



# ANNUAL REPORT 19



**BUILDING A BETTER FUTURE FOR BASEBALL**



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# BUILDING A BETTER FUTURE FOR BASEBALL

**TO CONDUCT, ENCOURAGE, PROMOTE, ADVANCE AND MANAGE ALL LEVELS OF BASEBALL IN COLLABORATION WITH OUR MEMBERS AND OTHER SUPPORTERS.**

## GROW OUR PEOPLE

We are an organisation that has a strong community and family focus. We know that success will be totally dependent upon how well we support our people

- Be inclusive and collaborative
- Engage with scorers and umpires associations
- Streamline administration & governance processes &
- Provide club management teams with better tools
- Make good use of technology where possible
- Develop a "club start up" list for committee inductions
- Reward our volunteers

## GROW OUR BRAND

Showcase baseball by optimizing the profile of the Brisbane bandits and their star players

- Leverage integration of Brisbane Bandits.
- Showcase junior tournaments.
- Develop asset decks for the sale of defined assets.
- Develop long term relationships with targeted sponsors & key stakeholders.
- Invest in facilities to deliver the game outside of current circle.
- Leverage social media options and educate clubs and players to do the same.

## GROW OUR GAME

Be innovative and proactive to ensure our game is viable, accessible and attractive

- Provide clear participation and development pathways
- Develop an all female pathway
- Increase participation year on year
- Assist clubs to develop meaningful retention strategies
- Explore alternate forms of the game and membership
- Engage schools to develop baseball option
- Encourage greater collaboration between regions
- Develop and maintain a quality product
- Work closely with BA and other state organisations to share ideas

## GROW OUR BUSINESS

While we may be a not-for-profit organisation, that doesn't mean we can't be a successful business - and we will be

- Provide a suite of services that enables our members to grow and develop their organisations
- Establish strategic alliances with government and private sector organisations
- Be innovative and promote best practice within a sound governance framework
- Create new and alternative revenue streams
- Leverage state and national buying power
- Provide grant assistance to members where possible

## **BOARD OF MANAGEMENT**

**Jeremy Cade – Commissioner**

**Keith Suthers - Deputy Commissioner**

**Mark Ready - Director of High Performance (Resigned)**

**Geoff Wade - Director of Participation**

**Sally West - Director of Member Services**

**Joanne Jackson - Director of Finances**

## **LIFE MEMBERS:**

**Nev Brockie**

**Dell Townsend**

**Anne Kippin**

**Ken Moncrieff**

**Tim Bassingthwaighte**

**Bruce Mutch**

**Kel Macbeth (deceased)**

**John O. Harris (deceased)**



## Commissioner of Baseball Queensland Inc

As we near completion of the second year of my elected term; an opportunity presents itself to celebrate the achievements of the last 12 months and to gauge progress against our four strategic pillars:

- Grow our People
- Grow our Game
- Grow our Brand
- Grow our Business

Given the operational nature of the current elected Board, the key pillars of strategic focus have been on “Grow our People” and “Grow our Game”. To that end a significant amount of time has been spent on understanding how many people we currently have involved in organized baseball.

### Membership

It is no secret that the IMG-STG system that was in operation throughout the 2017-18 season was unable to provide accurate numbers. With a full season(s) of data from Sports Club HQ we are now able to accurately measure the growth in playing membership across the game and measure the success of our programs.

The audited “Playing Membership” during the 2018-19 season(s) was 3,290.

“Playing Membership” is defined as a participant who played organized baseball with a Club (Affiliate), Region (Member) or Baseball Queensland in an officially sanctioned competition.

The Region (Member) based breakdown is as follows:

REGION (MEMBER) PLAYING MEMBERSHIP

BRISBANE METRO 825

BRISBANE NORTH 533

BRISBANE SOUTH 296

BRISBANE WEST 452

GOLD COAST 694

NORTH QUEENSLAND 259

SUNSHINE COAST 148

An additional 83 participants registered directly with Baseball Queensland to participate in a range of different programs.

### In relation to the desired strategic outcomes:

- Female participation accounted for 11% (Outcomes 1.10 & 1.11) of all participants.
- Masters participation accounted for 5% (Outcome 1.9) of all participants.
- Short Season participation accounted for 10% of participation (Outcome 1.6) of all participants.

While it is too early to comment on the 2019-20 player numbers; we have recorded a noticeable increase in participant registrations across several categories.

One category which is worthy of highlight is that of U8 (T-Ball). It should be noted that the issue of cost had been raised by Brisbane Metro during the 2018 AGM. I am happy to report that Baseball Australia and Baseball Queensland have come to an agreement regarding a reduction capitation fees for the entry level programs. While not directly attributable to the cost reduction we have seen a 28% increase in registrations in the U8 (T-Ball) category. This increase excludes the short season programs currently being offered by several Clubs and Regions.

To that end I wish to congratulate the Clubs which have invested time and energy into their U8 (T-Ball) programs.

### The “Business” and the “Brand”.

Over the last 12 months, there have been some significant changes to the way that Baseball Queensland operates as a business.

Chief among them is the move towards the “boutique” service delivery model. Under this model our staff members are valued for their expertise and empowered to deliver services based on that expertise. Baseball Queensland is in a fortunate position in that our full-time staff (Paul, Gareth, and Shayne) are respected both domestically and internationally by our partner organizations (e.g. Baseball Australia); This has allowed the Baseball Queensland to develop relationships that have since transitioned into additional

revenue streams outside of membership registrations and events.

Baseball Queensland has also embarked on a relationship building exercise with several State Sporting Organizations, Universities; Allied Health and Sports Science providers in order to increase the availability of cutting-edge technology, health and science related services to the greater membership.

These relationships have been leveraged to develop state of the art programs; The first of which is the High-Performance Strategic Plan and the attached Program which Shayne has successfully rolled out. Whilst the plan is local in focus, it is very much global in scope; With the underlying goal to not only develop “high-performing humans”, but to build a world-leading high-performance baseball program.

To that end, it is important to know what our starting base is: At present we have some 20 athletes currently attending College in the United States; innumerable players in National programs, and a recent professional signing in Brandon Bidois. Each of these athletes presents an opportunity to not only celebrate their achievements but to raise the profile of Baseball in the State of Queensland.

It should not be understated the effect that the Brisbane Bandits has had on the profile of the Sport in Queensland; Due in no small part to the success of the Brisbane Bandits; Local Government Areas (LGA) in the South East Queensland Region have been more willing to discuss options for facility upgrades and long terms strategic usage of co-shared greenspace. In several instances these discussions have been elevated to a national priority to be driven by Baseball Australia.

### Governance, Risk & Diversity.

I had initially offered the Governance Portfolio to Sally West upon her election; This offer was declined.

Upon the resignation of Joanne Thorton, several candidates with professional credentials and skillsets in the area of governance were put forward to fill the casual vacancy; however, none were appointed. The Governance Portfolio was subsequently dissolved as a standalone portfolio and rolled into the role of Commissioner. To that end, I have embarked on an educational program (at my expense) in Governance. We have also established a Governance Sub-Committee to assist with the review of key governance documents and policies; While the maturity of our Governance model slipped over the 2018-19 season(s), it is a key area that I will be personally focusing on for the remainder of my term.

Risk has been a common theme over the last 24 months of my term and during my Governance education. Baseball Queensland’s risk profile rather complex. We need to continuously weigh the economic and social implications of delivering a sport, which has a higher risk profile (hence higher insurance costs) than a combat sport (e.g. Judo or Taekwondo). It is no surprise that the Board has adopted a low-risk appetite, yet I am at a loss as to why repeated requests to act on the establishment of a Finance, Audit, and Risk Management (FARM) committee has fallen on deaf ears. This is an area where I will continue to hold my fellow Directors to account.

Last year, I asked the Members to consider Diversity when nominating and electing members to the Board of Management. To say that I was elated with three women being elected to the Board would be an understatement. I now challenge the membership moving forward is to consider Diversity as more than gender. Race and Age are also important factors that need to be considered; As are Socioeconomic background and Education.

### Final Words.

I would like to thank the members of Board, members of all the Board Operational Sub-Committees, the Baseball Queensland Staff and all the volunteers for their time during the 2018-19 season. It is the sum of our people that drives the sport forward.

### Jeremy Cade

Commissioner

Baseball Queensland

## Director of Strategy Annual Report

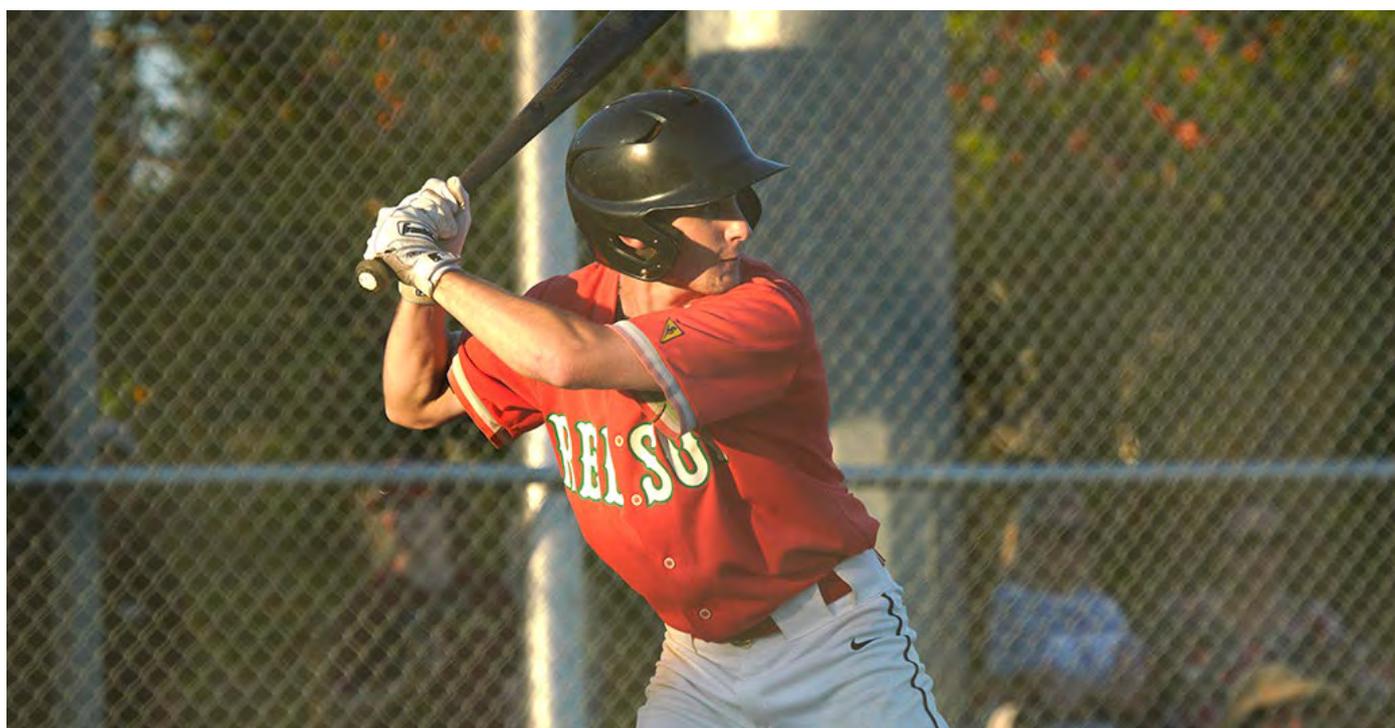
Members,  
 Baseball Queensland (BQ) continues its evolution as a business to support growth within the Regions and the Clubs. The next phase for the Board of Management will be to facilitate a collective workshop with the Regions and Clubs to identify and determine the next focus area for the strategic plan. Below is the proposed timetable.

	ITEM	Target Date
1	Board to discuss Draft Strategic Plan. Check alignment with Baseball Australia's Strategic Plan & Qld Government's Activate Queensland 2019-2029 Strategy.	17/12/2019
2	Board to finalise Draft Strategic Plan before presenting to Regions and Clubs for feedback.	15/01/2020
3	Draft Strategic Plan to be presented to meeting of Regional/Clubs' Delegates/Presidents.	23/01/2020
4	Board to discuss feedback from regions/clubs.	19/02/2020
5	Draft Strategic Plan to be presented to meeting of Regional Delegates for comment.	2/02/2020
6	Board to meet & complete Strategic Plan for submission to Department of Sport and Recreation.	18/02/2020

Once the Strategic Plan is implemented, we will set priorities (based on the pillars), goals and milestone dates for attainment. These will be regularly monitored and acted on to ensure progression.

Regards

Keith Suthers (Director).





# Chief Executive Officer Report of Baseball Queensland Inc



- Over \$1,400,000 of capital investment in clubs' infrastructure
- Completion of BQ State Development Facility
- Two (2) clubs in top 10 in the country
- 1st Women's GBL Competition & Women's State Titles
- Highest participation totals ever at QLD State Titles 2018
- Bandits 4th National Championship
- Letter of Comfort for new state facility

## “Team work is not a virtue. It is a choice - and a strategic one”

The Advantage By Patrick Lencioni

The 2018 -2019 year in review was the year Baseball Queensland (BQ) continued to execute the vision:

Building a Better Future for Baseball

I am pleased to report a year that was both strong in intention and execution. It was a year of significant achievements and milestones both on and off the playing field. It has once again been my honour to represent Baseball Queensland as its' Chief Executive Officer. I am proud to be associated with so many passionate individuals, whose engagement within the sport provides purpose and values, and for the spirit in which they are making Baseball Queensland a stronger business.

Baseball Queensland continues through strategic insight and input from representatives within the game, to deliver on several initiatives that support BQ within the key strategic focus areas.

- Grow our People
- Grow our Game
- Grow our Brand
- Grow our Business

## Performance

Baseball Queensland has become a more efficient, agile organisation, through our rigorous execution with our internal processes, and continued focus on delivering against the strategy. The state body continues to evolve, ensuring our ability to continue to support our members and clubs to grow our people, grow our game, grow our brand, and grow our business.

As the CEO of Baseball Queensland, I could not be prouder of the efforts and productivity of the individuals within the game. 2018/19 was a year of continued development of efficiencies, processes, implementation, and execution against the strategic plan. BQ, as the operational and administration arm of the sport, restructured and channelled its' energies to deliver on our short & long-term success goals, continuing to support the vision.

All regions and clubs delivered growth within the four pillars of the strategy. Baseball Queensland continues to work towards growth in all four pillars:

- Competitions - GBL, GCBA, NQ, Sunshine Coast,
- Programs - Athlete Development, High Performance, Women's, Youth Women's',
- State Titles- U16, U18, Little League Division I/II, Women's
- Brisbane Bandits -Australian Baseball League Four (4) times Claxton Shield Champions.

I wish to acknowledge the collective efforts of the team whose cohesive work efforts enabled BQ to continue the implementation of the strategic direction for the sport. These individuals have provided tireless hours over the past twelve (12) months, to not only create more value propositions but execute on those deliverables to support the people who participate and make this game great.





### Acknowledgments

I want to personally thank and acknowledge the efforts of the hundreds of volunteers, parents, clubs, regions, sponsors, the Board of Management, the Brisbane Bandits, Baseball Australia, Queensland Academy of Sport (QAS), QSport, Cricket Australia, Councillor Peter Matic, and the State Minister for Housing and Public Works, Sport and Recreation, Mr. Mick de Brenni MP, for their time, efforts, cohesive solutions and energy towards the success of 2018-19.

It takes the collective efforts of a team to win a championship and with the continued support of the people who make this game great, Baseball Queensland's team will build on our foundation for continued success.

Thank you to:

Mr. Jeremy Cade- Commissioner  
 Mr. Keith Suthers – Deputy Commissioner  
 Mrs. Joanne Jackson- Finance Director  
 Mr. Geoff Wade- Participation Director  
 Ms. Sally West- Member Services Director  
 Mr. Mark Ready- High Performance Director  
 Mr. Gareth Jones – General Manager of Baseball Operations  
 Mr. David Nilsson- High Performance Manager Baseball Queensland/QAS  
 Mr. Shayne Watson- Athlete Development Manager/High Performance  
 Mr. Glen Long- Competition Manager GBL  
 Mr. Brad Rathbone- Digital Media Manager  
 Ms. Natalie Smith – Office Administration Manager  
 Mr. Eric Arendt- Development Officer Baseball Queensland  
 Ms. Olivia Wilson- Media and Communications  
 Mrs. Glenys Sutherland- Financial Controller  
 Mr. Nathan Hilderbrandt – Project Manager, Bannister Park Project  
 Mr. Damon Locantro- Chair Judiciary Panel & Legal Counsel  
 Mr. Rodney Gaunt – Chair GBL Committee  
 Mr. Michael Bates- Queensland Baseball Umpires Association  
 Queensland Baseball Scorers

JEP Coaches and Volunteers  
 Development/Recruitment Programs' Coaches and Volunteers  
 Queensland Academy of Sport  
 Department of Sport and Recreation  
 Brisbane City Council  
 Moreton Bay Regional Council  
 Gold Coast Regional Council  
 Cairns Regional Council  
 Ipswich City Council  
 Regional Committees (Brisbane North, Brisbane South, Brisbane Metro, Brisbane West, Sunshine Coast, Gold Coast & North Qld.)  
 Club Committees  
 Clubs  
 Volunteers  
 Brisbane Bandits  
 Sports Club HQ  
 Study & Play USA  
 Base2Base  
 Blackchrome  
 Pivotal Motion  
 Acceleration  
 Ewing & Co.

Most of all, the registered members and participants who play this special game that we all love; baseball.

Baseball Queensland over the next three (3) years, 2018-2020 will work towards improved productivity and value services, that support the growth and retention of the sport. BQ will continually work towards improving our efficiencies and processes, strengthen our programs and governance, provide better value propositions, work towards increasing the number of resources, growing our brand and our business to enable BQ to better service the people of baseball





## OUTCOMES 2018-19

### GROW OUR PEOPLE

An organisation that has a strong community and family focus. We know that success will be totally dependent upon how well we support our people.

The continued focus for Baseball Queensland is to improve on all aspects within the business; administration efficiencies, operational procedures & processes, a strong communication & business strategy, strengthen government relationships, stronger governance, professional development for staff, deliver on the strategic objectives and ultimately execute the objectives within the Strategic Plan. This is an evolving process that requires the collective efforts of all.

#### Key Achievements 2018-19

##### Sunshine Coast Baseball Association

- 2018-19 the Sunshine Baseball Association was officially associated with BQ, Oct. 2018. A welcome addition to BQ

##### 2018 Inaugural GBL Women's Competition

- 2018 Inaugural GBL Womens Competition
- 2018 Four (4) teams over an eight (8) week program
- 2019 Twelve (12) teams over a ten (10) week program
- Special acknowledgment to Janelle Dundson and Rodney Gaunt

##### 2017-18 GBL Competition & the GBL Subcommittee

- One hundred and eighty-eight (188) Under 8
- Two hundred and eighty-five (285) Little League Minors
- Six hundred (600) Little League Majors
- Three hundred and forty-three (343) Junior League
- Two hundred and fifty (250) Senior League
- One hundred and twenty-four (124) U18
- Sixty-four (64) Senior U20
- Nine hundred and thirty (930) Adult Senior
- One hundred and seventy-three (173) Masters
- One hundred and ninety-eight (198) Short Season Juniors
- One hundred and thirty-two (132) Short Season Seniors
- Eleven (11) Officials
- Fifty-seven (57) Coaches
- Thirty-two (32) Umpires
- Eighty-six (86) Volunteers

Baseball Queensland registered players, coaches and volunteers 3,475

Baseball Queensland would like to acknowledge the efforts of the Chair of the GBL committee Mr. Rodney Gaunt and the tireless efforts of the GBL committee- Thank You!

Special acknowledgement to Mr. Glen Long, Competitions and Membership Administrator BQ

Special acknowledgment to Sports Club HQ, Mr. Jase Farmer

##### 2018 Inaugural Adult & Youth Women's State Titles

- 14 teams
- 163 participants
- 32 coaches

##### 2018 State Titles – LL, YW & SW

- One hundred & sixty-four (164) participants
- Over sixty (60) coaches and officials

##### Japan Friendship Series – Aichi HSBF & Shikoku HSBF

- Successfully hosted two (2) teams from Japan prefecture, Aichi & Shikoku
- U16's & U18's Japan Friendship Series vs International partners supporting our working partnership with Japan

##### Taiwan Series:

- Successfully hosted 1st Taiwan Yuli High School Baseball team
- Special acknowledgement to Ricki Lo and the Windsor Royals Baseball Club

##### Goodwill Series

- U16's & U18's State teams competed with a team from the USA, in preparation of Nationals; supporting our International relationship

while developing our players for better on-field and off-field outcomes

- Special acknowledgement to the host families
- Special acknowledgment to the coaches, parents, umpires, volunteers & All Stars Baseball Club

##### Gold Coast Summer Classic

- Three hundred & fifty (350) participants (LL, JL, SL & Women) Five (5) full time women teams in attendance
- Twenty-nine (29) teams – Five (5) full women teams
- Over sixty (60) Coaches
- This initiative would not be possible without the support of three (3) clubs & their committees
- Coomera Cubs- Surfers.Paradise & Twin Cities
- Special acknowledgement to Mr. Kevin Fenn – Tournament Director
- Special acknowledgement to Shelly Smith – Tournament GCBA Register

##### Successfully hosted U16's & U18's State –

- BQ secured \$6,000 from Sports Marketing Australia
- Special acknowledgment to Narangba Demons Baseball Club's committee and volunteers
- Special acknowledgement to Redcliffe Padres Baseball Club's committee and volunteers
- Special acknowledgement to Moreton Bay Regional Council
- Special acknowledgement to NQ Committee, and Cairns Regional Council

##### Brisbane Bandits

- Financial contributions through the BQ & Bandits MOU (50% of office rent costs & 50% of administration assistance manager- \$21,000.00
- Financial contributions of \$45,000.00 to upgrade to Bannister Park infield
- Fourth Claxton Shield ABL National Title –
- Capital upgrades to Windsor Royals Baseball Club \$40,000.00
- Letter of Comfort from Brisbane City Council- New state facility
- Brand leverage- 5.8 million Global reach

### FOCUS AREAS FOR CONTINUED GROWTH 2019-20:

- Continue to improve our Governance processes
- Continue to develop strong processes and policies to protect the sport and its members
- Focus on strategies with regards to Child Safety (Member Protection Policy)
- Continue to work with the regions and clubs to develop a model focused on Best Practice for the sport.
- Continue to measure the new initiatives and flexible options of the game- through continued collaboration with the regions and Baseball Australia
- Continue to implement new programs -short season programs, coaching workshops, umpire workshops, volunteer initiatives, commercial opportunities, retention strategies, facility strategies, & creative ways to grow our game.
- Continue to develop Baseball Queensland's relationship with government, both State and Local.
- Continued development of the youth and senior women's programs.
- Continue to improve our Athlete Development Program & High Performance (HP) programs at the State men's and women's levels
- Continued development of the Athlete Development programs, extending the program to a second tier of participants for continued development and retention of athletes.
- Continue to leverage collegiate opportunities for our members
- Continue to leverage development programs and development opportunities with our International partnerships (Junko, Tokyo, Kyoto, Taiwan, U.S. and New Zealand).
- Work with our young athletes to help them develop transition skills not just baseball skills
- Continue ways of investing in assets to provide better services to the regions, clubs and programs

## GROW OUR GAME

Be innovative and proactive to ensure our game is viable, accessible and attractive.

The strength of the sport will always be measured through our growth in numbers within our game. There is never a single silver bullet approach that will achieve growth, however if we can continue to keep our communication open in a constructive process, develop our coaches, players, programs, facilities, and continually improve on the execution of delivering a better baseball experience, we can Grow our Game.

Baseball Queensland, working strategically with the Queensland Sport Strategy, Activate Queensland 2019-2029, set out by the Minister for Housing and Public Works, Sport and Recreation, Mr. Mick de Brenni MP, will continue to work towards an open collaborative approach, while working and delivering within the strategic focus areas of the strategic plan. We must continue to build through more success planning and influence consistency within our Regions, by delivering more cohesive solutions where there are challenges.

### Key Achievements 2018-19

- Completed the transition of our accounts to Xero, including a comprehensive chart of accounts and budget - to ensure better reporting and transparency - Mrs. Glenys Sutherland & Ewing & Co.
- Successfully completed the \$600,000 Bannister Park project- Schedule A & B and will now develop the facility as a multi- user agreement facility to retain the asset and support growth for the following Programs (State men's & women's, High Performance, International), while protecting the history of the All Stars Baseball Club.
- Completed a comprehensive budget for Bannister Park – a resource that can be shared with clubs and regions into the future.
- Confirmed an extension of the Bannister Park Lease with Brisbane City Council; Baseball Queensland will remain the head lease holder at Bannister Park for four (4) years 2020-2024.
- Continue to invest in generating monthly minutes to ensure BQ members and clubs are informed of the Board of Management focus areas within the strategic plan.
- Secured \$100,000.00 of investment from the QAS (30% investment went to Sports science equipment and specialised coaching)
- Continue to further develop the registration platform with Sports Club HQ (Reporting, competition management & new communication App).
- Completed a successful Regional LL State Titles in Cairns- through the collective efforts of NQ committee, Cairns Regional Council, & BCC
- Completed another successful Division 1 & Division 2 State Titles at Redcliffe – a record 19 teams in attendance- with early discussions for more teams in 2020.
- Completed and updated the language of the BQ Governance Manual BoM and Mr. Damon Locantro
- Completed and updated the language through a legal process for the Bylaws and Rules of the GBL
- Completed and implemented ASANA software – CRM, to centralise data and improve productivity and ensure succession planning for the Board and administration staff.
- Continue to develop the BQ website- [www.baseballqueensland.com.au](http://www.baseballqueensland.com.au)- Mr. Brad Rathbone Digital Communication Manager.
- Continue to develop and update the social media platform- generating more creative content for more awareness to the members and outside the member reach- Mr. Brad Rathbone
- Continue to develop and evolve within the Athlete Development Program, Holistic Outcomes – Mr. Shayne Watson and the coaches and volunteers.
- Continue to develop new strategic initiatives within GBL committee

structure- Mr. Rodney Gaunt Chairman and his committee continue to work on efficiencies and growth initiative programs.

- SQWBL showed continued growth within the winter competition – Mr. Andrew Gallpen and his committee.
- BQ and the GBL committee continue to develop the competitions Judiciary Process- Mr. Damon Locantro & committee.
- Completed another successful High-Performance Program – Bandits win a 4th consecutive Claxton Shield eighteen (18) local players and nine (9) representatives on Team Australia.
- Mr. David Nilsson was named the National Coach for Team Australia.
- Baseball Queensland women's program showcased five (5) players for National trials.
- Baseball Queensland's Ms. Taylah Welch made the Women's National Team finishing 1st in all offensive categories at the 2018 WBSC, in Florida.
- Baseball Queensland showcased four (4) representatives at the MLB Prospects Tour.
- Baseball Queensland showed continued growth and expansion of the Junior Elite Pathway Programs (BQ Girls, U16's Junior League, U16's & U18's & Introduction of Women's Elite Program).
- Baseball Queensland continued development of coaching development programs.
- Baseball Queensland continues to work on the development of the State Facility Strategic Plans.
- Baseball Queensland was proud to see the first Qld. (Gold Coast) Little League Team win the Australian National Championship and advance to the Little League World Series- Williamsport, PA USA.

### FOCUS AREAS FOR CONTINUED GROWTH 2019-20:

- Continue to work with the regions/clubs towards collective strategic outcomes that benefit the sport and its members.
- Continued development in defining the assets of Baseball Queensland for our members.
- Continue to work with Baseball Australia, within the national program, to develop deliverables for growth outcomes for the sport.
- Continue to work with the Sport and Recreation Qld strategies Activate Queensland 2019-2029.
- Continued investment within our programs and track against our growth measurables.
- Continued focus on the reduction of expenditures and improved efficiencies for the members of BQ.
- Continued identification of new partners, to enable BQ to increase the resources to support its' members and its' programs.
- Continue to collaborate with Regions, Clubs and BA to design and develop flexible programs to encourage growth and participation.
- Continue to develop and leverage relationships and partners in Asia to generate new investment and revenue opportunities for BQ.
- Continue to find ways to reduce the expenditure costs for State hosted events.
- Leverage partnerships to decrease baseball equipment and operational costs.
- Continue to share new revenue IP with the clubs and regions to support their growth.
- Continue to work strategically with our partner All Stars Baseball Club to improve the revenue opportunities at Bannister Park.
- Continue to leverage existing partnership opportunities with the ABL and the Brisbane Bandits.





## GROW OUR BRAND

Showcase baseball by optimising the profile of the Brisbane Bandits and their star players.

The key to developing a strong brand is through awareness and through the collective efforts of BQ's communication and digital team. I am proud of the continued development and implementation within the communication, digital, media and marketing strategy that will provide a clear line of communication between the administration's office and regions and clubs. Lead by Mr. Brad Rathbone, he has designed and implemented a digital/communication strategy that will enable the sport to grow in awareness with the focus on growing our brand as well as growing our business.

### Key Achievements 2018-19

- Completed and updated the new BQ website- [www.baseballqueensland.com.au](http://www.baseballqueensland.com.au)- over 10,000 views with an average of 120 + a day – Mr. Brad Rathbone & BQ team.
- Completed and updated the social media platform and content to create more awareness to the members and expand outside the member reach- over 4,200-page Likes.
- Completed new artwork to support the clubs in their membership drive- Mr. Brad Rathbone.
- Completed and implemented Regional focus – State Titles U16's & Little League, also supported the North Queensland Region in our acquittal with Cairns Regional Council & BCC.
- Completed and implemented a strong digital and communication strategy for the highest participation rate in State Titles in Baseball Queensland history – Division 1 & 2- hosted by Redcliffe Baseball Club and Redcliffe Softball.
- Completed and created a new BQ style guide – to protect the brand.
- Completed and created new stationery (Letterhead, Email signatures, Etc).
- Engaged with the Minister for Sport, the Lord Mayor, the Department of Sport and Recreation, the Brisbane City Council and Regional Councils.
- Baseball Queensland engaged with Sports Marketing Australia – Regional and local engagement to help support more awareness for the sport within the Regions.

### FOCUS AREAS FOR CONTINUED GROWTH 2019-20:

- A continued cohesive development approach for new content and information sharing.
- A continued cohesive development of engagement with clubs and regions
- Continued development with opportunities for digital and communication workshops (web design, social media, brand).
- Continue to develop and design sellable assets to try and offset costs of events and programs (Local competitions, State Titles, JEP, Nationals)



## GROW OUR BUSINESS

Baseball Queensland aims to be a successful business and we will be.

The final pillar and area of focus is to grow our business, Baseball Queensland will continue to identify new creative ways to leverage financial growth. Financial growth allows BQ to increase the investment opportunities into resources while continually trying to reduce expenditures costs. Baseball Queensland understands that to improve on the value propositions for the participants we must find new ways of generating new money without over taxing the member/participants.

At times the sports' aspirations outweigh our resources and for Baseball Queensland to meet the aspirations we must find new ways of increase the value of the game.

### Key Achievements 2018-19

- Completed and secured over \$111,000.00 of new revenue in 2018-19 which was re-invested back into our programs and members.
- Secured \$28,000 from our partnership with Cricket Australia that was reinvested back into our programs and our members.
- Secured over \$21,000 of investment with our International partnerships (Japan & Taiwan)
- Secured over \$600,000.00 of investment funding from both State, Regional and local levels.
- Completed Bannister Park project and protected a multi-million-dollar asset for the sport
- Renewed Lease agreement at Bannister Park for another four (4) years enabling the sport to support its community club, the All Stars Baseball Club, while supporting our initiatives within our Athlete Development Programs, High Performance Programs for both men and women, and leveraging opportunities to host International teams (Japan, Taiwan, New Zealand and USA).
- Secured \$100,000 investment from the QAS for our Athlete Development Program/High Performance. (30% of the investment went to sports science equipment and specialised coaching).
- Invested \$14,000 into our JEP coaching programs to ensure our regional, state coaches continue to develop and provide more input back into their region or clubs.
- Invested \$14,000 in school-based clinics
- Implemented stronger reporting procedures for the Board of Management minutes & financials – Baseball Queensland will continually work to improve on our communication flow to members and clubs – with monthly reports of key achievements within the strategic plan from the Board of Management and departments.
- Baseball Queensland continued to improve accounting processes and procedures, special thank you to Mrs. Glenys Sutherland, Mrs. Joanne Jackson & our partner Ewing & Co.
- Baseball Queensland implemented ASANA- CRM to centralise data and improve productivity against key milestones.
- Baseball Queensland successfully updated the language within the BQ Governance Manual- Board of Management and Mr Damon Locantro.



- Baseball Queensland implemented a new registration and competition management platform Sports Club HQ- Ease of processing and reporting for our members and clubs.
- Baseball Queensland executed the Bannister Park Project with a focus of further investment into the facility to promote growth (State programs, JEP programs, HP programs, Women's programs and International opportunities).
- Baseball Queensland established and signed a new Memorandum of Understanding (MOU) with Winterball Australasia T/A Brisbane Bandits- shared staffing costs/office costs as well as separation of accounting between Baseball Queensland and the Brisbane Bandits.
- Baseball Queensland completed and updated the BQ website- [www.baseballqueensland.com.au](http://www.baseballqueensland.com.au)- (work in progress).

It is only through the continued development of these areas and a cohesive collaborative approach will we collectively achieve the positive gains and outcomes for the sport.

As CEO of Baseball Queensland, I am committed to working towards these goals and if we all work together, the goals and the vision for the sport will become real.

"Building a Better Future For BASEBALL"

#### FOCUS MILESTONES for 2019-2020

- Complete State facility strategic plan (National, State, Regional, Club) specifications and requirements- I am currently developing with Baseball Australia and a Sub-committee group
- Complete a Youth and Senior Women's Strategic Plan
- Complete a shared resource model (Governance, Constitution, Member Protection Policy, Facility, Judiciary & Accounting) for best practice across the State
- Complete the State Development facility (Bannister Park, All Stars Baseball Club) to enable the State body to continue development in the Youth men & women, Senior men & women, International touring teams & our grassroots programs.
- Focus on policy implementation, research, knowledge of sport sector, member relations, business development, information technology, sport development and Leadership.
- BQ must continue to improve the experiences and value propositions within the game

- **Grow our People**
- **Grow our Game**
- **Grow our Brand**
- **Grow our Business**

Baseball Queensland's focus and priority this past year was the implementation and execution of the Strategic Direction outlined by our members, through a continued constructive collaboration plan. The sport will achieve its vision and goals if we continue to work towards cohesive solutions within the vision.

It is without saying, Baseball Queensland is deeply grateful to the countless number of volunteers, who help us deliver this great game. As we are all committed to the growth of the game, it would not have been achievable without the continued support of the people of our sport. I personally want to acknowledge and thank each of you and I look forward to working closer with everyone, in "Building a Future for Baseball."

In closing, I would like to thank and acknowledge the Baseball Queensland Board of Management for their tireless and selfless support. They are a dynamic group of leaders who have committed their time and expertise for the people and game they represent. Their vast skill sets have been of monumental value in assisting me and the staff and I would like to thank them for their continued contributions and look forward to working with the new nominees entering this new era of baseball.

Kind Regards,

Paul Gonzalez

CEO – Baseball Queensland





## Athlete Development and High Performance

2018 / 19 High Performance in QLD was a transitioning year as Baseball QLD restructured its Performance Pathways strategic direction. With the commitment to develop athletes and coaches at State and Region Level, multiple programs were delivered throughout the year catering for a range of ability levels.

Working in conjunction and through the support of Queensland Academy of Sport Baseball, QLD Government, Baseball Australian and QLD Regions below are notable inclusions and adjustments throughout BQ High Performance Pathways:

- Expansion of BQ Girls Development Program
- Introduction of State Performance Squad
- Introduction of U13 Athlete Development Program
- Athlete and Coach Pathway opportunities
- Coach Development Program
- Partnership with Australian Catholic University
- Partnership with Acceleration

In addition to Athlete Development is a commitment to Coach Development. The long list of coaches involved in our programs through their dedication with developing our junior athletes and themselves is a true indication of the increased involvement and interest within our Pathway Program's. Promoting a BQ Coaching Pathway is just as important as Athlete development. Notable key areas for Coach development throughout 2018 / 19 were:

- Additional opportunities to deliver on field sessions
- Commencement of a Coach Development Program
- Developing a network of coach's that assist each other and share resources
- Development of HP resources that can be integrated at multiple age groups and levels

Throughout this reporting period there were notable team and individual success. Below are some of the notable highlights:

- Nine (9) athletes and four (4) coaches in Senior National Squad
- Four (4) athletes and one (1) coach in U18 National Team
- Brandan Bidois signs professional contract after U18 World Cup
- Six (6) athletes committed to US College Programs

I am personally excited to see the progression for 2019 / 20 and our Pathway Programs.

For further information please contact Shayne Watson on the details below:

Shayne Watson  
High Performance Manager  
Baseball Queensland  
Ph: 0413 207 631  
E: shayne@baseballqld.asn.au

### National Representation

Throughout 2019 the following athletes and coaches were selected in National Programs

#### Senior Men's – Premier 12, Korea and Japan (future event – November)

Ryan Battaglia	Sam Holland (squad)
Andrew Campbell	Logan Wade
Wade Dutton	Aaron Whitefield*
Mitch Nilsson	David Nilsson (Head Coach)
Ryan Searle	Russell Teichmann (Hitting Coordinator)
David Sutherland	Shayne Watson (Assistant Coach)

\*Currently residing in Adelaide

#### Senior Women's – Bendigo Challenge, Bendigo (October)

Rachel Higgins	Taylah Welch (injured)
Chloe Humphreys	Lisa Norrie (Coach)
Laura Wagner	Karina Connors (Coach)



#### U18 National Team – World Cup, Korea (September)

Brandan Bidois	Tim Preston (squad)
Liam MacDonald	Jack Waters (squad)
Alex Skepton	Gareth Jones (Assistant Coach)
Kai-Noa Wynyard	

#### MLB Invitational World Select – Arizona Fall Classic, Arizona (October)

Liam Macdonald  
Kai-Noa Wynyard

#### Baseball Australia Spring Trip – Perfect Game, Florida (May)

Jack Waters	Alex Skepton*
Patrick Day	Kai-Noa Wynyard*
Liam MacDonald*	Maxim Watson*
Brandan Bidois*	Shayne Watson (Coach)

\*Selected, but unavailable to tour

#### Under 12 – World Cup, Taiwan (June)

Max Durrington	Rubens Romero
Liam Kiddle	Riku Mochizuki

## State Performance Squad

(June to September)

Following the Pathway restructure this Squad was formed to cater for an older age group and include our female athletes. Nationally identified and potential College athletes were selected and invited to participate in this Program. In addition, this program is delivered over two phases which fosters an LTAD framework.

### The purpose of 2019:

- Structured LTAD Framework for HP athletes
- Assistance with personal growth and maturation
- Support social aspects and individual development with the peers
- Develop skill and knowledge
- Appropriate periodization for Bench Mark Events (Nationals, International, College, ABL etc.)

### SPS

- Participants – 27 (SEQ), 4 (NQ)
- Coaches – 16
- Time frame (May to February)
- Off Season – June to August
- In Season – October to February
- SEQ Session – 2 x midweek, 1 x weekend
- Midweek – QAS (Gym), All Stars Baseball Club (On field)
- Sunday – All Stars Baseball Club
- NQ Session – 1 x midweek
- Trinity Beach Baseball Complex
- On Field Coordinators – Shayne Watson (SEQ), Karina Connors (NQ)

## Athlete Development Program (U16 / U18 / Open Women)

(July to September)

A restructure of the Pathway Programs fostered a structures Long Term Athlete Development (LTAD) framework with this program being the entry level of our High Performance Pathway. Athletes were identified and invited to register through previous year's QLD squad selections.

### The purpose of 2019:

- Entry stage into HP
- Assistance with personal growth and maturation
- Support social aspects and individual development with the peers
- Early stages of preparation for National Championships
- Preparation for State Titles
- Identification of QLD representation

### ADP

- Participants – 64
- Coaches – 21
- Sessions – 1 x mid week, 1 x Sunday
- Mid week Nth – All Stars Baseball Club
- Mid week Sth – Beenleigh Baseball Club
- Sunday (U16/U18) – All Stars Baseball Club
- On Field Coordinators – Kevin Fenn (Sth), David West (Nth), David Badke (U16/U18)

## U13 Athlete Development Program (Pilot)

(August to September)

Piloted this year with the intent to expand and provide the structure to Regions to be delivered locally. This was a game based learning environment with U13 players playing double headers over a seven (7) week period. With modified rules, the 1.5hr games had everyone the bases, quick turnaround between innings, more players pitching.

### The purpose of 2019:

- Improve General game play and situational awareness
- Assistance with personal growth and maturation
- Opportunities to play multiple positions.

### U13 ADP

- Participants- 43
- Coaches - 7
- Sessions – Every Sunday, 7 weeks, double headers
- Location – Bannister Park, All Stars Baseball Club, Gerler Rd. Hendra
- On Field Coordinator – Jim Strachan



## Girls Development Program

(December to October)

With the intent to provide additional opportunities for our female participants to participate in more games and play multiple positions, we entered our Girls Program into several competitions/ tournaments.

### BQ Girls Teams

We entered teams in each competition below. The intent was to provide opportunities for athlete and coach development.

- 2 x Teams- Gold Coast Summer Classic (January)
- 2 x Team- Div II State Titles (March)
- 3 x Teams- Timberjacks (June)
- 1 x Team- U16 State Titles (September)
- 1 x Team- NZ Little Series (October)
- Incl. Girls Development Program (5 weeks)

### The purpose of 2019:

- Improve General game play and situational awareness
- Provide opportunities for female athletes to play multiple positions
- Support social aspects and individual development with their peers

### GDP

- Participants – 52
- Coaches - 12
- Sessions – Practice sessions throughout the year
- Location – Bannister Park, All Stars Baseball Club, Gerler Rd. Hendra
- On Field Coordinators – Geoff Wade, Andrea Marshall, Neal Ragau



## Junior Athlete Development Program

(July to August)

This is our second year running this program. It is the foundation level where athletes are provided the opportunity identify themselves within BQ Performance Pathway.

The purpose of 2019:

- Assistance with personal growth and maturation
- Support social aspects and individual development with the peers
- Develop fundamental skill and knowledge (high volume of drills and activities)
- Preparation to Summer Season

### JADP

- Participants – 34
- Coaches - 5
- Sessions – 6 weeks every Sunday
- Location – Bannister Park, All Stars Baseball Club, Gerler Rd. Hendra
- On Field Coordinator – Mark Rawlings

## Queensland Representative

Four (4) QLD Bandits teams represented the State over the last 12 months. Location for each Championships were U18 & U16 in Sydney and Women and Youth Women in Canberra.

### Women

Event: Australian Women's National Championships

Location: Canberra, 13th – 21st April

Placing: 6th

### Team

Ashleigh Dyer	Luisa Gauci
Chloe Humphreys	Sophie Marriott
Courtney Low	Maddison Tough
Courtney Murphy	Riordan Bradley
Ella Callinan	Shiori Hoshino
Keely Henderson	Taylee Luchterhand
Kira Kamada	Gemma Scales
Lily Moffat	Olivia Stevens

Field Manager- Lisa Norrie

Assistant Coach- Shane Bennett

Pitching Coach- Justin Erasmus

EO- Anita Dawson

### Under 18

Event: Australian Youth Championships

Location: Sydney, 11th – 20th January

Placing: 5th

### Team

Brandan Bidois	Franco Natale
Campbell Twigg	Angelo Natale
Patrick Day	Deegan Powell
Declan Stevens	Tim Preston
Josh Healy	Alex Skepton
Jaiden Holly	Riki Ward
Takumi Kimoto	Jack Waters
Liam MacDonald	Maxim Watson
Joshua Marriott	Brock Wollin
Seth McClelland	Kai-Noa Wynyard

Manager- Gareth Jones

Assistant Coach- Ken MacDonald

Pitching Coach- Scott Porter

EO/ Assistant Coach- Karina Connors

S&C- Mikala Roberts

### Under 16

Event: Australian Youth Championships

Location: Sydney, 11th – 20th January

Placing: 5th

#### Team

Josh Anthony	Cain McClelland
Mirai Dymond	Cooper Olive
Joseph Field	Kylan Pearce
Jaime Fox	Billy Richters
Jackson Grounds	Lachlan Roberts
Nicolas Hawkins	Dylan Sippel
Joel Hogan	Luke Smith
Bailey Jackson	Declan Summerford
Ian Lee	Joel Wilson
Lachlan Maurer	Lachlan Wilson

Manager- David Badke

Assistant Coach- Dan Wilson

Pitching Coach- Scott McClelland

EO/ Assistant Coach- Keith Land

S&C- Mikala Roberts

### Youth Women

Event: Australian Youth Women's Championships

Location: Canberra, 15th – 20th April

Placing: 2nd

#### Team

Paris Bastow	Caydence Lamond
Mia Bender	Hannah Marshall
Mila Bender	Brianna Ragau
Leah Clements	Isabella Rameriz
Georgina Day	Samantha Sullivan
Kya Foxwell	Hope Vankan
Hannah Graham	Allie Van Peppen
Soraya Hamson	Tamika Zmora

Manager: Geoff Wade

Assistant Coach: James Foxwell

Assistant Coach: Neal Ragau

EO: Maureen Lessmann



## Athlete Development and High Performance: Sports Medicine

Baseball QLD benchmarking the sports medicine and research future of baseball.

From 2019, Baseball QLD (BQ) will be the national benchmark of sports medicine and the development of academic research projects. Nationally and internationally, over the upcoming years, BQ will be regarded both on and off field as an expert in the arena of baseball research and implementation of this research.

Sports medicine and research practice have evolved over the past 30 years. Unfortunately, most of baseballs physical practices have not kept up with current literature and thinking. As other sports have rapidly progressed, the baseball foundation of athlete talent identification, development, injury management, coach development has not significantly advanced. There is a strong element of misrepresentation occurring in baseball, which BQ has identified as an issue.

Moving forward from 2020, BQ is aiming to provide a more transparent approach to high performance, as will be outlined below.

It is time, with respect to the current framework, to improve multiple areas that encapsulates high performance within the baseball team and organisational structure.

### TIME TO PROGRESS THE SPORTS MEDICAL FRAMEWORK OF BASEBALL

Current sports medicine modelling from the 2012 London Olympics explored performance health management and performance coaching as an alternative to previous evidence-based practice. The performance health management model identified effective decision-making regarding training and competing as essential.

Sporting bodies should embrace the need to develop culture where performance coaching is integrated into a holistic approach to comprehensive health management and decision-making. The secret of a successful performance outcome is to take a broad view of the athlete's health, both pathologically and functionally (Dijkstra, Pollock, Chakraverty & Alonso, 2014).

This article also highlights the importance of upskilling coaching and performance staff. BQ believes following this methodology with the need to improve and progress will assist in the advancement of their high-performance and therefore, BQ athletes.

I love the game of baseball. It's a unique sport, and I enjoy both the physical practice and training involved.

Baseballers, by nature, are creatures of habit; meaning preparation in preseason, training, pregame and the process of the game itself are generally standardised procedures.

The fundamental basics of a high performing baseball player have been consistent over time. The skill set remains throw the ball, field the ball, hit the ball and run. Advancements in coaching theory, technology, psychology and medical knowledge means BQ is primed to look at how we can improve training sessions and increase specific game tasks in these sessions to include these advancements.

Included in these advancements is data analysis. Data analysis must be addressed in future planning for improving high performance teams. This comes with a warning; collecting data and statistics is important, but critically interpreting and analysing the data is integral and requires knowledge of the important features of the sport. Contrary to past beliefs, Biometrics is now a specialist professional field, which requires specialist equipment.

### IT IS TIME BROADEN THE SCOPE OF TRAINING AND PLAY.

#### RESEARCH TO PRACTICE - 2020 AND BEYOND

Research to practice leads to major announcement from BQ.

BQ has partnered with the Australian Catholic University (ACU) to assist with player development, management and research. Current BQ High Performance strategy aims to deliver 4 research projects per year.

The affiliation with ACU gives BQ the capacity for a multifactorial and holistic approach to athlete and coach management, with the access to the following services:

- Physiotherapy (sports trainers, medical screening)
- Exercise physiology
- Sports science
- Biomechanical analysis
- Behavioural sciences (psychology)
- Sports nutrition
- Onsite training venue (on field and gym facilities)

BQ's commitment to ACU will be in assisting with:

- grant funding for research and PhD projects
- providing athletes for research (pending ethics approval)
- student placement opportunities
- exposure of ACU nationally and internationally by association.

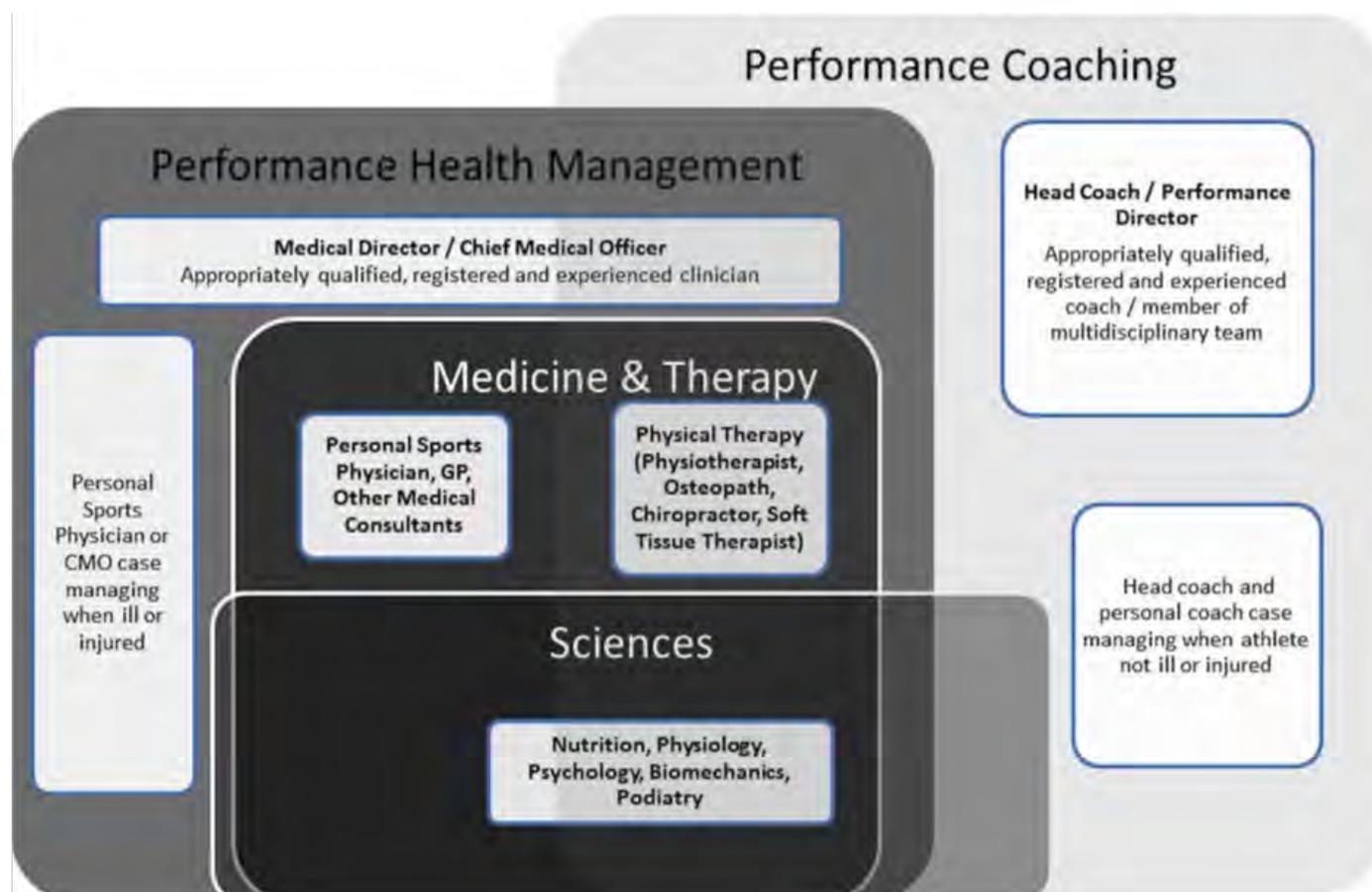
ACU is best placed to assist baseball with a wider breath of faculty involvement and academics that have similar ideologies of BQ. Areas of possible research but not limited to:

- visual reality (VR) technology to assist umpires, hitters, pitchers and progression to outfielders
- improvement in medical and biomechanical screening
- biomechanical analysis – hitting, throwing and pitching athletes
- behavioural sciences analysis, screening and education
- radiological investigations and assessment of baseballer's elbow and shoulder
- assessment of reaction time and movement time; perception motor patterning
- clinical thinking and application in practice and game time
- nutritional and hydration

With only half of the MLB teams employing sports scientist within their sports performance teams, this places BQ beyond the structure and clinical thinking of even the best baseball organisations.

BQ is backed by one of the most progressive and sports orientated universities in Australia.

BQ is aiming for a long-term relationship with ACU that is generically outlined in the graphic on the right.



## Year 1 - 2020

- Assessment of BQ programs and clinical placement outcomes
- Initiation and review student placement opportunities
- Intergration of ACU student placements into BQ program
- Pilot QBUA exercise science program
- Initiate research discussion and specific BQ desirable outcomes
- BQ research into grant funding. Provide, as able, both research project and PHD opportunities
- Review of current BQ high performance infrastructure and where appropriate improve to be best practice
- Review of current BQ HP relationship, roles and responsibilities
- Initiation of education of athletes, parents, coached via online lecture series

## Year 2 - 2021

- Review clinical placement outcome and maintain an excellent learning environment for ACU students
- Continue clinical placement opportunities
- Medical and biomechanical screening of elite > development athletes
- Continue QBUA exercise science program.
- Explore national and international academic events to present BQ/ACU research outcomes
- Maintain a strong relationship between BQ/ACU
- Progress education of athletes, parents, coached via online lecture series

## Year 3 - 5 2022 - 2025

- Continue student placement and provide support for travel opportunities
- International exposure at sports medical, sports science conferences
- Continue exploring grant funding opportunities
- Maintain a strong relationship between BQ/ACU



# Athlete Development and High Performance: Sports Medicine

## PERFORMANCE HEALTH MANAGEMENT

Playing sport is one cost; however, obtaining an injury, particularly a serious one, can come at an extensive cost. At no fault of BQ the basic level of athlete cover is not enough to cover significant expenses. In my experience, this is a high grievance of injured players. To help minimise this, our partnership with the following medical providers can assist in lowering this financial cost whilst providing first class service to the BQ community.

All selected medical providers have a long history of treating sports players. All providers are staffed with highly qualified professionals and can handle the requirements of an organisation such as BQ.

### QScan

Qscan Radiology clinics is a comprehensive Diagnostic Medical Imaging and Interventional practice. Offering a range of different radiology services, they are driven by clarity of vision and values that focus on providing compassionate care for their patients and excellence for referrers.

Access to QScan plays an important role in providing accuracy in the diagnostic process and guiding us to the correct course of treatment to ensure optimal recovery.

QScan are committed to improving the outcomes of baseballers and will be working with myself to develop an appropriated screening tool for the medial elbow. Furthermore, QScan will work together with BQ and ACU researchers on mutual baseball projects.

### Knee and Shoulder Clinic Dr Macgroarty

Dr Kelly Macgroarty is a specialist knee and shoulder orthopaedic surgeon at the Brisbane Knee and Shoulder Clinic. Dr Macgroarty assists in offering a near immediate action of management and treatment of complex knee and shoulder injuries sustained by players. Playing a critical role in the treatment of players, he allows players to receive orthopaedic recognition directly, enhancing the effectiveness of the rehabilitation process.

### Spring Hill Orthopaedic Clinic Dr Sarah Watts

Dr Sarah Watts is an orthopaedic surgeon who specialises in foot and ankle surgery, lower limb conditions, arthroplasty, arthroscopy of knee and ankle, fractures and traumatic conditions. Dr Watts, similarly, offers a direct course of action towards orthopaedic advice and intervention to assist in improving the rehabilitation path for injured players.

### QSports Medicine

QSports medicine is Queensland's largest multidisciplinary sports medicine clinic. This multidisciplinary approach in an allied health setting ensures a more effective and faster return to health. With sports physicians such as Dr Richard Brown and Mark Young and the extensiveness of their sporting experience, BQ could not have aligned with a more superior sport medicine clinic.

QSports is also very efficient in helping expedite appointments to orthopaedic surgeons for referred athletes likely to require surgical treatment.

## Pivotal Motion Physiotherapy

Pivotal Motion Physiotherapy opens their clinic with the capacity for immediate bookings to meet the needs of all players. They implement comprehensive injury prevention and management strategies to keep their athletes performing at their best all year round. With players placed as a high priority, it is much easier for them to access the excellent services they provide. Not only is convenience a defining factor; however, athletes of partnering associations are offered the service at a discounted rate.

BQ will be announcing over the upcoming season how each of these clinics will be assisting BQ members.

## THANKS

I personally would like to thank Michael Bates from Queensland Baseball Umpires Association (QBUA) and his openness to discussing how ACU, with the backing of BQ and members of QBUA, can be of assistance to umpires. Umpiring is a highly repetitious position, however 90% of the calls are made in approximately 10% of the game play. Thus, as an example, how can research into the act of decision-making assist umpires in training achieve practice of the contentious, 10% of game calls?

I am thrilled that members of QBUA are open to the sports and behavioural science opportunities at ACU. I look forward to working with QBUA umpires and ACU in the unique scope of VR technology.

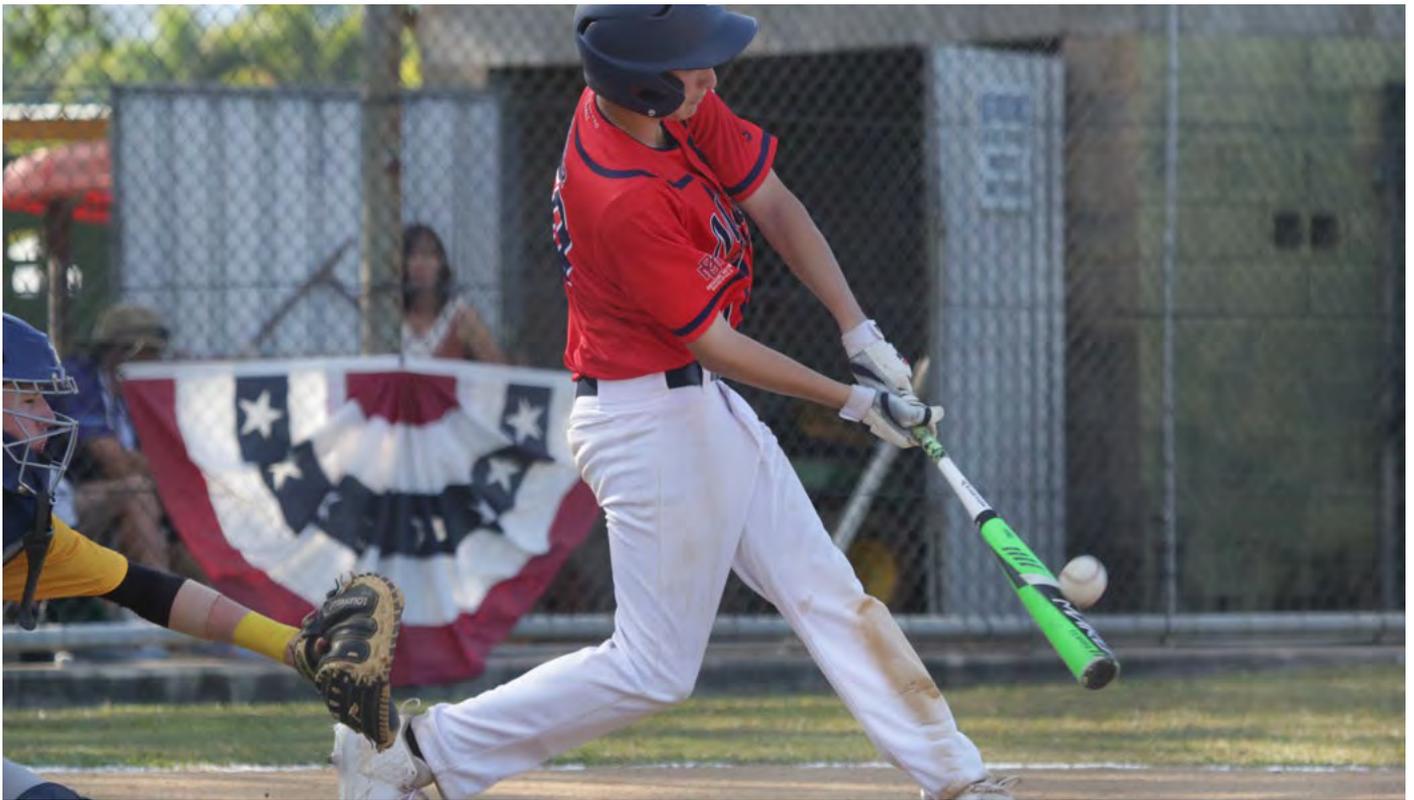
With an increase in the number of umpire numbers in QLD, QBUA at their wish, will be able to set a benchmark level for an umpire achieving ABL, national and international level.

I look forward to contributing to baseball at the state and international level though the ACU relationship. I sincerely thank Paul Gonzalez for being receptive to change and being open to my aspiration of strengthening BQ medical and high-performance strategies with the new partnership with ACU. His support has allowed me to convert my baseball medical experience into research development. The research will lead to innovative baseball concepts that will be implemented in BQ's future. Also, to Shayne Watson who over the past few years has been cementing written high-performance infrastructure that has made it effortless for myself to progress the ACU and sports medicine relationships forward.

Congratulations to Baseball in QLD as it oversees baseball sports science and medicine modernisation in Australia.

Bobbie-Jo Strong

M.Phty, B.ExSci





## Development Report to Region Delegates

### COACHES

We currently have the following number of accredited coaches in Queensland the removal of FNC from our membership has reduced our overall number of accredited coaches within our membership.

Level 1 – 57 Coaches

Level 2 – 16 Coaches

Level 3 – 228 Coaches

Level 4 – 52 Coaches

Baseball Australia is currently assessing ways to improve the Accreditation system. Our current network of assessors continues to grow our capacity to deliver accreditation.

### PARTICIPATION

We delivered to 60,000 school aged students within our various programs from school-based club recruitment programs to the Sporting Schools Program, SWIN Indigenous Sports Tour programs, Baseball 5's and school competitions. While it is difficult to track the direct impact these activities have on membership many of these are not delivered with membership as the key outcome. More and more, funding is being directed to sporting organisations that deliver programs that engage and activate kids where they are. One of the key factors in growing our membership moving forward will be to address retention.

Retention requires Quality Experiences.

The coach has a large part to play in a lot of these factors but having a qualified Member Protection and Information Officer (MPIO) at your club can also improve your organisation's capacity to enhance Quality of Administration and Quality of Connections outcomes. It is BQ's intent to deliver Member Protection Officer Training to at least one official from each club prior to the end of this calendar year. The training commences with a free, self-paced, online course and concludes with a face to face workshop. Member Protection Officers are the first point of contact for anyone with a complaint or questions about how to deal with any issues they may have, they also form part of making your organisation child safe. BQ will reach out in October with further details on identifying and training an MPIO for your Club or Region organisation.

### STATE TITLES EVENTS

We have expanded the suite of tournaments on offer as State Titles calibre events. We have developed a calendar of events that lists event dates and locations for the next three years and posted this to our website and social media platforms. We have also added the eligible additional events to the list of events the State Government recognises for the Youth Athlete Assistance subsidy. Over 600 participants, coaches and officials were involved in State Titles events in the reporting period.

Gareth Jones  
Development Manager  
Baseball Queensland



## Participation, Recruitment and Retention

My 2019 portfolio as Director of Baseball Operations on the Queensland Baseball Board of Management has been challenging, rewarding and also very frustrating.

Aiming to increase participation and provide more games for our members I have been working with the Participation Committee and the GBL Committee and we are now able to offer State Title events to all members.

BA has setup some great short season memberships starting from \$25.00 that we need to utilize to grow participation.

For all Senior State Title Events we are offering prize money for 1st, 2nd and 3rd placed. All details are on the BQ website and Events calendar.

I am very excited that our Inaugural Youth Women's and Women's State Titles held last December was a great success with 13 teams nominating. But as in baseball the weather was an issue for 2 days. WELL DONE LADIES

The Youth Women's program starting from Little League and up has been a success with the increasing number of females participating at each program, tournament selections and at club level. Their enthusiasm has been overwhelming.

The Women's GBL Competition has grown again this year going from 4 teams to as I write this report to 12 teams. Congratulations to all Clubs who are responsible for this achievement.

As we move more Baseball away from the traditional module, I believe we can increase our numbers through participation.

\* BASEBALL 5's is an innovative initiative from Baseball Australia and we at Baseball Queensland need to implement this module into our Clubs.

It is a great introduction to baseball for all ages and affordable as only a ball and bases are required.

I must give special mention to our new High-Performance Manager Shayne Watson.

Shayne has taken ownership of this role and made vast improvements in all areas within his first year. Looking forward to seeing where Shayne takes this in the next couple of years.

Growing the Game: Baseball in Queensland for ALL is building momentum.

Yours in Baseball

Geoff Wade



## MEDIA, MARKETING AND COMMUNICATIONS

In 2018 -19 Baseball Queensland has continued to build on the foundation that was laid in 2017-18. We have continued to increase our focus with intent to creation intentional engagement opportunities to grow our game, brand and business and celebrate the game of Baseball within Queensland.

The fundamental driver is to provide support to our communication strategies and equip our ADP, High Performance, Tournaments and competitions with media coverage and to create quality digital assets to help assist in the promotion of Baseball Queensland programs and tournaments for the future.

### Key Achievements 2018-19

#### Showcasing Baseball Queensland Events

In 2018 - 19 Baseball Queensland has continued to provide digital coverage for our State Titles tournaments. This has been well received by the wider baseball public and has become an expected part of the tournament experience.

Not only have we provided digital assets that have been used to communicate the events but have also provided the regions with digital assets in the aim to assist in the promotion of regional teams for further events.

This year we ran a survey for our April State titles. This allowed us to get real and unfiltered feedback on the event. We were provided with fantastic insight that will help

#### Website and Social Media

We have continued to utilise our website and social media to promote our program, report on newsworthy stories and share our stories with the wider baseball public.

We continue to find ways to improve the website to continue providing our users with the best experience possible.

Our social media channels continue to grow. One of the significant talking points is our followers-to-registered players ratio is astounding compared to other sporting codes. In comparison codes such as Rugby League and Football (Soccer) have a 25% of the number of registered players following their social media accounts where as Baseball Queensland has 150% of our playing members following our accounts. As that number doesn't make literal sense, it communicates to us that people are interested in what Baseball Queensland has to communicate via social media and we have excellent digital engagement

### FOCUS AREAS FOR CONTINUED GROWTH 2019-20:

- Maximise functionality of website
- Increase coverage and promotion of BQ Programs and events
- Increased opportunities to engage with regions and clubs to assist with digital opportunities.
- Grow our social media channels and focus on providing quality communication channels for members
- Continue to grow relationship between partners of Baseball Queensland to our members through digital strategy and engagement.

### BY THE NUMBERS:

**Website:** Increase of 100% for users and page views

Views: 166,643 Visitors: 59,645

**Instagram:** Increase of 50% of followers

Followers 1354 (+469)

**Facebook:** Increase of 17% of followers

Followers: 5009 (+756)

### Brad Rathbone

Media and Communications Manager - Baseball Queensland



100%

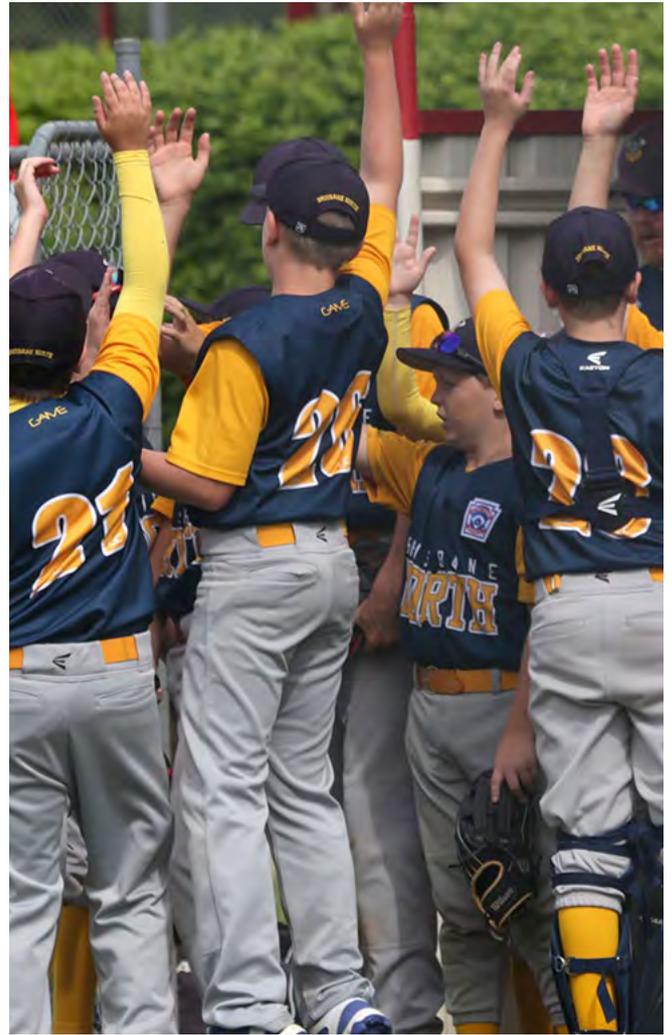
Website page views and visitors.

50%

Instagram followers.

17%

Facebook followers.



# Finance Report 2018 - 19

## The year in review

During the financial year Baseball Queensland Inc. undertook a full evaluation of the balance sheet and review of current policies and procedures. From this assessment, significant adjustments were made to leave provisions, fixed assets and stock on hand resulting in a restatement of the previous year's financials. New policies and procedures were implemented for company credit card usage and time in lieu.

During the financial year, Baseball Queensland Inc. continued to engage Ewing and Co., Consulting Accountants to undertake financial administration, preparation and lodgment of taxation returns, reporting and general ledger maintenance as well as payroll management.

Baseball Queensland Inc. and the Board would like to acknowledge and thank Glenys Sutherland for all her hard work and effort as she continues to support in the role of bookkeeper in a voluntary capacity.

## Financial Statements

On behalf of Baseball Queensland, I present to you for your perusal and adoption, the financial report and financial statements for the year ending 30 June, 2019.

In accordance with the requirements of the Associations Incorporated Act (Queensland), our financial records have been audited by BDO Australia who were appointed as our auditor at the special general meeting held on Friday 16th August.

Baseball Queensland Inc. recorded a loss of \$83,945 for the financial year ended 30 June 2019.

## Balance Sheet Items

### Cash at Bank

Cash reserves of \$55,745 at the end of 30th June 2019.

During the year we had net payments of \$61,313 after grants received for the Bannister Park Project. Throughout the year we reduced our GST liability down by \$45,434 and superannuation liability by \$26,326 as well as a reduction in receivables of \$132,055.

### Current Assets

A full stock take was carried out on the stock on hand in June resulting in a write off of \$21,498.

### Fixed Assets

A full stock take was carried out on fixed assets in June resulting in a devaluation of \$4,838.

### Liabilities

Current liabilities now reflect annual leave provision as well as grants received in advance.

Grants received in advance of \$84,691 is made up of \$50,000 received from QAS for the high performance program with the remaining balance of \$34,691 received from Cairns City Council which will be used to subsidize the fees for the under 16 state titles to be held in September.

Revenue received in advance of \$11,100 is for the prepayment of baseballs purchased by the regions.

Non-current liabilities have been adjusted to reflect leave provision entitlements.

## Profit and Loss Items

### Revenue

Baseball Queensland Revenue was \$189,149 down on prior year. The following items were the main contributors to the decrease in revenue;

Revenue from tournaments down \$95,743 on prior year.

- Grants received from QAS are now reported in the balance sheet and amortised accordingly which has resulted in a decrease of \$50,000 revenue compared to prior year.
- Fees and Sponsorship revenue of \$61,320 in the previous year included the \$40,000 funding received from the Department of National Parks, Racing Sport and Recreation to host an event in Cairns. In 2019 this funding is reported on the balance sheet and will be recognized when the tournament is held. Sponsorship increased by \$8,000 on prior year as a result of new sponsorships with Study and Play USA and Base 2 Base.
- New Income revenue streams were:
  - Womens/girls state titles – \$14,776
  - Taiwanese Tour \$5,600

### Expenditures

Baseball Queensland Expenditure has reduced by \$230,514 from 2018. The following items were the main contributors to the decrease in revenue;

- Tournament expenses are down \$192,776 on prior year. Total profit on tournaments (after funding) for 2019 was \$3,993 compared with a loss of \$54,541 in 2018.
- Employee expenses down \$78,401 compared to 2018, \$33,479 relating to leave provision adjustments.
- Inventory write off of \$47,783 includes the revaluation of stock on hand of \$21,498, the further write off of \$26,285 relates to stock purchased during the year.

### Brisbane Bandits

There was no income generated from the Brisbane Bandits for the year ended 30th June 2019.

## The Future

To ensure the sustainability of Baseball Queensland, the focus will be remain on keeping costs to a minimum whilst delivering development and high performance programs, state tournaments as well as running school clinics. For the 2019/2020 year we will continue our sponsorships with current partners as well as deliver programs to Queensland Cricket. As the Bannister Park projects comes to completion, Baseball Queensland will manage the operations of the facility to ensure its long term viability. To manage operational costs for Bannister Park, Baseball Queensland will continue to use this facility as their main training facility with a sinking fund to be set up to contribute to the ongoing maintenance. The proposed 2019/2020 budget will generate a surplus to support the strategic goals of Baseball Queensland.

I would like to thank Paul, Gareth and Shayne for all of their hard work and effort over the past 12 months whilst we undertook a full review of the financials and revision of the current budget process.

### Joanne Jackson

Finance Director

Baseball Queensland

## Revenue from tournaments

	2019	2018	Comments
Total	\$386,768	\$482,511	
Div 2	9,936	\$14,127	
Girls Div 2		2,045	
LL State Titles	\$4,845	\$43,635	LL State titles held in Cairns in 2018
Cairns Regional Council		\$18,000	
JL State Titles	\$6,638	\$8,860	Reduced Tournament Fee
SL State Titles	\$1,073	\$7,160	2 Teams competed in 2019 (4 teams in 2018)
LL Nationals	\$39,464	\$70,895	2 Teams competed in 2019 (4 teams in 2018)
JL Nationals	\$37,940	\$57,012	2 Teams competed in 2019 (3 teams in 2018)
SL Nationals	\$19,319	\$26,194	1 Team copeted in 2019 (3 teams in 2018)
U16 State Titles	\$24,928	\$45,006	Reduced tournament fee
U18 State Titles	\$18,201	\$14,307	
State Titles Womens / Girls	\$14,776		New event held in 2019
U16 Nationals	75,426	64,244	
U18 Nationals	65,507	39,869	
Nationals Women / Girls	\$68,716	\$71,157	

# Annual Financial Statements

BASEBALL QLD INC

ABN 91683142548

For the year ended 30 June 2019

Prepared by Ewing & Company Pty Ltd

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# Board Report

## BASEBALL QLD INC

### For the year ended 30 June 2019

#### Committee's Report

Your committee members submit the financial report of BASEBALL QLD INC for the financial year ended 30 June 2019.

#### Committee Members

The names of committee members throughout the year and at the date of this report are:

Committee Member	Position
Jeremy Cade	Commissioner
Keith Suthers	Deputy Commissioner
Mark Ready	Director of High Performance (Resigned)
Geoff Wade	Director of Participation
Sally West	Director of Member Services
Joanne Jackson	Director of Finance

#### Principal Activities

The principal activities were all those associated with being the governing body for baseball in Queensland

#### Significant Changes

No significant change in the nature of the activities occurred during the year.

#### Operating Result

The loss after providing for depreciation for the financial year amounted to \$83,945,

#### Going Concern

This financial report has been prepared on a going concern basis which contemplates continuity of normal business activities and the realisation of assets and settlement of liabilities in the ordinary course of business. The ability of the association to continue to operate as a going concern is dependent upon the ability of the association to generate sufficient cash flows from operations to meet its liabilities. The members of the association believe that the going concern assumption is appropriate.

Signed in accordance with a resolution of the Members of the Committee on:



Jeremy Cade (Commissioner)

Date     /     /



Joanne Jackson (Director of Finance)

Date    23 / 10 / 2019

# Profit and Loss

## BASEBALL QLD INC

For the year ended 30 June 2019

	NOTES	2019	2018
<b>Baseball Queensland Income</b>			
<b>Operating Income</b>			
Grants Received		250,000	300,000
Player Registration		254,970	254,388
G B L		12,731	17,377
Fees and Sponsorships		24,742	61,320
Accreditation Income		1,935	1,179
Cricket Australia		28,035	20,800
School Programs		9,405	12,448
<b>Total Operating Income</b>		<b>581,817</b>	<b>667,512</b>
<b>Representative Team</b>			
Little League Nationals		96,723	140,006
National Womens/Girls		68,716	71,157
National AYC U16		75,426	64,244
National AYC U18		65,507	39,869
<b>Total Representative Team</b>		<b>306,372</b>	<b>315,277</b>
<b>State Titles Revenue</b>			
State Titles U18		18,201	14,307
State Titles U16		24,928	45,006
State Titles Womens/Girls		14,776	-
State Titles LL/JL/SL		22,492	107,921
<b>Total State Titles Revenue</b>		<b>80,397</b>	<b>167,234</b>
<b>Tour Income</b>			
Japanese Tour		16,240	20,130
Taiwenese Tour		5,600	-
<b>Total Tour Income</b>		<b>21,840</b>	<b>20,130</b>
<b>High Performance Programs</b>			
Junior Elite Program		17,871	33,267
High Performance Girls' Development Program		6,913	-
High Performance State Performance Squad		993	-
<b>Total High Performance Programs</b>		<b>25,776</b>	<b>33,267</b>
Other Income		4,871	6,585
Bank Interest		671	889
<b>Total Baseball Queensland Income</b>		<b>1,021,744</b>	<b>1,210,893</b>
<b>Baseball Queensland Expenses</b>			
Administration Costs		148,593	122,073
Employment Expenses		310,888	389,289
<b>Travel Costs</b>			
Meals and Accommodation		3,170	8,860

	NOTES	2019	2018
Parking/Fares		1,353	2,434
Travel Costs		5,698	9,366
<b>Total Travel Costs</b>		<b>10,221</b>	<b>20,660</b>
Other Running Expenses		19,254	40,328
Cricket Australia expenses		50	1,700
Interest & Penalties - ATO		7,021	3,269
Development Officer Expenses		12,627	22,574
Sundry Expenses		12,979	5,924
Inventory Written Off		47,783	-
<b>State Titles Expenses</b>			
State Titles Under 18		17,414	17,494
State Titles Under 16		26,526	31,119
State Titles - Womens/Girls		11,519	-
State Titles LL/JL/SL/		19,825	162,825
<b>Total State Titles Expenses</b>		<b>75,283</b>	<b>211,438</b>
<b>High Performance Expenses</b>			
High Performance QAS Coaching		77,031	51,500
High Performance State Performance Program		494	-
High Performance Girls Development Program		2,322	-
QBBA Expenses		-	12,494
<b>Total High Performance Expenses</b>		<b>79,847</b>	<b>63,994</b>
<b>Representative Team Expenses</b>			
Little League Nationals		95,199	164,917
Nationals Womens/Girls		74,130	85,845
National Youth Championship		-	119,352
Nationals AYC Under 16		79,357	-
Nationals AYC Under 18		64,807	-
<b>Total Representative Team Expenses</b>		<b>313,493</b>	<b>370,114</b>
Recruitment Expenses		6,823	2,538
Sports & Other Development		44,579	33,644
Legal action expense		-	32,407
<b>Total Baseball Queensland Expenses</b>		<b>1,089,438</b>	<b>1,319,952</b>
<b>Baseball Queensland Profit/(loss)</b>		<b>(67,694)</b>	<b>(109,059)</b>
<b>Brisbane Bandits</b>			
Brisbane Bandits Income		-	254,488
Brisbane Bandits Expenses		(2,115)	(252,785)
<b>Brisbane Bandits Profit/(loss)</b>		<b>(2,115)</b>	<b>1,703</b>
<b>Bannister Park - Project</b>			
<b>Bannister Park - Grants</b>			
Bannister Park - Grant		-	-

	NOTES	2019	2018
Bannister Park - Grant Expenditure		-	-
<b>Total Bannister Park - Grants</b>		-	-
<b>Bannister Park - Operational</b>			
Bannister Park - Operational Revenue		19,776	13,750
Bannister Park - Operational Expenses		(29,017)	(20,229)
<b>Total Bannister Park - Operational</b>		<b>(9,241)</b>	<b>(6,479)</b>
<b>Total Bannister Park - Project</b>		<b>(9,241)</b>	<b>(6,479)</b>
<b>Total Profit/(loss) before depreciation</b>		<b>(79,050)</b>	<b>(113,835)</b>
<b>Depreciation</b>			
Depreciation		4,895	9,267
<b>Total Depreciation</b>		<b>4,895</b>	<b>9,267</b>
<b>Total Profit/(loss) after depreciation</b>		<b>(83,945)</b>	<b>(123,102)</b>

# Balance Sheet

## BASEBALL QLD INC

As at 30 June 2019

	NOTES	30 JUN 2019	30 JUN 2018
<b>Assets</b>			
<b>Bank</b>			
Petty Cash		-	202
Bendigo Mastercard		430	-
Leave Provisions A/C -9205		-	35,870
Everyday Bendigo Account -8900		21,154	1,607
Sponsorship A/c -9338		34,160	-
<b>Total Bank</b>		<b>55,745</b>	<b>37,679</b>
<b>Current Assets</b>			
Stock on Hand		16,631	37,859
Trade Debtors		43,606	175,661
<b>Total Current Assets</b>		<b>60,237</b>	<b>213,520</b>
<b>Fixed Assets</b>			
<b>Fixed Assets</b>			
<b>Leasehold Improvements</b>			
Leasehold Improvement		6,970	6,970
Less: Accumulated Dep'n Leasehold Improvement		(929)	(183)
<b>Total Leasehold Improvements</b>		<b>6,041</b>	<b>6,787</b>
<b>Computer Equipment</b>			
Computer Equipment @ Cost		9,222	11,555
Accumulated Depreciation - Computer Equipment		(7,728)	(8,903)
<b>Total Computer Equipment</b>		<b>1,494</b>	<b>2,651</b>
<b>Office Furniture</b>			
Office Furniture		3,801	3,801
Accumulated Depreciation - Office Furniture		(1,154)	(839)
<b>Total Office Furniture</b>		<b>2,647</b>	<b>2,961</b>
<b>Trailer</b>			
Equipment Trailer		3,273	-
Accumulated Depreciation - Equipment Trailer		(1,964)	-
<b>Total Trailer</b>		<b>1,309</b>	<b>-</b>
<b>Equipment</b>			
Equipment		46,162	-
Accumulated Depreciation - Equipment		(30,080)	-
<b>Total Equipment</b>		<b>16,082</b>	<b>-</b>
<b>5 Year Depreciating Asset</b>			
5 year Depreciating Asset		-	38,367
Accumulated Depreciation - 5 Year Dep Asset		-	(18,356)
<b>Total 5 Year Depreciating Asset</b>		<b>-</b>	<b>20,012</b>

	NOTES	30 JUN 2019	30 JUN 2018
<b>Bannister Park - Asset</b>			
Bannister Park - Capitalised Asset		439,378	196,905
Bannister Park - Grant Offset		(402,790)	(213,269)
<b>Total Bannister Park - Asset</b>		<b>36,588</b>	<b>(16,364)</b>
<b>Total Fixed Assets</b>		<b>64,161</b>	<b>16,047</b>
<b>Total Assets</b>		<b>180,142</b>	<b>267,246</b>
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Accounts Payable		44,540	59,916
<b>ATO Liabilities</b>			
Integrated Client Account		32,477	66,334
GST Accruals		6,444	18,021
<b>Total ATO Liabilities</b>		<b>38,922</b>	<b>84,354</b>
Employee Salary Packaging		-	4,923
<b>Employee Entitlements - Current</b>			
Wages Payable - Payroll		4,349	-
Superannuation Payable		2,997	29,323
Annual Leave Accrual (CL)		19,725	19,725
<b>Total Employee Entitlements - Current</b>		<b>27,071</b>	<b>49,048</b>
FBT Refundable		-	(557)
PAYG Payable		-	5,109
<b>Revenue Received in Advance</b>			
Grants Payable in advance		84,691	-
Revenue received in advance		11,100	-
<b>Total Revenue Received in Advance</b>		<b>95,791</b>	<b>-</b>
Bendigo Mastercard		-	1,876
Line Of Credit		-	20,000
Electronic Bank Account		-	-
<b>Total Current Liabilities</b>		<b>206,324</b>	<b>224,668</b>
<b>Non-current Liabilities</b>			
<b>Employee Entitlements- Non Current</b>			
Long Service Leave		35,770	33,551
Annual Leave Accrual (NCL)		34,323	21,356
<b>Total Employee Entitlements- Non Current</b>		<b>70,093</b>	<b>54,907</b>
<b>Total Non-current Liabilities</b>		<b>70,093</b>	<b>54,907</b>
<b>Total Liabilities</b>		<b>276,417</b>	<b>279,576</b>
<b>Net Assets</b>		<b>(96,274)</b>	<b>(12,329)</b>
<b>Equity</b>			
Current Year Earnings		(83,945)	(123,102)

	NOTES	30 JUN 2019	30 JUN 2018
Retained Earnings		(12,329)	110,773
<b>Total Equity</b>		<b>(96,274)</b>	<b>(12,329)</b>

# Notes to the Financial Statements

## BASEBALL QLD INC

### For the year ended 30 June 2019

#### 1. Summary of Significant Accounting Policies

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act Queensland. The committee has determined that the association is not a reporting entity.

The financial statements have been prepared on an accruals basis and are based on historic costs and do not take into account changing money values or, except where stated specifically, current valuations of non-current assets.

The following significant accounting policies, which are consistent with the previous period unless stated otherwise, have been adopted in the preparation of these financial statements.

#### Property, Plant and Equipment (PPE)

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all PPE is depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use.

Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

#### Cash on Hand

Cash on hand includes cash on hand, deposits held at call with banks, and other short-term highly liquid investments with original maturities of three months or less.

#### Accounts Receivable and Other Debtors

Accounts receivable and other debtors include amounts due from members as well as amounts receivable from donors. Receivables expected to be collected within 12 months of the end of the reporting period are classified as current assets. All other receivables are classified as non-current assets.

## Revenue and Other Income

Revenue is measured at the fair value of the consideration received or receivable after taking into account any trade discounts and volume rebates allowed. For this purpose, deferred consideration is not discounted to present values when recognising revenue.

Interest revenue is recognised using the effective interest method, which for floating rate financial assets is the rate inherent in the instrument. Dividend revenue is recognised when the right to receive a dividend has been established.

Grant and donation income is recognised when the entity obtains control over the funds, which is generally at the time of receipt.

If conditions are attached to the grant that must be satisfied before the association is eligible to receive the contribution, recognition of the grant as revenue will be deferred until those conditions are satisfied.

All revenue is stated net of the amount of goods and services tax.

## Goods and Services Tax (GST)

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Taxation Office (ATO). Receivables and payables are stated inclusive of the amount of GST receivable or payable. The net amount of GST recoverable from, or payable to, the ATO is included with other receivables or payables in the assets and liabilities statement.

## Accounts Payable and Other Payables

Accounts payable and other payables represent the liability outstanding at the end of the reporting period for goods and services received by the association during the reporting period that remain unpaid. The balance is recognised as a current liability with the amounts normally paid within 30 days of recognition of the liability.

### Prior Year Adjustment

The 2018 financial statements have been restarted to include employee benefits not previously recorded and to capitalise the net grant revenue relating to Bannister Park.

Annual leave entitlements are now accrued in the financial statements for the first time and the Long Service Leave provision has been correctly reported.

The net effect resulted in a restated loss of \$123,102 (previously recorded as \$58,703).

The effect on the Income and Expenditure Statement and Balance Sheet is as follows:

	As Reported	Adjusted	Restated
Bannister Park - Grant	213,269	(213,269)	-
Bannister Park - Grant Expenditure	(196,905)	196,905	-
Employee Expenses	(368,880)	(48,665)	(417,545)
Profit and Loss	(58,073)	(65,029)	(123,102)
Non-Current Assets	-	(16,262)	(16,262)
Annual Leave Provision	-	(41,081)	(41,081)
Long Service Leave Provision	(25,968)	(7,583)	(33,551)
Net Assets	52,597	(64,926)	(12,329)

2019                      2018

### 2. Trade and Other Receivables

#### Trade Receivables

Trade Debtors	43,606	175,661
<b>Total Trade Receivables</b>	<b>43,606</b>	<b>175,661</b>
<b>Total Trade and Other Receivables</b>	<b>43,606</b>	<b>175,661</b>

2019                      2018

### 3. Trade and Other Payables

#### Trade Payables

Accounts Payable	44,540	59,916
<b>Total Trade Payables</b>	<b>44,540</b>	<b>59,916</b>
<b>Total Trade and Other Payables</b>	<b>44,540</b>	<b>59,916</b>

These notes should be read in conjunction with the attached compilation report.

# True and Fair Position

## BASEBALL QLD INC

### For the year ended 30 June 2019

#### Annual Statements Give True and Fair View of Financial Position and Performance of the Association

We, Joanne Jackson, and Jeremy Cade, being members of the committee of BASEBALL QLD INC, certify that –

The statements attached to this certificate give a true and fair view of the financial position and performance of BASEBALL QLD INC during and at the end of the financial year of the association ending on 30 June 2019.

Signed: *J Jackson*

Dated: 23 / 10 / 2019

Signed: *J Cade*

Dated: 23 / 10 / 2019

# Compilation Report

## BASEBALL QLD INC

### For the year ended 30 June 2019

Compilation report to BASEBALL QLD INC.

We have compiled the accompanying special purpose financial statements of BASEBALL QLD INC, which comprise the Balance Sheet statement as at 30 June 2019, Profit & Loss statement, a summary of significant accounting policies and other explanatory notes. The specific purpose for which the special purpose financial statements have been prepared is set out in Note 1.

#### The Responsibility of the Committee Member's

The committee of BASEBALL QLD INC are solely responsible for the information contained in the special purpose financial statements, the reliability, accuracy and completeness of the information and for the determination that the basis of accounting used is appropriate to meet their needs and for the purpose that financial statements were prepared.

#### Our Responsibility

On the basis of information provided by the partners we have compiled the accompanying special purpose financial statements in accordance with the basis of accounting as described in Note 1 to the financial statements and APES 315 *Compilation of Financial Information*.

We have applied our expertise in accounting and financial reporting to compile these financial statements in accordance with the basis of accounting described in Note 1 to the financial statements. We have complied with the relevant ethical requirements of APES 110 *Code of Ethics for Professional Accountants*.



Ewing & Company Pty

Ltd Byron Factor

Dated: 23/10/2019

<b>Register of Changes to this 2019 Baseball Queensland Annual Report</b>				
<b>Publish Date</b>	<b>Document Version</b>	<b>Pages Affected</b>	<b>Description of Revision and reason for change.</b>	<b>Author</b>
October 2019	V1		Original Publication.	BQ BoM
25/3/2021	V1.1	14, 16, 17, 21	Removal of images to comply with letter of demand.	BQ BoM