



**BASEBALL'S  
WORLD CUP**  
★ HONG KONG 2024



# 2024

**ANNUAL REPORT**

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## BOARD OF MANAGEMENT

### **CHRIS NORRIE**

*Commissioner*

### **DAVID BADKE**

*Deputy Commissioner Director  
Director (Game Development)*

### **BRENDAN VASSALLO**

*Director (Finance)*

### **BRAD PARSONS**

*Director (Communication & Partnerships)*

### **ANDY UTTING**

*Director (Player Development)*

### **ANDREA MARSHALL**

*Director (Projects, Diversity & Inclusion)*

### **DANIEL WHITE**

*Director (Member Services & Events)*

## STAFF

### **GARETH JONES**

*Chief Executive Officer*

### **SHAYNE WATSON**

*Performance Program Manager*

### **NICK BACHONO**

*Player Development Coordinator*

### **SAM CAWDRON**

*Game Development Manager*

### **NICK WYLLIE**

*Club Support Coordinator*

### **AKANE HATAI**

*Digital Media Manager*

### **DANICA TROTTER**

*Administration*

## LIFE MEMBERS

**TONY LYNCH**

**NEVILLE BROCKIE**

**KEVIN CANTWELL**

**ANNE KIPPIN**

**KEN MONCRIEFF**

**BRUCE MUTCH**

**DELL TOWNSEND**

**TIM BASSINGTHWAIGHTE**  
*(deceased)*

**JOHN O. HARRIS**  
*(deceased)*

**KEL MACBETH**  
*(deceased)*







## BASEBALL QUEENSLAND STRATEGIC PLAN



### EVOLVE

- Strategically develop and diversify playing opportunities.
- Create innovative approaches to develop and sustain the delivery of baseball in Queensland.
- Respond to proactive evaluation of experiences of the baseball community.

### ENGAGE

- Collaborate effectively with current and potential stakeholders with a view to developing productive partnerships.
- Create innovative methods of promoting baseball as a sport of choice to the broader community.
- Influence the baseball community to develop and sustain a culture that promotes respect, diversity and inclusion.

### CONNECT

- Communicate with the broader community in a way that connects with impact and influence.
- Create and enact systems and processes to ensure productive and high quality service delivery.
- Connect and consult with the baseball community to co-develop a sustainable future.

## COMMISSIONER REPORT

The role of a board is overview – to design an organisation’s strategy and put in place the ability for that strategy to be accomplished. Just a little over two years ago, we realised that our brand-new Strategic Plan could never be realised as we only had a CEO, a High-Performance Manager, a part-time competitions administrator, and a bookkeeper. We were, effectively, running on fumes and propped up with government funding.

With such a structure, the board was – naturally – very operational, to the extent that Directors didn’t even have portfolios. Things had to change. Then, when we got word that, in the short term, our government funding would be more than halved, it became necessary to put in place a process whereby we could achieve what we needed to without reliance on this perennial handout.

In those heady early days of my tenure, we had done a number of things very well. We had saved money (mainly because COVID prevented us from spending it), and we had enjoyed significant contributions from Qld Sport & Rec, BA, and the Qld Academy of Sport. Our finance collective of Gareth, Brendan and Kelly were able to put us in a strong position, ready for the inevitability of all this drying up. Then, in 2022, it all did. We needed to invest in ourselves – and quickly.

During the calendar year of 2022, we completely restructured the organisation. First and foremost would be service delivery, but also to expand opportunities to source income from other agents. Thus, by investing in our operational capacity, we have been able to expand our services to clubs and regions; better promote and communicate our achievements and events; better coordinate our on-field capabilities; and even execute much of the strategy the board has proposed.

Not only have we been able to be more responsive to member needs, we have, as of last count, sourced well over half a million dollars in extra funding for programs that will continue to put Baseball Queensland as the most productive and proactive of all the state associations.



And this is to remain the focus moving forward – growth. Not only expansion of services, but of opportunity and membership. Since 2020, we have been the only state association to increase membership – at the clip of 3-5% every year – and we remain one of the few sports in Queensland that can claim that achievement.



In freeing up the board from operational issues, we have been able to – for the first time in my tenure – consider well beyond our Strategic Plan. We have been able to make significant in-roads into:

### **PARTNERSHIPS**

We have developed formal relationships with a number of like organisations that can help provide opportunities for our members. These include Brisbane Softball, School Sport Australia, Taiwan Economic & Cultural Office, Fuchu City (Japan), Kobe Koryo Gakuen HS (Japan Women’s Baseball Champions). These Japanese connections have been made possible through our Special Advisor – Partnerships, the wonderful and ever-present Danny Maruyama. We have also cultivated relationships with KIA Tigers (KBO), China Airlines, Moreton Bay Council through you, our members, and we are confident that these will lead to programs and projects that will further enhance our profile and services. In addition, our relationship with the Brisbane Bandits and Baseball Australia is the strongest it has ever been, with ongoing partnerships reaping rewards for our members.



### **PROGRESS**

As a ‘progressive’ organisation, we welcome diversity and inclusion. The panel established by Director Andrea Marshall has ambitious plans to provide access to our game for a range of diverse groups, as well as increase female participation and leadership. For a time, female engagement was our fastest growth area, and we are all keen for this to be the norm.

Director Dan White’s Heritage Advisory Panel has re-invigorated our Hall of Fame and Awards night – a wonderful opportunity to recognise the significant contributions so many of our members provide to help us make our sport the best it can be – all the way from the grass roots to the international stage. It was especially pleasing to acknowledge our first ever Distinguished Service Award winners, Tony McPhail, David West, Faye Bettridge and Meredith Brealey.

David Badke’s Tournament Advisory Panel has streamlined the tournament allocation and hosting processes, removing this task from the office. This has led to a fairer, more transparent process – and the winner is baseball. There is a lot more to be done here, so watch this space.



## DEVELOPMENT

On the back of Moreton Bay Council's desire to enhance club facilities across their city, Nick Wyllie (Club Support Coordinator) has developed our Statewide Facility Development Plan. We held a forum earlier this year, with participants from across baseball such as Melissa King from Baseball Australia, David Nilsson, and regional and club reps. Included in this Plan are opportunities to access the lucrative international professional market (as do all other states), as well as to combine with softball (and potentially other sports) to realise our desire to have multiple high-quality venues – even our own state facility – in preparation for lobbying the government for Baseball to be included in Brisbane 2032.

To this end, BQ has facilitated discussions with softball on how we can work together to pre-empt such a push, and have embarked on a plan for a potential dual facility in Carina – where Brisbane Softball has space – and a master plan developed for the possibility of a significant international facility and high-performance centre for both sports. More to come on this. Should we achieve even the first stages of these plans, our baseline is the opportunity to expand our player numbers with the creation of top-tier facilities, but also the ability to generate interest and income through inbound touring teams – including Asian professional Spring Training – as well as national championships and international events.

Recent discussions at board level have begun to centre on expansion. In the '90s, we had leagues in a host of centres across the state – Mackay, Rockhampton, Gladstone, Bundaberg, Hervey Bay to name the most prominent – all of which have since died out. It is past time to begin a conversation around how we can reverse some of this, and what that might look like. The benefits are obvious.

In all, the expansion of our administrative base has allowed us the luxury of true strategic planning, and this will remain our focus moving forward. This has been an exciting year, and we are genuinely making significant progress in driving the sport forward.

I would like to acknowledge the exceptional work of our staff, both on-field and off, and the leadership of our CEO, Gareth Jones, who pulls it all together. And I'd like to acknowledge the tireless work of all of you, our volunteers who, on a daily basis astound me with your capacity to provide for and advance our sport. At our recent awards evening, I mentioned that while politicians and the potential for the Olympics may have an impact on our sport, our volunteer base certainly will. We can't do it without you.

Here's to a successful 2025.



**CHRIS NORRIE**

Commissioner



## CHIEF EXECUTIVE OFFICER REPORT

I am pleased to present the annual report of Baseball Queensland for the fiscal year ending June 2024. It has been an eventful and productive year for our organisation, marked by achievements, challenges, and the collective efforts of our dedicated members.

We are pleased to report continued increases in our overall membership base year on year. This growth is a testament to the hard work of volunteers, coaches, and administrators and their efforts in delivery of targeted recruitment initiatives delivered at key times of the year. Reports of some clubs facing capacity constraints due to facility access and playing or training space are reportedly impacting on the growth of some clubs. Our club support services and recent partnership with CPR Group offer an opportunity for clubs to engage with support and expertise to address these challenges.

The Heritage Advisory Panel continues to collaborate with the staff to deliver the Hall of Fame and Awards dinner that continues to grow in popularity with a sold-out event in 2024. These efforts have led to a stronger sense of community among our members.

Our youth development programs have continued to improve, with a notable increase in participation across all age groups. The Emerging Athlete Program (EAP) as an entry level to our performance pathway programs continues to be popular among young players aspiring to improve. The youth Futures Leagues, aimed at nurturing young talent and providing them with the opportunities to deploy the skills developed in programs like the EAP, continue to grow in popularity.



Many of the Leagues throughout Queensland saw more teams participate this year, demonstrating the growing popularity of baseball in Queensland. We introduced new divisions such as Intermediate League local league play and formats to cater to a wider range of players and skill levels.

Significant progress has been made in planning for improvements to Bannister Park to ensure a safe and conducive environment for players, coaches, and spectators. A facility planning process is underway to ensure the facility continues to meet the needs of all facility users including our performance programs.

We are grateful for the continued support of our sponsors and partners including the Queensland Government, Leading Edge and more recently the Federal Government's Play Our Way project. Their contributions have been instrumental in funding various programs and initiatives that drive the growth of baseball in Queensland.

The Tournament Advisory Panel, GBL Committee and League management committees around Queensland continue their important and valued work in delivering competitions and tournament events with the number of teams nominated in the Greater Brisbane League continuing to climb.

The work of the Equity Diversity and Inclusion Advisory Panel has actively worked towards making baseball more accessible to diverse communities within Queensland. Work recently completed includes an agreement with Autism Queensland that will lead to more resources being developed for people with neuro-diverse needs.

We have continued to grow international relationships with the U18 Queensland team committed to a December Tour to Taiwan to play in the New Taipei City Invitational Tournament. The appointment of Danny Maruyama to the role of Special Advisor for Partnerships – Japan, has seen the organisation develop relationships that will lead to opportunities to establish in-bound and out-bound tours with organisations throughout Japan. Many thanks to Danny Maruyama for his continued support in this enterprise.



Our financial position remains strong, with prudent fiscal management allowing us to allocate resources strategically towards our core objectives. A detailed financial statement is attached for your perusal.

I would like to extend my sincere gratitude to our dedicated board members, staff, advisory panel groups, volunteers, coaches, players, and their families for their unwavering support throughout the year. Together, we have achieved remarkable progress. As we look towards the future, our focus remains on sustainable growth, continued youth development, and fostering a culture of inclusivity within the baseball community.

In conclusion, I am confident that with the collective effort, dedication, and passion of our members, Baseball Queensland will continue to thrive and contribute positively to the growth of baseball in Queensland.

Thank you for your ongoing support.

Sincerely,

A handwritten signature in black ink, appearing to read 'Gareth Jones'.

**GARETH JONES**  
CHIEF EXECUTIVE OFFICER





## PARTNERSHIPS



### **QUEENSLAND GOVERNMENT**

Baseball Queensland continues to engage with the Queensland Government to assist in delivering strategic outcomes that contribute to the Queensland Government's Active Industry objectives. The support of the Queensland Government is gratefully acknowledged and integral to the operations of the organisation.



### **BRISBANE BANDITS**

This relationship promises a collaborative approach to the development of baseball in Queensland to provide a range of opportunities for our community. Both organisations bring to the agreement a conviction to collaborate and a willingness to cooperate in good faith, plus a wealth of knowledge and practical expertise – all of which will no doubt provide a solid foundation for the sport moving forward. The Futures League program is an example of this productive and important collaboration.



### **BASEBALL AUSTRALIA**

The relationship with Baseball Australia (BA) has allowed both organisations to leverage funding opportunities to provide professional development opportunities and program delivery collaboration. Shayne has completed an internship with the AIS's National Generation 2032 Coach program aimed at developing coaches for the 2032 Olympics. BA have also continued their funding support for National initiatives led by the State/Territory Associations.



### **ACCELERATION**

Coaches deliver on-field sessions aimed at improving athlete speed, strength and coordination. In addition to on-field sessions, all athletes in both our State Development and Emerging Squads receive an online Strength and Conditioning Program which complements their baseball development. Acceleration is an important partner in supporting the growth and strength of the Athlete Development Program.



### **LEADING EDGE SPORTS**

As Baseball Queensland's preferred equipment supplier Leading Edge will have access to operate as a vendor at all BQ events. On site equipment vending adds to a more immersive experience for participants and supporters attending our events.



### **AUSTRALIAN GOVERNMENT**

Play Our Way – Federal Government. Baseball Queensland recently secured funding to the value of \$475,000.00 over three years to support participation initiatives for women and girls.



\$475,850



Australian Government

**PLAY OUR WAY**

Federal Government's Play Our Way Program to grow female participation

\$100,000



Queensland Government

**ACTIVEKIT**

Queensland Government's ActiveKIT Super Round to fund the development of gamified digital mobile application for children and young people supporting fitness and skill development in baseball state-wide

\$90,000



Queensland Government

**ACTIVE INDUSTRY BASE FUND**

Queensland Government's Active Industry Base Fund to grow capacity

\$50,000



Queensland Government

**ACTIVE INDUSTRY PROJECT FUND**

Queensland Government's Active Industry Project Fund to support the implementation of Baseball5 across Queensland.

\$50,000



Queensland Government

**ACTIVE INDUSTRY PROJECT FUND**

Queensland Government's Active Industry Project Fund to support a decentralised talent identification and athlete development program to support baseball across Queensland.

## FUNDING

In the past 12 months Baseball Queensland has been successful in securing more than \$765,850.00 in funding for a range of programs:

This funding from the Queensland Government and the Federal Government is integral to the delivery of these programs across Queensland, many of these programs are set to commence in the coming months.

<b>PARTICIPATION</b>			
<b>MEMBERSHIP</b>	<b>21/22</b>	<b>22/23</b>	<b>23/24</b>
<b>Masters</b>	<b>262</b>	<b>320</b>	<b>310</b>
<b>Adult Seniors</b>	<b>1314</b>	<b>1106</b>	<b>1379</b>
<b>Big League (U18)</b>	<b>226</b>	<b>259</b>	<b>163</b>
<b>Senior League</b>	<b>272</b>	<b>305</b>	<b>283</b>
<b>Junior League</b>	<b>390</b>	<b>395</b>	<b>435</b>
<b>Little League Majors</b>	<b>572</b>	<b>640</b>	<b>782</b>
<b>Little League Minors</b>	<b>460</b>	<b>398</b>	<b>424</b>
<b>Teeball</b>	<b>401</b>	<b>393</b>	<b>405</b>
<b>Short Program Jnr</b>	<b>181</b>	<b>162</b>	<b>159</b>
<b>Short Program Snr</b>	<b>101</b>	<b>127</b>	<b>69</b>
<b>Tournament</b>	<b>129</b>	<b>132</b>	<b>69</b>
<b>Women's GBL Full Season</b>	<b>60</b>	<b>106</b>	<b>190</b>
<b>Women's GBL Short Season</b>	<b>240</b>	<b>362</b>	<b>-</b>
<b>SUBTOTAL</b>	<b>4608</b>	<b>4705</b>	<b>4668</b>
<b>Volunteer - Coach</b>	<b>112</b>	<b>131</b>	<b>354</b>
<b>Volunteer - Official</b>	<b>253</b>	<b>168</b>	<b>242</b>
<b>Volunteer - Scorer</b>	<b>33</b>	<b>60</b>	<b>262</b>
<b>Volunteer - Umpire</b>	<b>56</b>	<b>52</b>	<b>238</b>
<b>SUBTOTAL</b>	<b>454</b>	<b>411</b>	<b>1096</b>
<b>TOTAL</b>	<b>5062</b>	<b>5116</b>	<b>5764</b>









## PERFORMANCE PATHWAYS REPORT

The Performance Pathway Programs at Baseball Queensland are developed and delivered under the direction of Shayne Watson, BQ Performance Pathway Manager and Nick Bachono, Player Development Coordinator. They are supported by Andy Utting, Director Player Development and David Badke, Director Game Development. The Performance Pathway framework fosters a Long-Term Athlete Development philosophy aiming to design and deliver programs for a range of players seeking ongoing development. It follows the Baseball Australian and Australian Institute of Sport athlete development framework and its philosophies.

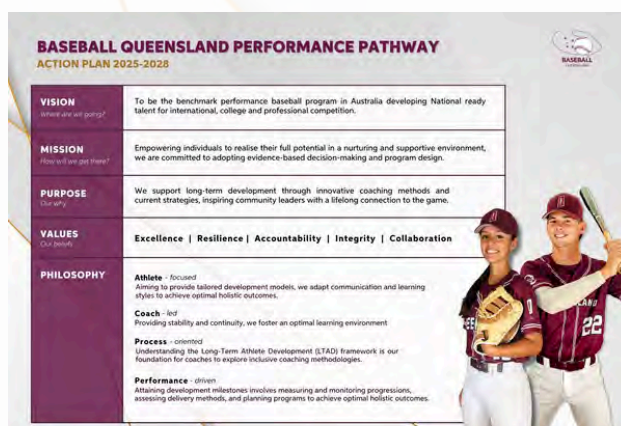
2023/ 24 was another big year for the Performance Pathway Programs. Over 300 BQ members participated in programs throughout the year ranging from the Emerging Athlete Programs to QLD representative teams.

Highlighting the year was the overall success of our QLD teams with 4 out of 5 teams medalling at the Australian Championships. Youth Women and U16's winning silver and our U18 and Open Women's team winning bronze. In addition to this, 26 players were selected, and 6 coaches were appointed to National Squads participating at various national and international events.

Elevate Squad was introduced this year, with 21 players participating in this foundation program designed and delivered to incoming U16 players. This year also saw the return of our Female State Development Squad. Following feedback provided from previous years, a program was designed and delivered for state level female players over the age of 14 years. 31 players registered to participate in the program throughout Winter.

We were successful with our QLD Government Active Industry grant application securing \$50,000 to assist in the design and the delivery of a decentralised framework supporting regional Baseball Queensland members. From 2025 – 2026 this program will increase the exposure for regional athletes and coaches through talent identification, athlete monitoring and coach development.

A four-year action plan (2025 – 2028) was developed, engaging in over 60 BQ stakeholders whom provided feedback on the Performance Pathway framework assisting in the development of this new plan. The intent of the plan is to provide support and direction as we continue to evolve, engage and connect with all BQ members.



The Program would like to congratulate all the players on their commitment to the program and their own development along with the support from their family and friends. In addition, the support and commitment from all the coaches, umpires, scorers, regions, and clubs throughout the year. Many volunteers contribute throughout the year to assist in the delivery of these programs.

## NATIONAL REPRESENTATION

This year witnessed an increase in National representative opportunities with various National Junior Squad international tours and World Baseball Softball Confederation (WBSC) World Cups.

Total of 26 players and six (6) coaches represented Australia in various events throughout the year.



## NATIONAL SQUADS

### U23 WORLD CUP

*China, September 2024*

HAMSON, KAILEN  
 MODEN, ROBERT (EO)  
 SKEPTON, ALEX  
 WATERS, JACK  
 WATSON, SHAYNE (COACH)



### 14U PERFECT GAME WWBA

COLLYER, ELI  
 JONES, COOPER  
 JONES, GARETH (COACH)  
 LEAKE, ASHTON  
 LAURIE, TYLAH  
 LYALL, OLIVER  
 MILLAR, RUEBENS  
 PORTER, SCOTT (COACH)  
 ROBERTS, BLAKE  
 SLATER, JAMES  
 TRANTER, NATE

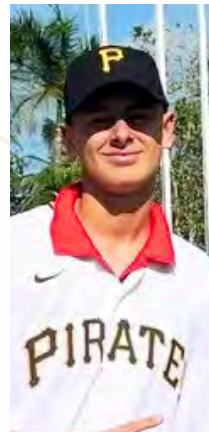
### U16

BADKE, DAVID (COACH)  
 CALVERT, THOMAS  
 CROTTY, PATRICK  
 DUNCALFE, ALEX  
 GRIFFIN, ALONZO  
 MCLOUGHLIN, PADDY  
 MULLER, TOBY  
 TEICHMANN, COOPER  
 WARDROP, TYSON  
 WILSON, DAN (COACH)  
 WISE, KOBİ

### U18

GARDINER, CAESER  
 KIDDLE, LIAM  
 LEGGETT, ZAC  
 STRICKLAND, MAX  
 WATSON, SHAYNE (COACH)  
 WILFORD, WES

## PROFESSIONAL SIGNINGS AND US COLLEGE (2024 DEPARTURE)



### PROFESSIONAL SIGNINGS

DURRINGTON, MAX	OAKLAND A'S
RAMIREZ, JUAN MANUEL	TORONTO BLUEJAYS
ROMERO, RUBENS	PITTSBURGH PIRATES

### US COLLEGE

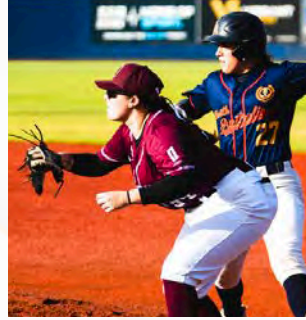
BARLOW, BLAKE	IDDON, TY
CALVER, JAKE	MARSHALL, JOSHUA
CHESSELL, TOM	OVERLACK, ZANE
HYDE, OSCAR	SAKZEWSKI, TYLER



## STATE REPRESENTATION

Highlighting the year, four teams won medals at the Australian Championships. U16 & U18 AYC's (January 2024) and Youth and Open Women AYWC's (March 2024).

Both U16's and Youth Women won silver medal and U18's and Open Women won bronze medal. The fifth team, Open Women's Development Team finished in 5th place, which is a higher placing from previous years.



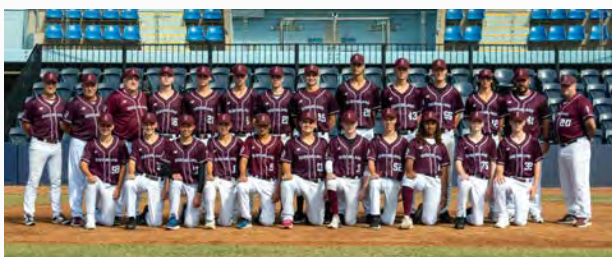
## QLD TEAM AWARD WINNERS

	MVP	PITCHER	HITTER	TEAM CULTURE
<b>YOUTH WOMEN</b>	STOKES, CHARLOTTE	ELLIOTT, HANNAH NOLAN, BELLA	O'BRIEN, HANNAH	HALL, LILA
<b>U16</b>	DUNCALFE, ALEX	MCLOUGHLIN, PADDY	MCPHERSON, BLAKE	TEICHMANN, COOPER
<b>U18</b>	DURRINGTON, MAX	CARR, ZYE	KIDDLE, LIAM	JONES, LACHLAN
<b>OPEN WOMEN WHITE</b>	BASTOW, PARIS	LAW, STORM	WHITE, GRACE	FINLAYSON, BRITTNEY
<b>OPEN WOMEN MAROON</b>	HOSHINO, SHIORI	WYLLIE, BRITANY	PADDISON, MOLLY	FOXWELL, KYA



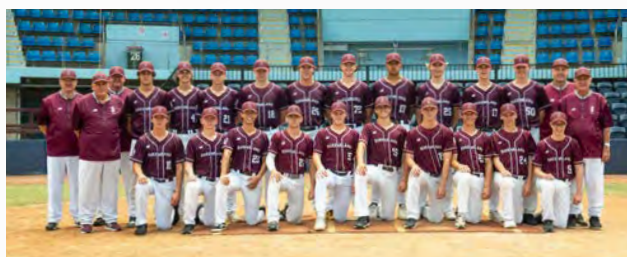
### YOUTH WOMEN

ARLOW, MEA	MOELLERS, HOLLY
ELLIOTT, HANNAH	MURPHY, NATALIE
FENS, SIENNA	NOLAN, BELA
FOGG, LILLIAN	O'BRIEN, HANNAH
GATTERA, CLAIRE	PRESTON, RUBY
HALL, LILA	RUZICKA, ASHLEY
KNECHTLI, SALLY	STEPHENS, AMELIA
LEWIS, TEHYA	STOKES, CHARLOTTE
<b>HEAD COACH</b>	DAVE PADDISON
<b>ASSISTANT COACH</b>	DANIEL WHITE
<b>ASSISTANT COACH</b>	JESSICA SULLIVAN
<b>PITCHING COACH</b>	TAMMY MCMILLAN
<b>EXECUTIVE OFFICER</b>	MAUREEN LESSMANN



### U16

BUCKBY, NATHAN	MULLER, TOBY
CALVERT, THOMAS	PARK, MINU
CLARK, MAX	PEARCE, BLAKE
CROTTY, PATTY	PICKFORD, OLLIE
DEAN, TROY	SCOTLAND, WARWICK
DUNCALFE, ALEX	STRACHAN, AXEL
GRIFFIN, ZAIRE	TEICHMANN, COOPER
MCKENNA, LEO	WAIWAI, TIRELL
MCLOUGHLIN, PADDY	WARDROP, TYSON
MCPHERSON, BLAKE	WISE, KOBI
<i>HEAD COACH</i>	PHIL OVERLACK
<i>ASSISTANT COACH</i>	ADAM WARDROP
<i>ASSISTANT COACH</i>	GREG MORRISS
<i>PITCHING COACH</i>	RUSSELL TEICHMANN
<i>EXECUTIVE OFFICER</i>	BRENDAN VASSALLO



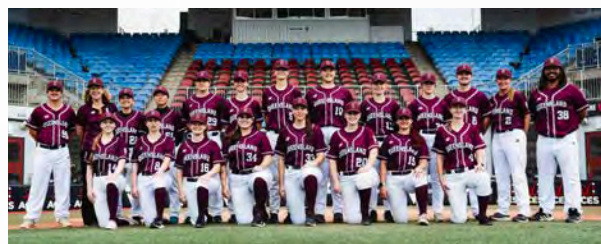
### U18

BLACKMAN, LOGAN	LEGGETT, ZAC
CARR, ZYE	MCDONOUGH, BAILEY
DINGLI, HAYDEN	MOORE, LUKA
DRUERY, CASEY	OVERLACK, LIAM
DUKE, CALEB	PIETSCH, CHARLIE
DURRINGTON, MAX	SCOTT, JAKE
GARDINER, CAESER	SHELLSHEAR, OSCAR
HARDEY-ABDY, ELI	STRICKLAND, MAX
JONES, LACHLAN	WILFORD, WES
KIDDLE, LIAM	WOLLIN, JHETT
<i>HEAD COACH</i>	DAVID BADKE
<i>ASSISTANT COACH</i>	DAN WILSON
<i>ASSISTANT COACH</i>	KEVIN CANTWELL
<i>PITCHING COACH</i>	SCOTT PORTER
<i>EXECUTIVE OFFICER</i>	KEITH LAND



### OPEN WOMEN (WHITE)

BASTOW, PARIS	PAOLO, TALIJAH
BOEHM, KEELIE	PRENTICE-EVANS, MACKENZIE
CHALKLEY, BRONWYNE	REID, EMMA
CHUA, SHERYL	ROGERS, MACKENZIE
FINLAYSON, BRITTNEY	ROWE, CATHY
LAW, STORM	STONE, ALYSSA
LORD, SHAYNE-ELISE	TATE, EMMA
MITCHELL, JESSICA	WHITE, GRACE
MORRIS, TIFFANIE	
<i>HEAD COACH</i>	NEAL RAGAU
<i>ASSISTANT COACH</i>	NOEL TATE
<i>PITCHING COACH</i>	PETER RIGGS
<i>EXECUTIVE OFFICER</i>	GEORGIE VINTON



### OPEN WOMEN (MAROON)

BRADLEY, RIORDAN	MARSHALL, HANNAH
CAMPBELL, LYNDSEY	PADDISON, MOLLY
DEEGAN, KATE	RAGAU, BRIANNA
DOHERTY, PAULA	ROWE, CONNIE
DONALD, MOLLY	VAN STADEN, ASHLEY
FOXWELL, KYA	WILSON, HANNAH
HENDERSON, KEELY	WYLLIE, BRITANY
HOSHINO, SHIORI	ZAMORA, TAMIKA
<i>HEAD COACH</i>	LISA NORRIE
<i>ASSISTANT COACH</i>	NICK BACHONO
<i>ASSISTANT COACH</i>	LUCA ROSTAGNO
<i>PITCHING COACH</i>	DYLAN SIPPEL
<i>EXECUTIVE OFFICER</i>	ANN-MAREE ADAMS



### STATE PERFORMANCE SQUAD

27 Players were selected in the 2024 squad. Nationally identified, College and Professional athletes were selected and invited to participate in this Program. This is the fourth year of this program designed and delivered over 16 weeks with three (3) face to face sessions per week.

### STATE DEVELOPMENT SQUAD

Similar to the previous year, this program continued to schedule a strength and conditioning block in the early stages of the off season. Expanding the program to 16 weeks (5-week S&C phase, 11-week skill development/ S&C phase). Midweek sessions were scheduled locally for players (Brisbane and Gold Coast), with the Sunday sessions as full squad training. Total 34 players participated in this program selected from U16 & U18 QLD programs. In addition, Regions were provided opportunities to nominate players into the program. With the introduction of the Elevate squad only 2nd year U16 players were invited to participate.



### STATE ELEVATE SQUAD

This was a new initiative following feedback from coaches, parents and players. Collaborating with each of the SEQ Regions 30 players were invited to participate in this program. Sessions were twice a week with a midweek session in Brisbane and Gold Coast, with full program sessions delivered on Sundays. This was a 10-week program that ran throughout Term 3. This program was designed and delivered for 1st year U16's as it was identified particular attention was needed as players transition to a full-sized field.

### FEMALE STATE DEVELOPMENT SQUAD

This program was re-introduced into the performance pathway calendar following feedback from players and parents from previous years State Development Squad. It was identified that female players preferred to have an all-female program catering for their general physical conditioning and sports specific needs. This was a 10 week program delivered throughout Term 3, with invitations sent to all players who have made a QLD squad aged 14 and over. SEQ Regions and State coaches were consulted before additional players were identified outside of previous years State programs. Sessions were scheduled twice per week with one session at Cricket AUS (combined S&C and baseball skill development, shared space with State Performance Squad) and one on field session, which was then replaced by Futures League commenced.

## SHOWCASE EVENT

This event is in its' third year following the decision that was made to remove the U16 & U18 State Titles from the annual calendar. Used as the final selection process for the U16 and U18 State Teams, a total of 74 players competed at this event. Players were in their age groups and split into teams that were organised by the respective QLD coaching staff (U18 x 2 teams, U16 x 3 teams). This event was hosted at Pine Hills Baseball Club with double headers scheduled over three days.



## PERFORMANCE PATHWAY FOUR YEAR ACTION PLAN (2025 – 2028)

Reviewing the Baseball Queensland Performance Pathway Plan marks a significant step in ensuring the continued growth, development, and success of baseball in Queensland. This initiative underscores the commitment to fostering talent, enhancing player pathways, and elevating the overall standard of baseball within Queensland. The plan focuses on creating a comprehensive and dynamic framework that addresses key areas crucial for the sustained advancement of the sport. By renewing the Baseball Queensland Performance Pathway Plan, the organisation demonstrates its commitment to creating a sustainable and successful future for the sport, ensuring that Queensland remains the benchmark standard in Australian baseball.

Over 60 stakeholders were engaged during this review with Shayne Watson, Nick Bachono and Andy Utting developing this Action Plan. Focus areas with goals are within 6 pillars – Player Development, Pathway Enhancement, Coach and Staff Development, Innovation, Performance Monitoring and Evaluation and Collaboration & Partnership.

## QLD GOVERNMENT ACTIVE INDUSTRY GRANT (2025 – 2026)

We were successful with our grant application for \$50,000 over two financial years. Our plan focuses on creating a decentralised talent identification and development program. Enhancing talent pathways and providing additional opportunities for regional players, aiming to foster growth, skill development, and inclusivity within the community. We intend to establish a comprehensive talent program aimed at identifying, nurturing, and advancing the skills of promising young players within QLD. This program will include specialised coaching clinics, scouting events, and mentorship programs, ensuring that talented athletes receive the support and guidance necessary to reach their full potential.

Currently collaborating, meeting and planning with regional areas, this program is planned to begin early 2025.

## SHAYNE WATSON

PERFORMANCE PROGRAM MANAGER







## PLAYER DEVELOPMENT REPORT

The 2023/2024 season was marked by significant milestones in player and coach development across Queensland. Led by Nick Bachono, the Player Development Coordinator, Baseball Queensland executed a series of impactful initiatives to enhance athlete skills, foster community engagement, and prepare teams for high-level competitions.

### Key highlights of the year include:

- **Emerging Athlete Program (EAP):** The EAP continued its success, expanding to seven locations with 216 total Participants including 175 athletes and 41 coaches. The program focused on high-repetition, game-paced drills to bridge the gap between skill development and on-field performance, and included the introduction of a stand-alone youth women's segment.
- **Coach Development:** Opportunities were created for coaches under the EAP Baseball Queensland framework, providing them with hands-on experience in mentoring athletes and improving their coaching capabilities.
- **Representative Tours Preparation:** Thorough preparations were conducted for major events, including the U14 WWBA, AYC 2024 U16 & U18 teams, and the Taiwan Tour. Additionally, in the female space, the QLD Youth, Maroon, and Development Teams were thoroughly prepared for their respective competitions.
- **North Queensland Player Development Trip:** A two-day successful outreach and development trip was conducted in North Queensland, including the Great Barrier Reef Tournament in Cairns. The trip involved high-profile athletes and provided intensive training and engagement opportunities for both players and coaches.
- **State Elevate Squad Coordinator:** A new 10-week program supporting first-year U16 players transitioning to a full-sized field. In collaboration with SEQ regions, 30 players participated, with sessions held midweek in Brisbane and the Gold Coast, and full sessions on Sundays.

### EMERGING ATHLETE PROGRAM (EAP) OVERVIEW

The 2024 Emerging Athlete Program (EAP) has been an exciting and transformative journey, bringing together 175 athlete participants and 41 coaches across seven locations throughout Queensland. This year's program focused on creating an athlete-centred environment, responding to feedback, and enhancing the overall experience for athletes and coaches alike.

The EAP evolved from teaching foundational baseball movements to incorporating fundamental baseball specific activities, high-repetition, game-paced drills, which allowed athletes to build their skills in dynamic, real-world scenarios. This progression from skill development to game-speed execution prepared athletes to transition smoothly to higher levels of competition with improved technique and decision-making abilities. This comprehensive training approach effectively bridged the gap between drills and on-field performance.

Reflecting on the program, Player Development Coordinator Nick Bachono shared:

*"I'm incredibly proud of the program we delivered this year. We've set the foundations for athletes to launch into their season. Our coordinators, dedicated coaches, and guest instructors did an amazing job."*

### EAP NORTH QUEENSLAND

The EAP was delivered across two locations, with thanks to Anthony Van Fleet, Daniel White, Peter Riggs, and Luke Ardill for their contributions. Based on feedback from participants, an updated program for 2025 is in development to better cater to local needs. We're excited to announce new changes that will further improve the experience for North Queensland athletes.

35 Athletes | 4 Coaches



### EAP SOUTH-EAST QUEENSLAND

Six programs were successfully delivered across the Sunshine Coast, North Brisbane, Central, South West, Gold Coast, and the Youth Female Program. This year, there was a strong focus on including young female athletes, with the Youth Women's Program led by Noel Tate. His athlete-centred approach fostered confidence and skill development among participants, ensuring they felt supported throughout the program.

135 Athletes | 6 Coordinators | 28 Program Coaches | 7 Guest Instructors

### EAP COACH PATHWAYS

In addition to athlete development, this year's EAP offered valuable coach development opportunities through the Baseball Queensland framework. 42 Coaches were provided with hands-on experience, enhancing their growth and enabling them to better mentor young athletes. The program not only focused on developing the next generation of baseball players but also invested in building a stronger coaching foundation.



#### EAP Coaches and Coordinators

Youth Female: Noel Tate  
 Sunshine Coast: Nick Bachono  
 North Brisbane: David West  
 Central: Luca Rostagno  
 South & West: Lyndsey Campbell  
 Gold Coast: Martin Waters  
 Townsville: Daniel White  
 Cairns: Anthony Van Fleet



#### Program Coaches

Bret Buckland  
 Ryan Manfield  
 Eli Jones  
 David Paddison  
 Lee Gaskell  
 Nick Potter  
 Shaun O'Brien  
 Peter Riggs  
 Matt Watson  
 Cooper Thomson  
 Rory Spletter  
 Jordon Thomson  
 Aaron Applefield  
 Kai Pethic  
 Lyndsey Campbell  
 Scott McLean  
 Jordan Ballard  
 Daniel Turner  
 Cody Harrison  
 Luke Ardill  
 Sam Sullivan  
 Emma Tate  
 Neal Ragau  
 Nick Potter  
 Holly Mollers  
 Jess Sullivan



#### Guest Coaches

Alex Skepton  
 Liam MacDonald  
 Scott Porter  
 Molly Paddison  
 Jordon Thomson  
 Luke Smith  
 Lisa Norrie

## **NORTH QUEENSLAND PLAYER DEVELOPMENT**

The North Queensland Player Development Trip, conducted alongside the Great Barrier Reef Tournament in Cairns, aimed to foster growth and development within the regional baseball community. High-profile athletes and experienced staff led specialised training stations, providing valuable insights and development opportunities for local players and coaches.

### **Key Participants and Training Stations**

- Alex Skepton: Led the Hitting Station, focusing on refining batting mechanics, improving swing consistency, and enhancing players' ability to adjust to different pitches.
- Lyndsey Campbell: Managed the Pitching Station, where athletes were guided through pitching drills designed to improve accuracy, control, and form under competitive conditions.
- Molly Paddison: Facilitated the Outfield Station, emphasising skills such as tracking fly balls, improving arm strength, and developing quick decision-making for effective fielding.
- Nick Bachono: Directed the Infield Station, concentrating on defensive techniques, footwork, and fielding strategies to enhance players' readiness and reaction speed in infield scenarios.

### **Key Outcomes**

- Community Engagement: The trip strengthened relationships with the North Queensland baseball community, building a collaborative foundation for future initiatives and programs.
- Athlete and Coach Development: Both players and coaches gained valuable knowledge and skills through the structured clinic, high-level training stations, supporting their ongoing growth and development in the sport.

## **TOURING TEAMS**

Supporting Baseball Queensland's efforts to prepare athletes for key representative tours, ensuring athletes were ready for high-level competitions. These efforts aimed to equip players and coaches for success in both domestic and international events, covering teams across various age groups for both male and female athletes.

<b>TOUR/EVENT</b>	<b>TEAM</b>	<b>AGE GROUP</b>
U14 WWBA	Queensland Youth Team	U14
AYC 2024	Queensland Youth, Maroon, and Development Teams	U16 & U18
Taiwan Tour	Queensland Representative Team	U18
LL Girls National Championships	QLD Representative - Brisbane combined	LL

## **COMMUNITY OUTREACH**

As part of Baseball Queensland's commitment to community engagement, two outreach trips were conducted to Holy Spirit College in Cooktown, focusing on Indigenous students from trauma backgrounds. Over these visits, 54 students were engaged through tailored baseball programs designed to support their development and provide a positive, inclusive experience.



**NICK BACHONO**

PLAYER DEVELOPMENT COORDINATOR



## GAME DEVELOPMENT REPORT

This year, we made significant progress with Baseball5, starting with the successful Baseball5 Schools Cup, which involved 200 youth players.



We also hosted the inaugural Baseball5 QLD Trials, where Jay Myers was selected as the first representative from Queensland for the Baseball5 World Cup, establishing clear pathways for our athletes.

We've also hired Joe Surrentino as our new Baseball5 Coordinator. While Joe has just begun in the role, he has ambitious plans to grow Baseball5, including expanding school competitions, launching social modules for broader community engagement, and developing inclusive programs for participants of all abilities.

In our School Programs, we've focused on delivering high-quality baseball experiences to students, with an emphasis on recruiting staff who bring energy and enthusiasm to each school visit. Baseball Queensland offers clubs five days of school visits in the lead up to the season starting to promote the sport and drive participant engagement.

Strengthening the school-club link has been a priority, and we've enjoyed introducing many school-aged children to baseball activities. In Term 3 alone, we reached 6,500 students across the Greater Brisbane Area over a 10-week period. The Gold Coast Baseball Association (GCBA) also had a successful recruitment season, while in North Queensland, our summer efforts engaged an additional 1,000 students. Through the Sporting Schools program, we continue to actively promote T-Ball, Baseball, and Baseball5, successfully involving over 3,800 participants. Additionally, our support for school districts during T-ball and baseball interschool gala and sport days has provided more than 4,000 students with baseball-related experiences. The School Ambassador program continues to run, which equips teachers to lead baseball initiatives.



In the disability and inclusion space, we've forged partnerships with organisations like Sport4All and Autism Queensland to make the game more accessible. We've hosted workshops, consulted with disability specialists, and are developing strategies to ensure that baseball is not only more inclusive for players but also provides opportunities for people with disabilities to be involved in club roles such as scoring, umpiring, coaching, and club administration.



At the Little League State Titles, we were excited to see 27 teams enter the development space. We aim to provide more opportunities for all players, fostering a lifelong love of the game as they progress through their baseball journey.



We're introducing part-time Development Officer roles in Cairns and Townsville to grow grassroots baseball and support clubs. A full-time Game Development Officer focused on women and girls will also join the BQ team, advancing our commitment to female participation. Additionally, a new junior entry level T-ball framework is being developed to boost participation, learning, and enjoyment for young players.

Looking ahead, the future of Baseball and Baseball Queensland is bright. We are making great strides toward ensuring that the growth of baseball is accessible to everyone across the state.

A handwritten signature in black ink, appearing to read 'Sam Cawdron'.

**SAM CAWDRON**  
GAME DEVELOPMENT MANAGER







## CLUB SUPPORT REPORT

Another year of progress within Baseball Queensland, supporting our clubs, staff and partners and working to build capacity at a state level while also supporting changes through our affiliates at club level.

Club Hub, which was launched last year, has continued to be tweaked and improved. Hosting GameDay information and updated processes and acting as the home of consultation for the all-new Baseball Queensland State Infrastructure Strategy. Educational articles, including a Gambling Community Benefit Fund walkthrough, are also live, which eases the burden for our clubs and makes the grant application process easier to understand.

Despite a few month hiatus due to the busy April State Titles period, the Club Support Newsletter has remained as a key pipeline for distributing up-to-date information, current grants and successes, and education opportunities directly to our clubs and regions across the state.

While at a state level, I've had a major focus on grant-writing, with more than \$906,000 applied for so far this calendar year. Successful grant amounts totalling \$679,000 so far. A number of these funding schemes won't be reflected in statements or deliverables until the 24/25 Financial Year, with our largest grant being released to us incrementally until 2027. The secured funding will ensure that we have immediate budget allocation available to our brand new Baseball5 Coordinator for community activations through the State Government's Active Industry Project Fund, which will open Baseball up to more casual markets. The recruitment of an additional full-time staff member to support Game Development in the Women's and Girls' space, thanks to the Federal Government's Play Our Way grant. While additionally, we were successful in achieving funding through the State Government's ActiveKIT program which will see us work with Activate Studios to deliver a brand-new mobile application that will support athletes in improving their skills at home through a gamified Augmented Reality experience. These initiatives also provide brand-new advertising opportunities to continue to grow our membership base across the state.

We're already working on additional grant applications that will bolster our capacity at the state level to continue to deliver and expand the number of initiatives and programs we can deliver, building awareness of the game and creating opportunities for registration capture at a grassroots level.



I've also been driving the Baseball Queensland State Infrastructure Strategy, of which, a foundational module has been released, with further expansion documentation planned. Each region and club has been asked for their contributions and these will be released once consultation is finalised with each region and their respective clubs. You're able to view the State Infrastructure Strategy on Club Hub, which currently includes the policy framework, the state snapshot and planning background, and our state infrastructure pillars.

The strategy has been a great opportunity to engage with councils on alleviating capacity issues within some of our Brisbane City clubs and look to support growth in our regional areas, which in places such as Townsville, is an urgent priority.

We've been able to secure preferred partnerships with CPR Group, as a highly respected and capable governance and planning provider. Their input and guidance have been incredibly valuable on a number of projects and I'm happy to see our clubs engaging with them for high quality strategic plans among other tailored support engagements. They also joined us to deliver three Baseball Queensland affiliate-only webinars, across topics of AGMs, Volunteering and Financial Management and we are looking to revise our approach to ensure maximum benefits to our clubs and regions as we move forward with our partnership.



Additionally, Skewed Architecture has been brought on board as our preferred Facility Planning provider. Nathan is an incredibly sport-focused and baseball minded partner and he boasts extensive expertise with the understanding necessary to ensure that we can deliver projects and plans for clubs that will be useful, realistic and relevant long into the future. I look forward to collaborating with Nathan and our clubs to establish effective long-term planning for facilities growth.

From a more local level, I've had a driving role in a number of community projects, the most visible being brand-new websites for Ipswich Musketeers (<https://musketeersbaseball.au>) and Robina Braves (<https://robinabraves.com>). As well as a number of tailored behind-the-scenes responses to local situations, assisting with grant applications, providing advice and assisting with effective communications strategies which have (in some cases) directly resulted in the recruitment of new committee members, while also assisting committees in advertising to members earlier and more effectively.

I've been impressed by the number of clubs expanding their approach to recruitment, and while we still have a fair way to go, trying new things and ensuring that everyone gets a go is a great start! This expansion has already reflected well in early 2024-25 Summer registration numbers and is a promising sign for the continued growth of the sport.

It has been incredibly encouraging to observe the monthly nominations for our Coach, Scorer, Umpire, Volunteer and Administrator of the Month awards. I once again thank all of our volunteers for their contributions to the sport. Especially those who put in the 'invisible' work behind the scenes in those Volunteer and Administrator roles. To those people, it's not a bad thing to ask for help – at the end of the day, that is why my role exists (it's in the name!) – so please, ask a question, no matter how dumb it feels or how annoying you think you're being, I'm here to help and I will do what I can to support you to succeed. Let's grow the sport in a way that doesn't leave you confused or burned out.



I look forward to another 12 months of supporting our staff and state organisation, regions, clubs, volunteers, the Brisbane Bandits and our community partners to implement effective processes and work towards effective change, sustainable growth and general improvement of the sport, our membership base and our facilities.

With that, my best wishes and a never ending to-do list,

A handwritten signature in black ink, appearing to read 'Nick Wyllie'.

**NICK WYLLIE**  
CLUB SUPPORT COORDINATOR



## DIGITAL MEDIA REPORT

In the past 12 months, Baseball Queensland has made significant strides in enhancing our digital media presence and community engagement. We have gained over 1,000 new followers on Facebook and Instagram, indicating an expanding online presence. Plans are in place to further research trends and produce more video content to enhance engagement.



We assisted clubs in promoting their "Come and Try" days across South East Queensland, fostering participation throughout Greater Brisbane, the Gold Coast, and the Sunshine Coast. Additionally, we maintained strong communication with our members by sending monthly EDMs to over 3,500 subscribers, ensuring they are well-informed about events, programs, and initiatives.

Our collaboration with Baseball Australia has allowed us to capture key moments, including the announcement of Max Durrington's signing with the Oakland Athletics. These partnerships have garnered national attention for Queensland's emerging talent.



Enhancing our partnership with the Brisbane Bandits aims to boost community engagement and interest in baseball. By promoting events like Family Day and effectively utilising traditional media, we seek to reach a wider audience and attract more fans.

Collaborative initiatives are designed to foster a sense of belonging, while interactions through meet-and-greet sessions and coaching clinics can inspire young athletes. We are optimistic that this partnership will lead to increased participation and support for baseball across Queensland.



The 2024 Hall of Fame and Awards Dinner was another highlight, with the event selling out, with over 150 guests in attendance. This success was a group effort, with every BQ staff member helping out. Special thanks to our sponsors: Leading Edge Sports, Brisbane Bandits, and The Ballpark Portside for donating to our Heritage Preservation Raffle. It is always such a fantastic evening, celebrating our baseball community and providing a chance for us to come together in a social setting.

We have initiated the involvement of volunteers in the digital media space to enhance content production across Queensland and effectively engage the community. Our recent success in securing the ActiveKit grant marks a significant step forward in our efforts to promote physical activity. This grant will support our collaboration with Activate Studios, experts in augmented reality, to develop an innovative app designed to encourage Queenslanders to adopt healthier, more active lifestyles. We hope this app will generate increased interest in baseball among youth, creating a pathway for future participation in the sport.

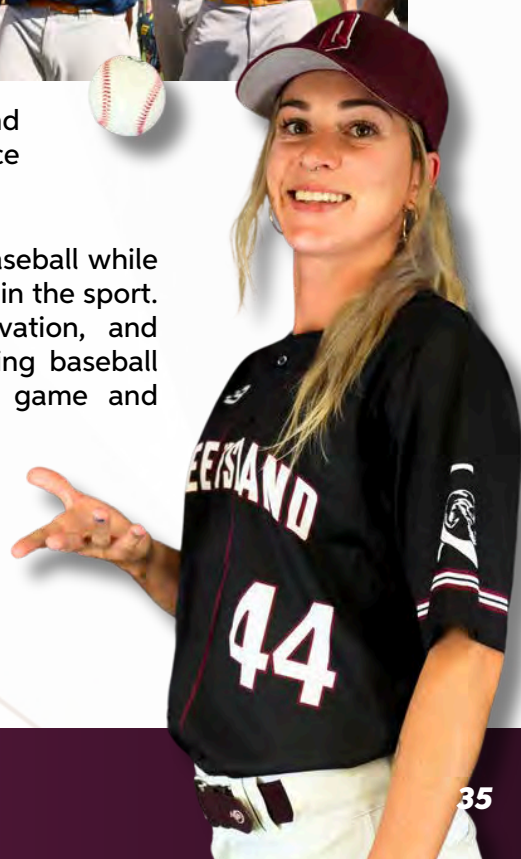
Photographing events and capturing the positive atmosphere within the sport and community has played a crucial role in my growth, allowing me to network and connect with community members on a personal level. These experiences highlight the friendships and connections fostered by baseball.



Looking ahead, we are excited about the upcoming projects and initiatives that will further strengthen our digital media presence and enhance community engagement.

Our strategic focus will continue to promote the enjoyment of baseball while actively exploring avenues for greater diversity and inclusion within the sport. By leveraging our community connections, embracing innovation, and fostering an inclusive environment, we aim to cultivate a thriving baseball community in Queensland that celebrates the spirit of the game and encourages participation at all levels.

**AKANE HATAI**  
DIGITAL MEDIA MANAGER



## FINANCE REPORT

### INTRODUCTION

I would like to thank my colleagues on the Board of Management and the Baseball Queensland (BQ) CEO, Gareth Jones for their support and guidance throughout the year.

Once again, I would like to acknowledge the BQ Accountant, Kelly Coomber, for her tireless efforts in running the day-to-day accounting responsibilities of BQ and for providing me, and ultimately the Board, with sound advice as and when required. The sound financial position of BQ would not have been achieved in the last three (3) years without her contributions.

For the year ended 30 June 2024 (FY2024), BQ recorded a deficit of \$105,775 compared to a budgeted deficiency of \$182,546. The difference between the actual result and the budgeted result can be attributed to, but not limited to, higher than budgeted player registration fees, unbudgeted State Direct Investment Funding and better than expected sponsorship revenue partially offset by a reduction in grant revenue received following changes to the grant structure by the Queensland Government. The operating expenditure ran largely to forecast with a full complement of staff roles filled.

The Balance Sheet for FY2024 shows a strong financial position with a sound net asset position. This position is mainly supported by cash and cash equivalents.

### FINANCIAL STATEMENTS

On behalf of BQ, I present the Financial Statements for FY2024.

In accordance with the requirements of the Associations Incorporated Act 1981 (Queensland), AH Jackson & Co has audited the financial records of BQ.

### Revenue by Category



## **INCOME STATEMENT**

For FY2024 BQ recorded total revenue of \$1,624,842 (FY2023: \$1,475,670), representing an increase of 10.11%. The increase in revenue can largely be attributed to:

- A 20.54% increase in Capitations due to higher-than-expected player registration numbers;
- A 22.21% increase in revenue for Tournaments & Tours due to Queensland's participation in U16 & U18 Australian Youth Championships, LL Pathway National Championships and the Women's and Youth Women's National Championships;
- An 84.50% increase in revenue from off season High Performance (HP) Programs; and
- A 41.42% reduction in Grants / State Funding following the changes to Queensland Government funding structure; and

Total expenses, including depreciation, for FY2024 totalled \$1,730,617 (FY2023 \$1,396,201). The 23.95% increase in expenses can be largely attributed to:

- A full complement of staff for the whole financial year contributing to a 21.05% increase in employment costs;
- Unplanned repairs of the facility managed by Baseball Queensland at Bannister Park contributing to a 543.19% increase in repair and maintenance expenditure; and
- An 83.58% increase in travel expenditure coming from participation in the U16, U18, AWC, AYWC and other tournaments throughout FY2024.

The above resulted in BQ recording a deficit of \$105,775 (FY2023 surplus of \$79,469).

### **Balance Sheet**

Total assets were recorded at \$940,714 for FY2024 (FY2023: \$1,068,159). The 11.93% decrease in total assets which can be attributed to lower cash reserves and fixed assets, due to depreciation. This was partially offset by higher trade debtors and apparel on hand.

Total liabilities were recorded at \$193,154 (FY2023: \$214,824). The 10.09% decrease in liabilities was supported primarily by lower revenue in advance. This can be attributed to the accrual of invoices for the State Performance Squad and the State Development Squad which were raised in FY2024 but due for payment in FY2025.

The decrease in total assets and decrease in total liabilities resulted in an overall decrease in net assets of 12.46% to \$747,560 (FY2023: \$853,335). This decrease was supported by the trading deficit recorded for the year.

As at FY2024, current assets were recorded at \$571,109 (FY2023: \$685,878), with current liabilities recorded at \$188,845 (FY2023: \$214,824). This resulted in working capital of \$382,264 as at FY2023 (FY2023: \$471,054).

All the above figures show that BQ is in a strong financial position.



### **BUDGET FOR FY2025**

FY2024 was a year of investment into growing the membership of BQ, resulting in the increase in capitations mentioned above. BQ also invested circa \$40,000 for the purchase of, or the funds for the maintenance of existing, defibrillators for each club. These investment items led to the deficiency recorded for FY2024.

For FY2025, BQ is forecasting another deficiency of \$74,550. This deficiency can be largely attributed to the further investment into the game by BQ via further aggressive recruitment spending as well as the employment of two (2) development officers to facilitate this. Employment expenses are also set to increase in FY2025 due to increases in salaries for the staff. These increases are due to increases in the award rates of pay and in line with prevailing market rates.

Further, as part of the long-term facilities master plan for BQ, the budget for FY2025 also included a \$35,000 expense for the engagement of a consultant to produce a master plan for the development of a State High Performance Centre.

The final major increase in expenses for FY2025 is for the introduction of honorariums for three (3) "State Coordinator" roles. It is intended that these State Coordinator roles will support the Performance Pathway Manager with the preparation of State Teams for National Championships, as well as supporting and educating club-based coaches in the development of their respective portfolios.

### **CONCLUSION**

As stated above, BQ is in a strong financial position, with a strong cash balance. BQ will continue to "re-invest" this cash balance into growing the game and better supporting our current members and clubs.

The potential of securing a State Performance Centre and the inclusion of baseball in the 2028 Olympics means that FY2025 will be an exciting and busy time for BQ. I am excited for the path ahead.



**BRENDAN VASSALLO**  
DIRECTOR (FINANCE)



# Annual Financial Statements

BASEBALL QLD INC

ABN 91 683 142 548

For the year ended 30 June 2024



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# Directors' Report

For the year ended 30 June 2024

## Director's Report

The directors of Baseball Queensland present their report of Baseball Queensland for the financial year ended 30 June 2024.

### Directors

The names and particulars of the directors throughout the year and at the date of this report are:

<b>Committee Member</b>	<b>Position</b>
Chris Norrie	Commissioner
David Badke	Deputy Commissioner & Director of Game Development
Andrea Marshall	Director of Projects, Diversity and Inclusion
Brendan Vassallo	Director of Finance
Rodney Gaunt	Director of Administration and Communications (resigned 25 October 2023)
Andy Utting	Director of Player Development
Daniel White	Director of Member Services and Events
Brad Parsons	Director of Communications & Partnerships (elected 25 October 2023)

### Principal Activities

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

### Significant Events

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

### Operating Result

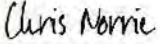
The operating loss after providing for depreciation for the year ended 30 June 2024 was \$105,775 (2023 \$79,469 surplus).

### Events after reporting date

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association.

Signed in accordance with a resolution of the directors.

DocuSigned by:



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Chris Norrie (Commissioner)

Date: 03 October 2024

DocuSigned by:



30232034783845C

Brendan Vassallo (Director of Finance)

Date: 03 October 2024

# Income Statement

For the year ended 30 June 2024

	NOTES	2024	2023
<b>Baseball Queensland Income</b>			
<b>Operating Income</b>			
Bank Interest		9,712	6,337
Bannister Park Revenue		12,273	10,000
Capitations		418,639	347,296
Fees and Sponsorships		12,500	27,211
Grants Received		145,000	245,000
Meal Sales		47,813	32,144
Other Income		14,549	20,381
Program Fees		133,991	72,625
State Funding		26,756	48,224
Tournaments & Tours Athlete Levy		782,804	640,514
Uniforms & Clothing		20,806	25,939
<b>Total Operating Income</b>		<b>1,624,842</b>	<b>1,475,670</b>
<b>Baseball Queensland Expenses</b>			
Administration Costs		-160,494	-208,099
Development Officer Expenses		-663	-39,711
Employment Expenses		-454,500	-375,457
Inventory Write Off		0	-14,181
Legal Expenses		-1,142	-5,250
Meals		-75,885	-91,401
Program Delivery		-670,450	-503,041
Repair and Maintenance		-81,509	18,392
Sundry Expenses		-5,941	-341
Travel		-227,615	-123,985
Utilities		-27,894	-25,395
<b>Total Baseball Queensland Expenses</b>		<b>-1,706,094</b>	<b>-1,368,470</b>
<b>Baseball Queensland Operating Surplus/(Deficiency)</b>		<b>-81,252</b>	<b>107,201</b>
<b>Depreciation</b>			
Depreciation	4	-24,523	-27,731
<b>Total Operating Surplus/(Deficiency) after depreciation</b>		<b>-</b>	<b>79,469</b>

# Balance Sheet

As at 30 June 2024

	NOTES	2024	2023
<b>Assets</b>			
<b>Current Assets</b>			
Cash and Cash Equivalents		403,048	621,147
Stock on Hand	2	74,959	22,176
Trade Debtors	3	84,575	33,658
Deposits		8,527	2,400
Prepayments		-	6,498
<b>Total Current Assets</b>		<b>571,109</b>	<b>685,878</b>
<b>Fixed Assets</b>			
<b>Computer Equipment</b>			
Computer Equipment		28,014	24,378
Less: Accumulated Depn Computer Equipment		-28,014	-24,308
<b>Total Computer Equipment</b>		<b>-0</b>	<b>70</b>
<b>Office Furniture</b>			
Office Furniture		6,801	6,801
Less: Accumulated Depn Office Furniture		-6,266	-5,866
<b>Total Office Furniture</b>		<b>535</b>	<b>935</b>
<b>Equipment Trailer</b>			
Equipment Trailer		3,273	3,273
Less: Accumulated Depn Equipment Trailer		-3,273	-3,273
<b>Total Equipment Trailer</b>		<b>-</b>	<b>-</b>
<b>Equipment</b>			
Equipment		111,479	110,564
Less: Accumulated Depn Equipment		-111,479	-110,123
<b>Total Equipment</b>		<b>0</b>	<b>441</b>
<b>Right for use Asset</b>			
Right for use Asset		7,296	27,484
Less: Accumulated Depn Right for use Asset		-1,209	-24,332
<b>Total Leased Asset</b>		<b>6,087</b>	<b>3,152</b>
<b>Bannister Park Works</b>			
Bannister Park Works		439,378	439,378
Less: Accumulated Depn Bannister Park Works		-76,395	-61,695
		<b>362,982</b>	<b>377,683</b>
<b>Total Fixed Assets</b>		<b>369,605</b>	<b>382,280</b>
<b>Total Assets</b>		<b>940,714</b>	<b>1,068,159</b>

	NOTES	2024	2023
<b>Liabilities</b>			
<b>Current Liabilities</b>			
Accounts Payable		50,340	16,037
Leased Liability		1,748	3,150
Accrued Expenses		21,234	25,058
Heritage Advisory Panel Funds		1,460	0
<b>ATO Liabilities</b>			
GST Accruals		5,728	8,819
<b>Total ATO Liabilities</b>		<b>5,728</b>	<b>8,819</b>
<b>Employee Entitlements</b>			
Wages Payable		0	9,984
Superannuation Payable		1,735	1,373
Annual Leave Accrual		20,570	13,651
Long Service Leave Accrual		45,159	41,555
Toil Accrual		3,275	4,818
PAYG Payable		5,160	3,632
<b>Total Employee Entitlements</b>		<b>75,900</b>	<b>75,014</b>
<b>Revenue Received in Advance</b>			
Revenue Received in Advance		32,434	86,747
<b>Total Revenue Received in Advance</b>		<b>32,434</b>	<b>86,747</b>
<b>Total Current Liabilities</b>		<b>188,845</b>	<b>214,824</b>
<b>Non-Current Liabilities</b>			
Leased Liability		3,763	0
Employee Accruals		546	0
<b>Total Non-Current Liabilities</b>		<b>4,309</b>	<b>0</b>
<b>Total Liabilities</b>		<b>193,154</b>	<b>214,824</b>
<b>Net Assets</b>		<b>747,560</b>	<b>853,335</b>
<b>Equity</b>			
Current Year Earnings		-105,775	79,469
Retained Total Earnings		853,335	773,865
<b>Total Equity</b>		<b>747,560</b>	<b>853,335</b>

# Notes to the Financial Statements

For the year ended 30 June 2024

## 1. Summary of Significant Accounting Policies

The principal accounting policies adopted in preparation of these financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

### (a) Basis of Preparation

The financial statements are special purpose financial statements prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act (QLD) 1981. The Board has determined that the association is not a reporting entity.

The financial statements have been prepared on an accrual 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 Association refers to its governing body as a Board rather than a Committee and representatives as directors.

### (b) Revenue recognition and other income

Revenue is measured at the fair value of the consideration received or receivable after considering 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, regardless of when the funds are spent.

### (c) Leases – Baseball Queensland as lessee

Baseball Queensland assesses whether a contract is or contains a lease, at inception of the contract. Baseball Queensland recognises a right-of-use asset and a corresponding liability with respect to all lease arrangements in which it is the lessee, except for short-term leases (defined as leases with a lease term of 12 months or less). For these leases, Baseball Queensland recognises the lease payments as an operating expense on a straight-line basis over the term of the lease.

The lease liability is initially measured at the present value of the lease payments that are not paid at the commencement date, discounted by using a rate of 7% of Office Equipment and 3% for Property.

Lease payments included in the measurement of the lease liability comprise:

- Fixed lease payments
- The amount expected to be payable to by the lessee under residual value guarantees

The lease liability is presented as a separate line in the Balance Sheet. The right-of-use assets comprise the initial measurement of the corresponding lease liability, lease payments made at or before the commencement day, less any lease incentives received and any initial direct costs. They are subsequently measured at cost less accumulated depreciation and impairment losses.

Right-of-use assets are depreciated over the shorter period of lease term and useful life of the underlying asset. The depreciation starts at the commencement date of the lease. The right-of-use assets are presented as a separate line in the Balance Sheet.

#### **(d) Cash and cash equivalents**

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.

#### **(e) Property, plant and equipment**

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

The depreciable amount of all Property, Plant and Equipment less than \$5,000 is depreciated immediately. All assets Property, Plant and Equipment greater than \$5,000 is 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. The lease on Bannister Park is in perpetuity and therefore the amortization of improvements at Bannister Park is over the estimated useful life of the assets.

#### **(f) Inventory valuation**

Inventories are measured at the lower of cost and net realisable value. Costs are assigned on a first-in, first-out basis and include direct materials, direct labour and an appropriate proportion of variable and fixed overhead expenses.



**(g) Employee Benefits**

Liabilities for wages and salaries, including non-monetary benefits, annual leave, long service leave and time in lieu expected to be wholly settled within 12 months of the end of the reporting period are recognised in respect of employees' services rendered up to the end of the reporting period. They are measured at amounts expected to be paid when the liabilities are settled.

**(h) 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.

**(i) Reclassification of prior year result**

During the year, the Association adopted new processes within its accounting software which included remapping the chart of accounts. Accordingly, the prior year financials have been reclassified in line with this change to accurately report comparative financial information.

## 2. Stock on Hand

Stock on Hand includes inventory on hand at balance date less any obsolete stock.

	<b>2024</b>	<b>2023</b>
Inventory at cost	74,959	22,176
<b>Total Stock on Hand</b>	<b>74,959</b>	<b>22,176</b>

## 3. 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.

**a) Movement in expected credit losses**

	<b>2024</b>	<b>2023</b>
Trade Debtors	88,285	42,448
Allowance for expected credit losses	-3,710	-8,790
<b>Total Trade Debtors</b>	<b>84,575</b>	<b>33,658</b>

Expected credit losses on trade debtors are raised on an individual assessment of debtors. Creation

and release of provision has been included in "administration costs" in the income statement. Amounts charged to the allowance account are generally written off when there is no expectation of recovering additional funds.

Included in the trade debtors' balance are debtors with a net carrying value of \$6,232 (2023: \$1,070) that are past due at the reported date. The expected credit losses methodology has been applied to these trade debtors in line with AASB9. No interest is charged on outstanding trade debtors.

#### **4. 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.

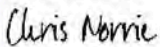
# Directors Declaration

The directors declare that:

- a) The statements attached to this certificate give a true and fair view of the financial position and performance of Baseball Queensland during and at the end of the financial year of the association ending on 30 June 2024
- b) There are reasonable grounds to believe that Baseball Queensland will be able to pay its debts as when they become due and payable

The declaration is made in accordance with a resolution of the Board of Directors.

DocuSigned by:



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Chris Norrie

Commissioner

Date: 10/3/2024

DocuSigned by:



30232054785845C

Brendan Vassallo

Director of Finance

Dated: 10/3/2024



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## Independent Auditor's Report to the Members of Baseball Queensland Inc

### Report on the Audit of the Financial Report

#### Opinion

We have audited the accompanying financial report, being a special purpose financial report, of Baseball Queensland Inc (the Entity), which comprises the balance sheet as at 30 June 2024, the income statement for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the directors' declaration.

In our opinion, the financial report presents fairly, in all material respects, the financial position of Baseball Queensland Inc as at 30 June 2024 and its financial performance for the year then ended in accordance with the financial reporting requirements of the *Associations Incorporation Act (QLD) 1981*.

#### Basis for Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the Financial Report section of our report. We are independent of the Entity in accordance with ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (including Independence Standards) (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Emphasis of matter – Basis of accounting

We draw attention to Note 1 of the financial report, which describes the basis of accounting. The financial report is prepared to assist the Entity to meet the reporting requirements of the Associations Incorporations Act (QLD) 1981. As a result, the financial report may not be suitable for another purpose. Our report is intended solely for the Entity and should not be distributed to or used by parties other than the Entity.

Our opinion is not modified in respect of this matter.

#### Other information

The Entity refers to its governing body as a Board rather than a Committee and representatives as directors. For the purposes of consistency, we have used similar terminology within this report.

The directors are responsible for the other information. The other information obtained at the date of this auditor's report is information included in the board's report but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work we have performed on the other information obtained prior to the date of this auditor's report, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

## **Independent Auditor's Report to the Members of Baseball Queensland Inc**

### **Responsibilities of directors and those charged with governance for the Financial Report**

Directors are responsible for the preparation and fair presentation of the financial report and have determined that the basis of preparation described in Note 1 is appropriate to meet the requirements of the members and for such internal control as directors determine is necessary to enable the preparation and fair presentation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, directors are responsible for assessing the Entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless directors either intend to liquidate the Entity or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Entity's financial reporting process.

### **Auditor's responsibilities for the audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by directors
- Conclude on the appropriateness of directors' use of the going concern basis of accounting and based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

## **Independent Auditor's Report to the Members of Baseball Queensland Inc**

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

**AH Jackson & Co**



**Elias Manicaros**  
Partner

Brisbane, 3 October 2024





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