



To lead the sustainable growth of polocrosse in Australia

2023 ANNUAL DIRECTORS' REPORT – POLOCROSSE AUSTRALIA

Introduction

This Directors' Report for Polocrosse Australia Limited (Polocrosse Australia), a company limited by guarantee, has been prepared for the financial year ending on 31 December 2023 in accordance with section 300B of the Corporations Act 2001 (Cth).

This Directors' Report:

1. contains a report on the short-term and long-term objectives of the company;
2. sets out the entity's strategy for achieving those objectives;
3. states the entity's principal activities during the year;
4. states how those activities assisted in achieving the entity's objectives;
5. states how the entity measures its performance, including any key performance indicators used by the entity;
6. includes details of the name of each person who has been a director of the company at any time during or since the end of the year and the period for which the person was a director;
7. provides each director's qualifications, experience and special responsibilities;
8. outlines the number of meetings of the board of directors held during the year and each director's attendance at those meetings;
9. includes for each class of membership in the company — the amount which a member of that class is liable to contribute if the company is wound up; and the total amount that members of the company are liable to contribute if the company is wound up.

Objectives of the Company

The vision of Polocrosse Australia is to successfully lead the sustainable growth of polocrosse in Australia through strong leadership, governance, financial management and a commitment to our members and the wellbeing of all players and horses.

This vision and the strategies to achieve this vision are outlined in the Polocrosse Australia 2023-2026 Strategic Plan, developed by the Polocrosse Australia Board. The Strategic Plan identifies three specific areas of priority on which to focus during the next three years:

- governance,
- participation and growth, and
- business development.

Strategies for Achieving Objectives

These strategic priorities have been driven by member feedback and have shaped the focus for this strategic planning period.

During the period 2023 –2026 Polocrosse Australia will:

- develop and deliver effective governance, management and leadership strategies to create and maintain an inclusive, vibrant and sustainable national sporting organisation
- support the growth and development of all categories of membership to promote participation from social involvement through to the elite levels of polocrosse; and
- strive to create a strong financial base to ensure the ongoing financial viability of the organisation and to support participation and growth of the sport at a national level.

During 2023 the Board developed a comprehensive Operational plan that outlines how Polocrosse Australia will achieve these strategic priorities.

Principal Activities, Achievement of Objectives and Performance Management

During 2023 Polocrosse Australia has focused on and will continue to focus on:

- reviewing and updating governance structures, policies and procedures, and the code of conduct, to ensure they meet Australian Sports Commission Standards, the ever-changing environment in which we operate and the safety and wellbeing of our members and their horses;
- adhere to best-practice business management principles to ensure the financial viability of the organisation and to meet the auditing requirements under which the organisation operates;
- implementing pathways and strategies to ensure all stakeholders are aware of and have input to key decisions and activities carried out at a national level;
- invest in annual professional development programs to ensure all Board members have the skills required to meet their obligations as Polocrosse Australia directors;
- working closely with state and territory polocrosse associations to grow participation in polocrosse and develop the skills of players at all levels in each state and territory, through the development of resources, promotion of state, territory, national and international initiatives, revitalization of the Polocrosse Australia website;
- actively supporting the skills development of all players (from social to elite level), umpires, coaches and state, territory and club executives through a range of pathways and development programs;
- supporting opportunities for players to participate in national and international competition;
- actively seeking commercial partnerships and sponsorship opportunities to ensure the financial viability and growth of the business; and
- actively seeking government funding opportunities to ensure the financial viability and growth of the business.

Examples of specific activities carried out during 2023 that assist Polocrosse Australia to achieve its objectives include:

- **Governance**
 - finalise the 2023–2026 Strategic plan;
 - developed, finalised and implementing the 2023–24 Operational plan;
 - established a list of NSW compliance requirements;
 - reviewed and adopted Sports Integrity Australia (SIA) policies;
 - reviewing and updating Polocrosse Australia policies as required (in progress);
 - reviewing and update the Polocrosse Australia Rule book (in progress);
 - monitoring the implementation of Polocrosse Australia policies, procedures and rules and carry out disciplinary actions as required (ongoing);
 - set annual operating budget, review and managing finances in conjunction with the Polocrosse Australia Treasurer;
 - committed the support of one Board member to each state and territory polocrosse association to support the flow of communication at all times between grassroots polocrosse and representation at the national level;
 - identified additional opportunities to build stronger two-way communication between States and Territories and PA Board (e.g. President’s Get Together, All States forum)
 - developed a communications plan to guide engagement across the breadth of internal and external target stakeholders;
 - refreshed the Polocrosse Australia website to ensure current information is available across the breadth of internal and external target stakeholders;
 - ensured all new Board members complete the SportAUS Director Education Course – The Starting Line — within three months of their appointment;

- **Participation and growth**
 - supported and promoted state and territory, national and initiatives through Polocrosse Australia communication channels, such as facebook, instagram and direct emails;
 - actively monitored player numbers on a monthly basis to better understand membership changes;
 - created initiatives to celebrate and encourage member participation, such as the World Cup communications campaign;
 - established a Board liaison officer to support the National Umpiring Committee;
 - established a Board liaison to support the National Coaching Coordinator;
 - initiated the Educate, promote and grow project to promote and support opportunities for players, coaches and umpires across all levels to develop skills and support horse welfare leading up to and during the polocrosse season;

- **Business development**
 - Developed a sponsorship prospectus to support approaches to potential partners and sponsors for the World Cup
 - kept track of government funding opportunities applicable to Polocrosse Australia and applied for relevant funding, such as the Play Well grant.

Polocrosse Australia’s Operational plan 2023–2024 clearly outlines the activities the entity will undertake in order to achieve the objectives outlined in the Strategic plan and includes key performance indicators for each activity in order to measure performance.

Directors

The names and details of the directors in office at any time during or since the end of the year, including their special responsibilities, are outlined as follows:

Charles Brook

Elected Director 18 April 2020

Responsibilities - Polocrosse Association of South Australia liaison, Polocrosse Victoria liaison

Brian Johnson

Elected Director 20 April 2023

Responsibilities - Polocrosse Association of Western Australia liaison, National Umpiring committee liaison

Graham Lane

Elected Director (Chair) 25 May 2019, retired from the Board on the 20 April 2023

Responsibilities - Board of Directors chairperson

Catriona Nicholls

Appointed Director 19 May 2023

Responsibilities - Strategic direction and communication development

Susan Rose

Elected Director 25 May 2019

Responsibilities – Company secretary, Queensland Polocrosse Association liaison, Interim National Selections committee chairperson, Disciplinary committee chairperson

Michael Templeton

Appointed Director 8 November 2022, retired 20 April 2023 and became an Elected Director (Chair) 20 April 2023

Responsibilities - Polocrosse Association of New South Wales liaison, Board of Directors chairperson

Sandra Weston

Elected Director 18 April 2020

Responsibilities - Northern Territory Polocrosse Association liaison, Tasmanian Polocrosse Association liaison, National Coaching committee liaison, High Performance coordinator

Callum Hughes

Appointed Treasurer 1 January 2020

Responsibilities - Company financial management

Meetings of directors

Number of meetings of the board of directors held during the year and directors' attendance at the meetings:

Director	Number attended	Number eligibly to attend
Charles Brook	21	24
Brian Johnson	15	16
Graham Lane	8	8
Catriona Nicholls	13	14
Susan Rose	21	24
Michael Templeton	24	24
Sandra Weston	22	24
Callum Hughes	24	24

Member liability

Polocrosse Australia is a company limited by guarantee and is formed on the principle that the liability of members is limited to the amount they agree to contribute if the company is wound up. In the event of, and for the purpose of winding up of the Company, the amount is set out in PAL's constitution, at section 26.1. It states that only Voting Members (the members states) must contribute in such an event, and that the amount to be contributed in aggregate (counting all Voting Members) shall not exceed \$1.00.

By order of the Board:



Susan Rose
Director and Company Secretary
Polocrosse Australia
1 March 2024