



ISQ Council Annual Report 2020

Presidents Foreword

I have pondered for some time on what to say about the 2020 year. It has been a year that has changed many people's lives and changed how we go about the day to day activities that we normally undertake and not just our sporting activities but all activities. However, as we reflect on 2020, we should all be immensely proud of how we worked through and endured the challenges of the COVID-19 pandemic. These challenges have not yet finished but I believe that the whole skating community has shown an extraordinarily strong resilience to continue to fight to get our athletes training and competing again.

During 2020 our Coaches have had to adapt and find new ways to coach their skaters during the times that the rinks were forced to close by using things like online classes. Our skaters have also had to adapt to these new methods. From my personal observations I believe that from this our athletes for the most part have shown a new determination and drive to continue to make their skating careers a success and have embraced the changes forced upon us.

The 2020 year saw many fewer opportunities for Ice Skating Queensland athletes to compete both nationally and internationally however those that were able to compete performed very well. We also saw the cancellation of the Australian Figure Skating Championships that were due to be hosted by Ice Skating Queensland at the Boondall rink.

The annual report will assist in giving members a better understanding the financial result during the 2020 year for Ice Skating Queensland while addressing the impacts that we faced caused by the COVID-19 pandemic.

2020 has seen some significant impacts in the business operations of ISQ (Iceworld) due to forced closures of the rinks and restrictions on the number of people allowed to be in the rink at the same time. This has meant that the Council has, at times, had an enormous burden to make decisions that could have had long term negative outcome for the rinks and the very future of Ice Skating Queensland. I am sure that the members will realise that at times these decisions have been very difficult and have weighed heavily on the Council Members, but I believe that the result to date has proven that in the most part we have taken to correct path to ensure the future. At all times during this difficult period your Council has acted in the best interests of the sport and the continuation of the rink business. We continue to attempt to drive the recreational skaters to the business for the benefit of the sport and provide a strong base by 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.

As advised last year we invested in a new Point of Sale system that allows for a greater ability to collect and utilise data for improved operational performance. We are starting to see the benefit of this with the ability to provide targeted and more accurate marketing and promotions assisting ISQ and Iceworld and all the sport has to offer.

Going Forward 2021 - 2022

It is important to build on the hard work and learnings of 2020 with a focus on increasing public and school admission at both rinks to be able to get back to the Pre-COVID-19 results.

2021 – 2022 will see our focus and investment continue to be on athlete and sports development. I am sure that everyone will have noted the increased efforts of the Athlete Development Committee with several new opportunities for our athletes to participate in to assist with their development. I encourage all coaches and athletes to take advantage of these opportunities so that Queensland athletes are at the peak of our sport regardless of the discipline. We will continue to 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 infrastructure upgrades and structural changes in 2021.

I would also like to thank my fellow Councillors, Rink Management, the ISQ Administration Officer, the Judges and Officials Committee, the Athlete Development Committee and all our volunteers for their incredible work over the past year, everyone has stood up during these most difficult times and gone the extra distance to keep the sport going. I said in my last report that I believed that ISQ continues to be in safe hands, and I believe that 2020 has proven this statement to be correct. Finally, I would like to thank all our members and our staff in Ice Skating Queensland and Iceworld for your contributions during 2020 and look forward to your ongoing support in 2021.

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

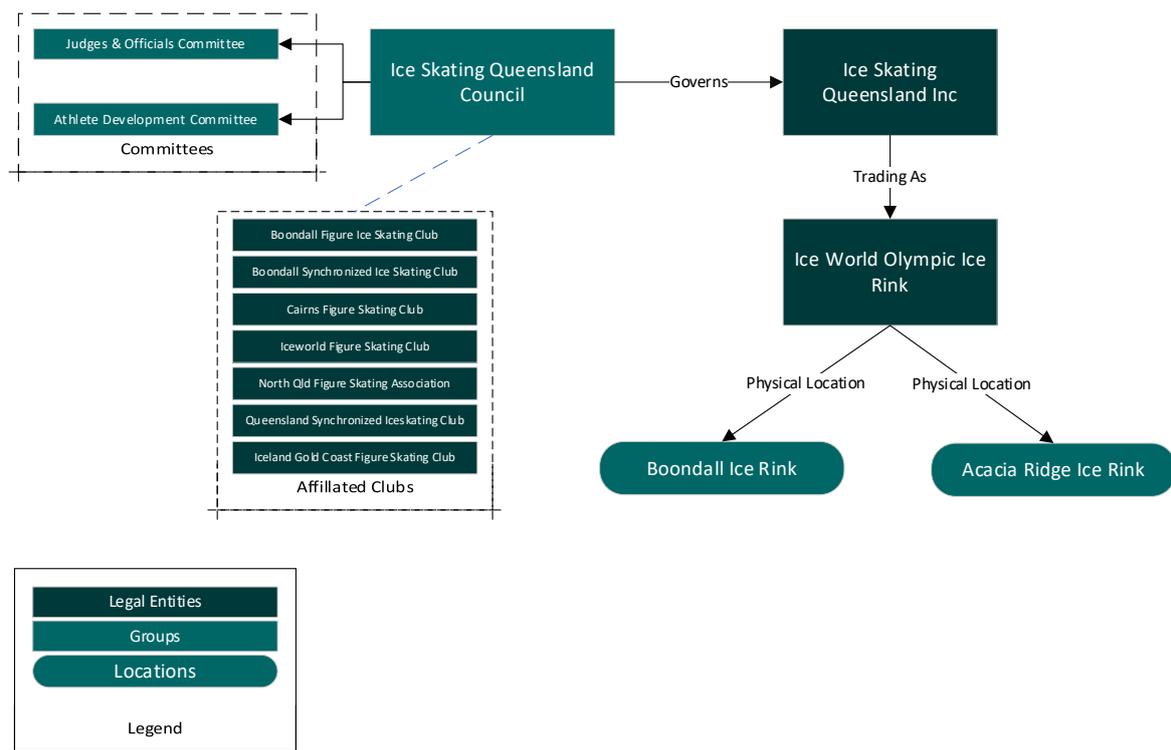
ISQ is the peak governing body for figure skating in Queensland. This includes the disciplines of Single Skating, Pair Skating, Ice Dance, Synchronized Skating and Theatre on Ice.

There are currently seven 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 29 May 2019" (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 Ice Skating Club
- Boondall Synchronised Ice Skating Club
- Cairns Figure Skating Club
- Iceworld Figure Skating Club
- North Qld Figure Skating Association
- 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 traditional rink, coffee shop, skate shop and standard facilities. Additional renovations are planned for 2021 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 growth 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 2020

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

Councillors 2020

- Ms. Liz Alexandre
- Mrs. Lisa Massingham
- Mrs. Allie Flack
- Mrs. Susan Lynch
- Mrs Cheryl McKewen

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 Manager

- 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 2020 the details of which are contained in the Annual Financial Report that will be presented by the Treasurer.

4. Sporting Highlights 2020

2020 has been a very different year with very few national and international events conducted. 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 2020

As a result of the COVID-19 pandemic that 2020 AFSC was not conducted. Previous years results can be found at the following link:

<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>