



ACA

AUSTRALIAN CRICKETERS'  
ASSOCIATION



# Annual Report

2019–2020



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Australian Cricket Players Limited  
Trading as Australian Cricketers' Association

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The Australian Cricketers' Association acknowledges the Traditional Owners of Country throughout Australia. We pay our respect to Aboriginal and Torres Strait Islander cultures, and to Elders both past and present.



# From the Chair

I opened the 2018-19 Chair's Report, by saying "that in the midst of every crisis, lies great opportunity."

Little did I know that four months on that comment would be put through a very real test when the Coronavirus pandemic impacted every aspect of everyone's lives, including our sport. Cricket was fortunate in that unlike the winter codes, it had time to prepare its response – and by the ACA's analysis, the financial position of cricket was such that it was able to express an optimistic and confident posture about its capacity to weather the pandemic. I was certainly confident that the ACA had that capacity.

I say this as cricket is no different to any other sport – or business – in that its long-term sustainable success is dependent on good governance and open and honest engagement between an organisation and its partners.

Over the past year the seeds appear to have been sowed for a recalibration of the game's governance, through changes such as the formation of the Australian Cricket Council and the re-empowering of State Cricket. This is supported by the work that continues in supporting local clubs and re-connecting elite levels to local cricket – a key recommendation of the Ethics Centre Report and a recurring theme of our member forums.

Our own governance too has changed and been enhanced through both personnel – we introduced Pat Cummins and Kristen Beams as board members and welcomed back Lisa Sthalekar, and structure. This is the first Annual Report to be released following the change from an unincorporated Association to become a Public Company Limited by Guarantee.

We should all understand that these are significant moments for our sport. It is no overstatement to characterise these changes as a 'quiet renewal' in cricket – a renewal that if properly implemented will see the game emerge from a period of significant disruption even stronger than before.

In this spirit, credit must go to all of cricket's stakeholders for having in place the plans for the game's return this summer – and in many ways, this season feels more vital than ever before. This is due in no small part to the first-class game. The momentum for the upcoming season that has been provided by both the WBBL and Sheffield Shield – made possible through the commitment and dedication of our players – has demonstrated the value of properly funded and formatted domestic competitions.

This sends a loud and clear message to every professional cricketer in Australia – that, domestically, performance in the Shield and the WNCL matter. That runs and wickets through the traditional pathways are the best ticket to the top. And that is a message that will resonate all the way across cricket fields across the country – from Premier Cricket through to every young cricketer playing for their local team.

It also hopefully represents one of the legacies of the year just gone, and that is a game that listens to and respects its players and state associations at the coalface, leading to a more united, coordinated and ultimately successful approach to the game we love.

For this to be realised all partners in the game must be accountable, and that is something hardwired into the governance of the ACA. It is this accountability that provides our organisation with transparency and contestability, while also striking the right balance between risk management and the pursuit of our purpose to be the 'voice' of Australia's professional players, past, present and future.

We have worked hard to ensure this voice was heard as the game navigated its way through the impacts of the pandemic. It was heard when our domestic competitions were preserved, and it was heard when the Revenue Share Model was adhered to and player retainers were protected.

The players' voice – your voice – is the lens we apply to everything we do, every position we take – and we must collectively seek to leave the game better than we found it – and it has been this way since the inception of the ACA in 1997.

Sometimes our voice leads to the tough conversations cricket has to have, but time and time again, those conversations have proved to see overwhelmingly positive changes in the sport.

The most positive change in my time at the ACA continues to be our part in leading Australian sport in the way we recognise and reward our female athletes. Progressing women's cricket in Australia is an integral part of the work the ACA does - from advocating for a gender pay equity model as



part of the 2017 pay negotiations, to developing a world-leading paid parental leave policy.

As part of our ongoing work in evolving the game towards gender equity, this year we compiled an initial report on the status of gender equity in cricket, titled *Continuing to Lead: Charting the path to professionalism for Australian women's cricket*.

The purpose of this report is to identify issues and roadblocks and provide direction to the game to inform what further steps, research and actions are required as part of formulating the path to full professionalism for Australian women's cricket.

*Continuing to Lead* highlights there are many opportunities within the women's game, along with the supporting evidence to drive the progress required to evolve the current environment and ensure that women's cricket in Australia continues to set the standard for women's sport

Another source of pride is the role the ACA has played in promoting and protecting the true source of Australian cricket's success, club and domestic cricket. As well as working to secure a full domestic schedule for 2020-21,

we continue to support club cricket through the extension of the Premier Cricket Program, as well as more investment into local cricket through a \$30 million-dollar Grassroots Cricket Fund, now in its third year.

The wellbeing of players now makes up a large part of what we do, and the GamePlan Player Development Program joins with CA to support current and transitioning Players better equip themselves for life on and off the field;

We also manage the Past Player Program supporting Members in life after cricket, as well as the Player Partnership Fund which will continue to support Members and Premier Cricket Clubs and other initiatives;

These programs are an indicator of the growth of the Australian Cricketers' Association.

Since 1997, our Membership has grown from a handful of players to being on track to exceed 1,600. As the ACA continues to take on the very significant financial and wellbeing responsibilities for our Members and uses our advocacy to promote necessary change, I have no doubt this number will continue to grow.

This will be one of the fundamental challenges for our new CEO as we farewell Alistair Nicholson after more than six years in the role.

Under Alistair's leadership we have greatly developed our capability to provide a much-expanded service offering to the benefit of all of our members. He has made an incredible personal contribution to the ACA and has worked tirelessly through some very difficult moments for our game. He should be proud of the contribution the ACA has made to cricket's position as the leader in gender equity and in the continuing dividend which the revenue share partnership model delivers, all under his astute, principled and consistent leadership.

A new CEO can start the role knowing that the foundations have been laid for the ACA to continue driving positive change for the game and the genuine advancement of cricket for all genders.

**Greg Dyer**



# From the CEO

After a year where sport throughout the world faced a unique set of challenges through the COVID-19 pandemic, I am pleased to be able to deliver another report to members that reflects another strong year for the ACA and its membership.

In a year that again saw many outstanding on-field performances from an individual and team perspective, both on a domestic and international front. From the defence of the Ashes in England, through to our women's defence of their World T20 title in front of more than 86,000 at the MCG, our players have reinforced the game in the national psyche. Just as important, it continues to lead Australian sport in initiatives off-field as well, and that is something of which we all can be proud.

This includes the ACA's continued push to lead the move towards gender equity and the development of a comprehensive plan to continue the path to professionalism through to 2028, particularly for those cricketers with domestic contracts. There are many opportunities within the women's game, along with the supporting evidence to drive the progress required to evolve the current environment and ensure that women's cricket in Australia continues to set the standard for women's sport. And it is important that we do continue to set the standard, and we are now engaging with Cricket Australia and the States so that Australian cricket can establish a genuinely professional playing path that closes the gap between how the men's and women's teams are valued and invested in and create opportunities to demonstrate a unified Australian team identity.

That we have not slowed our path in this endeavour, even through the uncertainty of a pandemic, underlines

just how important we believe this work to be. But it also emphasises our faith in the game and its ability to manage the impact of the Coronavirus pandemic – particularly through the adaptability of the Revenue Share Model. That we have been able to protect players' retainers at a time when most other sports are making cuts, without impeding the financial management of the game, has demonstrated that this is the right model for cricket.

We believe the ACA is also well placed to meet the challenges of the pandemic through our ongoing prudent financial management of all ACA funds, which now includes the retirement fund account (ACRA). I am very proud of the work that the ACA team has done to ensure this is of benefit to our members adversely affected by the impacts of the Coronavirus pandemic, through the implementation of the ACA Emergency Assistance Fund. At the completion of the 2019-20 season, 31 members had been provided with financial support of \$500, \$1,000 or \$2,000.

We also continued to support our members through the launch and development of our 'best-in-class' Professional Development and Wellbeing program, GamePlan. Over the year just gone, we have significantly boosted this program through:

- Increasing the role of Player Development Managers for our female cricketers from three days a week to four days a week

- Delivering the Orygen Mental Health and Substance Abuse Research in collaboration with Cricket Australia
- Delivering cricket's own Wellbeing Education Framework
- Contracting an ACA Clinical Psychologist
- Delivering a National Money Management Program, and
- Commencing the development of a Youth Pathway Wellbeing Program.

While we are investing in our members, our members are also investing in the game more broadly. This year was the second season of the Grassroots Cricket Fund and the lasting legacy of this playing group could be seen in the faces of those involved in clubs that received much needed funds – clubs such as Kardinya Lakes Integrated Cricket Team in Western Australia, Blackmans Bay District Cricket Club Juniors in Tasmania and Adelaide's Kenilworth Cricket Club. So far, the ACA has invested \$4.8 million to more than 1,300 clubs in equipment grants, \$2 million on facilities and \$2.8 million on equipment.

All of this has been facilitated by a hardworking and dedicated ACA team. Over the past year we have placed an increased focus on our people and our culture which included the development and implementation of systems that has allowed our team to maintain their excellent standard of service to you work from home during the Coronavirus pandemic.



It is truly rewarding to be able to support our members during and beyond their career, acknowledging their significant contribution to the game's present and past. The delivery of our programs has always been a key measure for the ACA, and in 2019-20 there was much to celebrate on this front.

## Membership & Member Programs

The ACA membership grew to 1,573 in 2019-20, which is a testament to the hard work of Kelly Applebee, Kirsty Lamb, Megan Pauwels and the six state coordinators in this area. The ACA continues to build on the existing programs and services, along with developing new offerings to support all members, whilst continuing to strengthen the relationship with State Associations in helping us keep track of past players.

Season 2019-20 offered many opportunities for members to connect with other ACA members, with over 350 members attending five state reunions throughout the international summer of cricket. In addition, the ACA hosted a number of member forums across the country. These forums provided a platform for current and past players to share their thoughts

on the current state of Australian cricket, how we can collectively have a positive impact on the game's future and how the ACA can better service our members by understanding and responding to their needs. The findings and recommendations to come out of these forums were recently presented to the Australian Cricket Council.

## Finance and Administration

The ACA recorded a surplus of \$1,407,966 for the 2019-20 year.

## Key Award Winners

**Belinda Clark Medal:** Ellyse Perry

**Allan Border Medal:** David Warner

**Test Player of the Year:** Marnus Labuschagne

**Female ODI Player of the Year:** Alyssa Healy

**Male ODI Player of the Year:** Aaron Finch

**Female T20 International Player of the Year:** Alyssa Healy

**Male T20 International Player of the Year:** David Warner

**Betty Wilson Young Cricketer of the Year:** Tayla Vlaeminck

**Bradman Young Cricketer of the Year:** Wes Agar

**Female Domestic Cricketer of the Year:** Molly Strano

**Male Domestic Cricketer of the Year:** Shaun Marsh

**Hall of Fame:** Sharon Tredrea

**Hall of Fame:** Craig McDermott

**Marsh Cup:** Western Australia

**WBBL:** Brisbane Heat

**BBL:** Sydney Sixers

**WNCL:** Western Australia

**Marsh Sheffield Shield:** New South Wales

In closing, I would like to thank all the ACA staff and ACA Executive for their support not just throughout 2019-20, but also throughout my entire tenure as CEO. I have been humbled to represent our playing group and I am very proud of what we have been able to achieve in my time at the ACA. I know the organisation is in very reliable hands to face whatever challenges may come in the future.

**Alistair Nicholson**



A blue-tinted photograph of two men standing side-by-side and smiling. The man on the left is wearing a dark suit jacket over a light-colored shirt. The man on the right is wearing a light-colored, long-sleeved button-down shirt. The background is slightly out of focus, showing what appears to be an indoor setting with some structural elements.

# Office Bearers & Staff

### ACA Board of Directors



**Shane Watson**  
President



**Greg Dyer**  
Chair



**Alyssa Healy**  
Director



**Aaron Finch**  
Director



**Kristen Beams**  
Director



**Pat Cummins**  
Director



**Lisa Sthalekar**  
Director



**Moises Henriques**  
Director



**Neil Maxwell**  
Director



**Janet Torney**  
Director

### ACA Delegates



**Kurtis Patterson**  
NSW



**Peter Nevill**  
NSW



**Lisa Griffiths**  
NSW



**Lauren Cheatle**  
NSW



**Joe Burns**  
QLD



**James Peirson**  
QLD



**Holly Ferling**  
QLD



**Georgia Redmayne**  
QLD



**Callum Ferguson**  
SA



**Nick Winter**  
SA



**Alex Price**  
SA



**Bridget Patterson**  
SA



**Jordan Silk**  
TAS



**Charlie Wakim**  
TAS



**Sasha Moloney**  
TAS



**Emma Flint**  
TAS



### ACA Staff



**Peter Handscomb**  
VIC



**Sam Harper**  
VIC



**Molly Strano**  
VIC



**Sophie Molineux**  
VIC



**Alistair Nicholson**  
Chief Executive



**Justine Whipper**  
General Manager Player  
Development & Wellbeing



**Brendan Drew**  
General Manager Cricket  
Operations & Player Relations



**Kelly Applebee**  
General Manager Member  
Programs & Relations



**Sam Whiteman**  
WA



**Jason Behrendorff**  
WA



**Megan Banting**  
WA



**Mathilda Carmichael**  
WA



**Steve Williams**  
General Manager Finance  
& Business Operations



**Joe Connellan**  
General Counsel  
& Company Secretary



**Tim Cruickshank**  
General Manager  
The Cricketers' Brand



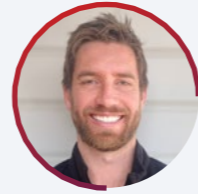
**Craig Little**  
General Manager  
Communications



**Erica Kershaw**  
ACT



**Erin Osborne**  
ACT



**Brad Fisher**  
Manager Cricket Operations  
& Player Relations



**Gabrielle Bortoli**  
Operations and  
Administration Manager



**Carla Dziwoki**  
Player Development  
Manager (National Teams)



**Kylie Crowley**  
Manager Programs  
& Wellbeing



**Megan Pauwels**  
Manager Membership  
& Events



**Kirsty Lamb**  
Membership & Events  
Coordinator



**Sean Ellicott**  
Digital Communications  
Coordinator



**Lachlan McKenna**  
Member Communications  
& Media Coordinator

### Player Development Managers



**James Fox**  
Law Graduate



**Bridget Hodgetts**  
Commercial, Partnerships  
& Programs Coordinator



**Elesha Te Paa**  
GamePlan Administrator



**Graham Smith**  
Senior Consultant



**Tarryn Dickerson**  
Player Development  
Manager (WA Female)



**Garry Moss**  
Player Development  
Manager (WA Male)



**Jess Bustin**  
Player Development  
Manager (VIC Female)



**Sophie Knights**  
Player Development  
Manager (VIC Male)



**Vincent Bui**  
Graduate Accountant



**Jaime Krol**  
Player Development  
Manager (QLD Female)



**Emma Kenward**  
Player Development  
Manager (QLD Male)



**Erin Todd**  
Player Development  
Manager (NSW Female)



**Lachlan McBain**  
Player Development Manager  
(NSW Male)

### Grassroots Cricket Fund



**Sofia Skliros**  
Grassroots Cricket  
Fund Activation Manager



**Amanda Sheldon**  
Player Development  
Manager (SA Female)



**Emma Waites**  
Player Development  
Manager (SA Male)



**Emma Doherty**  
Player Development  
Manager (TAS Female)



**Ben Mabon**  
Player Development  
Manager (TAS Male)



**Leah Mirabella**  
Player Development  
Manager (ACT Female)



### Past Player State Coordinators



**Rina Hore**  
NSW State Coordinator –  
Past Player Program (Game  
Development)



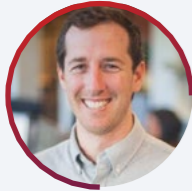
**Greg Matthews**  
NSW State Coordinator –  
Past Player Program (Personal  
Development)



**Wayne Phillips**  
SA & NT State Coordinator –  
Past Player Program



**Nick Courtney**  
TAS State Coordinator –  
Past Player Program



**Josh Mangan**  
WA State Coordinator –  
Past Player Program



**Lee Carseldine**  
QLD State Coordinator –  
Past Player Program



**Molly Strano**  
VIC State Coordinator –  
Past Player Program





# Membership

## Total Members

The ACA's overall membership numbers stand at 1,573 at the end of the 2019-20 year. This number has increased from our 2018-19 total of 1,547. The ACA continues to build on the existing programs and services, along with developing new offerings to support all members, whilst continuing to strengthen the relationship with State Associations in helping us keep track of past players.

## State Reunions

Season 2019-20 offered many opportunities for members to connect with other ACA members, with over 350 members attending five state reunions throughout the International summer of cricket. Unfortunately, the Tasmanian function was unable to take place due to COVID-19.

## Member Forums

This season the ACA hosted a number of member forums across the country. These forums provided a platform for current and past players to share their thoughts on the current state of Australian cricket, how we can collectively have a positive impact on the game's future and how the ACA can better service our members by understanding and responding to their needs.

Due to COVID-19 restrictions the ACA was unable to host a forum in South Australia and Tasmania.

## Membership Benefits

One of the aims at the ACA is to provide benefits of real value to members. The ACA had the support of the following companies as its preferred suppliers:

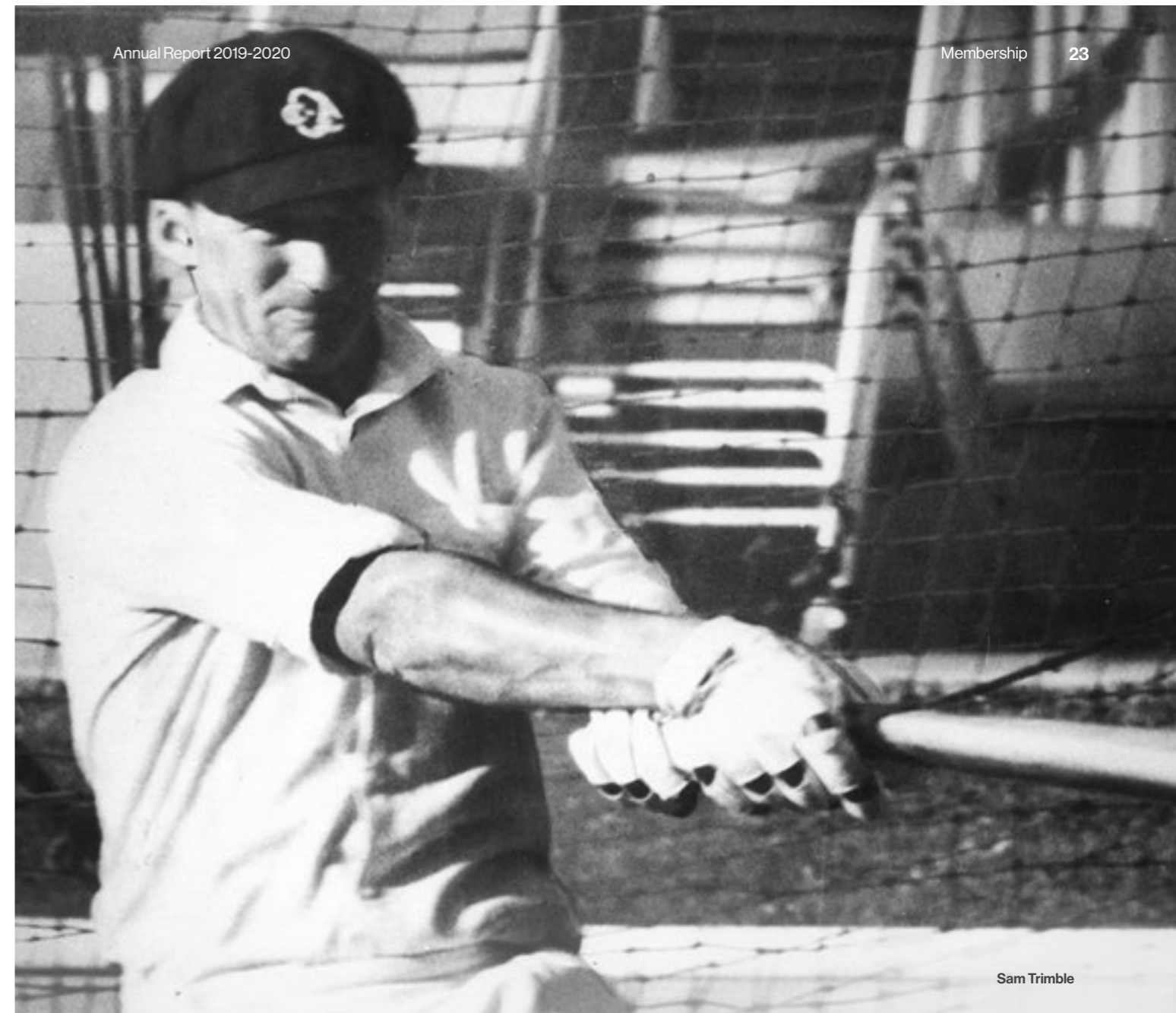
- > AMP / Certainty Financial
- > Budgy Smuggler
- > BUPA
- > Grant Burge
- > Harvey Norman
- > Kookaburra
- > Masuri
- > New Balance
- > Oakley
- > Qantas Club
- > Specsavers
- > Suunto
- > Tempur
- > Tripod Coffee
- > Wilson Golf/Tennis



## List of Life Members

Sean Abbott	Nick Bertus	Fran Buckle	Tess Cooper	Jonathon Dean	Denise Emerson	Matthew Gilkes	John Hastings	Daniel Hughes	Jill Kennare	Nathan Lyon	Ronan McDonald
Nathan Adcock	Matthew Betsey	Bill Buckle	Tom Cooper	Shane Deitz	Phil Emery	Jason Gillespie	Liam Hatcher	Merv Hughes	Jo-Anna Kenney	Tim Macdonald	Andrew McDonald
Warwick Adlam	Samantha Betts	Angela Burdon	Gabrielle Cooper	Michael Delaney	Sean Ervine	Shawn Gillies	Nathan Hauritz	Kim Hughes	Martin Kent	Stuart MacGill	Kerri McDonald
Ashton Agar	Michael Bevan	Joe Burns	Trent Copeland	Andy Delmont	Zak Evans	Steve Gilmour	Matthew Hayden	Lauren Hume	Rob Kerr	Terry MacGill	Bryce McGain
Fawad Ahmed	Alex Bevilaqua	Daniel Burns	Grahame Corling	Gerard Denton	Avril Fahey	Peter Gladigau	Greg Hayne	John Humphreys	Anthony Kershler	Katie Mack	Bob McGhee
Terry Alderman	Andy Bichel	Kate Burns	Michael Cormack	Bhavi Devchand	Ellen Falconer	Andrew Gode	Rachael Haynes	Sara Hungerford	Usman Khawaja	Chris Mack	Tahlia McGrath
Sarah Aley	Nicholas Bills	Luke Butterworth	Mark Cosgrove	Sophie Devine	Nicole Faltum	Peter Goggin	Josh Hazlewood	Henry Hunt	Delissa Kimmince	Damien MacKenzie	Glenn McGrath
Harry Allanby	Briana Binch	Ian Callen	Gary Cosier	Liam Devlin	Rene Farrell	Gary Goodman	Travis Head	Corey Hunter	Emma King	Simon Mackin	Conor McInerney
James Allenby	Tom Birchall	Julie Calvert	Nathan Coulter-Nile	Michael Di Venuto	Steve Farrell	Jayden Goodwin	Aaron Heal	Julie Hunter	David King	John Maclean MBE	Clint McKay
Tom Andrews	Jackson Bird	Louis Cameron	Nick Courtney	Rhiannon Dick	Angela Farrell	Murray Goodwin	Alyssa Healy	Amelie Hunter	Peter King	Ken Macleay	Graham McKenzie
Wayne Andrews	Aaron Bird	Ben Cameron	Ed Cowan	Jacob Dickman	Michael Farrell	Evan Gordon	Ken Healy	Jo Hunter	Hamish Kingston	Nic Maddinson	Daniel McLauchlan
Jo Angel	Travis Birt	Mark Cameron	Bob Cowper	Michael Dighton	James Faulkner	Zoe Goss	Ian Healy	David Hussey	Michael Klinger	Olivia Magno	Greg McLay
Charlotte Anneveld	Alex Blackwell	Ryan Campbell	Jamie Cox	Sam Dillon	Martin Faulf	Doug Gott	Jamie Heath	Michael Hussey	Brad Knowles	Steven Magoffin	Darren McNeese
Ando Aparo	Greg Blair	Greg Campbell	Peter Cox	Meagan Dixon	Alan Favell	Shaun Graf	Sam Heazlett	Lynley Ingerson	Jackson Koop	John Maguire	Tegan McPharlin
Tim Armstrong	Greg Blewett	Peter Capes	Tim Coyle	Matt Dixon	Jake Fawcett	Heather Graham	Kathleen Hempenstall	Joshua Inglis	Kath Koschel	Adam Maher	Peter McPhee
Jason Arnberger	Aiden Blizzard	Jake Carder	Shawn Craig	Trevor Docking	Patricia Fayne	David Grant	Charlie Hemphrey	Emma Inglis	Claire Koski	Jimmy Maher	Rebecca McRae
Mark Atkinson	Phil Blizzard	Nicola Carey	Michael Cranmer	Eliza Doddridge	Erin Fazackerley	Angele Gray	Mike Hendricks	Matthew Innes	Jason Krejza	Greg Mail	Nathan McSweeney
Mark Atkinson	Scott Boland	Alex Carey	Arron Crawford	Tony Dodemaide	Andrew Fekete	Cameron Green	Moises Henriques	Mathew Inness	Scott Kremerskothen	Mick Malone	Renee Melton
Clinton Auty	Doug Bollinger	Phil Carlson	Brendan Creevey	Brendan Doggett	Luke Feldman	Chris Green	Scott Henry	John Inverarity	Nick Kruger	Peter Mancell	Joe Mennie
Justin Avendano	Cameron Borgas	Mathilda Carmichael	Xavier Crone	Xavier Doherty	Annette Fellows	Alex Gregory	Brooke Hepburn	Bradley Ipson	Matthew Kuhnemann	Josh Mangan	Riley Meredith
Allen Aylett	Jason Borgas	Lee Carseldine	James Crosthwaite	Jason Donnelly	Callum Ferguson	Adam Griffith	Clint Heron	Wade Irvine	Jock Irvine	Emma Manix-Geeves	Jonathan Merlo
Aaron Ayre	William Bosisto	Ryan Carters	Adam Crosthwaite	Kaylene Donnelly	Holly Ferling	Sam Grimwade	Jayde Herrick	Paul Jackson	Marnus Labuschagne	Anthony Mann	Scott Meuleman
Warren Ayres	Rod Bower	Hilton Cartwright	Tim Cruickshank	Alex Doolan	Noel Fielke	Evan Gulbis	Jodie Hicks	Prue Jacobson	Graham Manou	Graham Manou	Dominic Michael
Cullen Bailey	Cameron Boyce	Sean Cary	Susan Cruthers	Josie Dooley	Aaron Finch	Jake Haberfield	Benjamin Higgins	Andrew James	Josh Lalor	David Marjoribanks	Con Michael
George Bailey	David Boyd	Robert Cassell	Emma Cruz	Gemma Dooley	Cathryn Fitzpatrick	Kaye Hackett	Mark Higgs	Sarah Jane Jameson	Kirsty Lamb	Josh Marquet	Simon Milenko
Alfred Bailey	Nathan Bracken	Jerry Cassell	Daniel Cullen	Jake Doran	Damien Fleming	Brad Haddin	Jim Higgs	Phillip Jaques	Grant Lambert	Mitchell Marsh	Lilly Mills
Robert Baker	Carolyn Bradley	Beau Casson	Geoff Cullen	Luke Doran	Emma Flint	Ryan Hadley	Ben Hilfenhaus	Amy Jason-Jones	Cathy Lambert	Mitchell Marsh	Tom Moffat
Dennis Baker	Shawn Bradstreet	Steve Cazzulino	Patrick Cummins	Daniel Doran	Tess Flintoff	Kim Hagdorn	Michael Hill	Kathryn Jenkin	Timothy Lang	Shaun Marsh	Bruce Moir
Charles Baker	Murray Bragg	Greg Chappell	Graeme Cunningham	Brett Dorey	Jason Floros	David Hale	Michael Hill	Caleb Jewell	Justin Langer	Daniel Marsh	Patrick Molinari
Len Balcam	Simon Branston	Ian Chappell	Sally Curry	Theo Doropoulos	Lisa Floyd	Corinne Hall	Courtney Hill	Nick Jewell	Anna Lanning	Sue Marsh	Sophie Molineux
Robert Baldry	James Brayshaw	Ric Charlesworth	Ben Cutting	Ben Dougall	Melissa Ford	Ashley Hammond	Karen Hill	Spencer Johnson	Meg Lanning	Geoff Marsh	Greg Moller
Cameron Bancroft	Ian Brayshaw	Richard Chee Quee	Stefanie Daffara	Gerard Dowling	Peter Forrest	Anthony Handrickan	Sharyn Hill	Sammy-Jo Johnson	Nicholas Larkin	Rod Marsh	David Moody
David Bandy	Hayleigh Brennan	Daniel Christian	Adam Dale	Andrew Downton	Brett Forsyth	Peter Handscomb	Wayne Hill	Michael Johnson	Ben Laughlin	Kerry Marshall	Tom Moody
Megan Banting	Christine Brierley	Darren Chyer	Lyndall Daley	Daniel Drew	Cameron Francis	Chris Hansberry	Dene Hills	Mitchell Johnson	Stuart Law	Hugh Martin	Beth Mooney
Lily Bardsley	Ray Bright	Michael Clark	John Dalton	Brendan Drew	Jake Fraser-McGurk	Lea Hansen	Clint Hinchliffe	Matthew Johnston	Trent Lawford	Damien Martyn	David Moore
Jemma Barsby	Tom Brinsley	Anthony Clark	Shae Daly	Peter Drinnen	Harry Frei	Colin Harburn	Nicholas Hobson	Matthew Johnston	Geoff Lawson	Dimitri Mascarenhas	Jaron Morgan
Corey Barsby	Kris Britt	Stuart Clark	Maddy Darke	Keith Dudgeon	Allan Frost	Aaron Hardie	Brad Hodge	Trent Johnston	Ryan Le Loux	Lloyd Mash	Lance Morris
Xavier Bartlett	Ryan Broad	Belinda Clark	Rick Darling	Ryan Duffield	Katelyn Fryett	Sam Harper	Michael Hogan	Jessica Jonassen	Brett Lee	Rick Massey	Stephanie Morrison
Rob Bartlett	Wayne Broad	Michael Clarke	Tim Davey	Jess Duffin	Matthew Gale	Laurie Harper	Brad Hogg	Brady Jones	Mike Leedham	Bob Massie	Narelle Morrison
Ashleigh Barty	David Broad	David Clarke	Tim David	Ben Dunk	Ian Gallash	Andrew Harriott	Rodney Hogg	Melanie Jones	Ryan Lees	Chris Matthews	Jonathan Moss
Samantha Bates	Joanne Broadbent	Piepa Cleary	Joel Davies	Chris Duval	Cameron Gannon	Brooke Harris	Trevor Hohns	Andrew Jones	Jake Lehmann	Christina Matthews	Matthew Mott
Glen Batticciotto	Louise Broadfoot	Mark Cleary	Chris Davies	Benjamin Dwarshuis	Sam Gannon	Grace Harris	Andrew Holder	Brendan Joseland	Darren Lehmann	Greg Matthews	Sally Moylan
Mary Bawden	Cassie Brock	Sean Clingeffer	Brad Davis	Lauren Ebsary	Kyle Gardiner	Marcus Harris	Ian Holland	Brendon Julian	Jay Lenton	Graham Matthews	James Muirhead
Trevor Bayliss	Darcie Brown	Burt Cockley	Liam Davis	Amy Edgar	Grant Gardiner	Laura Harris	Jon Holland	Michael Kasprovicz	Frances Leonard	Glenn Maxwell	Bret Mulder
James Bazley	Maitlan Brown	Justin Coetzee	Paul Davis	Ben Edmondson	Ashleigh Gardner	Sarah Harris	Rebecca Hollindale	Simon Katich	Michael Lewis	Neil Maxwell	Wayne Mulherin
Kristen Beams	Jake Brown	Katie Cole	John Davison	Jack Edwards	Robert Gartrell	Daniel Harris	Mel Holmes	Alex Keath	Dennis Lillie	Ashton May	James Munting
Tom Beaton	Nicola Browne	Jackson Coleman	Joe Dawes	Blake Edwards	Kevin Gartrell	Ryan Harris	Baxter Holt	Simon Keen	Grant Lindsay	Tim May	Corey Murfet
Michael Beer	Leanne Browne	Jude Coleman	David Dawson	Mickey Edwards	Chris Garwood	Mark Harrity	Ben Hook	Lisa Keightley	Rhett Lockyear	Laurie Mayne	Arjun Nair
Jason Behrendorff	Max Bryant	Greg Colgan	Matthew Day	Wally Edwards	Brett Geeves	Brett Harrop	Bradley Hope	Matthew Kelly	Martin Love	Andrea McCauley	Dirk Nannes
Gabe Bell	Meyrick Buchanan	Harry Conway	Allister de Winter	Andrew Eime	Peter George	Chris Hartley	James Hopes	Trent Kelly	David Lovell	Steven McCooke	Brendan Nash
Murray Bennett	Nicholas Buchanan	Simon Cook	Travis Dean	Sam Elliott	Maisy Gibson	Mackenzie Harvey	Rina Hore	Robert Kelly	Sarah Lowe	Rick McCosker	Courtney Neale
Nick Benton	Michael Buchanan	Colin Cooke	Alicia Dean	Sarah Elliott	Ryan Gibson	Kade Harvey	Saskia Horley	Peter Kelly	Jessica Lucas	Ben McDermott	Lawrence Neil-Smith
Darren Berry	Liam Buchanan	Troy Cooley	Blake Dean	Matthew Elliott	David Gilbert	Ian Harvey	Graham House	Alex Kemp	Tim Ludeman	Alistair McDermott	Bruce Neill
Patrice Berthold	Danny Buckingham	Sheldyn Cooper	Nathan Ellis	Adam Gilchrist	Adam Gilchrist	Shane Harwood	Cameron Hockett	Rhonda Kendall	Chris Lynn	Craig McDermott	Michael Neser

Peter Nevill	Matthew Petrie	Rachel Reynolds	David Shepard	James Sutherland	David Warner
Edward Newman	Lachlan Pfeffer	Felicity Reynolds	Will Sheridan	Brett Swain	Mark Wasley
Josh Nicholas	Matthew Phelps	Corey Richards	Matthew Short	Michael Swart	Darren Wates
Matthew Nicholson	Josh Philippe	Barry Richards	Hannah Short	Mitchell Sweppson	John Watkins
Harry Nielsen	Michael Phillippe	Jhye Richardson	D'Arcy Short	Jason Swift	Shane Watson
Tim Nielsen	Craig Philipson	Kane Richardson	Kirby Short	Andrew Symonds	Gary Watts
Steve Nikitaras	Meg Phillips	Geoffrey Richardson	Peter Siddle	Selena Tainton	Mark Waugh
Ingrid Noack	Wayne Phillips	Nathan Rimmington	Ryan Sidebottom	Shaun Tait	Stephen Waugh
Paul Nobes	Ray Phillips	Greg Ritchie	Jordan Silk	Ben Targett	Russell OAM Waugh
Natasha Noblett	Kirsten Pike	David Ritossa	Hayley Silver-Holmes	Nicole Taylor	Jake Weatherald
Ashley Noffke	Pauline Pilcher	Steve Rixon	Craig Simmons	Mick Taylor	Matthew Weaver
Mike Norman	Wendy Piltz	Peter Roach	Marc Simmonds	Heather Taylor (Maher)	Courtney Webb
Marcus North	Chloe Piparo	Simon Roberts	Chris Simpson	Kerry Thompson	Beau Webster
Aaron O'Brien	Patrick Pisel	Kevin Roberts	Andrew Sincock	Blake Thomson	Stuart Webster
Tom O'Connell	Julia Pitcher	Gavin Robertson	Courtney Sippel	Ken Thomson	Matthew Weeks
Liam O'Connor	Denise Plain	Belinda Robertson	Ken Skewes	Dominic Thornely	Nathan Wegman
Tom O'Donnell	Tom Plant	David Robertson	John Skilbeck	Tom Thornton	Dirk Wellham
Dale O'Halloran	Adam Polkinghorne	Luke Robins	Michael Slater	Callum Thorp	Amanda-Jade Wellington
Stephen O'Keefe	Michael Polzin	Andrew Robinson	Lauren Smith	Colin Thwaites	Jon Wells
Annie O'Neil	Luke Pomersbach	Wesley Robinson	Kelvin Smith	Carl Tietjens	Cameron Wheatley
Angela O'Neil	Ricky Ponting	Paul Rofe	Steve Smith	Peter Toohey	Cameron White
Robert O'Shannassy	Susan Poole	Tom Rogers	Jeremy Smith	Michael Topp	Sam Whiteman
Tim Oakley	Lloyd Pope	Sandy Rogers	James Smith	Luke Towers	Warren Whiteside
Keegan Oates	Katelyn Pope	John Rogers	Asha Smith	Coralie Towers	Michael Whitney
Ben Oliver	Drew Porter	Christopher Rogers	Daniel Smith	Wade Townsend	Brad Wigney
Elliot Opie	Leah Poulton	Ben Rohrer	Clea Smith	Sharon Tredrea	Jack Wildermuth
Erin Osborne	Sally Pratt	Luke Ronchi	Jack Smith	Angela Treloar	Matthew Willans
Lachlan Oswald-Jacobs	Sue Prell	Clive Rose	Glenys Smith	Chris Tremain	Cameron Williams
Kate Owen	Georgia Prestwidge	Marshall Rosen	Daniel Solway	Peter Trethewey	Lucy Williams
Jenny Owens	Jack Prestwidge	Alex Ross	Will Somerville	Hannah Trethewey	Worin Williams
James Packman	Scott Prestwidge	Graeme Ross	Ben Southam	Tom Triffitt	Luke Williams
Julie Page	Alexandra Price	Patrick Rowe	Earl Spalding	Jacqueline Triffitt	Vaughan Williams
Patrick Page Jnr	Julia Price	Greg Rowell	Matthew Spoors	Glenn Trimble	Brad Williams
Tim Paine	Rachel Priest	Graeme Rummans	Naomi Stalenberg	Gemma Triscari	Sean Willis
Bob Panitzki	Kevin Prindiville	Steve Russell	Billy Stanlake	Sam Truloff	Paul Wilson
Joel Paris	Terry Prindiville	John Rutherford	Hannah Stanley	Shannon Tubb	Jane Wilson
Geoff Parker	William Pucovski	Trent Ryan	Mitchell Starc	Adrian Tucker	Jake Winter
Sam Parkinson	Kate Pulford	David Saker	Vicki Steckis	Ashton Turner	Nicholas Winter
Martin Paskal	Gary Putland	Daniel Salpietro	Mark Steketee	Andrew Tye	Karyn Winterton
Bridget Patterson	Alex Pyecroft	Emma Sampson	Nick Stevens	Param Uppal	Allan Wise
Kurtis Patterson	Veronica Pyke	Daniel Sams	Lachlan Stevens	Cameron Valente	Amy Wiseman
Mark Patterson	James Pyke	Gurinder Sandhu	Cameron Stevenson	Timm van der Gugten	Malcolm Wolfe
James Pattinson	Bobby Quiney	Carl Sandri	Lisa Sthalekar	Elyse Villani	Daniel Worrall
Darren Pattinson	Celeste Raack	Jason Sangha	Les Stillman	Graeme Vimpani	Linda Worthington
Jonte Pattison	Dawn Rae	Warren Saunders	Charlie Stobo	Tayla Vlaeminck	Ian Wrigglesworth
Steven Paulsen	Sam Rainbird	Julie Savage	Richard Stobo	Adam Voges	Macalister Wright
Robert Paulsen	Samuel Raphael	Chadd Sayers	Marcus Stoinis	Matthew Wade	Damien Wright
Clinton Peake	Caitlin Rawstron	Natalie Schilov	Karin Stone	Charles Wakim	Dennis Yagnich
James Peirson	Angela Reakes	Liam Scott	Molly Strano	Jenny Wallace	Graham Yallop
Ben Pengelley	Nathan Reardon	Joe Scuderi	Tom Stray	Gail Wallace	Brad Young
Clinton Perren	Georgia Redmayne	Wade Seccombe	Bryce Street	Mark Walsh	Jason Young
Andrew Perrin	Steven Reid	Rex Sellers	Connor Sully	Scott Walter	Rob Zadow
Ellyse Perry	Julie-ann Reid	Craig Serjeant	Annabel Sutherland	John Ward	Liam Zammit
Hannah Perry	Bruce Reid	Eric Shade	William Sutherland	Georgia Wareham	Adam Zampa
Taneale Peschel	Stan Reid	Paul Sheahan	Kara Sutherland	Shane Warne	Andrew Zesers
	Matthew Renshaw	Jason Shelton			



Sam Trimble

**Vale**

First Name	Last Name
Tammy	Foster
Brian	Rhodes
John	Smith
Trevor	Stewart
Sam	Trimble
Graeme	Watson





# Cricket Operations

The ACA Cricket Operations & Player Relations team provides representation and assistance for current players in 5 key areas:

- Memorandum of Understanding (MOU) Negotiation and other Collective Negotiations
- Issue Management and Advocacy
- Scheduling
- Security and Safety
- Representation on Committees/Groups that govern game decisions

Specifically in 2019/20, the ACA worked with Cricket Australia on two MOU Amendments, which incorporated several positive changes to the game.

These included the introduction of Player Parental Leave Scheme, detail to support the introduction of concussion substitutes/replacements, changes to domestic player payments, increased WNCL matches, increased funding for female and national Player Development Managers as well as mechanisms to support the game in the midst of the COVID-19 outbreak.

## ACA Accredited Agents

The following list of agents were accredited under the ACA Agent Accreditation Scheme in 2019-20:

Name	Company
Perry Allen	FFSM Pty Ltd
James Allenby	Allenby Sports Pty Ltd
Bill Anderson	
Judie Anderson	Maximum Group International Pty Ltd
Stephen Atkinson	ATK Atkinson
Anthony Atkinson	ATK Consultants
Jason Bakker	Signature Sport
Tony Box	TLA Worldwide
Cade Brown	Callida Consulting
Nick Byrnes	Evolve Sports Management
Paul Carvosso	Cream Communications Pty Ltd Cream of the Crop Talent Management
Tony Connelly	Entourage Management Pty Ltd
Warren Craig	Turning Point Management Pty Ltd
Rev De Silva	Revolution Sports Management
Andrew Fairbairn	Players Ink Sport + Media
Neil Fairbrother	Phoenix Management Group
Gerard Flegler	Next Level Cricket
Andrew Fraser	Sunstar Management
Carlie Green - Medina	Agency X
James Henderson	DSEG
Mark Jones	Aspire Talent Group
Richard King	Sixty Feet Six Pty Ltd / DSEG
Dean Kino	Kino Consulting Pty Ltd
Brian Levine	Bliinc International

Name	Company
Peter Lovitt	Driver Avenue Group
Silvio Marinelli	Highview Accounting and Financial
Tom Matson	Sports and Entertainment Ltd
Sam Maxwell	Emageo Group Pty Ltd
Neil McMullin	OMP Sports Management Pty Ltd
Andrew McRitchie	Helix Player Management
James Murch	Estrella Sports Management
Michael Oakes	Elevation Sports Pty Ltd
Trent Ovens	TLA Worldwide
Marty Pask	i50 Sports Management/Lenton Sports
Zach Peddersen	Elevation Sports Pty Ltd
Liam Pickering	PSEG
James Pitcher	PSEG
Michael Procajlo	Cover Agency
Cameron Richardson	Global Sports 360
Jarrold Ryan	R & D Sports Management
Gerard Sholly	TLA Worldwide
Greg Size	Deliver Sports Management
Liz Thorp	The Cargo Road Collective
Ben Tippett	TLA Worldwide
Glen Turner	Helix Player Management
Zachary Whelan	PowerPlay Management
Josh White	Lampoon Group
Peter Whitehead	Unequaled Sportz Management
Garry Winter	W Sports & Media

### Vale

The ACA would like to recognise the contribution of long-time player agent **Tony Connelly**, who sadly passed away in 2020.

Tony has left a lasting legacy on many ACA Members and has been at the forefront of advocating for players over the past twenty years.

Our sincerest condolences go out to all Tony's friends and family.

## Domestic Cricket

The ACA congratulates squad members of teams that won domestic titles in 2019-20:

<b>Marsh Cup</b>	Western Australia (def Queensland)
<b>WBBL</b>	Brisbane Heat (def Adelaide Strikers)
<b>BBL</b>	Sydney Sixers (def Melbourne Stars)
<b>WNCL</b>	Western Australia (def New South Wales)
<b>Marsh Sheffield Shield</b>	New South Wales (No final played due to COVID-19)

## International Cricket

This year Australia had the pleasure of hosting the seventh ICC Women's T20 World Cup tournament. The final took place on International Women's Day at the Melbourne Cricket Ground in front of 86,174 fans. Australia defeated India by 85 runs, to win their fifth T20 World Cup title.

Home World Cup success capped off a hugely successful 2019-20 for the Australian women's team. A year that saw them win the Ashes in England and go undefeated in a T20 and ODI away series against the West Indies before the Australian summer. The Australian summer started off with a 3-0 T20 and ODI series wins against Sri Lanka before winning the T20 tri series against England and India leading into the T20 world cup.

The Australian Men's Team started their 2019-20 by retaining the Ashes in England. It was the first time that the Australian men's team had retained the Ashes in the UK in 17 years. The Australian summer saw the Australian men's team achieve T20 series wins against Sri Lanka and Pakistan and Test Series victories against Pakistan and New Zealand.

In early 2020 the team had narrow away ODI series losses against India and South Africa but won the T20 series in South Africa.

The International season came to a premature end for both our Australian women's and men's teams who had series' against South Africa and New Zealand respectively postponed due to COVID-19.

## Security

The ACA continued to be involved in overseas pre-tours with Cricket Australia (CA) in assessing security, occupational health and safety and logistical arrangements for overseas tours.

Players rely on being provided with the information and protection they are entitled to for overseas tours. Players continue to rely on the ACA for its independent advice in this important area.

Overseas pre tours may not be able to be conducted in the same manner moving forward due to overseas travel restrictions but the ACA will continue to be as uncompromising as ever in advocating for our members to be provided with a safe and secure workplace and playing environment.

## Playing Conditions

The ACA continues to be a key stakeholder in reviewing both international and domestic playing conditions. The ACA makes important contributions to FICA who present the views of the players to the Marylebone Cricket Club (MCC) and International Cricket Council (ICC) who review the laws and international playing conditions.

The ACA also plays an important role along with two player representatives on the Cricket Australia Playing Conditions Advisory Committee (PCAC) which is the committee responsible for providing recommendations to the CA Executive for consideration regarding domestic cricket playing conditions.

The ACA will continue, with the support of member feedback, to provide considered opinions and recommendations regarding playing conditions, regulations and innovations that help shape and grow the game.



## MOU Amendments

Throughout the 2019/20 year the ACA and CA have agreed on two MOU amendments.

### MOU amendment 4

The ACA and CA agreed to reallocate funds to allow for the introduction of a number of positive changes for the game in 2019-20.

Most notably, the Players' Parental Leave Policy was introduced to provide support for new parents who are contracted cricketers. Additionally, the ACA negotiated with CA for several on and off-field changes that will benefit players and the game.

These included:

- 2 more WNCL games per year for the next 3 years
- 1 more Men's 50 over game per year for the next 3 years
- Additional Australia A games for both men and women
- Additional ACRA credits for any additional matches
- Additional remuneration for players playing more as a result of the introduction of a five game BBL finals structure
- Increased funding and time allocation for female state Player Development Managers.
- Funding and commitment to introduce a National Wellbeing/PDM role.
- Funding for additional research into the Female game, the Pathway and Professional Development and wellbeing.

### MOU amendment 5

Throughout the 2019-20 season the ACA and CA agreed on further amendments to the MOU including:

- Incorporating concussion substitutes/replacements and appropriate remuneration and upgrade points
- Changes to squad fees for players outside of the 11 in the domestic competitions
- Hardwiring the domestic competition prizemoney allocations into the MOU
- The introduction of a percentage retainer clause to assist CA and States in contracting players during an uncertain time impacted by COVID-19

The ACA will continue to work with CA to make further amendments to the MOU when required to the benefit of players and the game.

## Player Issues

Advocacy is one of the ACA's key pillars. The ACA works with Cricket Australia on a number of issues on behalf of the current players including:

- Overseas T20 tournaments
- Implementing some of the world's best player terms and conditions and minimum standards
- Health Insurance available to domestic players earning under \$60,000 per year
- Player transition
- Player workload management
- Player Agent Accreditation Scheme
- Code of Conduct
- Anti-Corruption
- Anti-Doping and Illicit Substances
- Concussion and head trauma
- Approved and disapproved international cricket
- Rules and other regulations







# Past Player Program

Now within its seventh year, the Past Player Program continues to evolve its services to support our past player members in their post-cricket lives.

The past player program provides a suite of services to support each member's personal development, along with opportunities for members to engage in sharing their knowledge and passion for the game within grassroots cricket, through paid coaching and Game Development appearances.

The Past Player Program has two key aims;

#### 1. Personal Development:

To support members in their post-cricket lives through the following programs;

- Medical Support Scheme
- Wellbeing counselling
- Health screening at Health Check Days
- Health and Wellbeing Grants
- Regional Skin Checks

#### 2. Game Development:

To harness the knowledge, skill and experience of ACA past players to inspire individuals to play and stay in cricket through the following;

- Paid opportunities for ACA members to coach and mentor.
- Inspiring the next generation to play and stay in cricket.
- Training, development and coaching experience for past players and current domestic female players.

The funding for this program comes from a share of World Cup profits when hosted in Australia. This was negotiated in the 2012-2017 and 2017-2022 MOU's by way of continuing the legacy of current players' supporting previous generations. An investment of \$1,229,265 was allocated to supporting past players in 2019-20 season.



# 2019/2020 Highlights



## Personal Development

Support in Life After Cricket

# 844

844 past players accessed Health and Wellbeing Grants

Health and Wellbeing Grants

# \$300K

A pool of \$300,000 was available for distribution to members that applied.

Support in the Hard Times

# \$250K

The ACA established an \$250,000 Emergency Assistance Fund to support those hardest impacted by COVID19.

## Game Development

Inspiring the Next Generation

# 483

ACA Coaches attended 483 appearances throughout the season.

Highly Engaged

# 300

Over 300 registered ACA Coaches are involved in the Game Development program.

“

**My heartfelt thanks once again for the wonderful Grants program. It means that I am able to continue my Private Health Membership.**

**Yvonne Davis**  
ACA Member

## Personal Development Services

### Medical Support Scheme

All members can access up to \$500 to cover out of pocket expenses, such as excess payments for hospital visits.

Members in greater need or requiring more significant procedures can be allocated up to \$2,000.

80 ACA members were supported through this fund to a total of \$48,136.

Members who accessed support had a range of medical conditions including the following:

- > Knee surgery (6)
- > Shoulder surgery (3)
- > Cancer treatment (12)
- > Cataract surgery (3)
- > Skin cancer removal (5)
- > Colonoscopy (5)

### Wellbeing Support

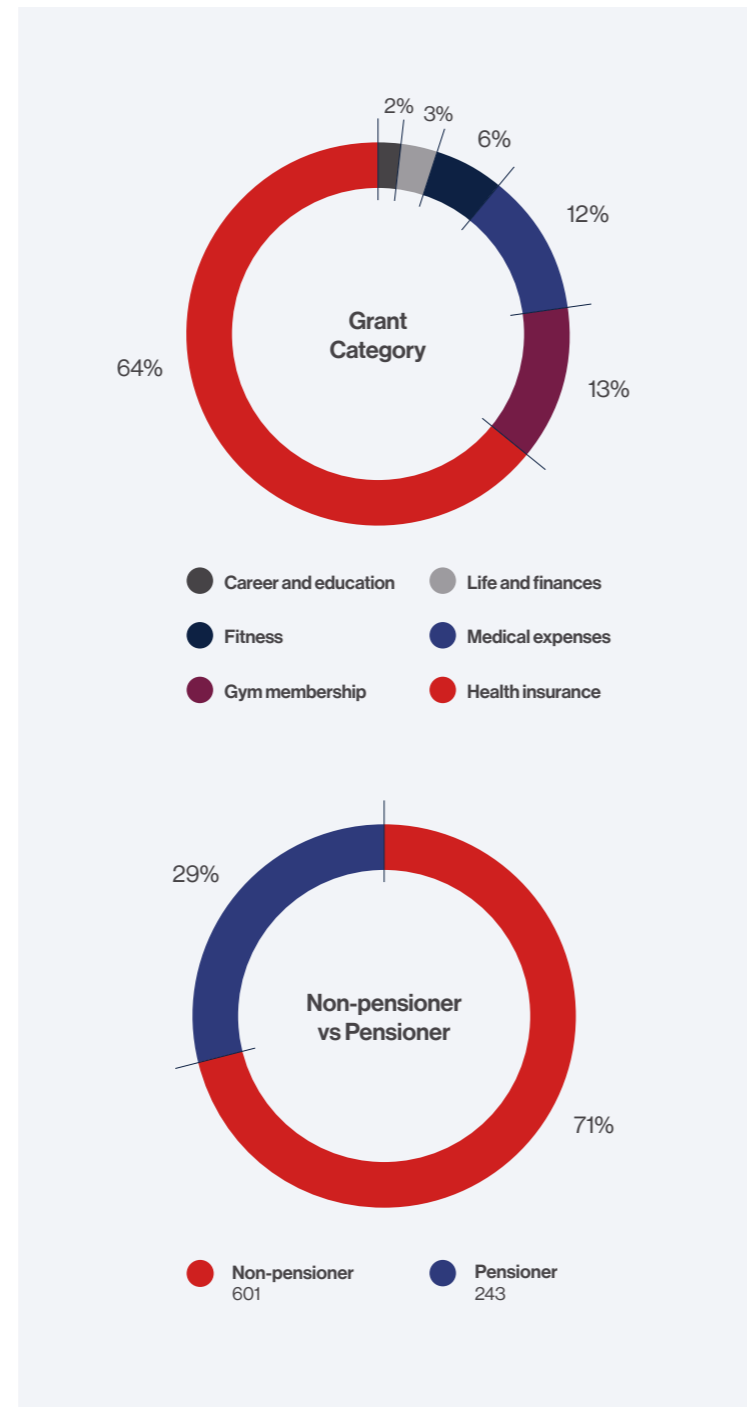
The ACA provides a confidential counselling services to past playing members and their immediate family. A total of 49 sessions to a total of \$9,918. In addition, the ACA provided additional member wellbeing support with a total investment of \$30,000.

### Health Checks

Each year the ACA provides a health screening day in each state. Due to COVID-19 we were unable to host health checks in Victoria, New South Wales, South Australia and Tasmania, however it is intended to host these states as soon as restrictions ease. Members have the opportunity to accessed appointments for skin check, massage, bone density screening and general check-ups. The Past Player Program contributed \$22,460 to this initiative, supporting 130 past players. This service has an annual budget of \$70,000. In addition, for members residing in regional areas, skin checks were provided to 16 members with reimbursements provided.

### Health and Wellbeing Grants

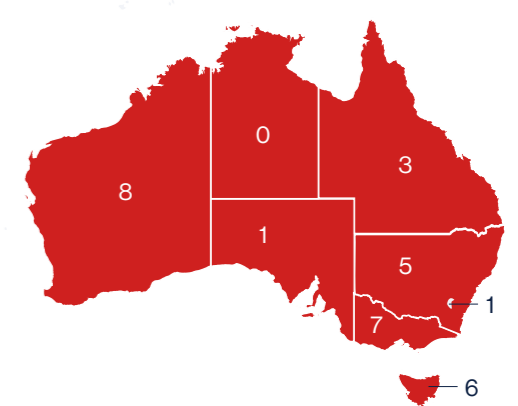
Personal Development Grants for health, wellbeing, education and career-related services were offered to all past players. A pool of \$300,000 was available for distribution to members that applied. A record 844 ACA members were allocated grants. 243 pensioners received \$500 and 601 non-pensioners received \$200. A total of \$242,965 was expended. The below diagram provides a breakdown of the many areas covered in grant process.



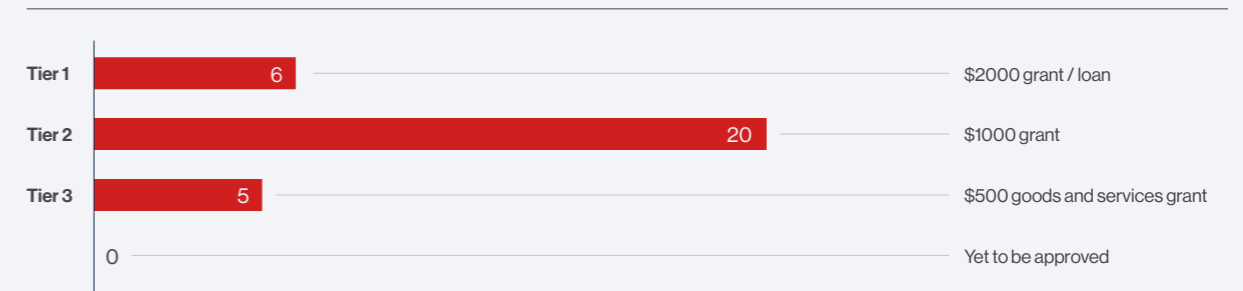
## Emergency Assistance Fund

Following the pandemic impact to Australian's and the increased financial stress due to job loss or reduction on contract hours, the ACA established an Emergency Assistance Fund to support those in need. At the completion of the 2019/20 season 31 members were provided with financial support of \$500, \$1,000 or \$2,000 with a total of \$34,500. The total investment for this fund is \$250,000

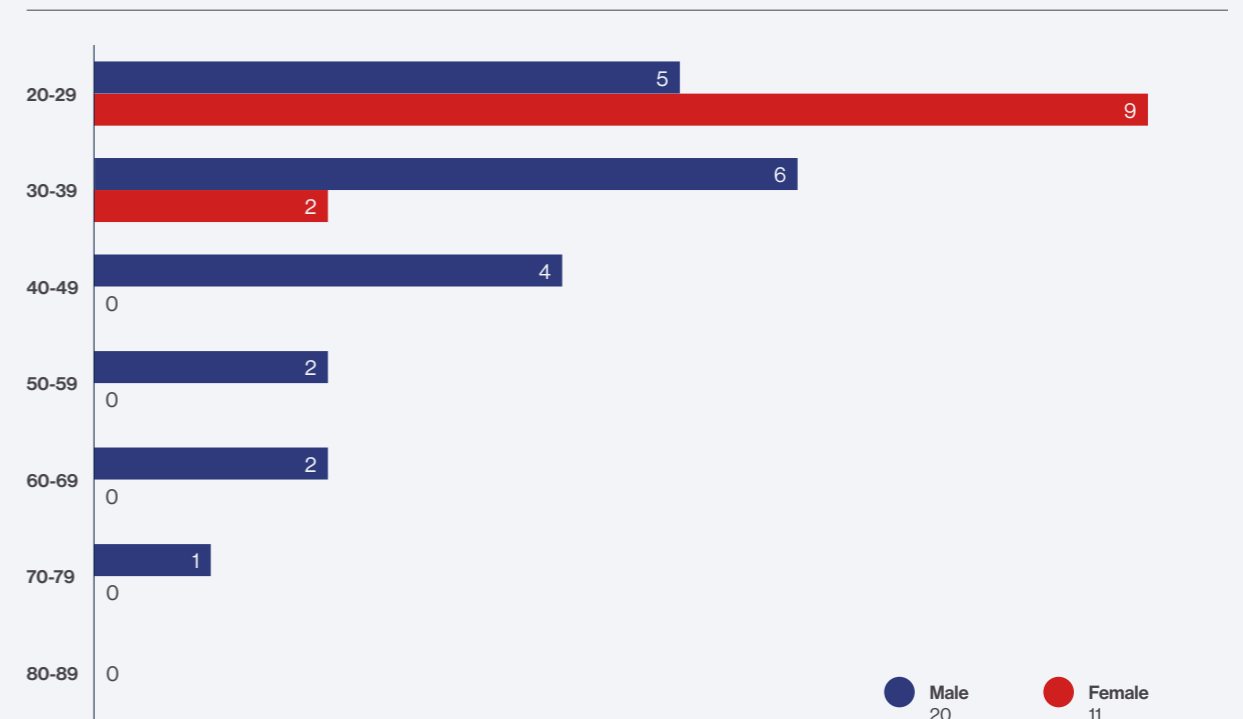
### Breakdown of Applicants by State and Territory



### Emergency Assistance Fund Distribution



### Applications by Age and Gender





## Game Development Program

For ACA members the Game Development Program provided an opportunity to pass on knowledge, passion and expertise through coaching, mentoring and assisting to facilitate cricket programs.

The Game Development Program concluded in March 2020, with COVID-19 restricting ACA Members from completing all scheduled appearances.

The following information provides an insight into the program:

- 300 members registered in the Program.
- 483 appearances were completed across targeted areas such as club and representative events (48%), regional events (26%) and female targeted events (28%)
- 1,785 hours with an average of 3.5 hours ACA members spent adding value to cricket programs across Australia.
- Total investment of \$380,540 for 2019/20 season.

## ACA Masters

The ACA Masters was scheduled to commence on 24th March in Port Pirie, South Australia. Due to the COVID-19 pandemic the ACA was unable to deliver this program in 2019/20 season.

In March 2020 the ACA facilitated and managed an Australian Masters team to compete in the Road Safety World Series held in Mumbai. The tournament consisted of 5 teams (Australia, India, West Indies, South Africa and Sri Lanka) made up of retired legends of the game. Unfortunately the Australian side only got to complete one match before the tournament was cut short due to COVID-19. The ACA would like to thank all those players who represented Australia and the ACA in such a professional manner.

The team included:

<b>Mark Cosgrove</b>	<b>Brett Lee</b>
<b>Travis Birt</b>	<b>Clint Mckay</b>
<b>Michael Klinger</b>	<b>Brad Haddin</b>
<b>Brad Hodge</b>	<b>Xavier Doherty</b>
<b>Brett Geeves</b>	<b>Jason Krejza</b>
<b>Nathan Reardon</b>	<b>Shane Lee</b>
<b>Ben Laughlin</b>	<b>Pat Richards</b>





# Player Development



The Australian Cricketers' Association, in collaboration with Cricket Australia, continues to be committed to the development of its athletes on and off the field. The vision is for Australian Cricket to be the leader in providing professional development and wellbeing in sport internationally.

The purpose of the program is to empower players to be healthy, balanced and capable people leading successful lives on and off the field.

This year a total of \$1.7 million was allocated to provide a comprehensive suite of services to players, as well as \$1.05 million granted to State Associations for the employment of Player Development Managers.

In 2019-20 The Professional Development Program underwent a rebranding process to provide a unique identity to the services and programs that are developed and funded by the players for the players.

The Professional Development Program is now referred to as GamePlan Member Wellbeing and Education and offers the following programs and services.



# 2019/2020 Highlights

Increased

## Player Development Managers – Female

From 3 days per week to 4 days per week.



Delivered

## Oxygen Mental Health and Substance Abuse Research

In collaboration with Cricket Australia.

Launched

## National Money Management Program

“

There’s been so much research put into looking after your life outside of cricket and the benefits that has on your game. GamePlan is just another aspect of that, which will further enhance our ability to perform our best on the field and off the field.

Kurtis Patterson  
NSW Player

Launched

## Wellbeing Education Framework

Delivery of cricket’s own Wellbeing Education Framework.

Contracted

## ACA Clinical Psychologist

Lyndel Abbott (15hrs) to provide expertise in management of Mental Health in elite athletes.

Development Commenced

## Youth Pathway Wellbeing Program

## MyWellbeing

### Wellbeing Referral Network

The ACA continued to support current and transitioning players in accessing confidential psychology and psychiatry services, with 632 visits during the period (a 125% increase in player consults).

A total of \$159,066.17 was paid towards wellbeing services with members accessing support in the following areas:

- > Depression, stress or anxiety
- > Relationship counselling
- > Addiction services
- > Loss and grief counselling
- > Body image
- > Adjusting to life transitions, retirement, deselection and injury

### Health Checks

Each year the ACA provides a health screening day in each state. The following table outlines current players who accessed the service during the year.

State	Female	Male	Total
NSW	15	30	45
QLD	9	24	33
SA	8	25	33
TAS	16	18	34
VIC	16	19	35
WA	11	22	33
ACT	9	-	9
<b>Total</b>	<b>84</b>	<b>138</b>	<b>222</b>

South Australian players received skin checks through the SACA program. Australian male and female players received skin checks

# Australian Cricket Wellbeing Framework

The Australian Cricketers' Association (ACA), in consultation with Cricket Australia (CA), have collaborated to develop a structured wellbeing framework to support the mental health and wellbeing of contracted players.

The Australian Cricket Wellbeing Framework aims to address and upskill players across key psychological competencies, including:



**Self-awareness/  
Self-concept**



**Mental Health  
Literacy**



**Resilience**



**Emotional  
Intelligence**



**Social Support &  
Relationships**

The objective of the Australian Cricket Wellbeing Framework is to provide players with the knowledge and skills across these key psychological competencies; so they are well equipped to develop and maintain strong mental health and wellbeing, and manage the challenges inside and outside the game.

Each competency consists of modules, scaffolded to reflect the likely challenges in each stage of a players' career (early-career, mid-career, or late-career). The program will see collaboration between Player Development Managers and in-house psychologists. The facilitation of sessions will present opportunities for guest presenters to share relevant stories and experiences to service each competency.

||| **Stage 1**  
Under 23 years

||| **Stage 2**  
23 - 27 years

||| **Stage 3**  
28 years and over

2019-20 Season saw states deliver the below topic to contracted players.

- > Stage 1: Mental Health Literacy, Self-awareness/self Concept 1, Resilience 1
- > Stage 2: Self-awareness/self Concept 2
- > Stage 3: Self-awareness/self Concept 3



## MyCareer

### Individual Development Plans

GamePlan has its own nuanced career tool called the 'Individual Development Plan' (IDP), that was developed for purpose. The IDP is supported by evidence-based research and grounded by theory (Chaos Theory of Careers).

The IDP is to be completed by player and PDM on an annual basis and takes an individualised approach to developing a player's skill, knowledge and career confidence.

82% of players have completed an Individual Development Plan, undertaking the process of assessing themselves across the competencies listed below and created an action plan to support their development priorities:

- > Self-Awareness
- > Industry Exploration
- > Education
- > Work experience
- > Networking

### ACA Internship Program 2019/20

Organisation	Appointment	Position	Hours Remaining
Cricket Tas	Sam Truloff	High Performance Operations	Complete
Cricket ACT	Anna Lanning	Community Cricket Intern	Complete
Cricket VIC	Courtney Neale	Diversity and Community Intern	Complete
QLD Cricket	Jason Floros	Accounts Intern	Complete
SACA	Kelly Armstrong	Community Cricket Intern	Complete
ACA	Nicholas Buchanan	Player Development / Player Welfare	126 hours
ACA	Rob Quiney	Player Development / Player Welfare	Complete
WACA	Piepa Cleary	Turf Internship	216 hours
CNSW	Jordan Gauci	Sports Science / Strength & Conditioning	Complete

### Cricket Internships

The ACA Internship Program exists to develop and foster the next generation of cricket industry leaders.

This year, the Internship Program offered nine placements (paid internships equivalent to 10 weeks full time employment) to current or recently retired players.

Highlights included:

- > Jason Floros was employed by Queensland Cricket post his Internship
- > Robert Quiney gained employment at AFLPA post-internship and actively connects with ACA members using skillset learnt during his placement
- > Piepa Cleary gained employment in turf management at a Perth high school

### Work Experience

The Work Experience program focuses on providing cricketers with work experience opportunities in a range of different environments outside of their sport.

The program provides the following types of outcomes for players:

- > Insight and understanding of potential career pathways
- > Experience in areas where the player might be studying
- > Much-needed experience on their resume when transitioning from the game
- > Widen their network in their chosen industry

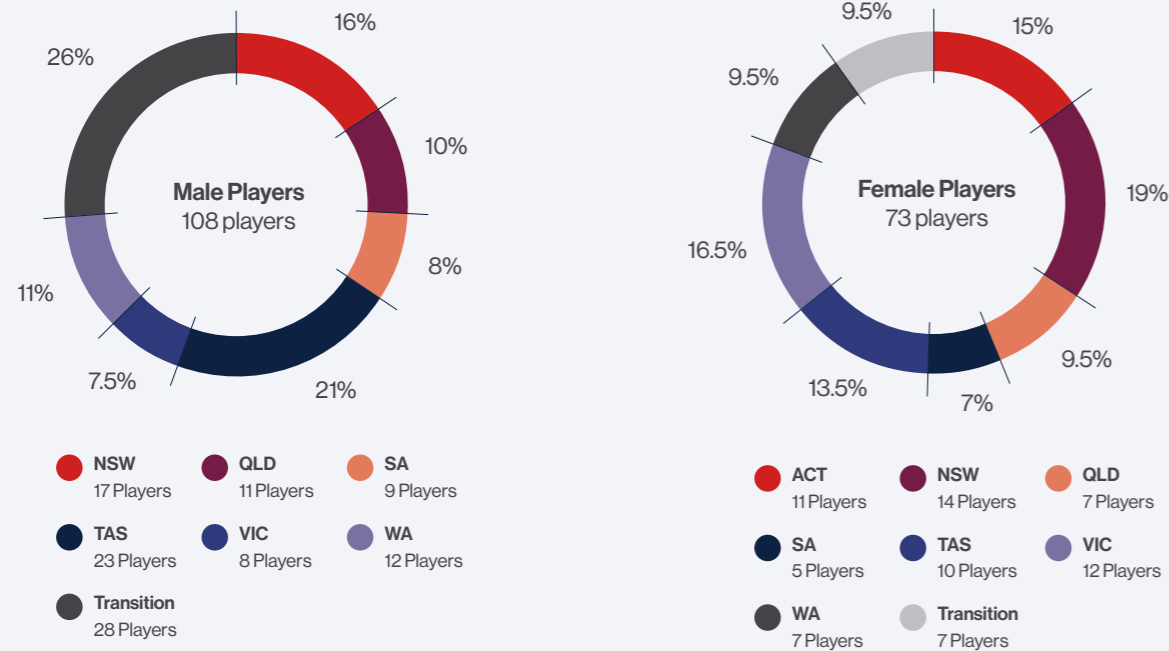
The following placements commenced or were completed during the financial year:

Home State	Player Name	Gender	Host Company	Type of Placement
QLD	Nick Stevens	Male	Active Hand Therapy	Occupational Therapy
VIC	Rhiann O'Donnell	Female	Fernwood Fitness Mumma's Shed	Gym/Fitness Home Decor
SA	Ben Pengelley	Male	Brad Dingle	Bricklaying
SA	Henry Hunt	Male	Elders Real Estate	Property
SA	Brooke Harris	Female	SACA	Team Operations
SA	Katelyn Pope	Female	North Adelaide FC	Strength & Conditioning
VIC	Jackson Coleman	Male	Mondelez	Business Management
ACT	Zoe Cooke	Female	Events Canberra	Events
SA	Tim Oakley	Male	Torren Valley Christian School	Teaching
VIC	Aaron Ayre	Male	Melbourne Stars	Social Media
SA	Spencer Johnson	Male	Belroc Homes	Property Development
TAS	Emma Mannix Geeves	Female	Daci & Daci Bakers	Baking/cake decorating
TAS	Courtney Webb	Female	Elevation Sports Agency	Athlete Management
SA	Jen Wallace	Female	FiveAA Radio	Radio Presenting
TAS	Simon Milenko	Male	Icon Sports	Business
SA	Jake Winter	Male	Kies Winery	Viticulture
SA	Tabatha Saville	Female	Bunnings	Warehouse/Stock

## MyEducation

### Education and Training Grants

The education and training grants continue to be well utilised amongst players. The total amount of funding provided for grants during the financial year was \$466,841.76 across 181 players.



### Elite Athlete Friendly University Network (EAFU)

The ACA continues to be a member of the EAFU. The network was established to identify and promote universities who have responded to the specific needs of elite athletes, essentially assisting to undertake sporting opportunities whilst pursuing and achieving academic excellence.

The EAFU provided assistance to our members in the following areas this year:

- > Rescheduling/flexible delivery of exams due to game commitments.
- > Assisting players transferring interstate with continuation of their studies.
- > A single point of contact for members at their university as opposed to dealing with individual lecturers.

### State Specific Funding

Each State and Territory was provided with \$7500 per male and female program to deliver nuanced career, professional and personal development programs to their current players. The flexibility of the funding enables the Player Development Managers in each state to identify the players needs and align them with the services. Some of the programs run during the financial year included:

- > Barista training course
- > Charity partnerships for personal development
- > First Aid / Mental Health First Aid
- > Linked in Learning
- > Mindfulness
- > Microsoft Excel
- > Media Training
- > Networking
- > Parent and Partner events
- > Public Speaking
- > Responsible Service of Alcohol
- > Time management
- > Social Media

## GamePlan Next

26 Male players, 16 Female players came off State contract and were contacted by the ACA Transition Manager and majority participated in post contract exit interviews.

30 players exited the three year transition support program and 50% completed a transition survey reviewing the support they received from the ACA over the past three years.

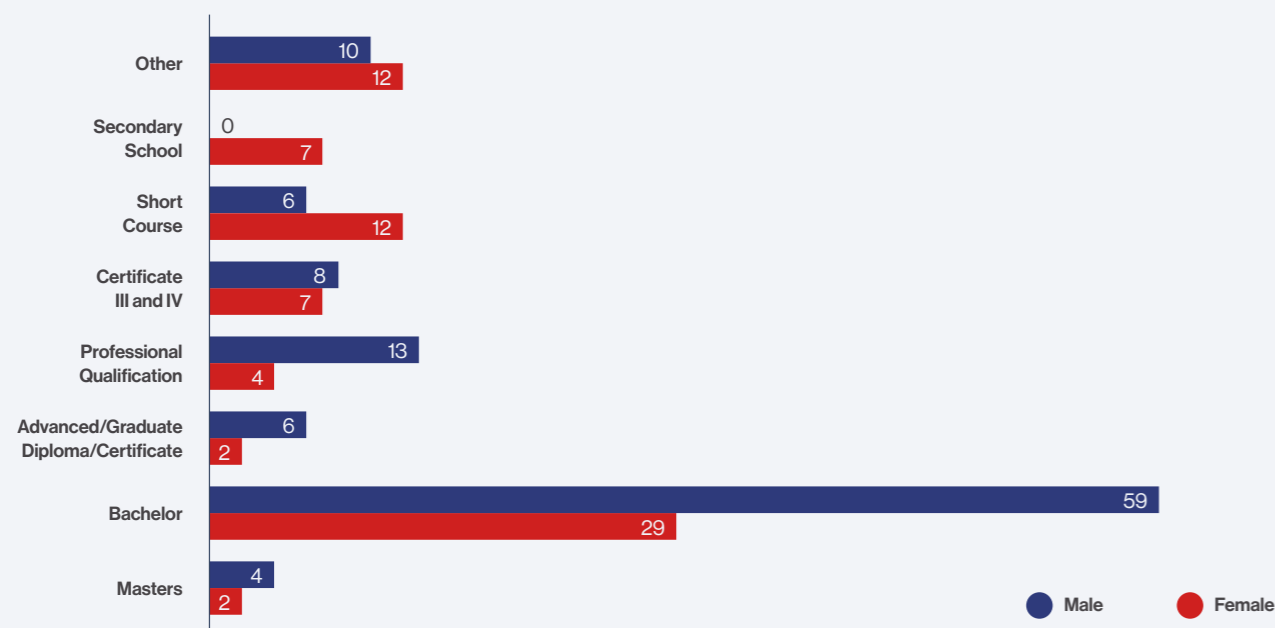
100% of the respondents felt they received enough communication from the ACA Transition Manager, with face to face and email being their preferred methods of communication.

They rated Education and Training Grants, support from the Transition Manager and psychological support as the three most important services offered to a transitioning player.

The ACA lead the coordination of an inaugural AAA Development Day which gave transitioning athletes across a number of sports the opportunity to network with their peers and normalise the challenges and experiences faced during transition from sport. The ACA had eight athletes attend the event from around Australia.

Two Transitioning athletes gained employment post their Internship placement.

### Course Types





## Player Hardship Fund

The Player Hardship Fund was established in 1999 with the objective of providing assistance to cricketers, whether past or present, in times of genuine hardship.

The beneficiaries of the fund may also include the immediate families of past and present players.

In its history, the Player Hardship Fund has assisted ACA members, or family of members, in a variety of ways including:

- > Financial grants
- > Financial loans
- > Financial education and counselling
- > Wellbeing counselling (gambling, relationships, drugs and alcohol, grief etc.)
- > Work placement assistance (interviewing, resume development and job searching assistance)

The fund is administered by the ACA and governed by the Player Hardship Committee comprising of:

- > Alistair Nicholson – ACA Chief Executive
- > Chum Darvall – Non-Executive Vice Chairman Deutsche Bank Australia and New Zealand
- > Andrew Paul Sheahan AM – former Australian Test cricketer
- > Michael Kasprovicz – former Australia Test cricketer and ACA President

In 2019/20, the PHF assisted six members totalling \$30,704 in the form of grants and loans.

Funds available for assistance to members as at June 30 2020 is:

- > PHF: \$286,453
- > PHFGF: \$172,720







# Player Partnership

Currently the ACA, on behalf of the players, collaborates with Australian cricket on a number of initiatives to improve the game at all levels.

These partnerships are due to the Revenue Sharing mechanisms built into the MOU with Cricket Australia, and have seen players commit funding from their portion of the game's revenue to the areas that require assistance.

Currently the ACA, in partnership with Cricket Australia, delivers two funds to assist the game.

## 1. Grassroots Cricket Fund

The Grassroots Cricket Fund has been established by Australia's cricketers to strengthen grassroots cricket in this country for generations to come. The fund will commit up to **\$30 million** from professional Australian cricket players' share of revenue to be invested to support and strengthen Australian community cricket.

## 2. Player Partnership Fund

In 2013, Cricket Australia advised the ACA that the Player Payment Pool (PPP) was estimated to increase by \$43million compared to original estimates for the 2012-17 MOU period.

At the completion of a research project during the 2013-14 season, the players unanimously chose to dedicate some of this increase to initiatives that will help strengthen the game, and named this the Player Partnership Fund (PPF).

The PPF currently funds three initiatives:

- The ACA Premier Cricket Program
- The ACA Coach Education Program
- The ACA Internship Program (see page 44\*\*)





# UNITED IN GROWING YOUR GAME

## ALL AUSTRALIAN PROFESSIONAL CRICKETERS



COMMITTED UP TO **\$30 MILLION** IN FUNDING OVER THE COMING YEARS

## SEASON ONE



**469** COMMUNITY CLUBS SHARED IN THE FUND IN 2018-19



**\$1.8** MILLION IN GRANTS ALLOCATED IN 2018-19

## SEASON TWO



**862** COMMUNITY CLUBS SHARED IN THE FUND IN 2019-20



**\$3** MILLION IN GRANTS COMMITTED IN 2019-20



**\$2 MILLION** IN TOTAL FOR FACILITIES GRANTS



**\$2.8 MILLION** TOTAL IN EQUIPMENT GRANTS TO 1,154 METRO, REGIONAL, RURAL AND DROUGHT AFFECTED CLUBS



THE PLAYERS, THROUGH THE GRASSROOTS CRICKET FUND, HAVE CONTRIBUTED \$2M TO 182 PROJECTS VALUED AT \$22M THROUGH THE AUSTRALIAN CRICKET INFRASTRUCTURE FUND



TOTAL TO COMMUNITIES **\$4.8 MILLION**

### Grassroots Cricket Fund

The Grassroots Cricket Fund has been established by Australia's cricketers to strengthen grassroots cricket in this country for generations to come.

The Fund is likely to commit up to approx. \$30 million from professional Australian cricket players' share of revenue to be invested to support and strengthen Australian grassroots cricket.

The players, the Australian Cricketers' Association and Cricket Australia are working in partnership to deliver the Fund, currently focusing on supporting in need communities and providing equipment grants and playing and training facilities to clubs across Australia.

This will ensure grassroots cricket clubs around the country receive much-needed investment to reinforce their position as pillars for local communities that offer welcoming and inclusive environments for players of all abilities, fans, umpires, officials and volunteers.

The Fund is allocated on an annual basis to grassroots cricket, including to:

- > Equipment Grants - available to community cricket clubs this season to deliver great experiences and support to their local communities;
- > Facilities funding through the Australia Cricket Infrastructure Fund – open to all clubs, associations, schools, councils, and cricket facility managers, acknowledging the important role that these partners play in developing facilities for community cricket across Australia.

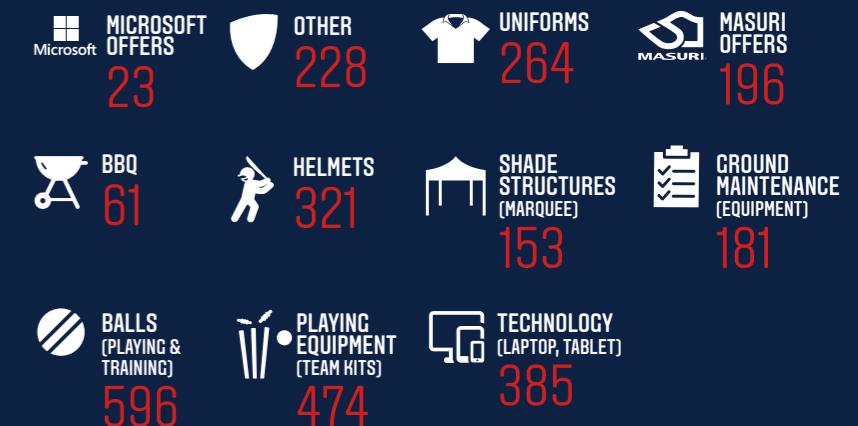
Since 2018-19, the Grassroots Cricket Fund has delivered \$4.8M to over 1,300 clubs in support including equipment and facilities grants:

- > \$2 million spent in facilities
- > \$2.8 million spent in equipment

For a review of the opening two seasons of the Grassroots Cricket Fund, please see the infographic on page 53.



### THE MONEY WAS USED FOR





### Elite Coaching Program

ACA Members play an important role in the development of current and future cricketers. The ACA Elite Coaching Program helps subsidise the costs of coaching accreditation for ACA Members.

In 2019-20, the ACA supported:

- > 7 ACA members to complete their Level Three coaching accreditation; and
- > 2 ACA members to complete their Level Two coaching accreditation.



**The Premier Cricket Program gives you a chance to get guys who have played for Australia or for their state to come back and have great input into Premier Cricket.**

Shaun Tait  
Adelaide Cricket Club



### Premier Cricket Program

The ACA Premier Cricket Program has concluded its fifth season supporting ACA members to play, coach or mentor in Premier Cricket around the country.

Funded from the Player Partnership Fund, the program supported clubs the tune of \$1 million again in 2019-20. The Program has now delivered 483 total grants to male and female Premier Cricket clubs around the country.

In 2019-20, 174 ACA members took part in the program as a player, coach or mentor. Twenty-five ACA Members were involved for the first time.

Across the five years of the program, 301 ACA members have participated as part of the Program, with many more being involved as players and coaches outside the Program funding.

In 2019-20, 97 Premier Cricket Clubs accessed funding in 2019-20, out a possible 105, after the Program expanded into female Premier Cricket in 2017-18, and the ACT in 2018-19.

The ACA continues to work closely with Cricket Australia in delivering the program in alignment with the national Premier Cricket and Pathway strategies.

# ACA Premier Cricket Program 2019-20 Summary



## 2015-2020 Program Highlights

Five seasons investing into the lifeblood of Australian Cricket - Premier Cricket

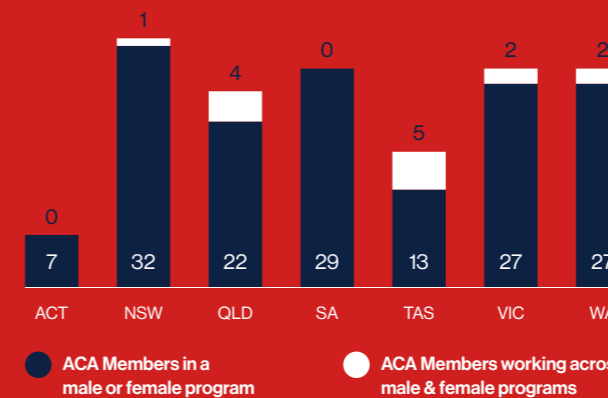
Investment	ACA Members	Total Grands
<b>\$5m+</b>	<b>301</b>	<b>483</b>

## 2019-20 Program Overview

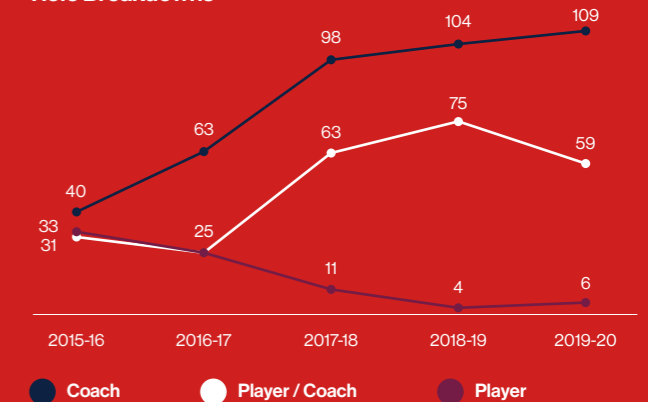
The ACA Premier Cricket Program has been designed to support ACA members in their postcricket lives via a program that retains and harnesses the skill, experience and knowledge of ACA Members to identify, instruct and inspire talent through both the male and female Premier Cricket pathways.

<b>Over \$1 Million Invested Into Premier Cricket</b>	<b>97 of 105 Clubs Accessed 127 Grants</b>	<b>174 ACA Members Involved as a Player, Coach or Mentor</b>	<b>25 ACA Members Involved for the First Time</b>

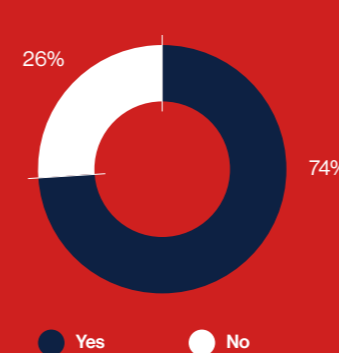
### ACA Members Involved



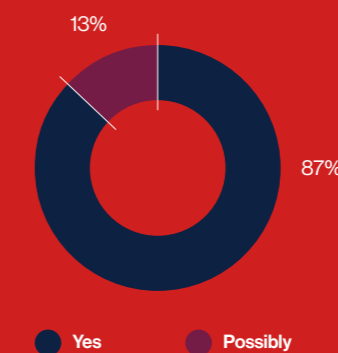
### Role Breakdowns



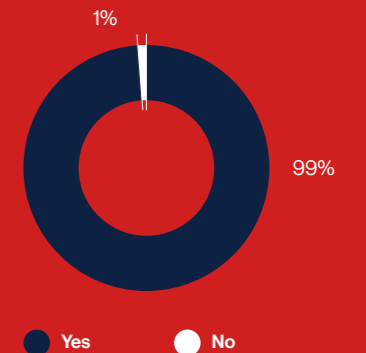
Has the Program given you the opportunity to perform a role you otherwise wouldn't have undertaken?



Would you like to stay involved in the Program again next season if given the option?



Do you believe the ACA Member/s, brought a higher level of knowledge & quality of coaching than other coaches?





# Commercial & Awards

DOMAN YOUNG CRICKETER

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### The Cricketers' Brand

In 2019-20, the ACA's commercial activities included the All\*Star Awards, ACA Masters program, and the Allan Border and Belinda Clark Medals - run in conjunction with CA.

The ACA also developed key commercial partnerships with Michael Page Recruitment and Kaplan Professional providing important development opportunities to members.

The Cricketers' Brand is the commercial arm of the ACA.



#### ACA All\*Star Awards

The ACA developed the All\*Star Awards to recognise the achievements of the best-performed players in the Domestic competitions.

The All\*Star teams for all competitions are voted on by all contracted Cricket Australia, State and Rookie players.

The teams are voted on in batting order and are made up of the best-performed players in each respective form of the game, as judged by their peers.

ACA All*Star BBL Team of the Year	ACA All*Star WNCL Team of the Year	ACA All*Star Sheffield Shield Team of the Year	ACA All*Star WBBL Team of the Year	ACA All*Star Marsh Cup Team of the Year
Aaron Finch MR	Elyse Villani (c) VIC	Joe Burns QLD	Sophie Devine AS	Aaron Finch (C) VIC
Marcus Stoinis MS	Tahlia McGrath SA	Nic Maddinson VIC	Beth Mooney (wk) BH	Dan Hughes NSW
Alex Hales AS	Bridget Patterson SA	Shaun Marsh WA	Meg Lanning PS	Usman Khawaja QLD
Josh Philippe (wk) SS	Nicole Bolton WA	Cameron Green WA	Jess Duffin (c) MR	Callum Ferguson SA
Glenn Maxwell (c) MS	Chloe Piparo WA	Tom Cooper SA	Ellyse Perry SS	Shaun Marsh WA
Jon Wells AS	Annabel Sutherland VIC	Alex Carey (wk) SA	Jess Jonassen BH	Marcus Stoinis WA
Matthew Wade HH	Megan Banting (wk) WA	Moises Henriques (c) NSW	Danielle Wyatt MR	Alex Carey (wk) SA
Rashid Khan AS	Rene Farrell NSW	Michael Nesar QLD	Sammy-Jo Johnson BH	Ashton Agar WA
Daniel Sams ST	Molly Strano VIC	Cameron Gannon QLD	Molly Strano MR	Nathan Coulter-Nile WA
Peter Siddle AS	Megan Schutt SA	Peter Siddle VIC	Belinda Vakarewa HH	Mark Steketee QLD
Haris Rauf MS	Belinda Vakarewa TAS	Wes Agar SA	Megan Schutt AS	Jackson Bird TAS
12th – Adam Zampa MS	12th – Emma King WA	12th – Jackson Bird TAS	12th – Marizanne Kapp SS	12th – Wes Agar SA



### Australian Cricket Award Winners

Belinda Clark Award	Ellyse Perry
Allan Border Medal	David Warner
Male Test Player of the Year	Marnus Labuschagne
Female One Day International Player of the Year	Alyssa Healy
Male One Day International Player of the Year	Aaron Finch
Female International Twenty20 Player of the Year	Alyssa Healy
Male International Twenty20 Player of the Year	David Warner
Betty Wilson Young Cricketer of the Year	Tayla Vlaeminck
Bradman Young Cricketer of the Year	Wes Agar
Female Domestic Player of the Year	Molly Strano
Male Domestic Player of the Year	Shaun Marsh
Hall of Fame Induction	Sharon Tredrea
Hall of Fame Induction	Craig McDermott

### Kerry Packer Award

The Kerry Packer Award provides honorary ACA life membership and is presented to members or non-members who are deemed to have served the Association in an outstanding capacity. This award is judged by the ACA Executive and James Packer, and has a rich history of former winners.

Kerry Packer Award recipients:

<b>Tim May</b>	<b>Darren Lehmann</b>
<b>Chum Darvall</b>	<b>Mike Hussey</b>
<b>Ian Healy</b>	<b>Greg Matthews</b>
<b>Matthew Hayden</b>	<b>Simon Katich</b>
<b>Greg Mail</b>	<b>2017 Australia A Squad</b>
<b>Paul Marsh</b>	<b>Lisa Sthalekar</b>





# Financial Statements





## Directors' Report

The Directors present their report, together with the financial statements, on the company for the year ended 30 June 2020.

The financial statements cover Australian Cricket Players Limited and its wholly owned subsidiary Australian Cricketers' Association Player Hardship Fund Pty Ltd (ABN 97 443 607 582) as trustee for the Australian Cricketers' Association Player Hardship Fund. The financial statements are presented in Australian dollars, which is Australian Cricket Players Limited's functional and presentation currency.

Australian Cricket Players Limited is a not-for-profit public company limited by guarantee.

The financial statements were authorised for issue, in accordance with a resolution of Directors, on 4 November 2020. The Directors have the power to amend and reissue the financial statements.

### Form of entity and place of business

Australian Cricket Players Limited (ACN 639 455 824) ('ACPL', 'Company') trading as the Australian Cricketers' Association (ABN 81 104 703 910) ('ACA'), is a public company limited by guarantee, registered under the Corporations Act 2001 (Cth) under the ACPL's constitution.

At the date of this report, Australian Cricket Players Limited's registered office – and principal place of business – is located at:

**Level 1  
2 Ross Place  
South Melbourne  
Victoria, 3205**

### Principal activities

The ACA is the collective and representative body of past and present first-class cricketers in Australia. The principal activities of the ACA during the year were to provide benefits and services to its membership, safeguard the rights of members, provide and improve the welfare of members and to promote the sport of cricket.

ACA's strategic plan to 2023 has the following key objectives to deliver its purpose and vision:

- (i) Support our Current, Past and Future Members with programs, benefits and outcomes, standing up for, and alongside, them.
- (ii) Achieve influence and impact through stronger recognition of the ACA, as we support and promote our players to earn trust and respect.
- (iii) Build a stronger, more financially sustainable ACA, with modern governance, sets us up for the future
- (iv) As partners in the game, balance our roles as stewards, ambassadors and innovators, within a culture that defines the spirit of cricket, investing for future generations.

The ACA also owns and controls the Australian Cricketers' Retirement Account ('ACRA') in accordance with the ACRA Rules dated 1 November 2018 and Article 18 of the Memorandum of Understanding ('MOU'), the collective agreement between Cricket Australia on its behalf and on behalf of the State Associations and W/BBL Teams and the ACA on behalf of itself, and on behalf of its members who are or will be entitled to receive any remuneration or benefit under the MOU. ACRA is the setting aside of funds as prescribed within the MOU to assist players in their transition into post cricket careers.

The assets and liabilities relating to ACRA are represented in the ACA financial report.

### Significant changes in state of affairs

Prior to the year ended 30 June 2020, the ACA was a non-for-profit association incorporated under the Associations Incorporation Act (SA) 1985.

At the Annual General Meeting of Australian Cricketers' Association Inc. held on Monday 11 November 2019, a number of significant resolutions were passed:

#### Executive Committee of Australian Cricketers' Association Inc.

The Executive Committee of Australian Cricketers' Association Inc. comprised a President and six general committee members, four of whom must be current player members.

As per the notice of ACA Executive Elections sent to members on 18 October 2019, only one nomination of a current member was received for the position of President, Shane Watson. Further, six nominations were received for the six general committee member positions available:

<b>Greg Dyer</b>	<b>Patrick Cummins</b>
<b>Aaron Finch</b>	<b>Moises Henriques</b>
<b>Alyssa Starc</b>	<b>Janet Torney</b>

Nominations for the Executive Committee as per the Constitution of Australian Cricketers' Association Inc. were declared elected. Shane Watson replaced Greg Dyer as President and Patrick Cummins replaced Neil Maxwell as one of the members of the Executive Committee.

#### Structure change from an Incorporated Association into a Public Company Limited by Guarantee ('PCLG')

Members voted unanimously to carry the special resolution proposed to convert Australian Cricketers' Association Inc. from an Incorporated Association to a Public Company Limited by Guarantee ('PCLG'). The reasons and benefits of converting from an Incorporated Association to a PCLG had previously been detailed in a Notice of AGM sent to members on 18 October 2019.

A motion was carried authorising a request be made to the Corporate Affairs Commission, Consumer and Business Services, South Australia, to transfer the ACA's undertaking to a Public Company Limited by Guarantee to be known as Australian Cricket Players Limited.

Members approved the new Public Company Limited by Guarantee to be known as Australian Cricket Players Limited and adopted the Constitution attached to the notice of AGM.

Nominations were received for the initial Board of Australian Cricket Players Limited, consisting of ten Directors under the new constitution, from which a President and Chair were to be selected.

The following nominations were received for the initial Board and elected unanimously at the AGM:

Director	Position
Shane Watson	President and Director
Greg Dyer	Chair and Director
Kristen Beams	Director
Patrick Cummins	Director
Aaron Finch	Director
Moises Henriques	Director
Alyssa Starc	Director
Neil Maxwell	Director
Lisa Sthalekar	Director
Janet Torney	Director

On the 28th of February 2020, Australian Cricket Players Limited (ACN 639 455 824) was officially registered in Victoria under the Corporations Act 2001 as a PCLG.

Subsequently, a notice was received pursuant to section 42(1) of the Associations Incorporation Act 1985 (SA) advising that the South Australian Corporate Affairs Commission ('Commission') is of the opinion that the undertaking or operations of the Australian Cricketers' Association Inc are being carried on, or would more appropriately be carried on by a PCLG under the Corporations Act 2001 (Cth).

On 5 May 2020, the Commission made an order pursuant to section 42(2) of Associations Incorporation Act 1985 (SA) that on 7 May 2020, the Australian Cricketers' Association Inc be dissolved, and the property, rights and liabilities of Australian Cricketers' Association Inc become the property, rights and liabilities of Australian Cricket Players Limited (ACN 639 455 824) trading as the Australian Cricketers' Association. (ABN 81 104 703 910).

Following the ACA's conversion to a PCLG, the Business Name 'Australian Cricketers' Association', Australian Business Number '81 104 703 910' and Tax File Number, previously registered to Australian Cricketers' Association Inc, have been transferred to Australian Cricket Players Limited. Ownership of the registered trademarks of Australian Cricketers' Association Inc, has also been assigned to the Australian Cricket Players.

Other than the above, there were no significant matters affecting the state of affairs of Australian Cricket Players Limited which occurred during the financial year.



### Information on Directors

The following persons held office as Directors of Australian Cricket Players Limited ('ACPL') from the date of incorporation of ACPL up to the date of this report

Director	Appointed (1)	Responsibilities	Status
Shane Watson	11 November 2019	President – ACPL Director - ACPL ACA Investment Committee	Past Player; Current international T20 Player
Greg Dyer	11 November 2019	Chair – ACPL Director - ACPL	Past Player
Kristen Beams	11 November 2019	Director - ACPL	Current Player
Patrick Cummins	11 November 2019	Director - ACPL	Current Player
Aaron Finch	11 November 2019	Director - ACPL	Current Player
Moises Henriques	11 November 2019	Director - ACPL	Current Player
Alyssa Starc	11 November 2019	Director - ACPL	Current Player
Neil Maxwell	11 November 2019	Director - ACPL	Past Player; Expertise in commercial matters and cricket
Janet Torney	11 November 2019	Director - ACPL Chair – ACA Investment Committee ACRA Board Member	Expertise in strategy, finance, governance, risk management and investment
Lisa Sthalekar	11 November 2019	Director - ACPL	Past Player; Expertise in cricket, communications and broadcasting

(1) The Initial Board of ACPL was elected on Monday 11 November 2019 at the Annual General Meeting of Australian Cricketers' Association Inc. ACPL was then formally incorporated under the Corporations Act 2001 (Cth) as a PCLG on 28 February 2020. Undertakings were transferred from Australian Cricketers' Association Inc. to ACPL on 7 May 2020.

### Company Secretary

The Company Secretary is Mr Joseph Connellan, General Counsel & Company Secretary

### Meetings of Directors

The number of meetings of the Company's Board of Directors ('the Board') and of each Board committee held during the period from 7 May 2020 to 30 June 2020, and the number of meetings attended by each Director and committee member were

	Full Board		Investment Committee		ACRA Board	
	Attended	Held	Attended	Held	Attended	Held
Shane Watson	3	3	1	2		
Greg Dyer	3	3				
Kristen Beams	3	3				
Patrick Cummins	3	3				
Aaron Finch	2	3				
Moises Henriques	2	3				
Alyssa Starc	3	3				
Neil Maxwell	3	3				
Lisa Sthalekar	3	3				
Janet Torney	2	3	2	2	1	1
Gemma Dooley			2	2		
Craig Bingham			2	2	1	1
Greg Healy					1	1
Dominique Hogan-Doran					1	1
Cricket Australia nominee					0	1

Held: represents the number of meetings held during the time the Director held office or was a member of the relevant committee.

### Investment Committee

The role and purpose of the Investment Committee is to assist the ACA Board in fulfilling its corporate governance and oversight responsibilities in regards to:

- Setting investment beliefs and objectives;
- Determining investment strategy;
- Investment Risk Management;
- Investment performance management; and
- Fiduciary management

The Investment Committee comprises of Janet Torney (Chair), Craig Bingham, Gemma Dooley and Shane Watson.

### ACRA Board of Management ('ACRA Board')

The role and purpose of the ACRA Board shall be to assist the ACA Board in making recommendations/decisions regarding the ACRA Account where authority has been provided under the ACRA Board Charter.

At 30 June 2020, the ACRA Board comprised of Greg Healy (Chair), Janet Torney, Craig Bingham, Dominique Hogan-Doran and a Cricket Australia nominee. Todd Shand had served as the Cricket Australia nominee on the ACRA Board up until his departure from CA in June 2020. Post year-end, Samantha Douglas has joined the ACRA Board as the CA nominee.

### Indemnity and Insurance of Officers

ACPL has indemnified certain officers for costs incurred, in their capacity as a Director, Committee Member, Chief Executive Officer, Company Secretary or as an employee of ACPL, for which they may be held personally liable, unless certain exceptions apply which include, among others, where there is a lack of good faith.

During the financial year, the Company paid a premium to insure certain officers of the Company against a liability to the extent permitted by the Corporations Act 2001. The contract of insurance prohibits disclosure of the nature of the liability and the amount of the premium.

### Contributions on Winding Up

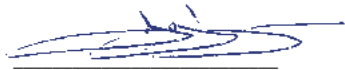
In the event that the Company is wound up, the amount that each member or person who was a member during the year ending on the day of the commencement of the winding up of the ACPL is liable to contribute is limited to \$1.00. There are three classes of membership of the ACA, Ordinary member, Life member and Kerry Packer Award member. The total amount that members from all classes are liable to contribute if the Company is wound up is \$1,573, based on a total of 1,573 members as at 30 June 2020.

### Auditor's Independence Declaration

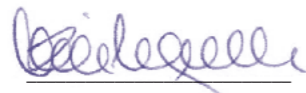
A copy of the auditor's independence declaration as required under section 307C of the Corporations Act 2001 is set out immediately after this Directors' report.

This report is made in accordance with a resolution of Directors, pursuant to section 298(2)(a) of the Corporations Act 2001.

On behalf of the directors



**Greg Dyer**  
Chair



**Neil Maxwell**  
Director

4 November 2020  
Sydney



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Fax: +61 3 9602 3870  
www.bdo.com.au

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Level 18, 727 Collins Street  
Melbourne VIC 3008  
GPO Box 5099 Melbourne VIC 3001  
Australia

### DECLARATION OF INDEPENDENCE BY JAMES MOONEY TO THE DIRECTORS OF AUSTRALIAN CRICKET PLAYERS LIMITED

As lead auditor of Australian Cricket Players Limited (trading as Australian Cricketers' Association) for the year ended 30 June 2020, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of the *Corporations Act 2001* in relation to the audit; and
2. No contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Australian Cricket Players Limited and the entities it controlled during the period.



**James Mooney**  
Director

**BDO Audit Pty Ltd**  
Melbourne, 4 November 2020



## Consolidated Statement of Profit or Loss and Other Comprehensive Income

For the year ended 30 June 2020

Income	Note	2020 \$	2019 \$
Member subscriptions		69,151	61,197
Grant – funding operations		8,064,022	8,150,234
Grant – funding programs		4,003,208	4,100,017
Interest		745,846	966,740
Game development funding		66,917	117,168
Sundry income from fundraising activities		377,986	280,519
Gain from business combination		–	3,487,183
<b>Total income</b>		<b>13,327,130</b>	<b>17,163,058</b>
Expenditure	Note	2020 \$	2019 \$
Operating expenditure		(2,641,514)	(2,827,901)
Player Professional Development & Wellbeing		(1,817,650)	(1,707,856)
Past Player Game & Personal Development		(1,229,266)	(1,103,073)
Player Partnership Fund		(1,279,514)	(1,471,824)
Player Hardship Fund		(6,868)	(6,014)
Player Hardship Trust Fund		(30,246)	(27,188)
Youth Development Fund		–	(1,000)
Australian Cricketers' Retirement Account Operating Expenses	19	(4,914,106)	(5,442,497)
<b>Total expenditure</b>		<b>(11,919,164)</b>	<b>(12,587,353)</b>
<b>Operating surplus</b>		<b>1,407,966</b>	<b>4,575,705</b>
Other operating expenditure			
Loss on disposal of assets		(464)	–
<b>Net operating surplus</b>		<b>1,407,502</b>	<b>4,575,705</b>
Funds transferred to Operating Reserve	15	(1,356,570)	(864,937)
<b>Total comprehensive income for the year</b>		<b>50,932</b>	<b>3,710,768</b>

The above consolidated statement of profit or loss and other comprehensive income should be read in conjunction with the accompanying notes

## Consolidated Statement of Financial Position

As at 30 June 2020

Current Assets	Note	2020 \$	2019 \$
Cash and cash equivalents	4, 16(a)	78,668,377	72,213,735
Trade and other receivables	5	385,725	1,727,211
Prepayments	6	302,019	241,185
<b>Total current assets</b>		<b>79,356,121</b>	<b>74,182,131</b>
Non-Current Assets	Note	2020 \$	2019 \$
Plant and equipment	7	79,755	64,320
Intangibles	8	53,675	–
Right-of-use assets	9	648,606	–
<b>Total non-current assets</b>		<b>782,036</b>	<b>64,320</b>
<b>Total assets</b>		<b>80,138,157</b>	<b>74,246,451</b>
Current Liabilities	Note	2020 \$	2019 \$
Trade and other payables	10	684,778	1,067,273
Contract liabilities	11	11,338,453	10,014,272
Lease liabilities	12	153,702	–
Provisions	13	210,545	244,978
ACRA entitlements	14	2,159,272	1,499,561
<b>Total current liabilities</b>		<b>14,546,750</b>	<b>12,826,084</b>
Non-Current Liabilities	Note	2020 \$	2019 \$
Lease liabilities	12	503,552	–
Provisions	13	110,296	104,229
ACRA entitlements	14	56,066,892	53,812,973
<b>Total non-current liabilities</b>		<b>56,680,740</b>	<b>53,917,202</b>
<b>Total liabilities</b>		<b>71,227,490</b>	<b>66,743,286</b>
<b>Net assets</b>		<b>8,910,667</b>	<b>7,503,165</b>
Retained surpluses		6,339,160	6,288,228
Operating Reserve	15	2,571,507	1,214,937
<b>Retained surpluses</b>		<b>8,910,667</b>	<b>7,503,165</b>

The above consolidated statement of financial position should be read in conjunction with the accompanying notes

## Consolidated Statement of Changes in Equity

For the year ended 30 June 2020

	Retained Surpluses \$	Operating Reserve \$	Total Equity \$
Balance at 1 July 2018	2,577,460	350,000	2,927,460
Total Comprehensive Income for the year	3,710,768	–	3,710,768
Transfer to Operating Reserve	–	864,937	864,937
Net Operating Surplus	3,710,768	864,937	4,575,705
<b>Balance at 30 June 2019</b>	<b>6,288,228</b>	<b>1,214,937</b>	<b>7,503,165</b>
Balance at 1 July 2019	6,288,228	1,214,937	7,503,165
Total Comprehensive Income for the year	50,932	–	50,932
Transfer to Operating Reserve	–	1,356,570	1,356,570
Net Operating Surplus	50,932	1,356,570	1,407,502
<b>Balance at 30 June 2020</b>	<b>6,339,160</b>	<b>2,571,507</b>	<b>8,910,667</b>

The above consolidated statement of changes in equity should be read in conjunction with the accompanying notes

## Consolidated Statement of Cash Flows

For the year ended 30 June 2020

Cash Flows From Operating Activities	Note	2020 \$	2019 \$
Members subscriptions		69,151	61,197
Grants and subsidies received		14,812,131	10,439,209
Interest Received		666,611	923,426
Other income		444,903	397,687
Payments to suppliers and employees		(9,287,735)	(7,821,679)
<b>Net cash flows provided by operating activities</b>	<b>16(b)</b>	<b>6,705,061</b>	<b>3,999,840</b>

Cash Flows From Investing Activities	Note	2020 \$	2019 \$
Purchase of plant and equipment		(40,307)	(45,000)
Purchase of intangibles		(53,675)	–
Receipt of ACRA Facility		–	54,863,147
<b>Net cash flows used in or provided by investing activities</b>		<b>(93,982)</b>	<b>54,818,147</b>

Cash Flows From Financing Activities	Note	2020 \$	2019 \$
Repayment of lease liabilities		(156,437)	–
<b>Net cash flows used in investing activities</b>		<b>(156,437)</b>	<b>–</b>
<b>Net increase/(decrease) in cash and cash equivalents</b>		<b>6,454,642</b>	<b>58,817,987</b>
<b>Cash and cash equivalents at beginning of the year</b>		<b>72,213,735</b>	<b>13,395,748</b>
<b>Cash and cash equivalents at the end of the year</b>	<b>16(a)</b>	<b>78,668,377</b>	<b>72,213,735</b>

The above consolidated statement of cash flows should be read in conjunction with the accompanying notes



## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 1. Summary of Significant Accounting Policies

##### (a) New or amended Australian Accounting Standards and Interpretations adopted

The consolidated entity has adopted all of the new or amended Accounting Standards and Interpretations issued by the Australian Accounting Standards Board ('AASB') that are mandatory for the current reporting period.

##### AASB 15 Revenue from Contracts with Customers

The consolidated entity has adopted AASB 15 from 1 July 2019. The standard provides a single comprehensive model for revenue recognition. The core principle of the standard is that an entity shall recognise revenue to depict the transfer of promised goods or services to customers at an amount that reflects the consideration to which the entity expects to be entitled in exchange for those goods or services. The standard introduced a new contract-based revenue recognition model with a measurement approach that is based on an allocation of the transaction price. This is described further in the accounting policies below. Credit risk is presented separately as an expense rather than adjusted against revenue. Contracts with customers are presented in an entity's statement of financial position as a contract liability, a contract asset, or a receivable, depending on the relationship between the entity's performance and the customer's payment. Customer acquisition costs and costs to fulfil a contract can, subject to certain criteria, be capitalised as an asset and amortised over the contract period.

##### AASB 16 Leases

The consolidated entity has adopted AASB 16 from 1 July 2019. The standard replaces AASB 117 'Leases' and for lessees eliminates the classifications of operating leases and finance leases. Except for short-term leases and leases of low-value assets, right-of-use assets and corresponding lease liabilities are recognised in the statement of financial position. Straight-line operating lease expense recognition is replaced with a depreciation charge for the right-of-use assets (included in operating costs) and an interest expense on the recognised lease liabilities (included in finance costs). In the earlier periods of the lease, the expenses associated with the lease under AASB 16 will be higher when compared to lease expenses under AASB 117. However, EBITDA (Earnings Before Interest, Tax, Depreciation and

Amortisation) results improve as the operating expense is now replaced by interest expense and depreciation in profit or loss. For classification within the statement of cash flows, the interest portion is disclosed in operating activities and the principal portion of the lease payments are separately disclosed in financing activities. For lessor accounting, the standard does not substantially change how a lessor accounts for leases.

##### AASB 1058 Income of Not-for-Profit Entities

The consolidated entity has adopted AASB 1058 from 1 July 2019. The standard replaces AASB 1004 'Contributions' in respect to income recognition requirements for not-for-profit entities. The timing of income recognition under AASB 1058 is dependent upon whether the transaction gives rise to a liability or other performance obligation at the time of receipt. Income under the standard is recognised where: an asset is received in a transaction, such as by way of grant, bequest or donation; there has either been no consideration transferred, or the consideration paid is significantly less than the asset's fair value; and where the intention is to principally enable the entity to further its objectives. For transfers of financial assets to the entity which enable it to acquire or construct a recognisable non-financial asset, the entity must recognise a liability amounting to the excess of the fair value of the transfer received over any related amounts recognised. Related amounts recognised may relate to contributions by owners, AASB 15 revenue or contract liability recognised, lease liabilities in accordance with AASB 16, financial instruments in accordance with AASB 9, or provisions in accordance with AASB 137. The liability is brought to account as income over the period in which the entity satisfies its performance obligation. If the transaction does not enable the entity to acquire or construct a recognisable non-financial asset to be controlled by the entity, then any excess of the initial carrying amount of the recognised asset over the related amounts is recognised as income immediately. Where the fair value of volunteer services received can be measured, a private sector not-for-profit entity can elect to recognise the value of those services as an asset where asset recognition criteria are met or otherwise recognise the value as an expense.

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### Impact of adoption

AASB 15, AASB 16 and AASB 1058 were adopted using the modified retrospective approach and as such comparatives have not been restated. There was no impact on opening retained profits as at 1 July 2019.

The impact of the new Accounting Standards compared with the previous Accounting Standards on the current reporting period is as follows:

	New \$	Previous \$	Difference \$
Right-of-use assets	794,212	–	794,212
Lease liabilities	794,212	–	794,212
Net assets	–	–	–

#### (b) Basis of preparation

These general purpose financial statements have been prepared in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and Interpretations issued by the Australian Accounting Standards Board ('AASB'), the Australian Charities and Not-for-profits Commission Act 2012 and Victorian legislation the Fundraising Act 1998 and associated regulations and the Corporations Act 2001, as appropriate for not-for-profit oriented entities.

#### Historical cost convention

The financial statements have been prepared under the historical cost convention. The amounts presented in the financial statements have been rounded to the nearest dollar.

#### Critical accounting estimates

The preparation of the financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the company's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed in note 2.

#### (c) Income recognition

##### (i) Fundraising income

Fundraising income is recognised by ACA upon receipt.

##### (ii) Grant income

Grant revenue is recognised in profit or loss when the company satisfies the performance obligations stated within the funding agreements.

If conditions are attached to the grant which must be satisfied before the company is eligible to retain the contribution, the grant will be recognised in the statement of financial position as a liability until those conditions are satisfied.

##### (iii) Membership income

Membership income is recognised upon ACA having the right to the entitlement. Life membership revenue is recognised on receipt.

##### (iv) Interest income

Interest income is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

#### (d) Current and non-current classification

Assets and liabilities are presented in the statement of financial position based on current and non-current classification.

An asset is classified as current when: it is either expected to be realised or intended to be sold or consumed in the company's normal operating cycle; it is held primarily for the purpose of trading; it is expected to be realised within 12 months after the reporting period; or the asset is cash or cash equivalent unless restricted from being exchanged or used to settle a liability for at least 12 months after the reporting period. All other assets are classified as non-current.

A liability is classified as current when: it is either expected to be settled in the company's normal operating cycle; it is held primarily for the purpose of trading; it is due to be settled within 12 months after the reporting period; or there is no unconditional right to defer the settlement of the liability for at least 12 months after the reporting period. All other liabilities are classified as non-current.

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### (e) Cash and cash equivalents

Cash in the Statement of Financial Position comprises cash at bank and short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

For the purposes of the Statement of Cash Flows, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts.

#### (f) Trade and other receivables

Trade receivables, which generally have 30 day terms, are recognised and carried at original invoice amount less an allowance for any expected credit losses.

A simplified approach is used to measure expected credit losses using a lifetime expected loss allowance model.

#### (g) Trade and other payables

Trade and other payables are carried at amortised cost and represent liabilities for goods and services provided to ACA prior to the end of the financial year that are unpaid and arise when ACA becomes obliged to make future payments in respect of the purchase of these goods and services. These amounts are unsecured and are normally settled within 30 days of recognition.

#### (h) Plant and equipment

Plant and equipment is stated at cost less accumulated depreciation and any accumulated impairment losses. Depreciation is calculated on a Diminishing Value basis over the estimated useful life of the asset as follows:

	2020	2019
Make good asset	5 years	5 years
Plant and equipment	3–10 years	3–10 years
Leasehold Improvements	5 years	5 years

#### (i) Provisions (excluding employee benefits)

Provisions are recognised when the Company has a present obligation (legal or constructive) as a result of past events, when it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and when a reliable estimate can be made of the amount or the obligation.

If the effect of the time value of money is material, provisions are discounted using a current pre-tax rate that reflects the risks specific to the liability.

When discounting is used, the increase in the provision due to the passage of time is recognised as interest expense.

#### (j) Employee benefits

##### Short-term employee benefits

Liabilities for wages and salaries, including non-monetary benefits, annual leave and long service leave expected to be settled wholly within 12 months of the reporting date are measured at the amounts expected to be paid when the liabilities are settled.

##### Other long-term employee benefits

The liability for annual leave and long service leave not expected to be settled within 12 months of the reporting date are measured at the present value of expected future payments to be made in respect of services provided by employees up to the reporting date using the projected unit credit method. Consideration is given to expected future wage and salary levels, experience of employee departures and periods of service. Expected future payments are discounted using market yields at the reporting date on national government bonds with terms to maturity and currency that match, as closely as possible, the estimated future cash outflows.

##### Defined contribution superannuation expense

Contributions to defined contribution superannuation plans are expensed in the period in which they are incurred.

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### (k) Fair value measurement

When an asset or liability, financial or non-financial, is measured at fair value for recognition or disclosure purposes, the fair value is based on the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date; and assumes that the transaction will take place either: in the principal market; or in the absence of a principal market, in the most advantageous market.

Fair value is measured using the assumptions that market participants would use when pricing the asset or liability, assuming they act in their economic best interests. For non-financial assets, the fair value measurement is based on its highest and best use. Valuation techniques that are appropriate in the circumstances and for which sufficient data are available to measure fair value, are used, maximising the use of relevant observable inputs and minimising the use of unobservable inputs.

#### (l) Income tax

The Company is exempt from income tax under the Income Tax Assessment Act (1997).

With respect to ACRA, both the ACA and Cricket Australia have received professional advice that:

- the investment earnings of ACRA are not subject to taxation; and
- payments of entitlements to players who are no longer contracted under any Cricket Australia, State Association or BBL Team playing contract made within 12 months of the termination or expiry of their last such contract will constitute employment termination payments.

Consequently, a liability for taxation in relation to the activities of ACRA is not recognised. Personal income taxation will be deducted from payments of entitlements at the time of retirement in accordance with tax rules.

#### (m) 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 Tax Office. In these circumstances the GST is recognised as part of assets or expenses. Receivables and Payables in the Statement of Financial Position are shown inclusive of GST.

#### (n) ACRA Member Entitlements

The ACA took over ownership, management and control of ACRA from 1 November 2018. The provision for ACRA member entitlements is represented by member earnings prescribed under the 2017-2022 Memorandum of Understanding between the ACA and Cricket Australia, investment earnings on the members account throughout the year less any payments made to members.

Member entitlements are recorded in the Statement of Financial Position at fair value which also represents the face value of the liability.

#### (o) Principles of Consolidation

The consolidated financial statements incorporate all of the assets, liabilities and results of the Australian Cricket Players Limited ("the parent"), the Australian Cricketers' Association Player Hardship Fund Pty Ltd as trustee for the Australian Cricketers' Association Player Hardship Fund ("the subsidiaries"). Subsidiaries are entities the parent controls. The parent controls an entity when it is exposed to, or has rights to, variable returns from its involvement with the entity and has the ability to affect those returns through its power over the entity.

From 1 November 2018, the parent obtained 100% control of the Australian Cricketers Retirement Account.

The assets, liabilities and results of its subsidiary are fully consolidated into the financial statements of the group from the date on which control is obtained by the group. Where relevant, intercompany transactions, balances and unrealised gains or losses on transactions between group entities are fully eliminated on consolidation. Accounting policies of subsidiaries have been changed and adjustments made where necessary to ensure uniformity of the accounting policies adopted by the group.



## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 2. Critical Accounting Judgements, Estimates and Assumptions

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the reported amounts in the financial statements. Management continually evaluates its judgements and estimates in relation to assets, liabilities, contingent liabilities, revenue and expenses. Management bases its judgements, estimates and assumptions on historical experience and on other various factors, including expectations of future events, management believes to be reasonable under the circumstances. The resulting accounting judgements and estimates will seldom equal the related actual results. The judgements, estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities (refer to the respective notes) within the next financial year are discussed below.

#### Coronavirus (COVID-19) pandemic

Judgement has been exercised in considering the impacts that the Coronavirus (COVID-19) pandemic has had, or may have, on the Company based on known information. This consideration extends to the nature of the products and services offered, customers, supply chain, staffing and geographic regions in which the Company operates. Other than as addressed in specific notes, there does not currently appear to be either any significant impact upon the financial statements or any significant uncertainties with respect to events or conditions which may impact the Company unfavourably as at the reporting date or subsequently as a result of the Coronavirus (COVID-19) pandemic.

#### Estimation of useful lives of assets

The Company determines the estimated useful lives and related depreciation and amortisation charges for its property, plant and equipment and finite life intangible assets. The useful lives could change significantly as a result of technical innovations or some other event. The depreciation and amortisation charge will increase where the useful lives are less than previously estimated lives, or technically obsolete or non-strategic assets that have been abandoned or sold will be written off or written down.

#### Impairment of non-financial assets other than goodwill and other indefinite life intangible assets

The Company assesses impairment of non-financial assets other than goodwill and other indefinite life intangible assets at each reporting date by evaluating conditions specific to the Company and to the particular asset that may lead to impairment. If an impairment trigger exists, the recoverable amount of the asset is determined. This involves fair value less costs of disposal or value-in-use calculations, which incorporate a number of key estimates and assumptions.

#### Employee benefits provision

As discussed in note 1, the liability for employee benefits expected to be settled more than 12 months from the reporting date are recognised and measured at the present value of the estimated future cash flows to be made in respect of all employees at the reporting date. In determining the present value of the liability, estimates of attrition rates and pay increases through promotion and inflation have been taken into account.

#### Revenue from delivery of services to members

When recognising revenue in relation to the delivery of services to members, the key performance obligation of the consolidated entity is considered to be the point of service delivery to members in accordance with the arrangements in place within underlying agreements with service providers.

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 3. Expenses

Surplus before income tax includes the following specific expenses:

	2020 \$	2019 \$
<b>Superannuation expense</b>		
Defined contribution superannuation expense	196,622	191,695

#### 4. Cash and Cash Equivalents

	2020 \$	2019 \$
Cash at bank – ACA	16,473,462	14,476,537
Earmarked cash – ACRA	62,022,195	57,547,627
Earmarked cash – Player hardship trust account	172,720	189,571
<b>Total cash and cash equivalents</b>	<b>78,668,377</b>	<b>72,213,735</b>

#### 5. Trade and Other Receivables

	2020 \$	2019 \$
Trade receivables	70,184	1,570,648
Rental deposits	40,117	40,117
Other receivables	275,424	116,445
<b>Total trade and other receivables</b>	<b>385,725</b>	<b>1,727,211</b>

#### 6. Prepayments

	2020 \$	2019 \$
Prepayments	302,019	241,185
<b>Total prepayments</b>	<b>302,019</b>	<b>241,185</b>

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 7. Plant and Equipment

At 30 June 2020	Make Good Asset	Plant and Equipment	Leasehold Improvements	Total
Cost	32,364	200,100	69,687	302,151
Accumulated depreciation	(32,364)	(131,336)	(58,696)	(222,396)
<b>Total plant and equipment</b>	<b>–</b>	<b>68,764</b>	<b>10,991</b>	<b>79,755</b>
Net carrying amount at 1 July 2019	–	57,344	6,976	64,320
Additions	–	34,240	6,068	40,308
Disposals	–	(463)	–	(463)
Depreciation charge for the year	–	(22,357)	(2,053)	(24,410)
<b>Net carrying amount at 30 June 2020</b>	<b>–</b>	<b>68,764</b>	<b>10,991</b>	<b>79,755</b>

At 30 June 2019	Make Good Asset	Plant and Equipment	Leasehold Improvements	Total
Cost	32,364	169,016	63,620	265,000
Accumulated depreciation	(32,364)	(111,672)	(56,644)	(200,680)
<b>Total plant and equipment</b>	<b>–</b>	<b>57,344</b>	<b>6,976</b>	<b>64,320</b>
Net carrying amount at 1 July 2018	–	32,820	8,720	41,540
Additions	–	45,000	–	45,000
Depreciation charge for the year	–	(20,476)	(1,744)	(22,220)
<b>Net carrying amount at 30 June 2019</b>	<b>–</b>	<b>57,344</b>	<b>6,976</b>	<b>64,320</b>

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 8. Intangibles

	2020 \$	2019 \$
At cost	53,675	–
Accumulated amortisation	–	–
<b>Total intangibles</b>	<b>53,675</b>	<b>–</b>
Net carrying amount at 1 July	–	–
Additions	53,675	–
Amortisation charge for the year	–	–
<b>Net carrying amount at 30 June</b>	<b>53,675</b>	<b>–</b>

Intangible asset consist of new ACA website commissioned during the year ended 30 June 2020 to be rolled out to members in the year ended 30 June 2021.

#### 9. Right-of-Use Assets

	2020 \$	2019 \$
Land and buildings – right-of-use	794,212	–
Less: Accumulated depreciation	(145,606)	–
<b>Total right-of-use assets</b>	<b>648,606</b>	<b>–</b>

Additions to the right of use assets during the year were \$794,212. The ACA leases land and buildings for its office under an agreement in excess of 2 years. On renewal, the terms of the leases are renegotiated. The ACA also leases office equipment under agreements of less than two years. These leases are either short-term or low-value, so have been expensed as incurred and not capitalised as right-of-use assets.

#### 10. Trade and Other Payables

	2020 \$	2019 \$
Trade payables and accruals	310,348	378,335
Tax liabilities - GST	227,474	540,249
Payroll liabilities	146,956	148,689
<b>Total trade and other payables</b>	<b>684,778</b>	<b>1,067,273</b>



## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 11. Contract Liabilities

Contract liabilities represents grant income received but not yet recognised until the conditions attached to the grant have been satisfied.

	2020 \$	2019 \$
Accrued program funding	4,238,399	2,729,950
Past player funding reserve	7,100,054	7,284,322
<b>Total contract liabilities</b>	<b>11,338,453</b>	<b>10,014,272</b>

#### 12. Lease Liabilities

	2020 \$	2019 \$
Current	153,702	–
Non-current	503,552	–
<b>Total lease liabilities</b>	<b>657,254</b>	<b>–</b>

#### 13. Provisions

	Annual Leave \$	Long Service Leave \$	Make Good \$	Total \$
As at 1 July 2019	181,223	127,167	40,817	349,207
Arising	168,157	8,262	–	176,419
Utilised	(204,785)	–	–	(204,785)
<b>At 30 June 2020</b>	<b>144,595</b>	<b>135,429</b>	<b>40,817</b>	<b>320,841</b>
Current 2020	144,595	25,133	40,817	210,545
Non-Current 2020	–	110,296	–	110,296
	<b>144,595</b>	<b>135,429</b>	<b>40,817</b>	<b>320,841</b>
Current 2019	181,223	22,938	40,817	244,978
Non-Current 2019	–	104,229	–	104,229
	<b>181,223</b>	<b>127,167</b>	<b>40,817</b>	<b>349,207</b>

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 14. ACRA Entitlements

Under the 2017-2022 Memorandum of Understanding, Cricket Australia, State Associations, Big Bash League (BBL) and Women's Big Bash League (WBBL), Eligible Uncontracted Players (as defined in the ACRA Rules) will be entitled to certain benefits payable from ACRA, which accrue based on set rates and the relevant player's service to CA, State Associations and W/BBL Teams. These future entitlements are payable to players who are no longer contracted under any CA, State Association, or W/BBL Team playing contract as at 23 November of a given year [see Article 18.6(a) of the 2017 – 2022 MOU].

The ACA took over ownership, management and control of ACRA from 1 November 2018. The provision for member entitlements is reconciled from this point in time as follows:

	2020 \$	2019 \$
Provision at 1 November 2018	–	51,375,964
Provision at 1 July 2019	55,312,534	–
Entitlements paid	(1,816,626)	(1,406,592)
Entitlements accrued	4,730,256	5,343,162
<b>Total ACRA entitlement</b>	<b>58,226,164</b>	<b>55,312,534</b>
Current	2,159,272	1,499,561
Non-current	56,066,892	53,812,973
	<b>58,226,164</b>	<b>55,312,534</b>

Under the amendments to Article 18 effective 1 November 2018, investment earnings are allocated to the members entitlements. Further, ACRA operates consistent with a defined contribution model.

The current liability generally reflects the entitlements due to be paid to players once per year in November 2019 who have not received a Cricket Australia, State, BBL or W/BBL contract for the upcoming season under the ACRA Rules.

#### 15. Equity – Operating Reserve

Funds transferred to Operating Reserve are funds for use in ACA Operations as required in the future.

	2020 \$	2019 \$
Opening at 1 July	1,214,937	350,000
Funds transferred to Operating Reserve	1,356,570	864,937
<b>At 30 June</b>	<b>2,571,507</b>	<b>1,214,937</b>

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 16. Notes to The Statement of Cash Flows

##### (a) Reconciliation of cash and cash equivalents

For the purposes of the Statement of Cash Flows, cash and cash equivalents includes cash on hand and in banks and deposits at call. Cash at end of the financial period as shown in the statement of cash flows is reconciled to the related items in the Statement of Financial Position as follows:

	2020 \$	2019 \$
Cash and cash equivalents	78,668,377	72,213,735

##### (b) Reconciliation of net cash provided by operating activities to operating surplus

	2020 \$	2019 \$
Operating surplus	1,407,502	4,575,705

##### Adjustment for non-cash expense items:

Depreciation and fixed asset write offs	170,479	22,220
Interest	19,480	–
Increase/(Decrease) in trade and other receivables	1,341,485	(912,866)
(Increase)/Decrease in prepayments	(60,835)	27,141
(Decrease)/Increase in trade and other payables	(382,495)	503,092
Increase/(Decrease) in deferred revenue	1,324,181	(777,561)
(Decrease)/Increase in provisions	(28,366)	112,722
Increase in ACRA entitlements	2,913,630	449,387
<b>Net cash provided by operating activities</b>	<b>6,705,061</b>	<b>3,999,840</b>

#### 17. Auditors Remuneration

	2020 \$	2019 \$
Audit of the financial report – BDO Audit Pty Ltd	26,500	19,500
Other services	5,000	–
	<b>31,500</b>	<b>19,500</b>

The BDO entity performing the audit of the Group transitioned from BDO East Coast Partnership to BDO Audit Pty Ltd on 1 August 2020. The disclosures include amounts received or due and receivable by BDO East Coast Partnership, BDO Audit Pty Ltd and their respective related entities.

#### 18. Cricket Australia (“CA”) Grants

The funding received from CA, including funding received for ACRA, is made pursuant to the terms of various agreements, including the Memorandum of Understanding between CA and ACA. These contributions are recognised as revenue on an accrual basis.

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 19. Australian Cricketers' Retirement Account Operating Expenses

The ACA took over ownership and control of the Australian Cricketers' Retirement Account (ACRA) from Cricket Australia on 1 November 2018.

Expenses in relation to ACRA reflect the accrued entitlements due to be paid to players in accordance with Article 18 of the MOU and the ACRA Rules, as well as the ongoing administrative requirements of the Account.

#### 20. Operating Lease Commitments

Non-cancellable operating lease relating to rental of premises are payable as follows:

	2020 \$	2019 \$
Not later than one year	–	35,402
Later than one year but not later than five years	–	13,605
	–	<b>49,007</b>

#### 21. Contingent Liabilities

The monies received in respect of the Professional Development Fund are to be used for the express purpose of meeting the terms of the agreements governing the grants, including the Memorandum of Understanding. To this extent a contingent liability exists reflecting the requirement for these funds to be utilised to assist the CA, State and Rookie contracted players and other ACA members prepare for life after cricket.

The monies received in respect of the Past Player Game and Personal Development Fund are to be used for the express purpose of meeting the terms of the agreements governing the grants, including the Memorandum of Understanding. To this extent a contingent liability exists reflecting the requirement for these funds to be utilised to support and benefit past player members as well as utilising the knowledge, skill and passion of the ACA membership to develop and grow the game and its players.

The monies received in respect of the Player Partnership Fund are to be used for the express purpose of meeting the terms of the agreements governing the grants, including the Memorandum of Understanding. To this extent a contingent liability exists reflecting the requirement for these funds to be utilised for the betterment of the game of cricket. The guiding principle is that funds are used to build enduring initiatives and programs that benefit ACA members and the game of cricket in general.

The monies received for the Players Hardship Fund are to be used for the express purposes of providing financial support to ACA members and their families. The monies received for the Youth Development Fund are to be used for the express purposes of providing scholarship and training programs. To this extent a contingent liability also exists for both the PHF and the YDF reflecting the requirements for these funds to be utilised for specific purposes.

Bank guarantees in relation to the premises lease are in place as at 30 June 2020 amounting to \$40,117 (2019 \$40,117).

#### 22. Player Hardship Fund Donations

A trust entitled “The Australian Cricketers' Association Player Hardship Fund” (the PHF Trust Fund) was established pursuant to a Trust Deed dated 26 July 2011, with Australian Cricketers' Association Player Hardship Fund Pty Ltd ABN 97 443 607 582 (the Trustee) (a wholly owned subsidiary of ACA) as trustee. Current share capital of the PHF Trust Fund is 10 Ordinary Shares valued at \$10 wholly owned by the Australian Cricket Players Limited.

The trustee for the PHF Trust Fund was endorsed as a Deductible Gift Recipient by the Australian Taxation Office from 26 July 2011. Where previously, ACA had directed that donations be made to the pre-existing Player Hardship Fund held by ACA, following the establishment of the PHF Trust Fund, ACA advised that donations should be directed to the PHF Trust Fund.



## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 23. Funding of Various Activities

The ACA receives funding revenue both for its ongoing operations and for specific programs. The specific programs for which the ACA is responsible are as follows:  
Professional Development: funding is received from Cricket Australia ("CA") and the Player Payment Pool to assist the CA, State and Rookie contracted players and other ACA members prepare for life after cricket.

Past Player Game and Personal Development: funding is received from the Player Payment Pool to support and benefit past player members as well as utilising the knowledge, skill and passion of the ACA membership to develop and grow the game and its players

Player Partnership Fund: funding is received from the Player Payment Pool to be used for the betterment of the game of cricket. The guiding principle as directed by the players is that funds are used to build enduring initiatives and programs that benefit ACA members and the game of cricket in general.

Youth Development Fund: the monies received for the Youth Development Fund are to be used for the express purposes of providing scholarship and training programs.

Player Hardship Fund: the monies received from fundraising activities for the Player Hardship fund are to be used for the express purpose of providing support to ACA members and their families in times of genuine hardship.

Player Hardship Gift Fund: the trustee for this fund was endorsed as a Deductible Gift Recipient by the Australian Taxation Office and as such donations received are to be distributed in accordance with the guidelines as set out in the Trust Deed.

#### 24. Parent Entity Information

The Australian Cricketers' Association Player Hardship Fund Pty Ltd as trustee for the Australian Cricketers' Association Player Hardship Fund is a fully owned subsidiary of the Australian Cricket Players Limited.

Statement of Profit or Loss and Other Comprehensive Income	2020 \$	2019 \$
<b>Parent</b>		
Profit after income tax	69,956	3,683,578
<b>Total comprehensive income</b>	<b>69,956</b>	<b>3,683,578</b>

Statement of Financial Position	2020 \$	2019 \$
<b>Parent</b>		
Total current assets	79,171,401	73,978,387
Total assets	79,953,437	74,042,707
Total current liabilities	14,546,750	12,826,084
Total liabilities	71,227,490	66,743,286
<b>Net assets</b>	<b>8,725,947</b>	<b>7,299,421</b>
<b>Net surplus of funds</b>	<b>8,725,947</b>	<b>7,299,421</b>

## Notes to the Financial Statements

### For the year ended 30 June 2020

#### 25. Key Management Personnel Disclosures

##### Compensation

The aggregate compensation made to Directors and other members of key management personnel of the Company is set out below:

	2020 \$	2019 \$
Aggregate compensation	660,731	581,899

#### 26. Related Party Transactions

##### Key management personnel

Disclosures relating to key management personnel are set out in note 25.

##### Transactions with related parties

There were no transactions with related parties during the current and previous financial year.

##### Receivable from and payable to related parties

There were no trade receivables from or trade payables to related parties at the current and previous reporting date.

##### Loans to/from related parties

The aggregate loans to or from related parties is set out below:

	2020 \$	2019 \$
Loan receivables	22,045	24,945

#### 27. Events After Balance Date

The impact of the Coronavirus (COVID-19) pandemic is ongoing and while it has had a material impact for the Company up to 30 June 2020, it is not practicable to estimate the potential impact, positive or negative, after the reporting date. The situation is rapidly developing and is dependent on measures imposed by the Australian Government and other countries, such as maintaining social distancing requirements, quarantine, travel restrictions and any economic stimulus that may be provided.

ACA Chief Executive Officer, Alistair Nicholson, tendered his resignation to the ACA Board on 30 September 2020, he will depart the ACA on 21 December 2020. The ACA Board will oversee the process to fill the vacant CEO role and to ensure that appropriate transitional arrangements are in place.

No other matter or circumstance has arisen since 30 June 2020 that has significantly affected, or may significantly affect the Company's operations, the results of those operations, or the company's state of affairs in future financial years.


## Directors' Declaration

In the Directors' opinion:

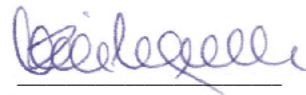
- (a) the financial statements and notes set out are in accordance with the Corporations Act 2001, including
  - complying with Australian Accounting Standards – Reduced Disclosure Requirements, the Corporations Regulations 2001 and other mandatory professional reporting requirements; and
  - give a true and fair view of the Company's financial position as at 30 June 2020 and of its performance, as represented by the results of its operations, changes in equity and its cash flow, for the financial year ended on that date; and
- (b) there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable; and

Signed in accordance with a resolution of Directors made pursuant to section 295(a) of the Corporations Act 2001.

On behalf of the directors



**Greg Dyer**  
Chair



**Neil Maxwell**  
Director

4 November 2020  
Sydney



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## INDEPENDENT AUDITOR'S REPORT

To the members of Australian Cricket Players Limited (trading as the Australian Cricketers' Association)

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of Australian Cricket Players Limited (the Company) and its subsidiaries (the Group), which comprises the consolidated statement of financial position as at 30 June 2020, the consolidated statement of profit or loss and other comprehensive income, the consolidated statement of changes in equity and the consolidated statement of cash flows for the year then ended, and notes to the financial report, including a summary of significant accounting policies and the directors' declaration.

In our opinion the accompanying financial report of Australian Cricket Players Limited, is in accordance with the *Corporations Act 2001*, including:

- (i) Giving a true and fair view of the Group's financial position as at 30 June 2020 and of its financial performance for the year ended on that date; and
- (ii) Complying with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Regulations 2001*.

#### 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 Group in accordance with the *Corporations Act 2001* and the 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 confirm that the independence declaration required by the *Corporations Act 2001*, which has been given to the directors of the Company, would be in the same terms if given to the directors as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Other information

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 Director'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.

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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.

#### Responsibilities of the directors for the Financial Report

The directors of the Company are responsible for the preparation of the financial report that gives a true and fair view in accordance with Australian Accounting Standards - Reduced Disclosure Requirements and the *Corporations Act 2001* and for such internal control as the directors determine is necessary to enable the preparation of the financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

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

#### 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.

A further description of our responsibilities for the audit of the financial report at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at:

[http://www.auasb.gov.au/auditors\\_responsibilities/ar3.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar3.pdf)

This description forms part of our auditor's report.

#### BDO Audit Pty Ltd

James Mooney  
Director

Melbourne, 4 November 2020



