



ISQ Council Annual Report 2019

Presidents Foreword

I would like to thank everyone for their efforts and contribution and for assisting in the success of Ice Skating Queensland throughout 2019.

All disciplines of Ice Skating Queensland have seen success both nationally and internationally as we continue to see the sport develop and grow.

This annual report will assist in giving members a better understanding the successes of Ice Skating Queensland while addressing the challenges that lie ahead.

2019 has seen some significant change in the business operations of ISQ (Iceworld) to ensure that we continue to drive the recreational skaters to the business for the benefit of the sport. Moving recreational skaters into the Aussie Skate program and then subsequently into an ice sport has been an important focus and will continue to be addressed as we drive to improve the presence of Ice Skating and ice sports throughout Queensland.

The collection of operational data has been limited by the systems being utilised at the rinks. In late 2019 a decision was made to move to a new Point of Sale system that allows for a greater ability to collect and utilise data for improved operational performance. As with any change there were some initial teething problems however as we made further adjustments the full potential of the system will allow for more accurate marketing and promotions assisting ISQ and Iceworld and all the sport has to offer.

In addition to this move and on the recommendation from the independent review, Ice Skating Queensland advertised and recruited a Sport and Business Development Officer. The process was long and tedious with a successful applicant Andrew Leventis appointed to the position in October 2019. The Sport and Business Development Officer's role is to promote and increase corporate and commercial development through marketing and promotion to the broader community. Public sessions had increased over the summer period by 20% with this being the building blocks for further increases.

Going Forward 2020 - 2022

It is important to build on the ground work of 2019 with a focus on increasing public and school admission at the Boondall rink and assisting Acacia Ridge to maintain if not increase its well-attended public sessions.

2020 – 2022 will see our focus and investment continue to be on athlete and sports development. We will leverage our physical presence, through Iceworld, to help grow the sport in Queensland and fund the ongoing investment in the sport. In line with our Strategic Plan we will continue to grow and optimise the Iceworld business, investing in both our infrastructure and people to drive the growth of ice-based activities. We will seek to accelerate business growth through targeted investments in new information systems, infrastructure upgrades and structural changes in 2020.

I would also like to highlight that we continue to have some significant issues that will need to be addressed over the coming years. These primarily relate to infrastructure, specifically, a lack of investment in our two ice rinks and associated facilities over previous decades. As a Council we have been continuing to address these issues during the 2019 year.

As previously stated, we have made an appointment to the Sport and Business Development Officer role to further assist in driving both sport development and business growth.

I would also like to thank my fellow Councillors and Committee members for their incredible work over the past year and believe that ISQ continues to be in safe hands. Finally, I would like to thank all of our members and our staff in Ice Skating Queensland and Iceworld for your contributions during 2019 and look forward to your ongoing support in 2020.

Best wishes and success for the future.



Peter Marcovich
President, Ice Skating Queensland



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1. Ice Skating Queensland Inc

1.1. Overview

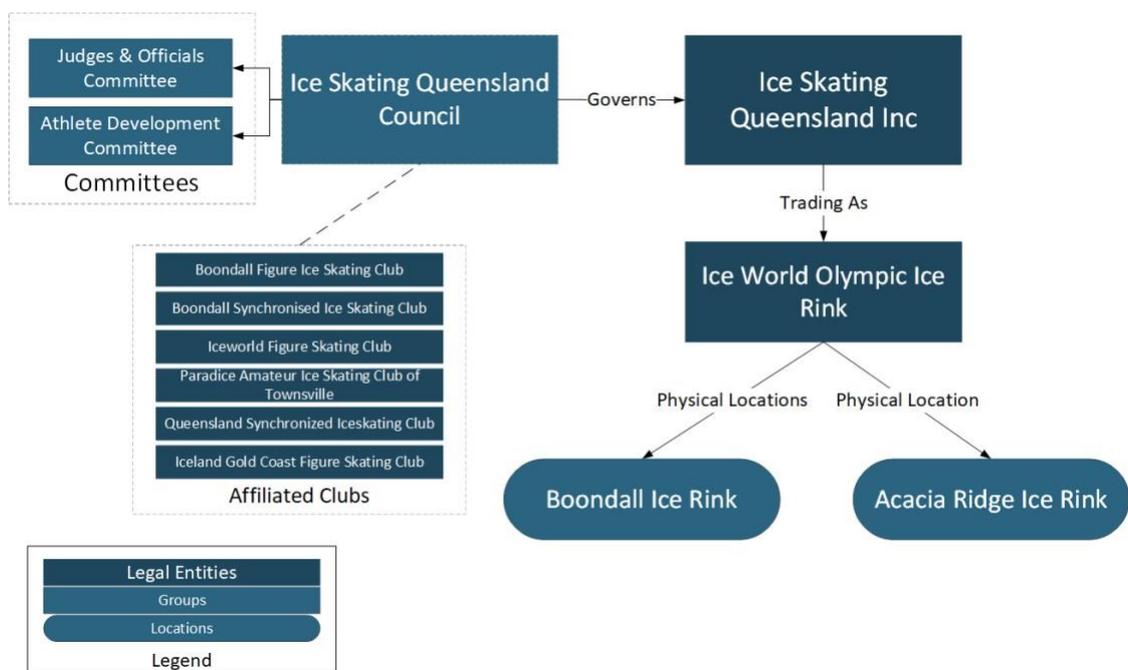
ISQ is the peak governing body for figure skating in Queensland. This includes the disciplines of Single Skating, Pair Skating, Ice Dance, Synchronized Skating and Theatre on Ice.

There are currently six affiliated clubs throughout Queensland, located in Brisbane and in the regional areas of the Gold Coast and Townsville.

Ice Skating Queensland is affiliated to Ice Skating Australia www.isa.org.au.

1.2. High Level Structure

The following describes the high-level structures of incorporation:



1.2.1. Ice Skating Queensland Inc

Ice Skating Queensland is a not for profit association incorporated under the *Associations Incorporation Act (1981)* and the *Associations Incorporations Regulation (1999)*. The document: “Ice Skating Queensland Inc. Rules Effective 17 November 2010” (Rules) sets out the rules under the Associations Incorporation act (1981) and Associations Incorporation Regulation (1999). This sets out that the Primary Objective of the Association:

“To encourage all branches of Figure Skating”.

The Rules also call out an additional 19 objectives which speak to ISQ's role in developing and growing the sport, both directly and indirectly through the affiliated clubs. This includes maintaining an ongoing relationship with Ice Skating Australia.

Ice Skating Queensland is a significant business with over \$5M in assets under management and annual revenues in excess of \$4M annually.

1.2.2. Members

Under the rules of the Association (Ice Skating Queensland Inc) consists of members in the following classes:

- a. Senior Members;
- b. Junior Members;
- c. Cadet Members;
- d. Associate Members;
- e. Social Members; and
- f. Honorary Members.

1.2.3. Council

At the Annual General Meeting the Senior Members establish the Council of the Association, which includes a President, Secretary, Treasurer and three to five other Senior Members (known as 'Councillors') of the Association. The Council has general control and management of the administration of the affairs, property and funds of the Association. The Council has a two-year term with half of the Councillors terms being due in any given year. This approach supports both continuity and the infusion of new ideas.

1.2.4. Committees

The Council is also able to establish Subcommittees and Advisory Committees. At present two Committees have been established. These are:

- Judges and Officials Committee – with a focus on policy development, regulation and conduct of competitions, referees and judges, testing and coaches.
- Athlete Development Committee – with a focus on the structure of skating programs, optimising the use of ice time, management of camps and provision of advice to Iceworld.

1.2.5. Affiliated Clubs

Any club or Association formed for the promotion of Figure Skating incorporated under the *Associations Incorporation Act 1981* (QLD) may be constituted an Affiliated Club.

The following clubs are affiliated with ISQ:

- Boondall Figure Skating Club
- Boondall Synchronised Ice Skating Club

- Iceworld Figure Skating Club
- Townsville Ice Skating Club
- Queensland Synchronized Iceskating Club
- Iceland Gold Coast Figure Skating Club

1.2.6. Trading as: Iceworld Olympic Ice Rinks

Iceworld Olympic Ice Rinks have been located in Brisbane for over 30 years, providing the only ice rinks in the Brisbane area. These are approximately 30km apart.

Iceworld's management operates across two key delivery locations of Boondall and Acacia Ridge.

- Boondall: The Boondall facility provides the only Olympic sized rink in Queensland. In addition to coffee shop, skate shop and other traditional facilities it also provides function rooms, catering and a fully stocked bar. The facility has recently been extensively renovated and provides a pristine and professional skating environment.
- Acacia Ridge: The Acacia Ridge facilities provides a more tradition rink, coffee shop, skate shop and standard facilities. Additional renovations are planned for 2020 to further enhance customer experience.

Iceworld is a significant enterprise and generates some \$4M in annual revenues with the two locations. The Strategic Plan 2017-2022 also calls out the establishment of a further rink which would continue to growth the potential annual revenue. There is also opportunity to expand beyond the South East Queensland area to further accelerate the grow of ice-based sports.

The ongoing revenue stream generated through Iceworld frees ISQ from a role that most not for profit Associations need to undertake - namely needing to continually raise significant capital to fund the ongoing development of Figure Skating in Queensland.

1.3. Key People

The following highlights the key people/roles involved in driving the ongoing development of Ice Skating Queensland:

1.3.1. Council

Office Bearers 2019

- President - Mr. Peter Marcovich
- Secretary - Mrs Beverley Donaghey
- Treasurer - Mr Duncan Unwin

Councillors 2019

- Ms. Liz Alexandre
- Mrs. Margaret Bartlett
- Mrs. Allie Flack

- Mrs. Susan Lynch
- Mrs Cheryl McKewen

ISA Delegates 2019

- Mrs. Margaret Bartlett
- Mrs Allie Flack
- Mrs Susan Lynch

1.3.2. ISQ and Iceworld Operations

In addition to these critical governance focused roles ISQ has recently established a Chief Executive Officer role to provide leadership and operational support to the Council across ISQ and Iceworld.

Chief Executive Officer – ISQ and Iceworld

- Keith Fullerton

Sports Administrations Officer, ISQ

- Jenny Houlahan

Sport/Business Development Officer

- Andrew Leventis

2. ISQ Strategic Plan 2017 – 2022

The ISQ Strategic Plan 2017 – 2022 sets out the strategic framework to guide the ongoing evolution of Ice Skating Queensland and Iceworld. It reflects the foundation documents which established the organisation and seeks to guide activities across the six-year period to grow its capacity to deliver on its core purpose.

Vision – how we will make a difference:

- Ice skating in Queensland is a preferred choice for the community, both as a recreational and competitive activity.
- Our facilities provide a healthy and supportive environment for our customers.

Purpose – why Ice Skating Queensland exists:

- To encourage all branches of Figure Skating

Key Result Areas - where we need to achieve:

1. Conduct championships, tests and competitions
2. Manage affiliation with the national body and clubs
3. Encourage, promote and support Figure Skating activities by Affiliated Clubs
4. Encourage the participation of the community in ice skating and ice sports
5. Encourage the health and safety of all users of our facilities
6. Operate ice skating facilities via our commercial arm, Iceworld Olympic Ice Rinks, for the benefit of the community and all ice sports.
7. Encourage the sporting success, strength and stability of the Association
8. Ensure compliance with the Rules and by- laws of ISA and ISU
9. Develop policies and rules for conduct of the sport in Queensland and the operation of our ice rinks
10. Provide funding for the development of figure skating from the operational surpluses of Iceworld

Strategic Initiatives – capabilities we need to build:

1. Sports Development
2. Creating a great customer service experience
3. Better provisioning of “ice time”
4. Building new ice-skating facilities
5. Building the connective tissue with other ice sports

3. Supporting all Branches of Figure Skating

ISQ's core purpose is the support all branches of Figure Skating. We do this through a range of investments and activities to help support and grow Figure Skating.

3.1. Supporting the sport

ISQ has provided significant assistance to help build Figure Skating in 2019 the details of which are contained in the Annual Financial Report that will be presented by the Treasurer.

4. Sporting Highlights 2019

2019 has been a busy year with both national and international events. While we cannot cover all of the achievements in this Annual Report the following seeks to highlight some of them.

4.1. Australian Figure Skating Championships 2019

The following link is to the results of the 2019 AFSC

<http://www.isq.org.au/australian-figure-skating-championships-results.php>

4.2. International Events

Some of the individuals and teams that have competed in international events and the following link provided the nominations and results:

<https://www.isa.org.au/high-performance-and-athlete-development>