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Who is Squash & Racquetball Victoria?



Vision:

Engaged Players
Strong Clubs
Great Values
World Class Events

Mission:

Our purpose (mission) gives shape to our goals and our actions:

We will promote the sports of squash and racquetball as fun, healthy, progressive and inclusive sports that can be enjoyed for life.

We will create accessible and innovation products and pathways for people of all ages, backgrounds and abilities to realise their squash and racquetball dreams.

We will create more participation opportunities by facing growth and development in the operation and sustainability of our clubs and values.

Values:

Our values underpin the culture of Squash and Racquetball in Victoria:

We will, at all times, in dealing with stakeholders, partners and participants in the sports, act with integrity, respect and in the best interests of Squash and Racquetball.

We embrace innovation, inclusion, equality and excellence.

We strive for accountability with our members, transparent and collaborative in our approach and aim to attain and uphold the highest professional standards across our many activities.

Here to help you activate your club.

Utalise our program materials and support to boost squash at all levels.

<u>Juniors</u>	<u>Adults</u>	<u>Events & Club</u>
		 CLUB VOLUNTEER SUPPORT
		 ONLINE CLUBS COMPLIANCE
		 S&RV INSURANCE PROVIDER
		 JUNIOR PERFORMANCE PROGRAM

Talk to one of our friendly staff directly
Contact details on back page

Profit & Loss Statement for the year ended 31 December 2019.

<i>Income</i>	2019	2018
Grants	\$175,318.00	\$89,759.09
Affiliation Fees	\$172,906.09	\$156,341.65
High Performance	\$52,154.58	\$52,845.29
Development	\$68,808.31	\$41,114.85
Events	\$40,798.75	\$59,341.09
Other Income	\$101,252.31	\$87,488.99
	\$611,238.04	\$486,890.96

Expenses

Administration	\$82,152.03	\$74,011.56
Affiliation, Insurance & Matrix	\$72,109.88	\$91,226.93
Wages & related Cost	\$139,637.74	\$108,316.76
High Performance	\$54,703.17	\$48,542.31
Development	\$186,090.51	\$70,420.98
Events	\$63,849.55	\$9,142.96
	\$598,542.88	\$81,661.50
Nett Profit	\$12,695.16	\$5,229.46





General Managers report.

2019 has been a year of change and steadying of the organisation. The year began with the incredible support of Lao Biesbroek acting as CEO to save on wages from the financial position Squash & Racquetball Victoria had found itself in. With thanks to Lao, we can now report a profit of over \$10,000 for 2019 and we are in a good position now to continue building a great organisation capable of supporting our member clubs and venues again.

Having been appointed at the end of March, and after reviewing our operations, it was clear our direction to support and grow our sport, included reuniting all factions.

With a commitment to visiting and understanding what our members (clubs, venues & community) want and need, we are confident we are gaining an understanding for all views across our State. We are still going through this process. Our members are now receiving regular and consistent communications, we are starting to support volunteers, supporting initiatives in bringing the sport to more people, 'how to' for the many things required to manage and develop our clubs and venues, and, ultimately, for the State body to raise the profile holistically with the National body as the way to bring visibility back for our great sport.

Squash & Racquetball Victoria have many participation programs that were being run inefficiently, so we have begun reviewing and improving them throughout the year.

Hits and Giggles (women's only program) has been somewhat revamped, and we are now seeing a pickup of more clubs utilising this program and as a result, seeing over 150 women into our sport State-wide in 2019.

OZ-squash is an under-utilised, fully funded introduction to our sport for primary age which also gains a level of visibility, this is another avenue we are working on. Thanks to VicHealth funding, we have been able to develop a new participation program named Squash & Racquetball GO!

to engage with an age group that are missing in our membership, namely teens, It is important to note, that without this age group coming through in reasonable numbers we will miss an entire age group of supporters, contributors and participators in our sport. Although this is a challenging age to introduce into our sport, I encourage all clubs and venues to consider running this program, so we do not miss a huge opportunity. We have also managed some small case-study S&R GO! Programs into secondary schools late in the year which were successful in engaging our sport with over 200 teens. We will undergo the development of a junior rejuvenation plan for S&RV throughout 2020 with a plan to roll it out as early as possible in 2021 if funding allows. We note that introducing squash and racquetball to children is paramount to the future success of our sports, and this will be a priority for the incoming board and our team.

Throughout 2019, our junior State program had some fantastic vibrancy and passion. The model of bringing more regular and grouped training to enhance the monthly centralised sessions resulted in a very successful runner-up placing at the 2019 Australian Junior Championships. With the importance of team building and the positive nature of regular training together being critical, we have made some improvements and now rolled out the Junior Performance Program with a new look and feel headed up by State coaches Cassie Thomas ex-world number 1, and current professional player Selena Shaikh.

Our small part time Squash & Racquetball Victoria team in 2019 has included Brendan Perry managing the competition being events and competitions, Meredith Hodson manager of program development and delivery, and myself. The late addition of support from Raj Nanda has been welcomed on his return from abroad. We also have Donna doing our book-keeping and Todd, a university student who helps manage our membership and club/venue affiliation databases. I am so proud of the team and what we have delivered to in excess of 70 affiliated clubs and venues. Without the passion and this team working so closely together, we would not be

in a positive position right now to be able to take a massive step forward in 2020. I thank each one of these individuals for their support above and beyond a normal expectation.

Squash & Racquetball Victoria were able to partner with the local councils of Shepparton and Bendigo once again to raise a considerable level of support to host regional PSA events on the worldwide calendar, as were the metro based PSA events, our Victorian Open and The Squash Melbourne Open. We were unable to gain much support for our own Victorian Open which was a reduced event for 2019 due to a lack of funding, while The Squash Melbourne Open was managed without support from S&RV. These events were all still very well attended and provide a fantastic opportunity for our local stars to continue gaining world ranking points without having to travel and also raise the overall profile of our sport areas across Victoria and interstate.

The Grand Prix circuit of tournaments are now a well-known commodity in Victoria, heavily supported by many regulars and the trends are showing an increase in numbers participating including juniors and adults. These have shown a great opportunity for small clubs/venue members to participate and meet different players, as well as the larger clubs/venues to network and learn from each other while supporting events as a whole. This has impacted our community at an incredible level, and we would encourage those not participating to engage with this circuit for the betterment of our sport.

Many Stakeholders involved in the Metro Competitions have given us feedback regarding a need for change and this has been heard. We are in the planning stages to fully review opportunities for change, which will be pursued during 2020. We have a unique competition and we must have the ability to adjust to the needs of our community and new waves of our members.

We hope to see all clubs be supportive of this review and put forward recommendations to the future vision of our competitions within the metro area. We need to grow the competitions to support players, clubs and venues.



I would like to acknowledge the many volunteers at differing levels of all clubs, team captains, club coordinators as well as the league/pennant administrators. Without this valuable investment of time, passion and drive from each and every level we aren't able to sustain what a fantastic opportunity this brings to the players.

Bryan Bird was one of our greatest administrators that supported these functions and it is so sad to see him not involved any longer. I wish him and his health all the best.

We are finding more and more clubs/venues seeing the benefits of managing some parts of their administration via SportyHQ, particularly their competitions or leagues. Being part of the big picture using the State platform allows us to know ratings of many of our sporting community and enables better matchups among the benefits. We are looking forward to many more clubs/venues taking up this free software that can save time and allows us to give added support.

The junior circuit is important to S&RV, and toward the end of the season we began trying some small changes to the way the events are held with some success. Engaging with the parents of the children playing in these events has given us significant insight to enable us to add further events throughout 2020, encouraging the growth in these events and a junior community playing, training and socialising more often.

We have significant support from the State Government by way of funding specific projects and programs. This does fluctuate year to year, but in 2019 we were funded by VicHealth to develop a program for inactive teenagers spanning three years, aimed directly at engaging them with our sport. This has been Meredith's prime role at S&RV. Due to changes in the organisation in the first year of the program development we fell slightly behind and were given an opportunity to purchase a system that would have the possibility to change the way we engage with youth. Enter MultiBALL, a portable interactive wall to support the engagement with

our sport in a whole new way. This is still being trialled to determine in what capacity it is best used to support the engagement of youth with our sport, as well as clubs and venues gaining access to it. We have many clubs/venues really interested and supportive of this new way of thinking and expressions of interest are being filled out for those wishing to be considered for setups of the system.

VicHealth also provided a lot of support to our initiative of an exhibition at Melbourne Sports Centre in November, a catalyst to bring the squash & racquetball community together in a way never done before. It was also a manner to further engage with our community to establish just how badly they want to see a major event in our State to possibly rejuvenate our sport. The primary goal would be to establish a major Tournament with much of the profits going directly into our junior programs and to our efforts to raise our profile. This was a massive success and with over 300 people attending for no cost at all to the spectators, we supplied tickets to each affiliating club to spread as they so wished.



This was a worthwhile event with so much positive feedback calling for it to be a more regular event.

We believe that we have established that our community wants this, and we are now in a position wanting to move forward and requiring some supporters to help make this dream a reality.

Sport and Recreation Victoria is another entity that have been supportive, and we have worked hard to build a strong relationship with them so they can better understand our priorities and direction. We gained a travel grant which directly helped our State junior team to travel to Tasmania, and in the latter part of the year we have been successful with two of our projects. The two projects include Racquetball Rebels, a program directed towards school-based introduction then moving into clubs and venues.

The second being an affiliation support from S&RV which is over and above what we currently offer supporting clubs/venues unable to administer their own club. Only low-level funding support but this gives S&RV the opportunity to offer more than in the past.

Finally, we were also successful in gaining operational funding to support our staff and administration which will go directly to helping us offer better

service to clubs and venues.

In the last week of 2019, we were successful in obtaining funding from VicSport for a substantial level of consultancy from a participation expert. We are very excited by this and what it could achieve, with two main focuses being a review of our current metro competitions space, and junior introductory proposals. Focus from an unbiased specialist in these reviews could be fantastic to make further steps forward for our sport in Victoria.

To round out the overall financial position, our success with grant income has given us the opportunity to grow our team into 2020 and deliver outcomes from these sources.

Venue and player affiliation have improved, partly due to new clubs re-affiliating after some years not seeing the benefit, grant income was significantly higher as discussed above, these being the major reasons for increased revenue.

Salaries have increased as a result of a General Manager (Lao had worked acting CEO as volunteer) and other administrative requirements such as our membership coordinator managing SportyHQ in its initial stages with speedbumps which took significantly longer than budgeted.



Our focus on how every cent was being spent has meant that although we had budgeted an operating profit of \$3,000, we have ended the year with a \$12,000 surplus, an extremely pleasing result.

Our board met 9 times across the year and most meetings of considerable length due to the need of massive changes to the organisation. I would like to take this opportunity to thank each and every board member for their proactive approach, support and advice over the year that has moved the organisation into a positive position with many exciting things happening in the short future.

Still very much work to be done.

*Russell McLean
General Manager*

Presidents report.

As Lao Biesbroek reported last year 2018 was a challenging year and I have to say that 2019 has been equally challenging both at the State level and the National one.

At the 2019 AGM the complete Board resigned as did the members of the various committees meaning that a new Board was elected with only 2 members (Olivia Coles and Kevin Quick) from the previous year being re-elected.

The newly elected Board was comprised of Sarah Fitz-Gerald, Olivia Coles, Leigh Evans, Karen Cagliarini, Kevin Quick and myself.

At our first Board meeting it was decided to co-opt Paul Vear as one of the non-elected Directors and I was nominated as President, Sarah Fitz-Gerald as Vice President, Kevin Quick as Treasurer while Paul Vear became Secretary.

At the same time our new General Manager, Russell McLean joined us. We were a pretty inexperienced bunch as far as the overall management of the organisation was concerned and the history of the previous years activities.

At the same time several issues came to light concerning the election process which meant we needed to review in detail the Governance situation concerning the election and the Constitution. This has been an ongoing action and has resulted in the SGM held last month and the subsequent temporary change to the voting rules for this years AGM and the drafting of a revised Constitution more in line with the National model. This Constitution is one of the motions at this year's AGM. I hope it will be approved so that we can move ahead with a little more stability.

However, one result is that, yet again, the complete Board has agreed to resign and represent for re-election to make sure we are fully compliant.

Happily, our GM is still in place, and will be able to continue the implementation of a number of key strategies established during 2019.

One of those strategies has been to focus much of the development of our Junior activities. Darcy St John and Sam Ejetmai continued their journey with the TDA for 2019 with some success and particu-

larly their team approach. However, both Sam and Darcy decided not to continue their participation with the program for 2020. We have been able to revamp the TDA which is now the JPP (Junior Performance Program) and keep participation costs at a low-level while being able to provide financial assistance for our juniors to participate at the Junior Oceania Tournament. We have also welcomed Cassie Thomas as Program Co-Ordinator and State Coach as well as Selena Shaikh. Raj Nanda is also part of the Team as High Performance, S&RV. With the other members of the team we are sure that the future is looking bright for our Junior players. We encourage all clubs and venues to pursue as strongly as they can their junior development and we will be ready to assist where we can.

As mentioned in the Lao's report the Subgroups formed at the end of 2018 were intended to be in active much earlier but due to the learning curve and, to a certain extent, Kevin's health issues this took a back seat but is being revitalised for 2020. These subgroups should greatly assist Russell in his tasks going forward, as well as the Board.

Many of you will have been present at the exhibition match between Ramy Ashour and LJ Anjema. This event took considerable organisation and I would like to thank the team that put it together, Dan Kneipp, Sarah Fitz-Gerald, Russell McLean and myself. We were able to obtain funding from a number of sources but primarily VicHealth. With over 300 people at the event and with the action live streamed the general feedback was extremely positive and pushed Squash back into the spotlight. VicHealth was extremely positive, and this has, to a degree, guided the Boards strategic thinking on how we position Squash & Racquetball going forward.

I have personally spent a significant amount of time working with the President's Council to address the issues with Squash Australia.

In last year's Annual Report, the "One Sport" model from Sport Australia was highlighted. Unfortunately, the limited engagement from most sporting bodies has meant the Federal Government has abandoned this approach. This initiative is no longer on the table.



Key amongst other issues were the cost and value of our affiliation fees as well as the increasing feeling that Squash Australia had not understood that their members, and therefore key stakeholders, were the States. This was highlighted at the July National Conference and again at the November AGM.

At the AGM a new Board was elected with a couple of significant changes, not least of which was the non-election of the previous President David Mandel. The new President is Jo Brodie and 2 new members were elected. A number of key requests from the States concerning Finances, and deliverables to the States, has resulted in an ongoing financial review of Squash Australia operations as well as the acceptance that clear and agreed Service Level Agreements need to be established between Squash Australia and the States. Watch this space.

In the meantime, as a result of our discussions, our affiliation fees have been reduced which will obviously assist our finances for 2020.

On the subject of our finances I am happy to report that we have managed to stay in the black thanks to the efforts of Russell and his team and the approach and focus of the Board. We must continue to make sure every action we commit to has been costed and resourced and can be delivered. We will deliver what we promise.

Given the extent to which we rely on Government Grants to fund our initiatives part of our drive for 2019 was to establish a closer relationship with VicSport as well as VicHealth and Sport and Recreation Victoria. Russell has been quite successful in this and we need to continue our actions. However, it is clear we need to review our operating model

which is largely based on affiliation of competition players and venues. With the significant rise in Social Players we must find a way to engage with them.

Towards the end of 2019 we lost the services of Bryan Bird who has been a pillar of Squash in Victoria for many years. Unfortunately, Bryan's illnesses have meant that he is no longer able to carry on with the Pennant organisation. We will sorely miss Bryan and wish him well.

Many thanks to all those involved in Pennant and Club Circuit which are still the backbone of our competition activities and particular thanks to Brendan Perry and Tony Nash.

Please support as many of the Victorian Tour Open events in 2020 as well as the PSA events being held throughout Victoria in 2020.

Finally, I wish to thank my fellow Board members for their time and commitment to making sure that Squash and Racquetball Victoria remains a viable and vibrant organisation that can continue to support and develop our sports in Victoria and Australia.

I particularly want to thank Russell McLean who has truly put heart and soul into this organisation in the last year. Without the opportunity to shadow his predecessor he has had to enter into negotiations with little background detail being available to him and he has done an excellent job. We wish him well for the coming year.

Adrian Boden
President

Victorian racquetball committee report.

There were six Victorian Racquetball Grand Prix Tournament Circuit events held in 2019, receiving 735 entries, an average of 123 per event, plus the 2019 Commercial Club Albury Australian Open which was again superbly hosted by two S&RV members, the Commercial Club Albury – Squash and Racquetball Section and the Wodonga Squash and Racquetball Association, securing a further 218 entries.

A very special thank you to each of our 2019 tournament directors; Ian Chalmers (ESRA & Victorian Opens), Barry Patterson (Wangaratta Open), Elisha Mitchell (Geelong Classic), Tara Pilvern (Ballarat Open), Chris Fuhrmeister (Lakes Classic), plus Ross Falconer (Australian Open), and their respective committees, as they do a fantastic job to keep each event and the Victorian tournament circuit running smoothly, plus make remarkable contributions to the sport of racquetball on a day by day basis.

Shane Skidmore has once again been a great asset for the sport and attends all events. During 2019 he was very active, being heavily involved at each event in the running of the tournament, plus introducing several new initiatives which have proven to be most beneficial for the sport of racquetball.

During the year there were six events, including the Australian Open, live streamed which attracted large audiences, courtesy of Leon Faustini and his company Reneon, who covered the total cost for all events, for which the total racquetball community are most grateful.

Special thanks also to Peter French who has been coordinating all the Australian Racquetball Facebook postings for the past four years and keeping everyone up to date with what is happening in racquetball, including regular event filming and updates.

A very special mention to the following players for their outstanding support; Charlie Stevenson, Garry Pedersen, Sue Dunlop, Ross Falconer, Michael Smits and Sylvia Tiet, who played in all six Victorian Grand Prix Circuit events held in 2019.

Sue Dunlop also played in all five of our National Grand Prix Circuit events, a fantastic effort

Once again Victorian players dominated both the Victorian and National Grand Prix Circuits in 2019 – congratulations to all those winners listed on the Events pages of the Annual report.

Victorian members took out nine of the ten National singles titles, six of which were juniors, at the 2019 Australian Open Championships, held at the Commercial Club Albury during October, plus nine of the ten Victorian Open singles titles held at Genesis Wantirna in July.

Victorian members also claimed all ten National and all ten Victorian Grand Prix Circuit Singles Champion Awards for 2019, along with five of the six national and all six Victorian GP Circuit Doubles Champion Awards.

Sadly, during 2019 we lost our lovely God Mother of our sport of racquetball Wangaratta's Heather Meldrum, and the Australian Racquetball Association has honoured her by naming the Australian Junior Girls Singles Championship after her as she was an enormous proponent of junior racquetball, with the inaugural winner being Amelia Brigden.

The President's Choice Commercial Club Junior Scholarship Award sponsored by Andrew Sobolewski and all the Grand Prix tournament hosts was won by ten year old Connor Haberecht, and he received \$200 to put towards his coaching and training expenses, plus free entry into every Grand Prix racquetball event held in Australia in 2020.

The Squash and Racquetball Victoria Awards for the most promising Junior Boy and Girl Under 15 years of age were won by Xavier Brigden and his eleven-year-old sister Amelia respectively, with each receiving \$250 in private coaching from Cam White and Sarah Fitz-Gerald respectively.

The Australian Open Teams Challenge comprised participants from twenty-three clubs, with the Commercial Club annexing the first prize of \$250, SS&A received \$150 for second place and Wodonga S&RA taking out third place and winning \$100.





Special recognition also to the King and Queen of our sport, Cam White & Sarah Fitz-Gerald, both undefeated for nineteen and eleven years respectively, and who are also fantastic ambassadors for racquetball.

In 2019 White won his eighteenth Australian Open crown, this equals the legendary Heather McKay's record who was unbeaten in squash for eighteen years, with Fitz-Gerald claiming her eleventh National Women's Open title.

The Nursery event for our sport is the Victorian Primary Schools Racquetball Team's Competition which commenced in 2005, and consistently draws entries from across the state. Congratulations to all teams who reached the 2019 State Finals held at MSAC, and it was Mt. Waverley Primary School taking the honours for the Boy's title, defeating Lucknow Primary School in the final two matches to one, with Holy Spirit Lavington led by Amelia Brigden, claiming the Girl's crown over Mt. Waverley Primary School, also two matches to one.

Special thanks also to Elwyn Langford(Wodonga) and Ross Falconer(Commercial Club Albury),

plus their great team of helpers, for the outstanding work with the primary and secondary schools within the North East region over the past three years, which has provided us with enormous feedback and data for the development of a state wide junior program.

Racquetball in this state would not survive without the enormous input and support provided by a large army of dedicated racquetball personnel, including my fellow Victorian Racquetball Committee members, who I would like to pay very special thanks too.

Committee Members: Ian Chalmers, Shane Skidmore, Barry Patterson, Elisha Mitchell, Tara Pilvern, Chris Fuhrmeister and Ross Falconer.

***Paul Vear
Manager Victorian
Racquetball Committee***



Governance.

This year has been another year of transition. With an all new Board and no remaining members of the Governance or Nominations Committee, we were not able to establish either committee before this year's AGM.

This does not mean that the Board did not address a number of Governance issues during the past year.

Key amongst these has been the creation of a revised Constitution which has been distributed to all members and which we are sure will be passed at the AGM if we have 30% of votes available. The need for a 30% quorum highlights the importance of our Postal vote system as demonstrated at the SGM where the Postal votes were critical in achieving the positive result.

We have also focused attention on updating the contact register as it would appear that many of our clubs have not updated their contact details or Board members recently.

With the changes to the Constitution and tenure we will have more continuity and this will enable the Board to establish the necessary committees to continue the focus on Governance and our alignment with both State and Federal policies concerning Associations.

*Adrian Boden
President*



Finance & risk.

Squash and Racquetball Victoria ended the 2019 financial year with revenues of \$611,056 compared to 2018 of \$486,891.

The increases in revenue mainly relates to increase funding received during the year for government grants.

Membership revenues increased steady year on year due to been more efficient in this area

Overall the net profit for the year was \$13,522 compared to \$5,230 in 2018. This was primarily driven by a lower cost base and also having a volunteer CEO for the first 3 months of the year which helped reduced staff wages for the year.

Requests to see a copy of the full financial reports please contact S&RV office directly.

info@squashvic.com.au

Board attendance.

	Adrian Boden	Sarah Fitz-Gerald	Paul Vear	Kevin Quick	Olivia Coles	Leigh Evans	Karen Cagliariari
April							
May						(via skype)	
May (2)							
July				(via skype)			
August							
September							
November							
December							
January							
February							
Total attended	10/10	8/10	9/10	9/10	7/10	10/10	7/10

Pennant report.

Pennant continues to be the staple event of our sport. From country towns across the state to metropolitan regional competitions, it is where players develop their skills and make their mark on the sport. In Melbourne, the Club Circuit competition fields the most teams followed by Southern Squash League and State Grade competitions.

State Grade Pennant.

Summer State Open Pennant 2019:

	Winner	Runner Up
Grade 1	Westerfolds Templestowe (1)	Squash Logic Melton (1)
Grade 2	Fitzpatrick (1)	Epping (1)
Grade 3	Westerfolds Templestowe (2)	Fitzpatrick (2)

Winter State Open Pennant 2019:

	Winner	Runner Up
Grade 1	Squash Logic Melton (1)	MCC Corio (1)
Grade 2	Focus Gladstone Park (1)	Epping (1)
Grade 3	Fitzpatrick (2)	Fitzpatrick (1)

Spring State Open Pennant 2019:

	Winner	Runner Up
Grade 1	Squash Logic Melton (1)	MCC Corio (1)
Grade 2	Melbourne University (1)	MCC (2)
Grade 3	Fitzpatrick (2)	Monash University (2)

Referee report.

2019 continued on from 2018 as another busy year for Victorian referees.

Two more referees joined our ranks as club level referees.

A number of our State and National accredited referees successfully completed their re-assessments whilst one state level referee successfully upgraded his skills to National level.

Currently, several more are working to upgrade to either state or national level and a number of potential referees are at present working through the theoretical components at club level.

In 2019, most tournaments employed at least one paid referee. These tournaments were also used as opportunities for re-assessment, coaching and general support (in particular the junior tournaments to educate and assist the juniors. Referees attended these tournaments on a volunteer basis.)

Rent-a-ref requests continued to grow in 2019, we filled over 80 requests for referees for pennant finals, mainly in the Club circuit competition.

2019 saw additional referees present rules nights for pennant players. This continued to be a good opportunity for players to brush up on the refereeing skills and also for interested players to enquire about becoming referees themselves.

We expect that 2020 will see the refereeing committee expand their efforts.

Aims for 2020 include,

Having two official referees present on the Sunday of every GP tournament.

Having one official referee present at every metro and country Junior tournament.

Implementing a statewide eyewear policy for juniors.

Holding a National refereeing workshop for existing referees, and also a beginner workshop in conjunction with the Victorian Open.

I wish to thank the refereeing committee Anthony Morris, David Cowell, Steve Murray, Lou Morsch and Christie Higgins for their tireless efforts in 2019.

And in addition, Damien Green and Harvey Bowlt for their continued support and mentoring.

Lee-Anne Carpenter

(Chair of the refereeing committee)



Legends, hall of fame & life members.

Legends

The legends award is to recognise those Hall of Fame members who, following Hall of Fame induction, have continued to distinguish themselves at the highest level for a period of at least five years and in doing so have offered inspiration and example to others in the Victorian squash and racquetball community.

- Bryan Bird,
- Brian Boys (DEC)
- Vicki Cardwell
- Judith FitzGerald
- Sarah Fitz-Gerald

- Geoff Hunt
- Lindsay Pattenden
- Paul Vear
- Gordon Watson (DEC)
- Margaret Zachariah
- Cameron White
- Betty Meagher (DEC).

2019 Inductee:

- Tom Spark
- Peter Wright

Hall of Fame Life Members

- Matt Ahern
- Betty Meagher (DEC)
- Bryan Bird
- Bill Bowker
- Brian Boys (DEC)
- Vicki Cardwell
- Sue Cullinan
- David Donnelly
- Kevin Fidock
- Eddie French (DEC)
- Judith FitzGerald
- Sarah Fitz-Gerald
- Roger Flynn
- Geoff Hunt
- Vic Hunt (DEC)
- Allen Minchington
- Gavin Murphy
- Lindsay Pattenden
- Paul Price
- Thomas Spark
- Paul Vear
- Gordon Watson (DEC)
- Gary Westbrook
- Cameron White
- Geoff Wilcock
- Judy Wright
- Peter Wright
- Margaret Zachariah
- Brendan Woodford

2019 Inductee:

- Anthony Hill

- Geoff Argæt
- Noelle Bartling
- Bryan Bird
- Ken Bolle
- Brian Boys (dec)
- Jim Bristow
- Elaine Broadway
- John Broadway (dec)
- Neville Caine
- Ian Carson (dec)
- Mervyn Davidson
- David Donnelly
- Jack Ellery (dec)
- Eddie French (dec)
- Judith FitzGerald
- Chris Fuhrmeister
- Bev Garfield
- Penry Green
- Denise Hill
- Bill Hunt
- Geoff Hunt
- Patricia Hunt
- Vic Hunt (dec)
- Angus Kerr (dec)
- Ian Kitto
- Faith Lacey
- Jim Lambert (dec)
- John Link
- Libby MacDonald
- Elva Maroney
- Betty Meagher (dec)
- Allen Minchington
- John Moline (dec)
- Joan Morey (dec)
- Steve Murray
- Sid Myers
- Ken Oaten
- Sylvie O'Neale
- Lindsay Pattenden
- Bill Patterson
- Joan Rival (dec)
- Shane Skidmore
- Margaret Smith (dec)
- Barry Taylor
- Ian Tod (dec)
- Pam Van Huizen
- Martin Welsh
- Mervyn Weston (dec)
- Brendan Woodford
- John Wreford
- Peter Wright
- Margaret Zachariah
- Brian Galt-Smith
- Ian Kent Robin Reed
- Rosalind French
- Bert Armstrong
- Karl O'Leskin

2019 Inductees:

- Robyn Howard (nee Kennedy)
- Brendan Perry

Eddie French Junior Coach of the Year

In 2015, Squash and Racquetball Victoria established the Eddie French Junior Coach of the Year Award which is designed to recognise junior coaches of the past and present, who mirror the ideals, coaching and mentoring skills of Eddie French.

2019 Inductee:

- Cassie Thomas (nee Jackman)

2018: Peter Baines

2017: Richard Cagliarini

2016: Karen Cagliarini

2015: Roger Flynn

Sarah Fitz-Gerald Junior Award

Previous winners:

- Sam Ejtemai (2),
- Tyler Hawkins,
- Aaron Maidment,
- Jessica Graham
- Dylan Molinaro (2)

2019 Inductee:

- Courtney Scholtz

S&RV Volunteer Award

In 2011 Squash & Racquetball Victoria initiated the S&RV Volunteer Awards. Designed to recognise the vital contribution that volunteers play.

Previous winners:

- Carolyn Ayres
- Lucas Bediaga
- Colleen Bell
- Penry Green
- Kevin Healy
- Thomas Nguyen
- Jodi Wilkinson
- Ghen-Tze Goon
- John Kostiw
- Jacqui Williamson
- Garry Pirie
- Jason Holmes
- Julie Blackie
- Valma Bourne
- Elias Stergiopolous
- Greg Ikin
- Elizabeth Lopes
- Damian Maidment
- Sylvia Tiet
- Steve Ibbott
- Jeanette Barton

- Elisha Mitchell
- Corey Robertson
- John Webber
- Darryl Henderson
- Paul Flood
- Amanda Hamilton
- Ian Kirkby
- Lao Biesbroek
- Brian Elton
- Shane Skidmore
- Mark Soutar
- Kevin Quick
- John Tobin
- Ross Falconer
- Don Groom
- David Crossley
- Jessie Yeung
- Marcia Ratcliffe.

2019 Inductees:

- Helen Collins
- Kass O'Kelly
- Barry Reid
- Katie & Mark Smith
- Ian Chalmers

S&RV Volunteer Patron

- Sarah Fitz-Gerald

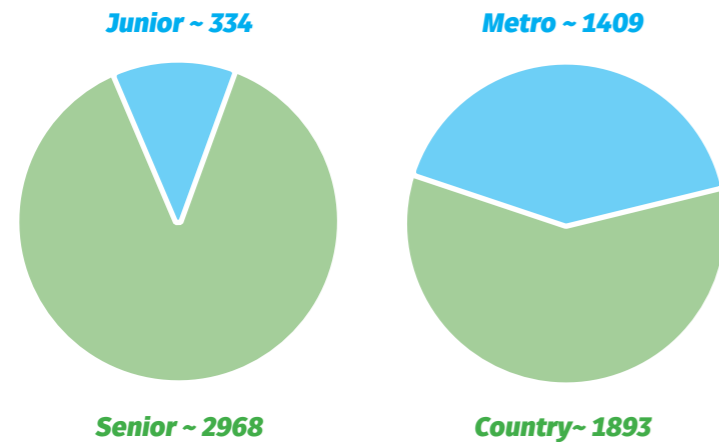
Membership.

The total membership for Squash & Racquetball in Victoria is 3302. Shown in some graphs below, it's exciting to see that not only is there a slight growth in our memberships, partly due to a small number of clubs reaffiliating after some years, but also noting our age demographic is shifting to a younger community.

Our membership is showing a more similar division of numbers between country based and city based than expected, which is an interesting result. Perhaps this shows that country members are more active playing more regular and active in more events etc. We do understand many of our metro community do not affiliate/pay membership unless

they are required to – by playing in one of the interclub pennants. This is something we need to focus on as a sport as how to we connect with this group to be recorded, and engaged better within our sport.

Junior comparison to adult member numbers and age demographics will reflect some information missing as our records don't have DOB for a small percentage, but this was important for us to show a need to our strategies to include junior growth for the continuation of rejuvenation of our sport in our State. The peak age for our sport currently sitting in the 20-30 year old age bracket gives us some positivity in our outlook.



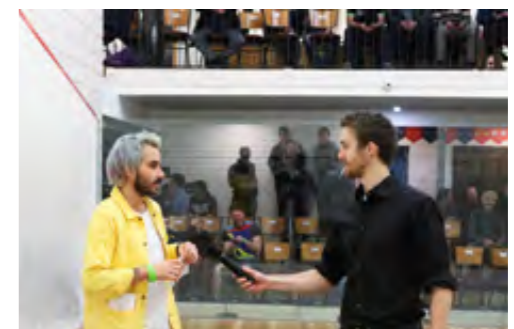
Age	%	Members
0-20	17.4%	396
20-30	19.8%	451
30-40	19.3%	440
40-50	17.9%	407
50-60	13.8%	314
60+	11.8%	269



Where our members play.

Essendon	1	Cobden	41	The Squash Melbourne Club**	80
Inspired Peak Performance Squash	1	Corio Squash	44	Commercial	88
Gladstone Park Squash Club	3	Mildura	44	Bentleigh	89
Gladstone Park Junior Squash Club	4	Tonic	46	Hume City Squash and Racquetball Club	91
Eliza Village	5	Moe	47	GPHC	94
Epping	5	Melbourne University Squash Club	48	Horsham	95
REGGIO	5	Monash University Squash Club	48	Kooyong	101
Fitzpatrick	8	Lakes Squash	49	Maffra	101
Beaconsfield	9	Benalla	52	RACV	107
Squash Logic Melton	9	Mountain District Squash & Racquetball Club	60	Warrnambool	109
St Arnaud Squash Club	11	Hamilton	61	Bairnsdale	111
Timboon	11	Portland	61	MCC	121
Westerfolds - Bayswater	11	Albury	63	Wodonga	135
Lilydale	14	Westerfolds - Templestowe	63	Ballarat	140
Sandringham	14			Bendigo	144
La Trobe University Squash Club	15			Mulgrave	345
Lowan	16				
Casterton	19				
Swan Hill	20				
Tallangatta	20				
Kyabram	22				
RSY	23				
Terang	24				
Towerhill	25				
Alexandra	28				
Stawell	29				
Cohuna	30				
Macedon Ranges	30				
Numurkah	30				
Yarrowonga	30				
Veneto	33				
Westerfolds - Albert Park	33				
Goulburn Valley	34				
Corio Racquetball	36				
Baw Baw	37				

TOTAL MEMBERS 3323



Pictured: Exhibition match and community engagement at Westerfolds 2019

Australian Junior Championships.

Devonport hosted the AJC this year which features a plethora of Junior talent from across the country. Significant Victorian results were:

Dylan Molinaro – Semi-finalist U/19 boys

Andre Lynn – Winner Boys U/15

Connor Hayes – Semi-Finalist boys U/15

Darcy Hayes – Semi-finalist Boys U/13

Pranay Bhutani – Semi-Finalist Boys U/13

Gabrielle Baines – Girls U/15 runner up

Courtney Scholtz – U/15 girls Quarter Finalist

Joanne Joseph – Girls U/13 Semi-finalist

In the teams event, the U/13 and U/15 boys and girls won their age group and overall we finished second, our best result for a number of years. Well done to all who contributed.



State Junior Titles.

Westerfolds Templestowe hosted the Junior State titles in late June. 75 entrants participated across all age groups from U/11 through to U/19 events.

Boys U/19

Tasmania's Toby Moore defeated local entrant Dylan Molinaro 12 -10, 9 -11, 11 - 9, 11 - 2.

Girls U/19

Queensland's Katie Davies defeated South Australia's Kate Winters 11 - 7, 11 - 9, 11 - 13, 11 - 4



Professional Squash Association. (PSA)

Bendigo

Major sponsor being the City of Greater Bendigo, this event was a fantastic and successful event for the region from an economic perspective bringing many international and local Victorians into the region.

Attracting 150 participants across the Open and Graded divisions, some of the best in the world participated in this PSA Challenger M5, W5 event.

The club ran the event successfully with the committee voluntarily managing the facility, the draws and kitchen operation. Thanks to all who made this a fantastic success for the region.

Squash Melbourne

With thanks to a major contributing sponsor, City of Kingston, Squash Melbourne were the other PSA event on the 2019 calendar, and only Challenger M5, W5 in the Metropolitan area in the year.

The venue has completed a considerable makeover in recent years as the largest in Melbourne, which is an attractive venue for players International and regional to compete at.

Shepparton

Greater Shepparton was the major sponsor for this event, and are very proud to be partnering with Goulbourn Valley Squash Club and Squash & Racquetball Victoria to provide such a great exhibition of matches in the International Open, as well as the support shown by many local and Victorian players travelling to participate.

G.V. Squash Club have once again shown a significant effort in providing a great event on the calendar for those wanting to travel to regional Victoria. The committee volunteer 100% of the efforts to maintain this successful event. For the first time in their history Shepparton offered a Women's Satellite event on top of the Challenger M5, and showed fantastic support, which should warrant the step up to a Women's Challenger in 2020 for equal prizemoney across the event!



Victorian Open Championships.

Mulgrave Country Club hosted all the action of the Victorian Open for 2019. In the Men's Open, defending champion Rex Hedrick from Melbourne, fell at the last hurdle to France's Victor Crouin.

In the Women's event, Melbourne's own Sarah Cardwell defeated Charlotte Jagger from the United Kingdom three games to love.

75 participants entered the local graded competition.

Results:

Men's: Victor Crouin (FRA) d Rex Hedrick (Aus) 11 - 2, 11 - 4, 11 - 2

Women's: Sarah Cardwell (Aus) d Charlotte Jagger (Eng) 11 - 4, 11 - 3, 11 - 2



Grand Prix Circuit.

Squash & Racquetball Victoria coordinates the Victorian Grand Prix Graded Squash Circuit incorporating PSA Events where players get to see professional squash at its best. Ten Grand Prix events are held throughout the year including the graded events aligning with PSA events. The tournaments comprise of singles events for all standards of squash players. On average 80-100 players participate at each event. PSA events are held throughout the state – Bendigo, Shepparton, Squash Melbourne & Mulgrave allowing most people throughout the state to see high level squash at some stage during the year.

Results for these tournaments contribute to players' ratings. These events combined with pennant

competitions where more clubs are beginning to use SportyHQ help to give players a more accurate rating throughout the state. Numerous clubs throughout the state are taking up the opportunity to use SportyHQ to coordinate their pennant and tournament results. Squash & Racquetball Victoria assist with the rollout of this platform to clubs throughout the state when moving to SportyHQ.

At the end of the year, the player accumulating the most points in each grade (providing they play at least half of the 10 tournaments available) is recognised as the year's Victorian Grand Prix Graded Squash Circuit champion for the relevant division.



Racquetball

The Victorian Grand Prix Racquetball Circuit, incorporating (for 2019) 6 tournaments comprising both singles and doubles events with grades for all standards of racquetball players.

The player with the highest number of points in their grade (providing having played at least 50% of tournaments available) at the completion of the circuit events is recognised as the year's Victorian Grand Prix Racquetball Circuit Champion for that particular grade.

Squash

Squash & Racquetball Victoria coordinates the Victorian Grand Prix Graded Squash Circuit, incorporating (for 2019) 10 tournaments comprising singles events with divisions for all standards of squash players.

The player with the highest number of points in their grade (providing having played at least 50% of tournaments available) at the completion of the circuit events is recognised as the year's Victorian Grand Prix Graded Squash Circuit Champion for that particular division.

Grade	Singles Winner	Doubles Winner
Open	Garry Pedersen (GEE)	Geoff Wilcock (W-BAYSWATER)
Women's Open	Sue Dunlop (COR)	N/A
Grade A	Steve Theologou (LAK)	Sylvia Tiet (MUL)
Grade B	Blake Caspersz (BALL)	Carlos Da Silva (COR) / Tanya Dawson (COR)
Grade C	Michael Smits (LAK)	Michael Smits (LAK)
Grade D	Scott Haberecht (ALB)	None
Grade E	Jacqueline Wilcock (W-BAYSWATER)	Jacqueline Wilcock (W-BAYSWATER)
Grade F	Jessica Wilcock (W-BAYSWATER)	N/A
Junior Girls	Amelia Brigden (COM)	N/A
Junior Boys	Connor Haberecht (WOD)	N/A

Division	Winner	Runner Up
Division 1	Cameron Penna (BGO)	Corey Robertson (CORIO)
Division 2	David Hayes (MELB)	Rivi Liyanage (MUL)
Division 3	Michael Walker [Snr] (COR)	Timothy Bye (LAT)
Division 4	Andrew Curwood (BALL)	Anne Fordham (ROSEBUD)
Division 5	Jesse Reid (COR)	Sue Landy (BALL)
Division 6	Helen Lococo (LOG)	Georgia Carroll (BGO)

Squash & Racquetball GO!

In 2018 Squash & Racquetball Victoria was successful in obtaining funding from VicHealth as part of the Growing Participation in Sport (GPiS) initiative.

Through GPiS and partnerships with sporting associations, VicHealth aims to tackle low physical activity levels amongst 12-17yr olds in Victoria – and for us this is an opportunity to tap into a new target audience. The total funding for the project comes to a total of \$225,000 over 3 years.

The program's development was fast-tracked from January to March 2019. A minimal viable product was tested from March 2019, in the form of a come and try day which developed into a 6-week program. The main focus of Squash & Racquetball GO! is to focus on building confidence and skills – with the teenagers themselves having input into each session too.

Squash & Racquetball GO! has been rolled out across both metro and regional Victoria, and we have seen great retention in the sport post-program. We have run the program every school term since March 2019, in locations such as Mulgrave, Lilydale, Ballarat, Portland, Timboon, Bendigo and Albert Park. A key aspect of the development of Squash & Racquetball GO! has been getting buy-in from the teenagers right from the start. We collaborated with the Youth Affairs Council of Victoria to host a youth consult, where 4 young people provided their insights on squash, the program and how young people want to get more physically active. One of the participants from this consult is currently in the Squash & Racquetball GO! program and continues to provide valuable feedback.

A fantastic addition to the program has been utilising our new MultiBall interactive squash wall. This was able to be purchased using the GPiS funding and helps us engage with young people in new ways. The interactive wall has been a great success at events such as the Geelong Festival of Sport, World Squash Day and the most recent Junior Open Day at Grace Park Hawthorn Club.

It has provided S&RV with the opportunity to expand our participation pathway and build into it an option for teenagers who may have missed out on trying the sport in primary school. Our partnerships with Regional Sports Assemblies, Youth Affairs Council of Victoria and VicHealth have strengthened in working on this program, which we hope will bring future opportunities to squash and racquetball.



Hits & Giggles.



Hits & Giggles is a participation program that aims at getting women on court, no matter what their skill level is. It is a 6-week program that was first released in 2012. Hits & Giggles at Melbourne Sports Centres, Albert Park has seen a marked increase in participation over 2019 and into 2020 – we have seen numbers in the program grow from approximately 8 in total over the 3 levels, to 22 participants this term. With some simple enhancements, we have seen more women take to the court. We also saw the program introduced at Cohuna Squash Club with huge success.

We started using Facebook adverts to reach a new audience, outside our current reach. We also set

up a mailing list so we can keep in touch with the women and advertise each new term of Hits & Giggles. We have increased the pre-program communication to registered participants, so they feel welcome before they even get to the court.

Also using post-program surveys, we have been able to adjust our timetable and activities to better suit the participants and give them the product they want. We will continue to do this, so the program continues to grow. Despite what may seem as simple improvements, these key tasks have taken our program to the next level and we can't wait to see more women joining our sport and building the skills needed to become players for life.



Racquetball Rebels.



We are very excited at Squash & Racquetball Victoria to be re-launching our Racquetball Rebels program. Thanks to project funding from Sport & Recreation Victoria, we will be able to start updating and rolling-out this product to our member clubs and local primary schools.

The program is targeted towards primary aged students and uses racquetball to teach developmental skills for physical education. Racquetball provides us with a great opportunity to tap into the PE curriculum at schools and provide an alternative

pathway to squash.

We are currently developing our resource kit to provide schools and clubs, and look forward to supporting the roll-out of Racquetball Rebels into the Victorian community toward the end of 2020 and into the future.



OzSquash & Sporting Schools.



Sporting Schools is a \$240 million Australian Government program designed to help schools to increase their student's participation in sport. OzSquash is our program within the Sporting Schools initiative, so is a program option for primary schools that are successful in receiving the funding. OzSquash is designed to teach the skills of squash in a fun, play-based program with an emphasis on developing hand eye coordination, spatial awareness and accuracy.

The program is flexible in the way it is delivered; either in the school using a rebound wall in the gymnasium or at a court. Despite exceptionally low numbers in Victoria for the program throughout 2019, we do encourage local clubs to advocate for this program in their community. With the benefit of funding, we have the opportunity to get more schools in the door of our local clubs. At Squash & Racquetball Victoria we are keen to focus on OzSquash in 2020 and will be looking to provide ways we can support this for our clubs and the schools.



Talent Development Academy & Junior Performance Program

In 2019 the TDA continued with much success thanks to the passion and drive from the State Program Coordinators Sam Ejtemai and Darcy St John, with the additional support of coaches Selena Shaikh, David Crossley, Garry Pederson and Peter Baines. This saw in excess of 40 junior participants and a higher level of engagement from a directional change to include more regular group-based training.

The pinnacle junior squash event for 2019 was held in Devonport, Tasmania over a two-week period. Our State players competed in the team's championship as well as the individual event, with an additional 'travelling team' of non-State-team members also competing. Our selected State team achieved the best result in some years, runner-up overall.

The success of the program was based on the heavy focus of building relationships between coaches

and participants, as well as forming team bonds with mutual respect between the players.

This was acknowledged on many occasions by other teams at the National event as to how Victoria acted as a very mutually supportive unit.

At the end of 2019, our program coordinators decided not to continue, giving us the opportunity to refine the program further. This has led to over 45 players participating in the 2020 program. Heading up the newly named "Junior Performance Program", are our two female State Team Coaches Cassie Thomas and Selena Shaikh, and High Performance Manager Raj Nanda. Cassie also acts as the Program Coordinator. We intend to reinforce the work accomplished in 2019 and further develop the players to hopefully win the 2020 junior event.

Combined with an increase in junior Tournaments and increased consultation with both the players and their parents we are convinced that 2020 will be a great year for our Juniors.



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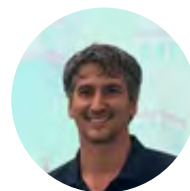
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