

GamePlan **Next** Member Transition Manual



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Support for a balanced life away from the field

By playing a team sport, you've no doubt also learned that any time you face a challenge, it is great to have some support. For those of you transitioning out of elite cricket, the ACA provides you a wide range of services, and we encourage you to make the most of these.

While there will always be challenges in transitioning from one career to the next, there are also many opportunities to be grabbed.

Playing cricket at the elite level is not something achieved through talent alone, but through years of discipline and sacrifice. It is an experience that hopefully means you are better for having been in the cricket ecosystem.

These qualities you have developed during your professional cricket career will hold you in good stead for your life outside of cricket. So too will the fact that you don't reach this point in a cricketing career without having learned a lot about yourself. We hope you find is that the skills you have developed as a player are incredibly useful for life away from the field, and the ACA can provide the support to help you embrace that.

And remember that the ACA is always here to help.

Todd Greenberg Chief Executive Officer

ACA Services During Transition

It is important to know the ACA is always here to help you. We understand that the first years outside of cricket involve a lot of change and we extend the following services to you for three years post State contract and 12 months post W/BBL.

- > Individual assistance from your ACA Transition & Past Player Development Manager
- > Education grants
- > Wellbeing support services
- > Access to paid work placements and internships
- > Career Development services
- > Financial health check and planning
- > Unique networking opportunities



ACA Key Contacts



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We'd love you to stay involved with Cricket and offer a variety of programs and events you can do throughout the year.

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ACA Premier Cricket Program

If you are still interested in playing Premier Cricket or keen to take up a role as a coach and/or mentor at a Premier club you may be eligible for funding through the ACA Premier Cricket Program.

This is a good way for you to stay connected to your cricket community and a rewarding way to develop the next generation of cricketers.

The ACA Premier Cricket Program engages members in various roles including:

- > Head Coach
- > First Grade Player
- > Player Coach/Mentor
- > Director of Cricket/High Performance Manager
- > Assistant Coach
- > Junior Talent Coach

"

Through the Premier Cricket Program I have been able to give back to my old club of 26 years. To be able to impart the knowledge and skills I have learnt to the next generation of young women and girls and to build a safe and positive culture has been so rewarding.

Charlotte Anneveld

ACA Masters Program

The ACA Masters Program offers an opportunity to engage with grassroots cricket. Teams of current and past players attend regional tours to promote and help grow the game across Australia. The ACA deliver two tours per season and works closely with Queensland's Bulls Masters and NSW Baggy Blue. The ACA tours offer a daily payment up to \$500. Please let the ACA know if you are interested.

"

I think Masters tours are brilliant. We were able to energise the towns, not just the cricket community, through our clinics, exhibition games and visits to local charities. The ACA were great in looking after everything we needed and it was refreshing to see some old team mates and meet some new ones as well.

Josh Lalor



Elite Coaching Program

We are committed to developing you as a coach. Your skills, experience, profile and knowledge is invaluable to teaching the next generation of cricketers.

Representative courses (level 2) are delivered by each State Association at various times throughout the year. Course dates can be found online at www.community. cricket.com.au/coach/accreditation. The ACA subsidise the full course fee for members. Cricket Australia deliver an annual High Performance program (level 3) at the National Cricket Centre (NCC). This course is conducted by invitation only and ACA members are given a contribution towards the \$6,000 course fee.

"

The ACA assisted me greatly as I transitioned away from the game as a player. The support from the ACA, particularly with my tertiary education and the Level 3 coaching course, has led me to my current role as an Academy Coach at Cricket NSW.

Hannah Trethewy



ACA Member Functions

Member Functions are a great opportunity for players: past and present to socialise and reconnect with former teammates in a relaxed environment hosted by the ACA.

Throughout the season members will be invited to attend our 'Day at the Cricket' and Member forums hosted in each State. Invitations are sent via email to all members currently living in the state the function is occurring.

We look forward to seeing you at the next function.

"

The ACA Member function is a great opportunity to catch up with cricketing friends and old teammates over a drink and some action in the middle. The functions are always well organised and is a great event on the cricket calendar.

Emily Divin



ACA Game Development Program

The ACA's Game Development Program is a chance to stay engaged in cricket through coaching and mentoring at grassroots level. It offers paid appearance opportunities, starting from \$500.

Approximately 300 ACA Members are already getting out there inspiring kids, clubs and coaches to play and stay in cricket. The ACA deliver approximately 300 appearances a year, and distributes approximately \$300,000 directly to members.





Playing W/BBL Cricket or Cricket Abroad

If you are still playing W/BBL cricket in Australia it is important to know you will still have access to all of the services offered to you as an Australian/State cricketer and entitlements as per your contract.

To access any of the ACA services you are encouraged to contact your Player Transition Manger in the first instance. When you finish playing W/BBL your transitional support will be extended for 12 months post contract.

For those playing County cricket or players competing on the International T20 circuit we encourage you to reach out to your Player Transition Manager for any assistance and they can help facilitate what you need.

There are a number of domestic T20 tournaments played around the world. It is important that you review and understand the terms of these contracts. The ACA and FICA, who is your international representative body can assist you with any contract terms or security and safety queries that you may have when consider overseas playing opportunities.

If you think you would benefit from accessing psychological services whilst abroad, we can help set up a Telehealth session with an Australian based psychologist or explore options through our International counterparts.

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Caring for Members' physical and mental health

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Caring For Your Wellbeing

Transitioning can come with a lot of different emotions. It can be an exciting time with lots of change and possibility; but also a time of uncertainty. It's helpful to employ some specific strategies to make your transition as smooth as possible.

Self Awareness

Every athlete experiences transition in their own way, and on their own timeline. It's an opportunity to gain an even better insight into your own psychological processes. As you transition it may be useful to monitor yourself throughout the process using strategies such as journalling. This includes noticing your thinking styles and patterns (your self-talk), your emotions (what you're feeling, when, why, how intensely), your behaviours and urges. Try to observe yourself in a non-judgemental way to get an understanding of your mental state. Tuning into your mental health helps you to apply strategies sooner rather than later, hence maximising their effectiveness.

Emotion Regulation

Once you improve your self awareness, you can try to manage your emotions by employing different strategies. You have probably honed some great emotion regulation skills over your athletic career; it's important to use the helpful and adaptive strategies that have worked for you in the past, as well as being open to learn new ones. Emotion regulation strategies can include: mindfulness practices (both formal/guided and informal self-guided), thought challenging, gratitude practices, self-compassion, taking perspective and using humour.

Identity (Self Concept)

We form our identities over time based on our experiences, interests and hobbies, family and friends. As an elite athlete, a lot of these aspects involved cricket for a long time. As you can see from the pie chart below, a big chunk of your identity has been about cricket up until now. Transitioning athletes can be daunted about filling the gap in their identity that is left by no longer being an elite athlete. Over time, you will work towards filling the gap. In the meantime, it's important to focus on the parts of your identity outside of cricket that are already established, this is something the ACA can help you with.

Also, as a cricketer you developed some strengths that will help you in your future career and with your transition. It's helpful to identify these strengths and how they can help, such as leadership, focus, goalsetting, communication, teamwork and dedication.

Social support

It's important to shift from having a social support network from primarily within your sport to one including people outside your sport: family, non-cricketing friends and fellow retired athletes. Communicate regularly with this network about both your transition experience as well as other things in your life. If possible, seek out a mentor that has been through a transition out of sport before, and can give you advice based on his/her experience. As a cricketer you saw your teammates regularly. This may no longer be the case for you and socialising may now take more planning and consideration.





Structure

As an elite athlete, your routine is highly structured and often determined for you. You have been told where to be, what to eat and how to train for some time. Now it's up to you. Common traps that retired athletes report falling into are: regularly making unhealthy food choices, not exercising regularly, isolating themselves and putting off commitments. Maintaining a healthy but somewhat flexible routine is important.

This may include:

- > A healthy sleep routine (going to bed and getting up at a similar time each day)
- > Continue to make healthy dietary choices
- > Regular exercise
- > Regular and planned socialising
- > Filling your day with both things you need to do and things you enjoy doing

Know Yourself and Your Support Options

Your transition journey will be one of self-discovery. You will learn about strengths and weaknesses you may not have realised you had. There are some things to look out for along the way. It is fair to expect some changes in any or all of the things listed however, if they are ongoing and are having a negative impact on you or your relationships please access support.

These may include:

- > Changes in mood or thinking styles
- > Changes in appetite, energy, motivation, concentration and libido
- > Changes in sleep patterns

The ACA can help you access confidential support through the External Referral Network.

Attitude and Actions

A change in your routine can lead to feelings of being out of control. The contributing factors to your transition can also impact on these feelings, such as retiring due to a significant injury or not having a contract renewed. Two things in life that you can control are your attitudes and your actions. Your attitudes towards your career, your transition and your future will significantly impact your mood.

Although these attitudes may fluctuate over time, try to adopt:

- A sense of gratitude towards your playing career (eg "What went well? What did I get out of it? Who am I because of it?")
- A sense of mindful acceptance of your transition experience ("This may bring up a lot of different thoughts and emotions, but I have the strategies and support to work through whatever comes my way")

A sense of hope and excitement for the future ("Hello weekends, now I've got more time to spend with my family, work on that project, learn new skills to enhance the ones I already have")

Think about your values, that is, your moral compass and what kind of person you want to be seen as being; and try to match your day to day actions to mirror these values. With helpful attitudes and actions, you are more likely to feel in control and have a more positive transition experience.



Wellbeing Network

If you would like to speak to a mental health professional about your transition, to set new goals or discuss any mental health and/or wellbeing concerns, the ACA will fund up to six sessions with a psychologist of your choice.

This service is confidential and your name will be removed from invoices so your details remain protected.

The ACA offer a number of options to help you care for your mental health and wellbeing:

Telus Health



Telus Health is a 24/7 confidential service available for all ACA members.

To access this service call 1300 360 364 and they will put you in touch with someone in your area that can support your needs. You can also go online and visit Telus Health to access resources or live chat.

Your partner and /or family members are also welcome to use this service.

External Referral Network

The ACA is connected with qualified mental health professionals nation wide. Your transition manager can help you find someone if you don't know where to start and help you on your way to better mental health.

If you are in danger and need immediate assistance, call 000 for emergency services.

ACA Health Check Days

The ACA Health Check days are a core service for ACA members and continue to be an important initiative for early detection of health conditions. Many members have been referred to specialists for further medical intervention. Over the past 18 months we have introduced Heart Assessments and Prostate Antigen Tests to our offerings.

"

The Health Check day is an important date on the calendar! I always make sure I book in especially for the mole scan as it has helped me identify any changes to my skin. I also enjoy catching up with current and past players when I'm there.

Alex Blackwell



Health Care Professionals will provide services such as:



Skin Check

A top to toe skin examination to check for any moles, freckles, or abnormal skin lesions.



A suite of examinations including cholesterol & glucose 'finger prick' test, hip/waist ratio calculation & blood pressure measurement.

Vision Screening (bi-annual)

A comprehensive four-point vision screening test for near sight, far sight, colour vision & oculomotor coordination.

Audio Testing (bi-annual)

In this fully computerised screening, the audiometrist will determine a participants 'hearing threshold level' (the softest sound you can hear) and compare the results against standardised 'normal' test results, with any difference being attributed to a deterioration in hearing.

Invitations are sent via email to all members currently living in the state that the Health Check is occurring. These days are at no cost to you but spaces are limited and allocated on a first in first served basis.



Health and Wellbeing Grants

When you come off all forms of contract, you are eligible for an annual grant to contribute to your health and wellbeing up to an amount of \$250. The grants are paid as a reimbursement and are typically used for gym/sports club membership or health insurance premiums. You will be notified by email when applications open in July each year.

Medical Support

It is recommended you receive a medical screening within two months post contract. Your State Association will pay any excess medical costs incurred for consultations, corrective surgery or rehabilitation treatment for any pre existing injury obtained whilst you were on a contract for six months post contract.

If you sustain a new injury or are admitted into hospital post contract you will be able to access the Medical Support Scheme. You are eligible for a reimbursement of up to \$500 per visit for out of pocket costs. The reimbursement is typically used for the excess payment, but can also cover expenses like the anaesthetist or travel and accommodation costs you incur.

Additional reimbursements of up to \$2,000 are available if you are in financial need, requiring more significant procedures or facing high out of pocket costs.





Member career planning

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Career Development Services

When you are ready, the ACA is here to help you pursue your non-sporting goals which may include getting into the workforce.

The ACA and our Career Development Partners can help you gain confidence and skills to prepare you for your next career.

Kaplan Australia Scholarships

Kaplan Professional and Kaplan Business School offer annual scholarships to ACA members. Courses range from industry related upskilling to post graduate courses including MBA's.

Kaplan is a globally recognised provider of higher education degrees in Australia and offer undergraduate and postgraduate courses in business, accounting, marketing, management, tourism, entrepreneurship, health services, digital management, analytics, project management and leadership.

With flexible learning options, members can continue their lifelong learning and gain valuable skills specific to their career goals, in addition to the transferrable skills developed on and off the wicket. To discuss Kaplan courses, and Scholarship opportunities further, contact your Transition & Past Player Development Manager.

Here's some things we can help you with:

- > How to make your resume stand out from the crowd
- > Interview preparation
- > Perfecting your social resume
- > Outplacement services
- > Salary expectations
- > Career exploration
- > Industry trends

"

Whilst the skills gathered through cricket enable attributes such as resilience, discipline, and working with a team have been helpful, there was a real gap in my actual knowledge as I transitioned to the business world. The MBA through KBS has helped fill those gaps, and it is the combination of those intrinsic skills and knowledge that is the recipe for success in my next career.

Ben Dunk



Education Grants

You might decide this is a good time to pick up some study or training to upskill yourself to support your transferrable skills moving into your next career.

Funding is available for up to \$4,000 per financial year for three years post State contract and 12 months post W/BBL.

Support is not limited to study and can be used towards professional development opportunities such as conferences, mentoring etc which are all good learning opportunities and help build your networks.

"

The ACA's support over the last three years has been significant. Particularly, as someone currently studying at university, the education grants have provided great financial relief, and the continual wellbeing support has enabled me to form a new identity outside of cricket.

Isabelle Afaras



Work Placements

The ACA, through InFront Sport, may be able to arrange a paid placement of up to 52 hours to enhance your career development and help build your professional networks. Players have previously undertaken placements in media, property investment, financial services and sport management.

"

I didn't quite want to go back into accounting, I was much more interested in transitioning out of cricket and going into the operations side of business.

Simon Milenko



Cricket Internships

If you aspire to work in Sports Administration, the ACA in partnership with Cricket Australia and the State Associations offer paid internships to help develop your career in this area.

Opportunities are offered annually in a variety of areas. A number of interns have gained permanent or ongoing employment post placement.

"

When I talk with my teammates, I emphasise the importance of a balanced lifestyle, being settled and having a plan B...

Sam Kerber



Sam Kerber's Cricket Internship Emphasises the Importance of Balance

Former South Australia Redback Sam Kerber is making the most of his internship opportunity with SACA.

Sam's role working as a Player Development Manager (PDM) for the Redbacks pathway teams involves providing support to young athletes to ensure they are able to perform to the best of their ability both on and off the field, as well as opportunities to liaise with the senior men's and women's PDM's.

Sam has recently completed a mental health first aid course, with the help of the ACA.

Sam sees massive importance in young players having exposure to the elite environment as early as possible, and with that comes the need to feel supported.

Throughout the program, Sam has enjoyed growing and developing his interpersonal skills, through communication with a range of stakeholders such as squad coaches; squad physiotherapists; strength and conditioning staff; as well as parents, teachers, and the players themselves.

"I feel like it's a very rewarding experience, the opportunity to help a player," says Sam.

"One of the players I was talking to about sleep routines, there was a couple of things I suggested, they went away and put those processes in place, then they came back and said, *Hey that really helped, thanks for the that*, and you know you're making a positive impact on that person's career."



Sam spoke very highly of the flexibility in the program that has allowed him to continue his studies concurrently alongside the internship and believes some of the key skills and learnings from the experience have translated over to his on-field performance too, specifically from a leadership perspective as he captains the Adelaide University 1st XI in South Australian Premier Cricket.

"When I talk with my teammates, I emphasise the importance of a balanced lifestyle, being settled and having a plan B, and that enables enjoyment and likely success on the field, so I suppose they're two or three keys from the PDM role that I've been able to apply to my life and my performance." Sam encourages any ACA members that is considering applying for an internship, to do so.

"I believe it would be worth considering an internship through the ACA, because not only will you be well supported, but I feel the program helps build on current skills as well as applying new skills. The program really enables a great networking opportunity, and that may help you to land your ideal job."

If you are interested in exploring internship opportunities, you can contact Mark Gregory.

Zoe, Developing Our Diversity

The Cricket Internship Program allowed Zoe Britcliffe's skills to flourish off the field.

Now in its tenth year, the ACA's Internship Program is a terrific example of how our players are funding initiatives to benefit fellow members and strengthen the game.

One of the more recent members to take advantage of this program is Zoe Britcliffe, who has recently completed an internship at WA Cricket working in community cricket with a focus on diversity and inclusion.

WA Cricket's Inclusion and Diversity Specialist, Jade Wyllie, said Zoe's internship was great for all parties.

"Zoe has been amazing, she is enthusiastic and always willing to help the whole department not just in the inclusion space," said Jade. "We could not praise her more highly."

Zoe spoke with the ACA about how the experience benefitted her and why others should take up the opportunities provided by the ACA in partnership with Cricket Australia and the state associations. She said the process to getting the internship was a smooth and simple exercise, having the help of her PDM to discuss different options and find the right fit. Community cricket was something Zoe was keen to explore and when the opportunity came up for a role within Diversity and Inclusion in community cricket, she jumped at the chance.

"I got to cover a whole range of community cricket. The role was based around helping in the diversity and inclusion space, all the foundation programs that we do," she said.

"In all things disability cricket, female cricket, indigenous and aboriginal cricket. I've been able to help run carnivals and school programs and



community programs. I've also been able to help in clubs and schools on the other side of our community cricket space. The on-ground experiences have been phenomenal."

When asked if being at the WACA five days a week would be too much cricket, Zoe said "although I'm going to be at the WACA all the time for my own cricket, this is for other people's cricket, this isn't for me, this is to give someone else an opportunity to enjoy the sport that I love so much."

For Zoe, knowing that she is giving back, although in a paid role, to the sport she loves and helping others enjoy what she has enjoyed has been one of the biggest benefits of taking part in the program.

The Internship program allows you to see where your cricket skills can be utilised off the field or outside of the sport while also giving you an opportunity to see the areas you may need to work on a little bit more which can open up a world of possibilities for life beyond the boundary.

Turns out it isn't just Zoe's life off the field that has benefited from her participation in the Internship Program. "It's a distraction from my own cricket but I would say it has definitely helped my on-field game as well."

Zoe's final piece of advice for other ACA members who are thinking about applying for the internship program is "Just apply! You've got nothing to lose. You'll get valuable insight into how much work goes on behind the scenes from the ACA but also how willing the states and PDMs are to support you in your career now and also help to support you beyond sport."

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l've been able to help run carnivals and school programs and community programs. I've also been able to help in clubs and schools on the other side of our community cricket space. The on-ground experiences have been phenomenal.

Zoe Britcliffe



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ACRA

The Australian Cricketers' Retirement Account (ACRA) was introduced in 2001 with the aim of assisting Australia's international and domestic contracted cricketers in their transition to a life after playing professional cricket.

Any future ACRA benefit payable to an Eligible Uncontracted Player will be calculated in accordance with the ACRA Rules and may include:

- > A Base ACRA Amount (referable to the Players type of Playing Contract).
- > Match Credits (referable to the number and type of matches played).
- > Additional ACRA Contributions referable to the male or female Player's Retainer during the Term in accordance with the MOU.
- > Any adjustment made for the notional net investment returns.
- > Less any applicable taxes.

After becoming an Eligible Uncontracted Player, a Player may apply to the ACA to receive ACRA Benefits in accordance with the ACRA Rules. An application must be received on or before three (3) years have expired commencing from 10 November in the year that they became an Eligible Uncontracted Player. Subject to the ACRA Rules, ACRA Benefits will be paid in accordance with the table below (noting that taxation will apply):

Balance Range	Initial Lump Sum Payment	Periodic Payment Term
Up to \$125,000	100%	n/a
\$125,001 - \$300,000	30%	3
\$300,001-\$500,000	30%	5
\$500,001 - \$750,000	25%	7
\$750,001 - \$1,250,000	20%	10
More than \$1,250,001	15%	15

Further information in relation to ACRA is contained within the ACRA Disclosure Booklet. This is a good time to chat to your own financial / tax advisor(s) or be sure to raise this topic if you choose to speak to ACA's financial education providers.

Financial Health Check

Cygnet_ Advisers for life.

The ACA has engaged Cygnet Group to provide financial education to players whilst they are on contract and this service is extended to you in transition.

The change in your contract status may be a good opportunity to discuss your current financial obligations and help with your future financial goals.

You are encouraged to arrange a 1 on 1 appointment with a financial advisor at Cygnet. This can be done either in person or via a video call and the ACA will cover this cost.



When you come off contract it is useful to seek professional advice in relation to Superannuation, Wills, Estates, and any other changes to your financial circumstances. For those Players in the AMP Australian Cricket Superannuation Plan (ACSP), there are local Super Coaches that can discuss the status of your fund during your transition.

To access these services, speak with your Transition Manager.

Player Hardship Fund

The Player Hardship Fund exists to support you and your immediate family members should you find yourself in genuine hardship. Please contact your Transition Manager to discuss your situation in confidence.

Your Transition & Past Player Development Manager



My name is Mark Gregory, and I am the Transition & Past Player Development Manager at the ACA. I am here to support you and your family, friends, and PDM during your transition from Cricket.

I recognize that each of you are at various stages of transition, and I am looking forward to navigating you through this time to recognize your knowledge, skills, and experiences; on and off the pitch, as you consider new life goals, that for some may well still focus on Cricket.

I have worked in high performance sport since 2015 in the lead up to Rio 2016, supporting Olympians and Paralympians in their non-sporting journeys; across more than twenty sports. I have also worked in the Career Development landscape for 25 years across recruitment, selection, team building, and outplacement roles so can offer significant support in relation to articulating what your Cricket career can offer to prospective Employers.

Our work together can highlight how you have developed your 'life alongside Cricket' to a range of stakeholders.

I hope that you have found this manual useful, as we aim to support you the whole person, as well as you the Player. This manual can act as a checklist that you may wish to mark some diary notes from e.g., Apply for an Education Grant aligned with formal study, before the end of the tax year.

Please don't hesitate to contact me if you have any questions or would like to connect with any of the support or programs mentioned so far.

Transition may be an uncertain time, but it need not mean the end; it is a time of change, and we are here to navigate you though this change and set goals; on and off the pitch. I look forward to working alongside you as you enter this next chapter; one that further develops you from your Cricket career to date.

All the very best and speak soon.

Mark

Your Transition & Past Player Development Manager

Membership Benefits

To take advantage of these benefits you must have a current ACA Membership. You can access the discounts through the member portal

As an ACA member you have access to discounts on a range of national brands including:

>	Accor Hotels	>	Masuri
>	Advent Security	>	New Balance
>	Bausele	>	Oakley
>	Budgy Smuggler	>	Qantas Club
>	Bupa	>	Resilience Agenc
>	Burley Sekem	>	RIXX Eyewear
>	Duffle & Co	>	Specsavers
>	Future Golf	>	Tempur
>	Hard Yards	>	Thrifty
>	Harvey Norman	>	Wilson Golf
>	Kookaburra	>	Wilson Racquet & Team
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You have the option of renewing your membership annually or you can become a life member (payment plans are available).

Be sure to keep your contact details up-to-date so you don't miss out on any important information. You can manage this yourself online via our website using your ACA member login.

You can also follow us on the socials:



Action Plan

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