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MEETING OF THE EASTERN SUBURBS FOOTBALL ASSOCIATION EXTRAORDINARY MEETING OF THE BOARD OF DIRECTORS

**Monday 5 March, 2014 at 7.30pm, ESFA Office, Eastgardens
(Mtg 05/14)**

MINUTES

Attendance: Raff Del Vecchio, John Clayton, Sean Fenton, Mark Puterflam, Elisha McKie, Paul Kelly

The meeting opened at 7.43pm

05/14.1 APOLOGIES

Apologies were received from Andrew Field and Aaron Dibdin.

05/14.2 MINUTES OF BOARD MEETING 03/14 and 04/14 & MATTERS ARISING

05/14.2.1. Consideration of minutes

The Minutes of Board Meeting of 5th February 2014 are taken to be a true and correct record

Moved: Mark

Seconded: Ron

Carried

The Minutes of Board Meeting of 10th February 2014 are taken to be a true and correct record, subsequent to the date being corrected.

Moved: John

Seconded: Sean

Carried

05/14.2.2. Business arising from the minutes

The Board reviewed the outstanding action items and various items were addressed

The General Manager is to review and ensure all tasks are given adequate attention.

05/14.3 REPORTS

05/14.3.1. President's Report

The President opened by expressing our great shock and sorrow at the passing of Claire De Plessis, our Accounts Office. Claire had added a great deal to ESFA in bringing financial reporting under control. She made major improvements in controlling debtors and reporting to the Board. She will be sadly missed.

It was agreed that suitable arrangements should be made in terms of condolences.

The Board determined that no formal notice should be sent given we have not had contact with the family, and that in the event of enquiries staff are to advise that we are not aware of details and believe family wishes to keep matters private.

The Board observed a moment's silence in her honour.

The President further reported that the All Clubs Meeting went very well. There appears a positive attitude developing and a good spirit among clubs; people appeared to mix well, were relaxed and stayed a considerable time after the meeting socializing.

The Board discussed the purpose and relevance of the All Clubs Meeting focusing on whether it was still appropriate going forward. John read from the constitution as to the intended purpose pointing out it was intended as much a forum for clubs to express views and ideas to the Board.

05/14.3.2. Financial Report

Due to the tragic issue with Claire no financial statement were available

Mark has been in discussion with Aaron and will present a final budget to Directors for their formal approval in the very near future.

05/14.3.3. Other Reports

05/14.3.3.1 Small Sided Football

Sean reported a positive meeting had been held with clubs. Some initial issues appear to have been resolved.

SSF team nominations appear roughly in line with last year, maybe slightly higher.

Sean will be reviewing the program's current status by visiting grounds and speaking to clubs; the aim is to understand where SSF is currently at as a prelude to developing a strategic model going forward.

In respect of the U6 & U7 rebates, all clubs were given a survey to complete. This together with a site visit will form the basis of the decision of whether to rebate fees to clubs.

The key elements for approval will be an organised structure which at least has:

- Structured coaching sessions
- Use of correct field and goal sizes
- 4 v 4 organised games

Will consider organising "rotating hubs" for the ESFA based U6 & U7 Teams Gala Days are being organised for early May for U10s & U11s at which Pagewood and Queens Park will participate.

Some discussion is being held in respect of extended integration of the SSF Girls program.

05/14.3.3.2 Junior FMC

Ron reported that a detailed timetable has been instigated to organise the team grading and player registration process. This is the same system as was used successfully in 2013 and in 2014 the seniors are following the same timetable.

Minor rule changes have been agreed and advised to clubs, we will increase card checking and ESFA review of match cards will be a key focus this year. Team numbers appear at least in line with last year although girls may be down a couple.

The meeting was advised that Pagewood and Queens Park may be increasing their indicative nominations in U12s and U13s.

Ron advised the meeting that it appears Mark Robertson's "Mr Soccer" academy, who basically played under the Redfern shirt in 2013, are in discussions with Waverley Old Boys to register teams with that club in 2014. It was agreed the matter should be dealt with by the JFMC once official team nominations have been received, however after considerable discussion the Board agreed that, in line with its view of Academies, this did not appear to be in the best interest of the Association as a whole.

05/14.3.3.3 Senior FMC

Elisha reported that nominations are again basically the same as last year. There are more nominations for Saturday teams which is good for ground allocation.

AAM Championship (Premier League) meet earlier in the evening to discuss options to help Maroubra maintain their place in the Championship. There was a strong sense of co-operation among clubs and there is confidence suitable arrangements can be made to help Maroubra compete and avoid having a 7 team competition.

There will be an overall review of the current Championship structure to ensure it remains the most appropriate structure for the future.

05/14.3.3.4 Representative Football

Andrew reported that the SAP program is going very well and that the Regional League is okay but needs more coaches. Further communications are to be sent to clubs asking for interest from their coaches.

The Board discussed whether in future years, players who “return” to ESFA after playing in elite programs should be allowed to play Regional League in their 1st year back? Board saw no reason to consider such a restriction.

05/14.3.3.5 Referees and Judiciary

Paul reported that the Referees’ branch was holding a major seminar this weekend and have organised some excellent speakers

Referee number are at similar levels to last year with strong numbers at inductee training courses.

The issue of penalties for referee dissent was discussed and PK reported Referees favoured a system of increased direct punishment to player rather than fines.

Board will agree to remove the current fines if clubs accept that:

- A YELLOW card for Referee Dissent will count double towards reaching the 5 yellow card limit at which point a player is automatically suspended for 1 week. This will not impact during the match e.g. if a player receives a Yellow card for dissent it will not count as 2 Yellow cards which would trigger a send-off.

- A RED Card for Referee Abuse will attract a minimum 3 week suspension. The player could then still be asked to appear before the Judiciary and potentially receive a longer suspension.

The JFMC & SFMC are to take to Council meetings for agreement. Once a final decision has been made the final decision must be clearly advised to clubs BEFORE the season commences.

05/14.4 BUSINESS

05/14.4.1. Corporate Governance

John spoke to his paper which advocates increased corporate governance, in particular enforcement of the requirement for all clubs to incorporate by 2015. John felt it should be made clear that incorporation basically refers to requirement under the Association Incorporation Act.

The Board agreed that this should be enforced but also noted that ESFA and FNSW have to provide direct assistance to help clubs through the process.

The Board agreed to immediately send a notice to clubs reminding them of this requirement and that ESFA will be assisting. Assistance should probably start after EASTER.

05/14.4.2. Staff performance reviews

The President advised that he had conducted a performance review with the General Manager last week and detailed that the positives outweighed some areas which need addressing. Aaron had accepted the review as being fair. The President proposed a 4% increase which would be back dated to Jan 1st. After general discussions this was agreed.

The President also reported that the General Manager had conducted a review with the Referees and Coaching Co-ordinator recently. He had given her a general positive assessment in particular in terms of commitment and willingness to do whatever is needed to meet the needs of ESFA. After an extended discussion it was agreed that the General Manager should put the following proposal to her:

- That the job description should be amended to fully reflect the scope of her position which now included co-ordination of coaching courses

- In addition she will be responsible for maintaining the EFSA website and Facebook sites. NB some assistance will likely be required in terms of preparation of material
- Her salary package will be considered to include the standard additional hours which are required including attendance at meetings and out of hours phone calls
- Her salary will be increased to \$47,500 plus super effective immediately
- A new Contract of Employment will be required to cover these provisions

05/14.4.3. Football NSW AGM

The Board discussed the upcoming FNSW AGM. The Board gave the President discretion to vote how he feels best on motions and election of Directors.

With no further business to transact, the meeting closed at 9.48 pm in a positive and bubbly mood.