated funds were available. These sports included Hockey, Netball, Cycling and Track and Field.

2005-09 Sport Inclusion and Planning

NSWIS participated in a nationally coordinated approach to support high performance sports programs for the period 2005-09. Targeted sports were invited to present their proposed high performance sport plan and implementation model for 2005-09 to representatives from Australian Sports Commission (ASC), Australian Institute of Sport (AIS), State Institutes and Academies of Sport (SIS/SASs), Australian Paralympic Committee (APC) and the Commonwealth Games Association (CGA).

NSWIS held follow-up meetings with the NSOs and SSOs of targeted sports to encourage communication between key partners and confirm details of preferred NSWIS programs for 2005-09.

The NSWIS Sports Policy Framework and NSWIS Principles of Sports Programs Admissions were updated to reflect the principles of the national approach to sport inclusion. The Policy Framework and Principles of Admission allowed NSWIS to recommend sports program inclusion and support levels for Board consideration and approval.

NSWIS Office Relocation

NSWIS has been looking for a new home, and is currently in the process of identifying new sites. NSWIS is working with consultants on space planning requirements for the new home, and hopes to secure a site in the next financial year.

BUSINESS PARTNERS

Build and maintain relationships and alliances with public and private sector organisations to enhance NSWIS operations.

Principal Partnership with ClubsNSW

The NSWIS' Principal Partner, ClubsNSW, has supported the NSWIS from its inception, and this sponsorship agreement is the cornerstone of NSWIS domestic and international success. ClubsNSW contributes \$1million per annum, and these funds go directly to NSWIS sport programs and athletes.

The significance of this support was never more apparent than when the Australian Olympic Team announcements were made with 130 scholarship holders named in the team.

During the 2003-04 financial year, 24 athletes, one coach and two staff members attended 24 ClubsNSW regional meetings across NSW. The NSWIS supported ClubsNSW's major promotional events by coordinating key athlete appearances. Eight potential NSWIS Athens Olympians were accompanied by NSWIS CEO, Charles Turner and 2000 Olympic Water Polo Gold Medallist and NSWIS ACE/PD Consultant, Debbie Watson, to the 2003 ClubsNSW Conference held in Albury in October. NSWIS CEO, Charles Turner and NSWIS Board Member and Director-General, NSW Department of

Tourism, Sport and Recreation, Bill Healey participated in the judging of the Awards of Excellence in March 2004. In addition, four NSWIS athletes and two staff members participated in fundraising activities for ClubWEEK beneficiary, the Starlight Foundation in May 2004.

As part of their sponsorship, ClubsNSW presented the 2003 ClubsNSW Athlete of the Year Award at the 2003 Annual NSWIS Awards. Paralympic alpine skier Michael Milton won the prestigious Award ahead of Olympic swimmer Ian Thorpe and Olympic diver Loudy Tourky.

The University of Sydney

The Institute continued its long-standing relationship with The University of Sydney, enjoying strong links with the NSWIS ACE/PD as well as the NSWIS Sport Science and Sports Medicine.

Over 40 NSWIS scholarship holders studied at the university during the reporting period, and received support through the Sydney University Elite Athlete Program. The University of Sydney

presented exclusively at the ACE/PD Education Seminar for prospective university students and was involved in early discussions about a national network of athlete-friendly universities.

NSWIS Sport Science continued its strong links with the university's cooperative through research studies. NSWIS Biomechanist Ben Williams commenced a masters research project, "The effect of efficient turns in competitive swimming", one of several opportunities that allowed Sydney University students to complete field work and work placement.



Bradley McGee attempts to qualify for Olympic Games

Friends of NSWIS

Along with sponsorship, the Friends of NSWIS is another method of supporting NSWIS via donations made through the Australian Sports Foundation. A number of generous donations have been received and are supporting a number of Institute sports.

One of the programs benefiting from this initiative is the NSWIS Distance Emerging Athlete Program (NDEAP). This program continues to flourish thanks to ongoing generous donations, which will reach \$400,000 over four years. The NDEAP will ensure that targeted young distance athletes and their coaches are provided with the opportunity to prepare for the next World Junior Championships and ultimately, the Beijing Olympics.

NSWIS Sponsorships

Qantas - Major Sponsor and Sole Official Airline

Qantas continued its second year as the Sole Official Airline of the NSW Institute of Sport.

The support of Qantas has been invaluable to NSWIS athletes and coaches, whose domestic and international travel demands increased in the lead-up to the 2004 Athens Games.

Qantas extended their support of NSWIS by sponsoring the 2003 Annual NSWIS Awards Dinner in December 2003.

Spherion Education - Major Sponsor

Spherion continued to provide NSWIS athletes with quality computer and business skills training as part of their sponsorship. In total 10 NSWIS athletes attended Spherion courses during the reporting period. Spherion also presented the 2003 Spherion Career Development Award at the 2003 Annual NSWIS Awards.

Bankstown District Sports Club - Official Sponsor, NSWIS Cycling Program

The Bankstown District Sports Club (BDSC) has sponsored the NSWIS Cycling Program for the past four years and in September 2003, committed to extending their support for a further five years.

The BDSC is vital to the delivery of the NSWIS Cycling Program not only as the

program sponsor, but also as a venue supporter. The Dunc Gray Velodrome, managed by the BDSC, is the home of our track cyclists and Head Coach, Garry Sutton's office. The BDSC went on to purchase a vehicle for the Program.

The BDSC also provided venue support to the NSWIS in the form of a venue for the multi-sport Athlete Welcome Ceremonies, including the biggest Welcome Ceremony in March 2004 featuring 350 athletes across 17 sports.

McGee International / FDJ - Official Sponsor, NSWIS Cycling Program

The partnership between NSWIS and Brad McGee's professional cycling team, FDJ developed into a new program in February 2004 when McGee International took over the sponsorship management of the program. The newly-named McGee/NSWIS Cycling team continued to provide targeted young road cyclists with an exciting pathway to pursue their careers on the European road circuit. The program has proven successful, with Mark Renshaw becoming the first rider from the program to make the big step into the pro ranks.



Bradley McGee with his McGee NSWIS Cycling Squad. Photo: Sudesh Arudpragasam

Campbelltown Catholic Club - Program Sponsor, Campbelltown High Performance Throws Centre

The High Performance Track & Field Centre at Campbelltown, a jointly funded venture of the NSWIS and the Campbelltown Catholic Club, continued to provide a pathway for Campbelltown-based track and field athletes to represent Australia. The initiative has proven

successful with hammer thrower Bronwyn Eagles gaining selection to the 2004 Australian Olympic Team.

Streets Ice Cream - Official Sponsor, NSWIS Sprint Canoe Program

During Streets Ice Cream's sponsorship of the Sprint Canoe Program, results were fantastic, bolstered by Nathan Baggaley's World Championship win in the men's K1 500m, his second title in a row. This sponsorship has enabled athletes to continue to achieve at the international level, with Nathan Baggaley, Daniel Collins, Chantal Meek and David Rhodes nominated in the 2004 Australian Olympic Team.

Mingara - High Performance Centre

The Mingara Recreation Centre became an NSWIS High Performance Centre in late 2003, and continued to provide quality facilities and services to athletes based on the Central Coast.

Bexley Golf Club - NSWIS Golf Program Supporter and Training Venue

The NSWIS and the Bexley Golf Club formed a partnership in early 2004 to provide NSWIS Golf Program athletes with access to Bexley's golf club facilities and services.

The Natural Confectionary Company (TNCC) - Official Provider of Confectionary Products

The Natural Confectionary Company continued to provide NSWIS athletes with healthy alternatives for post training energy. The athletes (and staff) look forward to each delivery!

pb Sports Nutrition - Exclusive Provider of Sports Energy Products

As the exclusive provider of sports energy products to NSWIS, pb Sports Nutrition provided a range of endurance and sprint nutrition products developed by leading sport dieticians and academics. Energy drinks and sports bars were used where appropriate for the different stages of competition such as training, pre-event, competition and recovery.

APM - Provider

Three NSWIS athletes have benefited from study scholarships provided by APM in the reporting period, with one athlete graduating and one commencing study in 2004.

Immortal Sports - Provider

Immortal Sports continued to provide NSWIS athletes with compression clothing for air travel, training and recovery.

MorphVision - Official Provider of Specialist Video Equipment

A relationship was formed between MorphVision and NSWIS in July 2003, with both organisations working towards the development of specialist video equipment.

FitnessStats - Preferred Provider of Online Interactive Software Development

A relationship was formed between FitnessStats and NSWIS in July 2003, with both organisations working towards the development of online interactive software. The Strength and Conditioning unit used the software for the delivery of specific programs for NSWIS athletes.

Other Relationships

NSWIS maintained a good relationship with the Sydney Swans Football Club and commenced a new relationship with the West Sydney Razorbacks, with both teams providing VIP tickets for key Institute sponsors and dignitaries in exchange for Sport Science services.

NSWIS Athlete Employer Register

ACE/PD established the NSWIS Athlete Employer Register prior to the Athens Games, with the Register designed to recognise the invaluable assistance provided by employers of NSWIS athletes. Thirty nine companies were registered during the reporting period by 41 athletes. Each employer received a letter of thanks, regular e-news updates and a certificate of recognition. As the Olympics and Paralympics draw closer, employers will also receive invitations to attend NSWIS functions.

Harbord Diggers Memorial Club

Harbord Diggers continued to provide training venue support to many NSWIS rowers in the Australian national team. By waiving gym fees they assisted several NSWIS world champions to achieve their ultimate goal for 2003-04.

NSWIS EVENTS

2003 Annual NSWIS Awards

The 2003 Annual NSWIS Awards Dinner was held on Tuesday 16th December 2003 in the Millennium Room, Telstra Stadium, Sydney Olympic Park. The Awards were sponsored by Qantas and 9 out of the 11 awards presented were sponsored by various organisations, including ClubsNSW, Telstra, NSW Tourism, Sport & Recreation; Sydney Olympic Park; Ian Thorpe/Grand Slam International; Spherion and The University of Sydney.

Over 250 guests attended the event, including the Minister for Tourism and Sport and Recreation, Minister for Women, The Hon Sandra Nori MP, NSWIS Chairman Phil Coles AM, NSWIS Deputy Chairman Alan Jones AO and NSWIS Board Member and ClubsNSW Chairman Pat Rogan. NSWIS Board Member and Australian netball captain Liz Ellis acted as Master of Ceremonies for the evening.

Sponsorship Servicing

VIP hospitality was extended to sponsors and supporters at a variety of state, national and international sporting events, including the Telstra Grand Prix series, Qantas Skins (courtesy of Australian Swimming), the UCI Track Cycling World Cup, the Carbine Club luncheon series and the Sydney Swans Chairman's Club functions.

All NSWIS sponsors, product / service providers, strategic partners and venue supporters were acknowledged and promoted wherever possible. This recognition included all issues of The Edge Magazine, the 2003 Annual NSWIS Awards Dinner, Snapshot newsletter, the NSWIS website and athlete uniforms, as appropriate.

Other

Memorandums of Understanding, encouraging course flexibility for elite athletes, were serviced and maintained with The University of Sydney, The University of Newcastle, University of Wollongong, Charles Sturt University and the Southern Cross University.

Providers

De Bortoli Wines
Carlton and United Breweries
Coca Cola Amatil

ORGANISATIONAL MANAGEMENT AND ACCOUNTABILITY

Maintain best practice financial and administrative processes in order to effectively underpin the Institute's services to its athletes and coaches.

Planning

The Institute finalised the 2005-09 Corporate Plan in preparation for the new quadrennium. NSWIS also finalised the 2004-05 Business Plan and Budget in line with the Institute of Sport Act, Institute of Sport Amendment Act and the Institute's Corporate Plan.

Organisational Structure

Following the appointment of a new Chief Executive Officer in October 2003, and as part of the amendment of the Institute of Sport's Act in October 2003, the Board approved a revised organisational structure. The Institute completed a review of positions within the structure, including issues of parity and alignment of jobs within the broader market. A new performance management system and new salary scale were subsequently implemented for staff and coaches.

The organisational restructure also resulted in the creation of two new departments: Finance and Corporate Services and Communications/Sponsorships & Partnerships. Peter Jackson was appointed the Manager - Finance and Corporate Services and Christine Caruana the Manager - Communications/Sponsorships & Partnerships.

Finance and Corporate Services

The Finance and Corporate Services Department continued to process all supplier invoices and payments, raise charges and collect cash in a timely manner. Managers, coaches and support staff were provided with monthly finance reports to monitor income and expenditure against budget for the Institute's sports programs and support services.

Finance System Upgrade & Modifications

During the reporting period, the Finance and Corporate Services Unit developed an on-line financial reporting system for managers and coaches. The system has enabled coaches and managers to access budget reports and transactions online, enabling secure remote access to daily report and transaction updates.

The department also introduced e-remittance, an electronic transfer of EFT remittance advices, saving time for both the Institute and receiver.

Regional/Mobile Services Review

A review of Regional/Mobile Services was conducted to ensure that NSWIS maximises the use of resources and improves the delivery of services in regional NSW, by establishing stronger links with local partners and providers.

Information from the review suggested that three main areas of regional NSW supported either a large concentration of NSWIS athletes or a high concentration of 'top performers'.

In the Far North Coast region, 19 NSWIS athletes were supported across 5 sports. There was a large concentration of international standard athletes in the Far North Coast region (NSWIS Northern) including Nathan Baggeley (World Champion - Sprint Canoe), David Rhodes (Sprint Canoe), Pip Taylor (Triathlon) and Josh Watson, Sophie Eddington and Ethan Rolf (Swimming).

The Hunter and Central Coast regions (NSWIS Central) supported 86 NSWIS athletes across 13 sports. There were 3 international standard programs operating in the region including Equestrian, Track and Field and Triathlon. High performing athletes included Eliza Stankovic (Wheelchair Track and Road), Jacob Groth (Track and Field), Heath Ryan, Boyd Martin, Sammi McLeod and Tarsha Hammond (Equestrian), Sarah Andrews (Women's Cricket) and Katie Gill (Women's Soccer).

The Illawarra and South East regions (NSWIS Southern) supported 69 NSWIS athletes across 14 sports. International standard athletes included Petrina Price (Track and Field), Ben Kersten and Rochelle Gilmore (Cycling) and a number of elite Winter Sports athletes.

An additional 41 NSWIS athletes were supported in other regional areas of NSW.

Statistically, approximately 78% of NSWIS athletes were supported through NSWIS Northern, NSWIS Central or NSWIS Southern centres. This suggests support for the implementation of a centre-based approach for the delivery of regional/mobile services, maximising the use of resources for regional athletes and coaches.

Future opportunities

- Implementation of the 2005-09 Regional/Mobile services model emphasising a three centre-based approach

- Extended partnerships for centre operations including universities, ClubsNSW venues and local service providers
- Stronger links with Regional Academies, SSOs and NSOs for the delivery of complimentary pre-elite programs
- Maintenance of support for individual, non-centre based athletes (approximately 22% of regional athletes)

Information Technology

The IT unit continued to provide support services to NSWIS staff and coaches working at the NSWIS office as well as at remote and mobile locations. The exchange and finance servers were upgraded, a new switch installed and fibre optic cabling laid between the NSWIS office, Sydney Olympic Park Aquatic Centre and State Sports Centre, giving more stability and flexibility to the system.

'IT Tips', a monthly presentation by IT about IT issues, was initiated as part of the CEO Update meetings. IT was also involved in the planning, staff training and implementation of the NSWIS website, intranet/extranet, new finance reporting system and DAIS database.

RESPECTED PROFILE AND PRESTIGIOUS IMAGE

Enhance our renowned and respected profile and prestigious image amongst the sporting community, the general public and key stakeholders.

Communications

The Communications/Sponsorships & Partnerships Department was formed as a result of the NSWIS staffing restructure in September 2003, and was charged with the improvement of the Institute's communications, IT marketing, sponsorships and partnerships strategies.

Website and Intranet/Extranet

The Institute's website was redesigned and launched in February 2004 and in the first four months of operation, the site traffic increased by 280%. The new design and navigation has enabled the Institute's four key user groups - athletes, coaches, media and general public - better access through user-specific content. Athletes are now able to submit and update their own media profiles and all users are able to subscribe themselves to the e-news. In addition, the website gives NSWIS stakeholders access to a secure extranet environment, making communication with NSWIS easier, especially when traveling interstate and overseas.

Printed and Electronic Publications

The Institute has continued to improve the content, design and distribution of its key media publications. During the reporting period, two editions of The Edge Magazine and the Snapshot Newsletter were produced, along with the 2003-04 Annual Report. NSWIS athletes continued to write regular articles as part of The Edge Magazine and two interns were hired to assist with the production of NSWIS publications, including the population of the website.

The Media & Publications Unit continued to provide daily website news stories and a weekly e-news (newsletter) to keep media, staff, athletes, sponsors and sporting organisations informed with the latest international and national achievements of our athletes and teams.

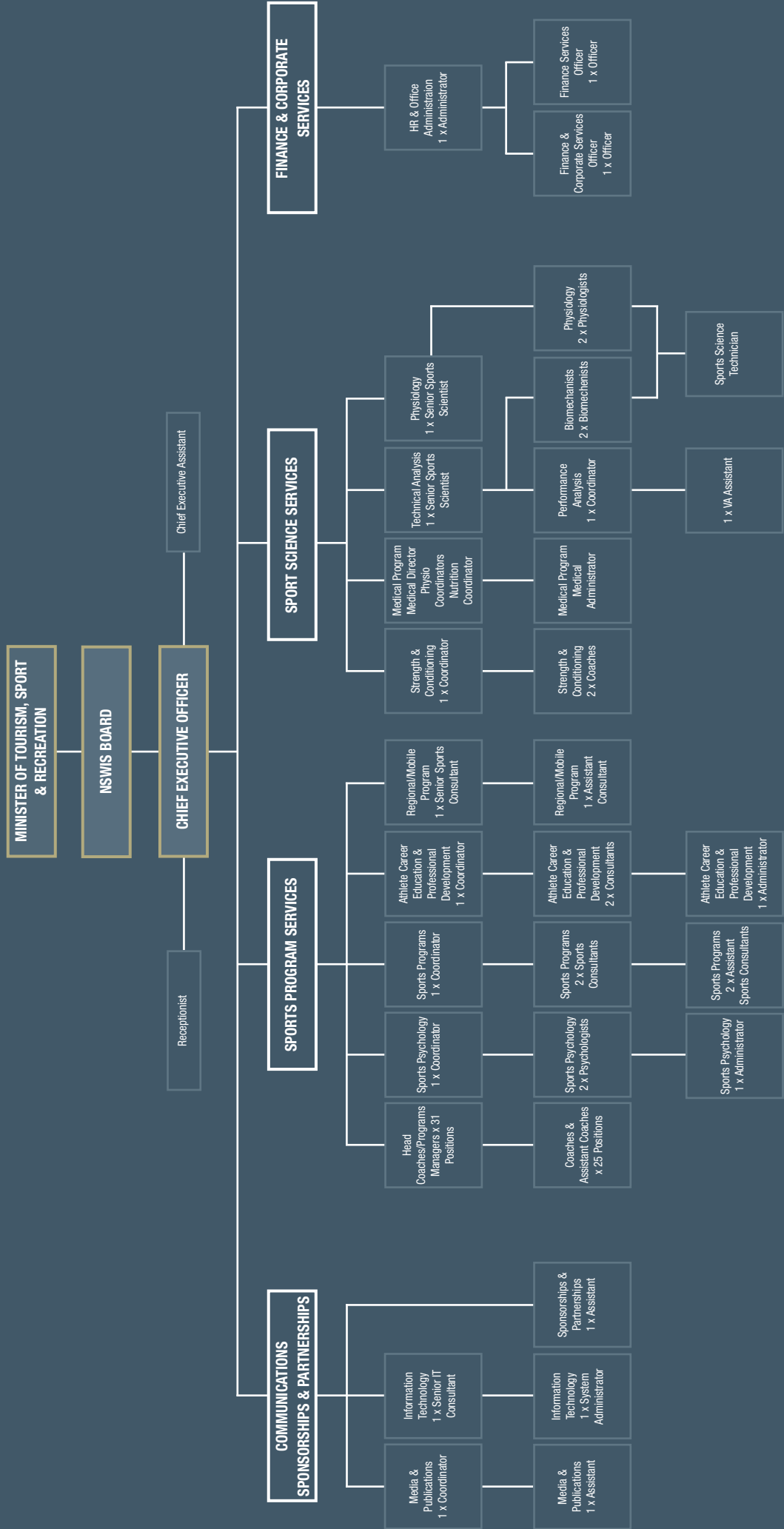
With the introduction of the new-look NSWIS website in 2004, traffic to the site has increased to almost 300%. All website visitors are able to subscribe to the e-news at any time. Athletes are able to submit and update their own media profiles on the NSWIS website, with information sessions held as part of Athlete Welcome Ceremonies.

The Media & Publications Unit continued to provide excellent media and public relations services to the media throughout the year. The Institute's strong connection with regional media continued, with several articles also appearing in major metropolitan newspapers and television.

Media releases and stories were distributed as NSWIS-supported athletes were selected to the Australian Olympic and Paralympic Games teams. A plan was prepared for media coverage of these athletes during the Games, which included daily newsletters and a website information service.

NSWIS STAFFING STRUCTURE

EFFECTIVE SEPTEMBER 2003





SPORT PROGRAM SERVICES

The NSWIS Sports Program Services (SPS) Unit, formerly Coach and Athlete Services, is responsible for delivering the following support services:

Athlete Career & Education / Professional Development Services (ACE/PD) - provides personalised assistance and referral services to athletes. This forms part of a National program to ensure that our athletes' career, education and professional development needs are met.

Sport Psychology Services - provides athletes and coaches with an opportunity to improve an athlete's thinking skills. Sport Psychologists work cooperatively with coaches and athletes, targeting improvement areas and developing specific programs to enhance mental skills to assist athletes to perform when it counts.

Sports Program Services - provides services to coaches by coordinating planning, resourcing, athlete selection, athlete inductions, financial management, Service Level Agreements, key performance indicators and program reviews. The unit also works to maintain effective links between State Sporting Organisations (SSO), National Sporting Organisations (NSO) and other sports institutes and academies of sport (SIS/SAS) working within the national network.

Regional/Mobile Services - provides NSWIS athletes and coaches residing in regional areas or off-site locations with opportunities to access NSWIS services. This ensures all NSWIS athletes have an opportunity to develop to their full potential.

The Sports Program Services area continued to benefit from the expertise of some outstanding staff including:

- ACE/PD Coordinator - Rosemary Towner; ACE/PD Consultants - Gabby Ripoll and Debbie Watson and Administrator - Lisa Gatt
- Sport Psychology Coordinator - Michael Martin; Sport Psychologists - Mark Gribble, Paul Penna and Jocelyn Prendergast and Administrator Sera Dogramaci
- Programs Coordinator - Sara Dailey; Sports Consultant - Lucy Warhurst; Assistant Sports Consultants - Kellie Hayes, Annabelle Duncan, Megan Barnes and Angela Yong
- Senior Sports Consultant (Regional) - Andrew Stainlay; Assistant Sports Consultant (Regional) - Danielle Lindsay and Jane Pokorny

Departing staff included Dr Michael Martin who accepted a role with AIS Sport Psychology; Anita Keelan who commenced work with AIS Water Polo; Danielle Lindsay and Annabelle Duncan.

Athlete Career and Education / Professional Development - "A balanced approach to sporting excellence"

The NSWIS ACE/PD unit is modelled on the National Athlete Career and Education Program (NACE). Our philosophy is to provide all eligible elite athletes with Career, Education and Professional Development services. Our role is to help athletes achieve their education and vocational aspirations more effectively, without compromising their sporting objectives.

Staff worked with coaches and athletes to determine specific needs, providing services in the areas of Education - via agreements with universities, TAFEs and schools; Career - via resume development and links to key organisations; and Professional Development - via innovative and proactive development programs.

KEY ATHLETE SERVICES AND PARTNERSHIPS

During the reporting period, ACE/PD staff contacted NSWIS athletes to assess their career, education and professional development needs. 268 intensive individual athlete assessments were completed as a part of this process and after each assessment, coaches and key service staff were provided with a short summary of issues, recommendations for workshops in the coming year and follow-up requirements for each individual.

On 1,558 occasions, NSWIS, AIS and National senior team athletes visited or had direct contact with ACE/PD staff for career counselling, resume building and/or education guidance. 357 athletes participated in the ACE/PD Professional Development program, enabling athletes to develop their skills on and off the field. 39 seminars and workshops were delivered on various topics as part of the program, including public speaking, etiquette, media preparation and leadership.

CAREER

Employment opportunities in targeted locations and industries were developed to suit the needs of NSWIS athletes looking for employment. A network of employers who regularly required casual/part time workers was also established to provide short-term work opportunities for athletes. In particular, Olympic contenders faced the challenge of balancing increased training and overseas competition commitments with managing work and finances at home. NSWIS ACE/PD appreciated the understanding and support provided by many employers during this time that enabled athletes to reduce their time at work to focus on sport performance.

Aspire - Career Assistance for Olympians

NSWIS developed a close relationship with staff at ASPIRE, a program aimed to provide career assistance for Olympians. Similar to the Olympic Job Opportunities Program (OJOP), the program was run by the Australian Olympic Committee and Hudson. One NSWIS athlete gained employment through this avenue.

NSWIS Athlete Employer Register

ACE/PD established the NSWIS Athlete Employer Register prior to the Athens Games - see the Creating Champions section of this report (page 13).

EDUCATION

During the reporting period, ACE/PD continued to enhance the Institute's partnerships with The University of Sydney and Spherion.

ACE/PD has worked closely with **The University of Sydney** to provide flexible tertiary opportunities for our athletes. 31 NSWIS athletes have studied at, or through, The University of Sydney during this reporting period. 4 seminars were jointly delivered - Nutrition, Effectively Utilising Your Profile, Time Management, and Exam Techniques.

Spherion's support of NSWIS continued to provide invaluable opportunities for athletes to further develop their computer and professional skills. The flexibility of course delivery enabled athletes to accommodate training and competition schedules, which proved vital for achieving success. During the reporting period, 7 athletes were enrolled in Certificate IV in Business Computing, 1 enrolled in Certificate IV in Client Support, 1 in Course Café and 2 in the Microsoft Office and Professional program. Spherion also presented at the NSWIS Education Seminar.

ACE/PD assisted over 60 athletes with applications for **tertiary studies** in 2003, with 38 of these athletes successful in gaining entry to their preferred course. The remaining athletes either deferred, entered via other courses/methods or, unfortunately, missed out on a place this year. Those who were unsuccessful received additional support and career advice through ACE/PD and/or NSWIS Sport Psychology.

ACE/PD's relationship with The University of Sydney and Australian University Sport - East has enabled NSWIS to further open the lines of communication with universities and to monitor the progress of our athletes. ACE/PD continued to work cooperatively with many universities through Memorandums of Understanding, including The University of Sydney (Metropolitan), University of Wollongong, University of Newcastle, and Charles Sturt University (Regional).

National Project - National Network of "Athlete-Friendly Universities"

NSWIS ACE/PD staff member Gabby Ripoll was involved in a national project promoting support for Elite Athletes in Higher Education, an initiative presented to the Australian Deputy Vice Chancellors Committee. The project, to be officially launched in late 2004, aims to assist universities across Australia to recognise and cater for elite athletes in structured, flexible programs. The project is being coordinated through the Australian Institute of Sport and the National ACE program, which supports the state institutes and academies of sport ACE programs. NSWIS has made an invaluable contribution to the project, based on our experience and knowledge developed through the establishment of successful partnerships with The University of Sydney and other regional universities.

Education Seminar - "What Will I do Next Year?"

ACE/PD hosted an Education Seminar titled "What Will I Do Next Year?" for athletes in Year 12. The seminar involved presentations by a range of institutions who provided athletes with varying post-school options and information on how to plan their next steps. Presenters included TAFE NSW, TAFE - Open Training and Education Network (OTEN-DE), the Universities Admissions Centre, The Australian Training Company, Spherion and The University of Sydney.

ACE/PD further developed links with the TAFE Open Training and Education Network (OTEN-DE). The link aims to provide options for flexible study using Distance Education,

classroom teaching, or both, enabling athletes to complete a field of study in the most effective way.

The Australian Training Company has provided assistance to various athletes via their traineeships, which allow athletes to study whilst working and receiving an income.

APM Training Scholarships

After providing NSWIS with several student practical placements in recent years, the APM Training Institute instigated a sponsorship arrangement with NSWIS. After an exhaustive selection process, the scholarship was awarded to Lauren Mandell (water polo) who is now enrolled in the Diploma in Marketing course.

Dale Carnegie

ACE/PD continued to utilise NSWIS supporter Dale Carnegie Training for extended professional development opportunities. Dale Carnegie offers NSWIS athletes with one place in each twelve week course. The courses improve presentation and leadership skills as well as better co-operation, communication and confidence. This year, Lauren Berger (Netball), Karen Quinn (Golf), Rachel Love (Softball) and Lara Davenport (Swimming) have all benefited from this fantastic partnership, with each athlete receiving various awards during their courses.

PROFESSIONAL DEVELOPMENT

As athletes focused on Olympic and Paralympic team selection and performance, the NSWIS ACE/PD unit targeted the delivery of professional development courses accordingly.

A total of 628 athletes, staff, parents and coaches attended ACE/PD workshops. Topics included media skills, public speaking, shopping and cooking to perform, with all seminars promoting athlete responsibility as a key factor in ongoing success (see summary table on the right).

In 2003-04, ACE/PD also provided public speaking workshop to key NSWIS staff and coaches. This program was tiered to reflect the needs and experience of staff members, with Dale Carnegie providing senior coordinators and coaches with a full day presentation workshop.

Speaker's Bureau

The NSWIS Speaker's Bureau continued to prove popular with various organisations throughout NSW. The program aims to provide NSWIS athletes and coaches with opportunities to further develop their public speaking skills and lift their community profile through public appearances.

Over the past twelve months, NSWIS provided athletes for 35 events at various schools, universities and sporting academies as well as business and award functions, an increase from 23 in 2002-2003. NSWIS has utilised athletes with outstanding presentation and speaking skills at Athlete Welcome ceremonies, providing another opportunity for NSWIS athletes to develop their skills whilst inspiring others to work on more than their sporting prowess.

Coaches Seminar: Your Empire - Whose Dynasty?

NSWIS held the 3rd Annual Coaches Seminar - "Your Empire - Whose Dynasty?" at the Novotel, Sydney Olympic Park on the 7th October 2003 - see the Creating Champions section of this report (page 11).

Promoting Ethical Behaviour: Sport & Recreational Drug Use Workshop

On 16-17 February 2004, 40 NSWIS coaches and staff members attended a workshop at NSWIS on ethical behaviour, alcohol and recreational drug use and its effect on athletic performance - see the Creating Champions section of this report (page 11).

Sharing the Dream: Olympic/Paralympic Function

Thirty athletes from NSWIS and the national rowing squad enjoyed the opportunity to meet and mingle at a relaxed pre-match function in preparation for the Olympic and Paralympic Games - see the Creating Champions section of this report (page 11).

Parents, Partners and Friends Olympic / Paralympic Information Evening

On 1 June 2004, 82 people enjoyed an Olympic / Paralympic information evening at the Kirribilli Club, designed to provide as much information as possible to parents and friends of athletes likely to go to Athens. Craig Phillips, Director of Sport and Operations at the Australian Olympic Committee (AOC) presented factual information regarding Australian team preparations, including village locations, services, outfitting, transport, tickets and communication. Sydney 2000 water polo Gold Medallist Debbie Watson was the MC of a

panel of five which included Olympian Kieren Perkins (Swimming), Richard Stewart (Rowing parent), Craig Phillips (AOC), Jason Hellwig (Australian Paralympic Committee) and Paul Penna (NSWIS Sport Psychology). The night also allowed parents from various sports to meet and gain support from each other.

	1 July 2003 - 31 June 2004	1 July 2002 - 31 June 2003
Media Skills	3	4
Public Speaking	6	7
Public Speaking II	3	2
Public Speaking III	-	1
Shopping Skills	-	2
Nutrition	10	7
Study Skills	1	3
Cooking Skills	1	4
Time Management	2	1
Exam Techniques	1	-
Goal Setting/Career Planning	1	-
Education Seminar	1	-
Studying in the USA	1	-
Stress Luncheon	1	-
Stirred not Shaken	2	-
Confidence Worx	1	-
Female Excellence Workshop	1	-
Sport & Recreational Drug Use	2	-
High Impact Presentation Skills	1	-
Olympic/Paralympic Parents, Partners & Friends Information Evening	1	-
Sharing the Dream	1	-
TOTAL	40	31
Total Athletes	357	346
Total Attendees (athletes, parents, coaches, staff)	628	393

Testimonials - ACE/PD Support

"... Thank you for the letter you sent to the school. It is surprising how different they treat me at school now. I made the newsletter straight after you sent the letter and I have been in every one since."

- Dean Windsor, Cycling

"Thank you all so much for your support over the last few years: without it our journey so far would have been much more difficult."

- Kristen Kosmala, Olympic Sailor

SPORT PSYCHOLOGY SERVICES

Service Delivery

NSWIS Sport Psychology is committed to working inclusively with coaches, athletes and other service areas to deliver quality performance enhancing services in a way that most suits and benefits the sport. Whilst focusing on Olympic and Paralympic athletes and coaches, staff have utilised individual athlete consultations, coach feedback, team sessions and coach contacts to deliver services ranging from developing mental skills to effective team cohesion.

During the reporting period, NSWIS sport psychology staff delivered 220 team sessions and 2184 individual consultations with NSWIS athletes. The majority of individual and team sessions related to performance enhancement and more specifically, performing when it counts. Staff commitment to working inclusively with coaches was reflected through the 1483 coach planning and reporting meetings, which provided feedback to coaches regarding individual and specific squad progress. NSWIS Sport Psychology staff adopted a flexible approach to service delivery, attending 429 training sessions and competitions in order to better meet coach and athlete needs.

Identifying Core Areas of Service Delivery

During the reporting period, NSWIS Sport Psychology reviewed areas of its service delivery to ensure it continues to provide the highest quality services to athletes and coaches based on their needs. Core services identified to support athlete performance

included: mental skills enhancement, performance planning and review, athlete debriefing and support, team cohesion, athlete adventure challenges, Minding the Injury (injury rehabilitation clinic), as well as support and cross area and clinical referral for appropriate issues. Core services identified to support quality coaching included: assisting athletes with effective performance, planning and debriefing, communication with athletes and parents and building a high performance culture with effective codes of behaviour.

Olympic Preparation

In the lead-up to the 2004 Athens Olympic and Paralympic Games, NSWIS Sport Psychology staff provided additional services for targeted Olympic and Paralympic athletes, focusing on managing expectations and normalising competition experiences. Further support was provided to the Olympic sports of Swimming, Cycling, Hockey, Equestrian and Soccer.

Resources targeting Olympic and Paralympic athletes and coaches have included:

- ▶ **Athlete Preparation Checklist** - Having too high or too low an expectation can influence an athletes' competition preparation and performance. The Athlete Preparation Checklist was therefore designed to identify discrepancies between athletes' expectations of performance compared to their coaches. Assistance with the development of appropriate planning and coping strategies prior to, during and following competition was provided for identified athletes. The Athlete Preparation Checklist was offered as a shared resource for use within the national network of sports institutes and academies.
- ▶ **Athlete Challenge Activities** - Challenging activities were developed by Sport Psychology to foster team and group work - see the *Creating Champions* section of this report (page 11).
- ▶ **'Where to From Here?'** - A booklet that assisted athletes with 'non-selection' and transition was developed in conjunction with NSWIS ACE/PD - see the *Creating Champions* section of this report (page 11).

In addition to sport-specific services, NSWIS Sport Psychology delivered the following performance enhancing services:

Injury Rehabilitation Clinics

Results of a survey conducted last year by NSWIS Sport Psychology suggested that on average 30% of athletes were unable to train for a period of 3 months or more due to injury at some stage during their career. Many of these athletes reported feeling frustrated and would have benefited from increased support during this time. In response, NSWIS sport psychology developed an injury clinic, "Minding the Injury", for athletes across all sports. The clinic aimed to encourage positive thinking and constructive action whilst maintaining athlete identity during an injury phase.

Four "Minding the Injury" clinics were conducted during the reporting period, and each received positive feedback from coaches and athletes. The clinic was offered as a resource for the national network sport institutes and the Australian Institute of Sport (AIS) were the first to utilise this opportunity for their residential athletes. The clinic content will be continually reviewed and updated in conjunction with AIS Sport Psychology.

Critical Incident Management

Critical incidents - such as serious injury or death of a squad member, natural disaster or terrorist attack - have the potential to cause intense emotional responses or psychological reactions. NSWIS Sport Psychology developed a structured critical incident response process for NSWIS staff, which focuses on the first 48 hours following the occurrence of an incident. Coaches and staff were trained in the delivery of appropriate actions in the event of a critical incident, and were provided with specific roles and responsibilities. In addition, wallet cards were distributed to all coaches and staff which summarised appropriate actions and NSWIS contact numbers.

Profiling

NSWIS Sport Psychology used several key assessment tools to explore psychological aspects of athlete performance. Personality, learning styles, mental skills usage, team cohesion and communication were most commonly examined. The benefits of mental skill profiling have been acknowledged by individual athletes and coaches and consequently, NSWIS Sport Psychology, in conjunction with AIS Sport Psychology, will explore new assessment tools for use in 2004-05 and beyond.

Regional Academies of Sport

During the reporting period, intern sport psychologists provided services to identified Regional Academies of Sport as a part of the Sport Psychology Supervision Program. Team sessions were delivered to junior regional academy athletes regarding goal setting, team cohesion, self-talk and relaxation. Individual sessions were also provided for athletes in a number of sports.

REGIONAL/MOBILE SERVICES

The Regional/Mobile Services program was launched in November 2000 to service athletes throughout regional NSW. The program aims to improve the capacity of the Institute's high performance service units to provide quality services to NSWIS athletes and coaches in their home environments. The State Government contributed \$748,000 in 2003-04 to the delivery of the Regional/Mobile services, which benefited 184 athletes across 25 NSWIS sports programs.

Of these athletes, 30 NSWIS regional athletes were selected on the 2004 Olympic Team and 9 were selected on the 2004 Paralympic Team.

High Performance Centres

NSWIS High Performance Centres were supported where two or more NSWIS scholarship holders in the same regional location achieved Australian representation and showed the potential to maintain and improve their national and international ranking. A total of \$56,000 of funding directly supported 7 High Performance Centres and 39 athletes across 4 sports.

A network of 12 coaches worked in conjunction with NSWIS Head Coaches to develop elite athletes in their respective regions. NSWIS High Performance Centres included Cycling (Bathurst and Illawarra), Equestrian (Lochinvair), Track & Field (Hunter and Illawarra) and Triathlon (Far North Coast).

Development Centres

NSWIS Development Centres were supported where two or more NSWIS scholarship holders in the same region demonstrated the potential to achieve national and international success. NSWIS provided \$43,000 to directly support 27 athletes in 8 Development Centres across 6 sports. The Regional/Mobile Services Program assisted with the employment and development of 11 regional coaches across the sports of Baseball (Port Macquarie), Basketball (Wollongong, Newcastle and Central Coast), Cycling (Riverina), Equestrian (Riverina), Track & Field (Hunter) and Triathlon (Illawarra).

Netball and Hockey continued to deliver dedicated pre-elite regional programs. NSWIS regional Netball utilised a pool of 6 identified specialist skills coaches to deliver expertise to regionally based NSWIS athletes, NSWIS Sprites (pre-elite athletes) and Regional Academies. The Netball program continued to benefit from strong relationships with all Regional Academies of Sport and program partner Netball NSW.

NSWIS Hockey program partners, Hockey NSW and Hockey Australia, continued to support a successful regional program with NSWIS. A clearly defined national and state athlete pathway was further developed to ensure that regional academies of sport wanting to work with NSWIS to deliver a targeted pre-elite program could do so. The National/NSWIS Regional Hockey program continued to focus on the support of regionally-based NSWIS scholarship athletes and pre-elite regional athletes in conjunction with identified Regional Academies.

Netball and Hockey regional programs received funding support totalling \$136,500, including contributions from NSWIS, Netball NSW, Hockey NSW and Hockey Australia. Funding assisted 1 full-time coach, 6 fee-for-service coaches, 18 NSWIS athletes and a further 60 pre-elite athletes across regional NSW.

Regional Athlete Assistance

Assistance was provided to regionally-based NSWIS scholarship holders to facilitate travel within NSW for competition and official NSWIS training camps. Regional athletes have also received assistance through subsidised local gym memberships. 184 athletes from 25 different sports programs received assistance in 2003-04.

NSWIS support services provided during the reporting period included physiology, biomechanics, strength and conditioning, sports psychology, sports medicine, nutrition, athlete career and education and professional development (ACE/PD), video analysis and program management.

Regional Coaching

NSWIS Regional Coaches and guests from the NSW Regional Academy of Sport network were invited to attend the annual NSWIS Regional Coaching Seminar on 7th October 2004 at the Novotel, Sydney Olympic Park. Topics included 'Sports Psychology-GROW your athletes', 'The coaches role in sponsorship acquisition', 'Operational Planning' and 'Time Management'. The seminar was held in conjunction with the 3rd Annual Coaches Seminar "Your Empire - Whose Dynasty?".

Strategic Partnerships

A Memorandum of Understanding (MoU) was signed with University of New England (Armidale) in June 2003, and started benefiting athletes from July 2003. The total number of universities now with official MoU's is four - University of Wollongong, University of Newcastle, Charles Sturt University (Bathurst) and University of New England (Armidale).

Regional university links provide NSWIS athletes with the flexibility and support required to study whilst training and competing. NSWIS explored opportunities for research and benefited from accessing quality University-supported venues, including The Forum (University of Newcastle), University Recreation and Aquatic Centre (University of Wollongong), Sport UNE (Armidale), Southern Cross University Gym (Lismore). Other Regional venue supporters included the Mingara Recreation Club (Tumbi Umbi - Central Coast), Leisureco (Gorokan), and Fitness Plus (Tamworth).

The newest NSW Regional Academy - the Central Coast Academy of Sport (CCAS) - was launched in May 2004. The CCAS, based at Mingara, linked well with NSWIS, with the Mingara Recreation Club providing 16 NSWIS Central Coast athletes with access to high performance facilities during the reporting period.

Emerging Athlete Program

The NSWIS General **Emerging Athlete Program (EAP)** was launched in June 2003 - see the Creating Champions section of this report support services (page 12).

Regional/Mobile Services Review

A review of Regional/Mobile Services was conducted during the reporting period - see the Creating Champions section of this report (page 14).

PROGRAM SERVICES

The Program Services Department has continued to provide a variety of quality core services such as program planning, administration, program review, athlete selection support and grant management.

Athlete Welcome Ceremonies

Athletes, coaches, program partners, support staff and sponsors have been welcomed to NSWIS at four joint Athlete Welcome Ceremonies in 2003-04. The first ceremony was conducted at Thredbo Alpine Hotel (25th July 2003) for athletes selected into the Snow Sports program, and three multi-sport ceremonies were conducted at the Bankstown District Sports Club (27th November 2003, 30th March 2004 and 30th June 2004).

NSWIS athletes with outstanding presentation skills were utilised as guest speakers and Masters of Ceremony (MC) to provide motivation and inspiration to over 700 fellow athletes. NSWIS athlete MCs included Taryn Woods (Water Polo - Women's), Nathan Bracken (Cricket - Men), Fiona Crawford (Softball), Bo Hanson (Rowing), Jeremy van Asperen (Wheelchair Basketball) and Shelley Oates-Wilding (Canoe - Sprint). NSWIS welcomed the Minister of Tourism, Sport & Recreation, the Director General Department of Tourism Sport & Recreation as well as ClubsNSW representatives, local MPs and NSWIS Board members as guests.

Information provided at the Athlete Welcome Ceremonies included an overview of NSWIS and its services, NSWIS sponsors and partners, NSWIS coaches and NSWIS athlete scholarship holders. In addition, NSWIS Drugs in Sport Strategy information and the Harassment Free Sport and Child Protection guidelines were presented to athletes and coaches.

Innovative and Coordinated Service Delivery - Service Teams

A Service Team is the team of professionals from Sports Science, Sports Programs Services, Finance and Corporate Services and Communications, Sponsorship and Partnerships who provide support services and expertise to assist coaches to be the world's best.

This year NSWIS conducted Service Team meetings for all sports in September 2003

and April 2004, with the primary focus for many sports being Olympic and Paralympic performance preparation. Service Teams encouraged coaches to work with the most suitable service providers to maximise athlete performance results and explore new ideas. Service staff worked with sports to cross-fertilise ideas, projects and approaches from sport to sport and coach to coach.

2005-09 Sport Inclusion and Planning

NSWIS participated in a nationally coordinated approach to support high performance sports programs for the period 2005-09 - see the Creating Champions section of this report (page 12).

Annual Service Level Agreements & Program Review

NSWIS continued to develop annual Service Level Agreements (SLA's) for each sport. Each sport SLA reflects the agreed competition and training program, key performance indicators, athlete selection criteria, annual service plans, financial contributions, calendar of events, budgets and the roles and responsibilities of coaches and program partners. Each sport was reviewed on a six monthly basis.

Coach Excellence

NSWIS recognises the value of expert coaching and the role that coaches have in delivering world-class programs that develop internationally successful athletes. NSWIS is therefore committed to attracting, supporting and developing outstanding coaches in partnership with National and State Sporting Organisations. NSWIS introduced and refined a number of initiatives to ensure that we have quality coaching available to our athletes while maintaining an expert network of assistant, home and regional coaches.

1. CEO's Update

Monthly meetings for NSWIS coaches and staff were held to allow the NSWIS CEO and service areas to share information and ideas regarding NSWIS internal operations. With many coaches housed off-site, these meetings provided a regular opportunity for ideas to be shared and then discussed in an informal setting.

2. Coaches Seminars

In addition to workshops conducted through ACE/PD, NSWIS Coaches seminars were scheduled in conjunction with the monthly CEO's Update. The seminars aimed to further assist coaches to keep abreast of national and international trends while sharing ideas between sports. Some topics that were presented included:

- ▶ "Looking for Breakthroughs" - Debbie Fox
- ▶ "Altitude Training" - Thredbo Training Camp - Chris Hegarty
- ▶ "Vision Dynamics and Testing" - Pierre Elmur
- ▶ "Eat Right for your Sport Type" - Bronwen Greenaway

3. Coaches TIPS

"Theory into Practice" (TIPs), an electronic newsletter distributed monthly, is a valuable coaching resource that aims to effectively connect individuals within the NSWIS Coaches network. TIPs provided coaches with information and feedback on professional development courses attended by NSWIS coaches, as well as information on upcoming seminars and forums (NSWIS and other). It also encouraged discussion through dissemination of significant sport-related articles.

4. Coach Recruitment and Performance Management

NSWIS coaches are employed directly by NSWIS or through partnerships with National or State Sporting Organisations. During the reporting period the following coaches joined



Athletes and parents attend pre-Olympic seminars.
Photos: Sudesh Arudpragasam and Christine Caruana

the NSWIS team of international and national standard coaches:

- ▶ Martin Rubinoff: Softball Head Coach (Interim)
- ▶ Graeme Brimblecombe: Tennis Head Coach
- ▶ Sharon Hill: Netball Assistant Coach
- ▶ Paul Hallam: Track and Field - Scholarship Coach
- ▶ Alan Bennett: Rowing - Women's - Olympic Initiative Coach
- ▶ Xihong Huang: Track and Field - Women in High Performance Sport Scholarship Coach
- ▶ Shelley Oates-Wilding: Canoe - Sprint - Women in High Performance Sport Scholarship Coach

In addition to mid-year and annual program reviews, NSWIS coordinated annual performance appraisals for all employed coaches. This provided an opportunity for program partners and coaches to collectively assess coaches' strengths and identify areas for additional development and/or support.

ADDITIONAL FUNDING OPPORTUNITIES

NSWIS, in partnership with the NSW Government and ClubsNSW, provided annual base funding in excess of two million dollars for 34 sports programs across 25 sports. Opportunities for additional funding were also provided for qualifying sports to deliver agreed projects that further enhanced athlete and coach performance. Additional funding opportunities that were managed cooperatively between Programs Services and Finance & Corporate Services are as follows:



Venue Access

A total of \$449,000 was provided to assist NSWIS Sport Programs (16 Olympic and 1 non-Olympic) with access to Olympic class venues for training and competition - see the Creating Champions section of this report (page 10).

Capital Equipment

A total of \$350,000 was provided to assist NSWIS Sport Programs (11 Olympic) to achieve success through provision of latest technology sport related equipment, including: Baseball, Basketball, Canoe - Slalom, Canoe - Sprint, Cycling, Diving, Rowing, Sailing, Snow Sports, Swimming and Track and Field.

Talent on Tour

A total of \$50,000 was provided to assist 110 NSWIS athletes across 19 Sports Programs (18 Olympic and 1 Paralympic) selected in Junior National

Teams for Junior World Championships or other recognised international events, including: Baseball, Basketball, Canoe - Slalom, Canoe - Sprint, Cycling, Diving, Gymnastics - Rhythmic, Rowing, Sailing, Softball, Snow Sports, Soccer - Women, Swimming, Track and Field, Triathlon, Volleyball - Beach, Water Polo - Men, Weightlifting and Wheelchair Track and Road. Funding assisted athletes to offset the cost of tours that were not fully funded by national or state sporting organisations.

Women in High Performance Sport

A total of \$50,000 was provided to support the development of women in coaching and service roles, including:

1. Coaching

- ▶ Diving - continued support for Development/Assistant Coach Vyninka Arlow, in conjunction with National Coaching Scholarship Program (approved to 31st December 2004)
- ▶ Track and Field - support provided for Zhihong Huang (throws coach) to assist NSWIS Throws Coach Rudolf Sopko. Assistance was provided for Zhihong to establish a female development squad.

- ▶ Canoe - Sprint - initiated and supported Shelley Oates-Wilding in her position as coach of an emerging athlete program for female paddlers.

2. F-email Links

NSWIS distributed a quarterly electronic newsletter designed to provide an effective communication link for women in high performance sport. The newsletter provided details of initiatives being delivered in high performance sport, professional development being successfully undertaken by coaches and information regarding seminars and forums.

Individual Scholarships

NSWIS continued its commitment to excellence through the Individual Scholarship Program. Individual scholarships provided financial assistance and support services to qualifying NSW high performing athletes not supported through existing NSWIS squad programs. Athletes ranked in the top 10 in the world in open competition, and athletes ranked number 1 in the world competing in junior competition, were considered.

Individual Scholarship holders included - Matthew Freeman (Surf Life Saving), Melissa Hoar (Surf Life Saving), Kate Krywulcz (Surf Life Saving), Stephen Munnery (Surf Life Saving), Corey Price (In Line Speed Skating), Luke Turner (Surf Life Saving) and Rebecca Woods (Surfing).

Athletes with Disabilities (AWD)

NSWIS and the Sydney Academy of Sport and Recreation (SASR) continued the joint scholarship program for athletes with a disability in high performance sport. This cooperative program pools organisational resources to collectively support up to 18 of NSW's high-performing athletes with disabilities. Financial assistance was provided by NSWIS and SASR to offset some of the associated training and competition costs for the athletes. Additional support included access to performance-enhancing services such as Sport Science (SASR), Sport Psychology (NSWIS) and Athlete Career and Education/Professional Development (NSWIS).

In addition to the Individual Scholarships for Athletes with Disabilities, NSWIS continues to support Wheelchair Track and Road and Wheelchair Basketball through dedicated Squad Sport Programs.

AWD Scholarship holders - Alicia Aberley (Swimming), Ben Austin (Swimming), Kate Bailey (Swimming), Frank Bartolillo (Fencing), Peter Brooks (Cycling), Bart Bunting (Alpine Skiing), Natalie Cordowiner (Archery), Patrick Donachie (Swimming), David Hall (Tennis), Lindy Hou (Cycling), Nicholas Maroney (Basketball), Michael Milton (Alpine Skiing), Prudence Watt (Swimming) and Kelly Wren (Tennis).

Campaign Athens

'Campaign Athens' commenced in October 2003 and will continue until the completion of the Athens Olympic Games in August 2004 - see the Creating Champions section of this report (page 11).

Campaign Athens Scholarship holders - Craig Anderson (Baseball), Michael Brown (Shooting), Sonya Chervonsky (Judo), Carly Dixon (Judo), Belinda Guidice (Judo), Steven Guidice (Judo), Eszter Hortobagyi (Modern Pentathlon), Gavin Kelly (Judo), Martin Kelly (Judo), Brendan Kingman (Baseball), Amanda Laird (Synchronised Swimming), Craig Lewis (Baseball), Jessica Malone (Judo), David Moore (Baseball), Alison Newham (Judo), Leonie Nichols (Synchronised Swimming), Warren Potent (Shooting), Kerri Pottharst (Beach Volleyball), Julien Prosser (Beach Volleyball), Ryan Rowland-Smith (Baseball), Susannah Smith (Shooting), Jeaneen Steel (Judo), David Thorne (Baseball), Stephanie Topp (Judo), Thomas Turner (Shooting), Rodney Van Buizen (Baseball), Glenn Williams (Baseball), Mark Williams (Beach Volleyball) and Heath Young (Judo).

Concluding Programs

Sports that were included in the first six months of the reporting period were Rhythmic Gymnastics and Beach Volleyball. The Rhythmic Gymnastics program concluded on 31 December 2003, with support redirected to Men's Artistic Gymnastics, while the Beach Volleyball program ended its 12 month inclusive period on 30 September 2003.

Future opportunities

- ▶ Implementation of 4 year partnership and service agreements
- ▶ Establishment of an integrated quality coaching program



ATHLETE SCORECARD

Sport	National Teams/Squads Representation		No. of International Events Attended		NSWIS Athletes Winning Medals at Significant International Events		World Champions Senior and Junior	
	02/03	03/04	02/03	03/04	02/03	03/04	02/03	03/04
NSWIS Sports Squad Programs								
Baseball	13	12	2	2	0	9	0	0
Basketball	9	3	4	2	4	2	0	2
Canoeing - Sprint	11	13	3	8	10	19	1	1
Canoeing - Slalom	11	12	5	7	2	0	0	0
Cricket - Men	1	0	2	0	1	0	0	0
Cricket - Women	9	11	3	2	9	11	0	0
Cycling	19	20	16	17	12	21	4	4
Diving	7	5	10	13	12	9	0	0
Equestrian	12	17	5	10	0	12	0	0
Golf	3	4	4	6	3	5	0	0
Gymnastics - MAG	3	2	3	1	0	0	0	0
Gymnastics - RG	0	0	0	0	0	0	0	0
Hockey - Men	6	4	5	9	5	24	0	0
Hockey - Women	14	5	8	8	8	34	0	0
Lawn Bowls	1	1	2	1	0	1	0	0
Netball	9	0	N/A	0	N/A	0	0	0
Rowing	29	23	4	6	42	26	12	5
Sailing	28	26	27	25	17	57	5	8
Snow Sports	6	16	8	18	2	20	0	0
Soccer - Men	8	20	3	2	1	0	0	0
Soccer - Women	12	16	3	5	2	10	0	0
Softball	22	19	7	6	15	26	0	0
Swimming	22	23	8	11	28	34	0	3
Tennis	3	1	5	1	1	1	0	0
Track & Field	38	38	20	19	2	6	0	0
Triathlon	15	14	14	20	4	22	1	1
Volleyball	4	2	1	1*	N/A	0	0	0
Water Polo - Men	13	11	6	5	2	9	0	0
Water Polo - Women	14	12	9	8	18	14	0	0
Weightlifting	3	5	4	3	1	5	0	0
Wheelchair Basketball	12	12	6	5	9	27	0	0
Wheelchair Track & Road	5	8	8	9	7	26	2	1
SUB TOTAL	362	355	205	230	217	430	25	25
Other Programs								
Individual Athlete Programs								
Individual Scholarship	3	4	4	17	2	20	1(1wr)	3
TOTAL	365	359	209	247	219	450	26	28



Distance runner Todd McDonald. Photo: James Rankin/JRP

SPORT SCIENCE

THE SCIENCE OF WINNING

THE NSWIS SPORT SCIENCE TEAM IS MADE UP OF PHYSIOLOGY, BIOMECHANICS, STRENGTH AND CONDITIONING, VIDEO PERFORMANCE ANALYSIS, NUTRITION AND MEDICAL EXPERTS, WHO ARE FOCUSED ON PROVIDING SUPPORT TO NSWIS ATHLETES AND COACHES TO MAXIMISE THEIR PERFORMANCE.

THE SPORT SCIENCE TEAM MEMBERS SUPPORT NSWIS SPORT PROGRAMS, ATHLETES AND COACHES BY MONITORING EACH ATHLETE VIA LABORATORY AND FIELD- BASED TESTING AND ASSESSMENT DURING TRAINING AND COMPETITION. THIS DATA IS THEN CONVERTED INTO MEANINGFUL INFORMATION FOR THE COACH AND ATHLETE.

THE TEAM IS ALSO RESPONSIBLE FOR THE ANALYSIS OF COMPETITION PERFORMANCE AND CONDUCTING RESEARCH INTO FACTORS AFFECTING ATHLETE PERFORMANCE. THIS INFORMATION IS THEN PROVIDED TO NSWIS COACHES, WHO USE THE DATA TO MODIFY AND IMPROVE EACH ATHLETE'S TRAINING PROGRAM.

WHILE ITS LABORATORY AND STRENGTH AND CONDITIONING HEADQUARTERS ARE BASED AT SYDNEY OLYMPIC PARK, NSWIS SPORT SCIENCE PRIDES ITSELF ON BEING A MOBILE SERVICE. SERVICES PROVIDED AT SYDNEY OLYMPIC PARK ARE COMPLEMENTED BY FIELD- BASED TESTING AND TRAINING SUPPORT IN THE AREAS OF BIOMECHANICS, BIOCHEMISTRY, PHYSIOLOGY AND STRENGTH AND CONDITIONING.

DISCIPLINES

NSWIS Biomechanists measure and assess movement and technique in sport. They provide feedback to coaches on the modifications required to improve the technical components of performance. Biomechanists are interested in technique for improving performance, increasing efficiency and minimising athlete injury.

Assessment includes video analysis to quantify movement and force production analysis to examine the mechanisms that dictate movement. Assessment takes place for the most part in the field to ensure sport-specific movements are taken.

NSWIS Physiologists measure and monitor the biological adaptations an athlete makes to their training program. The physiologist is interested in how effectively and efficiently the athlete utilises energy in order to meet the demands imposed by their sport. Fitness parameters incorporate endurance, speed, power, agility, flexibility, body composition and the ability to adapt to the environment.

Assessment occurs in both laboratory and field settings, and can include variables such as heart rate, oxygen consumption, blood lactate and glucose levels, and body temperature. Assessment profiles an athlete's strengths and weaknesses, while regular monitoring allows for objective evaluation of the training program. Results are used to provide advice on modifying or improving the training program, where appropriate.

NSWIS Performance Analysis seeks to analyse competition and training performance via a range of computer-based systems for individual and team sports. Data is collected during competition and training to provide information to both athlete and coach.

Data collected during competition can include time-coded video or statistical data. The data can then be used to

provide the athlete with video feedback about skill and game tactics, and provides the coach with game and player statistics.

Training sessions can be enhanced by the use of computer-based systems. These systems allow the athlete and coach to view real-time visual feedback of changes in technique within and across training sessions. They can also provide valuable comparisons of an athlete's technique compared to the world's best opposition.

NSWIS Strength & Conditioning provides information and expert advice to coaches and athletes for the development of appropriate periodised training programs and session structures. This can include advice to the coach on tailored training progression for the development of their athletes for competition, or as part of the overall management for an athlete returning from injury.

Staff supervise and run gym-based training as well as sport-specific conditioning sessions, as part of the NSWIS athletes' preparation for domestic and international competition.

Strength and conditioning staff also assist in managing athletes at competition by coordinating and running warm-up and recovery sessions to help optimise athlete performance.

The Institute's Sport Medicine Program is headed by its Medical Director, Dr Donald Kuah. Dr Kuah oversees the medical care and specialist advice provided to athletes via a network of external service providers in the areas of physiotherapy, medical services, massage and nutrition.

The Medical program also focuses on providing the following key support services:

- Screening of NSWIS athletes for existing illness, health and musculoskeletal problems, making recommendations for coach/athlete follow up.

- Development of acclimation and hydration guidelines with NSWIS Physiology and The University of Sydney staff
- Planning and monitoring of the athlete's safe return to training and competition following illness or injury, working in unison with other components of the NSWIS Sport Science program.

PROJECTS

A number of research projects and initiatives have been undertaken by the Sport Science and Sports Medicine Teams during the reporting period. They include:

- "The benefit of efficient turns in competitive swimming performance" (Ben Williams)
- "The effects of fixed versus swivel seats on power output, race and stroke characteristics" (Maria Nibali)
- "On-water rowing biomechanics system" (Cooperative Research Centre for Microtechnology, University of Sydney, Western Australian Institute of Sport)
- "Matching Oars to Rowers" (Margy Galloway, University of Sydney, Croker Oars; funded by ARC linkage grant)
- Development of an interactive DVD to facilitate the standardisation of NSWIS musculo-skeletal screenings across practitioners (Emma Coles, Brent Kirkbride, Kingsley Gibson, Monica Daley, Margy Galloway)
- Development of a 'cooling vest' for NSWIS athletes (Kenneth Graham)
- Coordination of the video analysis at the Athens Pre-Olympic test event for slalom canoeing (Monica Daley)
- Development of fact sheets on heat acclimation and hydration for athletes preparing for Olympic Selection and participation in the Athens Olympic Games. The sheets were also uploaded to the NSWIS website
- Coordination of a NSWIS Medical Network Services Providers Conference for over 80 delegates (Emma Coles)
- Training of reaction time and its transfer to in-water performance in female water polo goal keepers (Kenneth Graham)

TEAM SUPPORT

A number of NSWIS sports science staff members were part of national teams:

- Australian Junior Track Cycling - Chris Yeomans (Physiology)
- Australian Men's Basketball - Diana Glaser (Massage)
- Australian Men's Hockey - Donald Kuah (Medicine)
- Australian Swimming - Brent Kirkbride (Physiotherapy)
- Australian Swimming - Margaret Plag (Physiology)
- Australian Track & Field - Mark Moresi (Biomechanics)
- Australian Track & Field - Brent Kirkbride (Physiotherapy)
- Australian Women's Hockey - Kingsley Gibson (Physiotherapy)
- Australian Women's Rowing - Ted Polglaze (Physiology)
- Australian Women's Water Polo - Kenneth Graham (Physiology)
- NSWIS & AIS Swimming - Dave Clarke (Strength & Conditioning)

STAFF MOVEMENTS

Departures

Richard Beesley
Dean Robinson

Appointments

Dave Clarke

STAFF GRADUATE STUDY

- Ben Williams, (Masters in Exercise and Sport Science, The University of Sydney)
- Chris Spinks, (Masters in Sport Studies, University of Technology, Sydney)
- Kenneth Graham (PhD, University of Otago)
- Liz Marin (Graduate Diploma of Sport Science, The University of Sydney)
- Maria Nibali (PhD, University of Wollongong)





SWIMMING

INTRODUCTION

During the reporting period, the NSWIS Swimming Program focused on preparing athletes for the 2004 Olympic Selection Trials. Seven athletes were subsequently selected in the Australian team for the Olympic Games in Athens.

In order to prepare athletes for the Olympic Trials and the Games themselves, the Program employed a number of initiatives.

Additional funding enabled athletes to attend altitude training camps at Flagstaff, the USA and Thredbo in the lead up to both the Selection Trials and the Olympics. Athletes were also able to bolster their competition experience by attending a number of Mare Nostrum tour events throughout Europe.

The Program also placed an increased emphasis on recovery, testing a variety of methods to identify the best practice for each athlete. The use of caffeine and bicarb soda was also trialled in order to gain improvements in performance.

During the reporting period, NSWIS Far North Coast High Performance Centre Coach Greg Salter invited Dutch swimmer Louise Orstedt to train with his squad. This practice enabled Salter to learn from international athletes while developing relationships with international programs.

EVENT HIGHLIGHTS

International

- 2003 FINA World Championships, Spain - 10 athletes (3 gold, 2 silver, 2 bronze)
- 2003 FINA Open Water World Championships, Spain - 3 athletes
- 2003 World University Summer Games, Korea - 3 athletes (2 silver)
- 2003 FINA World Cup, Melbourne - 13 athletes (1 gold, 4 silver, 5 bronze)
- 2004 United States Sprint National Championships, USA - 1 athlete (1 gold)
- 2004 Mare Nostrum Tour, Monaco, France, Spain - 4 athletes (3 gold, 3 silver, 2 bronze)
- 2004 Janet Evans Invitational, USA - 3 athletes (3 gold, 1 silver, 2 bronze)

National

- 2003 Australian Short Course Championships, Hobart - 18 athletes (7 gold, 3 silver, 6 bronze)
- 2004 Olympic Swimming Trials and Australian Championships, Sydney - 18 athletes (5 gold, 4 silver, 7 bronze)
- 2004 Australian Open Water Championships, Perth - 4 athletes (3 gold, 2 silver, 2 bronze)

ATHLETE HIGHLIGHTS

- Ian Thorpe, Elka Graham, Michelle Engelsman, Jim Piper, Felicity Galvez, Josh Watson and Melissa Mitchell were selected in the 2004 Australian Olympic team.
- Ian Thorpe won 3 gold, 1 silver and 1 bronze at the 2003 FINA World Championships in Spain.
- Jason Cram won a gold medal as part of the men's 4x200m freestyle relay at the 2003 FINA World Championships in Spain.
- Elka Graham and Kirsten Thomson won silver medals as part of the women's 4x200m freestyle relay team at the 2003 FINA World Championships in Barcelona. Graham also won a bronze medal as part of the women's 4x100m freestyle relay team.
- Mark Saliba won his 6th consecutive gold medal in the 25km race at the 2004 Australian Open Water Championships in Perth.

AWARDS

- The NSWIS Swimming Program won the Sydney Olympic Park Program of the Year award at the 2003 NSWIS Annual Awards Dinner.
- Tracey Menzies won the Telstra Coach of the Year award at the 2003 NSWIS Annual Awards Dinner.

VENUES

Sydney Olympic Park Aquatic Centre
The University of Sydney
Sutherland Leisure Centre
Banora Point Aquatic Centre

2003-04 SQUAD

Gold: Michelle Engelsman, Felicity Galvez, Elka Graham, Melissa Mitchell, Jim Piper, Ian Thorpe, Josh Watson, Mark Saliba, Amanda Pascoe, Kirsten Thomson, Shelley Clarke

Silver: James Beasley, Andrew Burns, Dave Carter, Grant Cleland, Jason Cram, Lara Davenport, Sophie Eddington, Jonathon Newton, Ethan Rolff, Josh Santacaterina, Jacinta Van Lint, Belinda Wilson, Luke Trickett, Ben Denner, Kasey Giteau, Nic Williams,

Bronze: Cameron McDonald, Stephanie Williams, Catherine Ware, Kenrick Monk, Yvette Rodier, Simon Cowley, Michael Higgins

COACHES

Program Coordinator: Lisa Gowthorp

Elite Training Centre Coaches: Alan Thompson, Brian Sutton, Greg Salter, Tracey Menzies

Home Coaches: Donna Proctor, Graeme Carroll, Greg Towle, John Bell, Narelle Simpson, Ron McKeon, Tony Shaw



CYCLING

INTRODUCTION

Three World Champions were produced by the NSWIS Cycling Program during the reporting period. Stephen Wooldridge and Graeme Brown were part of the Australian Teams Pursuit squad which won gold at the 2003 World Championships in Stuttgart, while Wooldridge was also part of the Teams Pursuit squad which defended the title at the 2004 World Championships in Melbourne. In addition, Rebecca Borgo won gold in the women's Kierin at the 2003 World Junior Championships in Moscow.

Vital to the success of the Program was the commitment of its financial supporter, the Bankstown District Sports Club (BDSC). A supporter of the Program since 2000, the BDSC has helped riders such as Ben Kersten, Stephen Wooldridge, Mark Renshaw, Graeme Brown, Rochelle Gilmore and Kate Bates successfully progress from junior to senior ranks.

The Program also benefits from the support of NSWIS scholarship holder Bradley McGee, who through the McGee-NSWIS cycling squad, is helping young Australian riders develop the skills needed to break onto the lucrative European road racing circuit.

EVENT HIGHLIGHTS

International

- 2003 World Track Championships, Germany - 6 athletes (1 gold, 1 silver)
- 2003 Tour de France - 1 athlete
- 2003 World Road Championships - 6 athletes
- 2003 World Junior Track Cycling Championships, Moscow - 4 athletes (1 gold, 2 bronze)
- 2003 World Mountain Bike Championships - 3 athletes
- 2004 World Track Cycling World Championships, Melbourne - 5 athletes (1 gold)
- 2004 UCI Track Cycling World Cup, Manchester - 6 athletes (2 gold, 1 silver, 2 bronze)
- 2004 World Junior Championships, Los Angeles - 2 athletes

National

- 2004 National Track Cycling Championships, Sydney - 12 gold, 8 silver, 6 bronze

ATHLETE HIGHLIGHTS

- Bradley McGee, Graeme Brown, Stephen Wooldridge, Matthew White, Mark Renshaw, Josh Fleming, Olivia Gollan, Sean Eadie, Kate Bates and Ben Kersten were selected in the 2004 Olympic Team.
- Stephen Wooldridge won gold medals in the Teams Pursuit at both the 2003 and 2004 World Track Cycling Championships.
- Graeme Brown won a gold medal and set a new world record in the Teams Pursuit at the 2003 World Track Cycling Championships.
- Brad McGee won the Prologue of the 2003 Tour De France, and wore the yellow leader's jersey for three stages.
- Rebecca Borgo won gold in the women's Keirin at the 2003 World Junior Track Cycling Championships.
- Mark Renshaw was offered a professional contract to ride with French road team, FDJ.com.

AWARDS

- Stephen Wooldridge won a 2004 Australian Institute of Sport Achievement Award.

VENUES

Track - Dunc Gray Velodrome
 - Wagga Wagga Cycling Track
 - Tracker Riley Cycle Way, Dubbo
 - Bathurst Sports Ground
 - Ununderra Velodrome, Illawarra
 Road - Royal National Park, Sutherland

PROGRAM SPONSORS

Bankstown District Sports Club
 McGee International (McGee-NSWIS Cycling Squad)

2003-04 SQUAD

Gold: Andrew Wyper, Bradley McGee, Chris Pascoe, Graeme Brown, Matt White, Olivia Gollan, Rebecca Borgo, Sean Eadie, Stephen Wooldridge

Silver: Andrew Taylor, Ben Kersten, Craig Gordon, Joshua Fleming, Kate Bates, Kate Brown, Kate Nichols, Mark Renshaw, Natalie Bates, Niki Gudex, Paul Rowney, Peter Hatton, Rebecca Ellis, Rochelle Gilmore, Sam Lee, Warren Scott, Emma James

Bronze: Amanda Spratt, Anthony Bennett, Christine Riakos, Dean Windsor, Emma James, Jackson-Leigh Rathbone, Jessica Ridder, Luke Cridland, Melissa Moffatt, Mitch Pearson, Tyler McLaughlin, Peter Milostic, Warren Scott

McGee/NSWIS Development Squad:

Ashley Humbert, Brendan Cato, Chris Sutton, David Tanner, Kieran Cameron, Richard Moffatt

COACHES

Head Coach: Gary Sutton

McGee/NSWIS Coach: Rodney McGee

Regional Coaches: Gus Dawson, Tom Dawson, Mark Windsor, Glenn Donney

Network Coaches: Damien Grundy, Simon Kersten, Barrie McLean, Tom Skulander, Mick Chapman



TRACK & FIELD

INTRODUCTION

The key focus areas of the NSWIS Track & Field Program for this period were Senior Elite and Elite Athlete Development, and coach excellence and development. The NSWIS Program included 67 athletes during the period, with a further 46 athletes in the NSWIS Distance Emerging Athlete Program (NDEAP).

NSWIS athletes were well-represented at target competitions, including the 2003 World Championships (Senior Elite), World Youth Championships (Elite Development), National Championships and the Telstra A Series. A total of 38 athletes were represented in national teams/squads, 4 targeted international events were attended, 4 athletes won medals at targeted international events and 16 athletes won national titles.

Several new initiatives were developed by the Program during this time. A Track & Field Olympic Preparation Program was implemented, as was an Athlete Performance Rewards Scheme. A World Junior Team Building Camp was conducted and a Junior Athletics Squad Program was established.

The NSWIS Track & Field Coaching Program continues to progress coach excellence and development. New Scholarship Coaches Paul Hallam and Zhihong Huang were added to the NSWIS Track & Field team, which includes 5 Program Coaches, 36 Home Coaches and one Program Coordinator.

A Coach Development Program was established in early 2004 and a Coaching Congress was delivered in May, attended by 65 NSWIS Network Coaches. Additionally, Olympic legend and multiple world record holder Michael Johnson conducted a 2-day athlete/coach session for National level sprinters.

NSWIS has maintained its high performance training centres at Homebush and Narrabeen. The Campbelltown High Performance Throws Centre, sponsored by the Campbelltown Catholic Club, continues as a centre of excellence for talented NSW throwers, home to World Championship medallist Bronwyn Eagles (Hammer Throw).

NSWIS has continued to streamline its successful regional program through its high performance and development centres in Newcastle and the Illawarra. This initiative improves the Institute's ability to nurture NSW elite athletes and coaches by supporting them within their home network.

EVENT HIGHLIGHTS

International

- 2003 IAAF World Youth Championships, Canada - 13 athletes (1 bronze)
- 2003 IAAF World Championships, France - 9 athletes
- 2003 World University Summer Games, South Korea - 7 athletes (1 gold, 1 silver, 1 bronze)
- 2004 World Indoor Championships, Hungary - 2 athletes
- 2004 IAAF World Race Walking Cup, Garmay - 4 athletes

National

- 2003 Zatopek Classic, Melbourne - 5 athletes (2 gold, 1 silver)
- 2004 Telstra A-Series, Perth - 14 athletes (8 gold, 4 silver)
- 2004 Telstra A-Series, Brisbane - 19 athletes (5 gold, 5 silver, 2 bronze)
- 2004 Telstra A-Series, Canberra - 22 athletes (6 gold, 3 silver, 1 bronze)
- 2004 Telstra A-Series, Melbourne - 17 athletes (8 gold, 4 silver, 2 bronze)
- 2004 National Championships, Sydney - 37 athletes (17 gold, 5 silver, 6 bronze)

ATHLETE HIGHLIGHTS

- Jane Saville, Natalie Saville, Bronwyn Eagles, Adam Miller, William Hamlyn-Harris, Clinton Hill, Patrick Dwyer, David Geddes, Andrew Murphy, Petrina Price, Joshua Ross and Kerryn McCann were named in the 2004 Australian Olympic team.
- Jamie-Lee Hoebergen won a bronze medal in the 400m at the 2003 IAAF World Youth Championships in Canada.
- Eloise Poppett (gold - women's 5000m), Jane Jamieson (silver - women's heptathlon) and William Hamlyn-Harris (bronze - men's javelin) won medals at the 2003 World University Summer Games in South Korea.
- Jane Jamieson was captain of the Australian team for the 2003 World University Summer Games in South Korea.
- Youcef Abdi, Bronwyn Eagles, William Hamlyn-Harris, Clinton Hill, Sharmane Motuliki, Jacquie Munro, Andrew Murphy, Petrina Price, Joshua Ross, Jane Saville, Brooke Simpson, Annabelle Smith, Annabel Thomson, John Thornell, Adam Miller and Elliot Wood won senior and U/20 National titles in 2004.

VENUES

Sydney Olympic Park Athletic Centre
 Sydney Academy of Sport & Recreation
 Campbelltown Sports Ground
 Wollongong City Track
 Bankstown Athletic Centre
 Greystanes Throwing Centre
 Blacktown Olympic Park
 ES Marks Field
 Hunter Sports Centre - Glendale
 Sylvania Athletics Track
 Mingara Recreation Club and Leisure Centre

PROGRAM SPONSORS

Campbelltown Catholic Club

2003-04 SQUAD

Gold: Daniel Batman, Karyne DiMarco, Patrick Dwyer, Bronwyn Eagles, William Hamlyn-Harris, Clinton Hill, Kerryn McCann, Adam Miller, Andrew Murphy, Petrina Price, Jane Saville, Natalie Saville, Matthew Shirvington, Annabelle Smith, Debbie Sosimenko

Silver: Preya Carey, David Geddes, Rosemary Hayward, Jane Jamieson, Jacquie Munro, Kris Neofytou, Joshua Ross, Elliot Wood, Youcef Abdi, Peter Burge, Clay Cross, Emily Morris, Sarah Mullan, Peter Elvy, Liz Miller, Andrew Currey, Shem Hollands.

Silver U/23: Rebecca Irwin, Issac Ntiemoah, Eloise Poppett, John Thornell

Bronze Junior: Naomi Bligh, Lisa Grant, Jacob Groth, Madeline Heiner, Jaimee-Lee Hoebergen, Aliysha House, Gavin Jeffries, Joel Milburn, Sharmane Motuliki, Zoe Pelbart, Ross Ridgewell, Adam Rutter, Brooke Simpson, Annabel Thomson, Dani Samuels

Track & Field Emerging Squad:

Belinda Forsyth, Emily Johnson, Matt Lynch, Holly Pobjie, Sophia Begg, Jennifer Coogan, Susan Knapp, Beki Lee, James Watson, Keatyn Windley

Associate: Nick Bennett, Joshua Lodge, Ryan Turton, Jonathon Wynn, Laura Johnson, Mindy Slomka

COACHES

Program Coordinator: Rob Medicott

Regional Coaches: Max Debbam, David Chisholm

Throws Coach: Rudolf Sopko, Ernie Shankleton

Jumps Coach: Victor Saneev

Sprints Coach: Michael Khmel

Distance Coach: Di Huxley

Scholarship Coaches: Paul Hallam, Zhihong Huang



ROWING

INTRODUCTION

The NSWIS Rowing Program supported up to 50 senior, U/23 and junior athletes, working alongside a strong network of club and home coaches.

Throughout the reporting period, the NSWIS Rowing Program focused on preparing athletes for the 2004 Olympic Games. The focus began at the 2003 World Championships where 13 NSWIS scholarship holders competed.

At those Championships, NSWIS athletes helped Australia qualify the women's eight, the men's four, the men's double and the women's double boats for the Athens Games. 13 NSWIS athletes and one recent graduate went on to be selected in the 2004 Australian Olympic team while three athletes were named as reserves.

The Rowing Program also collected an impressive array of World Championship medals, including three gold medals from the World U/23 Regatta (an equivalent World Championships for the U/23 age group) and the Junior World Championships.

During the reporting period, NSWIS Sport Psychology provided support to individual athletes while an NSWIS Sport Physiologist supported the National Women's Program.

In addition, Medical Support Teams involving doctors, physiotherapists and massage therapists were established to aid athlete recovery.

EVENT HIGHLIGHTS

International

- 2003 World Championships, Italy - 13 athletes (1 bronze)
- 2003 World U/23 Regatta, Belgrade - 8 athletes (2 gold, 1 silver, 1 bronze)
- 2003 World Junior Championships, Greece - 5 athletes/1 crew (1 gold)
- 2003 Henley Royal Regatta, London - 6 athletes (1 silver)
- 2003 Lucerne World Cup Regatta - 6 athletes (2 gold, 1 silver)

ATHLETE HIGHLIGHTS

- Geoff Stewart, James Stewart, Stephen Stewart, Stuart Welch, Bo Hanson, Tom Laurich, Robert Jahrling, Julia Wilson, Victoria Roberts, Jodi Winter, Kyeema Doyle, Katie Foulkes and Monique Heinke were selected in the 2004 Australian Olympic team.
- Krysten Winkley, James Chapman and Nick Baxter were named as reserves for the 2004 Australian Olympic rowing team.
- Bronwen Watson won a bronze medal in the women's lightweight quad scull boat at the 2003 World Championships in Seville.
- Elizabeth Kell won a gold medal in the women's pair boat at the 2003 World U/23 Regatta in Belgrade.
- Nick Hudson won gold in the men's quad scull at the 2003 World U/23 Regatta in Belgrade.
- Alexander Cary, Robert Williams, Rupert Sheriden, Harry Howitz-Rourke and Angus Campbell won gold in the men's coxed four race at the 2003 World Junior Championships in Greece.

AWARDS

- Elizabeth Kell won the Sydney Olympic Park Outstanding Talent Award at the 2003 NSWIS Annual Awards Dinner.
- The Junior men's coxed four team of Angus Campbell, Harry Howitz-Rourke, Rupert Sheriden, Alexander Cary and Robert Campbell won the Ian Thorpe/Grand Slam International Male Award for Outstanding Achievement at the 2003 NSWIS Annual Awards Dinner.

VENUES

State Sport Centre Gymnasium
 Sydney Academy of Sport Gymnasium
 Sydney International Regatta Centre
 Harbord Diggers Gymnasium, Sauna, Pool
 Mosman Rowing Club
 Sydney University Rowing Club - men's and women's club
 Nepean Rowing Club
 St George Rowing Club
 UTS Rowing Club
 Sydney Rowing Club

2003-04 SQUAD

Gold: Kyeema Doyle, Katie Foulkes, Boden Hanson, Monique Heinke, Robert Jahrling, Tom Laurich, Victoria Roberts, Geoff Stewart, James Stewart, Stephen Stewart, Stuart Welch, Julia Wilson, Kyrsten Winkley, Jodi Winter, Peter Hardcastle

Silver: Nick Baxter, Dan Burke, James Chapman, Zac Kirkham, Kristina Larsen, Zita Van De Walle, Jason Day, Natalie Long, David Matthews, Bronwyn Watson

Bronze: Alexandra Doyle, Alastair Gordon, Hally Hames, Francis Hegerty, Nick Hudson, Matt Ryan, Michael Valli, Tim Williams, Elizabeth Kell, Justin Medcraft, Ian Allsop, Fergus Pragnall, Robert Williams, Pat Storman, Richard Allsop, Clayton Currie, Toby Dankbaar, Toby Lister, Verena Stocker, Brynne Allen, Elsa O'Hanlon, Renee Kirby, Alexander Cary, Peta Estens, Georgia Green, Harry Horwitz-Rourke, Michael Irvine, Rupert Sheriden, Kristy Lee Watson-Jones

COACHES

Head Coach: Harald Jahrling

Senior Women's Coach: Debbie Fox

Senior Men's Coach: Nick Garratt

Network Coaches: Terry Baskett, Ron Batt, John Bowes, Andrew Butler, Lindsay Callaghan, Phil Cayzer, Lizzi Chapman, Bruce Evans, Inna Frolova, Tim McLaren, Bronwyn Porter, Marty Rabjohns, Andrew Randell, Ellen Randell-Griffiths, Frank Thorn, Alan Bennett



SAILING

INTRODUCTION

During the reporting period, the NSWIS Sailing Program focused on preparing athletes for World Championship and Olympic campaigns.

NSWIS scholarship holders dominated the Australian Olympic nomination regattas, with 15 athletes selected in the team for the Athens Games. The Program provided several of these athletes with special initiative funding to assist with their preparations.

NSWIS Sailing Program Coordinator David Adams also traveled to Europe to act as a coach for the Australian Olympic Yngling crew.

Athletes from the Program also excelled at the World Championship level, winning four titles. Amongst these were Tornado sailors Darren Bundock and John Forbes, who won their third consecutive World Championship in 2003, while Nathan Outteridge and Ayden Menzies won back-to-back gold medals in the 420 class at the ISAF World Youth Championships.

Nathan Wilmot and Malcolm Page won the 420 and 470 Class World Championships in 2004.

EVENT HIGHLIGHTS

International

- 2003 ISAF World Youth Championships, Portugal - 3 athletes (gold)
- 2003 Athens Regatta, Greece - 16 athletes (2 gold)
- 2003 ISAF World Championships, Spain - 25 athletes (1 gold, 1 silver, 1 bronze)
- 2003 Sydney International Regatta, Sydney - 15 athletes (4 gold, 3 silver, 3 bronze)
- 2004 420 Class World Championships, Melbourne - four athletes (1 gold, 1 bronze)
- 2004 Miami Olympic Class Regatta - 2 athletes (1 silver)
- 2004 Mats Nyberg Trophy, Spain - 2 athletes (1 gold)
- 2004 Bacardi Cup, USA - 2 athletes (1 bronze)
- 2004 Tornado Class World Championships - 2 athletes (1 bronze)
- 2004 Laser World Championships - 1 athlete (1 bronze)
- 2004 470 Class World Championships - 3 athletes (1 gold)
- 2004 Yngling Class World Championships - 5 athletes (1 silver)

National

- 2004 National Laser Championships - 1 athlete (1 gold)
- 2004 Sail Melbourne Regatta - 10 athletes (3 gold, 1 silver, 3 bronze)

ATHLETE HIGHLIGHTS

- Jenny Armstrong, Colin Beashel, Nicky Bethwaite, Michael Blackburn, Gary Boyd, Darren Bundock, John Forbes, David Giles, Karyn Gojnich, Lars Kleppich, Kristen Kosmala, Christopher Nicholson, Anthony Nossiter, Malcolm Page and Nathan Wilmot were selected in the 2004 Australian Olympic team.
- Darren Bundock and John Forbes won their third consecutive World title in the Tornado Class at the 2003 ISAF World Championships.
- Nathan Outteridge and Ayden Menzies won gold in the 420 Class at the 2003 ISAF World Youth Championships.
- Nathan Wilmot and Malcolm Page won both the 2004 420 and 470 Class World Championships.

AWARDS

- Darren Bundock and John Forbes won the Department of Tourism, Sport & Recreation Team Athletes of the Year award at the 2003 NSWIS Awards Dinner.

VENUES

Sydney Harbour and surrounds
Lake Macquarie
Royal Sydney Yacht Squadron

2003-04 SQUAD

Gold: Jenny Armstrong, Colin Beashel, Nicola Bethwaite, Michael Blackburn, Gary Boyd, Darren Bundock, John Forbes, David Giles, Karyn Gojnich, Lars Kleppich, Kristen Kosmala, Chris Nicholson, Anthony Nossiter, Malcolm Page, Nathan Wilmot

Silver: Michael Lancey, Ayden Menzies, Nathan Outteridge, Allison Shreeve, Tom Slingsby

Bronze: Samantha Boyd, Kiralee Houlahan, Iain Jensen, Alisha Kawalla, Michael Pfeffer, Corey Plant

COACHES

Program Coordinator: David Adams

Network Coaches: Ben Austin, Jenni Bonnitcha, Rob Brown, Doug McGain, Neville Witty



SNOW SPORTS

INTRODUCTION

The NSWIS Snow Sports Program supports some of Australia's leading winter athletes. The program works in partnership with the Olympic Winter Institute, Skiing and Snowboard Australia and the NSW Snow Sports Association.

The Program supports athletes in four disciplines: alpine, snowboarding, freestyle moguls and cross country. The alpine program supports senior elite athletes on the national team competing on the World Cup circuit while the freestyle mogul program underpins the national senior program. Senior and junior cross-country athletes were also supported by the NSWIS, as were two junior female snowboarders.

In snowboarding, Torah Bright became the first Australian female ever to win a medal at a World Cup event after finishing third at a competition in Chile. She went on to finish second overall in the end-of-season World Cup rankings.

Despite several serious injuries, the NSWIS alpine skiers had a strong year on the slopes with several athletes improving their World rankings. Craig Branch won a gold medal in the Super G at the 2004 German National Championships while Luke Deane won the Slalom and Giant Slalom competitions at the 2003 Australia-New Zealand Continental Cup Series.

The Freestyle Mogul Program continued to successfully feed athletes into the Australian senior team, with two athletes making their World Cup debuts. The NSWIS mogul skiers also experienced considerable success on the Europa Cup circuit, winning five medals, including one gold.

Competing in the cross country discipline, Ben Sim recorded Australia's second best result ever result at a Junior World Championships in 2003.

The NSWIS Snow Sports Program offers athletes access to some of the best on and off snow facilities in Australia thanks to the support of its program partners Kosciusko Thredbo and Perisher Blue Alpine Resorts.

The Jindabyne Sport and Recreation Centre also provides ongoing support through program management, subsidised gym access and accommodation for coaches and athletes.

EVENT HIGHLIGHTS

International

- World Cup Slalom, Slalom, Giant Slalom, Super Giant Slalom, Downhill
- Europa Cup Freestyle Mogul Circuit (Europe)
- World Cup Freestyle Circuit (Europe and Asia)
- World Cup Snowboard Circuit (Europe, North America, South America and Asia)
- 2003 Junior World Cross Country Championships (Norway)
- Australia-New Zealand Continental Cup Series (Australia and New Zealand)

National

- 2003 National Cross Country Skiing Championships (Mount Hotham)
- 2003 National Freestyle Mogul Championships (Perisher Valley)
- 2003 Thredbo Cup (Thredbo)
- 2003 Continental Cup Cross Country Series (Perisher Valley)

ATHLETE HIGHLIGHTS

- Torah Bright finished second overall in 2003-04 World Cup Snowboarding standings.
- Torah Bright became the first Australia to finish on the podium at a World Cup snowboarding competition.
- Craig Branch won a gold medal in the Super G at the 2004 German National Championships.
- Craig Branch achieved his best ever world ranking of 55 in the men's Downhill event.
- AJ Bear achieved three top 30 finishes in the Downhill and Super G at World Cup events. Bear also scored World Cup points.
- Luke Deane won the Slalom and Giant Slalom competitions during the 2003 Australia-New Zealand Continental Cup Series.
- Ben Sim recorded Australia's second best result ever at the 2003 World Junior Cross Country Skiing Championships, finishing 7.47% behind the winner in the 10km race.
- Anna Segal won a gold and bronze medal at a Europa Cup competition in Italy, with Davina Williams winning silver.
- Davina Williams and Nick Fisher represented the Australian senior freestyle mogul team at World Cup competitions.

AWARDS

- Torah Bright won the Snowboarder of the Year, Junior Athlete of the Year and Junior Snowboarder of the Year awards at the 2004 Australian Ski and Snowboard Awards.
- AJ Bear won the Alpine Skier of the Year award at the 2004 Australian Ski and Snowboard Awards.

VENUES

Perisher Blue Alpine Resort
Thredbo Alpine Resort
Jindabyne Sport and Recreation Centre

2003-04 SQUAD

Mark Babbage, AJ Bear, Craig Branch, Jono Brauer, Torah Bright, Rowena Bright, Ramone Cooper, Georgina Cormack, Chris Darlington, Luke Deane, Nicholas Fisher, Sam Hall, Chris Height, Jenny Owens, Anna Segal, Ben Sim, Andrew Sirianni, Brad Wall, Aimee Watson, Davina Williams

COACHES

Program Coordinator: Andrew Logan

Alpine Head Coach: Michael Branch

Alpine Assistant Coach: Mike Gould

Freestyle Head Coach: Peter Topalovic

Cross Country Head Coach: Nick Almoukov

2003-04 SQUAD

Chris Adamson, Alex Amos, Rahul Anne, Adrian Clarke, Shane Benson, Sam Brown, Tim Cox, Joshua Dean, Gavin Dlouhy, Jarrad Eacott, Todd Grattan, Cameron Hore, Alex Johnson, Tom Kerr, David Manuelle, Ashley McGaw, Aaron Mills, Stuart Munro, Tom O'Gorman, Shannon Pender, Dean Zorn, Ryan McMillan, Michael Brown, Ian Hooper, Greg Kollios, Patrick Maat, Daniel Glynn, Mitchell Morrisby, David Harrison, Aaron Thorne, Brad Tippet, Matthew Williams, Darren Burns, Callan Davies, Richard Goodwin, Paul Bergan, Christopher Hook, Daniel Smith, Shaun Strachan, Dane Tozer, Sam Geer, Tim Atherton, Joe Mitchell

COACHES

Head Coach: Andre Desjardins

Assistant Coaches: Barrie Sundstrom, Kevin Johnson, Jason Pospishil

Pitching Coaches: Barry Holland, Ray Zorn

Conditioning Coach: Brendan Wallace

Regional Coach: Michael Potts

BASEBALL

INTRODUCTION

The NSWIS Baseball Program is home to some of Australia's most talented young baseballers. The Program develops athletes for selection into the Australian U/16 (AA) and U/18 (AAA) squads while complimenting the Australian Baseball Federation's Major League Baseball Australian Academy Program in Queensland.

The NSWIS has a proud history of producing players capable of playing in the American Major Leagues, with 41 scholarship holders offered professional contracts since 1996. 2003-04 saw even more athletes attracting the attention of scouts, with a further three athletes offered contracts to join Major League Clubs the Seattle Mariners and the Minnesota Twins.

To assist the progress of the players during the past 12 months, the Program has drawn on the experience of former NSWIS scholarship holder and Major League player Grant Balfour and long-time Major League Coach Jim Lefebvre, who have been involved in a series of coaching clinics.

Coach development has also been an important feature of the Program. Head Coach Andre Desjardins visited San Antonio during the reporting period while Regional Coach Michael Potts attended the Instructional League with the Anaheim Angels.

EVENT HIGHLIGHTS

International

- 2003 World Youth Championships, Taiwan - 6 athletes (4th).
- Qualifying Tournament for the 2004 World Junior Championships, Palau - 5 athletes (1st)

National

- 2003 Australian Schoolboys Championships, Perth - 12 athletes (silver medal)
- 2004 Major League Baseball Australian Academy Program - 12 athletes

ATHLETE HIGHLIGHTS

- Daniel Glynn, Greg Kollios, Mitchell Morrisby, Aaron Thorne, Brad Tippet and Matthew Williams were part of the Australian AA team which finished fourth at the World Youth Championships in Taiwan.
- Sam Brown, Ryan McMillan, Tom O'Gorman, Matthew Williams and Dean Zorn were part of the Australian AAA team which won the Oceania Qualifying Tournament for the 2005 World Junior Championships in Palau.
- Dean Zorn, Josh Dean, Tim Auty, Trent D'Antonio, Matthew Williams, Andrew Graham and Aaron Thorne signed professional contracts with American Major League Clubs the Seattle Mariners, Detroit Tigers and Minnesota Twins.

AWARDS

- Tim Cox, Daniel Glynn and Ryan McMillan were named in the All-Star Team at the Australian Schoolboys Baseball Championships.
- Daniel Glynn was named 'Best Hitter' of the Australian Schoolboys Baseball Championships.
- Dean Zorn won the 'Best Fielder' award at the 2004 Major League Baseball Australian Academy Program camp.

VENUES

Blacktown Olympic Centre
Blacktown Indoor Sports Centre
Wauchope Baseball Complex



Andrew Bean prepares for a strike-out. Photo: Mark Thornley



Phil Collins drives to the basket. Photo: Dale Cummings

BASKETBALL

INTRODUCTION

The NSWIS Basketball Program has enjoyed one of its most successful years ever. Two NSWIS scholarship holders were part of the Australian junior men's team which won gold at the 2003 World Junior Championships in Greece. The squad also contained two recent NSWIS graduates and was coached by NSWIS Basketball Head Coach Rob Beveridge.

The Program continues to support the state's top junior male and female players, and during this period, it focused on preparing female athletes for selection in the Australian team for the 2005 Women's World Junior Championships.

In an effort to improve athlete performance and recovery, the Program increased its use of the Institute's Sport Psychology and Physiology services. The athletes also continued to receive regular individual training sessions and camps under the direction of Head Coach Rob Beveridge. The camps helped expose the squad to elite competition strategy, training techniques and high-level competition.

The NSWIS Basketball Program enjoys a strong base in regional NSW, with eleven athletes supported at three Regional Development Centres based in the Central Coast, Hunter and Illawarra regions.

EVENT HIGHLIGHTS

International

- 2003 World Junior Championships, Greece - 2 athletes, 2 graduates, 1 coach (gold)
- 2003 World University Summer Games, Korea - 1 athlete (7th)
- 2003 National Junior Women's Team, Europe - 2 athletes
- USA Scholarships - 8 athletes
- Oceania Tournament, Coffs Harbour - 2 athletes, (women won gold and men won silver)

National

- U/20 Women's National Championships, Hobart - 5 athletes (silver)
- U/20 Men's National Championships, Hobart - 4 athletes (5th)

ATHLETE HIGHLIGHTS

- Mitch Selwood and Blagoj Janev were part of the Australian team which won the World Junior Championships in Greece.
- Graduates Damian Martin and Steven Markovic were part of the Australian team which won the World Junior Championships in Greece.
- Renae Camino, Lauren Paterson, Rachel Watman, Sophie Kelman and Larelle Roper were part of the NSW team which won silver at the 2004 U/20 National Championships.
- Renae Camino and Melissa Smith were selected in National Junior Women's Team.
- Renae Camino and Melissa Smith were offered AIS scholarships.

AWARDS

NSWIS Basketball Head Coach Rob Beveridge was named for several awards, including:

- 2003 NSW Sport Federation Coach of the Year
- 2003 NSW Basketball Coach of the Year
- 2003/2004 Australian Junior Basketball's Male Coach of the Year

VENUES

State Sports Centre
Broadmeadow Stadium
Maitland Federation Centre
Beaton Park, Wollongong
Auburn Stadium

2003-04 SQUAD

Phillip Collins, Blagoj Janev, Mitch Selwood, Zarryon Fereti, Mitchell Brennan, Christopher Jackson, Anthony Labka, Martin Mikulicin, Stefan Blaszczynski, Daniel Proctor, Jordan Simmons, Belinda Battistel, Sarah Davidson, Amanda Gibbs, Sophie Kelman, Lauren Paterson, Clare Matthews, Bronwyn Sim, Blake Borgia, Wayne Brown, Jarrod Cavill, Cameron Fincher, Elijah Siulai, Adam Stanger, Luke Overs, Danielle Realph, Larelle Roper, Jamie-Lee Samuels, Rachel Watman, Eva Afeaki, Renae Camino, Melissa Smith

COACHES

Head Coach: Rob Beveridge

Regional Coaches: Chris Kokegei, Shawn Dennis, Matthew Flinn, Tim Mallon

2003-04 SQUAD

Gold: Louise Natoli, John Wilkie, Robert Parker, Lachlan Milne

Silver: Ben Hankinson, Duncan Proust, Sam Norton, Jacqui Lawrence

Bronze: Matthew Gabb, Sam Lyons, Kate Lawrence, Emma Lefroy, William Forsythe, Ashleigh Flowers, Amanda Pain

COACHES

Head Coach: Mike Druce

Assistant Coach: Myriam Fox

Network Coach: Rob McGuinness

CANOE SLALOM

INTRODUCTION

Operating from the internationally recognised Penrith Whitewater Stadium, the NSWIS Canoe Slalom Program runs in conjunction with the Australian Institute of Sport/National Program. The Program supported 12 junior and senior athletes during the reporting period.

The 2004 Olympic Games has been a major focus of the Program, with NSWIS scholarship holders helping to qualify Australian boats in both the women's K1 and men's C2 competition in Athens. From these performances, Louise Natoli and Lachie Milne were both selected in the Australian Olympic team.

During the reporting period, the Program also developed a power kinetics video with the assistance of AIS Head Coach Richard Fox. This advanced technical resource was then used as a tool to give feedback to athletes on strength and power.

The Program utilised NSWIS Performance Analysis services during national and international regattas, whilst also using NSWIS physiologists to monitor athletes during competition.

EVENT HIGHLIGHTS**International**

- 2004 Olympic Qualification Regatta, Athens - 5 athletes
- Australian Team 22 tour, Slovakia - 5 athletes
- Australian junior team tour, Austria - 2 athletes

National

- 2004 National Championships, Victoria - 5 gold, 1 silver and 1 bronze

ATHLETE HIGHLIGHTS

- Lachie Milne and Louise Natoli were selected in the Australian Olympic team
- Lachie Milne won the men's C2 event at the 2004 Olympic selection trials in Penrith
- Louise Natoli won the women's K1 event at the 2004 Olympic selection trials in Penrith
- Louise Natoli qualified Australia for the women's K1 competition at the 2004 Olympic Games
- Ben Hankinson and Duncan Proust qualified Australia for the men's C2 competition at the 2004 Olympic Games
- Ashleigh Flowers, Will Forsythe, Jacqui Lawrence, Louise Natoli and John Wilkie won gold medals at the 2004 National Championships in Victoria

VENUES

Penrith Whitewater Stadium



Matthew Gabb wrestles the white water. Photo: Sudesh Arudpragasam



Dual World Champion Nathan Baggaley. Photo: James Rankin/JRP

CANOE SPRINT

INTRODUCTION

The NSWIS Canoe Sprint Program continued to build on its success of recent years, with Nathan Baggaley winning his second consecutive K1 500m World title at the 2003 World Championships in Atlanta. At these Championships, Baggaley also won bronze in the K1 1000m, with his combined results earning Australia a start in these races at the 2004 Olympic Games.

NSWIS athletes Chantal Meek (women's K4 500m), Daniel Collins and David Rhodes (men's K2 1000m) went on to help Australia qualify more places for Athens at an Olympic Qualifying Regatta in Poland in May 2004. Baggaley, Collins, Rhodes and Meek were later selected into the Australian Olympic team.

During the reporting period, the Program has also made use of a Women In High Performance Sport grant, which has enabled current scholarship holder Shelley Oates-Wilding to coach and mentor several junior female athletes. The Program has also been involved in extensive testing in the use of swivel and fixed seats in kayaks.

EVENT HIGHLIGHTS

International

- 2003 World Championships, Georgia, USA - 8 athletes (1 gold, 1 silver, 2 bronze)
- 2004 Olympic Qualifying Regatta, Poland - 5 athletes
- World Cup Regatta, Czech Republic - 3 athletes (1 silver, 3 bronze)
- World Cup Regatta, Germany - 3 athletes (2 gold, 1 silver, 1 bronze)
- Bochum International Junior Regatta, Germany - 1 athlete (4th)

National

- 2004 National Championships - 6 gold medals

ATHLETE HIGHLIGHTS

- Nathan Baggaley, David Rhodes, Danny Collins and Chantal Meek were selected in the Australian Olympic team.
- Nathan Baggaley won gold in the K1 500m and bronze in the K1 1000m at the 2003 World Championships.
- Danny Collins and David Rhodes won gold in the K2 1000m and bronze in K2 500m at a World Cup Regatta in Duisberg, Germany.
- David Smith finished 4th in the K11000m race at the Bochum International Junior Regatta in Germany.

AWARDS

- Nathan Baggaley won the 2003 Australian Institute of Sport Athlete of the Year Award.
- NSWIS High Performance Centre for Sprint Canoe (Far North Coast) was named Regional Centre of the Year at the 2003 NSWIS Annual Awards Dinner.
- Chantal Meek won the NSWIS Academic Award at the 2003 NSWIS Annual Awards Dinner.

VENUES

Sydney International Regatta Centre, Penrith
 Sydney Academy of Sport, Narrabeen
 AIS Sprint Canoe Facility in Robina, Queensland

PROGRAM SPONSOR

Streets (2003)

2003-04 SQUAD

Gold: David Rhodes, Nathan Baggaley, Chantal Meek, Daniel Collins

Silver: Craig Rodgers, Scott Austin, Tate Smith, Shelley Oates-Wilding

Bronze: Steve Burns, Matthew Begg, David Smith, Amy Boer, Jono Chalmers, Alana Targ, Mark Minchin, Meggie Helson, Anthony Schumacher, Glen Cowdrey, Lewis Ingram

Invitational: Vince Fehervari

COACHES

Head Coach: Brett Worth

Regional Coach: Ben Hutchings

Network Coaches: Stuart Dean, Christine Duff, Lynda Lehmann, John Berkley, Matt Jones, Ches Suska, Terry Prosser

2003-04 SQUAD

James Allsop, Aaron Bird, Jarrad Burke, Daniel Christian, Brendan Drew, Adam Fleming, Jason Krezja, Cameron Nupier, Ben Rohrer, Simon Williams, Matthew Baker, Michael Bright, Mark Cameron, Ed Cowan, Mark Faraday, Greg Hunt, Aaron O'Brien, Daniel Smith, Liam Zammit, Ahillen Beadle, Ryan Bonner, Shane Cook, Kym Daley, Jonathon Dean, Peter Forrest, Gary Geise, Moises Henriques, Andrew Maher, Matt Michael, Stephen O'Keefe

COACHES

Head Coach: David Patterson

Assistant Coach: David Freedman



Cameron Nupier finds the boundary. Photo: Sudesh Arudpragasam

MEN'S CRICKET

INTRODUCTION

The NSWIS Men's Cricket Program is responsible for the elite development of the U/23 male cricketers in NSW. The success of the Program in recent years is reflected in the senior men's team, the NSW Speed Blitz Blues. Fifteen out of 19 state contracted players have graduated from the NSWIS Program, while four other graduates became members of the Australian men's squad.

In the 2003-04 season, two NSWIS scholarship holders represented the Speed Blitz Blues in a number of Pura and ING Cup matches, while several scholarship holders represented the NSW Second XI and national age teams.

The NSWIS Colts successfully retained the Gregory Cup, defeating the Queensland Academy of Sport for the sixth consecutive season.

The 2003-04 season also saw the introduction of an international component to the Program, with the squad travelling to New Zealand for a two-day and a one-day match against provincial side Canterbury.

EVENT HIGHLIGHTS**International**

- Four NSWIS graduates represented Australia during the 2003-04 season.

National

- Pura and ING Cups - 2 athletes.
- 2003 Institute One Day Challenge - 11 athletes.
- Five NSWIS athletes were awarded full state contracts for the 2004-05 season.
- Four NSWIS athletes were awarded rookie contracts for the 2004-05 season.
- NSWIS Colts won the 2003 Gregory Cup by defeating the Queensland Academy of Sport.

ATHLETE HIGHLIGHTS

- Aaron O'Brien represented the NSW Blues in the Pura and ING Cups.
- Liam Zammit made his first class debut for NSW in the Pura Cup.
- Aaron O'Brien, Liam Zammit, Aaron Bird, Ed Cowan and Jason Krezja were awarded state contracts.
- Moises Henriques, Daniel Smith, Peter Forrest and Daniel Christian were awarded state rookie contracts.

AWARDS

- Liam Zammit won the Mark Taylor Trophy for the the 2003-04 NSWIS Colts Player of the Year.
- Moises Henriques won the Stephen Waugh Trophy for the NSW U/19 Player of the Year.
- Ed Cowan won the Rising Star Medal.
- Mark Faraday won a Bradman Trust Scholarship.

VENUES

Sydney Cricket Ground

WOMEN'S CRICKET

INTRODUCTION

It was another exceptional year for the NSWIS Women's Cricket Program, with 17 scholarship holders forming part of the NSW Breakers squad which won the Women's National Cricket League final series 2-1 against Victoria.

Seven athletes were then selected in the Australian women's team, the Southern Stars, for the annual Rose Bowl Series against New Zealand, while a further four athletes were picked for the Australian youth team's tour of New Zealand.

Nine NSWIS scholarship holders were named in the Australian Institute of Sport/Southern Stars World Cup Squad.

During the year, the Program increased its involvement with NSWIS Performance Analysis, using Sportscode at all WNCL and NSW 'A' matches. The software was also used to assess individual player's performances.

The Program also placed increased emphasis on sport psychology and team bonding.

EVENT HIGHLIGHTS

International

- 2003-04 Rose Bowl Series vs New Zealand - 6 athletes (won 5-1)
- Australian 'A' vs New Zealand 'A' - 4 athletes

National

- NSW Breakers: 2003-04 Women's National Cricket League Final Series vs Victoria - 11 athletes (won 2-1)
- NSW 'A': Cricket Australia Women's Cup - 5 athletes.
- NSW U/19: Australian U/19 Championships - 1 athlete

ATHLETE HIGHLIGHTS

- Shannon Cunneen and Leonie Coleman made their senior international debuts during the Rose Bowl Series against New Zealand.
- Julie Hayes was captain of the NSW Breakers team.
- Nicole Goodwin was captain of the NSW U/19 team.

AWARDS

- Lisa Keightley won the 2003-04 Belinda Clark Medal as the NSW Player of the Season.
- Nicole Goodwin won an Alan McGilvray Memorial Scholarship.

2003-04 SQUAD

Alexandra Blackwell, Leonie Coleman, Julie Hayes, Leah Poulton, Lisa Sthalekar, Emma Twining, Kate Owen, Laura Wright, Sarah Aley, Sarah Andrews, Charlotte Anneveld, Kate Blackwell, Nicole Goodwin, Shannon Cunneen, Lisa Keightley

Target World Cup: Michelle Goszko, Sharon Millanta, Jenny Wallace, Martha Winch

COACHES

Head Coach: Kerry Marshall

Assistant Coach: Matthew Betsey

Julie Hayes claims another wicket for the Breakers. Photo: Delly Carr, Sports Shoot.



2003-04 SQUAD

Gold: Loudy Tourky, Anna McIlwaine, Luke Jones

Silver: Carlie Gidman, Kathryn Blackshaw, Adele Meagher, Peter Hill, Christian Brooker, Louise Meek

Bronze: Joshua Paling

Associate: Keryn Milford

COACHES

Head Coach: Chava Sobrino

Assistant Coach: Vyninka Arlow

DIVING

INTRODUCTION

The NSWIS Diving Program reassessed its scholarship structure in 2003-04 to bring it in line with the National program objectives. The Program also continued to support Loudy Tourky with a dual NSWIS/AIS scholarship so she could relocate to Brisbane to train for the 2004 Olympic Games.

The Program qualified several athletes for the Target 2006 Commonwealth Games training squad during the reporting period. NSWIS Diving Head Coach Chava Sobrino continued to work closely with National coaches and travelled to Grand Prix events to ensure he remained up-to-date with international best practice.

EVENT HIGHLIGHTS**International**

- 2003 World University Summer Games, Korea - 5 athletes
- 2003 - 2004 FINA Diving Grand Prix meets - 5 athletes

National

- 2004 National Championships, Hobart - 8 athletes (2 gold, 3 silver, 2 bronze)
- 2004 Australian Olympic team selection trials, Sydney - 7 athletes (1 gold, 5 silver, 1 bronze)

ATHLETE HIGHLIGHTS

- Loudy Tourky was selected in the Australian Olympic team.
- Loudy Tourky won silver medals at FINA Diving Grand Prix meets in China and Canada, and the Super Final in Mexico City.

AWARDS

- Loudy Tourky won the Ian Thorpe Award for Outstanding Achievement at the 2003 NSWIS Annual Awards Dinner.

VENUES

Sydney Olympic Park Aquatic Centre
Sydney Olympic Park Sports Centre



Loudy Tourky and Lynda Dackwi achieve perfect synchronicity. Photo: Getty Images



Claudia Graham clears another jump. Photo: James Rankin/JRP

EQUESTRIAN

INTRODUCTION

The NSWIS Equestrian Program focused on preparing athletes for the 2004 Olympic Games in Athens during the reporting period, with a particular focus on the Three Day Event.

As a result, NSWIS scholarship holders filled the five available positions in the 2004 Australian Olympic eventing team, with two additional NSWIS riders selected as reserves for the team.

The Program also fostered the development of younger athletes, exposing them to NSWIS services such as sport psychology and strength and conditioning. A greater emphasis was also placed on rehydration and nutrition techniques.

During the reporting period the Program implemented joint squad schools, with the Eventing, Showjumping and Dressage athletes attending clinics at the same time, thus allowing for more efficient servicing of the squad.

Coach development was also an important facet of the Program during the reporting period, with coaches encouraged to develop a high performance mindset.

EVENT HIGHLIGHTS

International

- 2003 New Zealand International Three Day Event - 5 athletes (1 gold, 1 bronze)
- 2003 Adelaide International Three Day Event - 11 athletes (1 gold, 1 bronze)
- 2004 Sydney International Three Day Event - 7 athletes (1 gold, 1 silver, 1 bronze)
- 2004 Badminton Horse Trials, United Kingdom - 4 athletes
- CDI Grand Prix Dressage, Germany - 1 athlete (1 silver)

National

- 2003 Goulburn One Day Event - 5 athletes (2 gold, 2 silver, 1 bronze)
- 2004 Albury FEI CIC and National One Day Event - 9 athletes (3 gold, 1 silver, 1 bronze)
- 2004 Sydney Royal Easter Show - 4 athletes (7 gold, 3 silver)

ATHLETE HIGHLIGHTS

- Andrew Hoy, Stuart Tinney, Phillip Dutton, Rebel Morrow and Olivia Bunn were selected in the 2004 Australian Olympic eventing team.
- Olivia Bunn won a gold medal at the 2003 New Zealand International Three Day Event.
- Boyd Martin won a gold medal at the 2003 Adelaide International Three Day Event.
- Rebel Morrow won a gold medal at the 2004 Sydney International Three Day Event.

VENUES

Sydney International Equestrian Centre
Charles Sturt University - Wagga Wagga
NSW Equestrian Centre, Lochinvar
Roycroft Stables

2003-04 SQUAD

Showjumping: Paul Athanasoff, Chris Chugg, Thaisa Erwin, Brad Frankum, Andrew Inglis, Vicki Roycroft, Janelle Waters

Showjumping Associate: Edwina Alexander

Eventing: Gordon Bishop, Tim Boland, Olivia Bunn, Chris Burton, Kadi Eykamp, Claudia Graham, Tarsha Hammond, Jessica Irvine-Brown, Boyd Martin, Sammi McLeod, Rebel Morrow, Gendy Parry-Okeden, Nikki Richardson, Stuart Tinney, Nicky Turner, Louise Baston, Christine Bates, Dale Frew, Sam Lyle, Shane Rose

Eventing Associate: Phillip Dutton, Matt Ryan, Paul Tapner, Bill Levitt, Andrew Hoy

Dressage: Glennis Barrey, Sue Hearn, Heath Ryan, Rozzie Ryan, Rachael Sanna, Claire Wickens, Anne Serrao, Vicki Robertson, Matthew Dowsley, Karen Foster

Dressage Associate: Kristy Oatley-Nist

COACHES

Program Coordinator: Judy Fasher

Eventing Head Coach: Wayne Roycroft

Showjumping Coordinator: Andrew

Inglis **Dressage Coordinator:** Cathy

Drury-Klein **Eventing Coaches:** Prue

Barrett, Craig Barrett, Sam Lyle

Regional Coaches: Jamie Coman, Hunter Doughty, Heath Ryan

2003-04 SQUAD

Janelle Smith, Katy Jarochowicz, Nikki Garrett, Marousa Polias, Candice Thompson, Karen Quinn, Wayne Berry, Andrew McKenzie, Andrew Partridge, Alex Simpson, Tristan Lambert, James Nitties

COACHES

Head Coach: Peter Knight



Janelle Smith finds the fairway. Photo: Sudesh Arudpragasam

GOLF

INTRODUCTION

The NSWIS Golf Program continued to support 12 of the state's top amateur players during the reporting period, with the squad consisting of six male and six female athletes.

The Program provides athletes with a pathway through to the Australian Institute of Sport Program and eventually, the professional circuit.

The squad continued to experience outstanding success, with athletes winning several domestic tournaments, including Marousa Polias who took out the 2004 Australian Women's Amateur Championships in May. Polias is now the third NSWIS scholarship holder to win this prestigious title in as many years. She is also the fifth NSWIS athlete to win this event in the eight year history of the Program.

The squad also performed strongly on the international circuit, with several athletes representing Australia in international tournaments.

During the year, the Program formed a partnership with the Bexley Golf Club, enabling scholarship holders to access high-quality facilities for training and competition.

The Program also continued to utilise the Institutes services such as sport science and sport psychology.

EVENT HIGHLIGHTS

International

- 2003 Asia Pacific Teams Championships, Port Douglas - 1 athlete
- 2003 Laguna National Ladies Tournament, Singapore - 1 athlete
- 2003 Singapore Ladies Golf Association Amateur Open, Singapore - 1 athlete
- 2003 Spirit International Amateur Tournament, United States - 1 athlete
- 2003 New Zealand Strokeplay Championships - 1 athlete

National

- 2003 Australian Masters, Melbourne - 1 athlete
- 2003 Australian Open, Melbourne - 2 athletes
- 2004 Tasmanian Open, Launceston - 3 athletes
- 2004 Riversdale Cup, Melbourne - 2 athletes
- 2004 Australian Men's Amateur Championships, Adelaide - 2 athletes
- 2004 Australian Women's Amateur Championships, Tasmania - 3 athletes

ATHLETE HIGHLIGHTS

- James Nitties recorded the best individual score at the 2003 Asia-Pacific Teams Championships.
- Karen Quinn won the 2003 Laguna National Ladies Tournament and the Singapore Ladies Golf Association Amateur Open.
- James Nitties was the leading amateur player at the 2003 Australian Open.
- Marousa Polias won the 2004 Australian Women's Amateur Championship.

VENUES

Bexley Golf Club
 Sydney Olympic Park Golf Driving Range
 Moore Park Driving Range
 Federal Golf Club
 Concord Golf Club
 Newcastle Golf Club

2003-04 SQUAD

Adrien Janssen, Prashanth Sellathurai,
Chris Martin, Matthew Bonham, Michael
Mercieca

COACHES

Head Coach: Songliang Xiong

MEN'S ARTISTIC GYMNASTICS

INTRODUCTION

As an elite development program which develops athletes for the Australian Institute of Sport, the NSWIS Men's Artistic Gymnastics Program supported up to five athletes during the reporting period.

The Program experienced outstanding success at the national level, with four athletes winning over 16 medals between them at the 2004 National Championships. Two NSWIS athletes were also selected in the Australian team to compete at the prestigious OBI Cup tournament in Europe.

The Program employed a number of new initiatives during the year. The NSWIS's Athlete Career, Education & Professional Development unit hosted nutrition seminars for the athletes and their parents, while the Sport Psychology department conducted team building exercises with the squad.

EVENT HIGHLIGHTS**International**

- 2004 OBI Team Cup, Germany - 2 athletes

National

- 2004 National Championships - 4 athletes (3 gold, 6 silver, 7 bronze)

ATHLETE HIGHLIGHTS

- Prashanth Sellathurai and Chris Martin were part of the Australian team for the prestigious 2004 OBI Cup competition held in Germany.
- Chris Martin won two silver and four bronze medals at the 2004 National Championships.
- Prashanth Sellathurai won a gold and silver medal at the 2004 National Championships.
- Matthew Bonham won one gold, one silver and three bronze medals at the 2004 National Championships.
- Michael Mercieca won a gold medal at the 2004 National Championships.
- Under 15 team silver and Under 18 team silver medals

VENUES

Sydney Olympic Park Sports Centre



2004 National Championship gold medallist Prashanth Sellathurai. Photo: Sudesh Arudpragasam

2003-04 SQUAD

Gold: Adam Commens, Brent Livermore, Michael McCann, Jamie Dwyer (Associate)

Silver: Darryn Booth, Brendan Booth, David Bourke, Stephen Coombes, Eli Matheson, Daniel McPherson, Matthew Naylor, Mark Paterson, Joel Reeves

Bronze: Kevin Bloomfield, Alex Hardman, Josh Miller, Jeremy Walzak, Matthew Wark, Matthew Phillips

COACHES

Head Coach: Larry McIntosh

Regional Coach: John Bessell



Michael McCann lines up a shot. Photo: Mark Thornley

MEN'S HOCKEY

INTRODUCTION

The NSWIS Men's Hockey Program aims to increase individual and squad performance through the revision of performance indicators and the development of a stronger squad culture.

During the reporting period NSWIS athletes represented NSW in the National League, U/21 and U/18 National Championships. Athletes also gained valuable experience playing several matches against the Japanese national team.

The Program had a strong representation in the National team during the reporting period, with three athletes selected in the 2004 Olympic team.

One athlete was part of the National Development squad and four athletes were selected in the National Youth squad as part of Australia's ongoing preparation for Junior World Cup qualifying tournament. Further, two athletes represented the Australian U/18 team in a test series against New Zealand.

During the reporting period, the Program developed a squad management and culture statement to form the foundation for personal responsibility and accountability against targeted areas of development.

A structured approach to strength and conditioning phases was also developed, with athletes maintaining training and competition diaries. This approach has assisted greatly in providing program staff with detailed information on each athlete, enabling a broader approach to athlete development.

During the year, NSWIS Head Coach Larry McIntosh regularly served as the Assistant Coach to the National men's team, Head Coach to the HNSW U/21 and Assistant Coach to the NSW National League team.

EVENT HIGHLIGHTS

International

- 2004 European Tour (Greece, Belgium, Germany, England) - 3 athletes
- 2004 Sultan Azlan Shah Cup, Malaysia - 2 athletes (Won)
- 2004 Four Nations Tournament, Sydney - 4 athletes (Won)
- 2003 Champions Trophy, The Netherlands - 4 athletes (Silver)
- 2003 Olympic Qualifier vs New Zealand - 3 athletes (Won)
- 2003 Australian Youth team vs New Zealand - 2 athletes (Won)

National

- 2004 Australian Hockey League - 9 NSWIS athletes (4th)
- 2003 National U/21 - 10 athletes (bronze)

ATHLETE HIGHLIGHTS

- Jamie Dwyer, Brent Livermore and Michael McCann were selected in the 2004 Australian Olympic Team.
- Brent Livermore captained Australia at the Sultan Azlan Shah Cup.
- Matthew Naylor, Eli Matheson, Brendan Booth and David Bourke were selected in the National Youth Squad.
- Daniel McPherson was selected in the National development squad.
- Mark Paterson and Stephen Coombes were selected in U/18 Australian Youth team.

VENUES

State Sport Centre, Sydney Olympic Park
 Armidale Hockey Complex
 Coffs Harbour Hockey Complex
 Cooke Hockey Complex, Bathurst
 Goulburn Hockey Complex
 Grafton Hockey Complex
 Jubilee Park, Wagga Wagga
 Lithgow Hockey Complex
 Newcastle Hockey Complex
 Parkes Hockey Complex
 Tamworth Hockey Complex
 Unanderra Hockey Complex

WOMEN'S HOCKEY

INTRODUCTION

The NSWIS Women's Hockey Program aimed to improve group dynamics, training ethics and squad standards during the reporting period.

Athletes from the Program competed in the Australian Hockey League and U21 tournaments, while several scholarship holders were also selected in the Australian women's hockey squad, from which the 2004 Olympic Team was selected.

Athletes also participated in development tours to Japan while National junior players participated in the U/18 Rose Quaid tournament and the U/20 Korean series.

The Program employed a number of new initiatives during the year, introducing heart rate monitors to oversee athlete intensity in order to determine the maximum heart rates and zones in which the athletes should be working.

EVENT HIGHLIGHTS

International

- 2004 Athens International Hockey Tournament - 4 athletes (won)
- 2004 Test Series vs South Africa - 6 athletes
- 2004 Test Series vs China, Adelaide - 6 athletes
- 2004 Test Series vs India, Queensland - 6 athletes
- 2003 Tour to Spain and China - 6 athletes
- 2003 Four Nations Cup, Amsterdam - 6 athletes (won)
- 2003 Champions Trophy, Sydney - 4 athletes (won)

National

- NSWIS Arrows: 2004 Australian Hockey League - 16 athletes

ATHLETE HIGHLIGHTS

- Julie Towers, Melanie Twitt, Bianca Netzler and Toni Cronk were selected in the 2004 Australian Olympic team.
- Bianca Netzler, Julie Towers, Melanie Twitt and Megan Rivers were part of the Australian women's hockey team which won the 2003 Champions Trophy tournament in Sydney.

AWARDS

- Joanne Banning won the Spherion Career Development Award at the 2003 NSWIS Annual Awards Dinner.

VENUES

State Sports Centre, Sydney Olympic Park
 Armidale Hockey Centre
 Coffs Harbour Hockey Complex
 Cooke Hockey Complex, Bathurst
 Goulburn Hockey Complex
 Grafton Hockey Complex
 Jubilee Park, Wagga Wagga
 Lithgow Hockey Complex
 Newcastle Hockey Complex
 Parkes Hockey Complex
 Tamworth Hockey Complex
 Unanderra Hockey Complex

2003-04 SQUAD

Joanne Banning, Belinda Brooks, Margaret Buchanan, Hayley Burke, Jacklyn Eddy, Laura Gane, Kate Hollywood, Kellie James, Fiona Johnson, Rebecca Sanders, Julie Towers, Melanie Twitt

Associate: Toni Cronk, Susannah Harris, Bianca Netzler, Megan Rivers

COACHES

Head Coach: Tracey Belbin

Regional Coach: John Bessell



2003-04 Australian representative Susannah Harris. Photo: Mark Thornley

2003-04 SQUAD

Zel Diamant, Daniel Ellem, David Ferguson, Edward Knight, Jason Pietraszek, Shannon White, Simon Ferrier, Aron Sherriff

COACHES

Head Coach: Wayne Turley

LAWN BOWLS

INTRODUCTION

The NSWIS Lawn Bowls Program witnessed a major cultural change in the reporting period, increasing its use of services such as sport science, with athletes encouraged to focus on their strength and conditioning, fitness and nutrition. The athletes also continued to utilise the NSWIS's Sport Psychology services.

To monitor the progress of scholarship holders, the Program introduced training diaries, following a ten point plan to assist with pre- and post-training regimes.

During the year Head Coach Wayne Turley regularly liaised with the Bowls Australia High Performance Manager to further develop the NSWIS Program. He also attended international tests against England and New Zealand.

EVENT HIGHLIGHTS**International**

- 2003 Junior Trans-Tasman Trophy - 1 athlete

National

- 2003 U/25 NSW vs ACT Test Series - 3 athletes
- 2003 City vs Country Test Series - 1 athlete
- 2004 U/25 NSW vs Victoria Test Series - 3 athletes

ATHLETE HIGHLIGHTS

- Aron Sherriff was part of the Australian team which won the Junior Trans Tasman Trophy in New Zealand.
- Daniel Ellem, Edward Knight and Aron Sherriff were part of the NSW U/25 team which won a test series against the ACT.

VENUES

Roselands Bowling Club



The 2003-04 NSWIS Lawn Bowls Squad. Photo: James Rankin/JRP



Erin Bell looks for support. Photo: Mark Thornley

NETBALL

INTRODUCTION

The NSWIS Netball Program focuses on the development of athletes at the pre-elite level. The Program helps to develop individual player's skills by implementing a number of specialist coaching sessions during the year.

Players were exposed to a number of different playing styles during the reporting period, playing regular matches against interstate teams and touring Canada to sample netball outside of Australia.

The Program also continued the personal and professional development of athletes off the court.

Former Commonwealth Bank Trophy player and State League coach Sharyn Hill joined the Program's coaching staff in 2004, while a number of specialist regional coaches, including Commonwealth Bank Trophy coaches and State Coaches, were used to service athletes training at Regional Academies.

EVENT HIGHLIGHTS

International

- 2004 Canada Tour - Undefeated

National

- 2004 AIS/Australian 21 & Under Netball Program - 2 athletes (both scholarship holders 2003)
- National 17 & Under Championships - 5 athletes
- National 19 & Under Championships - 10 athletes
- Australian 17 & Under Talent Identification squad - 4 athletes
- Australian 19 & Under Talent Identification squad - 2 athletes

ATHLETE HIGHLIGHTS

- Joanne Sutton and Emma Koster were selected to the 2004 AIS/Australian 21 & Under Netball program.
- Erin Bell, Samantha May, Ashlee Mann and Nicole Hahn were selected in the 2004 Australian 17 & Under Talent Identification squad.
- Kimberlee Green and Vanessa Ware were selected in the 2004 Australian 19 & Under Talent Identification squad.
- NSWIS graduates Susan Pratley, Jackie Murphy and Bronwyn Atkins were selected to 2004 AIS/Australian 21 & Under Netball program.
- Susan Pratley was named Australian 21 & Under captain.

AWARDS

- Emma Koster won the NSWIS Netball Player of the Year Award.
- Laura Brealey and Emma Koster were the joint winners of the NSWIS Netball Players' Player Award.
- Erin Bell won the NSWIS Netball Most Improved Player Award.
- Emma Koster won the Marj Groves Medal, presented to an NSWIS athlete by Netball NSW.

VENUES

Anne Clark Centre
Sydney Olympic Park Sports Centre

2003-04 SQUAD

Vanessa Andrews, Erin Bell, Lauren Berger, Laura Brealey, Lauren Brookhouse, Stacey Constable, Elise Edney, Kimberlee Green, Nicole Hahn, Adelaide Johnson, Tiffany Lincoln, Ashlee Mann, Samantha May, Lauren Mellenbergh, Jaimie Patterson, Michelle Regan, Amanda Smith, Elly Willan, Cherie Covell, Bianca Doja, Samantha Donovan, Vanessa Flood, Carly George, Emma Koster, Joanne Sutton, Vanessa Ware

Associate: Kristen Weaver

COACHES

Head Coach: Lisa Beehag

Assistant Coach: Sharyn Hill (2004);

Regional Coach: Robert Wright (2003)

2003-2004 SQUAD

Northern: Ben Ahern, Dominik Bush, Joel Gosper, Troy Hearfield, Blair Newham, Aaron Noble, Sam Owens, Matt Piga, Josh Purton, Reece Wright, Ryan Gray, Luke Alexander, Link Bale, Daniel Clements, Tom Davelaar, Matthew Harper, Michael Holmes, Robert James, Jason Korotkich, Aaron Lee, Lachlan Macintyre, Lucas MacPherson, Dean Meers, Jack O'Toole, Grice Reid, Michael Stephens

Central: Christopher Baronian, Brendan Boney, Bruce Djite, Chris Nunes, Erik Paartalu, Bradley Porter, Hussein Rachid, Christian Sencion, Shay Spitz, Jason Trifiro, Nathan Burns, Tayfun Buyukcopru, David D'apuzzo, Daniel Lima, Brendan Moroney, Daniel Miller, Andrew Myles, Wade Oostendorp, William Thom, Benjamin Vidaic, Daniel Cornett, Peter Cvetanovski, Jonathon Di Giorgio, Marko Jesic, Daniel King, Jason Naidovski, Nathan Ralph, Andrew Redmayne, Simon Shin, Nathan Smith

COACHES

Northern Head Coach: Bruce Tracey

Assistant Coach: Mark Ambler

Central Head Coach: Kelly Cross

Network Coaches: Chris Minol, John Crawley



The NSWIS Central Squad prior to their match against Borussia Dortmund in Germany. Photo: Courtesy of SoccerNSW/Carlos Futardo.

MEN'S SOCCER

INTRODUCTION

The NSWIS Men's Soccer Program caters to junior athletes aged between 15 and 17. The Central squad is based in metropolitan Sydney and trains out of the NSW Soccer Federation headquarters at Parklea. The Northern squad is based throughout northern NSW, with the Head Coach traveling to the home towns of athletes for training and conducting camps throughout the region.

The Program is focused on preparing athletes for selection to the Australian Institute of Sport Program and the Australian Junior World Cup squad (the Joeys).

During the reporting period, the NSWIS Central squad held training camps every Saturday. These camps involved an intensive program incorporating video analysis, tactics and physical aspects of the game.

The Central squad also undertook a European tour to expose the athletes to different styles of play and the rigours of touring. The squad won 6 out of their 9 games on tour against European junior club sides, scoring 22 goals and conceding 10.

Head Coach of the Northern men's squad, Bruce Tracey, continued to train regionally based athletes from Newcastle right up to the state's Far North Coast. The squad also attended regular training camps during the school holidays where they were serviced by staff from the NSWIS Sport Science, Sport Psychology and Athlete Career & Education/Professional Development units.

EVENT HIGHLIGHTS

International

- FIFA U/17 World Cup 2003 - 1 athlete (+ 5 NSWIS graduates)
- AUSTRALIA U-16 Team - 7 NSWIS athletes.
- NSWIS Central Men's Soccer Squad European Tour - 19 athletes

National

- 2003 National U/16 Talent Identification Championships - 12 athletes
- 2003 National U/15 Talent Identification Championships - 12 athletes (silver)

ATHLETE HIGHLIGHTS

- Erik Paartalu was selected in the Australian team for the 2003 FIFA U/17 World Cup, and was named vice-captain. NSWIS graduate Jacob Timpano was captain.
- Troy Hearfield was selected for an Australian Institute of Sport scholarship.

VENUES

Valentine Sports Park

WOMEN'S SOCCER

INTRODUCTION

During the reporting period, the NSWIS Women's Northern and Central Soccer Programs focused on developing players to represent Australia at both the senior and junior levels.

One of the major initiatives implemented by the Programs during the year was the Olympic/National Training Centre Project. The Project involved identified national squad athletes who took part in specialist sessions with NSWIS Head Men's Central Soccer Coach Kelly Cross, and several male players, in order to enhance the development of their skills.

The NSWIS Women's Soccer Programs also assist in the preparation of athletes to play in the Women's National Soccer League (WNSL). During the reporting period NSWIS scholarship holders represented both the Northern NSW Pride and NSW Sapphires in the WNSL, with 14 scholarship holders part of the NSW Sapphires team which won the 2003-04 competition.

EVENT HIGHLIGHTS

International

- 2003 Pre-World Cup Tour, China - 4 athletes
- 2003 FIFA Women's World Cup, USA - 4 athletes
- 2004 Australia Cup, Brisbane - 4 athletes
- Oceania Women's Olympic Qualifying Tournament - 3 athletes
- 2004 Oceania World Junior Championships Qualifying Tournament - 10 athletes
- 2004 FIFA Women's All Stars vs Germany - 1 athlete

National

- 2003-04 WNSL: NSW Sapphires - 14 athletes (Premiers)
- 2003-04 WNSL: Northern NSW Pride - 7 athletes (6th)

ATHLETE HIGHLIGHTS

- Cassandra Kell, Kylie Ledbrook, Joanne Peters, Cheryl Salisbury, Sally Shipard, Thea Slatyer and Danielle Small were selected in the 2004 Australian Olympic Team.
- Leah Blayney, Katie Gill and Cassandra Kell represented Australia at the 2004 Australian Cup in Brisbane and the Oceania Women's Olympic Qualifying Tournament in Papua New Guinea.
- Julia Bazi, Leah Blayney, Renee Cartwright, Lauren Colthorpe, Katie Hilder, Briony Holcombe, Leena Khamis, Kylie Ledbrook, Alison Logue, Sally Shipard and Jenna Tristram represented Australia at the Oceania World Junior Championships Qualifying tournament in Papua New Guinea.
- Leah Blayney and Sally Shipard were named as captain and vice-captain respectively for the Oceania World Junior Championships Qualifying Tournament.
- Hayley Crawford, Taryn Rockall, Danielle Small and Cassandra Kell represented Australia at the 2003 FIFA Women's World Cup in the United States.

VENUES

Valentine Sports Park
Hunter Sports Centre, Glendale

2003-04 SQUAD

Central: Ayse Adalis, Julia Bazi, Leah Blayney, Danielle Brogan, Catherine Cannuli, Renee Cartwright, Caitlan Cooper, Katie Hilder, Briony Holcombe, Monique Jackson, Kylie Ledbrook, Sally Shipard, Emma Davison, Yasmin Favretti, Simone Graham, Belinda Ristevski, Hayley Todd

Northern: Katie Gill, Joanne Peters, Cheryl Salisbury, Lauren Colthorpe, Jenna Tristram, Alison Logue, Gemma O'Toole, Meegan Shepherd, Elizabeth Kermodie, Erin Herd, Debra Searle, Emma Stevenson, Ashley Wilson, Harmonie Atwill, Tracey Baker, Melanie Cotts, Hayley Crawford, Leaha Giuffre, Tara McMinn, Amber Neilson

Olympic/NTC Program: Joanne Burgess, Michelle Carney, Kathryn Collins, Hayley Crawford, Lisa Gilbert, Katie Gill, Kele Golebiowski, Erin Hunter, Cassandra Kell, Nicole Kimber, Joanne Peters, Taryn Rockall, Danielle Small, Cheryl Salisbury, Thea Slatyer, Sarah Walsh

COACHES

Central Head Coach: Alen Stajcic

Assistant Coach: Chris Bradley

Northern Head Coach: Mark Jones

Assistant Coach: Keane Marshall

Catherine Cannuli was the leading goal scorer in the 2003-04 Women's National Soccer League. Photo: Courtesy of SoccerNSW/Carlos Futardo.



2003-04 SQUAD

Fiona Crawford, Kelly Gentle, Zara Mee, Stacey Porter, Melanie Roche, Heather Southwood, Natalie Ward, Danica White, Belinda Wright, Kerry Wyborn, Sophie McGilvray, Kristen Wadwell, Danielle Curtois, Rachel Love, Brooke Maclean, Amanda Smith, Amanda Gooden, Tatiana Holodnow, Belinda Summerville, Kim Turnell, Danica Howlett, Brooke Lambert, Lauren Williams, Zara Mee, Michelle Summerville, Nicole Bacon

COACHES

Head Coach: Marty Rubinoff

Network Coaches: Lloyd Howlett, Troy Bauerstock



Katrina Laws keeps her eye on the play. Photo: Mark Thornley

SOFTBALL

INTRODUCTION

The NSWIS Softball Program caters to both senior elite and developing junior elite athletes, with a large number of scholarship holders selected in the Australian senior, U/23 and junior squads.

The Program also supported the national program objective of achieving a medal-winning performance at the 2004 Olympic Games in Athens. As part of this objective, nine NSWIS athletes were part of an expanded skills training program involving four specialist coaches.

During the reporting period, the Program also incorporated sports vision training and biomechanical analysis into the daily training schedule.

On the field, NSWIS athletes recorded some impressive results. Five athletes were selected in the Australian Olympic softball team while seven athletes were part of the Australian junior women's team which won a bronze medal at the ISF Junior Women's World Championships.

EVENT HIGHLIGHTS

International

- 2004 Blacktown International Softball Challenge - 6 athletes (gold)
- 2003 Canada Cup, Canada - 5 athletes (silver)
- 2003 ISF Junior Women's World Championships, China - 7 athletes (bronze)
- 2003 Aussie Spirit tour of Japan - 7 athletes
- 2003 Friendship Series, Sydney - 8 athletes (gold)
- 2003 Hobart International - 10 athletes (silver)

National

- 2004 Australian Open Women's Championships, Queensland - 12 athletes (gold)
- 2004 Australian U/19 Women's Championships, Sydney - 3 athletes (gold)

ATHLETE HIGHLIGHTS

- Fiona Hanes, Stacey Porter, Kerry Wyborn, Melanie Roche and Natalie Ward were selected in the Australian team for the 2004 Olympic Games.
- Fiona Hanes, Kerry Wyborn, Natalie Ward, Melanie Roche, Stacey Porter, Zara Mee, Felicity Witt, Kelly Gentle, Danica White and Belinda Wright all represented the Australian women's softball team (the Aussie Spirit) during the reporting period.
- Carly Clough, Taryn Lambert, Lisa Lindsay, Rachel Love, Sophie McGilvray, Heather Southwood and Lauren Williams were part of the Australian team which won a bronze medal at the 2003 ISF Junior Women's World Championships in China.
- Rachel Love was captain of the Australian team for the 2003 ISF Junior Women's World Championships.

AWARDS

- Melanie Roche won the Best Pitcher award during round one of the 2003-04 Softball Australia Grand Prix.
- Stacey Porter won the Most Valuable Player award at the 2004 Blacktown International Softball Challenge.
- Kerry Wyborn won the Batting award at the 2004 Blacktown International Softball Challenge.

VENUES

Blacktown Olympic Park

TENNIS

INTRODUCTION

The NSWIS Tennis Program aims to develop junior elite athletes and is supported by Tennis NSW. Athletes selected in the Program compete in Junior Grand Slams and other international events, as well as National Championships and satellite tournaments.

The NSWIS Tennis Program became a full time National Training Centre in January 2004, with Graeme Brimblecombe employed as Head Coach.

During the reporting period, the Program benefited from an increased use of the Institute's Sport Psychology unit, while athletes also participated in NSWIS Sport Science heat stress experiments.

One of the major initiatives of the Program involved the NSWIS's Athlete Career & Education/Professional Development (ACE/PD) unit. ACE/PD took a hands-on role in developing the schedules of each athlete, including initial interviews and follow-up meetings. Athletes have also participated in a series of workshops focusing on off courts skills.

During the reporting period, the program also developed a regional component for implementation in 2005, aimed at fostering talent outside of the Sydney metropolitan area.

EVENT HIGHLIGHTS

International

- 2004 Oceania Junior Championships, Fiji - 3 athletes (3 silvers).

National

- National 16 & Under Hardcourt Championships, Gosford - 2 athletes (4 gold).
- National 14 & Under Grasscourt Championships, Mildura - 5 athletes (1 silver).

ATHLETE HIGHLIGHTS

- Tyra Calderwood, Michelle Brycki and Stephen Goh were selected to represent Australia at the 2004 World Junior Tennis Championships.
- Stephen Goh was Runner Up in the Singles event at the Oceania Junior Championships.
- Joel Lindner was Runner Up in the Doubles event at the Oceania Junior Championships.
- Michelle Brycki was Runner Up in the singles at the 2004 Oceania Junior Championships in Fiji.
- Tyra Calderwood and Steven Goh won gold in both the singles and doubles at the National 16 & Under Championships.
- Sophie Ferguson, Adam Feeney, Jessica Engels, Stephen Goh, Daniella Dominikovic, Michelle Brycki, Tyra Calderwood and Stephen Popovic qualified to compete in various Junior Grand Slam Championships.

VENUES

Sydney International Tennis Centre

2003-04 SQUAD

Full: Michelle Brycki, Tyra Calderwood, Tiarne Ettingshausen, Steven Goh, Joel Lindner, Steven Popovic, Megan Price, Matthew Reid, Christina Horiopoulos, Sophie Ferguson, Jessica Engels, Daniella Dominikovic, Adam Feeney, Anthony Tuong

Development: Joel Andriolo, Elle Carney, Ryan Bellamy, Benita Milenkiewicz, Jovanna Ristic

COACHES

Head Coach: Graeme Brimblecombe

Senior Development Coach: Greg

Royle **Junior Development Coach:**

Chris Steele **Network Coach:** David Deep



Joel Lindner lines up a winner. Photo: Rod Dixon

2003-04 SQUAD

Senior/U23: Chris McCormack, Peter Robertson, Brad Kahlefeldt, Craig Alexander, Nicole Hackett, Melissa Ashton, Simon Heeringa, Pip Taylor, Leigh Chapman

Junior: Matt Murphy, Robbie Williams, Dane Robinson, Alex Templeton, Melanie Sexton, Joel Cook, Brendan Sexton, Brett Lee

Junior Associate: Belinda Murray

Long Course Associate: Belinda Granger

COACHES

Program Manager: Justin Drew

Regional Coaches: Kieran Barry, Jamie Turner

Network Coaches: Margaret Beardslee, Rod Cook, Bill Davoren, Scott Ellis, Bob Lee, Mark Newton



Melissa Ashton makes her move. Photo: James Rankin/JRP

TRIATHLON

INTRODUCTION

Run in partnership with Triathlon Australia and Triathlon NSW, the NSWIS Triathlon Program aims to prepare junior and senior athletes for success at international events including Junior and Senior World Championships, Commonwealth Games and Olympic Games.

The Program is decentralised and underpins the National and AIS U/23 Programs. Athletes are supported via a network of regional centres on the South Coast, Central Coast and Far North Coast which utilise the expertise of home coaches.

NSWIS athletes have continued to excel on the international and domestic stage. In December 2003, Peter Robertson won his second world title at the World Championships in New Zealand. Robertson was also selected in the Australian team for the 2004 Olympic Games, while Brad Kahlefeldt was named as a reserve for the Olympic team.

Athletes also tasted success at National Championships, with Peter Robertson winning the 2004 National Sprint Championship and Long Course Championships respectively. Craig Alexander and Melissa Ashton also won the 2004 men's and women's Australian Long Course titles.

EVENT HIGHLIGHTS

International

- 2003 World Senior, U/23 and Junior Championships, New Zealand - 11 athletes (1 gold).
- 2003 World Team Championships, Hungary - 2 athletes (2 gold).
- 2003 World Cup Circuit - 7 athletes (2 gold).
- 2004 World Junior Championships, Portugal - 4 athletes.
- 2004 World Cup Circuit (to 30 June 2004) - 5 athletes.
- 2004 Oceania Triathlon Championships, Tasmania - 3 athletes (1 gold, 1 bronze).

National

- 2003-04 Accenture Triathlon Series - 16 athletes
- 2004 National Sprint Championships, Victoria - 2 athletes (1 gold)
- 2004 National Junior Sprint Championships, Victoria - 5 athletes (2 silver)
- 2004 Australian Long Course Championships, Port Macquarie - 2 athletes (2 gold).
- 2003 Australian Ironman - 2 athletes, (1 gold, 1 silver).

ATHLETE HIGHLIGHTS

- Peter Robertson was selected in the Australian Olympic triathlon team. Brad Kahlefeldt was named as a reserve for the team.
- Peter Robertson won gold at the 2003 World Championships in New Zealand.
- Pip Taylor and Brad Kahlefeldt each won gold at the 2003 World Team Championships.
- Pip Taylor won a gold medal at the Manchester World Cup Triathlon.
- Peter Robertson won a gold medal at the Gamagori World Cup Triathlon.
- Brad Kahlefeldt won a gold medal at the 2004 Oceania Triathlon Championships.

- Belinda Granger won her third consecutive Ironman Korea race in 2004.

AWARDS

Brett Lee and Melanie Sexton won the 2003 Male and Female Junior Triathlete of the Year Awards.

VENUES

Mingara Leisure Centre/Mingara Recreation Club
Lake Ainsworth Sport & Recreation Centre
University of Wollongong/University Recreation and Aquatic Centre
Jindabyne Sport & Recreation Centre
Engadine Pool
Alstonville Pool

MEN'S WATER POLO

INTRODUCTION

The NSWIS Men's Water Polo Program is one of three National Training Centres for the sport in Australia and supports 25 senior elite and junior athletes.

During the reporting period, the Program enjoyed a strong representation at international events. Six athletes were part of the Australian men's team for the 2003 FINA World Championships while six athletes competed at the World University Summer Games. Four athletes were also part of the FINA World Junior Championships.

Eight athletes were part of the Australian senior team for a European Tour and a World League tournament in Hungary. These were the final selection events for the 2004 Australian Olympic team.

A number of new initiatives were employed by the Program during the reporting period. Biomechanical analysis was used to improve shooting and the goal keeper's movements, while the NSWIS Sport Psychology was used to help develop team dynamics within the squad.

During the reporting period, the Program also trained with the United States men's water polo team.

EVENT HIGHLIGHTS

International

- 2003 World League, Hungary - 5 athletes (bronze)
- 2003 World University Summer Games, Korea - 6 athletes (bronze)
- 2003 FINA World Championships, Spain - 6 athletes (7th)
- 2003 FINA World Junior Championships, Italy - 4 athletes (9th)
- 2004 Four Nations Tournament, Russia - 8 athletes (4th)

National

- 2004 Australian All-Schools Tournament, Canberra - 6 athletes (silver)
- 2003 Institute Challenge Series, Canberra - 14 athletes (gold)
- 2004 Australian under 20 Championships - 7 athletes (bronze)

ATHLETE HIGHLIGHTS

- Trent Franklin, Sam McGregor, Craig Miller, Dean Semmens, Nathan Thomas, Thomas Whalan and Gavin Woods were selected in the 2004 Australian Olympic Team.
- Nathan Thomas was captain of the Australian men's team for the 2003 World Championships. Thomas Whalan was vice captain.
- Trent Franklin, Sam McGregor, Gavin Woods and Dean Semmens were part of the Australian team for the 2003 FINA World Championships.
- Trent Franklin, Thomas Whalan (captain) and Gavin Woods Aaron Jones, Sam McGregor and Daniel Lees were part of the Australian team for the 2003 World University Summer Games.
- James Falzon, Daniel Lees, Sam McGregor and Rydr Tracy represented Australia at the 2003 FINA World Junior Championships.
- Mitchell Scott (captain) Scott Hedlund Scott Mackenzie Angus Walker John Hahn and Peter Wormleaton were members of the NSW Team for the 2004 Australian All Schools Tournament. These players were also selected in the Australian School Squad.
- Marshall Morley, Daniel Lees, Luke Hannan, Nick Russell, Phil O'Brien and Alex Donovan were selected in the Australian under 20 Squad.

2003-04 SQUAD

Gold: Peter De Gail, James Falzon, Trent Franklin, Tim Hamill, Aaron Jones, Sam McGregor, Craig Miller, Mark Murphy, Dean Semmens, Nathan Thomas, Rydr Tracy, Thomas Whalan, Gavin Woods, Phil Reid, Nick Falzon, Gavin Aubrey

Silver: Drew Bagnall, Alex Donovan, Luke Hannan, Daniel Lees, Marshall Morley, Phillip O'Brien, Nick Russell, Peter Wormleaton, Alex Sutton, Ryan Brown

Bronze: Scott Hedlund, Scott Mackenzie, Mitchell Scott, Angus Walker, Nathan Cargill, Johnno Cotterill, John Hahn

Emerging Talent

Daniel Robinson, Chris Dyson

COACHES

Head Coach: Les Kay

VENUES

Sydney Olympic Park Aquatic Centre
University of NSW
Ashfield Aquatic Centre
The University of Sydney



Thomas Whalan takes aim. Photo: Mark Dadswell/Getty Images

2003-04 SQUAD

Gold Tier 1: Yvette Balla-Gow, Jemma Brownlow, Lauren Mandell, Alicia McCormack, Elise Norwood, Rebecca Rippon, Taryn Woods

Gold Tier 2: Erin Douglass, Kelly Miller, Rana Tito

Silver: Danielle Bower, Nicole Dyson, Taniele Gofers, Ashleigh Miller, Elysha O'Neil, Patrice O'Neil, Louise Robertson, Jenna Santoromito, Mia Santoromito, Amanda Russell

Bronze: Tahnee Carroll, Nicole Clay, Jana Liessmann, Yasmin Schmidt, Joanne Whitehorn, Ashleigh Bower, Natalie Moore, Lorelle Dooley, Holly Hawtin, Corinne Liddle, Nikki Fouche, Chloe Turner

Associate: Kelly Douglas, Fiona Hammond, Kayley Lewis, Kristy Taylor

COACHES

Head Coach: Jamie Ryan

Elite Skills Coach: Debbie Watson

WOMEN'S WATER POLO

INTRODUCTION

A National Training Centre, the NSWIS Women's Water Polo Program supports 30 senior elite and development athletes in cooperation with the National/Australian Institute of Sport Program.

During the reporting period, the Program focused on preparing athletes for the U/20 Junior World Championships and the 2004 Olympic Games. Ten athletes were selected into the National senior squad, with 6 athletes selected into the pre-Olympic squad.

Three NSWIS scholarship holders were finally selected in the Australian team for the 2004 Olympic Games in Athens. In 2003, five athletes were also selected to represent Australia at the FINA World Championships while five athletes competed at the 2003 Junior Women's World Championships.

The Program established several new initiatives during the reporting period, including the employment of an Elite Skills Coach, Sydney 2000 Olympian Debbie Watson. In order to reduce injury and improve strength & conditioning, the Program implemented a massage and Pilates program to compliment the training program.

The NSWIS - Queensland Academy of Sport Challenge Series was also established, allowing junior athletes to experience quality competition in the domestic arena.

EVENT HIGHLIGHTS**International**

- 2003 Oceania Olympic Qualifying Series, New Zealand - 4 athletes (1st)
- 2003 Holiday Cup, United States - 7 athletes (4th)
- 2003 Spanish Cup, Barcelona - 4 athletes (silver)
- 2003 FINA World Championships - 5 athletes (7th)
- 2003 Junior Women's World Championships - 5 athletes (6th)
- 2004 Test Series vs USA, Brisbane - 3 athletes (2nd)
- 2004 Kirshi Cup, Russia - 5 athletes (5th)

National

- 2004 National U/20 Championships, Hobart - 12 athletes (gold)
- 2003 National 16 & Under Championships, Melbourne - 3 athletes (gold)
- 2004 NSWIS vs QAS U/20 Challenge, Brisbane - 13 athletes (1st)

ATHLETE HIGHLIGHTS

- Jemma Brownlow, Elise Norwood and Rebecca Rippon were selected in the 2004 Australian Olympic team.
- Jemma Brownlow, Lauren Mandell, Elise Norwood, Rebecca Rippon and Taryn Woods represented Australia at the 2003 FINA World Championships in Barcelona.
- Fiona Hammond, Alicia McCormack, Kelly Miller, Ashleigh Miller and Mia Santoromito represented Australia at the Junior Women's World Championships in Canada.
- Patrice O'Neil was the leading goal scorer at the 2003 National 16 & Under Championships.

VENUES

Sydney Olympic Park Aquatic Centre
University of NSW
Ashfield Aquatic Centre
Ryde Aquatic Centre
MLC Burwood
Sutherland Leisure Centre



Elise Norwood poised to strike. Photo: Sudesh Arudpragasam



Mitchil Mann raises the bar. Photo: Sudesh Arudpragasam

2003-04 SQUAD

Kostas Vasiliades, Natasha Barker, Jamila Boutros, Nadeene Latif, Mitchil Mann, Vasili Kodos, Maria Constantinidis

COACHES

Head Coach: Luke Borreggine

Assistant Coach: Steve Tikkanen

Team Manager: Dr Robert Mitchell

WEIGHTLIFTING

INTRODUCTION

Based at the Burwood PCYC Gym, the NSWIS Weightlifting Program provides support to senior elite and developing junior athletes. The Program is focused on preparing athletes for the 2006 Commonwealth Games in Melbourne.

During the reporting period the Program achieved some excellent results at the international level, including two gold medals at the 2004 Oceania Championships in Fiji.

Athletes from the Program have also excelled at National competitions, winning four gold and three silver medals at the 2003 National U/20 & Open Championships.

The Program continued its development during the financial year, with full time training programs introduced for part time athletes. Athletes have also been introduced to a gentle warm-up routine in camp situations, where different athletes lead the stretching routine, helping to improve team bonding.

EVENT HIGHLIGHTS

International

- 2003 Oceania Junior Championships, Niue - 2 athletes (1 gold, 1 silver).
- 2003 Mermet Cup, Colorado Springs - 3 athletes (1 gold, 1 silver, 1 bronze).
- 2004 Oceania Championships - 3 athletes (2 gold and 1 bronze).
- 2004 World Junior Championships - 2 athletes.

National

- 2003 National U/20 & Open Championships - 6 athletes (4 gold, three silver).
- 2004 National U16 & U18 Championships - 2 athletes (2 gold).

ATHLETE HIGHLIGHTS

- Nadeene Latif set five new NSW and Australian records at a Burwood Club competition in 2003.
- Nadeene Latif won a gold medal at the 2003 Mermet Cup in Colorado Springs.
- Nadeene Latif and Jamila Boutros won gold medals at the 2004 Oceania Championships in Fiji.
- Kostas Vasiliades set six new state and national records in the 56kg division at a Burwood Club competition.
- Jamila Boutros achieved a personal best of ninth place at the 2004 World Junior Championships.
- Mitchil Mann set 6 new state and national records in the 105kg class.
- Vasili Kodos set 3 new state records in the 77kg class.

VENUES

Burwood PCYC

2003-04 SQUAD

Brendan Dowler, Karen Farrell, Kylie Gauci, Tristan Knowles, Grant Mizens, Troy Sachs, Jane Sachs, David Selby, Sarah Stewart, Liesl Tesch, Jeremy Van Asperen, Jenny Pattison, Daniel Begman, Craig Cannane

COACHES

Head Coach: Alan Cox

Assistant Coach: Gerry Hewson

WHEELCHAIR BASKETBALL

INTRODUCTION

The NSWIS Wheelchair Basketball Program is the only program of its kind supported by a state institute or academy, catering to up to 12 elite and developing athletes.

Athletes have access to both individual and squad training sessions, with the primary focus to prepare them for medal-winning performances at the Athens Paralympic Games. Six men and six women were members of the Australian Paralympic squads.

During the reporting period, athletes helped qualify the Australian men's team (the Rollers) for the 2004 Paralympic Games by winning the 2004 Asia & Oceania Zone Qualification Tournament. The Australian women's team (the Gliders) had already qualified for the Paralympics during the 2002 World Championships.

Away from national duty, athletes from the Program also play in the National Wheelchair Basketball League (men & women) and the NRMA Insurance National League (women).

EVENT HIGHLIGHTS**International**

- 2003 Kitakyushu Champions Cup, Japan (men) - 2 athletes (gold)
- 2004 Osaka Cup, Japan (women) - 4 athletes (bronze)
- 2004 Asia & Oceania Zone Qualification Men's Tournament, Wollongong - 5 athletes (gold)
- 2004 Women's Invitational Tournament, Wollongong - 6 athletes (gold)
- 2004 Men's North America Cup, United States - 5 athletes (silver)
- 2004 Women's North America Cup, United States - 5 athletes (bronze)

National

- 2003 NRMA Insurance Women's National League Finals - 4 athletes
- 2003 National Wheelchair Basketball League - 5 athletes
- 2004 Junior National Wheelchair Basketball Championships - 1 athlete (silver)

ATHLETE HIGHLIGHTS

- Troy Sachs, David Selby, Tristan Knowles, Grant Mizens, Brendan Dowler, Jane Sachs, Liesl Tesch, Kylie Gauci, Karen Farrell and Sarah Stewart were selected in the 2004 Australian Paralympic Team.
- Brendan Dowler, Tristan Knowles, Grant Mizens, Troy Sachs and David Selby were part of the Australian team that qualified Australia for the 2004 Paralympic Games at the Asia & Oceania Zone Qualifying tournament.
- Tristan Knowles and David Selby were part of the Australian men's team which won a gold medal at the Kitakyushu Champions Cup in Japan.
- Tristan Knowles and Brendan Dowler were members of the Wollongong Roller Hawks team which won the 2003 National Wheelchair Basketball League.
- Karen Farrell, Liesl Tesch and Kylie Gauci were part of the Hills Hornets team which won the 2003 NRMA Insurance Women's National League.
- Kylie Gauci was part of the NSW team which won a silver medal at the 2004 Junior National Wheelchair Basketball Championships.

- Brendan Dowler and Troy Sachs were selected in the All Star Five at the conclusion of the 2003 National Wheelchair Basketball League.
- Tristan Knowles won the Basketball Athlete of the Year award at the 2003 NSW Wheelchair Sports Association Awards.
- Kylie Gauci won the Junior Basketball Athlete of the Year award at the 2003 NSW Wheelchair Sports Association Awards.
- Troy Sachs won the Most Valuable Player Award during the 2004 Asia & Oceania Zone Men's Qualification tournament.
- Brendan Dowler was named in the All Star Five at the 2004 Asia & Oceania Zone Men's Qualification tournament.

VENUES

Auburn Basketball Centre
Sutherland Basketball Stadium
University of Wollongong
Beaton Park Basketball Stadium, Wollongong
Alexandria Basketball Stadium
Sydney Academy of Sport and Recreation
St Josephs College, Hunters Hill
King George V Recreation Centre, Sydney

AWARDS

- Kylie Gauci won the Most Valuable Player and Highest Scorer awards in the 2003 NRMA Insurance Women's National League Grand Final.
- Kylie Gauci and Liesl Tesch were named in the All Star Five for the 2003 Women's National Wheelchair Basketball League.
- Jenni Pattison was named Best New Talent for the 2003 Women's National Wheelchair Basketball League.
- Brendan Dowler won the Most Valuable Player (Low Point) award for the 2003 National Wheelchair Basketball League.



Sarah Stewart and Kylie Gauci go head-to head. Photo: Christine Caruana



Angela Ballard feels the wind in her hair. Photo: James Rankin/JRP

WHEELCHAIR TRACK & ROAD

INTRODUCTION

A National Training Centre, the NSWIS Wheelchair Track & Road Program works with senior elite and developing athletes competing in the middle to long distance events.

The Program focuses on preparing athletes for international competition including the Olympic and Paralympic Games.

During the reporting period, the Program invited and supported several international athletes to compete at Telstra A-Series meets around the country. This helped exposed the NSWIS squad to high-quality racing against experienced competitors. This experience was vital in preparing athletes for the 2004 Paralympic Games.

The NSWIS squad also attended a number of major international competitions, including the American Series and Swiss National Championships.

The Program is making full use of two draft boards designed and manufactured by the Program to develop athletes' speed, while also working with Vittoria Tyres to develop specific wheelchair racing tyres.

EVENT HIGHLIGHTS

International

- 2003 Peachtree 10km Road Race, United States - 6 athletes (1 gold)
- 2003 America Series, United States - 4 athletes (2 gold)
- 2003 IAAF World Championships, France - 1 athlete (1 gold)
- 2003 Berlin Marathon, Germany - 2 athletes
- 2004 Oz Day 10km Road Race - 6 athletes (1 gold, 2 silver, 2 bronze)
- 2004 Summer Down Under Series - 5 athletes (10 gold, 4 silver, 2 bronze)

National

- 2004 National Championships, Sydney - 7 athletes (4 gold, 5 silver, 2 bronze)
- 2003-04 Telstra A-Series, Canberra & Brisbane - 6 athletes (8 gold, 5 silver, 2 bronze)
- 2003 Zatopek Classic, Melbourne - 4 athletes (2 gold, 1 bronze)

ATHLETE HIGHLIGHTS

- Louise Sauvage, Christie Dawes, Eliza Stankovic and Kurt Fearnley all qualified for demonstration races at the 2004 Olympic Games.
- Louise Sauvage, Angela Ballard, Christie Dawes, Eliza Stankovic, Kurt Fearnley and Paul Nunnari were all selected in the 2004 Paralympic team.
- Louise Sauvage won her fifth consecutive gold medal in the 800m wheelchair demonstration race at the 2003 IAAF World Championships in France.
- Eliza Stankovic won her first ever Oz Day 10km Road Race in 2004.
- Louise Sauvage won three gold medals at the 2004 National Championships in Sydney.

AWARDS

- Angela Ballard won the Sydney University Academic Excellence Award at the 2003 NSWIS Annual Awards.

VENUES

Sydney Olympic Park Athletic Centre
Sydney Olympic Park State Sports Centre
Parramatta Park
Centennial Park
Newcastle City Track

2003-04 SQUAD

Full: Angela Ballard, Christie Dawes, Louise Sauvage, Eliza Stankovic, Paul Nunnari, Kurt Fearnley

Development: Nathan Pentecost, Patrick Baker, Grant Buckley

COACHES

Head Coach: Andrew Dawes

Scholarship Coach: Louise Sauvage



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FINANCIALS



STATEMENT BY THE MEMBERS OF THE BOARD FOR THE PERIOD 1 JULY 2003 TO 30 JUNE 2004

Pursuant to Section 41C (1B) and (1C) of the Public Finance and Audit Act 1983 and in accordance with a resolution of the Directors of the NSW Institute of Sport, we declare on behalf of the Board that in our opinion:

1. The Financial Statements exhibit a true and fair view of the Financial position at 30 June 2004 and transactions for the period 1 July 2003 to 30 June 2004 of the NSW Institute of Sport.
2. The Statements have been prepared in accordance with the provisions of the Public Finance and Audit Act 1983, the relevant provisions of the Public Finance and Audit Regulation 2000 and the Treasurer's Directions.

Further we are not aware of any circumstances which would render any particulars included in the Financial Statements to be misleading or inaccurate.

Signed in Sydney this 8th day of October 2004

Phil Cole
Chairman

Ben Gilroy
Member



GO BOX 12
SYDNEY NSW 2001

INDEPENDENT AUDIT REPORT NEW SOUTH WALES INSTITUTE OF SPORT

To Members of the New South Wales Parliament

Audit Opinion

In my opinion, the financial report of the New South Wales Institute of Sport:

- (a) presents fairly the Institute's financial position as at 30 June 2004 and its financial performance and cash flows for the year ended on that date, in accordance with applicable Accounting Standards and other mandatory professional reporting requirements in Australia; and
- (b) complies with section 41B of the Public Finance and Audit Act 1983 (the Act).

My opinion should be read in conjunction with the rest of this report.

The Board's Role

The financial report is the responsibility of the members of the Board of the New South Wales Institute of Sport. It consists of the Statement of Financial position, the statement of financial performance, the Statement of cash flows and the accompanying notes.

The Auditor's Role and the Audit Scope

As required by the Act, I carried out an independent audit to enable me to express an opinion on the financial report. My audit provides reasonable assurance to Members of the New South Wales Parliament that the financial report is free of material misstatement.

My audit accorded with Australian Auditing and Assurance Standards and statutory requirements, and I:

- evaluated the accounting policies and significant accounting estimates used by the Board in preparing the financial report; and
- examined a sample of the evidence that supports the amounts and other disclosures in the financial report.

An audit does not guarantee that every amount and disclosure in the financial report is error free. The terms 'reasonable assurance' and 'material' recognise that an audit does not examine all evidence and transactions. However, the audit procedures used should identify errors or omissions significant enough to adversely affect decisions made by users of the financial report or indicate that Board members had not fulfilled their reporting obligations.

My opinion does not provide assurance:

- about the future viability of the New South Wales Institute of Sport
- that it has carried out its activities effectively, efficiently and economically; or
- about the effectiveness of its internal controls.

Audit independence

The Audit Office complies with all applicable independence requirements of Australian professional ethical pronouncements. The Act further promotes independence by:

- providing that only Parliament, and not the executive government, can remove an Auditor-General; and
- mandating the Auditor-General as auditor of public sector agencies but prohibiting the provision of non-audit services, thus ensuring the Auditor-General and the Audit Office are not compromised in their role by the possibility of losing clients or income.

M T Scraggin CA
Director of Audit

SYDNEY
11 October 2004

FINANCIALS

NSW INSTITUTE OF SPORT Statement of Financial Performance For the Year Ended 30 June 2004

	Note	2004 \$'000	2003 \$'000
Revenue from Ordinary Activities			
Grants	2a	7,873	7,737
Sponsorships	2b	1,869	1,778
Other	2c	650	519
Total Revenue from Ordinary Activities		10,392	10,034
Expenditure from Ordinary Activities			
Salaries and Associated Costs	3a	4,196	3,937
Superannuation		333	316
Grants to Sporting Associations	3c	867	896
Depreciation	6	442	405
Fees for Services Rendered	3b	580	492
Travel Costs		1,223	995
Athlete Services		1,226	977
Other Expenses	3d	2,397	2,252
Total Expenditure from Ordinary Activities		11,264	10,270
Net Surplus/(Deficit) for the Year from Ordinary Activities		(872)	(236)
Total Revenue, Expense and Valuation adjustments recognised directly in Equity		-	-
Total Changes in Equity other than those resulting from Transactions with owners as owners		(872)	(236)

The accompanying notes form part of these statements.

NSW INSTITUTE OF SPORT

Statement of Financial Position

As at 30 June 2004

FINANCIALS

	Note	2004 \$'000	2003 \$'000
Current Assets			
Cash Assets	18a	1,670	2,288
Receivables	4	144	585
Inventory	1k	225	177
Other	5	194	88
Total Current Assets		2,233	3,138
Non-Current Assets			
Plant and Equipment	6	560	598
Total Non-Current Assets		560	598
Total Assets		2,793	3,736
Current Liabilities			
Payables	7	508	708
Provisions	9a	363	299
Other	8	-	86
Total Current Liabilities		871	1,093
Non-Current Liabilities			
Provisions	9a	263	112
Total Non-Current Liabilities		263	112
Total Liabilities		1,134	1,205
Net Assets		1,659	2,531
Equity			
Retained Profits	10	1,659	2,531
Total Equity		1,659	2,531

The accompanying notes form part of these statements.

FINANCIALS

NSW INSTITUTE OF SPORT

Statement of Cash Flows

For the Period Ending 30 June 2004

	Note	2004 Inflows/ (Outflows) \$'000	2003 Inflows/ (Outflows) \$'000
Cash Flows from Operating Activities			
Payments			
Payments to Suppliers and Employees		(9,526)	(8,008)
Payments of Grants and Scholarships		(867)	(896)
Receipts			
Receipts from Grants and Sponsorships		3,391	2,498
Receipts from Interest		50	71
Receipts from Other		483	330
Cashflow from Government			
Grants from NSW Government Agencies		5,923	5,837
Grants from Australian Sports Commission		78	84
Grants from Australian Sports Foundation		137	125
Net Cash provided by/(used in) Operating Activities	16b	(331)	41
Cash Flows from Investing Activities			
Proceeds from the Sale of Equipment		131	135
Payments for Plant and Equipment	6	(418)	(474)
Net Cash used in Investing Activities		(287)	(339)
Net Increase/(Decrease) in Cash			
		(618)	(298)
Cash at the Beginning of the Reporting Period		2,288	2,586
Cash at the End of the Reporting Period	16a	1,670	2,288

The accompanying notes form part of these statements

NSW INSTITUTE OF SPORT

For the Year Ended 30 June 2004

FINANCIALS

1. Summary of Significant Accounting Policies

The following summary explains the significant accounting policies that have been adopted in preparation of these financial statements.

Basis of the Preparation of the Financial Statements

The Financial Statements represent a general purpose financial report which has been prepared in accordance with applicable Australian Accounting Standards; other authoritative pronouncements of the Australian Accounting Standards Board (AASB); Urgent Issues Group (UIG) Consensus Views; the requirements of the Public Finance and Audit Act 1983, its Regulation and the NSW Treasurer's Directions. These statements unless otherwise stated have been prepared under historical cost and accrual accounting conventions, and are consistent with those applied in the previous year.

(a) Employee Entitlements

Annual Leave:

Employee leave entitlements are measured as the amount unpaid at the reporting date at current pay rates in respect of employees' service up to that date.

Sick leave:

Employee entitlements are determined having regard to historical patterns of similar entities. As leave taken is expected to be less than sick leave entitlements in each financial year, no provision is made.

Long Service Leave:

Long Service leave is measured using the present value method. The new valuation method adopted the remuneration rates expected to be paid in accordance with Treasury circular TC 03/08.

On costs:

The outstanding amounts of payroll tax, workers' compensation insurance premiums, superannuation and fringe benefits tax, which are consequential to employment, are recognised as liabilities and expenses where the employee entitlements to which they relate have been recognised.

Superannuation:

The employer's obligation for employee entitlements is recognised as an expense in the period it relates to.

(b) Plant and Equipment

Acquisitions:

All physical assets costing over \$1,000 with an expected useful life of more than one year have been capitalised and recorded in the assets register.

Depreciation:

Depreciation is provided on a straight line basis for all depreciable assets so as to write off the depreciable amount of each asset as they are consumed over their useful lives to the entity.

(c) Receivables:

All debtors are recognised as amounts receivable at balance date. Collectability of debtors is reviewed on an ongoing basis. Debts which are known to be uncollectible are written off. A provision for doubtful debts is raised when some doubt as to collection exists. The credit risk is the carrying amount (net of any provision for doubtful debts). No interest is earned on debtors. The carrying amount approximates net fair value.

(d) Payables and Accruals:

Liabilities are recognised for amounts due to be paid in the future for goods and services received. Amounts owing to suppliers are settled in accordance with the policy set out in the Treasurer's Direction 219.01. Where trade terms are not specified, payment is made no later than the end of the month following the month in which the invoice is received. No interest penalty was incurred on creditors during the year.

FINANCIALS

(e) In-Kind contribution of services:

The Institute receives 'in-kind contributions' of goods and services from sponsors. Where this value can be reliably measured it has been included in the Statement of Financial Performance for the current period.

(f) Recoverable Amounts Test:

The Institute is a not for profit entity and the service potential of its non-current assets is not dependent on their ability to generate cash flows. The 'Recoverable Amount Test' has therefore not been applied to the valuations of the Institute's non-current assets.

(g) Revenue Recognition

Revenue is recognised when the Institute has control of the good or right to receive, it is probable that the economic benefits will flow to the Institute and the amount of revenue can be measured reliably.

State Government funding, along with grants and sponsorships from other bodies (including Commonwealth agencies, national and state sporting associations and private sector organisations) are recognised as revenues when the Institute obtains control over those assets. Such control is normally obtained on a cash receipts basis.

Rendering of Services - control of the right to receive income from the provision of goods and services to external entities and individual athletes, such income is recognised when the fee in respect of those services provided is receivable.

Interest income is recognised as it accrues.

(h) Goods and Services Tax

Revenue, expenses and assets are recognised net of the amount of GST except where

- the amount of GST incurred that is not recoverable from the Australian Taxation Office is recognised as part of the cost of acquisition of an asset or as part of an expense
- receivables and payables are stated with the amount of the GST included.

(i) Inventory

Inventory consists of clothing for Institute staff and athletes and is not for resale. Inventory is valued at cost.

(j) Segment Reporting

The Institute operates in one industry, being the training and development of athletes. It predominantly operates in one geographical segment, being the state of New South Wales.

(k) Rounding

All values in the statements have been rounded to the nearest thousand dollars.

(l) Tax Status

The activities of the Institute are exempt from the provisions of the Income Tax Assessment Act and other Federal Government taxation legislation, with the exception of the requirement to pay fringe benefit tax and goods and services tax.

(m) Australian International Financial Reporting Standards

The Institute will apply the Australian Equivalents to International Financial Reporting Standards (AIFRS) from the reporting period beginning 1 July 2005. The Institute is managing the transition by allocating internal resources to analyse the pending standards and Urgent Issues Group Abstract to identify key areas regarding policies, procedures, systems, and financial impact affected by the transition.

The Institute has identified a number of significant differences in accounting policies that will arise from adopting AIFRS. Some differences arise because AIFRS requirements are different from existing AASB requirements. Other differences could arise from options in AIFRS. To ensure consistency at the whole of government level, NSW Treasury has advised the Institute of options it is likely to mandate and will confirm these during 2004-2005. This disclosure reflects these likely mandates.

The Institute has identified the following AIFRS that it believes will have an impact on future financial statements

FINANCIALS

AASB 1 "First Time Adoption of Australian Equivalents to International Financial Report Standards" requires retrospective application of the new AIFRS from 1 July 2004 with limited exemptions. Similarly, AASB 108 Accounting Policies, Changes in Accounting Estimates and Errors requires voluntary changes in accounting policy and correction of errors to be accounted for retrospectively by restating comparatives and adjusting the opening balances of accumulated funds. This differs from current Australian requirements because such changes must be recognised in the current period through profit or loss, unless a new standard mandates otherwise.

AASB 102 "Inventories for not-for-profit entities" requires inventory "held for distribution " at no or nominal cost to be valued at the lower of cost and current replacement cost rather than the lower of cost or net realisable value. This may increase the amount of inventories recognized.

AASB 116 "Property Plant and Equipment" requires the cost and fair value of property, plant and equipment to be increased to include restoration costs, where restoration provisions are recognised under AASB 137 Provisions, Contingent Liabilities and Contingent Assets.

AASB 117 "Leases" requires operating lease contingent rentals to be recognised as an expense on a straight line basis over the term rather than expensing in the financial year incurred.

AASB 119 "Employee Benefits" requires the defined benefit obligation to be discounted using the government bond rate as at each reporting rather than the long-term expected rate of return on plan assets. Where the unfunded superannuation liability is not assumed by the Crown, this will increase the amount and future volatility of the unfunded superannuation liability and the volatility of the employee benefit expense.

AASB 1004 Contributions applies to not-for-profit entities only. Entities will either continue to apply the current requirements in AASB 1004 where grants are normally recognized on receipt, or alternatively apply the proposal on grants included in ED 125 "Financial Reporting by Local Governments. If the ED 125 approach is applied, revenue and/or expense recognition will be delayed until the agency supplies the related goods and services (where grants are in-substance agreements for the provision of goods and services) or until conditions are satisfied.

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2. INCOME

	Note	2004 \$'000	2003 \$'000
(a) Grants			
State Government:			
<i>Operating:</i>			
NSW Department of Tourism, Sport and Recreation		5,923	5,837
Commonwealth Government:			
<i>Operating:</i>			
Australian Sports Commission		78	84
Australian Sports Foundation		137	125
<i>Operating:</i>			
National and State Sporting Organisations		1,735	1,691
		7,873	7,737
During the financial year the Institute received grants from the Australian Sport Foundations for the "Friends of of NSWIS" project. These grants are to support the athletes training and competition programs.			
(b) Sponsorship			
ClubsNSW		1,000	1,000
Other		215	173
In-kind contributions	1e	654	605
		1,869	1,778
In addition to the figure for 'in kind contributions' mentioned above the Institute received other goods and services which is not able to be reliably measured and has therefore not been included in these financial statements.			
(c) Other			
Interest		50	71
Profit/(Loss) on Sale of Equipment		117	118
Sundry		483	330
		650	519

FINANCIALS

3. EXPENDITURE

	Notes	2004 \$'000	2003 \$'000
(a) Salaries and Associated Costs			
Board Members Fees		92	92
Salaries and Wages		3,691	3,485
Payroll Tax and Fringe Benefit Tax		241	222
Employee Entitlements		126	99
Other		46	39
		4,196	3,937
<i>Salaries and Associated Costs cover managerial, coaching and administrative support staff involved in the various sports programs offered at the Institute. No fees or benefits were paid to the Chief Executive Officer of the Institute that were in addition to contracted salary package</i>			
(b) Fees For Services Rendered			
Consultants		59	1
Contract Services		137	133
Fees for Service-Non Consultants		384	358
		580	492
(c) Grants			
State Sporting Associations		636	773
Athlete Scholarship Program		231	123
		867	896
(d) Other Expenses			
Minor Equipment		226	175
Other Costs		119	149
Motor Vehicle		360	389
Printing & Stationery		168	158
Communications		199	176
Advertising & Promotion		208	251
Occupancy		86	79
Maintenance		127	75
Insurance		90	92
Medical Services		160	103
In-Kind Contributions		654	605
		2,397	2,252

Items expensed within 'Minor Equipment' includes sports program equipment which do not satisfy the capitalisation criteria detailed under Note 1 (b).

FINANCIALS

4. RECEIVABLES

	Notes	2004 \$'000	2003 \$'000
Current:			
Sundry Debtors		156	593
Less: Provision for Credit Notes		(12)	(8)
		144	585

5. OTHER

Current:			
Other Prepayments		194	17
Intangibles-Training Rights		-	71
		194	88

The 2002/03 Intangible training rights relate to a sponsorship arrangement that the Institute has with Spherion. The Intangible asset represents the balance of the Institute's right to training (shown in Note 5) under the arrangement at balance date. The commitment to use that training is represented in Note 8.

6. PLANT AND EQUIPMENT

	2004 \$'000	2003 \$'000
Computer Equipment at Cost	348	291
Less: Accumulated Depreciation	(221)	(139)
Fair Value	127	152
Electronic & Scientific Equipment at Cost	657	640
Less Accumulated Depreciation	(525)	(504)
Fair Value	132	136
General Plant and Equipment at Cost	1,249	1,239
Less Accumulated Depreciation	(1,219)	(1,189)
Fair Value	30	50
Sporting Equipment at Cost	759	591
Less Accumulated Depreciation	(488)	(331)
Fair Value	271	260
Total Property Plant and Equipment	560	598

FINANCIALS

	Sporting Equipment \$'000	Computer Equipment \$'000	General Plant & Equipment \$'000	Electronic & Scientific Equipment \$'000	Total \$'000
Fair Value as at 1.7.2003	260	152	50	136	598
Plus:Additions	284	57	10	67	418
Less:Disposals	(13)	-	-	(1)	(14)
Less:Depreciation	(260)	(82)	(30)	(70)	(442)
Fair Value as at 30.6.2004	271	127	30	132	560

Depreciation rates used for Computer Equipment range from 25% through 33.3% p.a.

Depreciation rates used for General Plant and Equipment range from 14.3% through 33.3% p.a.

Depreciation rates used for Electronic and Scientific Equipment was 14.3% p.a through 33.3%

Depreciation rates used for Sporting Equipment was 50% p.a.

Due to the nature of the Institute's plant and equipment the Institute does not revalue its plant and equipment

The written down value of plant and equipment includes assets fully depreciated to the value of \$1,853,882 which is made up of sixty-eight assets (value \$761,610) and the cost of the Institute's original office fitout (value \$1,092,272).

7. PAYABLES

	Notes	2004 \$'000	2003 \$'000
Current:			
Creditors		181	346
Accruals		327	362
		508	708

8. OTHER

Unearned Income	-	86
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The unearned income represents in-kind and cash sponsorship from Spherion and Qantas relating to the 2002/03 financial year.

9. PROVISIONS

(a) Employee Entitlements

Current:

Annual Leave

Balance 1 July 2003	299	274
Increase in Provision	64	25
Balance 30 June 2004	363	299

Non-Current:

Long Service Leave

Balance 1 July 2003	112	38
Increase in Provision	151	74
Balance 30 June 2004	263	112

Total Employee Entitlements

626	411
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The increase in provision for annual leave and long service leave for 2003/04 includes a transfer of employee entitlements from the Department Tourism Sport and Recreation of \$6,104 and \$86,138 respectively.

(b) Superannuation:

All Institute employees are members of an accumulation scheme resulting in no unfunded liability for the Institute.

FINANCIALS

10. CHANGE IN EQUITY

	2004 \$'000	2003 \$'000
Balance at Beginning of the Reporting Period	2,531	2,767
Net Surplus/(Deficit) for the Period	(872)	(236)
Balance at the End of the Reporting Period	1,659	2,531

11. FINANCIAL INSTRUMENTS

(a) Credit Risk Exposure

The credit risk on financial assets of the Institute included in the Statement of Financial Position is the carrying amount (net of any provisions for loss) based on historical cost.

(b) Interest Rate Risk Exposure

The Institute's exposure to interest rate risk and the effective weighted average interest rate for each class of financial assets and liabilities is set out below. Exposure arise from assets and liabilities bearing variable interest rates. The Institute does not hold fixed rate assets and liabilities.

Variable Interest Maturing in:						
	Weighted Ave Rate	1 year or less \$'000	Over 1 to 5 years \$'000	More than 5 years \$'000	Non - Interest Bearing \$'000	Total \$'000
2003/2004						
Financial Assets						
Cash at Bank	3.3%	1,670	-	-	-	1,670
Receivables		-	-	-	144	144
		1,670	0	0	144	1,814
Financial Liabilities						
Trade Creditors & Accruals		-	-	-	508	508
Net Financial Assets/(Liabilities)		1,670	0	0	(364)	1,306
2002/2003						
Financial Assets						
Cash at Bank	4.2%	2,288	-	-	-	2,288
Receivables		-	-	-	585	585
		2,288	0	0	585	2,873
Financial Liabilities						
Trade Creditors & Accruals		-	-	-	708	708
Net Financial Assets/(Liabilities)		2,288	0	0	(123)	2,165

(c) Net Fair Value of Financial Assets and Liabilities

The net fair value of cash deposits and non interest bearing monetary financial assets and liabilities approximates their carrying value.

FINANCIALS

12. EXPENDITURE COMMITMENTS

	2004 \$'000	2003 \$'000
Other Expenditure:		
Not later than One Year	11	13
Later than One Year & not later than Five Years	-	-
Later than Five Years	-	-
	11	13

13. OPERATING LEASES

	2004 \$'000	2003 \$'000
Operating Lease commitments at balance date were		
Not later than One Year	206	252
Later than One Year & not later than Five Years	93	122
Later than Five Years	-	-
Total (including GST)	299	374

14. REMUNERATION OF AUDITORS

	2004 \$'000	2003 \$'000
Notes		
Audit Office of NSW	17	16

Audit Fees paid to the Audit Office of NSW were for the audit of the Financial Statements only.

No other benefits were paid to the Audit Office.

15. CONTINGENT LIABILITIES

There are no known contingent liabilities at balance date (nil in 2002-2003).

FINANCIALS

16. STATEMENT OF CASH FLOWS

(a) Reconciliation of Cash

For the purpose of the statement of Cash Flows, cash includes cash on Hand and Cash at Bank.

Cash at 30 June 2004 as shown in the Statement of Cash Flows, is reconciled to the related items in the Statement of Financial Position as follows

	2004 \$'000	2003 \$'000
Cash at Bank	1,670	2,288

(b) Reconciliation of Net Cash provided by Operating Activities to Surplus/(Deficit) from ordinary activities

	2004 \$'000	2003 \$'000
Surplus/(Deficit)	(872)	(236)
Plus (Less) Non-Cash Items		
Depreciation	442	405
Profit on Disposal	(117)	(119)
Increase/(Decrease) in Provisions	215	99
Changes in Assets and Liabilities		
Increase/(Decrease) in Payables	(286)	107
(Increase)/Decrease in Receivables	441	(255)
(Increase)/Decrease in Inventories	(48)	31
(Increase)/Decrease in Prepayments	(106)	9
Net Cash provided by Operating Activities	(331)	41

End of Audited Statements



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APPENDICES

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APPENDIX 1: HUMAN RESOURCES

The NSW Institute of Sport was established as a statutory body under the Institute of Sport Act, 1995. All full-time and part-time staff members are employed on a Term Agreement under this Act. As at 30 June 2004, NSWIS employed 66 full-time staff, 2 part-time staff and 20 casual staff.

During the reporting year the staff turnover was 19% compared with 21% in the previous year.

The acting Director was officially appointed Chief Executive Officer by the NSWIS Board effective 2nd October 2003. The positions of Manager Sport Science and Manager Sports Program Services were elevated to Senior Management positions to take the place of the Deputy Director's role.

Throughout the 2003/04 financial year the following positions were advertised due to resignations or terminations of contracts:

Table 1: NSWIS staffing

Reporting Period	2000/01	2001/02	2002/03	2003/04
Established Positions	53	59	69	68
Actual Staff				
Full-time	53	59	63	66
Part-time	3	4	4	2
Casual	9	7	16	20

Wages, salaries and allowances

The increase in wages and salaries for 2003/04 was due to a number of factors. Performance increases were given to staff and coaches, and a new salary scale was implemented on 1 January 2004, to which all staff were transferred. Additional staff were employed in the areas of Strength and Conditioning and Sports Psychology, on request from coaches for additional services in the lead-up to the Athens Olympics. There was also an increase in the salaries of our sports programs, in particular rowing, track & field, women's hockey and water polo.

Personnel Policies and Practices

Recruitment and Selection

The Institute underwent an operational restructure during September 2003. As a result, there was a reallocation of responsibilities across the Institute and a review of jobs within each area using the Cullen Egan Dell system of job evaluation, laying the foundation of the new salary scale.

The restructured units that came into effect in late 2003 were:

- Finance and Corporate Services (formerly Business Services)
- Communications, Partnerships and Sponsorships (formerly Business Services)
- Sports Programs Services (formerly Coach and Athlete Services)
- Sports Science Services
- Executive

Through the restructure, several new positions were created and filled, including:

- Executive Assistant (Executive)
- Manager Communications, Partnerships & Sponsorships (Communications, Partnerships & Sponsorships)
- Sponsorships and Partnerships Assistant (Communications, Partnerships & Sponsorships)
- Additional Assistant Sports Consultant position (Sports Programs Services)
- ACE/PD Assistant (Sports Programs Services)

Coaching Positions:

Track & Field Scholarship Coach

Support Staff:

Assistant Sports Consultant
Assistant Sports Consultant - Regional
Finance & Corporate Services Officer
Sports Programs Administration Assistant
ACE/PD Assistant Consultant

Leave Administration

Under the Institute's Leave Management Policy, staff leave entitlements are reviewed on an ongoing basis. Leave reports are reviewed quarterly, and correspondence is sent to staff with leave accruals approaching and over 40 days to ensure that leave has been planned. Allowance is made for coaches who are away at international and national competitions. All leave entitlements are printed on staff pay slips for personal management.

Training and Professional Development

The Institute was fortunate to have Spherion continue as its training sponsor for 2003-04. Through this sponsorship agreement, NSWIS athletes were able to access a variety of IT courses.

Institute staff attended a variety of courses over the 2003-04 financial year. Courses attended by Institute staff were held by a variety of training providers, including the Institute of Sports Management, the Australian Institute of Management, the Institute of Public Administration Australia, New Horizons and Seminars Australia. These courses provided Institute staff with skills and training in management, ministerial correspondence writing, information technology and human resource applications.

APPENDICES

APPENDIX 2: CODE OF CONDUCT

The Institute's Code of Conduct sets out the standards of professional behaviour expected of all staff, volunteers and anyone who represents the Institute. The Code is incorporated into the employment contracts of all staff and coaches. Staff who are not directly employed by NSWIS, casuals and contractors are also provided with a copy of the Code which they must read, sign and abide by. During 2003/04 there was no changes made to the NSWIS code of conduct.

APPENDIX 3: EQUAL EMPLOYMENT OPPORTUNITIES

Commentary:

While the number of female Institute employees did not reach the target of 50% of total employees during the reporting year, it is important to note that there was a 6% increase compared to the previous year. The increase can be attributed to a greater number of separations of male employees during the year and the recruitment of more women to fill the vacated positions - of the 19% total staff turnover rate, only 38% were female staff departures.

In all other reported EEO groups the Institute lacks employees belonging to these groups.

For the coming year the Institute aims to explore opportunities for staffing vacant positions with members of the presently non-represented EEO groups, specifically aiming to attract applications from members of the reported EEO groups and interviewing suitably qualified applicants. The Institute aims to appoint members of a reported EEO group to a vacant position where they are the most suitably qualified applicant and can fulfill the inherent requirements of the position.

Table 1: Trends in the Representation of EEO Groups

% of Total Staff					
EEO Group	Benchmark or Target	2001	2002	2003	2004
Women	50%	38%	55%	38%	44%
Aboriginal people and Torres Strait Islanders	2%				
People whose first language was not English	20%	4%	6%	6%	
People with a disability	12%				
People with a disability requiring work-related adjustment	7%				

Table 2: Trends in the Distribution of EEO Groups

Distribution Index					
EEO Group	Benchmark or Target	2001	2002	2003	2004
Women	100	79	100	87	84
Aboriginal people and Torres Strait Islanders	100				
People whose first language was not English	100				
People with a disability	100				
People with a disability requiring work-related adjustment	100				

Notes:

1. Staff numbers are as at 30 June 2004
2. Excludes casual staff
3. A Distribution Index of 100 indicates that the centre of the distribution of the EEO group across salary levels is equivalent to that of other staff. Values less than 100 mean that the EEO group tends to be more concentrated at lower salary levels than is the case for other staff. The more pronounced this tendency is, the lower the index will be. In some cases the index may be more than 100, indicating that the EEO group is less concentrated at lower salary levels. The Distribution Index is automatically calculated by the software provided by ODEOPE.
4. The Distribution Index is not calculated where EEO group or non-EEO group numbers are less than 20.

APPENDICES

1. LEVEL

Table 3 Staff Numbers by Level

LEVEL	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
< \$28,710	4	4	2	2					
\$28,710 - \$37,708	7	7	3	4		1			
\$37,709 - \$42,156	10	10	3	7					
\$42,157 - \$53,345	27	27	15	12					
\$53,346 - \$68,985	13	13	9	4					
\$68,986 - \$86,231	4	4	4	0					
> \$86,231 (non SES)	3	3	2	1					
> \$86,231 (SES)		0	0	0					
TOTAL	68	68	38	30		1			

Table 4 Percentage of total staff by salary level

Subgroup as Percent of Total Staff at each Level					Subgroup as Estimated Percent of Total Staff at each Level				
LEVEL	TOTAL STAFF (Number)	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
< \$28,710	4	100%	50%	50%					
\$28,710 - \$37,708	7	100%	43%	57%		14%			
\$37,709 - \$42,156	10	100%	30%	70%					
\$42,157 - \$53,345	27	100%	56%	44%					
\$53,346 - \$68,985	13	100%	69%	31%					
\$68,986 - \$86,231	4	100%	100%						
> \$86,231 (non SES)	3	100%	67%	33%					
> \$86,231 (SES)									
TOTAL	68	100%	56%	44%		14%			

Estimate Range (95% confidence level)

APPENDICES

Table 5 Staff Numbers by Employment Basis

EMPLOYMENT BASIS	TOTAL STAFF	Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
Permanent Full-time									
Permanent Part-time									
Temporary Full-time									
Temporary Part-time									
Contract - SES									
Contract - Non SES	68	68	38	30					
Training Positions									
Retained Staff									
Casual	20	20	10	10		1	1		
TOTAL	88	88	48	40		1	1		

Table 6 Percentage of total staff by employment basis

EMPLOYMENT BASIS	TOTAL STAFF	Subgroup as % of Total Staff in each Category			Subgroup as Estimated Percent of Total Staff in each Employment Category				
		Respondents	Men	Women	Aboriginal People & Torres Strait Islanders	People from Racial, Ethnic, Ethno-Religious Minority Groups	People Whose Language First Spoken as a Child was not English	People with a Disability	People with a Disability Requiring Work-related Adjustment
Permanent Full-time									
Permanent Part-time									
Temporary Full-time									
Temporary Part-time									
Contract - SES									
Contract - Non SES	68	100%	56%	44%					
Training Positions									
Retained Staff									
Casual	20	100%	50%	50%		5%	5%		
TOTAL	88	100%	55%	45%		1%	1%		

Estimate Range (95% confidence level)

1.1% to 1.1%

1.1% to 1.1%

APPENDICES



APPENDIX 4: OCCUPATIONAL HEALTH AND SAFETY

The Institute continued to fulfill its statutory obligations under the Occupational Health and Safety (OH&S) Act 2000 and Regulation 2001. Unit managers and supervisors carry prime responsibility for ensuring the health, safety and welfare of all staff, athletes and visitors are maintained, while all staff are aware of their own responsibilities in the maintenance of a safe working environment.

The NSWIS sports science unit and sports science laboratory are fully accredited under the Laboratory Standards Assistance Scheme. This scheme ensures the accuracy and reliability of data received from the NSWIS sports science department and the maintenance of OH&S standards. Accreditation also ensures that universal precautions are observed in the handling of biological and biohazard materials.

As a tenant of the Sydney Olympic Park Athletic Centre (a Sydney Cricket Ground Trust-operated facility), the Institute observes the OH&S policies and procedures of these facilities.

There were no WorkCover accident reports lodged during the reporting period.

APPENDIX 5: ETHNIC AFFAIRS

The Institute continues to explore opportunities for meeting the information needs of stakeholders from diverse cultural backgrounds, and providing multi-cultural diversity in our programs where there is a direct benefit to improving the performance of NSW athletes.

APPENDIX 6: DISABILITY ACTION PLAN

The Institute, through its Sports Policy Framework, continues to support disabled athletes through the Wheelchair Track and Road, Wheelchair Basketball and Individual Scholarship programs. The Institute maintains a close relationship with the Australian Paralympic Committee and the Department of Tourism, Sport and Recreation disabled sports unit for the ongoing encouragement of involvement and elite performance for disabled athletes.

APPENDIX 7: ACTION PLAN FOR WOMEN

The Government's Action Plan for Women includes objectives for the position of women in society and improving women's health and quality of life. In 2003/04 the Institute continued its Women in High Performance Sport Initiative where a total of \$50,000 was utilised to support female coaches in the areas of Sprint Canoeing, Track and Field (Throws) and Diving.

APPENDICES

APPENDIX 8: 2003/04 BUDGET

Income Grants	\$
State Government	5,923
Commonwealth	78
National & State Sporting Orgs	1,743
Sub-Total	7,744
Sponsorship	
ClubsNSW	1,000
Other	216
In Kind Contributions	654
Sub-Total	1,870
Other	
Interest	80
Sundry	456
Sub-Total	536
Funds from Reserves	1,687
Total Funds	11,837
Expenditure	
Salaries & Associated Costs	4,555
Fees for Services Rendered	697
Grants	905
Minor Equipment	814
Travel	1,309
Athlete Services	1,369
Other Costs	145
Motor Vehicle	347
Printing & Stationery	165
Communications	179
Advertising and Printing	219
Occupancy	94
Maintenance	124
Insurance	87
Medical Services	174
In-Kind Contributions	654
Total Expenditure	11,837
Surplus/(Deficit)	-

APPENDICES

APPENDIX 9: GUARANTEE OF SERVICES

The NSW Institute of Sport aims to be recognised through its internationally acclaimed programs and services as a leader in the development of high performance sport in Australia. NSWIS is committed to delivering high performance sports services throughout NSW to all Institute scholarship holders. We will constantly strive to improve our performance through a commitment to excellence across all areas of our operations. Our organisation seeks to establish effective strategic alliances which will enhance the services we provide to our athletes and coaches.

Our main clients are elite NSW athletes and coaches. The Institute also interacts with government organisations including national and state sporting Institutes; national and state sporting organisations; Australian and International Universities; suppliers; the media and the general public.

It is our aim to provide our athletes with cost-effective, priority access to daily training facilities together with expert coaches, state-of-the-art equipment and specialist services (sport science, sports medicine, sports psychology and career, education and professional development) to enhance athlete and program performance. In providing service delivery, all Institute staff must abide by the Institute's code of conduct. The Institute will consider all complaints carefully and welcomes suggestions to improve its efficiency and effectiveness.

APPENDIX 10: CONSUMER RESPONSE

The Institute did not receive any complaints regarding services in 2003/04 and it met the standards set out in the Guarantee of Service. The Institute undertook mid-year and annual reviews of each sport program and service provided to athletes.

APPENDIX 11: FREEDOM OF INFORMATION

The Institute did not receive any requests in 2003/04 for information under the Freedom of Information Act, 1989.

APPENDIX 12: LEGAL CHANGE

The Institute operates under the Institute of Sport Act 1995. During the period amendments were made to the Institute of Sport Act 1995 in relation to the employment of staff at the New South Wales Institute of Sport. In October 2003, the Institute of Sport Amendment Act 2003 was enacted which outlines the amendments made to Section 3, 17, 18, 19, 24, 27 and 29 of the Institute of Sport Act 1995.

There were no significant judicial decisions affecting the Institute or users of our services in 2003/04.

APPENDIX 13: COMMITTEES

During the year the Institute continued to facilitate meetings for a number of internal committees.

Joint Management Committee (34 committees across sports) - includes sport-specific Head Coaches, NSWIS Chief Executive Officer, NSWIS Manager-Sports Program Services, NSWIS Sport Consultant and representatives from the State and National Sporting Organisations. The committees meet every six months and are responsible for overseeing and reviewing sports program performance and the fulfilment of responsibilities included in Service Level Agreements.

NSWIS Athlete Commission - includes athlete representatives from NSWIS sports, NSWIS Chief Executive, NSWIS Manager-Sports Program Services and NSWIS ACE/PD Coordinator. The Commission provides:

- Advice and feedback to the Chief Executive Officer regarding the performance of the Institute's service areas, particularly in relation to the daily training environment
- Comment on policy areas likely to directly effect athletes, where appropriate
- Feedback on specific issues regarding athlete support needs
- Assistance in providing promotional activities to develop and enhance the image and reputation of NSWIS
- Assisting in providing formal and informal surveying of athletes attitudes/needs across the sports programs

Communications/IT Committee - includes representatives from each unit at the Institute. The Committee focuses on the effective use and integration of information and communication technology across the Institute to ensure that it is adding values to our core business. The committee ensures that the Institute is achieving efficiencies and consistencies across the organisation.

At-Risk Management Committee - includes representatives from Sport Psychology and ACE/PD with additional expertise available when required. The Committee monitors and interacts with athletes who may be perceived as being at risk due to the pressures of qualifying and competing at the elite level.

Internal Audit Committee - the committee is chaired by the Institute's Deputy Chairman and meets every six months to discuss findings from the annual internal audit conducted by Deloitte Touche Tohmatsu and the audit of the Institute's annual accounts conducted by the NSW Audit Office. The Committee is responsible for ensuring that the Institute has adequate internal controls in place for managing the financial accounting requirements and statutory compliance of the organisation.

External Committees - NSWIS staff were members on the following external committees: National Elite Sports Council, National Elite Sports Council sub-committees for Sports Science Medicine, Athlete Career and Education and Program Management.

APPENDICES

APPENDIX 14: CONSULTANTS

In 2003/04 the Institute engaged one consultant at a cost less than \$30,000 in the provision of Information Technology services. There was one consultancy engagement over \$30,000 at a total cost of \$44,755 for a finance project undertaken in 2003/04.

During the period the Institute engaged Kann Finch to assist with the space planning requirements for the Institute's new building. These costs will be capitalised as part of the fit-out costs for the Institute's new building at Sydney Olympic Park.

APPENDIX 15: PROMOTIONS

Publications and website

Publications produced over the year included:

NSWIS Annual Report 2002/03

Snapshot Newsletter - two issues produced during 2003/04

The Edge Magazine - two issues produced during 2003/04

During the year the Institute upgraded the appearance, functionality and content of its website. Two new features of the website included self-subscription to the E-news and a self-service athlete profile feature for Institute athletes. The latest information on the Institute and our athletes is available 24 hours daily on our website at www.nswis.com.au.

APPENDIX 16: OVERSEAS TRAVEL

During 2003/04 and in the lead up to the Athens Olympic Games, Institute staff, coaches and athletes travelled overseas for international competition and training camps. The following NSWIS staff travelled overseas during the year:

Name	Sport/Organisation	Purpose	Country	Cost to NSWIS
Michael Martin	Sports Psychology	World Conference	Athens	2,757
Andrew Dawes	Wheelchair Track & Road-Coach	International Competition for NSWIS Athletes	Zurich	2,243
Andrew Dawes	Wheelchair Track & Road -Coach	International Competition for NSWIS Athletes	USA	2,949
Lisa Beehag	Netball Coach	International Competition for NSWIS Athletes	Canada	2,010
Harald Jahrling	Rowing Coach	Professional Development	Germany	7,030
Debbie Fox	Rowing Coach	International Tour	Spain	6,300
Kelly Cross	Men's Soccer Coach	Professional Development	USA	2,456
Chava Sobrino	Diving Coach	International Competition for NSWIS Athletes	Rome	2,309
Kelly Cross	Men's Soccer Coach	Overseas Training Camp & Competition for NSWIS Men's Soccer Program	Amsterdam	2,535
Alan Thompson	Swimming Coach	Altitude Training	USA	2,320
David Clarke	Strength and Conditioning Coordinator	Altitude Training	USA	2,420
Alan Thompson	Swimming Coach	Altitude Training / International Competition	USA	2,498
David Clarke	Strength and Conditioning Coordinator	Altitude Training / International Competition	USA	2,498
Lisa Gowthorp	Swimming Program Coordinator	Altitude Training / International Competition	USA	2,498
Rudolph Sopko	T & F Coach	International Competition	Europe	4,768
Les Kay	Mens Waterpolo Coach	International Competition	NZ	446
Debbie Watson	Women's Waterpolo Coach	International Competition	Spain	4,012
Mike Druce	Slalom Canoe Coach	International Competition	NZ	634
Monica Daley	Performance Analysis	International Competition	Athens	2,487

Apart from NSWIS staff the following sports programs funded athletes to train and compete overseas: Sprint Canoe (\$8,456), Cycling (\$1,500), Wheelchair Track & Road (\$26,297), Diving (\$15,820), Snow Sports (\$31,978), Netball (\$25,499), Men's Soccer Program (\$50,977), Swimming (\$112,965), Track & Field (\$5,263) Triathlon (\$8,157), Sailing \$3,008), Slalom Canoe (\$5,152). In some cases costs were either fully or partially recovered from athletes.

APPENDICES



APPENDIX 17: PAYMENTS OF ACCOUNTS

The Institute processes payment by cheque or electronic funds transfer on a weekly basis. Over the past 12 months the Institute has reduced the number of cheque payments and increased the payments made by EFT. The Institute has modified its EFT payment process to automate the electronic transfer of remittance advices via email.

Schedule of Accounts Payable	Qtr Ended Sep-03 \$'000	Qtr Ended Dec-03 \$'000	Qtr Ended Mar-04 \$'000	Qtr Ended Jun-04 \$'000
Current	172	11	233	178
Between 30-60 Days				2
Between 60-90 Days				1
More than 90 Days				
Totals	172	11	233	182

Schedule of Accounts Paid on Time	Qtr Ended Sep-02 \$'000	Qtr Ended Dec-02 \$'000	Qtr Ended Mar-03 \$'000	Qtr Ended Jun-03 \$'000
Accounts Paid on time	2740	2886	2614	3015
Total accounts paid	2768	2945	2668	3046
% accounts paid on time	99%	98%	98%	99%
Target % paid on time	98%	98%	98%	98%

APPENDIX 18: RISK MANAGEMENT AND INSURANCE

Internal Audit

In 2003/04 the Institute of Sport engaged Deloitte Touche Tohmatsu to undertake its annual internal audit. The audit undertaken in 2003/04 covered accounts receivables, revenue and fixed assets.

The Internal audit committee chaired by the Institute's Deputy Chairman met twice during year to discuss the internal report from Deloitte Touche Tohmatsu and the report from the NSW Audit Office on the 2002/03 annual accounts.

Insurance

The Institute of Sport participates in the Treasury Managed Fund, which is the State Government Insurance Scheme. The scheme is administered on behalf of the Government by GIO Australia. The scheme covers workers compensation, motor vehicles, property damage and public liability - the major insurance risks of the NSW Institute of Sport.

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APPENDIX 19: ENERGY MANAGEMENT

The Institute aims to achieve cost savings through reduced energy consumption and greater use of green house technologies.

APPENDIX 20: PRIVACY AND PERSONNEL INFORMATION POLICY

In accordance with the Privacy and Personnel Information Protection Act 1988, the Institute developed a Privacy and Personnel Information Policy in 2000/01 to meet the requirements of the Act. In 2003/04 there were no changes made to the policy and no applications for review during the period.

APPENDIX 21: ACCESS

Location

The Undercroft
Sydney Olympic Park Athletic Centre
Edwin Flack Ave, Sydney Olympic Park
Homebush Bay NSW 2140

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Sydney Markets NSW 2129

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Website: www.nswis.com.au

Hours of Business

9am to 5pm Monday to Friday

APPENDIX 22: ANNUAL REPORT PUBLICATIONS DETAILS

Published by: NSW Institute of Sport

Managing Editor: Christine Caruana

Editor: Sudesh Arudpragasam

Copywriting: Christine Caruana

Photography: James Rankin/JRP, Dolly Carr/Sports Shoot, Carlos Futardo, Dale Cummings, Sudesh Arudpragasam, Christine Caruana, Mark Thornley, Getty Images, Ivan Pacak, Rod Dixon

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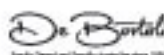
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