



Biathlon Australia Limited

(ACN 167 329 044)

Ground Floor 112 Wellington Parade

East Melbourne Vic 3002

Australia

www.biathlonaustralia.com.au

12 July 2023

Hello Biathlon Friends

Biathlon Australia - Intention to Unify with Snow Australia

As you know, Biathlon Australia (BA) (formerly ABA) has steadily been improving the organisational structure and governance of the sport. This process is aimed at addressing recurring issues of instability and conflict within the sport through establishing a new national sporting organisation that unified the sport of biathlon in Australia.

The number of board/exec committee restructures over the years, the fatigue associated with operating on a voluntary basis, the diminutive size of our sport in Australia, the desire to avoid conflicts of interest in the future, the governance gains achieved in the past 12 months and a goal to professionalise the administration of biathlon in Australia have caused the board to consider the best structure for the sport.

Following conversations with Snow Australia, the Australian Sports Commission (ASC), the Australian Olympic Committee (AOC) and the International Biathlon Union (IBU), the board is of the firm belief that, of the options available for future governance of our sport, unification with Snow Australia would provide the best structure, pathway and support for the long-term benefit of biathlon and its participants. This is also supported by Biathlon East Australia, NSW Biathlon and Biathlon ACT.

Snow Australia is the nationally and internationally recognised National Sporting Organisation (NSO) for competitive snow sports in Australia. Snow Australia is affiliated with the Fédération Internationale de Ski (FIS), the AOC, Paralympics Australia (PA) and recognised by the ASC. Snow Australia already manages athlete pathways and conducts events and programs across various sports including Alpine Skiing, Cross Country Skiing, Freestyle Skiing, Snowboarding, Para-alpine, Para-snowboard, Ski Mountaineering and specialty sub discipline activities within each.

Initial, early consultation with Snow Australia, has indicated that a phased implementation plan could be initiated following unification of biathlon in Australia. However, consistent with the Unification MOU previously agreed between BA and the Australian Biathlon Union Ltd (trading as Biathlon East Australia), further discussions with Snow Australia would only occur once Biathlon is able to communicate with a single and clear voice.

The anticipated benefits our Board has identified in pursuing unification with Snow Australia include:

- Strong governance to underpin sustainability and delivery of programs and services
- Further independent decision making and improved conflict of interest management
- Improved efficiency to ensure the best use of resources
- Improved and expanded services and infrastructure
- Improved athlete and coach pathways and the development of high performance pathways
- Improved southern and northern camps, with higher level training and beneficial experiences
- Increased exposure for biathlon and its athletes leading to increased interest in the sport and a larger, more competitive Biathlon community
- Enhanced relations with the IBU, AOC, ASC, state government sporting bodies and the Olympic Winter Institute of Australia
- Inclusion of biathlon as an inter-school event
- Access to a team of sports administration professionals (employed personnel) and a SIA advisor
- A more streamlined and consistent approach to business practices and operations
- An integrated snow community

Through this statement the board seeks to ensure there is alignment and collective agreement from BA and its members to embrace this process and commitment to unification of Biathlon in Australia, and subsequent phased unification with Snow Australia, in the best interests of the sport.

In particular, for full unification to be successful, BA and all members of the community will need to adopt and adhere to a collective set of values and expected behaviours. These values and expected behaviours include:

- *Unity – a collective approach that prioritises the best interests of the sport and its participants*
- *Accountability – doing what we said we would do and no hidden agendas*
- *Integrity – being open and honest, declaring and managing conflicts, and holding ourselves and others to account*
- *Respect – engaging in respectful and constructive conversations*
- *Enjoyment – having fun, striving to be our best, supporting each other with optimism and positivity*

The ultimate intention for BA to unify with Snow Australia has the full support of Snow Australia, the ASC, the AOC and the IBU. The BA board believes that the successful unification of BA with Snow Australia will have an overwhelmingly positive impact on the sport and its participants and will hold us in good stead both nationally and internationally.

We are genuinely excited by this opportunity and look forward to sharing and progressing our plans with Snow Australia.

Yours faithfully

The Board of Directors
Biathlon Australia Limited