



Squash Australia Ltd

Office 9, Sports House
150 Caxton St
Milton, QLD, 4064

Tel: (07) 3367 3200
Fax: (07) 3367 3320
squashoz@squash.org.au
www.squash.org.au

ABN: 73 072 625 935

Affiliations

World Squash Federation
Australian Commonwealth Games Association
Oceania Squash Federation
Confederation of Australian Sport
Australian Olympic Committee

19th November 2012

Memo To; Squash Australia Member States & Territories (President & EOC members), Associate Members and Squash Australia Directors
Cc Squash Australia staff and committee members
Re: Summary of Outcomes of Squash Australia Board Meeting Saturday 27th October 2012.
From: Gary O'Donnell CEO

The following information is a summary of outcomes of the Squash Australia Board of Directors' meeting of Saturday 27th October 2012. The meeting was held at the Darwin Squash Centre, Darwin and attended by; John Lee, Carol Kawaljenko Ollie Lind, Steve Bowen and Marcus Smith, the CEO Gary O'Donnell also attended. National Head Coach Byron Davis attended in part.

The Board will next meet 'face to face', Sunday 2nd December 2012.

Items Approved by the Board:

a. Squash Australia Strategic Plan Amendments

CEO overviewed several amendments to the Strategic Plan, to better align with the sport's needs and in particular to focus attention on Participation Planning, those being

Key Result Measure 1: *Squash will have a positive growth trend in its participant registrations.*
replaced old - Squash will have a positive growth trend in its participation base.

Key Result Measure 2: *Squash will broaden its participation offerings through nationally led participation programs and competitions.* Replaced Old - Squash will increase its share of player registrations against the participation base.

Strategies

2. Participation Framework - Segment the market - kids to adults, find programs to meet the market, map existing *offerings*, develop new *programs*, brand in like way.
3. *Centre Operator programs - Develop products to help the delivery of the sport i.e. signage, programs, IT mechanisms. (move to KRA 2)*

b. Project Plan Oz Squash

CEO overviewed the OzSquash Project Plan as prepared by NDM Trevor Smith and amended by the CEO, particularly in the context of the ASC Participation grant needs and integration with the Squash Australia Strategic Plan. The Board noted that an FAQ for various proponents needed to be produced and also highlighted developing a mechanism to control access to the program for centres and clubs on an annual basis. Following discussion the Board endorsed the document.

CEO also highlighted the ASC's expectation of a six monthly meeting & reporting regime *Participation Planning and Performance Monitoring (PPPM)* and to facilitate this provided a draft *Terms of Reference for the Squash Participation Committee* for Approval. Following discussion the Board endorsed the document.

c. KRA 6.4 YTD Finance Report

The Board reviewed the YTD September 2012 Finance Reports as prepared by staff, particularly noting the current cash flow needs of the organisation. The Board approved the report.

Principal Partner



Australian Government
Australian Sports Commission

Official Ball



AUSTRALIAN
INSTITUTE OF SPORT



d. Annual Meeting, Workshops & Awards Dinner.

The Board resolved to hold the 2013 Annual Meeting, Workshops & Awards Dinner gathering in Sydney having received submissions from each of Squash NT & NSW Squash.

e. 2012 Australian Women's Team Manager.

The Board discussed the candidates for this position and resolved to appoint Vicki Cardwell to support the 2012 Australian Womens team as its Manager.

f. 2012 Australian Junior Championships - Hobart.

The Board received a comprehensive set of Reports as provided discussing in particular the commentary on uniforming, the functioning of representative teams (particularly in the context of the Facebook incident) and how the current provision of referee service will act as a focus for referee development. The Board acknowledged the efforts of many particularly the TOG members in delivering the Championships. The Board resolved to include the conduct of State/Territory junior representative teams to be an item for discussion at the President's Council.

In a further item the Board also approved that Australian Championship (AJO, AJC etc) tournament merchandising will be under the control of SA.

g. KRA 6 Member Service Agreement (2012 synopsis & 2013 activation)

- 2012 - The CEO highlighted his 2012 synopsis of the efforts of members and the need to lift operating and administrative standards.
- 2013 - In terms of the current requirements in the MSA, as requested by the EOC Item 10 to have a \$10,000 parameter applied and Item 11 be deleted. The MSA for 2013 to be finalized and presented at the upcoming President's Council.

Items Discussed by the Board:

a. Squash Matrix - The Board noted the comments contained in the CEO's Report which were embellished by Marcus Smith. Marcus added or amplified;

- The Matrix rebuild was actually bringing together 17 database systems (based in access) into one operating framework utilising SQL;
- The commentary around the change is 'dying down';
- The need to contain costs by saying 'no' to requests which focus on overly 'bespoke' reports or system developments;
- The steps being undertaken by the lead contractor who with the support of the under tenderer will now progress to the payment gateway.
- Ongoing support - Marcus indicated that works are being undertaken on a 'time and materials basis' and that at a future point SA will need to consider whether this would be better dealt with via a retainer or similar 'long term' agreement.

The Board acknowledged and thanked Marcus for his substantial effort and achievement in delivery the Matrix rebuild.

b. Australian Open - The Board discussed the delivery of the Australian Open in the context of the reports provided by Gary Hampson both written and financial. The financial loss to be in the order of an unaffordable \$120,000. The CEO highlighted discussions he had had with possible 3rd party advisers or supporters. The Board resolved that the CEO discuss the involvement of one of these into the project and that the period through to the December Board meeting be used to 'sure up' a solution to the AO financial model and therefore resolving the events status for 2013.

c. Media on Kasey Brown – the Board considered the recent 'press' around Kasey Brown, the promotion by the journalist through NSW Squash's Facebook page and the email discussion with senior players in the Performance Pathway. The Board resolved that no further release be published as the likely response was more 'downside' to the matter.

d. Performance Pathway – NHC Byron Davis joined the Board meeting and referred to the papers as provided which focussed on the Reports of the NTDCs for the 2011 Girls and 2012 Boys national teams which competed at the World Junior Championships and a set of ensuing recommended changes to the structure of the Talent Squads. The Board discussed these matters including;

- The provision of 'additional' layers (13, 15, 17 age groups into the Talent Squad program), these younger three age categories to focus from a participation basis on the Australian Junior Squash Tour leading to selection in Australian Jnr Teams (U13, U15, U17 yrs) to play in international competition events with for example NZ, Malaysia etc. This structure will allow a graduated

approach to Australian representation as a progression towards the Australian Team to compete at the World Junior Championships.

- The U19 age group to remain focussed on participation on the PSA & WSA tours which would facilitate selection parameters.
 - The Board endorsed these changes subject to further advice regarding transitioning from the current structure.
 - This lead to a further discussion on the junior age groupings system used in Australia i.e. the YAG system as different to the international standard of 'under the age' on the final day of the tournament. The Talent Squad age groups, given their focus on international competition will need to be structured in accord with the international system. The Board to further consider this aspect given feedback from the members and staff.
 - Senior/AIS Program focus had migrated towards a camps basis as different to a residential program, with the U21 squad in operation. It was anticipated in 2013 some 18 camps (6 @ for Women, Men & U21) would be conducted. This structure would be most effective given the need to facilitate Doubles activities and be flexible with regard to camp locations both in Australia as well as overseas.
 - 2013 Athlete Agreements, will be based on the 2012 edition but need some amendment given scheduled activities. The Board felt that a first warning be applied to administrative & promotional compliance aspects which stipulate fines be applied from the 'first offence'.
- e. NSW Complaint regarding correspondence between NSW Squash & SA being circulated within NSW Squash circles - The Board discussed the matter. Each Director stated they had not on forwarded the document. The CEO indicated he also had not and felt no 'accidental' transmission had been made by the Squash Australia office. NSW Squash to be advised of this in due course.
- f. Q Squash – the President & CEO continued to attempt to meet with the Q Squash Board.
- g. Squash Vic Expenses - cancelled Australian Teams Championships 19 – 21 October - CEO presented a request of Squash Vic concerning the cancelled Australian Teams Championships. Marcus Smith requested advice of S/T entry level, which the CEO stated only Squash Vic & SSA. The Squash Australia Board considered the request of Squash Vic to recover travel costs of \$1,020 and uniforming costs of \$1,033. Resolving to reimburse the travel costs of \$1020.
- h. Governance review – the Directors confirmed with each other as to the completion of their survey document.
- i. Performance Pathway Review – the Board discussed the conduct of a review, resolving to allow the Governance Review to be concluded before progressing.

Items Noted by the Board:

- a. The Board acknowledged the WSF AGM Minutes and workshop papers.
- b. The Board acknowledged the OSF AGM Minutes and workshop papers.
- c. The Board acknowledged receipt of the Australian Commonwealth Games Association Annual Report
- d. The Board acknowledged receipt of the Squash Vic Annual Report

Yours sincerely,



Gary O'Donnell
Chief Executive Officer