

TBAQ

2023-2025



STRATEGIC PLAN



Update

16th

Mar

2023

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Abbreviations:

TBAQ – Tenpin Bowling Association of Queensland Incorporated

TBA – Tenpin Bowling Australia Ltd

ISC – Interschool Challenge

RNS – Roll ‘n Strike in school modified Program

SQ – South Queensland

CQ – Central Queensland

NQ – North Queensland

SQJC – South Queensland Junior Committee

NQJC – North Queensland Junior Committee

QAC – Queensland Adult Committee (Adult, Youth and Seniors)

SDC – State Disabilities Committee

Signature page

Organisational structure

The Strategic business plan has been developed, agreed to and signed off by the following stakeholders of Tenpin Bowling Association of Queensland Inc:

Board	Position	Signature
Nathan Stein	Chairperson	
Sharon Stephenson	Secretary (non voting)	
Robert McDonald	Vice President (South Qld)	
Frank Nucifora	Vice President (North Qld)	
Carmel Raju	Treasurer	
Brian Bates	Independent Centre representative	

Executive summary

The Sport of Tenpin is often confused with the commercial centres 'business' and operations and as a result many may erroneously believe our sport is financially supported by commercial centres. Sport services are provided by TBAQ the authorised State level organisation of Tenpin Bowling Australia.

Pathways for athletes and officials in the sport, events, education and training are being updated. All community sport services are provided by TBAQ staff, affiliated associations and working committees, and are principally part funded by State Government Sport and Recreation, Organisation Development funding, with the remainder provided by sponsorships and user pay services generated by TBAQ. The transient nature of the volunteer population in some regions of Queensland pose a constant challenge for us as a state sporting organisation. Our sport boasts 23 venues in all regions of Qld with our school program covering more of the State. TBAQ have been successful, delivering consistent services where we are short of volunteers by providing part time sport development officers, coaches, internationally ranked athletes, external expertise and university students to deliver those services. Increased workforce both paid and volunteer numbers across Queensland is the next challenge we face.

Database and communications: TBAQ are in the process improving efficiencies and adding to the technology we use and further streamlining our communication processes. TBAQ over the last 3 years have been adding to our digital strategy completing our teacher on line education, curricula manual, TBAQ app developed and with our website update scheduled in 2024 together with a further review of technology and communication resources we have presently.

Community services: TBAQ use our modified tenpin equipment resources in primary schools, sports halls, and at multi- sport expos, hospital neuro units, after school care and school holiday programs. Our inclusion as an alternative form of movement within the Bachelor of Education deliverables has our development officers presenting at several universities across Qld, Southern Cross University, Griffith University, Central Qld and James Cook University campuses. Added services of new early learning programs (Tenpin Tots) and new and innovative ways of keeping seniors more active targeting 45-65 year- olds are being developed. Further work in creating more resources both HR and equipment is required to expand these opportunities and creation of new and innovative ways to present Tenpin Bowling to more people of all ages and abilities in the community. Focus on Women and Girls only events and education are planned for the coming years.

Inclusive:

The provision of sport services support for people with a disability is well known and on-going. Tenpin is a unique sport that offers many ways to play the game. Bowlers keep active and healthy through participating in what can be a fun or competitive activity, delivering individual, doubles or team outcomes as well as coaching and admin pathways in the sport. Tenpin Bowling venues are fully equipped with bowling aids (rails, bumpers and balls with handles) to include absolutely everyone. TBAQ partner with inclusive and special needs network of providers. Available aids such as the Auslan video to better orientate persons with a hearing impairment to the sport and recreation of tenpin will be available in the coming year on line. TBAQ aim to provide more services and support for people with a disability. Tenpin Bowling is the number one activity choice providing the physical and emotional success of participation without exception.

Junior pathways: TBAQ have 12 Queensland based junior development events linked to junior pathway opportunities in 2023 with growth planned to build more support with more events planned into 2024 and 2025. TBAQ will be taking a Queensland talent ID squad to an international experience (U22 Storm International All Stars in Malaysia). One of our athletes Blayne Fletcher winning the International All Stars Milo tournament in Malaysia in 2016 and most of our Qld juniors making finals in 2017-18-19 amongst 700 juniors competing within this international field of bowlers. Covid stopped our travelling abroad on 2020-21-22 with plans now to continue this pathway in 2023, 2024 and 2025..

High Performance:

Talent ID: TBAQ introduce World Champion American Professional bowlers and coaches to join our high performance program including this activity in our Junior and Youth development Program and State Training Squad promotions in addition to our regular clinics and camps available in North Queensland and South Queensland. This has proved to be extremely successful. We will be targeting women and girls with invitations to be mentored in high performance athlete and coaching roles by these champions in the future. Our State bowlers achieving Gold medal status at Australian Nationals Masters events 2022 with Queensland athletes making one third of all Australian teams in 2022 competing internationally.

The AGL High Performance Sport and Community centre for Tenpin on the Sunshine Coast. TBA/TBAQ now have a venue to drive our Queensland high performance and community programs and services without the limitations of hiring lanes and lecture rooms only at times convenient to commercial business. TBAQ will engage international camps and host our sports Nationals throughout the year in 2023 and onwards at this venue. Local and regional events held at the 21 other sport registered CBD and regional centres based from Cairns in the North to Coolangatta in the South.

TBAQ are pleased we now have a High Performance Centre on the Sunshine Coast that we will utilise for our High Performance programs and Coach education. TBAQ will continue to research further alternative ways to provide long term access in sport venues during holidays and throughout the week and week-ends to provide sport services and long term strategic growth. Leasing or funding agreements arrangement within specific venues as an option into the future to accommodate long term planning (3 years or more) across more regions of Queensland.

Strategic Plan 2023 - 2025







(Pictured: Roll 'n Strike Lane – 5 lanes per kit)





List of goals and objectives over the long term

Key performance areas (KPAs)

1. Active Queenslanders -Engaging Sport and Recreation Participation
2. Education and Training
3. Governance
4. Marketing and Sponsorship -
5. Partnership and Collaboration -
6. Infra Structure planning -
7. Risk Reduction -



KPA	Focus area	Goal or objective
<p>1.</p> <p>Participation programs</p>	<p>1.1</p> <p>Development of programs and structures supporting increased participation programs and initiatives</p>	<p>1.1.1</p> <p>Provide safe 'Learn to Bowl', sport expos and 'Come and Try' introductory sessions Target 1000+ participants each year utilizing local human resources.</p> <p>Recruit coaches and instructors to deliver</p> <p>1.1.2</p> <p>Design a Roll 'N Strike Academy program pathway to attract in school participants (coach supported) to include frequent bowler (8 - 10 week) programs at bowling venues and in the community include Roll 'n Strike after school programs</p> <p>Deliver the program in 2024.</p> <p>Recruit providers to support the program.</p> <p>1.1.3</p> <p>Provide education and training to accredited instructors/coaches to drive Learn to Bowl participation – (Fun Tips) ensure the Roll 'n Strike Brand and Government support logos are included in all promotions.</p>

	<p>1.2 Target group initiatives –</p> <p><i>(1.2.1. provided by NSO)</i></p> <p>Priority sport service</p> <p><u>Junior development</u> (18 and under)</p>	<p>1.2.1</p> <p>Assist Tenpin Bowling Australia to increase junior participation at tenpin venues through a National Junior Development initiative ‘Bowl Patrol’</p> <p>1.2.2</p> <p>Provide state supported training within Junior and Youth Development camps and clinics (1 in North Queensland and 1 in South Queensland) – target 60 participants.</p> <p>Recruit and train lead coaches and support coaches. Provide technology for video analysis to providers as required.. Target 6-10 coaches</p> <p>1.2.3</p> <p>Pathways: Provide new junior pathways structure with an objective to Identify talented juniors for our Talent ID program – utilise new <i>Roll ‘Strike Academy</i>, programs – talent ID girls and boys, and Qld Junior All Stars each year. Offer inclusion to International experience program pathways.</p> <p>1.2.4</p> <p>Design a new Tenpin Tots program in early learning centre’s in Queensland – investigate program locations in 2023-2024 and expand in future years.</p>
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	<p>1.3 Target groups – as funding allocations make possible.</p> <p><u>Inclusive Communities</u></p> <p>(People with a Disability, CALD, Youth at Risk, Indigenous)</p>	<p>1.3.1</p> <p>Continue Special needs support services, apply for assistance to increase TBAQs capacity to engage a larger community in the sport and recreation of tenpin and attract a greater network of providers and active partnerships. – Target March and November to recruit groups.</p> <p>1.3.2</p> <p>Investigate opportunities to partner with State Government funding to design and produce a video of ‘tips’ to assist tenpins inclusiveness. Gain assistance from lead agencies for, vision impaired, hearing impaired bowlers in wheelchairs, bowlers with arthritis or little gripping strength and high support community members. Following the success of previous projects with hearing impaired, and teacher training in schools.</p> <p>1.3.3</p> <p>Create an education and training calendar and schedule of support programs that is available for all communities, CALD, Youth at risk, and Indigenous, encouraging each sector to supply specialised trainers and support systems (funding and HR support critical for this strategy to increase capacity).</p>
	<p>1.4 Target Group Initiative – as funding allocation make possible</p> <p><u>Women and Girls – (special initiatives)</u></p>	<p>1.4.1</p> <p>Design structures, events and activities attracting women and girls to enter into a schedule of education and learning and creation of events supported by Instructors and coaches.</p> <p>1.4.2</p> <p>Increase participation of women and girls in Leadership roles as Board members, Officials and as Lead Coaches in the sport of Tenpin.</p> <p>Increase participation of women and girls as Officials: State Team Managers, Lane certifiers, Equipment specialists. Coaching: Instructor, Level 1, Bronze and Silver accreditation.</p> <p>1.4.3</p> <p>Design a talent ID measurable assessment tool in partnership with Tenpin High Performance Coaches to identify talented women and girl athletes at grass roots through structured programs at local centres for entry into higher level state development programs and State and National Training Squads, and international talent ID pathways.</p>

	<p>1.5 <u>Talent ID</u> – target athlete performance pathways –</p> <p>all categories of bowler</p> <p>Priority state service</p>	<p>1.5.1</p> <p>Talent ID – Deliver 6 entry level skills training programs (called 12 frame programs) through State Coaching Director and local coach networks to increase skill level of bowlers to step up into higher pathways in the sport such as the State Based training Squad – target 60 bowlers in regional areas such as, Rockhampton, Bundaberg, Townsville, Burdekin, Cairns, Toowoomba, Mackay.</p> <p>1.5.2</p> <p>Identify bowlers for the Qld State Training Squad amongst Junior, Youth, Adult, Senior and Bowlers with a disability (5 categories) supply supported training in NQ & SQ through the year, provide video analysis records for participants as required. Target 40plus participants</p> <p>1.5.3</p> <p>ID Qld Junior and Youth athletes for inclusion in Junior and Youth Queensland international team in 2023-25 via participation in Junior and youth development camps and Qld events.</p> <p>1.5.4</p> <p>ID Qld bowlers of all ages for inclusion in the Tenpin Bowling National Training Squad (NTS).</p>
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	<p>1.6 Events/competition pathways - priority state service</p>	<p>1.6.1 Provide a State-wide digital Interschool Challenge Competition for Primary Schools and Secondary Schools. Target 30 participants year one, 50 participants year 2 and 70+ year 3..</p> <p>1.6.2 Provide State and or Zone Championships for all category of bowler, Juniors NQ & SQ (18yrs old and under) Youth (U22), Adult (restricted and Open grade), Seniors (45+) and Bowlers with a disability. Promote inclusive practices at all events.</p> <p>1.6.3 Provide 5 State Teams selection process for - Youth, Adult Open grad and Adult restricted grade, Seniors and people with a Disability teams. Ensure all events offer inclusive participation as well as offering dedicated event for Bowlers with a disability. Target 5 committees and 100 participants</p> <p>1.6.4 Provide a NQ & SQ Junior State Team selection/roll off process. Target 50 participants</p> <p>1.6.5 Attract National Championships to Queensland - Juniors, Adult, Seniors, Persons with a disability.</p>
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<p>2. Education and Training</p>	<p>2.1 Accreditation - Priority services generated by TBAQ - 2.1.1, 2.1.3, 2.1.6</p> <p><i>NSO funded 2.1.3 & 2.1.4</i></p>	<p>2.1.1 Education: Provide 200 schools and community organisations TBAQs Roll ‘n Strike modified sport curricula program (Free to schools). Target student participation rate of 65,000+ school children each year</p> <p>2.1.2 Provide teacher in-service training to tertiary institutions, over 5 plus campuses and in schools Expand to regional areas, Cairns and Townsville.</p> <p>Teacher education courses at Universities (200 plus teachers each year).</p> <p>2.1.3 Assist Tenpin Bowling Australia provide TBA Level 1 coaching accreditation online where applicable. Assist Tenpin Bowling Australia deliver Bronze and Silver coaching accreditation</p> <p>2.1.4 Assist TBA with Managers course recruitment</p> <p>Assist Tenpin Bowling Australia recruit persons to complete State Team Managers accreditation and Lane certifiers courses (officials)(Funded by NSO)</p> <p>2.1.5 TBAQ Coach education upskilling workshops & forums. Provide 4 each year - coach pathway program support. Deliver SQ – CQ – NQ regions</p> <p>2.1.6 Provide Talent ID digital resource pack for athletes and coaches at State Training Squads.</p> <p>2.1.7 Review and update each 2 years the Roll ‘n Strike school manual Video and App, teacher education resources.to meet the current Australian curriculum.</p> <p>2.1.8 Link governance workshop training to affiliated associations and committees to improve local governance practices and provide existing Club Spot or other available resources. Investigate e-train-u and Sport Australia for other education offerings.</p>
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	2.2 Mentor Programs	<p>2.2.1</p> <p>Provide experienced coaches (coach developers) to assist recruit coaches and officials. Support them to take on roles in sport service delivery. Involve coach developers in promotion of sport clinics and local junior development programs assisting conversion from Learn to Bowl into supported leagues and pathways. Recruit more coaches and officials.</p>
	2.3 Workforce Development (volunteer and Paid)	<p>2.3.1</p> <p>Train 6 Lead coaches to drive mentoring program in Queensland over the next 3 years.</p> <p>2.3.2</p> <p>Train Association volunteers at local association level to support delivery of sport membership information and pathways for .all categories of bowler and coach and officials pathways.</p> <p>2.3.3</p> <p>Recruit High school and university students to assist run events in school and at venues – lane marshals, event coordinators, tournament directors to ensure a strong future of administrators and committee members.</p> <p>2.3.4</p> <p>Provide new volunteers, Association reps, Committee event volunteers and other long term or episodic volunteers with role descriptions, reporting templates (as required). Link with up line contacts and ensure awareness of the policies and procedures provided by TBAQ, Qld Department of Sport and Recreation and through resources supplied to each Association, Committee and Bowling venue in Qld.</p> <p>2.3.5</p> <p>Acknowledge work completed at Volunteer level at annual TBAQ sport awards night. Thank our Volunteers and staff for work completed during the year.</p>

<p>3. Governance</p>	<p>3.1 Improved Governance</p>	<p>3.1.1 Conduct Board performance review of TBAQ Board members roles and performance each 12 months.</p> <p>3.1.2 Develop Local Associations reporting process to gauge effective practices - Produce an Association review of services document and assess needs of each zone of Qld for new clubs or restructure requirements. Identify gaps in services. streamline reporting process for volunteers</p> <p>3.1.3 Collect reports from all Qld affiliated associations each 12 months or more frequently as required to track progress against strategic direction planned for the organisation. . (State statistic collection)</p> <p>3.1.4 Encourage volunteers to be the local Member Protection officer to offer services to members state- wide.</p>
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	<p>3.2 Financial Management</p>	<p>3.2.1 Legal and financial protocols in place to protect the organisations current and future financial position</p> <p>3.2.2 Provide a compliance register update to the Board each meeting</p> <p>3.2.3</p> <p>Provide Centralised accounting for all TBAQ operations and for all State Committees reporting progress each month to Board of Management.</p> <p>3.2.4</p> <p>Provide cash flow forecasts, and 12 month cash flow budget. Produce yearly operational budget.</p> <p>3.2.5</p> <p>Report actual income and expenditure against projected monthly budgets. Produce balance sheets and profit and loss statements each Board of Management Meeting.</p> <p>3.2.6</p> <p>Provide aging debtors list to the board each month as required.</p> <p>3.2.7 Provide updates of logistics and costs of TBAQ resources, human and material, required to deliver sport services in Qld.</p> <p>3.2.8</p> <p>Maintain reporting processes to NSO adopting same chart of accounts to better align data collection of national spend.</p>
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	<p>3.3 Policy & Procedures,</p>	<p>3.3.1 Review TBAQ Constitution each 2 years.</p> <p>3.3.2 Review strategic plan annually</p> <p>3.3.3 Review and update policies as necessary to be displayed on website TBAQ and TBA. Link NSO policies to the state website.</p> <p>3.3.4 Distribute policies and procedures to affiliate Associations across the state for adoption.</p>
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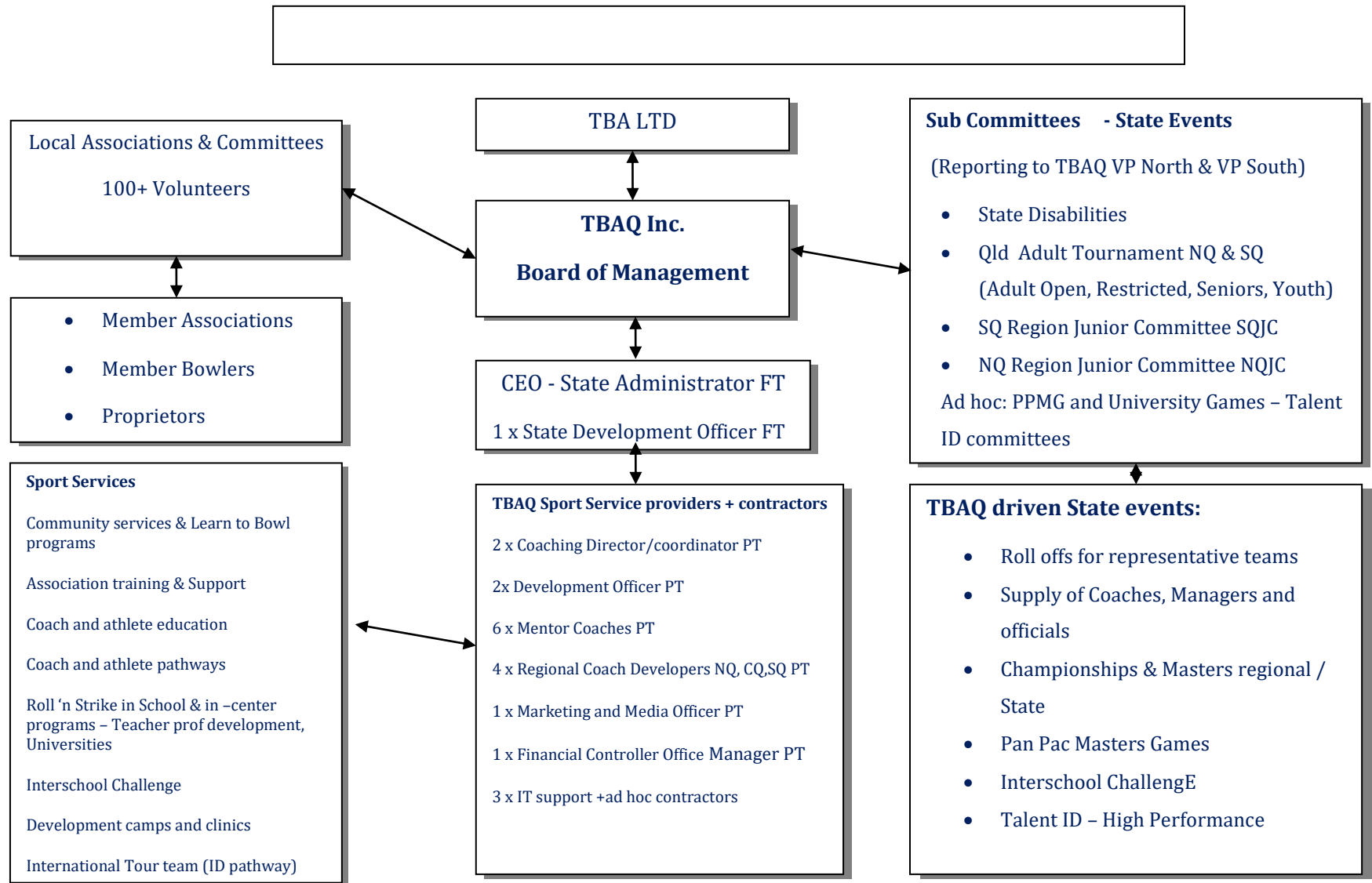
	<p>3.4 Human resource Management</p>	<p>3.4.1 Expand workforce: course presenters, coach directors, coach co-ordinators, coach developers, lead mentor coaches, media and marketing expertise, technical specialists, administrators, tournament directors, university students, pathway athletes, Roll 'n Strike schools delivery providers, junior holiday and after school care program providers.</p> <p>3.4.2 Ensure all workforce has the appropriate skills training and behaviors to complete tasks.</p> <p>3.4.3</p> <p>Conduct staff performance reviews at least every 12 months or more frequently as required</p> <p>3.4.4</p> <p>Provide the opportunity for a Board member and 2 staff members to participate in PD course or conferences each year. Sport and Recreation conferences, QSport network workshops - may include coaching accreditation, Team Management, First Aid certificates, Cert 2, 3, 4 in role related training, through recognised training providers.</p> <p>3.4.5</p> <p>Conduct a staff and Board planning workshop each year to provide input to the future operations and awareness of strategic direction of the organisation and further team building processes for the future.</p> <p>3.4.6</p> <p>Provide staff with State policy and procedures to effectively complete their duties</p> <p>3.4.7</p> <p>Ensure staff is able to multi skill across other positions in the organisation – succession planning.</p>
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	<p>3.5 Communication</p>	<p>3.5.1 Conduct an IT review of all platforms to continually improve TBAQ website, TBAQ App, Qld Tenpin social media, and all software in use, to better communicate to all stakeholders.</p> <p>3.5.2 Encourage stakeholder and workforce engagement on a regular basis through on line communication via forums, zoom or team meetings. Hold 2 each year for each group</p> <p>3.5.3 Volunteer Recognition, nominate volunteers, individuals, teams for awards at the annual TBAQ awards ceremony and forum.</p> <p>3.5.4 Create base line data on the performance of each committee, association, and paid workforce in all regions to deliver sport services .</p> <p>3.5.5 Update database list of contacts of Local associations and Committees each year.</p> <p>3.5.6 Maintain (Tournament) events calendar for the State covering all regions of Queensland. Meet with all stakeholders each September to collate the calendar for the following year with the intention to avoid date clashes of important state ranked tournament and national ranking events on the yearly calendar.</p> <p>3.5.7 Maintain a bowler and coach education calendar of sports services provided by TBAQ and local associations. Advertise local coaches services within.</p>
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<p>4. Marketing</p>	<p>4.1 Sponsorship</p>	<p>4.1.1 Develop a 3 year (2024-2026) marketing and sponsorship plan. Engage a consultant to assist develop and deliver.</p> <p>4.1.2 Acknowledge and maintain existing sponsorships State Government, Local Governments, Event and State Training Squad sponsors, Interschool Competition sponsors, Roll 'n Strike Industry support to better service the community.</p> <p>4.1.3 Engage sponsors to support replacement items of modified tenpin equipment as required in schools, universities, community centre's.</p> <p>4.1.4 Grow membership in the sport (bowlers bowling for 8 weeks or more in a year) for all categories of bowler. Target increases of 5% every year.</p>
<p>5. Partnerships & Collaboration</p>	<p>5.1 Networks of sharing resources</p>	<p>5.1.1 Continue to work in partnership with the State Government to deliver sport and recreation activities to the community for mutual benefit.</p> <p>5.1.2 Partner with agencies for persons with a disability such as Sporting Wheelies, Endeavour, Lifestream, Reclink, Councils, and others to share resources and introduce Tenpin to a wider section of the Community as a lifetime sport. Investigate partnering with each of these agencies supported by funding to further share our resources and sport services with the community.</p> <p>5.1.3 Investigate and develop partnerships with other sports to share resources and develop mutual outcomes for each of us – example hold an indoor sport festival, or share a development officer to provide expanded services for women and girls or sport services for people with a disability.</p>

<p>6. Infra Structure planning</p>	<p>6.1 Effective use of financial resources</p>	<p>6.1.1 Keep track of logistics and distribution of TBAQ resources, human and material, to deliver sport services across the State and expand our marketing to interstate markets. Ensure the weighting of financial support in each key area is specific and planned.</p> <p>6.1.2 Ensure National, State and Local associations resources are utilised without duplication that is unnecessary.</p> <p>6.1.3 Provide support to the AGL High Performance and Community centre on the Sunshine Coast. Schedule high performance programs for Qld athletes of all ages at this venue.</p> <p>The AGL Tenpin High Performance venue is owned by the sport and therefore reducing our dependence on commercial operators. The facility will be used to host National and International events and training Camps for, Junior, Youth, Adult, Persons with a Disability. The centre will also provide much needed community sport and recreation services to the local area.</p> <p>TBAQ are investigating other opportunities to provide sport services at tenpin venues during holiday periods to grow our membership particularly in regional Queensland.</p>
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<p>7. Risk Reduction</p>	<p>7.1 Safe environment and Low risk operating procedures</p>	<p>7.1.1 Ensure all workforce has appropriate skills training and behaviours. Accredited and trained staff</p> <p>7.1.2 Insurance cover for the organisation, staff, members, officials and coaches and volunteers (who are TBA members). Including cyber protection from 2023 onwards.</p> <p>7.1.3 IT protocols (remote access policy) Social media policies in place.</p> <p>7.1.4 Event Management procedures and formats updated each year</p> <p>7.1.5 Legal and financial protocols and procedures in place to protect the Organisations current and future best practice operations.</p> <p>7.1.6 Provide Microsoft Office 365 linked with TBAQ for State Committees driving state events to prevent loss of records of participation and athlete results, and volunteer and paid support records for each event. Succession planning and transfer of information and operations more easily conducted as new volunteers are engaged.</p>
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ATHLETE PATHWAY

Competition:	Available all zones of Qld
League competition	✓ 22 Sport registered Bowling Centres across Qld
TBAQ Centre / Regional Championships	✓ North & South regions of Qld
TBAQ State/Zone Championships	✓ North & South regions of Qld
TBAQ State Training Squad –All Open Grade athletes	✓ North & South regions of Qld
State Ranking:	
TBAQ Junior state rankings TBAQ Youth state rankings TBAQ Adult state rankings TBAQ Seniors (50+) rankings	✓ All pathway events Advertised on TBAQ Tournament calendar (in gold) www.tbaq.org.au
National Rankings:	
Tenpin Bowling Australia ranked events	✓ Events Advertised on TBAQ Tournament calendar www.tbaq.org.au and TBA Rankings calendar ✓ www.tenpin.org.au
Talent ID:	
Queensland talent ID events	✓ Identified on the TBAQ Tournament calendar and Education and Training calendar www.tbaq.org.au



2022-25 ATHLETE & COACHES

Education pathways

Colour Code	Sport services Athlete Education	PROVIDER COACH EDUCATION
Blue Level – Grass roots	Roll 'n Strike in- school program School bridging programs <ul style="list-style-type: none"> • Pre-school Tenpin Tots • Bowl Patrol / Funtips • Fundamentals – High Schools. 	<ul style="list-style-type: none"> • Funtips Learn to Bowl Program • Level 1 Coaching accreditation- on line • Roll 'n Strike (RNS) School teacher manual resource • RNS Teacher professional Development program – schools and Universities • RNS Academy 8-10 week program
Green Level – Grass roots	<i>Starting athlete pathways</i> <ul style="list-style-type: none"> • Digital Interschool Competition • Roll 'n Strike Academy • 6 frame clinic (skills level) • 12 frame clinic (Skills plus Science and knowledge) • State ranking system 	<ul style="list-style-type: none"> • Roll ' Strike academy • Bronze Coaching accreditation • Bronze plus Coaching accreditation • Roll ' n Strike Academy coach education Bronze, Silver and entering Gold levels • Coach and officials enter Regional and State representative levels
Gold Level	<i>Pathway for all bowlers to State and National representative standard</i> Junior and youth State dev Camps State training Squad High Performance program National Rankings system	<ul style="list-style-type: none"> • Bronze plus coaching accreditation • Silver coaching accreditation • Coaches enter Qld Talent ID Gold Program (Qld International pathways) • National Training Squad Coach • Australian Team Assistant Coach • Australian Team Coach.

