

2021 ANNUAL REPORT

NOVEMBER
2021



DUNLOP

**THE WORLD'S
NO.1 BALL
A BALL FOR EVERY PLAYER**



OFFICIAL BALL OF





CONTENTS

President's Report	4
CEO's Report	5
Financial Summary	8
Board & CEO Profiles	9
Sport Australia Message	11
World Squash Federation Message	12
Marketing Report	14
Participation Report	17
High Performance Report	20
Facilities Report	23
National Events	25
National Squash Centre Report	29
State Reports	31
... Australian Capital Territory	32
... New South Wales	33
... Northern Territory	34
... Queensland	35
... South Australia	36
... Tasmania	37
... Victoria	38
... Western Australia	39
Partnerships	40

PRESIDENT'S REPORT



Joanne Brodie
President
Squash Australia

It is with pleasure that I present the 2020/21 Squash Australia Annual Report.

The last 18 months have been tough for all of us, especially for Victoria. Melbourne has been in lockdown for more than any other city in the world during this pandemic: however, Squash and Racquetball Victoria and all our State and Territory Members are still functioning today. I congratulate you all for your achievements, stamina and tenacity.

I have witnessed the staff, members and court operators working in an agile way and innovative manner, changing the way they work, while continuing to deliver our core activities when not in lockdown.

Many events were postponed and cancelled in 2020 and 2021, and junior events downgraded from a platinum to a gold event to reduce the impact on players unable to attend due to border restrictions. Many players arrived at an event, only having to turn around and leave immediately to avoid lockdowns. Your tenacity is inspiring and our collective effort is both admirable and vital for our organisation.

Last year saw some major changes for the organisation. In October 2020 we saw the departure of our former CEO Richard Vaughan. Adam Carter then stepped down from the Board to undertake the role of acting CEO whilst we recruited for the position. In January, we welcomed our new CEO Rob Donaghue and Adam returned to the Board.

In 2020, we had the pleasure of welcoming new Directors to the Squash Australia Board Cindy Flower and Greg Blycha and more recently, Selina Steele. Their skills augmented an already strong team and collegiate Board.

The three Working Teams that commenced in 2020 expanded to four in 2021, with the addition of the Facilities Working Team. I thank Greg and all the members and Chairs of each of the Working Teams for their effort and contributions.

Squash Australia has also had a restructure. This necessary transformation is setting squash in Australia up the future, and with the capacity to deliver on our Strategic Plan in a world changed by COVID-19.

As restrictions ease, we will slowly get back to a new normal. Our recovery will equip Squash Australia to support its members and invest further in our players, referees and coaches. We will have players travelling overseas (for the first time in a long time), to compete at the World Men's Championships later this year, and the World Doubles and the Birmingham Commonwealth Games in 2022. I believe it is a truly exciting time for Squash Australia, but it is not without its challenges.

In 2022, we will provide opportunities for our members and staff to have a voice in the planning of our future as we develop our new Strategic Plan.

Thank you to the Squash Australia Board, the staff, State and Territory members, Associate Members, volunteers, Sport Australia, the AIS, the Commonwealth Games Association of Australia and our partners and sponsors for their collective efforts to promote and support our great sport of Squash in Australia.

I recognise that these are challenging times for us all. I wish you, your families and friends well through this period and I look forward to meeting with you in person when times allow.

CEO'S REPORT



Robert Donaghue
Chief Executive
Officer

Upon joining Squash Australia in late January 2021, there was a level of optimism in Australia that we were seeing a transition to post-COVID-19 life and that 2021 would present opportunities for us to return to “normal” and resume life as it was albeit with us retaining some of the new “COVID normals”.

What we didn't expect was for the Delta variant to move through the community and force much of Australia into periods of lockdown, with NSW and Victoria experiencing the greatest challenges with significant periods of time at home and away from the squash courts.

While the pandemic continues to impact significantly on the sport, our athletes, our states and territories and our clubs/centres, there is a renewed energy and improved collaboration across all levels of the game, that has provided an opportunity for Squash to address some of the challenges and explore some of the opportunities to move the game forward.

The following four areas were identified as key initiatives to address through 2021:

- Organisational Review;
- National Marketing Strategy;
- National Rebrand;
- Interim Affiliation model.

Organisational Review

An organisation review was undertaken in early 2021, to ensure that the resources at Squash Australia were being deployed effectively and efficiently. The principles of the review were to ensure:

- Alignment from Vision -> Strategic Pillars -> Success Measures - > Role Description & KPI's;
- Role clarity with clear ownership and accountability;
- Smarter and innovative strategies to gain maximum benefit from available investment;
- Investment in people and in turn motivate and energise the staff;
- SqA seen as an employer of choice in the sports industry.

Following the review, a recruitment process was undertaken and we welcomed a number of new employees in the following roles:

- Shaun McEachin – National Lead, Sport Development;
- Tamika Hunt – National Lead, Competitions & Events;
- Anne-Marie Nickless – Sport Development Coordinator.

We also saw the following existing employees move into new roles:

- Leanna Davey – National Lead, Facility & Venue Operations;
- Jenny Duncalf – National Pathways Coach (Full Time).

We also farewelled Jordan Till & Chris Yeend who both made valuable contributions in their time with SqA and we wish them all the best in their future endeavours.

National Marketing Strategy

SqA has partnered with Beyond the Break to provide marketing & communications support across the organisation. BTB was also engaged to develop an independent National Marketing & Communications strategy and undertook a comprehensive consultation process to develop a range of recommendations.

The Squash Australia (SQA) Marketing and Communications strategy outlines the overarching marketing strategies it is recommended for SQA to adopt and details the communications function for the whole of the sport.

The plan was prepared for Squash Australia and state and territory associations, with a focus on leveraging the assets the sport has built to date and implementing some forward-thinking marketing and communications strategies to grow the sport.

While supporting Squash Australia in this endeavour, the plan also ensures key operational outcomes are being met across all areas of the business while aligning to the sport's strategic priorities.

Many thanks to the Profile Working team for their input and support throughout the development of the strategy.

National Brand

As part of the development of a new marketing strategy, Squash Australia embarked on a redesign of its marketing assets at national and state level, including a new corporate brand and a style guide to unify stakeholder communications across all channels.

In a huge step forward for the sport, all state and territory associations have adopted the unified brand, and it is the first time that the sport will adopt a national approach for its branding and marketing framework.

Affiliation Model

The Governance Working Team were chartered with formulating an interim method for the collection of affiliation fees for FY22. The working team discussed the challenges with the previous calculation methods - % population, self-reported participation numbers, average participation across 3-5 year period, with each of the previous models containing a risk of over or under representation for a particular state(s).

Following consultation with state and territory associations, a recommendation was adopted that provided a nationally consistent definition of senior & junior participants, and for FY22, affiliation would be calculated for each state and territory in accordance with this definition.

A further review of the Affiliation model and supporting technology will occur in early 2022.

Acknowledgments

I would like to acknowledge the continued support of Sport Australia, the AIS and Commonwealth Games Australia as our major funding partners. The continued support and guidance that they provide SqA is invaluable and critical to our long-term success.

Thank you to the state and territories for your warm welcome, support and collaboration throughout the year and in particular to the Presidents, Executive Officers and staff.

Finally, a special thanks to the SqA Board & Staff for your great support, commitment and dedication. It is a immense privilege to lead such a great team and I am looking forward to building on the momentum that the sport has generated throughout 2021!



FINANCIAL SUMMARY

Squash Australia has finished the year in a strong financial position despite the ongoing impacts of COVID-19. It is important to note the support of the Federal Government's jobkeeper and cash flow boost programs underpinned this strong result and enabled the organisation to confidently work through the impacts of the pandemic.

An RFP process was undertaken in early 2021 to appoint a new auditor with BDO selected as the successful firm.

The Squash Australia Audit, Finance & Risk Committee was chaired by Richard Watson and he was supported by Adam Carter, Alex Dore and John Stevenson.

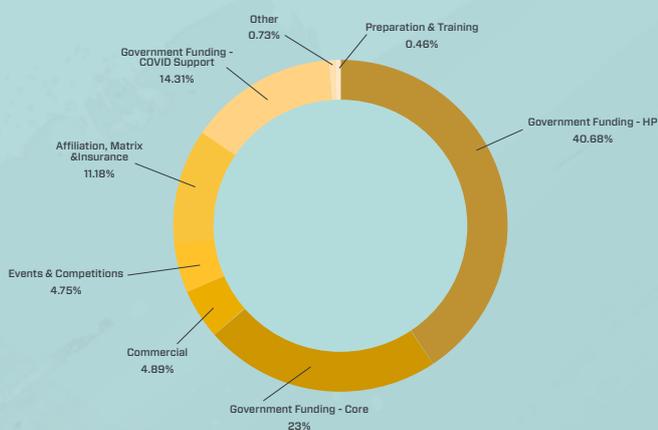
The National Squash Centre was able to record a small surplus \$8,606 for the first time following a deficit of \$9,707 in FY20. The centre continues to play an important role in both the preparation of our high-performance athletes and in the local community.

Overview

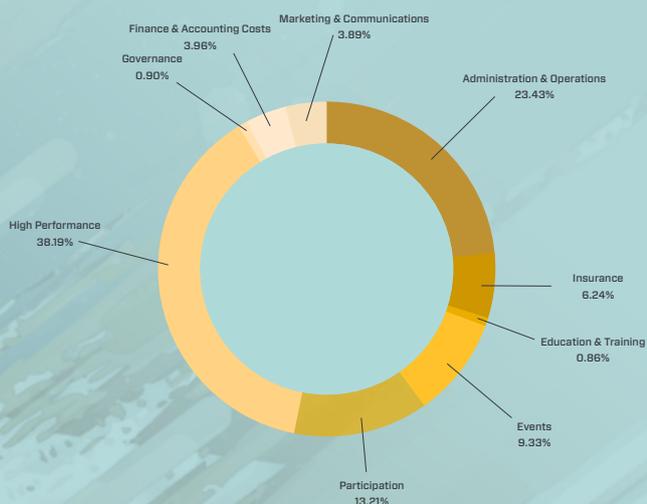
The consolidated surplus for FY2021 was \$64,979 following a deficit of -\$136,851 in FY2020

- A significant write down of stock held for an extended period of time (Event Administration - \$15,268; Other Expenses - \$94,929) was undertaken. The balance sheet now accurately represents stock on hand.
- All ASC grant revenue was reviewed and acquitted with income in advance of \$458,874 recorded in accordance with AASB15 as follows: Project income for Performance Pathways Workforce \$150,000, Daily Training Environment Video Optimisation \$21,000, Small NSD Infrastructure Grant \$45,000, High Performance carry-over \$27,603 and Performance Pathways Solutions \$215,271. All of this deferred income will be expended by 30 June 2022.
- Due to COVID-19, Squash Australia was eligible and received Jobkeeper and Cashflow boost funding of \$271,500.
- An increase in employment expenses was recorded as a result of costs associated with the change in Chief Executive Officer.
- Squash Australia reviewed the terms of the loan with the National Squash Centre and agreed a reduction in the interest payable to 3.5% per annum based on RBA rates for the remaining \$193,900. It was further agreed to add the remaining balance from the operating clearing account of \$66,809 to the loan following a repayment of \$40,000 with an extension in the loan period of two years.
- Squash & Racquetball Victoria and Squash Australia agreed a revised repayment schedule and the \$45,000 loan will be settled by 1st December 2021.

Revenue



Expenses



BOARD & CEO PROFILES



Joanne Brodie
President

Joanne works for Coffs Harbour City Council and previously worked for Qantas Airways for 17-years.

Joanne is an experienced Manager, with expertise in strategic planning, governance, risk management, safety and implementation. She is passionate about sport and wellbeing and has played representative level hockey and netball and participated in sailing, mixed indoor netball, mixed indoor cricket, scuba diving, martial arts and squash.

Joanne is a Director on the Board of The Community Transport Company, the Board of North Coast Local Land Services, a Category Chief Judge for the Australian Institute of Project Management National Awards and a Landcare volunteer.



Cindy Flower
Director

Cindy has over 20 years' expertise in organisational reform and development to optimise performance improvement, supporting leaders to identify, develop and implement innovative solutions to complex cultural challenges.

As a self-employed Organisational Change Consultant, and highly experienced in gender diversity, governance and workplace culture she specialises in organisational change and development, implementing creative approaches to change and the deployment of resources to achieve this. She is passionate about shaping an engaged high-performing culture and thrives on building and leveraging an extensive network, facilitating those 'hard to have' conversations.



Greg Blycha
Director

Greg is a former Military Officer in the full-time Army holding a range of command and staff appointments.

Greg deployed to the Middle East in 2002. After leaving the military, Greg moved into a Head of Programs role within the WA State Government.

In 2018, Greg took up the role of Chief Operating Officer at Football West and in November 2020, Greg took up his current position as Chief Executive Officer at the Shire of Cranbrook.

Greg is a Fellow with the Australian Institute of Management WA, a Graduate of the Australian Institute of Company Directors, he holds a Masters of Business from the University of NSW and is a Chief of the Defence Force Gold Commendation recipient.

Greg brings experience in strategic planning, sports administration and collaboration, and has been an active pennants player since 1990.



Adam Carter
Director

Adam is an Accountant and Business Advisor. His previous experience includes the following:

- Pockets of Brilliance Research Institute Ltd (Director)
- Sunshine Coast Racing Pty Ltd (Director and Chairman)
- Queensland Race Product Co Ltd (Company Secretary)
- Queensland Racing Venue Management Company Ltd (Director)
- Rockhampton Racing Pty Ltd (Director and Company Secretary)
- Australian Racing Board, now Racing Australia (Director)
- Racing Queensland Ltd – Company Secretary
- Chairman & Chairman Finance Committee, St Patricks College, Shorncliffe



Matt Schmidt
Director

Matt is currently the Executive Director with ACHPER in South Australia.

He has experience with the following:

- South Australian Cricket Association-Game Development
- Squash South Australia
- Uni SA Sport
- Sport SA
- LESNW- Lutheran Education South Australia, Northern Territory and WA
- Concordia Old Collegians Cricket Club



Alex Dore
Director

Alex Dore is a Senior Manager in the management consulting team of PwC Australia with functional experience in strategy, process improvement, and project management. Before PwC, he worked as a Policy Advisor to a NSW Government Minister.

Alex has over a decade of successful governance experience in membership-based, not-for-profit organisations, and has led membership reviews to enhance membership experience and increase retention. He holds a postgraduate law degree and a bachelor qualification in economic theory and public policy from the University of Sydney.

He is passionate about squash, and helping to grow it to be a thriving participant sport in Australia. Last year he played over 90 games, and mostly frequents Warringah Recreation Centre, Bondi Squash Club, and the Castlereagh Fitness Centre.



Selina Steele
Director

Selina Steele is an award-winning sports writer and journalist, news reporter and media professional with more than 25 years experience. Highlights include Olympic Games, most recently Tokyo Olympics, multiple Commonwealth Games, Rugby World Cup, Ashes Series and AFL Grand Finals. She has run News Corp's national news desk and has managed the likes of Federal elections, Royal weddings and international terror attacks.

Write it, sub it, create it or manage it, Selina has worked across all News Corp mastheads, juggling editorial and commercial demands across multiple platforms.

Selina is passionate about all sports, has played representative level at hockey, cricket and athletics and runs marathons when her calves allow her to.

She has also been a judge for the International Cricket Council International Cricketer of the Year selections and for Women's Sport Australia's annual photography competitions.



Robert Donaghue
Chief Executive Officer

Robert was appointed as Squash Australia Chief Executive in January 2021 following a 15-year career in Sports Administration.

He has held CEO & executive roles with both professional clubs and sports governing bodies with experience driving initiatives to grow and enhance community participation; managing elite teams, high-performance & pathway programs; delivering major international and national events and the day-to-day management of major sporting facilities and stadium.

Robert has a passion for sport and technology and values the positive roles they both can play in the community. He brings a broad range of experiences to his new role and an ambition to restore Squash to the prominent position it held in the Australian sporting landscape at the height of its success.

SPORT AUSTRALIA MESSAGE



Josephine Sukkar AM
Chair of the
Australian Sports
Commission

Like so many Australians, sport has been a cornerstone of my life and has shaped me in ways I could never have imagined. I am passionate in my belief in sport's unrivalled ability to unite, inspire, and build healthier, stronger communities and I am committed to ensuring that every Australian who wants to be part of a sports community, in any role, enjoys the extraordinary benefits and grows as a result of their engagement with the sport of their choice.

The Australian Sports Commission (ASC), comprising Sport Australia and the Australian Institute of Sport (AIS), is proud to support Australian sport at all levels, on behalf of the Australian Government. We nurture and develop sport at the community level with the help of our partners across the industry. This support extends to our Australian athletes competing at the pinnacle of world competition.

The unprecedented challenge of the global COVID-19 pandemic since 2020 has required incredible resilience as a society and within our sport sector. We know, however, sport is playing a crucial role in the nation's rebuilding efforts, which presents us with great opportunities.

The Tokyo Olympics and Paralympics were shining examples of the hope and inspiration sport can provide to our elite athletes, but also the communities they represent. Postponed a year, it was wonderful to see our Australian athletes respond to this adversity with the equal-best gold medal haul in our Olympic history and a total of 46 medals across a myriad of sports. Our Paralympians also overcame the toughest of preparations to excel and inspire Australians, bringing home 80 medals including 21 gold across 10 sports. More so, it was inspiring to see how our Olympians and Paralympians represented us so proudly with humility and respect, reinforcing their status as important role models.

This is important, because we need Australian sport to carry forward a legacy from one generation to the

next. This is about building sustainable improvement and success across everything we do.

We want to inspire a thriving participation base, recognise the invaluable contribution of our volunteers, build sport capability and give our elite athletes the very best chance to succeed to competition and life beyond.

We are immensely proud of our many programs and initiatives that support a connection and involvement with sport at all levels. Our national Sporting Schools program provides an important first step to get children active and engaged through sport, while the AIS's focus on wellbeing can ensure our athletes feel supported during their time in high performance sport so it is as positive and rewarding as it can be.

There is so much to look forward to with a golden runway of major sporting events on home soil over the next decade, leading to the Brisbane 2032 Olympic and Paralympic Games. Some of the world's biggest sporting events will converge on our shores, with World Cups or World Championships locked in for basketball, cricket, football, and netball, to name a few, presenting more wonderful opportunities for Australian sport to thrive.

South East Queensland's winning bid for the 2032 Olympic and Paralympic Games provides an incredible opportunity to unite the nation through sport and provide all Australian children the chance to dream of representing their nation on the world's biggest stage, right here at home.

2032 has become a giant target to aim towards, aligning our sports, our infrastructure, and our communities to leave a positive legacy for a post-COVID Australia.

This is a pivotal time for our sector and the future green and gold runway provides an opportunity to consider the role that each of us can play in building a stronger, leaner and healthier sports industry.

On behalf of the ASC, thank you to everyone who contributes to Australian sport with the aim of making it better for all.

I could not be more excited for sport in Australia and the opportunities that will come our way.

WORLD SQUASH FEDERATION MESSAGE



Zena Wooldridge OBE
**President,
World Squash
Federation**

To my Aussie friends,

I'm not sure when the new WSF Board was elected last December we anticipated that 2021 would roll out as it has with the continued constraints on national and international activities. However, I believe we've used the time wisely in preparing for the future. Whilst indoor sports have been hit disproportionately by COVID, it's encouraging to hear many positive messages of strong 'bounce-backs' for squash amidst concerns over the future of some sports and squash facilities. I am an eternal optimist but also a pragmatist in believing this is a huge call to action for the squash community. We need to work hard, work smart and work together; and we need to take full advantage of every opportunity to promote and grow the sport. WSF's new strategy is aptly timed to ensure WSF is clear on its priorities in supporting National Federations in their recovery and growth plans for squash around the world. The strong message is that we need collaboration like never before across squash nations large and small.

One of the biggest and exciting news stories of 2021 is of course the confirmation that Brisbane will host the 2032 Olympic Games and I'd like to congratulate the Australian Olympic Committee, Brisbane, Queensland and the Australian Government for bringing the Olympic Games back to Australia 32 years after one of the most successful Olympic Games ever staged. Not surprising, this decision immediately re-ignited the question whether this is squash's next realistic Olympic bid. The longer timescale is an opportunity to build a relevant and ambitious plan, with Squash Australia front and centre in partnership with WSF, our Regions and MNFs and PSA. We look forward to working with you on this exciting project.

Shorter-term, the last 2 weeks have seen a not unexpected change in Commonwealth Games strategy for future Games, with most existing sports remaining 'core' but no longer a protected part of the programme. Whilst I am excited to welcome the Commonwealth squash family to my home city next

July, this becomes an even more crucial showcase for squash. We need to show the squash programme is relevant to the CGF vision and its selection criteria, is flexible and cost-effective to deliver, with 2026 the immediate priority. Squash has some natural advantages over other sports to flex its format, rules, scoring and presentation and now is the time to be creative and innovative.

During consultation on WSF's new strategy we were asked about our measures of success (KPIs). With 2022 being a year of recovery for most sports and as a previous venue operator I sense squash's most critical focus must be court occupancy (as an indicator of participation). Our sport's future depends on visible, vibrant and viable venues, which also fuel our future talent pipelines. Recruitment, retention and high quality player experiences are crucial for all levels of players as is the choice of different rackets and bouncier balls in the sport's appeal to wider markets, all generations and particularly to female recreational players. I hope this may be the subject of a WSF webinar in early 2022.v

In closing, on behalf of WSF I would like to thank Squash Australia for its support over the last year. We share a huge disappointment over World Doubles not happening in Gold Coast in July, but welcome Squash Australia's interest in hosting future WSF World Championships. We wish you a fruitful AGM and look forward to working with you over the next 12 months.



PROUDLY SUPPORTING SQUASH AUSTRALIA

Commonwealth Games Australia is proud to support Squash Australia on the road to the **Birmingham 2022 Commonwealth Games**.

As a direct legacy of the Gold Coast 2018 Commonwealth Games, Commonwealth Games Australia is investing \$13 million in our sports and athletes across the 21 sports that will form the Australian team in Birmingham.

We are proud to contribute \$341,000 to Squash Australia.

The funding is all designed to help our sport partners go **Green2Gold2Great** and assist emerging team members to **Breakthrough2022** at the next Games to keep Australia as the No. 1 nation in the Commonwealth.

**GREEN
GOLD
GREAT** 

**BREAK
THROUGH
2022** 

MARKETING REPORT

In April 2021 Squash Australia engaged Beyond the Break Consulting to develop a National Marketing and Communications strategy to help grow the development and profile of the sport.

The strategy was designed to allow the brand to better connect with target markets and grow the Squash Australia audiences, improve Squash Australia's use of its communications channels and strategically assist all stakeholders in utilising effectively their media and marketing tools to ultimately drive participation.

The project also included a review and redesign of the Squash Australia brand at a national and state level. Up to that point, the organisation had never adopted a national approach for its branding and marketing framework. This inconsistent approach was exemplified by the fact that each State Organisation had its own brand, with a mix of different colours, style and design.

The design of a new brand which could be utilised consistently across all communication activities by all stakeholders was the first step towards a unified, organic look and feel for the Squash Australia brand on a national level.



Photo: Rundle Mall (South Australia) inflatable court activation

Marketing Campaigns

Campaign 1: 'Squash For ALL'

Campaign will demonstrate the benefits of Squash from a toddler to 90.

Campaign 2: 'Junior participation program'

A racquetball style program will be implemented that is easier for children to play. It will be rolled out as a program that can be implemented in the school and club environment.

Campaign 3: 'Get Active' Squash program

Squash is widely recognised as one of the best forms of aerobic exercise where you don't only get to participate in a sport, but you also get a workout every time you hit the court. The 'Get Active' Squash program will be targeted at people that are novice players that are looking to 'Get Active' again through returning to sport.

Campaign 4: Development of flagship event

Create an annual event combining competition for all age groups - a 'festival of squash' each year where the entire squash community comes together for one event. This will develop networking, togetherness, promotion of the sport as well as creating an asset for the sport in a cost effective event running environment

Campaign 5: Marketing toolkit

The marketing toolkit will provide centre operators and state/territory associations with a suite of materials ensuring continuity across the business, brand awareness, consistent messaging while creating unity within the sport.

Communications Plan

COMMUNICATION PLAN OVERVIEW		
OBJECTIVES		
Unite squash stakeholders behind a purposeful marketing strategy	Support participation campaigns	Build sport profile
STRATEGIC APPROACH		
Engage stakeholders, coordinate marketing delivery, share information across all levels of the system	Targeted campaigns towards strategic audiences	Public awareness campaign
COMMUNICATION ACTIVITIES		
<ul style="list-style-type: none"> Stakeholder engagement campaign Develop owned communication channels 	<ul style="list-style-type: none"> 'Return to Squash' campaign School & Junior programs campaign Participation campaign – adult audience 	<ul style="list-style-type: none"> 'Squash is for everyone' campaign Deliver content around marquee events Develop owned communication channels Mainstream media

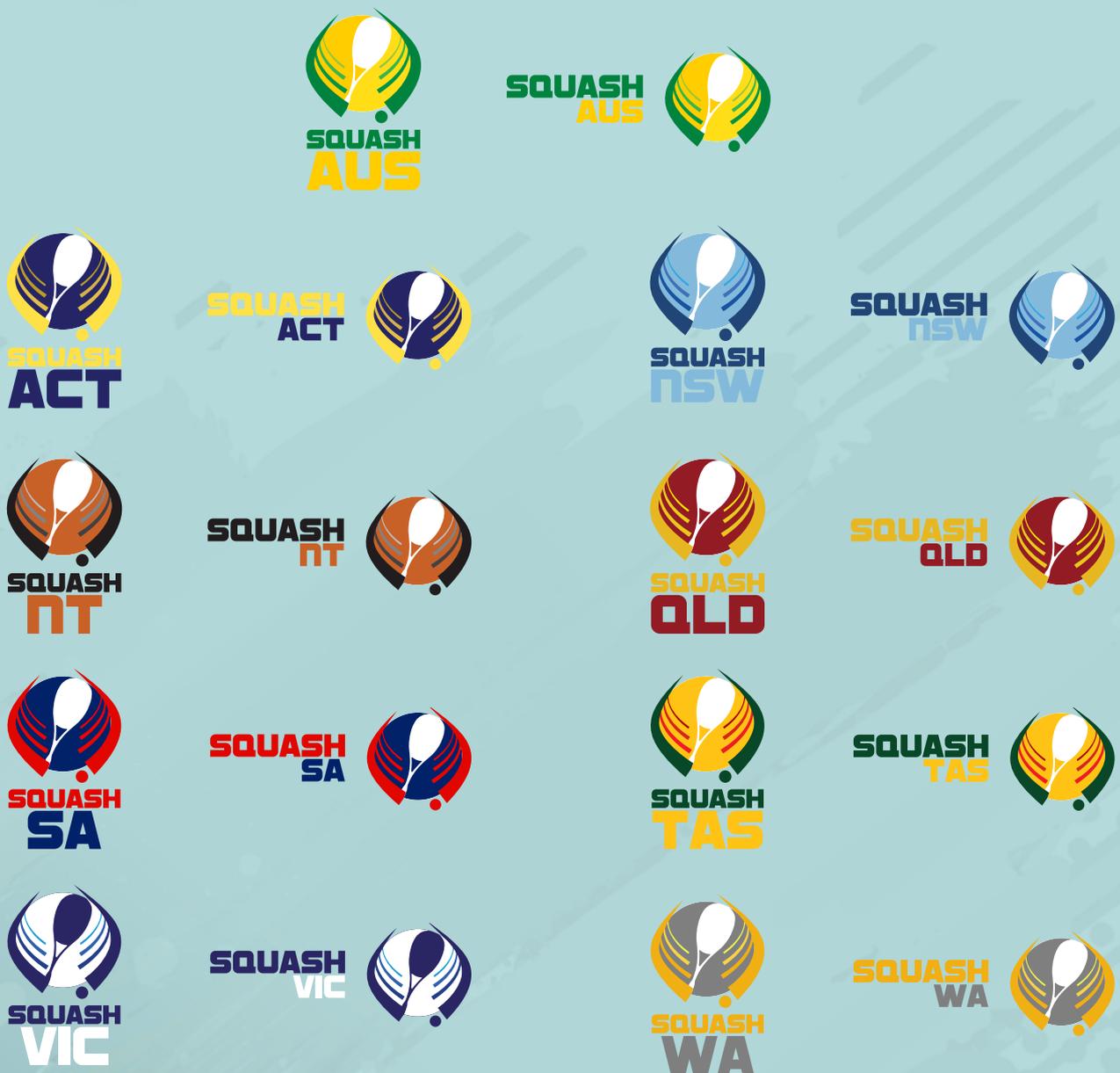
National Brand Redesign

Adopting a national, consistent 'look & feel' and unite stakeholders behind a single brand identity.

The new brand is clean, memorable and modern, allowing for a consistent application across both Squash Australia and the state/territory bodies' communication. It identifies and communicates the organisation and the sport in a distinctive way, characterising the unity of intent of all organisations and representing the sport through its distinctive equipment.

Representing the values of the organisation and the key attributes of the sport, in particular:

- Dynamic and fast-paced
- Fun, with a modern outlook
- Inclusive and cohesive, with all stakeholders represented in unity.



PARTICIPATION REPORT

COVID-19 Industry Impact

In light of the COVID-19 pandemic, the Australian Sports Foundation has published the “Impact of COVID-19 on Community Sport” report highlighting several factors affecting community sport. Key findings include:

- 60% of community clubs are concerned about a decline in participation and memberships with 43% of clubs reporting a decrease in participants;
- 40% of clubs reported a decline in participation in the 11-18 years age bracket with nearly 25% of clubs reporting a decline in children’s participation (aged 10 years and under);

- The shutdown of community sport has had a negative social impact with participation continuing to decline;
- The crisis is impacting volunteers who are the lifeblood of community sport.

Squash Australia has not been immune to these influencing factors. Uptake in participation programs, coach and referee course delivery and membership have all been affected.

OzSquash/Sporting Schools

OzSquash sits central among participation program offering for squash in Australia. From Term 3, 2020 to Term 2 2021, 26 programs grants were submitted through Sporting Schools to reach over 2,300 primary school aged children.

State	Programs	Program %	Participants	Participant %
ACT	0	0%	0	0
NSW	3	12%	491	20%
NT	1	4%	20	1%
QLD	0	0%	0	0
SA	6	23%	490	21%
TAS	2	8%	150	7%
VIC	4	15%	560	24%
WA	10	38%	592	26%
TOTAL	26		2,303	

Of the programs that were delivered, 73% of programs were delivered by SqA affiliated coaches with the remaining being teacher delivered.

Participation Working Team

The Participation working team presented a draft 10 Year Participation Strategy for Squash in Australia at the 2020 AGM. Growing squash participation requires a shared vision and direction at all levels of the sport - from Squash Australia to our State and Territory Members, squash centres to players, coaches to referees. The Plan sets the ten-year vision for squash participation in Australia, identifying high-level strategic priorities, goals and key-performance indicators or outcomes.

To advance this project, the Participation group of Sam Abishara, Matthew Karwalski, Leigh Kaye, Paul Mead, Leanna Davey and Chaired by Alex Dore met regularly to shape the document and continue to drive squash participation programs across Australia.

Sport Development Staff

The realignment of strategy and structure eventuated in the appointment to the newly created role of National Lead – Sport Development. After a competitive application process, Shaun McEachin was appointed to the role in June 2021 commencing in July 2021.

Coach/Referee accreditations

Coach accreditations and reaccreditations processed from July 2020 to June 2021.

	ACT		NSW		NT		QLD		SA		TAS		VIC		WA	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Foundation	1	0	5	4	0	3	0	1	1	1	0	0	1	0	10	4
Club Development	2	0	7	5	0	0	7	8	0	1	0	0	0	0	8	3

Referee accreditations active between July 2020 to June 2021.

	ACT		NSW		NT		QLD		SA		TAS		VIC		WA	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
Club	1	1	5	2	1	1	12	5	2	-	1	-	8	1	-	1
State	1	-	1	-	-	-	1	-	-	-	1	-	1	-	-	1
National	-	-	-	-	-	-	1	-	-	-	1	-	2	-	-	-
Regional	-	-	1	-	-	-	3	-	-	-	-	-	1	-	-	-
WSF	1	-	-	1	-	-	1	-	-	-	-	-	1	-	-	-

Previous Year Comparison

	2019	2020	2021
Coaches	610	375	628
Officials	71	49	61

COVID-19 has impacted the number of referees and coaches completing accreditation and reaccreditation requirements. As states emerged out of lockdown, numbers have steadily improved.

Participation

Total Male & Female	63,743
Total Female	13,706
Total Male	47,298
Junior Female	724
Junior Male	2,015
Male/Female 6+	2,739

Note: this table includes both competition & casual participation recorded in SportyHQ.

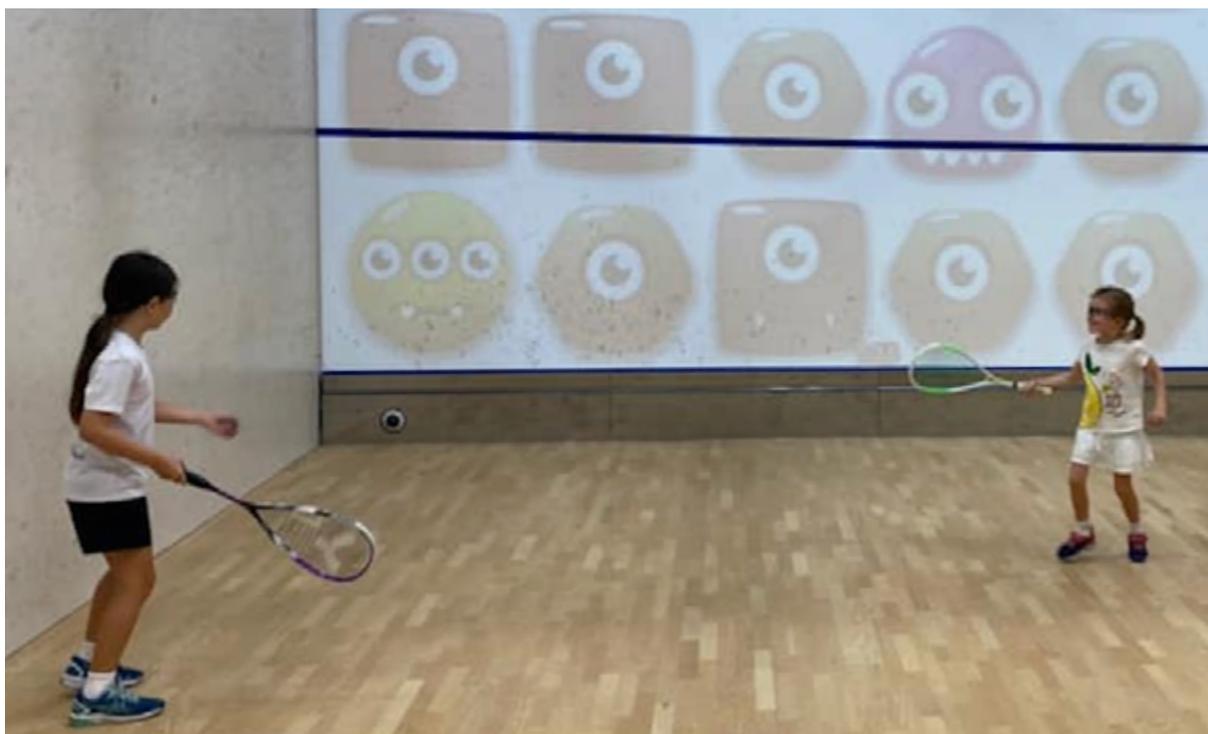


Photo: Interactive Squash Court at the National Squash Centre

HIGH PERFORMANCE REPORT

Although 2021 didn't result in the return to international team competitions that Australia's leading players and coaches were anticipating, the year was highlighted by a number of significant personnel additions in the Performance Pathway area to provide increased support and expertise to Australia's talented juniors.

The key appointment was that of Jenny Duncalf, who moved into a full-time role as Squash Australia's National Pathways Coach in May. Jenny's full-time appointment coincided with the launch of the 2021, 2022 and 2023 National Junior Talent Squads, which Jenny will lead. Each of these squads feature the eight juniors with the greatest potential to represent Australia at that year's World Junior Championships. Talent Squads for subsequent years will be named each May, giving Jenny the opportunity to work with the future Australian Junior Teams over a 24-month period before competing on the international stage.

The inception of the Talent Squads and Jenny's leadership of the group has supported the formation of stronger links between the national system and each player's own daily training environment (DTE). Through working collaboratively with individual's coaches, parents and support networks, Jenny's influence will help to continue to strengthen the quality of the various DTEs across the country where Australia's next generation of Commonwealth Games champions are emerging.

2021 NATIONAL JUNIOR TALENT SQUAD	
PLAYER	STATE
Erin CLASSEN	WA
Shona COXSEGE	QLD
Sophie FADAELY	QLD
Maggie GOODMAN	NSW
Madison LYON	QLD
Kurstyn MATHER	QLD
Maja MAZIUK	NSW
Courtney SCHOLTZ	VIC

2022 NATIONAL JUNIOR TALENT SQUAD	
PLAYER	STATE
Harvey ALLAN	VIC
Gregory CHAN	WA
Dylan CLASSEN	WA
Oscar CURTIS	WA
Luke EYLES	QLD
Connor HAYES	VIC
Kenneth LAMB	NSW
Andre LYNN	VIC
Brendan MacDONALD	QLD

2023 NATIONAL JUNIOR TALENT SQUAD	
PLAYER	STATE
Erin CLASSEN	WA
Shona COXSEGE	QLD
Maggie GOODMAN	NSW
Isla HARRIS	WA
Madison LYON	QLD
Maja MAZIUK	NSW
Courtney SCHOLTZ	VIC
Hannah SLYTH	WA

Performance Pathway Solutions Project

After commencing in 2020, Squash Australia’s AIS-funded Solutions Project continued in 2021 with several Performance Pathway Talent Camps held across the country. The project, which has been funded as part of the Australian Institute of Sport’s investment into athlete pathways in all sports, will help determine which objective measures of skill, fitness and strength can be used to inform talent identification in junior squash players.

The camps have also provided excellent opportunities for Squash Australia’s National Coach, Stewart Boswell, to support Jenny Duncalf and work with up-and-coming juniors and their coaches in their home states. While state border restrictions prevented camps from being run in every state, Jenny and Stewart were fortunate to be able to work with players and coaches in South Australia (March), Western Australia (May) and Queensland (September). These camps will be repeated in 2022, with two camps to be conducted in New South Wales and Victoria.



Photo: Western Australia Performance Pathways Camp

State Performance Pathway Coordinators

As part of the Solutions Project, Squash Australia engaged the services of State Performance Pathway Coordinators in five states who helped deliver the project by coordinating each Talent Camp and providing on-the-ground support for targeted athletes in their regions. The five individuals were great assets for Squash Australia throughout the year and helped establish a strong connection between state and national pathways through the initiatives they delivered in the regions. Their role became particularly valuable throughout 2021 as the ongoing challenges with lockdowns and border closures placed an increased demand on the need for athletes to have sound direction and guidance.

SPPC	STATE
James Rogers	SA
Raj Nanda	VIC
Sue Hillier	WA
Jemma Wratten	NSW
Dave White	QLD

Road to Birmingham 2022

With less than a year until the World Doubles Championships (April) and the 2022 Birmingham Commonwealth Games, Australia's leading contenders for the 2022 team have ramped up their preparations for the event, with a particular focus on medal opportunities across the three doubles disciplines. With the majority of players based in South East Queensland, monthly national doubles training sessions have been run at the National Performance Centre (Carrara) under the guidance of National Coach, Stewart Boswell. Having access to the doubles courts used at the recent 2018 Gold Coast Commonwealth Games has given players the opportunity to replicate the conditions and partnerships they might experience in Birmingham in July.

With three of Australia's leading male doubles players based in New York, a U.S.-based National Doubles Training Camp was also held at the brand new Arlen Specter U.S. National Squash Centre in Philadelphia in October. After competing in the U.S. Open at the same venue, Australia's leading female Donna Lobban put her PSA preparations on hold as she joined Zac Alexander, Cameron Pilley and Ryan Cuskelly to work on potential combinations for major events in 2022. The group was joined in Philadelphia by 3-time Commonwealth Games doubles gold-medallist David Palmer, who provided coaching support.

After a COVID-enforced pause on major PSA tournaments in the first half of 2021, Lobban, Australia's top ranked player, continued to fly the national flag at Platinum PSA Tournaments in the U.K., U.S. and Egypt. Lobban's best result came at the prestigious British Open, where she reached the last 16 following a stirring 3-2 victory in the second round. As one of the Top 10 world-ranked players in the Commonwealth, Lobban's form will see her progress towards Birmingham as a strong contender for her first individual Commonwealth Games medal.



Photo: Donna Lobban - British Open

FACILITIES REPORT

In 2020, following the establishments of the Squash Australia Working Teams, Facilities initially sat under the umbrella of Participation. Following the impact of COVID-19 and the large importance facilities plays on our sport, the Squash Australia Board created a new Facilities Working Team to tackle the challenges facing the Facilities space. The Working Team were tasked with the development of the Facilities Strategy with an aim to address the following areas: Data, Technology, Facility Development Plan. The Working Team comprises of Greg Blycha (Chair), Geoff Baynes (SA), Kevin Quick (VIC), Edward Slack (NSW), Leigh Kaye (WA), David White (QLD), Bradley Hindle (QLD) and Ross Gerring (VIC). The Facilities WT covers a wide range of areas, most prominently working through the goal of 'more places to play, new places to play and modern places to play'. The efforts from the Working Team thus far has been a valuable contribution to Squash Australia and the processes moving forward.

COVID-19 has had a large impact on the country with some states suffering far worse than others. Many centres took the opportunity to renovate their centres and complete maintenance works that centre owners/managers normally wouldn't have time for. Centres welcomed participants back with open arms and it has been fantastic to see the increased court utilisation following lockdowns by people eager to get back on court.

Squash Australia has partnered with Itomic and the Squash Players App to utilise crowdsourcing for facilities data collection to gain a well-rounded and accurate representation of the number of facilities and courts in Australia. The partnership is an exciting opportunity to develop a National Facilities Database.

It is an exciting time for Squash Australia and the facilities space and we look forward to being able to work with the states and their centres to provide more support and to work towards increasing the number of facilities into the future.



Courts renovated in Weipa, QLD by CourtDesigns



Flooring being laid at Nerang Squash Centre, QLD



Volunteers preparing the courts for painting/patching at Woden Squash Centre, ACT

NATIONAL EVENTS

Australian Junior Championships 12-15 December 2020

With the postponement and relocation of the event, the Australian Junior Championships were conducted at Carrara Squash Centre, on the Gold Coast with over 100 juniors from across the country participating. Despite the difficult times caused by COVID-19 the event was held as an individual championship with an additional day of doubles.

Summer time certainly added some heat to the competition with highlights from finals day including: Flynn Bartlett (QLD) claimed his first Australian Junior title after hotly contested under 13 boys draw. Bartlett defeated Kasper Cheung (NSW) in the final 3-0.

Maggie Goodman (NSW) continued her dominant form with 3-0 victory in the final over Sophie Fadaely (QLD). The win gave Goodman her second Australian Junior Championship title.

Under 19 girls final saw Madison Lyon (QLD) meet Remashree Muniandy (SA). 15-year-old Lyon scraped through close games to eventually win 3-1.

After great performance to reach the final Luke Eyles (QLD) went down 3-0 to Oscar Curtis (WA) in the under 19 boys final. 16-year-old Curtis proved too strong claiming the title of Australian Junior Champion.

This year's event was the first to include a doubles competition and received over 50 players enjoying the international sized doubles courts which were used at the 2018 Commonwealth Games.



Photo: Remashree Muniandy

U11 Girls

Runner-up – Elizabeth Wang (NSW)

Winner – Amalia Ricketts (ACT)

U11 Boys

Runner-up – Max Aitken (QLD)

Winner – Henry Kross (NSW)

U13 Girls

Runner-up – Orla Clarke (QLD)

Winner – Sarbani Maitra (QLD)

U13 Boys

Runner-up – Kasper Cheung (NSW)

Winner – Flynn Bartlett (QLD)

U15 Girls

Runner-up – Isla Harris (WA)

Winner – Maja Maziuk (NSW)

U15 Boys

Runner-up – Aryan Madan (SA)

Winner – Joshua Raj (QLD)

U17 Girls

Runner-up – Sophie Fadaely (QLD)

Winner – Maggie Goodman (NSW)

U17 Boys

Runner-up – Kenneth Lamb (NSW)

Winner – Kijan Sultana (QLD)

U19 Girls

Runner-up – Remashree Muniandy (SA)

Winner – Madison Lyon (QLD)

U19 Boys

Runner-up – Luke Eyles (QLD)

Winner – Oscar Curtis (WA)

MC Hazell Award Winners

Girls: Maggie Goodman

Boys: Kenneth Lamb

2020 Australian Open 4-7 February 2021

Due to the pandemic the event was rescheduled into February 2021 and with full draws for both men and women we enjoyed a special edition of the 2020 Tarra Volkswagen Australian Open in Bega, NSW.

In the men's open Rhys Dowling continued a solid run of matches throughout the tournament to claim his first Australian Open title and second PSA title against fellow Northern Territorian, Joseph White in a 3-0 victory.

The women put on a world class display as former world number one Rachael Grinham battled through five games against Jess Turnbull to claim her third Australian Open title.

Men

Runner-up - Joseph White

Winner - Rhys Dowling

Women

Runner-up - Jess Turnbull

Winner - Rachael Grinham



Photo: Rhys Dowling & Rachael Grinham - Australian Open Winners

Australian Junior Open 2-5 April 2021

Devonport Squash Centre in Tasmania was the host for the Australian Junior Open with the event highly impacted by COVID-19 restrictions, the event was reduced to a AJST Gold however, nothing was going to stop the juniors enjoying their squash.

Seventy-seven players descended upon Devonport to compete for the title with a number of players forced to withdraw in the days leading up to the tournament due to a lockdown in Queensland.

The event consisted of 3 days of play for individuals and an additional day of doubles competition which saw more than 48 players pair up and take to court.

Squash Australia staff were unable to attend the event due to a lockdown however, with great help from the Squash community and special mention to Jay Kross, the event was able to go ahead as planned.



Photo: Caleb and Jarrod Atkins

U19 Boys

Winner: Oscar Curtis

Runner Up: Dylan Classen

U19 Girls

Winner: Erin Classen

Runner Up: Sze Yu Lee

U17 Boys

Winner: Harvey Allan

Runner Up: Kenneth Lamb

U17 Girls

Winner: Shona Coxsedge

Runner Up: Courtney Scholtz

U15 Boys

Winner: Aryan Madan

Runner Up: Pranay Bhutani

U15 Girls

Winner: Hannah Slyth

Runner Up: Amelie Guziak

U13 Boys

Winner: Marcus Wang

Runner Up: Kasper Cheung

U13 Girls

Winner: Hala Hegazy

Runner Up: Maeghan Wang

U11 Boys

Winner: Kieran Willathgamuwa

Runner Up: Thomas Wang

U11 Girls

Winner: Elizabeth Wang

Runner Up: Karissa Cheung

Novice

Winner: Alex Norton

Runner Up: Ruby Atkins

Australian National Championships 17-20 June 2021

The 2021 Australian National Championships was the highlight of the calendar year with the highest prize money (\$20K) pool since the events inception. It also attracted the highest participation with 145 attendees across the PSA & graded events. Players came from around the country to Sydney CBD to compete over five days, across three venues Castlereagh Club, City Tattersalls Club and Sydney University.

The men's national champion was Rex Hedrick who triumphed over Rhys Dowling 3-0 in the final. In the women's final, Alex Hayden was not able to complete a dream run with Tamika Hunt taking out the championship title 3-0.

Alongside the national championships there was a junior clinic for the local community and also a referee assessor course conducted.

The event managed to be conducted in time before COVID-19 outbreak took hold with an impact that would last into the months ahead.

Men

Winner: Rex Hendrick

Runner Up: Rhys Dowling

Women

Winner: Tamika Hunt

Runner Up: Alex Haydon

Men's Premier Grade

Winner: Aiden Parkes

Runner Up: Peter Nutall

A grade

Winner: Teng Chi Leung

Runner Up: Remus Mate

B Grade

Winner: Sam Jenkin

Runner Up: Stefan Laux

C Grade

Winner: Jessica Rogerson

Runner up: Patrick Levitzke

D Grade

Winner: Callum Morgan

Runner Up: Lucas Nahon

Women's Novice

Winner: Adriarne Gatty

Runner Up: Aimee Jan



Photo: Tamika Hunt and Jess Turnbull

NATIONAL SQUASH CENTRE REPORT

April 2021 saw Vicky Boswell, former World no. 5 promoted to the position of Duty Manager and following the appointment she has worked to engage with women and juniors to establish programs such as Ladies Morning and Junior Squash training. Vicky's role has been pivotal in increasing court utilisation at the centre and attracting more people to be involved in the sport, seeing a large increase in participation at the centre with an increased number of people eager to get back on court and physically active. Alongside the active programs, Vicky worked with Selena Shaikh and welcomed the Melbourne Ladies group to Carrara for a week (pictured), combining the two Ladies groups with training and matches and participating in the Carrara In-House Competition.

The National Squash Centre supported the Nerang Squash Club whilst they underwent renovations to the centre by hosting the club and assisting Dave and Toni White to ensure their programs could continue to run whilst the centre was closed. It was an important connection to establish with the courts being near each other and the centre managers working together to ensure that Squash continues to thrive on the Gold Coast.

The National Squash Centre has played host to multiple interschool sessions seeing many high school students participating in squash and experiencing all that the National Squash Centre has to offer, this includes the Interactive Squash court which was a hit with the kids who could play games such as 'space invaders' and was an added bonus for the Carrara and Nerang Junior Training groups.

The National Squash Centre has provided the opportunity for the High-Performance Athletes to continue their training throughout the past 12-months and offered a valuable opportunity for the centre to work alongside Gold Coast City Council to accommodate the athletes' training even during the lockdowns that hit South East Queensland.



Photo: Vicky Boswell with the visiting Melbourne Ladies Group





STATE REPORTS



Like sports across the country, squash in the ACT was heavily impacted by the onset of COVID and the resulting lockdowns and restrictions. Over the course of the year, senior and junior pennant seasons were cancelled, junior development squad training put on hold, courts closed for lengthy periods and playing in venues limited by number restrictions. Of national significance, we saw the postponement of the 2020 Australian Junior Championships and its subsequent move to the Australian National Squash Centre in Carrara. At the time of writing, the 2021 event has been cancelled.

There are challenges ahead – as always seems to be the case – but some headway has been made as we move into the 2021/22 year. In particular, Squash ACT is in its strongest financial position for a decade though still harbours a significant debt; strides have been taken in refurbishing the association-owned Woden Squash Centre; moves were put in place to employ a squash coach who would direct and drive the sport's development at all levels but, most importantly, of our juniors; and, junior development, including the high performance program, was reinvigorated through a much-needed restructure.

This report is not the place to revisit the financial challenges facing Squash ACT just a few short years back. Suffice to say, Squash ACT, once on the verge of financial calamity, is today positioned to resource the development of squash in the ACT and, with continued efforts, pay off its unwelcome debt. Below gives some indication of what has been achieved and where we are headed.

SQUASH ACT COACH POSITION

In early 2021, after recognising that without someone in a coaching role there would continue to be limits on what could be achieved by volunteers and part-time coaches, we advertised for a coach. Local applications were, as they say these days, “net zero” but we had interest far from our shores. Unfortunately, COVID struck, borders closed and our hopes were dashed. Still, we have pursued the goal and expect to have the right person in place come 2022.

JUNIOR DEVELOPMENT REVAMP

Great effort was put into restructuring both Junior Pennant and Junior Development Squads with consideration given to how best to provide opportunities to junior players of all levels while also ensuring the development of potential local, national and international champions. We believe the balance has been achieved and, while COVID slowed proceedings, the junior team is delivering junior pennant, junior training, and high performance and representative opportunities.

WODEN SQUASH CENTRE REFURBISHMENT

Squash ACT is in the fortunate position of being the owner of the Woden Squash Centre. In recent times work has been carried out and, around the time this report is available, will have seen inside and outside the centre painted; courts rendered, painted and lines re-taped; significant electrical and plumbing work undertaken; out-of-hours access and security system in place; and, a general but much needed clean-up completed. We are ready for the re-opening!

Finally, this last year has been a challenge and Squash ACT's major challenge is simply player numbers; attracting and keeping dedicated squashies. Let's hope the challenges confronting us can be met and we see a blossoming of this great sport in 2022 and beyond.

Michael Nuttall

President



July 2020 saw Squash in NSW yet to emerge from the COVID-19 all-sports closure imposed earlier in the year. However, restrictions eased to near normal soon after, various events and state titles run, together with a restricted Sydney Spring Pennant. Sport remained open into 2021 and a Sydney Autumn Pennant run, albeit ending with winners declared on a first past the post basis as Delta variant COVID-19 restrictions were re-imposed in May 2021 and continued until October 2021.

With restricted turnover and reduced activity, there were also a number of staff changes. CEO Samantha Paterson finished in July 2020 after nearly 4 years with Squash NSW. I would like to recognise her dedicated service to Squash NSW during that time. In September 2020, Kristi Maroc joined us, first as Chief Strategy Officer then as CEO from January 2021 until her resignation in April 2021. During her time with us, Kristi spearheaded several new initiatives which resulted in increased communication with clubs, increased club membership with more value offered, and a higher profile for the sport. She achieved these results despite COVID-19 restrictions during the year and consequent reduced revenue.

Squash NSW and 32 member clubs were fortunate to receive COVID-19 Recovery Grants from the NSW Government from July 2020. Without the grant to Squash NSW, our financial position would have been dire and our ability to maintain operations and commence new initiatives would have been severely restricted. This support continues into 2021-2022. July 2020 also saw us receive a \$960,000 grant to upgrade our Thornleigh Squash Centre. The project for this is expected to be complete by the end of 2021 and will see the Centre well-placed as a centre of excellence for the sport in NSW for both participation and athlete pathways programs.

Squash in NSW also benefited from improved support from Squash Australia during the year, particularly with Junior Pathways and Community Engagement. This support also saw increasing collaboration between Squash Australia and all state and territory associations. NSW directors and staff took part in Working Teams across all areas of the sport and we anticipate outcomes that will lead to significant improvements in participation, high performance, profile and facilities.

Finally, I would like to recognise our directors and staff for their dedication during what has been a difficult year. We trust that emergence from lockdown in October 2020 will allow us to make further gains for the sport in NSW and Australia-wide in 2021-2022.

John Small

President



2021 has been a year of challenges for all of us.

The NT population is a transient one with numbers usually up and down, however we have seen a boost in our Member numbers each month for the past year which is encouraging. Our data shows a slight increase in female numbers which are now sitting at 30% at the Darwin Squash Centre. Our biggest struggle is getting Juniors through the door and keeping them in the sport.

We have found success in raising our profile through commercial TV advertising, vehicle wrap and holding activations at various markets and functions which generate high foot traffic numbers.

There are a number of local schools in Darwin that consistently bring their Students through the Centre. Every discussion with them shows they have enjoyed playing squash, however they are playing competitive team sports such as basketball, soccer, football etc.

The Committee at Gove Squash Centre are working well together with the players and families and currently have 12 – 15 Juniors who are interested in playing as well as 40 – 50 adults. Gove run a small weekly competition and the Centre is quite strong.

Alice Springs Association has a lease arrangement with a gym which has helped them financially for the last few years. Their Member numbers fluctuate dramatically which makes it difficult for any type of organised competition. Squash NT have a Coach from the Darwin centre go to Alice Springs quarterly to hold coaching sessions with Juniors and Adults.

We have been successful with our grant submissions throughout the last couple of years which has enable us to repaint the courts and change all of the lights to LED at the Darwin Squash Centre.

Our most recent submission has been an application to purchase the Interactive court out of Germany. We will know if we have been successful at the end of October.

The Squash NT AGM will be held Monday 29th November with one position on the Board of Directors open for election.

Darren Barclay
Chairperson



The Queensland board has been strengthening this year with inclusion of Dean Morzone - Northern Region Director, and Andrew Dent and Matt Scott as independent appointed directors. We also saw the adoption of the new constitution, which will support the organisation into the next 5-10 years of its strategic objectives.

The Queensland board has taken a new approach, with the creation of 7 subcommittees that will be focused on the roll out of our strategy over the coming months and years. At the 2021 Squash

Queensland Ltd AGM, incumbent President Dean Morzone, highlighted the importance of the understanding the long-term vision of the organisation and productively approaching our priorities as a state body. Our subcommittees listed here:

- Participation and Competitions
- Facilities
- Marketing and Promotion
- Finance and Funding
- Juniors, Coaching and Development
- Governance and Strategy
- President's Project

Squash Queensland has continued to navigate the COVID-19 situation in our state, and we are thankful that in 2021, so far, we have not had long-term closures. We extend our gratitude and commend all squash clubs and centres who have withstood the challenges of COVID-19, and who have come out on the other side, demonstrating extreme resilience and hard work to keep their squash business alive.

We are also very happy to have been able to run our 2021 Junior State Championships in Cairns in June 2021. Despite a few unfortunate withdrawals due to COVID-19 and a remote Tournament Director, we had great participation numbers and a successful event. We would like to congratulate those juniors and parents who made it to the event and thank them for continuing to support junior squash. We would also like to especially congratulate those who were selected to represent QLD as the Queensland Sharks Team this year. It is very unfortunate that the team could not participate and perform at the AJC this year, nonetheless CONGRATULATIONS to all those

selected onto the team!

Looking ahead, our adult state titles is held annually in the last quarter of the year, and this year's Squash Queensland PSA and Graded Event will be at Bundaberg Squash Club. What a fantastic opportunity for regional Queensland to promote and participate in the state's pinnacle event of the year!

On a concluding note, we would like to officially welcome our Participation Officer, Toni White who has been with us for 5 months and has been doing great work to research and improve the participation landscape in Queensland. Lastly, we bid farewell and thank you to Colette Sultana, who has moved on from Squash Queensland. We will be welcoming a new Executive Officer to Squash Queensland and look forward to the months to come!

Dean Morzone

President



Over the last 12 months we have continued to face the challenges that COVID-19 had presented to Squash SA in terms of being able to participate in our sports of Squash and Racquetball.

We certainly accept, and are grateful, that here in South Australia we have been in what is arguably the safest state in the safest country in the world in relation to the pandemic. That of course hasn't made it any more palatable to experience the shutdowns and multiple versions of restrictions we have all faced in the last twelve months.

Having said that we have been able to resume our competitions, open our facilities and get back on the court very quickly once restrictions have been lifted. This has undoubtedly been due to the resilience and passion our participants have for their sports and the good planning by our Clubs in partnership with the Squash SA staff. Of course, there has been inconvenience and frustration through the last twelve months, with lockdowns and restrictions coming in many forms, and indeed continuing through until today and potentially for many more months.

However, the excellent collaboration throughout this period between Squash SA and our Clubs and

players has meant we have all been able to get back on court as quickly as possible while still complying with the, at times, stringent regulations. This again has been largely due to the great work by the key

people in our Clubs and the Squash SA staff, ensuring that all players have understood the detailed

requirements as we have resumed training and ultimately competing.

Although we have had on-court disruption, the Squash SA Board has still been cognisant of the need to pursue our goals and continue with our planning so that Squash and Racquetball are in the best possible position when ultimately, we are able to return to uninterrupted activity.

The Board has gone through the process of reviewing and updating our constitution and through the

outstanding work by Board member, Amy Challans, we will be able to present the new constitution to our members at our AGM on 27th of September. Also, following on from our commitment to review the Squash SA Strategic Plan and our Business Plan, the Board has now approved both documents which will guide the organisation through until the end of 2023. Both documents will be presented to members at the upcoming AGM.

Squash SA has also continued to review our approach to supporting our Clubs and we are currently

finalising a programme that will see Squash SA put a much greater focus on working in partnership with our Clubs to

build resilience, sustainability and to create and manage programmes to progress our sports.

Squash SA has continued to build its relationship with Squash Australia with now two former Squash SA Board members on the Board of Squash Australia and another current Board member on Squash

Australia's Board nominations committee. Both the President and the CEO are members of national

sub-committees and are contributing to the national agenda in areas that align with Squash SA's strategic plan.

The Squash SA Board, and I'm sure our members and players, are grateful that, despite the interruptions to our pennant seasons, we have in the end successfully concluded the Autumn pennant and are well into our Spring pennant, and have conducted a number of tournaments. We must however be aware that there may be further restrictions that affect our competitions and tournaments and that we will need to be flexible and understanding if dates are changed or events are postponed or cancelled.

As mentioned earlier in this report, after a number of interruptions we were able to complete our Autumn pennant. The finals of all grades were played with great passion and in exceptionally good spirits and with such close competitions the spectacle was enjoyed by all who attended. What the finals also did, was to highlight the incredible work by our volunteers, staff and Club personnel, who we want to acknowledge and thank for their efforts during the year. This thanks extends to all our Club committee members, coaches, referees and of course our players right throughout the State.

We are looking forward to coming together the end of the calendar year with a Gala dinner on Saturday 4th December, where we will congratulate our Pennant winners, acknowledge special individuals and Clubs and generally celebrate the fact that we can all enjoy playing our great games of Squash and Racquetball. Keep an eye on our Facebook page, our website and our E-newsletter for further details.

We were very positive in our predictions for 2021 in last years report and although we, and the rest of the world, are yet to tame the pandemic, Squash SA is absolutely optimistic about the future of our sports.

Sam Abishara

President



Squash In Tasmania ended 2020 on a high being Pandemic free and two of the State's highly rated Open and Graded events closed the curtain on a trouble-free year.

These two tournaments usually draw a good number of Mainland Players, but the closure of borders prevented them from attending. However, this did not damper the event and both drew good attendance of around the 90 mark each.

2021 kicked off with a bang, with the first tournament of the year, Tasmanian Masters held their first State event in Devonport with good numbers hitting the courts. In conjunction to this event Squash Tasmania held it's Annual General Meeting with a new well-balanced Committee being elected.

Good news from our Deloraine Club, with many long hours of lobbying with their local Council, finally, approval was given to build four new courts.

Further good news from both the South (Eastside Squash Centre) and the Northwest (Devonport Squash Centre) funding has been gained to run three PSA events next year.

Again, in the South and the Northwest a huge number of Primary and High Schools Students enjoyed their come and try squash days.

The States Junior Squash Pathway is progressing nicely with the appointment of our two top Players, Jamie Pattison and Jack Hudson taking on the role as the State Head Coaches. They have so far completed six junior well attended training camps with the hope of getting more teams and players to participate in future AJO's and AJC'S.

All in all, squash in Tasmania is moving in the right direction, with programs being planned to increase Accredited Coaches, more Squash to Schools Presentations, and to increase the awareness of Racquetball around the State.

Leon Barnett

President



This year Squash and Racquetball Victoria faced many challenges but it has slowly emerged from addressing each one of them in turn, and overcoming them, as well as generating new work which I believe will continue to grow our sports.

The challenges were varied. Very soon after the last elections, a Board member and our General Manager resigned, meaning we had to call on Paul Vear, an ex Board member and ex Executive Director of the Victorian Squash Federation, to voluntarily become involved once again as specific tasks had to be undertaken to keep the organisation functioning.

This initial appointment, expected to be up to six weeks, has continued despite the limitations that COVID placed on us with its six lockdowns during this period.

For this, I wish to thank Paul, S&RV staff, Brendan Downey, Ian Chalmers, Jason McGrath, James Woods and the Squash and Racquetball Victoria Board, for their ongoing commitment and energy during this period.

We soon became aware that COVID was causing significant impacts on our revenue generation, normal activities including events and junior development programs but importantly, administrative works and overdue reports that needed to be addressed immediately. An informal, but comprehensive, inhouse audit of our finances was immediately undertaken.

The highlight of the year from our perspective was the work that the Board undertook and were challenged to deliver our new Strategic Plan 2021-2023. We have also opted to change the composition and manner in which our supporting Committees operate in order to maximise their value to the Board and to our sports in line with the Strategic Plan. In addition, we have developed a long overdue Risk Identification and Management Strategy, an internal document that allows us to identify potential risks to our financial viability, infrastructure, staffing etc and how best to address them.

We established the Victorian Junior Tournament Circuit Committee which revamped the junior squash scene in Victoria, where our junior tournament player database almost quadrupled in the first six months of 2021 even though minimal events were held. The introduction of The Bronze Tour was trialled successfully during the year with more events to be held over the next 12 months.

We were also involved with the Squash and Racquetball GO! program for 12-17 year olds and Hits and Giggles for females. In addition, we piloted a Schools Program in North East Victoria and introduced the Racquetball Rebels program to primary school students.

With the support of VicSport, we undertook a comprehensive Competition Review which included a survey that attracted 339 responses. Also, we have established a partnership with ACHPER, which has enabled us to link plans and activities to the school curriculum, as well as developing a relationship with a Physical Education consultant which helped us to further enhance communication with schools and obtain feedback from physical education teachers regarding the pilot program.

In April 2021, we provided a two-day in-person training and development workshop volunteers who are now equipped to be program deliverers.

A very successful and rewarding innovation was The Game Show during lockdown. It was conducted over 13 weeks, and brought 12 of our best-ever players, including Geoff Hunt, into the lounge rooms of our members. Over 84 individuals from 18 clubs were involved and 10 celebrities returned for the All-Stars final round.

S&RV have made a conscience effort to improve our social media and communication with members with successful segments - ie: People You Should Know, introducing our volunteers, coaches, local players, Club Presidents, Life and Hall of Fame members etc., to the squash & racquetball community. Other segments included Who's Behind The Mask and My 5 Favourite Things. A Bush Fire Relief Fund was established to support our regional members impacted by the 2020 bush fires, and our 2021 MS 24 Hour Mega Squash and Racquetball event was successfully held across 3 venues, raising \$47,000.

Whilst only seven weeks of Metro Melbourne Inter Club Pennant was held during 2020, we did manage to complete the 2021 Autumn Pennant season. Other ways in which we stayed connected to our membership included the provision of regular information regarding the various Government grants available to clubs and businesses.

S&RV's focus now is generating new memberships, including having previous members reaffiliate following their COVID-related departure, conducting junior development programs, continue enhancing our social media activities, while our immediate aim is to appoint a new General Manager and attract a qualified Finance Director to our Board.

Lastly, Victoria has worked together with Squash Australia to adopt new logos that serve to rebrand our sports and rebuild the unification required which is a key objective in our Strategic Plan.

In closing, we sadly recall that over the last 18 months, we have lost two Legends in Bryan Bird and Judith FitzGerald, Hall of Fame Member David Donnelly, former President and Life Member Martin Welsh plus in more recent times, Life Member Denise Hill. Each of them gave so much to squash in Victoria and they should forever be remembered.

Sarah Fitz-Gerald

President



2021 started with optimism as we thought that all the COVID issues were behind us but at the end of January we were once again in a “circuit-breaker” lockdown which caused a bit of confusion with our scheduled competitions. Once this was over we returned to a very normal life and squash in general was off and running .

Our AGM saw a vacancy filled by Ryan Callegari from Busselton when Leigh Kaye had to resign due to take up a new position at WA Squash as Operations Manager . The Board now comprises of 2 Country representatives which is great as our regional members make up 26 clubs and approx. 60% of registered members.

Our programs throughout the year were all very successful and once again our partner in Heathway were totally supportive so as we could deliver our inflatable squash courts to schools and into the regions. Our Just Squash It program saw thousands of school age kids go to a centre and learn squash. Our club development programs were delivered and the Open days proved to be a huge hit targeting young girls and beginners.

Our tournaments have all been very well attended throughout the whole state and the Calendar is quite full which is great. We were able to have our normal 3 Pennant and League seasons which saw good numbers return which in turns helps the centres with court hire.

Our Juniors continue to impress with Erin Classen and Oscar Curtis takin out National Under 19 titles and Oscar backed that up with a win the AJO .WA is blessed at the moment with talent and it’s a real shame that they cannot travel and to experience some really tough competition .

WA Squash finally moved into our own facility in mid-year and now have a State Owned Squash centre to work out of as well as our offices at Belmont squash Centre .Its a wonderful gesture by the State Government as they were well aware of our needs and acted swiftly to enable this to happen.

The office sadly sees the retirement of Sue Hillier as our Development Officer a position she has held for some 12 years out of 13 and Sue will be missed by many people and will leave a legacy for many years to come .

This year will see the 4th Hall Of Fame Function to be held which will see Sue Hillier be inducted and The Winning State team of 1956 of which only John Freedman is with us .It shapes up to a memorable night .WA have now inducted 11 into the Hall and we still have a few more to come .

The Board led by President Glenn Hitch has been working on our next 5 year Strategic plan but the overwhelming issue is the lack of facilities which needs to be addressed but it’s also a very challenging issue .

WA Squash is finally in a better financial place than some 3 years ago and it’s a tribute to the hard working Board and staff .

Dean Williams

General Manager

PARTNERSHIPS







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