





Year Ending 2024

# **CURLING** **AUSTRALIA**

Annual Report

[www.curling.org.au](http://www.curling.org.au)

 [Curling Australia](#)  
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# HISTORY

Curling Australia is the governing body that leads, develops and promotes the sport of Curling in Australia. We aid and support the individual Member States and their grassroots endeavours to advance Curling whilst providing a pathway for curlers to compete at National and International events, including the Olympic and Paralympic Winter Games.

The first curling club in Australia formed in 1933 in Melbourne. Sir Norman Brooks – Wimbledon winner in 1907 and 1914, AFL footballer and Australian Golf Open winner – was the first President. The club was subsequently disbanded in 1939. In 1984, curling reappeared in Australia and the Australian Curling Association formed international links in 1986 with the International Curling Federation (which became the World Curling Federation and recently renamed World Curling in 2024).

In 1990, Australia first competed internationally in Oslo, Norway. The Australian Curling Federation (ACF) was formed in 1993 to be the national governing body for the sport in Australia. James Oastler was the inaugural president of the Federation which had three state members: New South Wales, South Australia and Victoria.

The initial challenge for the ACF was to host the third Pacific Curling Championships in 1993 for which reconditioned stones were obtained on lease from the World Curling Federation. Competitors from New Zealand, Japan and Australia included men's and women's teams from all three countries. Since that time the South Australian member association has closed and two new member associations joined; the Queensland Curling Association was formed in 2005 and Curling WA was formed in 2014.

Australian Curling became the debutante sport at the 2022 Beijing Olympic Winter Games with Mixed Doubles duo Tahli Gill and Dean Hewitt making history for our nation. Notably both are second generation Curlers who played on Junior teams in their development years.

In 2024, Members voted to transfer to company Limited by guarantee adopting a new constitution changing the name to Curling Australia Ltd to be known as Curling Australia. Today Curling Australia continues with its initial goal of supporting the state members and liaising with international bodies in an effort to propel the sport towards gaining national and international recognition.

# A B O U T U S

Curling Australia Ltd is the recognised national sporting organisation for curling in Australia and operates as a Company Limited by Guarantee. Our governance structure reflects our commitment to long-term sustainability, integrity, and opportunity—guided by the vision, mission, and values set out below.

## VISION

**To safeguard and enhance Curling's future in Australia**

We will:

**Ignite** interest

**Empower** growth

**Champion** the Spirit of Curling

**Support** individuals to maximise their potential

## MISSION

Curling Australia is the governing body that leads, develops and promotes the sport of Curling in Australia. We aid and support the individual Member States and their grassroots endeavours to advance Curling whilst providing a pathway for curlers to compete at National and International events, including the Olympic and Paralympic Winter Games.

## VALUES

Act with **INTEGRITY**

Strive for **EXCELLENCE**

Demonstrate **LEADERSHIP**

Be **INCLUSIVE**

Show **RESPECT**

Inspire **PASSION**

These strategic priorities guide Curling Australia's direction through 2023–2026, focusing on sustainable growth, strong governance, and opportunities for athletes, coaches, officials, and Member States.



## Good Governance

1. Maintain National Sporting Organisation recognition by the Australian Sports Commission (ASC).
2. Maintain compliance within Sport Integrity including Sport Integrity Australia's (SIA) National Integrity Framework (NIF) and the National Sports Tribunal (NST).
3. Review and strengthen Board Terms of Reference.



## Operational Sustainability

1. Develop and implement a business plan to build capacity and capability with the aim of attracting investment (in-kind or financial).
2. Build a business continuity strategy including a succession plan that identifies key skills and responsibilities at the operational level.



## Performance Pathways

1. Develop an athlete categorisation framework with clear indicators and performance trajectory to encourage curlers to be the best they can be and increase the depth and performance of national representatives.
2. Develop and promote a Coaching and Officiating framework to increase numbers and enable national accreditation.
3. Determine feasibility of hiring National Head Coach to develop and implement athlete, coaching and officiating frameworks.



## Sport Engagement

1. Conduct branding review of Curling Australia and its alignment with Member States.
2. Raise awareness of Curling nationally through the development and implementation of a marketing and communications campaign to cover all stakeholders.
3. Support States and Territories to secure access to facilities and increase participation across Australia.

## **Chair's Report - Reporting Period: 6 May – 31 December 2024**

It is my pleasure to outline Curling Australia's achievements during its first reporting period as a Company Limited by Guarantee and report our progress against the Strategic Plan. As a volunteer-led organisation, we continue to work towards strengthening our governance, operational sustainability, performance pathways, and sport engagement, in line with our 2023–2026 Strategic Plan.

This reporting period marks a foundational phase of reform and implementation following the organisation's transition to a new legal entity and governance structure.

### **Good Governance**

The year 2024 marked a historic turning point for Curling Australia, delivering significant governance reform:

- Successful transition to a Company Limited by Guarantee with the adoption of a new Constitution and formal name change to Curling Australia Ltd.
- Achieved National Sporting Organisation (NSO) recognition for two years by the Australian Sports Commission (ASC) under updated criteria.
- Completed the ASC Sports Governance Standards Assessment, demonstrating strong compliance across director eligibility, financial oversight, integrity obligations, and operational conduct.
- Recruited a new National Integrity Manager (NIM) through a one-day-per-week shared arrangement with Ice Hockey Australia, funded by the National Integrity Capability Enhancement (NICE) grant. This role ensures continued implementation of the National Integrity Framework across all levels of the sport.

These outcomes represent a significant milestone in Curling Australia's history and reflect the commitment of the Board and wider community.

Development of a risk management framework remained in progress at the end of 2024 and will be prioritised in 2025 to support structured risk identification and mitigation.

### **Operational Sustainability**

Curling Australia made important strides in strengthening its operational foundations:

- Development of a Business Continuity Strategy is underway, including a succession plan to ensure leadership stability and knowledge transfer.
- Work commenced on a comprehensive business plan to support future investment, guide resource prioritisation, and build internal capability.

These initiatives are key to long-term organisational sustainability and are essential to future funding and growth.

### **Performance Pathways**

The contract for Curling Australia's National Head Coach was renewed in July 2024. The combined stakeholder investment in this role, from the Olympic Winter Institute of Australia, State Institutes, Australian Olympic Committee high-performance funding



and an IOC Solidarity grant, has played a central role in shaping national athlete and coach development initiatives.

Additional highlights:

- The Coaching and Officiating Framework Project (C&O), also supported by the IOC Solidarity programme, remains on track for delivery by July 2025.
- An athlete categorisation framework is being developed in parallel to provide clear performance pathways and support talent identification across all levels.

## **Sport Engagement**

To drive increased participation and awareness:

- A communications plan has been implemented, supporting consistent messaging across Member States and beyond.
- A branding refresh began with the commissioning of First Nations artwork. Features of this artwork were included in an updated national team uniform design which was first worn at the 2024 World Senior Championships and World Mixed Doubles events. The new uniform design has since been included in all subsequent international appearances.
- A broader branding review is planned for 2025 to unify Curling Australia's visual identity across all levels.
- While unsuccessful in securing ASC Play Well funding, Curling Australia is continuing work on a national participation strategy focused on inclusion and access.

## **Looking Ahead**

While we have made strong progress across all four strategic pillars, work will continue in 2025 to complete the risk management framework, finalise key operational documents, and deliver on our pathway initiatives. We remain committed to fostering a sport that is safe, inclusive, and forward-looking, supported by clear governance and collaborative partnerships.

Curling Australia's progress this year would not have been possible without the collective commitment and integrity of those who contribute to the sport at every level.

## **Acknowledgements**

I want to begin by acknowledging the Board of Curling Australia, who have not only upheld the organisation's values and fulfilled their fiduciary responsibilities with integrity but also stepped in wherever needed to support our operations during this period of transition. Their contribution, both strategic and hands-on, has been instrumental in ensuring our direction remains aligned with the sport's long-term goals.

We are deeply grateful for the support of our national partners and stakeholders, including the Olympic Winter Institute of Australia, the National Institute Network (particularly QAS and VIS), the Australian Olympic Committee, the Australian Sports Commission, Sport Integrity Australia, the National Sports Tribunal, the Australian

# FROM THE CHAIR

Institute of Sport and Paralympics Australia. We are fortunate to operate in a sport system made up of like-minded people who share in our vision and are committed to helping Curling Australia be the best it can be.

To the executives of our Member States, past and present, thank you for continuing to drive curling at the grassroots level and for sustaining the sport within your state-based leagues. Your leadership and perseverance are the backbone of curling in Australia.

To our athletes, from grassroots participants to those competing at the elite level, your commitment is the heart of our sport. Our representative teams invest their own time and money to train and compete overseas, while those attending the Australian Nationals—held in New Zealand—cover all travel and entry costs themselves. We are grateful to the New Zealand Curling Association, who continue to support our events through the hire of competition stones, and to Maniototo Adventure Park, for consistently providing a quality venue for our national championships. We especially acknowledge Tahli and Dean, who continue to inspire the curling community with their dedication and excellence on the world stage.

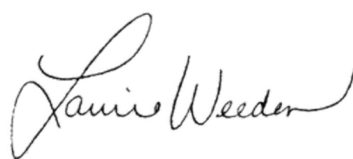
A special thank you to our Wheelchair Curling classifier, who volunteers her time to review submissions and conduct assessments, enabling athletes to enter the pathway with confidence. We also recognise the support team members who help our Wheelchair Curlers gain valuable competition experience both in local leagues and international events.

Finally, to the many volunteers who bring our sport to life:

- To those who contribute every week—setting up and packing up curling nights, running Come & Try events, supporting Paralympic roadshows, and coaching teams from foundational levels through to competitive play—thank you for your time, energy, and dedication.
- To our Chief Umpire and assisting umpires, who volunteer their time and cover their own costs to officiate our National Championships in New Zealand—thank you for your professionalism and ongoing support.

The Spirit of Curling is truly alive within our community—reflected in the fairness, respect, and passion shown at every level.

To all of you: thank you. We are a stronger organisation because of the culture we have built together.



L A U R I E W E E D E N



## Governance and Organisational Structure

In 2024, Curling Australia completed its transition to a Company Limited by Guarantee, representing a significant milestone in its commitment to best practice governance. This change aligns with the Australian Sports Commission's expectations for National Sporting Organisations (NSO) and provides a more robust structure to support the sport's development and operations.

Following this transition, Curling Australia undertook several initiatives to embed good governance, including:

- Conducting its first assessment against the ASC Sports Governance Standards and identifying areas of strength and improvement.
- Establishing an internal Finance, Audit and Risk Committee to enhance oversight of financial and operational risk.
- Reviewing governance documentation including policies, the Board Charter, and key delegations to reflect the new company structure.
- Improving transparency through the implementation of regular post-meeting board summaries and enhanced member state communications.

A priority remains the implementation of the National Integrity Framework, with the organisation continuing to build education, complaints handling, and safeguarding measures into its operations.

Curling Australia acknowledges the critical role of volunteers and stakeholders and will continue working collaboratively with Member States and partners to improve the governance and delivery of curling in Australia.

## Governance Assessment Summary – 2024

As part of our commitment to continuous improvement, Curling Australia undertook the ASC Sports Governance Standards Assessment in 2024. This internal review has highlighted both areas of strong performance and opportunities for growth.

Key Strengths:

- Strong compliance with structural requirements, including director term limits, eligibility, and legal entity obligations.
- High scores in director independence, board charter, board meeting conduct, and conflict of interest management.
- Formation of a Finance, Audit and Risk Committee to strengthen financial oversight.
- Full implementation of child safety and integrity-related standards under the National Integrity Framework.

Areas for Development in 2025:

- Improve governance reporting and documentation of board evaluation processes.
- Formalise a Stakeholder Engagement Plan and strategic governance education program for directors.
- Strengthen diversity, equity, and inclusion practices across Board and organisational levels.
- Enhance implementation and reporting on risk management planning and mitigation.

These insights will inform Curling Australia's governance priorities for the coming year, ensuring alignment with ASC standards and preparing the organisation for future NSO recognition reviews.

Curling Australia's review was informed by the Australian Sports Commission's [Sport Governance Standards Assessment](#).

## Integrity and Safe Sport

As part of Curling Australia's successful application for renewed National Sporting Organisation (NSO) recognition in 2024, we demonstrated full compliance with Criterion 8 – Integrity under the Australian Sports Commission's Recognition Criteria.

This criterion required evidence of national adoption, implementation, and enforcement of Sport Integrity Australia-approved policies across six areas:

- Member protection
- Child safeguarding
- Improper use of drugs and medicine
- Competition manipulation and sports wagering
- Complaints management
- Anti-doping and integrity education plans

Curling Australia met all required elements, having implemented the National Integrity Framework (NIF) in 2022 and continuing to apply it across all levels of the sport in 2024.



## Appointment of National Integrity Manager

In October 2024, Curling Australia appointed Catherine Arlove as our National Integrity Manager, in a shared arrangement with Ice Hockey Australia. This role is funded through the National Integrity Capability Enhancement (NICE) Program, supported by the ASC.

Catherine brings deep expertise as a three-time Olympian in judo, and as a professional with qualifications in law, physiotherapy, and business. Her appointment marks a significant step in embedding the NIF and enhancing education, support, and fairness across our sport.



... Australia is at the forefront of sport integrity globally and that we are tackling this head on.

*Catherine Arlove  
NIM for Ice Hockey  
and Curling Australia*

**"I know the value of integrity and fairness in creating an environment where athletes can thrive."**

— Catherine Arlove, National Integrity Manager for Curling Australia and Ice Hockey Australia

Catherine joins Curling Australia at a critical time as we continue to build national capacity, align with best-practice governance, and promote a sport culture that prioritises safety and ethical conduct.

**SPORT SHOULD BE  
SAFE, FAIR AND FUN  
HELP KEEP IT THAT WAY**





Curling Australia Ltd  
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ACN: 677 087 491  
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## Curling Australia Ltd

### Officers' Declaration

31 December 2024

In the Officer's opinion:

For the year ended 31 December 2024 the company was not required to prepare financial statements under the Corporations Act 2001;

the attached Income and Expenditure and Balance Sheet reports comply with relevant Australian Accounting Standards and give a true and fair view of the Company's financial position as at 31 December 2024 and of its performance for the financial year ended on that date, noting that Curling Australia Ltd commenced operations as a Company Limited by Guarantee on 6 May 2024; and

there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

On behalf of the Officers

A handwritten signature in black ink, appearing to read "Laurie Weeden".

Signed

Name: Laurie Weeden

Date: 30 April 2025

# Profit and Loss

Curling Australia Ltd

For the period 6 May 2024 to 31 December 2024

6 MAY-31 DEC 2024

## Trading Income

Grant Funding	1,000.00
Other Revenue	1,218.75
AOC Funding	100,150.00
Insurance Dues	3,350.43
Interest Income	0.01
Nationals Income	4,000.00
State Membership Dues	900.00
WCF Funding	13,427.28
Coach Operating Expense Funding	20,000.00
<b>Total Trading Income</b>	<b>144,046.47</b>

## Gross Profit

144,046.47

## Operating Expenses

Coaching Expenses	39,773.11
Consulting & Accounting	105.00
Annual Dues	2,241.84
General Expenses	344.63
Insurance	3,460.28
Marketing Expenses	635.08
AOC Funding Expenses	30,703.51
Nationals Expenses	22,820.97
Training Camp Expenses	10,036.59
WCF Funding Expenses	13,427.28
Other Expense	135.00
Coaching Committed Expenses Not Yet Invoiced	20,665.85
<b>Total Operating Expenses</b>	<b>144,349.14</b>

## Net Profit

(302.67)

## Balance Sheet

Curling Australia Ltd

As at 31 December 2024

31 DEC 2024

### Assets

#### Bank

CA New Account	60,248.63
<b>Total Bank</b>	<b>60,248.63</b>

<b>Total Assets</b>	<b>60,248.63</b>
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### Liabilities

#### Current Liabilities

Coach Committed Expenses Not Yet Invoiced	20,665.85
<b>Total Current Liabilities</b>	<b>20,665.85</b>

<b>Total Liabilities</b>	<b>20,665.85</b>
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<b>Net Assets</b>	<b>39,582.78</b>
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### Equity

ACF Contributed Funds	39,885.45
Current Year Earnings	(302.67)
<b>Total Equity</b>	<b>39,582.78</b>



## THE BOARD



<b>James Boyd</b>	<b>Gerald Chick</b>	<b>Matthew Heskett</b>	<b>Hamish Lorrain- Smith</b>	<b>Carlee Millikin</b>	<b>Brad Scott</b>	<b>Carolyn Swan</b>	<b>Murray Turner</b>	<b>Laurie Weeden</b>
Director	Director	Director	Director	Director	Director	Company Secretary	Assistant Company Secretary	Director (Chair)

## SPORT AND INTEGRITY OPERATIONS TEAM



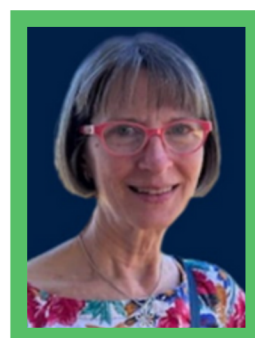
**National Head Coach**  
Perry Marshall



**National Integrity  
Manager**  
Catherine Arlove



**Classifier**  
Claire Tucak



**Chief Umpire**  
Sandy Gagnon

## Director Tenure and Attendance

Curling Australia Ltd commenced operations as a company limited by guarantee on 6 May 2024. The following table outlines the attendance of directors at Board meetings held between 6 May and 31 December 2024. This period marks the transition to a strengthened governance model in line with national sporting organisation (NSO) recognition standards.

A record of attendance is maintained as part of our commitment to transparency and accountability. All directors are expected to attend meetings regularly and contribute actively to Board deliberations.

Name	Joined Board	Board Meeting 28-05-24	Board Meeting 10-07-24	Board Meeting 17-09-24	Board Meeting 12-11-24
James Boyd Elected Director	6 May 2024	✓	✓	—	✓
Gerald Chick Elected Director	6 May 2024	✓	—	✓	—
Matthew Heskett Elected Director	6 May 2024	✓	✓	✓	✓
Hamish Lorrain-Smith Appointed Director	11 June 2024	N/A	✓	✓	✓
Carlee Millikin Elected Director	6 May 2024	✓	✓	✓	✓
Brad Scott Elected Director	6 May 2024	✓	✓	✓	✓
Carolyn Swan Company Secretary	6 May 2024	✓	✓	✓	✓
Murray Turner Assistant Company Secretary	6 May 2024	—	✓	—	✓
Laurie Weeden Elected Director <b>(Chair)</b>	6 May 2024	✓	✓	✓	✓



**CURLING NSW**

The New South Wales Curling Association had members representing overseas in the following disciplines in 2023: Women's and Senior Men's. Weekly league Curling has been put on hold after an ice rink closure. New facilities are being sought for future Curling opportunities in NSW.

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The Queensland Curling Association operates out of Boondall Ice World in northern Brisbane with different leagues running April to November and Come and Try events typically at the beginning of the season.

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The Victorian Curling Association operates out of O'Brien Icehouse in Docklands, Melbourne on Monday nights offering Beginner Leagues, Come and Try events and Regular Leagues during the season beginning in February to November.

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**CURLING WA**

Curling WA operates out of the Cockburn Ice Arena in Bibra Lake, Perth offering regular league Curling, Learn to Curl/Come and Try opportunities and Corporate event throughout their season beginning in February to November.



# NATIONALS



National awards on display, featuring First Nations artwork by Brad Hore OLY. Pictured across these pages are the winning teams from the Men's, Women's, Mixed Fours, Mixed Doubles, and Senior Men's divisions. The Men's, Women's, Mixed Doubles, and Mixed Fours events were held from 12–23 May, with the Senior Men's competition taking place from 7–10 August. Both Nationals events were hosted at Maniototo Adventure Park in Naseby, New Zealand.

## 2024 Men's National Champions

## 2024 Women's National Champions



**Team Millikin**



**Team Williams**





## 2024 Mixed Doubles National Champions



**Team Gill/Hewitt**

## 2024 Mixed (4's) National Champions



**Team Panoussi**

## 2024 Senior Men National Champions



**Team Imlah**



## TEAM AUSTRALIA

2024 WORLD MIXED DOUBLES  
CURLING CHAMPIONSHIPS



#curling #WMDCC



2024 WORLD  
SENIOR CURLING  
CHAMPIONSHIPS

## TEAM AUSTRALIA SENIOR MEN



#curling #WSCC



2024 WORLD  
SENIOR CURLING  
CHAMPIONSHIPS

## TEAM AUSTRALIA SENIOR WOMEN



#curling #WSCC

## PAN CONTINENTAL CURLING CHAMPIONSHIPS

## UMPIRES



#curling #PCCC2023



## 2024 WORLD JUNIOR B CURLING CHAMPIONSHIPS

## TEAM AUSTRALIA JUNIOR MEN



#curling #WJBCC



## 2024 WORLD JUNIOR B CURLING CHAMPIONSHIPS

## TEAM AUSTRALIA JUNIOR WOMEN



#curling #WJBCC



# INTERNATIONAL



2024 PAN CONTINENTAL  
CURLING CHAMPIONSHIPS

**GOLD - B EVENT**

**TEAM AUSTRALIA - WOMEN**



#curling #PCCC



2024 PAN CONTINENTAL  
CURLING CHAMPIONSHIPS

**TEAM AUSTRALIA - MEN**



#curling #PCCC



PAN  
CONTINENTAL  
CURLING  
CHAMPIONSHIPS

**HUGH  
MILLIKIN**

**444 GAMES**



#curling #PCCC



PAN  
CONTINENTAL  
CURLING  
CHAMPIONSHIPS

**STEVE  
JOHNS**

**260 GAMES**



#curling #PCCC

# WOW

# ACKNOWLEDGEMENTS



## ***With thanks to the Australian Olympic Committee***

*For their continued support through High Performance funding, which enables Curling Australia to prepare athletes and deliver initiatives aimed at Olympic qualification for the Milano Cortina 2026 Winter Games.*



*With thanks to 5Ways Group for generously providing accounting support to Curling Australia throughout the year, helping ensure sound financial management and effective reporting practices.*

## ***With thanks to Paralympics Australia***

*For funding support tied to the Paralympics Australia x Disability Sports Australia roadshow events held in October 2024, and for enabling follow-on Come and Try events in Western Australia and Queensland to grow inclusive participation.*



*With thanks to the World Curling Development Assistance Programme that supports many development projects throughout Australia each year.*

## ***With thanks to New Zealand Curling Association and Maniototo Adventure Park***

*For their continued support in hosting our National Championships in New Zealand.*

## **Report Production**

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