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PRESIDENT'S REPORT

With another season behind us it is again a wonderful opportunity to reflect on the evolving environment we operate in and how change has delivered new propositions for our members and our community. We have seen significant levels of achievement over past 2 years which has positioned Swimming Northern Territory strongly for the future, underpinned by the strong platform that has been built locally and nationally.

The momentum built during the 2013/2014 continued last season and our sport has never been better positioned to deliver on our vision of creating a community of swimmers, inspiring community passion, pride and commitment.

I would like to begin by acknowledging the hard work of the key stakeholders for SNTI including fellow directors, Committee members, Club Officials, Coaches, Technical Officials, Swimmers, Volunteers, Sponsors, Parents and all SNTI staff. Thankyou!

Nationally our sport has turned the corner post London Olympics with very strong results at the BHP Billiton Aquatic Superseries in Perth where we went head to head with the number one Swimming Nation, the United States and most recently the World Championships in Kazan where we again faced the world's best and performed very strongly. Reports from Kazan spoke of the renewed culture within the team which is driving the way everyone within the team supports each other to succeed and we remain on track to achieve our goal of being the Number One Swimming Nation by 2020. We also have real momentum in the Recreation and Participation space with significant investment made in additional Swimming Development Officers across the country who will be focused on membership growth, deliver new programs like Junior Dolphins, Club development and Sporting Schools engagement amongst a host of other exciting initiatives.

Swimming Australia and the Seven Network also announced a new partnership with Channel Seven as the home of swimming for the next nine years, from 2016 until 2025, bringing the fans unsurpassed coverage of the sport via free to air television and digital platforms. Swimming has a rich and proud history in Australia and is part of our country's DNA. Swimming Australia is delighted that this long term deal will ensure that our sport will be shared and enjoyed by all

Australians as Swimming Australia and Channel 7 aim to further expand our sport's reach and popularity and build the profile of our great Australian swimmers and role models.

Swimming will feature on our screens during a number of major international events including next year's Olympic and Paralympic Games in Rio, the FINA World Championships in Budapest, Hungary the year after in 2017 and the Commonwealth Games on the Gold Coast in 2018. The Seven Network will broadcast Swimming Australia's major international and national events that are hosted within Australia.

Swimming Northern Territory continued to work through a significant period of change last season with our long standing Executive Officer David Evans departing and I would like to publically thank David for his lengthy service to our sport. I would also like to acknowledge the efforts of our previous Development Officer Tim Few, who invested himself in our sport during a significant period of change and I am sure you will all join me in wishing Tim every success with his University studies.

We worked through such significant change to key personnel very effectively with the collective efforts of all key stakeholders and I would like to extend my sincere gratitude to everyone who rolled up their sleeves and assisted to ensure SNTI continued to operate effectively and deliver on key initiatives.

We have sustained our growth trajectory, focusing on formalising the strategic direction for the next 3 years and it was exciting to have our 2015-2017 Strategic Plan ratified as the season came to a close. I would like to acknowledge and thank Paul Mead from Sprocket who steered us through the planning process.

The SNTI Constitution also underwent significant review, with over 30 changes ratified by stakeholders at a Special General Meeting and we now have a very sound constitution to underpin our sport, which will continue to be reviewed annually to identify additional opportunities to enhance further.

Significant efforts have been made in growing our capability and this is no more evident by the appointment of our new Executive Officer Iain Wilson and Swimming Development Officer Amy Griffiths. Both come to SNTI with significant experience and knowledge that will certainly be core to our future success. We also have a further Swimming Development Officer role to

appoint and once completed, we will have more resources on the ground than ever before to deliver to our strategic goals.

Our Indigenous Sport & Active Recreation Program Officer Mark Walker continued to set new benchmarks in terms of participation with record numbers attending our Indigenous Sport and Recreation Program and I would like to acknowledge the hard work Mark has done with schools all over Darwin and in remote communities across the Territory raising the profile of swimming. Mark has set the platform last season to deliver not only programs during 2015/2016 season, but also leave a significant legacy through the creation of a number of new clubs that will deliver sustainable swimming programs in Remote Northern Territory Communities.

The 2015 NT Open and Age Championships were again a hit with those in attendance, with a strong interstate contingent present, along with the fantastic opportunity to promote our sport with the appearances and media commitments made by Matt Cowdrey & Daniel Kowalski. The overall presentation of our Championships was certainly lifted through numerous equipment upgrades, sponsors signage and other logistical changes to the way the event is facilitated. The "under the stars" After Party also offered a wonderful environment to celebrate the events achievements with the feedback generally very positive. We certainly look forward to enhancing our premier event further in 2016.

Commitment to the development and upgrade of aquatic facilities continued throughout the season and it was a welcome sight for our athletes to see the installation of 16 new Kicker blocks by City Of Darwin.

Announcements of a new 25m pool for Tennant Creek which is due for completion in November 2015 and the \$9+ million redevelopment of Parap Pool, including a FINA compliant competition pool are very exciting for our sport moving forward. SNTI and Swimming Australia will certainly continue to work with key stakeholders in this project to ensure we deliver the best possible outcomes for the Swimming Community.

Retaining sponsorship and identifying new sponsors remains a challenge, but it was exciting to secure two new sponsors in Metroll and Territory Sports Medicine for season 2015/2016. The ground work was done during season 2014/2015 and it was great to see local business getting behind our sport.

In 2014/2015 we continued to work with the NTIS on both Coach and Athlete Development and look forward to build on this relationship to grow the capability of our coaching group and importantly the performance and volume of our swimmers. The Swimming Australia Coach Mentor program with Jim Fowlie as mentor for Northern Territory coaches continued and is certainly an opportunity that needs to be leveraged further if we want to grow the capability of our coaches.

Last but not least I would like to ask all parents to consider learning various roles within the sport of Swimming, as we always have opportunities for technical officials on pool deck. It is a rewarding skill to learn with on the job training and please remember that without officials the swimmers are without swim meets.

Thank you all for giving me this rewarding opportunity as President of Swimming Northern Territory for the past 2 years and I feel a real sense of achievement and significant optimism in all aspects of our sport. Our future is very, very bright!

Yours in swimming.

Joel Wecker

President Swimming Northern Territory

OFFICE BEARERS & STAFF

PATRON

His Honour the Honourable John Hardy OAM, Administrator of the Northern Territory

BOARD MEMBERS

President	Joel Wecker	Elected President 2013 First Appointed Director 10/12/2012 Due for re-election 2015
Vice President	Karen Messenger	First Elected October 2014 Due for re-election 2016
Director	Jenny Culgan	Board Appointed October 2014 Due for re-election 2016
Director	Michele Oliphant	Board Appointed October 2014 Due for re-election 2016
Director	Barbara Radecki	Board Appointed October 2013 Due for re-election 2015
Director	Nadia Romeo	Board Appointed October 2013 Due for re-election 2015
Director	Amanda Bagley	Board Appointed October 2013 Due for re-election 2015

STAFF

Executive Officer	David Evans	September 2009/ May 2015
Executive Officer	Iian Wilson	August 2015
Development Officer	Tim Few	May 2014
Indigenous Sport & Active Recreation Officer	Mark Walker	December 2012
Administration Officer	Vacant	

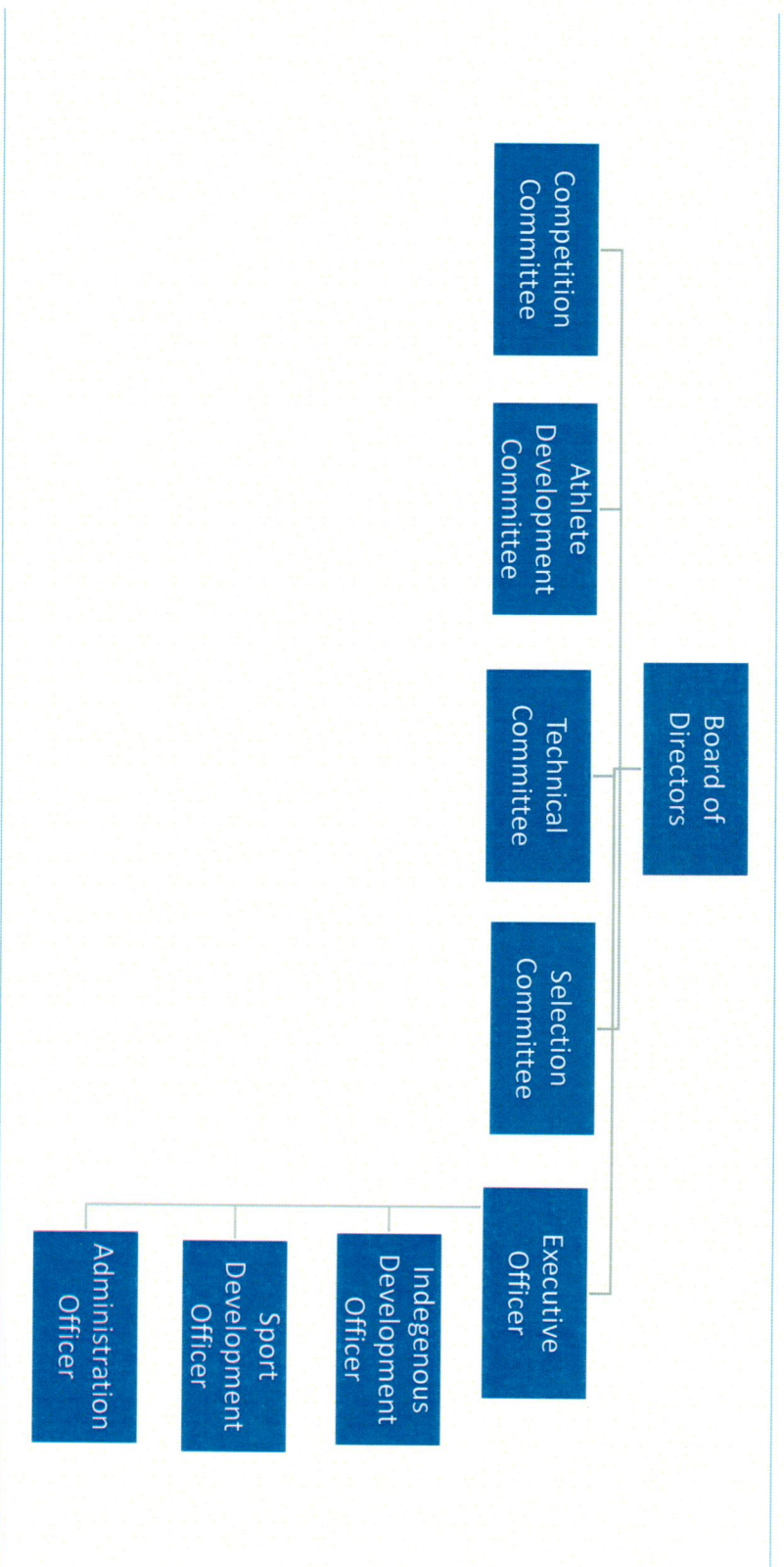
APPOINTED POSITIONS

Selection Committee	Grant Pennington
Data Manager	Karen Messenger
Records Steward	Virginia Burrow / Kathleen Rochford
Meet Director	Karen Messenger
Equipment Officer	Ken Reid
Registrar	Rose Gerlach

COMMITTEE APPOINTMENTS

Selection Committee	Grant Pennington Tim Few Barbara Radecki Jenny Culgan
Athlete Development Committee	Nadia Romeo Grant Pennington Jenny Culgan Tim Few
Technical Committee	Karen Messenger Paul Carter Margaret Chamberlain Pete Hand
Competition Committee	Karen Messenger Tim Few Joel Wecker Daniel Gerlach Pru Ducey Helen Brown

SNTI Governance Structure



LIFE MEMBERS & SERVICE AWARDS

LIFE MEMBERS

NAME	CLUB	DATE OF AWARD
Rose Gerlach	Palmerston & Rural	2013
Paul Carter	Casuarina	2008
Joan Curtain	Darwin	Pre 2004
Alex Cutts	Darwin	Pre 2004
John Dove	Darwin	Pre 2004
Trish Dove	Darwin	Pre 2004
Peter Fanning	Nightcliff	Pre 2004
Lyn Hull	Darwin	2006
Gwen Gabel	Darwin	Pre 2004
Clare Labowitch	Darwin	Pre 2004
Max O'Callaghan	Alice Springs	Pre 2004

SERVICE AWARDS

GOLD

MEMBER	CLUB	AWARD DATE
Carol Bolton	Darwin	2009
Paul Carter	Technical Committee	2006
Rose Gerlach	Palmerston & Rural	2008
Lyn Hull	Palmerston & Rural	2004
Tracey Netherway	Top End Storm	2009
Josie Parry	Nightcliff	2009 (Bronze 2008)
John Pollock	Darwin	2009
Ken Reid	Top End Storm	2008 (Bronze 2008)

SERVICE AWARDS

SILVER

MEMBER	CLUB	AWARD DATE
Jim Burrow	Darwin	2009
Kathy Cantrell	Darwin	2003
Ric Innes	Top End Storm	2009
Judith Reid	Top End Storm	2009
Mez Ryan	Top End Storm	2009
Jenny Verrall	Casuarina	2004-2005
Phil Verrall	Casuarina	2004-2005

BRONZE

MEMBER	CLUB	AWARD DATE
David Chalker	Alice Springs	2009
Kevin Glover	Darwin	2004
Tanya Hazel	Top End Storm	2009
Norm Jarvis	Nhulunbuy	2004
Kathy Rochford	Casuarina	2009
Sue Ward	Darwin	2009

EXECUTIVE OFFICER REPORT

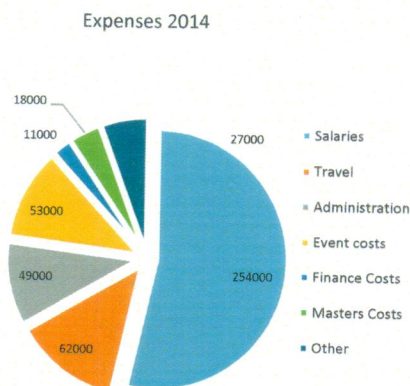
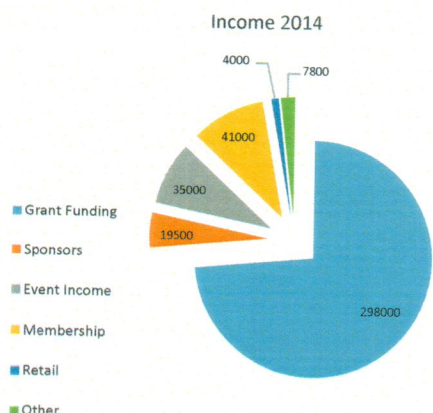
As the new Executive Officer, I would like to thank the swimming community for providing me with an opportunity to be part of an exciting time in the sport of swimming in the Territory. The future of our sport will be determined by opportunities and the choices we make. The Parap Swimming Complex Redevelopment is a terrific opportunity for the swimming community to secure an exciting future with a world class competition pool and training facility in Darwin.

As a sport, we face the challenges of ensuring we are appealing to new participants. Research completed by Swimming Australia, the Sport Commission and our own experience shows that traditional club memberships are generally on the decline, as the community search for experiences and services while becoming less commitment to sporting clubs. The Swimming NT Board, and our member clubs has recognised this challenge and has recently completed and adopted the 2014 Strategic Plan that will look to address some for those challenges.

This year 2014 the total revenue from all sources was \$407,000. The financial position of Swimming NT weakened with the loss of a major sponsor and the reduction of grant revenues from the Australian Government. The reduction in sponsorship and grant revenue amounted to a \$62,000 decrease in revenue, thus having a negative impact on the financial performance of the organisation in 2014. Expenses for the year were \$491,000 above the expense budget of \$482,000, with the major expenditures being salaries and wages equal to \$254,000. As a result of the reduced revenues SNTI recorded an operating loss of \$84,360

Income: The following table highlights the importance of our funding partners. Swimming Australia, Northern Territory Government and the Federal Government to the ongoing sustainability of NT Swimming

Expense: The Table below shows the major expense groups for Swimming NT I 2014. These are represented below: Salaries and wages represent the largest expense of the organisation, travel and event costs followed by administration.



Club Membership and Participation

This year 2014 the overall membership numbers have declined as a result of a changing market for recreation, sport services and products and some disruptive restrictions to opportunities for member growth that includes the closure of the Tennant Creek Swimming Pool. Both Club and SNTI swimmer development has been limited in both metropolitan and regional areas due to:

- ❖ Restricted access to the school sport programs. The NT Government has a policy of only allowing AUSSWIM qualified instructors into schools to school sport programs. SNTI is seeking SAL and ASC support to open up this important school sport pathway.
- ❖ In NT the 'Learn to Swim' programs are not club based and as such there are limited pathway's feeding swimmers into the club program. We feel that growth in club membership will continue to be restricted until a better value product is available to parents from all of our swimming clubs (i.e.: Junior Dolphins Program).

Membership Tables

From the following tables we can see 2014 membership numbers have declined from 587 swimmers to 543 swimmers, and non-swimmers have dropped from 353 to 276. The closure of Tennant Creek swimming pool, had an effect on the total number of swimmers.

In response SNTI is looking at new programs in the rural areas to encourage swimmers to take up swimming with schools and clubs, and clubs are encouraged to look at new social and participation opportunities to generate membership growth

Membership	Swimmer	Non Swimmers	Totals
Alice Springs	42	24	66
Casuarina	102	74	176
Darwin	102	54	156
Katherine	69	33	102
Nightcliff	74	49	123
Nhulunbuy	33	25	58
Palmerston	19	15	34
Masters	102	2	104
	<u>543</u>	<u>276</u>	<u>819</u>

Membership	Swimmers	Total Membership
2013-14 Actual	587	940
2014-15 Target	627	1,000
2014-15 Actual	556	836
Variation on target	(71)	(164)
Variation on last year	(31)	(104)



Coach Development Programs

Swimming Northern Territory continues to support the development of club coaches through a number of coach accreditation programs and skill development pathways. These opportunities include NTIS coach scholarship programs offered to two local coaches each year, coach development programs, coaching clinics, coach mentoring programs and the ASCTA coaching conference.

The following table shows the total number of ASCTA qualified and AusSwim qualified coaches working in the sector, a total of 34 qualified coaches. This year 5 new coaches moved into Darwin and joined clubs but did not change ASCTA / AUS SWIM registration. Two Masters Coaches did not register with SAL and 1 Silver Level coach was not re accredited with ASCTA, but is currently completing Bronze Licence and the NTIS Coaching Program

Teachers and Coaches	Total
2013-14 Actual	30
2014-15 Target	33
2014-15 Actual	34
Variation on target	1
Variation on last year	4

In 2014 the coach development program focussed on up skilling the existing club coaches/ staff utilising expert knowledge transfer and mentoring activities. We also provided specific funding for selected scholarship coaches. In 2015 we are planning to review the coach development pathway with the aim of training more ASCTA qualified level coaches / teachers available at each swim club. We believe that by encouraging our older club swimmers 14, 15, 16 year olds, and parents / teachers who are helping coach children, will take up coaching and ASCTA accreditations. Below is a summary of the ASCTA Coach levels in the NT.

ASCTA Accreditation	Numbers of Coaches 2014
Gold and Above	None
Silver Level	3
Bronze Level	10
Swim Teacher	4

Technical Official Development

In 2014 SNTI continued to provide opportunities and funding for technical official accreditation and skill acquisition. This year two technical officials were invited to attend the National Short Course Championships where those technical officials received national accreditation. In 2015 2016 SNTI will develop a technical official's development pathway, which will enable more parents and volunteers to learn and become involved in the sport. This year we achieved our target of 33 technical officials in the Northern Territory.

Technical Officials	Total Number of Officials
2013-14 Actual	30
2014-15 Target	33
2014-15 Actual	34
Variation on target	1
Variation on last year	4

Swimming Participation Pathways

This year SNTI staff worked with metropolitan and regional schools with a focus on developing swimming participation and basic skills including the use of Sporting School Grants.

In 2014, the uptake from Darwin metropolitan schools for swimming development was not as strong as expected and our development staff were engaged to only assist and coordinate 8 metropolitan school programs.

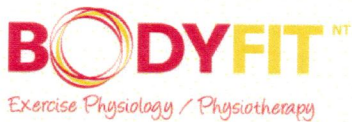
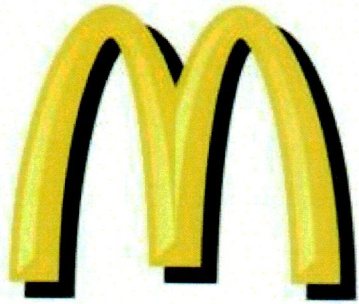
SNTI had greater success working with regional and remote schools to deliver school sport programs. This included coaching sessions, school carnivals, and cluster carnivals. A total of 300 coaching sessions involving 3,245 participants were delivered into regional schools in 2014.

The conversion of regional school swimmers into swim club participation and competition pathways is likely to bring better participation and membership numbers in the immediate future. This may include growth in the number of smaller swim clubs in communities with swimming pools. This work is underpinned with grant funding provided by Prime Minister and Cabinet (ISARP). We believe there is an opportunity to build participation numbers, and new clubs in regional communities while growing swimmer numbers in the territory.

Indigenous Swimmers	Participants
2014-15 Target	2,800
2014-15 Actual	3,245
Variation on target	445

Corporate stakeholders and sponsors

In 2014 we were fortunate to have the support of the following corporate sponsors. Our corporate partners provide both financial support, in kind support and by linking their brands and products to Swimming NT provide us with credibility and strengthen our organisation with the community and our other stakeholders. It is with that in mind that we thank our corporate stakeholders and sponsors.



MAJOR ACTIVITIES in 2014 2015

Governance Activities

✓	Swimming Northern Territory held its Annual General Meeting and presented the membership with its Audited Financial Statements and Annual Report.	Audited Financial Statements presented on 18-Oct-14
	The Board met and held 10 monthly meetings	July-14, August, September, October, November, December, February, March, April, May
✓	Swimming Northern Territory held an Extra Ordinary Meeting on 9 May 2015	The meeting was conveyed to approve changes to the constitution of Swimming Northern Territory
✓	Swimming Northern Territory held Strategic Planning Workshops with the membership convened by Paul Mead. and adopted the new Strategic Plan	New Strategic Plan developed: Developed a new 2015 2017 Strategic Plan for Swimming NT with Board and Stakeholders
✓	Swimming Northern Territory reviewed its constitution in line with best practice	Constitutional Changes made at a Special General Meeting held on 18 October 2014

Competition Pathways

To deliver championship events across the Northern Territory

✓	Open and Age Championships	NT Open and Age Championships held on 19 March 2015 Participants 190
✓	Open Water Championships	NT Open Water Championship held on 13 September 2015 Participants 27
✓	9 and Under Series	9 & Under Meet Series held on 19 March 2015 Participants 40
✓	Short Course Championships	NT Short Course Champs held on 2/5/14 Participants 35

Coach/ Official Accreditation

Provide support for Coaches to attend ACSTA Conferences, National Championships, and provide financial and development opportunities for official accreditation

✓	Coach Development	Coach Development Programs completed Flipper Camp = 7 Coaches State Team Short Course = 2 Coaches Target 12 = 4 Coaches Development Camp = 4 Coaches 2 x nine and Under caching clinics = 3 Coaches Swim NT ACSTA Conference = 4 Coaches
✓	Official Development	Technical Official Training at State Teams Meet Canberra, Participants x 2,
✓	Volunteer Development	Technical Training at 22 x NT Meets participants = 70
✓	Coach Mentor Program	Jim Fowlie NT Coach Mentor, Facilitated coaching 4 x sessions 4 Participants = 15

Swimming Development Programs

Our Swimming Development pathway Activities included:

✓	Deliver swimming development activities to 3 Urban Indigenous schools	The level of engagement with urban school was identified as a key issue in the delivery of a swimming program. Our resources were applied to regional and remote schools where willingness and support from the school was provided
✓	School Sport attend / support 7 school carnivals per year	1 x Yuendumu School Carnival 178 Participants 1 x Maningrida Carnival 352 Participants 1 x Kintore Carnival 384 Participants 1 x Areyonga Carnival 31 Participants 1 x OLSH Carnival 400 Participants 1 x St Pauls Carnival 80 Participants 1 x Marrara Christian College - 120 Participants 1 x GSL 150 Participants Total 8 Carnivals supported
✓	Provide 50 Coaching sessions to schools per annum	Angurugu Coaching Sessions = 40 /357 participants Yuendumu Coaching Sessions = 3 / 356 Participants Kintore Coaching Sessions = 29 / 384 participants Areyonga Coaching sessions = 10 / 121 Participants Nguui Tiwi Coaching Sessions = 72 / 959 participants Peppimenarti Coaching Sessions = 3 / 35 Participants Angurugu Coaching Sessions = 26/120 participants Yuendumu Coaching Sessions = 23 / 321 Participants Mt Allen Coaching Sessions 2 / 29 participants Yirrkala Coaching Sessions 45/348 participants Nguui Tiwi Coaching Sessions = 10 / 156 participants Total Coaching Sessions = 303 sessions / 3245 Participants Palmerston Primary Cluster = 69 Palmerston Middle and Senior Cluster =49

<p>✓</p> <p>Deliver coaching to 550 participants in school cluster group carnival per annum</p>	<p>Darwin Primary Cluster = 150 Darwin Middle and Seniors Cluster = 83 Katherine Primary and Senior = 60 Alice Springs = 110 Tennant Creek Senior Cluster = 30 Total Metro Cluster participants = 551 Total Remote Cluster Participants = 945 Target 12 Camp = 15 participants Development Camp = 25 participants Parap Primary School = 150 participants Marrara Christian College = 25 Participants 9 and Under Mini Clinics = 18 Participants 9 and Under Mini Clinics = 12 Participants Alice Springs Development Camp = 22 Participants Total 8 Metro programs delivered</p>
<p>✓</p> <p>Deliver 9 regional programs per annum</p>	<p>Angaruga Community 135 +103 Participants Yuendumu Community 178+156 Participants Kintore 83 Participants Areyonga 31 Participants Nguu Tiwi Xavier 52 participants Nguu Tiwi Murrupurtianuwu 224+ 156 participants Peppimenarti 35 participants Maningrida 352 Participants Mt Allen 29 participants Yirkala 101 Participants Katherine JX Clinic =25 Participants Nhulunbuy = 22 Participants Total 15 regional programs delivered</p>

Masters Swimming

<p>✓</p> <p>Governance and administration regulatory and financial reporting. Financial support for delegates to attend national Meetings</p>	<p>Complete all administrative and regulatory and financial reporting requirements of Masters Swimming Australia and the NT Government were met.</p>
<p>✓</p> <p>Volunteer Development Provide financial assistance for coaches to attend Swim NT and ASCTA conferences</p>	<p>One coach was supported to attend the ASCTA Conference on the Gold Coast in May 2015. Three trainee coaches were supported to attend a SAL introductory coaching course in Alice Springs in November 2014. Two NT Branch technical officials were supported to work at the Masters Swimming Australia National Championships in Hobart in April 2015 and one official to work at the 2014 Alice Springs Masters Games.</p>
<p>✓</p> <p>Participation Program The costs of subsidising swimming coaching for masters swimmers</p>	<p>Subsidised coaching was provided to approximately 123 members of the Alice Springs, Darwin and Palmerston clubs over the year.</p>
<p>✓</p> <p>Interstate Participation To financially assist members to compete at National events</p>	<p>Financial assistance was provided to 18 members to attend the Masters Swimming Australia National Championships in Hobart in April 2015.</p>
<p>✓</p> <p>Intrastate Participation To financially assist with the running of the NT Championships. To assist with other interclub events</p>	<p>The NT Branch Long Course Championships were conducted in Alice Springs in October 2014 and the Short Course Champion in Darwin in March 2014. Three Interclub events were staged in Darwin and Alice Springs in November 2014 and January and May 2015.</p>



Intrastate Participation To financially assist with the running of the NT Championships. To assist with other interclub events

The NT Branch Long Course Championships were conducted in Alice Springs in October 2014 and the Short Course Champion in Darwin in March 2014. Three Interclub events were staged in Darwin and Alice Springs in November 2014 and January and May 2015.



2015 Outlook

The proposed operational plan and budget for 2015 contains a shift in the daily operation of SNTI toward the objectives outlined in the new Strategic Plan.

The key changes in the operation of SNTI will be:

- To increase and support swimming participation activities in the metropolitan schools, communities and remote areas and offer coaching and athlete development pathways to those potential swimmers
- To implement participation activities at grass roots levels that include Learn to Swim, and Junior Dolphins program.
- To build on the ISR indigenous swimming program with the aim of creating new swimming members using a school swim club model, and reviewing the fee structures of remote area club swimmers to improve the financial sustainability of the indigenous swimming programs
- Increasing the total number of members of SNTI to over 1,500 this year.
- Work with member clubs to improve governance, inclusion and participation at club level.
- Increasing the number of ASCTA qualified coaches and improve the knowledge of our coaches in Northern Territory.
- Increasing the numbers of technical officials to ensure the athletes and events are compliant with regulations.

To achieve these goals, the operation of the business and resources have been refocussed on achieving those objectives

1. A larger percentage of SNTI labour effort will be used to develop and manage participation in learn to swim and junior dolphins programs.
2. A larger effort will be made to assist school based swim clubs in remote communities to build numbers of SNTI members
3. A larger effort will be made to generate new coaches in the Territory, through a program of mentoring and direct assistance with club support.
4. Implement a technical officials program to encourage individuals and clubs to generate more technical officials on pool deck
5. To deliver a sustainable financial outcome for the members and stakeholders