

## SRASA BOARD OF DIRECTORS MEETING

**MEETING:** Board Meeting Monday 18 April 2011

**LOCATION:** 6pm for a 6.15pm start  
Squash SA, 440 Goodwood Road at Cumberland Park

### **1 ATTENDANCE**

#### **1.1 Present:**

S. Abishara (SAb)	S. Allan (SA)	G. DeVizio (GD)	L. Franzi (LF)
C. Johnstone (CJ) – Chair		A. Proctor (AP)	A. Ryan (AR)

#### **Ex Officio:**

P. Sinnott (PS) - General Manager

#### **1.2 Apologies:**

M. Goldstone (MG)                      P. Teale (PT)

#### **1.3 Guests:**

Di Davis, Former SASI Coach  
Damien Hill, Bar and Gaming Manager

### **2. CONFIRMATION OF THE MINUTES**

2.1 Confirmation of the Minutes of the Board of Directors Meeting held on 21 March 2011.

*Moved: Sam Abishara                      Seconded: Alex Ryan                      Carried.*

### **3. ITEMS ON AGENDA (Reports Circulated Electronically Prior to Meeting)**

#### **3.1 Racquets Interior Design**

Defer to next Board Meeting

#### **3.2 Racquets Street Frontage Design**

Defer to next Board Meeting

#### **3.3 Gaming Pre-Commitment, Gaming Snapshot**

PS, D Hill and P Teale met with Minister of Sport & Rec, and Clubs SA, speaking of how mandatory pre-commitment will affect Squash SA. In meeting explained what losses will be felt to SRASA and Government. Re-iterated that Racquets SA financially underpins the sport of squash and broader community programs (free room hire for first aid training, local sponsorship).

98% are recreational gamblers. Should pre-commitment come in, a lot of the machines would not be able to be used – 6 out of 40 would be compatible. Circa \$5000 to make machines compatible, or \$18,000-\$23,000 per machine to replace. Government schedule is to implement pre-commitment by 2014.

An Independent Minister has withdrawn his support of Pre-Commitment, as he is not convinced it will help Problem Gambling.

D Hill talked on the Gaming graphs, State Average v Racquets NGR and Racquets Gaming Turnover.

### **3.4 National Teams Event**

The Senior Coordination Committee to look further into the suggested wording of the policy and will re-table at the June Board Meeting.

4.5.2 and 4.5.3 of policy requires further clarification

*“ 4.5.2 To be eligible for selection in a State/Territory Team, a player must be a current registered pennant/fixture player in his/her State/Territory of origin (origin being where they played their first match at the highest level of competition in that state) and have played at least 5 matches within the 6 months prior to the close of nominations for the NTC.*

*4.5.3 A player can play the minimum required matches within any State/Territory Pennant/Fixture, however must compete for their State/Territory of origin. “*

### **3.5 Best and Fairest Player Awards**

On overview of the criteria, eligibility and recognition of winner was discussed.

AR raised concerns that players were not consulted, and suggested renaming the Award to become “most valuable” player”, also adding the sponsor “Coastview Escape”. Communicate to players.

*Board suggested sending out another email to State 1 players, with the name changes, and re-iterating the voting criteria, specifying that it is a team decision who to vote for, but it is the Captains responsibility to place the vote. Also mention to all players about the “most improved/rising star” Award.*

*Senior Coordination Committee to define criteria.*

### **3.6 State Grade Women’s Proposal**

Alissa gave an overview of the current Women’s Pennant, and the changes they were considering which included moving Women’s State 1 competition to Tuesday nights, to play on same night as Premier League mens. The feedback received to date from female players regarding the proposed changes was also discussed. The Women’s Committee have decided to defer implementation of the proposed changes until 2012 Autumn Pennant, and to seek more direct feedback from players, maybe through a survey.

Proposed to trial top players/mixed teams competition for between pennant seasons.

*Board suggested to research the options some more, send survey out to all players and court owners. Send an email to all female players advising it is a work in progress.*

## 4. GENERAL MANAGER'S REPORT

### 4.1 General Overview Report

#### 4.1.1 Nicole Boyd Appointment

Nicole Boyd has been employed on a Contract basis up to 15 hours per week to Project Manage Squash Week.

PS provided a broad overview of Nicole's work with Squash Week:

- Squash Week voucher, bookmarks, flyer
- Promotion at A-Mart early June on a Saturday, with an inflatable court, junior fundraising, bbqs
- Sunday Mail Booklet will feature a full page spread, with Chris Dittmar speaking on Squash, where Squash SA is at now. The story will also feature a number of ambassadors of Squash, Neil Craig etc.
- Promotion on Triple M radio, with Chris Dittmar doing the voice over. Triple M cars will be out with Squash "show bags"
- Wednesday (15/6) Squash SA will be in Rundle Mall with 2 inflatable courts, with activities from 11 - 2pm. Local high schools will be involved, showing a "hive of activity". Stalls will be there with Squash "show bags". Office of Sport and Rec are enthusiastic about the idea, and may help add to showbags. The Squash Showbags will be a blue bag, with balloons, vouchers, general how to play squash info, pens and wrist bands. ORS may fund to give-away cheaper squash racket (100ish), another (500 showbags without). *AR suggested don't give racquets out, make people redeem at courts?*
- A letterbox drop to x (2000?) number of households near to affiliated squash venues. Flyer will be doublesided, venue specific, offering 50% off half hour court hire. Promotion will run til end of July. "Get Moving Play Squash". Find out from courts how many people redeem voucher, Squash Week specific phone line and website to help monitor how well advertising going.
- Asthma SA and Heart Foundation are being approached to be "Proud Partners" of Squash Week.

Private sponsorship \$500 – Logic Finance and Peter Roberts Physio, with further sponsorship being sought and finalised.

PS to email sponsorship packages to Board Members \$500 and \$1000. Sponsors venue specific.

#### 4.1.2 Bean Counters

PS will engage a MYOB Consulting Company (Bean Counters) to extract Squash SA budgets from excel documents and convert to MYOB which will refine monthly reporting.

#### 4.1.3 BRM Holdich

At the Life Members lunch, the Life Members spoke of the need for Squash Rackets to focus on building the capacity and efficiencies of Racquets SA. Mark Booth from BRM Holdich will undertake an operational review of Racquets SA, to assess the current operations and capacity building.

#### 4.1.4 Northern Development Officer

Noted in Confidential Items.

#### 4.1.5 McGregor Tan Customer Satisfaction Survey

McGregor Tan will be conducting a phone survey on Squash SA's behalf, including Squash SA and Racquets SA components.

*The Board approved the General Manager's reports.*

*Move: Stewart Allan*

*Second: Alissa Proctor Carried.*

### 5. **FINANCE** (Reports Circulated Electronically)

#### 5.1 Income Statement Racquets SA / Squash SA

**Racquets** All looking good, gaming is increasing. All controllable areas running to budget. Platinum membership has increased – using discounts etc, so fact that more people using it is a good thing. User driven demand. Main expenses – Admin – set up commercial bill account to draw off.

SA requested monthly Bard, Gaming and Bistro graphs

*Suggested Google Docs would be an ideal way to share files, Squash SA to implement before the end of the financial year.*

**Squash** Abnormality – pennant, \$19,000 – will correct with invoicing. NJS – prepayment, costs will be re-cooped.

*Moved : Sam Abishara*

*Seconded: Alex Ryan*

*Carried.*

#### 5.2 Bank Statement

PS Spoke on bank statement.

#### 5.3 Financial Summary Report

As above.

### 6. **GENERAL BUSINESS**

#### Di Davis

PS introduced Di to the Board. Di is a former SASI Coach, who had a break from Squash, but now would like to offer her resources. She is passionate about the game, and happy to assist Squash SA (without taking on 'on court' coaching).

DD reviewed the new Pathways Structure Squash SA has in place.

Key Points:

- A great model, with the lower tier well catered for. Model should be seen as a "Work in Progress", as circumstances can change, so be aware it might need to be modified as required.
- Good that Squash SA making players responsible for paying their own way – make them appreciate it more.
- Need to show how we are going to get players through from Junior Development Squad to top level. What happens after Junior Development Squad? Need a program. Will take players approx 10 years to reach their peak.

- Use talented athletes – if they are not going to truly be professional squash players, use money to pay a good rate to them to work as Coaches for Squash SA. Don't de-value Coaches. Look at ex athletes that have been through Institute program – learnt sports psychology, etc. Call them, see if interested. Junior players need something to aim/strive for (see if they follow “these steps” they can be like Michelle Martin).
- Keep interest there so you don't lose the juniors to other sports – AFL, Socceros etc. Have to get our kids to events where Squash Australia coaches can see them and notice their talent, top coaches won't come to us. Coaches need some international experience to see how what standard international juniors at (attend overseas tournaments).
- Raise junior player standards – push them harder, train harder/more. Teach them how to practice/train more effectively – to the point where the player should be able to pinpoint what part of their game they need to practice more.

#### PS Summary

- Model needs next level of programming content, script for how juniors players become elite athletes
- Talent ID our own athletes
- Meeting with National Coaches after Easter, and check in with parents about how they feel coaching is going. Involve Di in the Workshop which will be held after Easter.
- Target former athletes, involve some of them in analysing the growth of our model, and coaching.

#### Lynton Franzi

Board welcomed Lynton Franzi to the Board. Lynton spoke on his previous roles/history. GM of Next Gen, now Tennis Australia National Facilities Development Manager. Still plays squash.

#### 6.1 Squash Gala

Squash Gala to be held at Grand Chancellor on Hindley Street, Saturday 18 June from 7 – 11pm. Tables of 8, if a “Table Captain” sells whole table, 1 seat for free (pay for 7). Bookings to be available online. Tickets \$70, \$40 for juniors. Free tickets will be given to Award recipients, sponsors and ‘Proud Partners’, and winning pennant teams will receive 1 free ticket/team. There will be a band, and the dress code will be ‘lounge suit’. There will also be an MC, and only 4 or 5 awards will be presented. Cost to Squash SA \$5000. Powerpoint presentation will be shown on the walls to celebrate pennant winners. Reduced rate for staying at the Grand Chancellor during Squash Week. Free room to raffle off/give away.

#### 6.2 Australian Racquetball Championships

SAb attended the recent Australian Racquetball Open held at Wangaratta on behalf of the Board to see how they ran the Australian Racquetball Championships. The event attracted 90 singles entrants and 60 doubles entrants. The Wangaratta sports centre had 6 courts and matches ran from 9am to 9pm on the Saturday, and into Sunday morning. The event was conducted very well and matches were run very similarly to what we do here in SA. The success of their event is due to the pre-tournament work done with developing marketing in the local media and with attracting local business' as sponsors for the event.

This includes a 20+ page magazine that is included as a lift-out in the local newspaper a few weeks prior to the event. They also start priming people early via mail and email. SAb also met with their tournament committee and heard how they helped to grow racquetball numbers in the area. The Racquetball Championships were sponsored by Citizen, so all event winners received Citizen watches, which the players agreed was nice to receive a gift they could take away as opposed to cash only prizes.

SAb is going to establish a steering committee and in conjunction with Des/John will develop a plan for growing racquetball player numbers in the Barossa. SAb will also talk to the local tourism bureau and local business for marketing opportunities and sponsorship.

Sth Australia are hosting the Australian Racquetball Open in 2014/15

PS, SA to meet with Leonie Johnston, Racquetball Pennant Coordinator.

### **6.3 CBR Draft Report, Future Facilities Strategy**

Board to review over Easter. PS o prepare a public consultation plan to communicate the strategy to State and Local Government, Court Owners and Players.

AR concerned that Next Gen left off of the report.

*Board to read, and provide feedback. June for consultation process.*

## **7. POLICY**

7.1 National Teams Event

7.2 Best and Fairest Award Policy

## **8. CORRESPONDENCE**

### In

L. Margon, Approved Coaching Pool

[J. Groves](#), Approved Coaching Pool

G.O'Donnell, SA National IT Working Group - Alissa Proctor joined the working group, thanks to Alissa for taking on the position.

G. O'Donnell, SA Independent Audit

[K. Reeves](#), Thank you SA Award Nomination

### Out

K Reeves, Acknowledgement of Correspondence

Invitations – New Office

## **9. SQUASH AUSTRALIA**

Refer to Correspondence.

## **10. NEW BUSINESS**

### **OH&S Legislation Changes**

SA – at National level the Federal Govt is working to introduce a national OH&S legislation, to be implemented by January 2012. Penalties have increased, \$s and jail time. Impacts on Directors of the Board of Squash Rackets Association of SA Inc. Need to make sure that in terms of safety for Squash SA and Racquets SA staff, that we comply. We may also need to ensure venue operators comply. SA suggested we need to get up to speed on the “act”, maybe holding a session on what it means as a Board, and a workshop for Court Owners.

PS advised Squash SA have Directors and Officers insurance coverage.

### **Alan Doubleday**

An update on an incident that occurred during pennant on 31 March 2011, Next Generation v Campbelltown. A complaint was made against Alan Doubleday, which led to a Tribunal process initiated Friday, for Monday evening. Campbelltown attended the Hearing, but Alan did not attend. Alan received an email with the outcome, and immediately rang Squash SA saying he was unaware the Tribunal was that particular Monday and thought it was the one after. An Independent Panel was held, and heard Alan's side of the story which differed greatly to the allegations against him. The Independent Panel feel a re-trial is needed, with both parties heard by the same panel.

From this, it was decided that a more defined process of misconduct needs to be created, stipulating what is misconduct, and what are penalties to help keep the process uniform. A step by step process/flow chart will also be created, with players able to fill out an official complaint form available on the website.

SA suggested LF may be able to help us define this process, as Tennis SA has had similar issues.

*Retract existing letter. Re-trial of all parties. Review/clarify tribunal process further, and communicate to players. PS to set up re-trial.*

### **Pennant Committee – Briefing Paper (misconduct)**

A briefing paper was submitted on misconduct, and proposed sentences for certain types of misconduct. Board approved in principle, the changes made to the Pennant Bylaws and processes.

*Move: Alex Ryan*

*Second: Lynton Franzi*

### **Hendon Squash Centre**

Officially up for liquidation on weekend. Facilities Committee will investigate.

## **11. CONFIDENTIAL ITEMS**

### **Northern Development Officer**

Discussions held "in camera".

## **12. BOARD DIARY**

Monday 16 May 2011 at 440 Goodwood Road, Cumberland Park.

## **13. CLOSE MEETING**

Meeting closed 9.20pm.