

# NOMINATIONS COMMITTEE REPORT & DIRECTOR NOMINEE APPLICATIONS



## BACKGROUND

### 2025 BOARD ELECTION

Governance plays a vital role in our complex and growing organisation. Since forming four and a half years ago by uniting MTB, BMX, Road, and Track, AusCycling now represents over 50,000 members and 460 clubs—from grassroots to Olympic and World Championship competition. Our Board oversees a \$38 million budget and is responsible for the Australian Cycling Team, Clubs, Events, Compliance, Risk, Health and Safety, and key stakeholder relationships across all levels of government.

We value the contributions of our current Directors, who bring deep experience and continue to play a key role in our development. We also warmly welcome new candidates, whose interest reflects the strength and future of cycling in Australia.

Together, we look forward to building on our strong foundation and advancing AusCycling's success.

At the 2025 Annual General Meeting, an election will be held to fill two Elected Director positions. The following Directors have terms ending. These Directors have nominated and are eligible for re-election:

#### **Anne Gripper – Sydney based, former Cycling Australia**

The nominee has served 4 years and 7 months as a Director on the AC Board and is the Chair of the Ethics & Integrity Committee. Anne is also a member of the Oceania Cycling Confederation Executive Committee and the UCI Management Committee. Anne has a background in governance and ethics and integrity.

#### **Darren Alomes – Adelaide based – former BMXA**

The nominee is Deputy Chair of the Board and a member of the Nominations and History & Heritage Committees. Darren has served 4 years and 8 months as a Director on AC Board. Darren's professional background is in IT and cybersecurity.

The Nominations Committee confirms the following additional nominee is eligible for nomination:

#### **Richie Bates – Cairns based – Road and Track**

The nominee expresses their interest in joining the AusCycling Board, highlighting a background in both grassroots and high-performance cycling, alongside significant governance experience.

Nominee applications are attached with this report along with the election procedures.

## NOMINATION COMMITTEE

The AusCycling Nomination Committee, consists of:

- Lee Brentzell, Chair, Director
- Dean Ireland, (independent)
- Robert Nelson (Director – replacing Darren Alomes leading into Mr Alomes renomination)
- Marne Fechner, CEO (non-voting)
- Kate Palmer, COO (non-voting)



## STRATEGIC CONTEXT

With the establishment of AusCycling, the board and management has taken the opportunity to refresh and clarify our strategy towards 2032 which is built around four key pillars:

**Unite and Empower** - Create united, inclusive, and empowered communities where clubs, teams, partners, and people thrive.

**Win the Hearts and Minds** - Ensure every Australian child has access to bike education and grow and diversify our economy by being relevant to more of the Australian cycling riding community.

**Invest in our People** – Create, nurture, and maintain environments where people thrive.

**Develop Champions** - Deliver sustained performance success on the international stage and create healthy, inspirational role models that value their connection with the sport.

The AusCycling Board plays a key role in this strategy, supporting management to ensure they deliver the intended outcomes.

## AUSCYCLING GOVERNANCE PRIORITIES

The AusCycling Nomination Committee has used the Australian Sports Commission Governance Standards and board skills matrix to establish a set of priorities to assist members in reviewing the Director applications.

### Priority 1: Continuity

**The Nomination Committee believes the continuity of the current board should be highly weighted reflecting the early stage of AusCycling and the need to consolidate the merger over the medium term.**

The AusCycling Board has been in operation since October 2020 after the establishment of the new entity in September 2020.

AusCycling has benefited from the stability of the current Directors who have a thorough knowledge of the organisation (and the prior entities with both Anne Gripper and Darren Alomes Directors of Cycling Australia and BMXA respectively), a strong balance of commercial, governance and high performance sports skills, experience and knowledge, and envisioning Horizon 2 of Strategy2032. The current AusCycling Board continues to reflect the interests of the diverse membership.

### Priority 2: Gender Diversity on the AusCycling board

**The Nomination Committee highly recommends that the AusCycling proactively strive to achieve the targets in the National Policy on Gender Equity in Sports Governance prior to the mandated May 2026 deadline. A significant portion of funding is at risk if AusCycling do not meet the gender targets by the deadline.**

The AusCycling Board has 10 Directors, 4 of whom are female (40%). The Nomination Committee also acknowledge the value of 'discipline' and 'geographic' diversity, along with ensuring the AusCycling Board has a diverse range of skills and experience.



## **Director Skills and Experience – Eligibility and Prioritised Competencies**

**The Nomination Committee believes the prioritised competencies should be highly rated when evaluating nominations.**

The ability of the Chair and Directors to influence and connect AusCycling with corporate Australia and Government at all levels has been critical to AusCycling's growth and viability and will continue to be vital in the future. It is undeniable that the organisation needs to secure more resources so that we can provide the necessary support and services to our community.

AusCycling is committed to securing and maintaining a balanced and skills-based Board that has the knowledge and experience to represent the interests of all stakeholders, whilst providing contemporary leadership and corporate governance on behalf of the membership.

AusCycling's Board needs to reflect the community it serves in interest, geography, and diversity. In addition to considering competencies, the selection process should also maintain a balance across these multiple points of relevance.

AusCycling sought suitably qualified individuals who had a minimum of three (3) years governance experience as a Board Director on a State or National Board and could demonstrate a high-level knowledge of, and experience in, at least one of the following prioritised competencies:

**Senior Business Experience & Strategic Planning** – someone operating successfully in their chosen profession or business. Has the ability to review the strategy through constructive questioning and suggestion and contribute to the effective decision making of the board.

**Accounting and Finance** – the ability to read and comprehend the accounts, financial material presented to the board, financial reporting requirements and some understanding of corporate finance.

**Legal** – the board's responsibility involves overseeing compliance with numerous laws as well as understanding the individual director's legal duties and responsibilities.

**Digital & Technology** – an understanding of technology and its application to the business and its people.

**Professional Sports Experience (Playing or Administration)** – experience as an elite athlete or experience in the running of sporting clubs, academies, and associations.

**Facilities & Infrastructure** – industry and functional experience in the running of facilities and the development of sporting and other infrastructure projects.

**Other Board & Governance Experience** – previous experience with corporations or not-for-profits that will assist the board to maintain the highest levels of governance and requisite experience in managing areas of major risk for an organisation.



# DIRECTOR NOMINATION CANDIDATE PACK



## 1. Anne Gripper

Anne Gripper | [REDACTED]

To Member Clubs  
AusCycling Limited

*via email: [agm@auscycling.org.au](mailto:agm@auscycling.org.au)*

10 April 2025

Dear AusCycling members,

I am seeking re-election as a Director of AusCycling for my third and final term.

I am passionate about the positive role that sport generally and cycling specifically can play in strengthening communities and making people's lives better. I feel completely aligned with AusCycling's **United2032** Strategy and its three-horizon approach to i) driving elite performance, ii) growing communities and iii) building AusCycling into a vibrant and sustainable organisation.

I believe strongly in our vision of making Australia a nation of bike riders by advocating for our riders' safety, by building strong club communities and by making all forms of cycling and riding accessible to everyone.

As a Director, I feel proud of being part of our first horizon from 2021 to 2024, during which time we focused on creating a robust foundation of culture, systems and processes. I am excited about Horizon Two from 2025 and 2028, during which time we aim to build on the foundation of Horizon 1, by focusing on projects and initiatives to drive innovation and sustainable growth.

As a member of the Oceania Cycling Confederation (OCC) Executive Committee and the UCI Management Committee, I believe it is beneficial for AusCycling if I am re-elected to the Board to ensure clear lines of communication between the OCC, the UCI and AusCycling.

My particular area of interest and contribution to AusCycling is in the Ethics and Integrity area. Our strategy is underpinned by an unwavering commitment to diversity and inclusion, to integrity and clean sport, to building communities and to achieving excellence in the right way. I am committed to continuing my role as Chair of the Ethics and Integrity Committee.

I am happy to talk with any club representatives or individual members prior to the election to understand more about your aspirations for AusCycling and your expectations of me if I am re-elected as a Director.

Yours sincerely,



Anne Gripper

# Anne Gripper

## Sport | Governance | Ethics

A strategic leader with experience on  
both sides of the board table



Trusted Board Chair and Non-Executive Director. Recognised as an active, positive and collegial contributor to the decision making of a board, willing to ask the hard questions and arrive at solutions in alignment with organisational values and principles of good governance.

A transformational CEO in the private sector and Executive Director in the public sector. Successfully led major business transformation projects through a focus on effective change management, communication and engagement of staff and stakeholders.

International and national experience, with recognised expertise in sport, governance and ethics. Represented Australia at four age-group Triathlon World Championships.

### BOARD EXPERIENCE

#### Union Cycliste Internationale (UCI)

September 2021 - current

The international governing body for the sport of cycling, based in Switzerland.

- *Board member*
- *Chair, Integrity Commission*
- *Member, Para-cycling Commission*

#### Oceania Cycling Confederation

March 2021 - current

The confederation of 12 Oceania National Federations established to develop cycling in the Pacific.

- *Member, Executive Committee*

#### AusCycling (previously Cycling Australia)

October 2015 – current

- *Non-Executive Director*
- *Chair, Ethics and Integrity Committee*
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#### Pharmacy Council of NSW

July 2022 - current

Regulatory body established to protect the people of NSW by ensuring quality of care and service from pharmacists

- *Board member*
- *Hearing Panel member*
- *Audit and Risk Committee member*

#### Australian Centre for Rural Entrepreneurship (ACRE)

April 2018 - current

Influential social enterprise focussed on preventing regional decline through the creation of thriving rural communities. Specialised in leading community buy backs of local assets.

- *Non-Executive Director*



## **The June Canavan Foundation**

**June 2011 - current**

A philanthropic trust, based on the Sunshine Coast providing financial and human resources support to catalytic change projects in health, education, conservation and sport.

- *Chair / Non-Executive Director*

## **NSW Institute of Sport**

**April 2019 – September 2023**

Established to provide coaching, high performance support and daily training environments for NSW athletes.

- *Chair, Athletes Advisory Group*

## **EXECUTIVE EXPERIENCE**

### **NSW Office of Sport**

**October 2016 – March 2020**

#### *Executive Director*

NSW government agency focussed on providing opportunities for the people of NSW to participate in sport and physical activity.

- Recognised as a trusted and innovative leader of 320 staff and a budget of \$120m per annum
- Led a business transformation project – *A New Regional Sport Delivery Model* resulting in the implementation of 9 community developed Regional Sport and Recreation Plans.

### **Triathlon Australia**

**September 2010 – October 2015**

#### *Chief Executive Officer*

The governing body for the sport of triathlon in Australia focussed on making triathlon accessible for everyone through to driving Australia's Olympic performance.

- Led a business turnaround from a negative balance sheet in 2010 to a thriving member based, club focussed organisation with 42% increase in members and a strong financial position by 2015.
- Conceived and led the development of *Triathlon's Strategic Plan: 2015- 2019*

### **Union Cycliste Internationale (UCI)**

**September 2006 – March 2010**

#### *Director, Anti-Doping*

The Swiss based international governing body for the sport of cycling.

- Took on the entrenched euro-centric culture of team-based doping by engaging professional team managers, event organisers and professional riders resulting in the beginning of breaking down the persistent culture of cheating in cycling.

### **Early Career**

Australian Sports Drug Agency | [General Manager, Operations](#) | August 1999 – December 2005

Australian Sports Commission | [Assistant Manager, Human Resources](#) | February 1994 - August 1999

Digital Equipment Corporation | [Human Resources Coordinator](#) | December 1989 - February 1994

## QUALIFICATIONS

Company Directors Course | [Australian Institute of Company Directors](#) | 2022

Master Applied Science (Sport Management) | [University of Lausanne, Switzerland](#) | 2006

Bachelor of Arts (Hons) (Psychology) | [University of Sydney](#) | 1987

Performance Leaders Course | [AIS and Melbourne Business School](#) | 2015

## PROFESSIONAL MEMBERSHIPS

Australian Institute of Company Directors | GAICD

The Ethics Centre | General member

Philanthropy Australia | Active member

Women on Boards | Full member

## PUBLICATION AND PODCAST

Interviewee | Active CEO Podcast | ***The 6 Cs of Leadership***

**2018** <https://nrg2perform.com/anne-gripper-6-cs-of-leadership/>

Book Chapter subject | **“Secrets of Successful Sports CEOs”**

**2013** <https://trove.nla.gov.au/work/190057359?selectedversion=NBD52728534>



## **2. Richie Bates**

April 4, 2025

Re: Nomination for AusCycling Board Position

Dear Nominations Committee,

I am pleased to submit my nomination for a position on the AusCycling Board. With a deep understanding of both grassroots and high-performance cycling, extensive governance experience, and a strong track record in club development, I am well positioned to contribute meaningfully to the organisation's strategic direction.

My cycling journey began as an athlete in a capital city club, providing me with a solid foundation in structured racing and development pathways. However, it is my significant involvement in regional cycling that has given me a unique perspective on the sport's challenges and opportunities across Australia. As President of Cairns Cycling Club, I led a remarkable turnaround, overseeing membership growth, facility upgrades, and significant increases in junior and female participation. My roles as a National Commissaire, Regional Technical Delegate, and Coach & Commissaire Assessor have further deepened my engagement with the sport at all levels, from grassroots racing to national championships.

In addition to my sporting credentials, I bring extensive governance and policy experience, serving as a Board Member for Regional Development Australia and as an advisor to Queensland government ministers. These roles have honed my ability to navigate funding, infrastructure development, and stakeholder engagement—key areas where I believe AusCycling must continue to grow.

AusCycling needs leaders who understand the full breadth of the sport, from local clubs to international competition. I am passionate about ensuring cycling remains accessible, sustainable, and well-supported in both metropolitan and regional Australia. I welcome the opportunity to contribute my skills and experience to the Board and would appreciate the chance to discuss my nomination further.

Best regards,

Richie Bates

[Redacted signature line]

[Redacted contact information]

## **Professional Summary - Richie Bates**

Experienced leader with a deep commitment to club sport and regional development, bringing extensive governance and community-building expertise. Over a decade in public service, including local government leadership and state-level advisory roles. Proven track record in strengthening grassroots sport, driving club growth, infrastructure investment, and regional engagement. Longstanding involvement in cycling as an athlete, administrator, coach, and official, with a passion for innovation, inclusivity, and expanding opportunities in sport across regional Australia.

## **Governance & Leadership Experience**

### **Board Member – Regional Development Australia (2024–Present)**

- Contributing to regional economic development initiatives.
- Engaging stakeholders to support infrastructure, industry, and workforce growth.

### **Advisor – Queensland Shadow Minister for Jobs and Training (2025–Present)**

- Providing strategic advice on workforce development, skills training, and job creation.

### **Senior Advisor – Queensland Minister for Sport and Tourism (2021–2024)**

- Led policy development to enhance sports participation and tourism-driven economic benefits.
- Supported major sporting events and facility investments in Queensland.

### **Cairns Regional Councillor (2012–2020)**

- Served two terms overseeing infrastructure, community engagement, and economic policy.
- Chair of Water and Waste Committee with an annual budget of \$150m
- Investment in sports and active transport initiatives, including cycling infrastructure.

## **Cycling Competition, Administration & Technical Expertise**

- Extensive racing career in track and road across multiple states and territories, representative at elite national championships. Four national titles in master's competition and a silver medal at world masters' games.
- National Commissaire (2001–Present)
- Officiated at Commonwealth Games (2018) and multiple national/state events.

- President – Cairns Cycling Club
- Led the club to be named 2018 QLD Club of the Year.
- Oversaw a 14% membership increase and \$800k in major infrastructure upgrades
- Introduced successful junior, female **and indigenous** participation programs.

### **AusCycling Regional Technical Delegate & Assessor**

- Supporting the development of new officials and coaches.
- Ensuring high standards in event officiating and governance.

### **Key Competencies & Contributions**

✓ Strategic Planning & Governance – Over a decade of board and governance experience at local, state, and national levels. Proven ability to develop and implement strategic frameworks that drive organisational success.

✓ Sports Administration & Professional Experience – Extensive background in cycling as an official, coach, and club administrator. Understanding of elite and grassroots cycling pathways.

✓ Facilities & Infrastructure – Led funding and development of cycling facilities, including track resurfacing, clubhouses, and lighting projects.

✓ Community Engagement & Development – Established programs increasing participation in cycling with **first nations community**, juniors, women, and underrepresented groups.

✓ Finance & Sponsorship – Developed and implemented funding strategies securing grants and sponsorships for cycling events and infrastructure.

### **Awards & Recognition**

- Australian Sports Medal (2000)
- Queensland Community Coach of the Year (2019)
- Australian Domestic Coach of the Year (2019)
- Cairns Cycling Club Life Membership

### **Board Vision & Contribution to AusCycling**

Committed to ensuring cycling remains a leading sport in Australia by promoting strong governance, innovation, and inclusivity. As a Board Member, I will leverage my experience in public service, sports administration, and community engagement to drive growth, enhance infrastructure, and support pathways for riders of all levels.



### **3. Darren Alomes**

**Darren Alomes**

31 MAR 2025

**AusCycling Nominations Committee**

AGM@auscycling.org.au

**Subject: Re-election to the AusCycling Board**

Dear Nominations Committee,

I am writing to formally express my interest in being re-elected to the AusCycling Board. As a current Deputy Chair and a dedicated advocate for cycling in Australia, I am committed to continuing the work of strengthening governance, enhancing member engagement, and driving the strategic direction of our sport.

With extensive experience in sports governance, including leadership roles in both AusCycling and BMX Australia, I have played a key role in implementing structural reforms, refining risk management strategies, and ensuring financial sustainability. My professional background in IT and cybersecurity further supports my ability to safeguard the organisation's digital assets and operational integrity.

Looking ahead, I aim to focus on expanding grassroots participation, strengthening athlete development pathways, and fostering a more inclusive cycling community. Additionally, I will continue to advocate for improved governance practices and financial transparency to ensure AusCycling remains a leader in sports administration.

I am eager to continue contributing my expertise, leadership, and passion for cycling to the Board. Thank you for your consideration, and I look forward to the opportunity to further serve the AusCycling community.

Sincerely,

A handwritten signature in black ink, consisting of a stylized 'D' followed by a horizontal line.

**Darren Alomes**



**Darren Alomes**

## **Professional Summary**

Seasoned executive with extensive leadership experience in sports governance, IT, and community service. Proven record of accomplishment in strategic oversight, risk management, and stakeholder engagement within the sporting sector, particularly in cycling. Currently serving as Deputy Chair of the AusCycling Board, with previous leadership roles in BMX Australia. Extensive experience in corporate governance, policy development, and financial stewardship. Adept at driving organisational transformation and fostering inclusive and high-performance environments.

## **Key Skills & Competencies**

- Corporate Governance & Strategic Leadership
- Risk Management & Compliance (ASIC & Organisational Policies)
- Stakeholder Engagement & Advocacy
- Financial & Operational Oversight
- Policy Development & Organisational Change
- IT & Cybersecurity Expertise
- Community Service & Inclusion Initiatives

## **Board & Leadership Experience**

### **AusCycling Board – Deputy Chair (Present)**

- Provide strategic oversight and governance for the national sporting organisation of cycling in Australia.
- Lead high-level decision-making processes aligned with organisational objectives and regulatory requirements.
- Oversee risk management frameworks, financial sustainability, and stakeholder engagement strategies.

### **BMX Australia – Chair & Board Member (Previous)**

- Spearheaded governance reforms leading to the national unification of cycling disciplines under AusCycling.
- Developed and implemented policies ensuring best practices in governance and compliance.
- Advocated for athlete development pathways and grassroots participation growth.

## **Professional Experience**

### **BAE Systems Australia – Maritime Network & Systems Administrator (Present)**

- Provided IT and cybersecurity support for critical maritime defence projects.

- Ensured secure network infrastructure and compliance with defence industry standards.
- Collaborated with cross-functional teams to enhance operational security and efficiency.

### **City of Port Adelaide Enfield – Network Administrator ( till 2024)**

- Over 30 years of experience in Government IT and Cybersecurity.
- Led critical infrastructure security initiatives to safeguard municipal systems.
- Implemented risk mitigation strategies in alignment with industry standards.

## **Education & Qualifications**

- **Company Directors Course**, Australian Institute of Company Directors (AICD)
- **IT & Cybersecurity Certifications**
- Various Governance and Compliance Training Programs

## **Community & Voluntary Roles**

- **Justice of the Peace (JP)** – Providing legal document witnessing services to the community.
- **AICD Member** – Active engagement in governance best practices and professional development.

## **Professional Memberships**

- Various IT & Cybersecurity Professional Bodies

## **References**

Available upon request.



**END**