

**Affiliations**

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

ABN: 73 072 625 935

**MEETING MINUTES, PRESIDENTS COUNCIL OF SQUASH AUSTRALIA LTD**  
**8.00pm EST, Monday April 4th 2016**  
**Teleconference**

**Present:** Mr David Mandel – Squash Australia (“SqA”)  
Mr Leon Barnett – Tasmania (“Tas”)  
Mr Steve Bowen – West Australia (“WA”)  
Mrs Ros Preston - Queensland (QLD”)  
Mrs Dawn Moggach – NSW (“NSW”)  
Mr Grant Norman - South Australia (“SA”) [substitute]  
Ms Peta Murphy – Victoria (“VIC”)

**Apologies:** Ms Sue Shearer - Northern Territory (“NT”)  
Mr Sam Abishara – South Australia (“SA”)  
Mr Bob McComas – ACT (“ACT”)

**Item**

1. Opened by the President of Squash Australia

The President of SqA called the meeting to order at about 8.00. He welcomed Grant Norman, who advised that Phil Sinnott is recovering well and currently planned to return to work on a part-time basis the following week -W/c 11<sup>th</sup> April.  
The President then he reviewed the action items from the last meeting.

- A number of corrections were requested in the minutes being the non attendance of the CEO, Grant Gough rather than Frank Gough, and the future meeting times. [Refer Attached]
- Face to face meeting – “Going Forward Together” – an indeterminate discussion took place, as to whether this should be repeated on an annual basis or every two years. Agreed that for cost reasons should be either Melbourne or Sydney.
- The e-shop – Squash Direct, having been approved without dissent at the February Conference, will now progress.
- Registration of PSA events – the administration delays have now been rectified, and there is a calendar through to December 2017 with the National events entered, waiting for the States to place their events. This when utilised will improve planning and administration. The States will think about the timing of entering their data.
- The new organisation structure and staff needed to be listed on the website – has now been implemented.
- Comments about coach training being a priority. The President of SqA advised that there has been developed an e-learning platform for coach, referee and other training. The content for Coach level 1 & 2 exists, while for 3, 4 & 5 it needs to be created. Similar situation for Referee training content.

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- Action items
  - Item f – Ball allocation from Dunlop – detailed in the CEO's February [Monthly] memorandum to the Presidents and Exec Officer in item 6. [*The basis of allocation is as per affiliation numbers in 2015*].
  - Item j – E-Shop after agreement without dissent at the February Conference, its development will continue.

## 2. Presidents Agenda Items

- President provided an update on the WSF Working Group, and the request for an EGM in three months time to agree constitutional changes to upgrade the Board, its committees and their composition.
- President provided an update on the ACGA –Restructure. This is being developed along similar lines to that which Squash Australia has recently implemented to make its organisation fit for purpose, and aligned to its Strategic Plan.

## 3. Schools Programme review

- ❖ Generally progressing in low numbers
- ❖ QLD – Had not hired anyone until the High performance appointment occurred.
- ❖ NSW – running an accreditation programme for a few coaches.

## 4. State and Territory Strategic Plans

- ❖ From their websites, most States and Territories that published their Strategic Plans had ones that covered 2014-2016.
- ❖ In reviewing their Strategic Plans for 2017 – 20, the States were requested to align as much as they thought appropriate with Squash Australia's approved Strategic Plan.
- ❖ WA – well advanced in preparing their Plan in conjunction with the Dept of Sport & Recreation. Theirs had included a Board Review, some of the recommendations of which the Board of WA were accepting, and some not.

### ACTION ITEM:

WA be invited to present to the next President's Council on their Board Review. The process, questions, outcomes, recommendations and reasons for acceptance & rejection of the recommendations; as a learning experience for all the other States.

## 5. New Logo for Squash Australia

- ❖ The new logo had been circulated and appears at the top of these pages.
- ❖ General comments of "look good", "right colours", "needed to be done".
- ❖ Was noted that it will generate the need for some expense.

## 6. Review of Squash Australia Regulations

- ❖ A review of the Squash Australia Regulations has been on the agenda of the organisation for a number of years.

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- ❖ The Report from Leftfield Sports had been distributed, which recommended changes to the Regulations of Squash Australia.
- ❖ The Board determined that it wanted the input of the States in this process, to be factored into their decisions.
- ❖ Stage 1 – now, is the deletion of many current Regulations that are either outdated, unnecessary, can be effected as a policy, or are not a regulation in today's world. They are all listed in the final table in the report. The actual regulations are on the website.
- ❖ Stage 2 and 3 – in the future, will be the updating of the remaining Regulations, and the creation of the ones Squash needs and does not have.

ACTION ITEM:

All the States and Territories are invited to submit comments to the CEO, on the list of regulations to be deleted by COB Monday April 25<sup>th</sup> 2016. The Board will make their decisions afterwards.

7. Affiliation Fees.

- ❖ The Executive Council had discussed not finalising player registrations with Squash Australia until December each year.
- ❖ The Presidents had advised Squash Australia, that to increase affiliations players had to get more value from affiliation.
- ❖ To gain value of any programmes created by Squash Australia, players' affiliation had to be recognised for as much of the year as possible.
- ❖ After limited discussion, there was agreement to advise the Executive Council to progressively advise affiliations though the year, so that players could maximise the value of affiliation.

8. Sq Aus funding for the PSA tour events. [NSW]

- ❖ Key issues raised were level of funding by Squash Australia, and PSA costs for Tournaments, [and some details about GST, that are being addressed directly by the CEO].
- ❖ Squash Australia can no longer apply High Performance funding to PSA events according to the ASC. It has therefore reduced funding to one amount of \$5,000 (inclusive of GST) to each State.
- ❖ Squash Australia has no control over the level of PSA fees, and it is meeting with the PSA soon, to see what influence they have to reduce the fees.

9. National Selectors - who is now selecting teams/squads [NSW]

- ❖ Key Issue raised were when and how the decision was made to replace the Selectors and with what?
- ❖ Selections are now being determined by a panel from the High Performance Working Group, which today is Dan Jenson, Stewart Carson and Richard Vaughan. [And yes, despite Dan not having formally commenced his role, he has been very active in this arena already.]

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- ❖ *[Since the Presidents' Council meeting I have researched the actual communication and decision points on this subject. It has been extensive.*
  - I. *The Board approved the recommendations of the Leftfield Sports report late in 2015, on the restructure of the committees of the Board and the staff organisation of Squash Australia. This approval was subject to final fine tuning by management after consultation with staff and other stakeholders.*
  - II. *On Monday Feb 1<sup>st</sup>, the proposed restructure plan was presented to Staff, and to the Presidents' Council meeting that night. Both groups had question and answer sessions, and the opportunity to provide comments later.*
  - III. *The proposed restructure plan was distributed to all participants at the Going Forward Together conference, and was an active agenda item at that weekend.*
  - IV. *The proposed restructure plan clearly showed the absence of the selectors committee, and the existence of the High Performance Working Group, which raised comments at each meeting.*
  - V. *There has been one on one communication with most of the past selectors and the CEO on the transition.*
  - VI. *The limited feedback from all stakeholders was incorporated into the proposed reorganisation, prior to its implementation, which is now well advanced.*
  - VII. *This selection model is used today by most professional elite sports – with the notable exception of Cricket. And it is and has spread into the next layer down, to use a current example in this week's news – swimming.]*

10. Our concern is with point 10 National Junior Squad - Player Application process [NSW]

- ❖ Key Issues raised were how does Squash Australia know that a player who nominates to represent Australia, or participate in a squad, is an affiliated player and currently financial, without signoff by the state.
- ❖ The response is that as the States will be advising Squash Australia of their financial affiliated players progressively each year, SqA will be able to easily check their status against the records it has already received. If any player is no longer in "good standing" with the State, then the State will need to notify SqA of that fact when it occurs.
- ❖ Squash Australia will as a matter of routine, advise each state of which players nominated when the selections are announced.

11. General discussion of matters of interest to the States.

- ❖ Australian Squash Tour Points system – has gone live with the requested change that the gap between Platinum, Gold and Silver be increased. *[Wonderful to see hundreds of juniors with a public profile].*

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- ❖ Dawn Moggach – Referees at the AJC in Sydney. A number of proposals were raised, to reduce the cost of the referees to the tournament. Each state send one (at their cost); half the referees stay for the individual and half for the teams; use some State level rather National.

**ACTION ITEM:**

These proposals be raised at the next meeting of the SqA & NSW – AJC committee.

- ❖ Steve Bowen – Raised the resignation of Elizabeth Seddon. The President of SqA thanked him for raising the matter. He should have addressed it earlier in the agenda. Liz had made a significant contribution to the Board of Squash Australia while she was there, and the Board were sorry to see her leave, her personal circumstances had changed, and she could no longer commit the time required for the role.
- ❖ Grant Norman – reinforced the need to update the website with the new staff and organisation. In relation to the 'PSA requirement for referees' he was asked to discuss that with the Ceo.

**12. Meeting Schedule**

Monday June 6<sup>th</sup> at 8.00 pm Eastern Standard Time.

Proposed timetable for 2016, the first Monday of every even month at 8.00 pm Melbourne / Sydney time.

Meeting closed at about 9.45 pm.

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## Action Items

Item	Description	Responsibility	Due Date	@ 14/4
a.	Calibrate Matrix for National consistency – establish national committee. Each state to nominate rep & SqA. QLD – Kay Kendall; Vic – Brian Bird; NSW -Tim Toohey	States & SqA	Moved to IT Review	Moved to
b.	Victorian App – to be investigated by SqA	SqA	Moved to IT Review	
c.	Victorian App – to be investigated by other States	States	Moved to IT Review	
d.	Update on Schools programme development	SqA & States	Each meeting	
e.	CEO of SqA to develop strategy for sponsorship incorporating Australian PSA circuit.	SqA CEO	In agenda for Events Working Group	
f.	States to open & use the Dropbox account for the Presidents Council papers	LB	ASAP	LB & SB outstanding
g.	Review format of Squash Australia investment in activities in the States	SqA	June 2016	
h.	IT Strategic Plan to be discussed at the Presidents Council	SqA	June 2016	
i.	Correct minutes of Feb 2016 meeting	SqA	ASAP	Completed
j.	Update website with new staff structure and staff members	SqA	ASAP	Completed
k.	WA – to be invited to present on their Board Review, process, outcomes positives and negatives	WA	June 2016	
l.	Comments on Regulations to be removed	States	April 25	
m.	Proposals to reduce referee cost to the AJC in Sydney	AJC committee of SqA and NSW	Their next meeting	