

SRASA BOARD OF DIRECTORS MEETING

MEETING: Board Meeting Monday 27 June 2011

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

1 ATTENDANCE

1.1 Present:

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

Ex Officio:

P. Sinnott (PS) - General Manager

1.2 Apologies:

1.3 Guests: John Cranwell, Pathways Manager (JC)

2. CONFIRMATION OF THE MINUTES

2.1 Confirmation of the Minutes of the Board of Directors Meeting held on 16 May 2011.

Moved: Lynton Franzi

Seconded: George DeVizio

Carried.

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

3.1 Talented Athlete Fund (JC)

JC summarised that in 2011 Squash SA introduced the Talented Athlete Funding as part of the Performance Pathway Program. Two athletes were allocated the inaugural funding, Justin Beard (23) and Ben Werchon (19). Both players travelled overseas to compete and have achieved their respective KPI's, as outlined in the Briefing Paper.

Since returning, Ben has advised Squash SA he is not sure if he will continue with squash as he is feeling burnt out.

JC and James Rogers met with Mike Corren (and Mike Nash) as Mike Corren looking at ways he can be involved in and give back to the sport such as coaching/mentoring juniors. JC to prepare a proposal outlining options or Board Consideration. The Board agreed this would be treated as a separate funding opportunity and did not fall within the category of Talented Athlete Funding Scholarships as part of the Performance Pathway Program.

RECOMMENDATION

Cease payments to Ben Werchon. Squash SA to confirm in writing.

Process 2nd instalment payment to Justin Beard.

Moved: George DeVizio

Seconded: Cheryl Johnstone

Carried.

3.2 Performance Pathways Stage 2 (JC)

JC spoke of the Performance Pathways review that was held with the GM, PM, DO's, Grant Norman (JCAC Chairman), Karen Burnard (parent representative) and Di Davis. The key outcomes from this meeting form the recommendations listed in the Briefing Paper;

- 3.2.1. Current State Junior Development Squad (SJDS) to continue as is (in terms of structure), however needs to be relevant, fun and challenging for all athletes.
- 3.2.2. Slowly increase the fitness program of the SJDS leading into the AJC.
- 3.2.3. Increase the minimum level of commitment to attend sessions (from 1 per month to 2 per month).
- 3.2.4. Replace the Emerging Athlete Funding Program with an 'Emerging Athletes Squad' (max of 8 athletes). Athletes to receive:
 - a. \$1,000 financial support from Squash SA for travel to interstate events
 - b. Access to intensive individual and squad coaching sessions conducted by the 'Team Leader' (max total of 8h per week for Team Leader)
 - c. Access to courts and gym free of charge (to be negotiated with a centre and any costs to be covered by Squash SA) to continue their own training programs
 - d. Professionally assessed and written training program (court and gym) including nutrition
 - e. Tournament planning support from Team Leader

Note: Redirection of current budget allocations, not a new expense.

Current emerging athletes - Jasmin Burnard, Stacey Cope, David Fumpson, Trae Menzies.

Discussions on differences between Squash Australia Pathways and Squash SA Performance Pathway Model, should Squash SA align to the National Pathway? Squash Australia have assigned Rodney Eyles National Development Coach to work with South Australia.

Information paper to be developed.

The Board approved recommendations 3.2.1 to 3.2.4 on the basis that this be introduced for an interim for a trial period of 6 months and review feedback we receive from athletes and parents.

To conduct a full evaluation incorporating parents and athletes, and define clear KPI's to measure the success of the program.

To prepare an information paper for parents and coaching pool.

To investigate Industrial Relations considerations (PS).

Moved: Alissa Proctor

Seconded: Sam Abishara

Carried.

3.3 Coaching Issues Paper (JC)

JC spoke to the briefing paper, outlining current coaching issues. Mainly being the lack of coaches to fulfil coaching requests from players. Coaching is seen as a hobby as opposed to an occupation.

Squash SA to prepare a comprehensive Coaching Pathways Plan that addresses a number of the current issues. This plan would have clear directions for the next 1-3 years.

RECOMMENDATIONS

Squash SA to establish a 'Coaching Advisory Committee' with 'Terms of Reference'. Nominations to be called from across the squash community, including Squash Australia and a representative from the PCASA (not a Squash SA employee).

Pathways Manager and Coaching Advisory Committee to prepare a comprehensive Coaching Pathways and Business Plan for consideration and endorsement by the Board.

Move: Sam Abishara

Seconded: Alex Ryan

Carried.

3.4 Junior Participation Update (JC)

Juniors – afternoon coaching sessions, tournaments (8/year) and camps (2/year). Tournament numbers have been steadily increasing.

Follow up on tournament drop-outs as to why they not playing etc – exit survey.

JC spoke on Secondary school competition, explaining that Development Officers now attend the competition, talking to talented players and encouraging them to play tournaments and explain pathway options.

Friday Future Stars competition – CJ spoke that transport issues may be a problem for students to attend.

PT – need to think of other ways to encourage juniors to play pennant and tournaments, offer them incentives.

JC – suggested this could be implemented at a Club level to reduce fees for juniors to them started playing pennant. Will Gray has a suggestion in this area and will be attending the July Board Meeting.

Circulate secondary schools booklet to board via email, showing students the pathway from secondary school squash.

RECOMMENDATION

Pathways Manager to formalise the proposed Rebate changes into a new 'Junior Club Rebate Policy'. Included in this policy will be an 'Approved Coaches' policy outlining eligibility requirements (*including Friday futurestars*).

Pathways Manager to work with Member Services Manager to create a 'Junior Player' membership form which incorporates permissions (photo, publishing of rankings etc), child safety requirements and their participation details (eg, club, junior program, coach etc).

Create an exit survey for juniors who drop out after 1 tournament to find out why.

Move: George DeVizio

Second: Philip Teale

Carried.

3.5 Facility Enhancement Grant (PW)

PS spoke to the briefing paper FEG update. FEG panel, MG, PS and Richard Mellon, Manager Industry Recreation Office for Sport and Recreation. PS outlined the application scoring assessment table. After the assessment panel, a report will be provided to the Board.

SA - Court owner concern – received a FEG grant, job not completed on time. Staff member suggested they not able to put in application due to previous project being incomplete. True statement in accordance with criteria

and policy, but maybe could have been offered opportunity to re-apply and make his case. *Change Squash SA communication techniques to venue operators. Non achievement guidelines – Squash SA to develop.*

Discussion on how a Professional Development concept would be offered to a group of operators to travel interstate to view successful centres and speak to venue operators.

Breakdown some of the guidelines (eg “commitment to Squash SA”), and advise Courts of the key criteria and judging/assessment process.

RECOMMENDATION

Panel will meet on Tuesday 28th June to make selection of successful applications.

Board endorse the panels funding allocations via email on June 28. Refer back to the board for endorsement at next Board Meeting 18th July, and advise applications after.

Notification of applicants **19th July** either success and unsuccessful.

Introduce a Project Progress Report Flowchart for 2011 FEG Program.

Move: Sam Abishara

Seconded: Cheryl Johnstone

Carried.

3.6 2011/2012 Budget Recommendations (PS/PT)

Repay commercial bills taken out. Run at small loss.

Marketing – how much and to what extent. Racquets SA needs more guidance with marketing and promotion. Increase to \$15,000/year. Use this time for finding Corporate Sponsors, offer bonus incentives for Marketing Manager on successes. Increase Racquets SA’s functions.

Regional – increase in affiliations from regional clubs. Consider making County Coordinator role incentive based.

Wages –CPI increase.

More detail budget at next meeting – 1st (base) budget realistic and achievable. 2nd budget to be a stretch budget stretch income targets – increase of participation and spend at Racquets SA, and pennant participation.

MG - is the Pokie reform (mandatory or voluntary commitment) accounted for in the budget projections? PT - Earliest it will be implemented is 2014.

LF – enquired about the value of Racquets and property, PS advised Racquets SA is valued at \$7.6M as a going concern. Land Value \$1.2M.

Board noted the budget discussions.

4. GENERAL MANAGER'S REPORT

4.1 General Overview Report

4.1.1 Northern Development Officer Appointment – Andrew Edwards

PS introduced Andrew Edwards to the Board. Andrew spoke on his previous study, experiences within the squash community and previous employment as development officer with the Adelaide Crows.

4.1.2 Stretch Targets

As above.

4.1.3 Get Moving. Play Squash - 2011 Squash Week

PS spoke on Squash Week, will distribute survey and formal evaluation to Board, players to assist with future planning. Marketing Committee to debrief. Formal report to be presented at the July Board Meeting.

Good feedback has been received from players, and attendees of the Gala Dinner.

4.1.4 Contractual Appointments

Engaged ceiling company to repair Racquets SA, circa \$150,000 loss of turnover – claim interruption to business with insurance policy. \$30,000 to fix ceilings – work to start tomorrow. Structural engineer made statement that the ceiling is structurally secure in the interim. 5 machines closed down as directed by the Office of Liquor and Gambling as a precautionary measure.

Carpark complete – safe parking outside, increased parking access. Racquets SA tracking movement throughout venue, to analyse target market.

Minister T Kenyon MP – Joint Selection Committee on Gambling Reform. Racquets SA response regulate sport betting as no different to pokies. Internet gambling does not create jobs in our community.

ORS Grants review. Squash SA response Fairer allocation out of funding, more to grass roots. Organisations like Squash SA are ineligible due to pokies, but shouldn't be as we can deliver sustainable project as we have the finances to underpin the funded project.

2011/2012 insurance policies have been placed out to tender or comparison.

5. FINANCE (Reports Circulated Electronically)

5.1 Income Statement Racquets SA / Squash SA

PS spoke that all areas are running to budget.

5.2 Bank Statement

PS tabled bank statement.

5.3 Financial Summary Report

As above.

6. GENERAL BUSINESS

6.1 Gala Event (CJ)

As discussed above.

6.2 Junior Ranking Policy

Not discussed.

6.3 Hendon Squash Centre (Open Discussion)

Knight Frank valuation of Hendon Centre not received. Concerns that the purchase of Hendon would deviate Squash SA from the direction outlined in the Strategic Plan. Need to explore all options – noted that it would be a great training venue, get other sports involved.

SA – massive venue. Not well signposted or know about. In industrial area. A lot of work needs to be done. Does have a showcourt, including a bar.

Look at catchment area/demographics. Are schools/houses nearby?

Need further detailed and complex discussions. PS to circulate valuation when received..

Invite Len Atkins to take part in Board Workshop when Hendon Facility is discussed.

6.4 Facility Enhancement Grant (MG)

As discussed in 3.5.

6.5 Board Strategic Planning Workshop (MG)

PS – Rex (new Barossa Centre) offered to host the Board Strategic Planning day at the centre for no charge. Stage 2 behind schedule (squash courts). Defer workshop until Centre all operational.

6.6 Facility Development Report (LF)

Deferred due to Hendon valuation not in yet. CBRE report not yet refined. FD Report to follow when more information available. City of Port Adelaide contacted Squash SA about ASB courts and squash's needs.

7. POLICY

8. CORRESPONDENCE

In

ORS Funding Review

ORS Funding Acquittal

Note that 440 Goodwood Road, Cumberland Park for sale. Look into sale value. GD and PT explore further and put forward business case on buying property.

Move: Stewart Allan Second: Sam Abishara Carried.

Out

J Mudge, National Selection Policy
ORS Funding Acquittal
ORS Funding Review
Hon Minister Kenyon, Gambling Reform

9. SQUASH AUSTRALIA

9.1 Squash Australia Board Meeting Outcomes

PS – work closer with coaching and performance pathways, and sharing resources with other associations (eg Squash Week ‘manual’ (brand, image, template), affiliation forms and standards). Put value on products we can offer.

10. NEW BUSINESS

No new business.

11. CONFIDENTIAL ITEMS

11.1 Performance Appraisals/Bonuses

Discussions held ‘in camera’

12. BOARD DIARY

Next meeting Monday 18 July 2011 at Squash SA, 440 Goodwood Road at Cumberland Park.

13. CLOSE MEETING

Meeting closed at 9.20pm.