



EASTERN SUBURBS
FOOTBALL ASSOCIATION

EASTERN SUBURBS FOOTBALL ASSOCIATION INC.

A.B.N: 92 759 968 542

Annual Report & Financial Statements

for the Year Ended 30th September 2008

www.esfa.com.au

EASTERN SUBURBS FOOTBALL ASSOCIATION NOTICE OF ANNUAL GENERAL MEETING

Notice is hereby given that the Annual General Meeting [AGM] of the Eastern Suburbs Football Association Incorporated [“the Annual General Meeting”] will be held on Monday 24 November 2008 at the registered office of the Eastern Suburbs Football Association, 1371 Botany Road, Botany NSW commencing at 7.00pm

NOTICE OF BUSINESS

ITEM 1. APOLOGIES

ITEM 2. CONFIRMATION

Confirmation of Minutes of the Annual General Meeting of the Eastern Suburbs Football Association [ESFA] held on 26 November 2007

ITEM 3. REPORT

To receive reports from the Board of Directors and adopt the 2008 Annual Report

ITEM 4. ACCOUNTS

To receive and consider the balance sheet, income and expenditure accounts and the report of the auditors for the year ending 30 September 2008

ITEM 5. ELECTIONS

In accordance with the constitution of the Eastern Suburbs Football Association:-

- a) Election of Life Members [If any]
- b) Elect Board of Directors

ITEM 6. MOTIONS

Consideration of any motion of which due notice has been given

ITEM 7. CLOSE OF MEETING

JEFF SAUL

General Manager

Wednesday 22 October 2008

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2008 OFFICE BEARERS

President	Peter Hennessy	from April 2008
	Roy Belcher	to April 2008
Vice President	Kevin Fisher	from April 2008
	Peter Hennessy	to April 2008
Football Vice President	Michelle Bogatyrov	from April 2008
	Kevin Fisher	to April 2008
Corporate Vice President	Rick Flowers	
Treasurer	Jim Zammit	
Office Staff		
Chief Executive Officer	Roy Belcher	April to June 2008
	Mark Louis	to April 2008
Operations Manager	Peter Grunfeld	from July 2008
(Football Operations Manager)	Rodger King	April to July 2008
	Ros Hunter	to April 2008
Competitions Manager	Marc Coughlan	from August 2008
	Andrew Crutcher	February – August 2008
Administrator	Elizabeth Holden	from June 2008
	Andrew Crutcher	January – February 2008

Football Management Committee

Chair	Kevin Fisher / Michelle Bogatyrov
Men's League Chair	Wally Holzer
Women's League Chair	Oona Nielssen
Junior League Chair	Michelle Bogatyrov / Mark Bryant
Representative Football	George Lundy
Judiciary Chair	David Lewis

LIFE MEMBERS, HALL OF FAME & SPECIAL SERVICE AWARDS

Life Members

Ernie Small *
 Bill Vrolyks OAM
 Ted Simmons OAM
 Paul Mavromatis
 Wally Holzer
 John Velthuys
 Joe Zammit
 Sean Fenton
 * Deceased

Special Service Awards

Wally Holzer
 Mark Fragias
 Michelle Bogatyrov
 David Lewis
 Roger Engel
 Ian Tischman
 Ron Hoenig
 George Lundy

Hall of Fame

Andrew Field (player/administration/coach)
 John Reid (administration/coach)
 Pam Chow (administration)
 Mick Vasin (player/administration)
 John Nesbit (administration)
 Charlie Davidson (coach)
 Jim Zammit (administration)
 Tony Pengue (administration)
 Peter Grunfeld (administration)
 Michael Lazaridis (administration)
 George Lundy (coaching/administration)
 Ron Hoenig (administration)
 Simon Phillips (administration)



PRESIDENT'S REPORT

Despite a difficult year, brought on by enormous staff transition, ESFA is now better positioned than ever before to implement our strategic plan to take the organisation to the next level.

OFFICE ADMINISTRATION

When skilled staff members **Mark Louis** (left for England), **Ros Hunter** (left to work closer to home in Cowan) and **Andrew Crutcher** (left for Port Macquarie) all departed within a couple of months of each other, any organisation that loses 100% of its office staff that quickly is going to struggle – simple as that. The subsequent recruitment did not work out for a variety of reasons so we needed to act quickly and brought in two experienced contractors to get us through to the end of the season. It has been a tough year but we have got through it.

We have invested heavily in a full review of office processes and procedures. New General Manager **Jeff Saul** is in the process of undertaking a complete overhaul of these processes and procedures as well as looking to expand our IT capabilities. We are in a better position now than we have ever been before to have the ESFA Office running optimally. We are about to go 'back to the future' with **Liz Terry** returning and ready to hit the ground running in the Competitions Manager

role. Our new Admin Assistant **Taleah Neowhouse** is already on board.

REFEREES' SITUATION

In last year's report, I advised that significant progress had been made with referees that season. Unfortunately the Board of the Referees' Association chose not to extend the Memorandum of Understanding (MOU) into the 2008 season and that set us back significantly. From communication with our clubs over the season, the **number one pain point** experienced by our members was related to referees, so it was clear that drastic action was called for. The ESFA Board decided that we would set up another structure for referees from next season and a referees' taskforce was created to begin implementing these changes. We have the support of Football NSW and are in regular communication with them. It is important though that we don't set expectations too high for the first year – things will improve but please don't expect miracles too quickly!

ACKNOWLEDGEMENTS

Firstly my thanks to the ESFA office staff this year, especially **Peter Grunfeld** and **Marc Coughlan**, who came into their roles at a time of enormous transition in the office. They worked very well together and

managed to turn around clubs' view of how the office was being run. I would also like to thank **Elizabeth Holden** for her commitment this year in the 'engine room' of the office.

I want to thank my fellow Board members:

- For the first time in our recent history, we have a professional accountant **Jim Zammit** running the finances at ESFA. Jim has put in place some excellent financial processes, procedures and reporting that will stand ESFA in good stead for the future. I am delighted that Jim will be around on the Board in 2009.
- I would like to thank **Rick Flowers** for his objective and strategic view on issues and am delighted that he will also be around on the Board in 2009 as he understands what is needed to take this Association to the next level.
- **Kevin Fisher** has had a very busy year professionally but his involvement has been invaluable at Board level. His level-headed views have been important on various issues because he understands the game very well and I am also pleased that he is also standing for re-election.

I also want to thank **Michelle Bogatyrov** for the time, energy and dedication that she put into the Football Vice-President role this year. Because of the newness

of the office staff relating to football issues, we needed someone experienced to roll their sleeves up and Michelle was certainly prepared to do that.

Despite our differences earlier in the year when previous President **Roy Belcher** was hired into and subsequently resigned from the position of CEO, Roy has nevertheless continued to offer advice and guidance to me as President and for that I am grateful.

THE WAY FORWARD

I am standing for re-election as President because I want to help this organisation achieve the following key strategic goals:

- Develop a proper ESFA headquarters, incorporating a home ground, offices, as well as meeting and function facilities
- New process around referees (including hiring a referees' coordinator)
- Hire a technical coaching director to own the entire spectrum of coaching in the Eastern Suburbs
- Grow our on-field football opportunities
- Develop corporate partnerships & maximise sponsorship opportunities

Thanks

PETER HENNESSY
President

VICE PRESIDENT'S MESSAGE

This past year was certainly challenging for the ESFA board. With numerous changes to the board and office staff, the focus was to keep our eye on the ball and make sure that players got on the field to see through the season. We spent far too much time on operational matters rather than strategic issues, but that was purely circumstantial.

Much time this year was spent in recruitment mode. Whilst the board is fully responsible for the decisions made, we were able to make fast decisions and rectifying the choices that we had made.

I am pleased to say that the Association is now poised to move ahead with vigor and fervor for 2009 and beyond. New processes, procedures as well as new staff will make this achievable. As a result the board will be able to focus on strategic issues in order to continue the growth that ESFA enjoys.

Serious and sensitive issues were tackled with extremely positive outcomes. We are now in a position where all financial transactions and accounts are very transparent, thus making office bearers and board members absolutely accountable. My personal thanks go to Jim Zammit for making this a reality. The ongoing referee situation was finally dealt with and some hard decisions were made. I am sure that no-one would disagree with the decisions made. The future

looks bright with cadet referees and ESFA managing our own referees Association.

The ESFA Board recommended that Sydney Olympic Football Club and Eastern Suburbs Football Association amicably bring to a close the Memorandum of Understanding (MOU) that has been in place between the two bodies.

Whilst many 'shots' were fired at the board this year from various quarters within the Association, unless people are willing to roll up their sleeves and get involved, I feel that solutions should be offered rather than the continuous barrage of comments and accusations. As we all give up our time for the benefit of Football in general, my wish is for more people to get involved to really understand and appreciate what goes into running an association and understand that there is more than their own club in the Association. There is much potential in growing the number of players within our association. With the board focusing on strategic direction and execution of those ideas by the office, I have no doubt that ESFA will continue to grow from strength to strength.

Thanks for all the support this year and best wishes for the future

KEVIN FISHER
Vice President

CORPORATE PRESIDENT'S MESSAGE

PARTNERSHIP BUILDING WITH CLUBS

I am keen to change the perceived, deep sense of division between clubs and ESFA. There is a culture of 'us' and 'them.' I think this divisive culture can be changed by improving ESFA's capacities to communicate whether it be by e-mail, web postings and media releases. More on that further on in my report. Here I want to comment on the organisational structures we have with three Councils and a Football Management Committee, and Football Vice-President. Each month clubs are required to send delegates to a meeting of a Junior Council, Women and Girls Council and Senior Men's Council. The club delegates consider planning and operational matters with our winter competition. The chairpersons of these Councils also meet with ESFA's Football Vice-President, chairperson of ESFA's Judiciary Committee, delegate from the Joint Representative Committee (that manages representative boys football) and a delegate from the Referee's Association on a monthly basis and conduct much business via e-mail. Strictly speaking, the Councils only have an advisory role. In practice, I think we can enable them to have more than an advisory role. Decisions about the winter competition are made by the Football Management Committee. I am not suggesting that these decision-making structures necessarily need to be changed. But I think it is important we find ways to make the Council meetings more meaningful. Our club delegates should feel listened to and encouraged to plan our competitions. The best people to recommend decisions about, for example, the All-Age men's competition are All-Age men, rather than the diverse members of the Football Management Committee. The role of the Football Vice-President should be strategic and facilitate this sort of decision-making.

ADMINISTRATIVE CAPACITY BUILDING

I oversaw the work of Stephen Courtney who is an experienced football administrator and IT consultant. He reviewed ESFA's systems that prepare and manage our draws - including CompMan, role of staff, and the Football Management. He also reviewed our office systems, in particular those for supporting the Judiciary Committee and responding to queries from

VICE

clubs. We now have a range of practical recommendations to improve our administrative systems and they will be considered and implemented by the General Manager.

REPRESENTATIVE FOOTBALL

Representative football refers to competitions organised by Football NSW. These competitions are intended to be of a higher standard than the local club competitions organised by Associations (such as ESFA). They require a higher level of commitment from junior players and their parents in terms of the time spent training, travelling to matches across the Sydney region, and fees. ESFA has a formal partnership with the University of Sydney. Together, they have established an independent governance structure (known as the Joint Representative Committee JRC). This JRC manages boy's teams in Metro (11's and 12's) and Division 1 Youth League (13's to 18's). I have prepared a detailed position paper to inform future planning of these governance structures. It is also important that ESFA develop specific plans about supporting girl's representative football. In the eastern suburbs in recent years we have had two local clubs with teams entered in representative level leagues – University of Sydney in Premier League and UNSW in Super League.

COMMUNITY ENGAGEMENT AND SOCIAL CAPITAL

How effectively do our clubs engage with those who are fragile, vulnerable and disadvantaged? How many people from Redfern, Waterloo, Chifley and La Perouse play organised football? Can we create opportunities for new target groups to play? For example, Peter Hennessy has learnt about a football program especially for people with intellectual disabilities. I have flagged these project possibilities.

COMMUNICATION CAPACITY BUILDING

A key business asset for ESFA should be an address database of the players in our Summer, Winter, Metropolitan League and beach football competitions. We could use it to advantage for many purposes including recruitment for future coaching clinics, special events and sponsors. But we currently do not have ready capacity to e-mail our players in bulk or in segments. We have had many pressing priorities this



year and so we still have not undertaken this project. It should be a priority for 2009.

SMALL-SIDED GAMES

This was our first year that clubs ran small-sided games – following Football Federation Australia's guidelines – for the under 8 girls, and under 6 and 7 boys. By all accounts, players, parent and club satisfaction levels were high. From April onwards I chaired a series of four meetings with club delegates to review and plan small-sided games.

A key task for clubs and the new ESFA Board to face is to negotiate a clear division of roles and responsibilities for running small-sided games in 2009. From late 2007 to April 2008 ESFA staff and officials had suggested to clubs that ESFA would play a hands-on co-ordination role. But this raises a key question – who is best placed to recruit and supervise Hub Co-ordinators, Head Coaches, plan and administer training programs and Hub draws? I suggest that clubs are better placed to do these tasks than ESFA. The club delegates discussed these questions in the review and planning meetings held. It had been suggested in late 2007 and early 2008 that ESFA should make a financial contribution to help the clubs pay for Hub Co-ordinators and Head Coaches. At the review and planning meetings we negotiated an alternative arrangement where instead of making this financial contribution, ESFA could significantly reduce the fees charged to clubs for small-sided games.

Small-sided games will expand in the coming years. It is important we reach clearer agreement for 2009 about the respective roles and responsibilities of ESFA and the clubs. One option is that ESFA pay more attention to supporting the inter-club hubs – in 2008 there was one for boys at L'Estrange and one for girls at Coral Sea – and negotiate a budget arrangement that recognises in the single-club hubs it is the clubs that recruit and pay for their own co-ordinators and coaches. ESFA could also pay more attention to creating more opportunities for inter-club friendly small-sided games inside and outside the eastern suburbs.

DR RICK FLOWERS

Corporate Vice President

ADMINISTRATION REPORT

THE TEAM

'Football is a team game', a cliché often used but highly appropriate when referring to the office team that I had the privilege of working with in the latter half of season 2008.

Four strangers were thrown in the mix and given the opportunity to bring the season to a close.

We approached the tasks at hand with a healthy and positive attitude and were determined to remind the eastern suburbs community that football is the number one sport in the area, run professionally and successfully by the ESFA.

Our work ethic was simple; 'we keep going till the job was done, there are 8000 players dependent on us every weekend, we can't and won't let them down.'

I would like to acknowledge and thank Marc Coughlan whose IT skills and ability to multi task were invaluable; Elizabeth Holden who performed every task given her with conviction and the thoroughness of a true professional and Stephen Courtney whose knowledge, football or otherwise, added an extraordinary element to the consultancy service he was asked to provide to ESFA.

FOOTBALL

The Eastern Suburbs Football Association (ESFA) continues to grow as demonstrated through increased player numbers in all three areas, junior boys, senior men's and women's.

The standard of play continues to improve as demonstrated by ESFA teams progressing further this year in the Champions of Champions Tournament than in previous years culminating with Dunbar Rovers winning the prestigious All Age division. We had representation at semi final level in both junior boys and girls age groups.

Having watched 46 grand finals I can also personally concur with this statement and trust that the players will continue to enjoy the world game in true friendship.

THE CLUBS

It is important for the clubs, and their members to not lose sight of the primary object of the ESFA.

'The objects of the Association shall be to foster, develop and control the game of Football within the boundaries granted by FNSW, principally by organising and managing competitions for members and by entering teams in any competition affiliated with any other soccer body.'

I am confident that these objectives will be upheld in 2009 and going forward, the ESFA will do everything within its powers to facilitate a healthy competition and I know they have identified many anomalies in the current Rules and Regulations that the clubs need to ratify before the beginning of next season.

With a logical and consistent approach to these issues the club officials will then be permitted to focus on their clubs and continue to lift the bar at club level without them needing to spend endless hours in consultation on non football matters.

I do believe that some clubs will however need to revisit their corporate governance so as to bring their clubs up to the necessary levels ESFA and statutory bodies demand of not-for-profit organisations.

To the many Club officials and delegates with whom we have had the pleasure of working, we thank you for the professional and responsible ways you conducted yourselves in often difficult and frustrating circumstances.

THE BOARD AND COMMITTEES

The Board members work tirelessly to foster a professional image for ESFA. I trust their vision and forward planning will continue to reap the rewards for the football community.

To Peter Hennessy, Kevin Fisher, Rick Flowers, Jim Zammit and Michelle Bogatyrov and Council Chairs of Wally Holzer, Oona Nielsen and Mark Bryant a personal thank you on behalf of all the office staff and clubs for jobs well done. To Judiciary Chair David Lewis, I trust one day your position will be redundant!

On behalf of Marc, Elizabeth, Stephen and myself I thank the ESFA Board and football community for giving us the opportunity to contribute to the Eastern Suburbs Football Association in a positive and enjoyable way.

PETER GRUNFELD

Acting Operations Manager

TREASURER'S REPORT

To say that 2008 was a challenging financial year for the Association would be an understatement. In a year which saw a 100% staff turnover as well as significant changes to the board was always going to present some difficulties and the likelihood of an impact to the bottom line. In that regard we were not disappointed.

Disruptions to staffing, inexperienced new staff and inadequate accounting, book-keeping and procedures in general have manifested itself in a weaker overall financial result for 2008. A net overall shortfall of \$69,287 after amortisation and depreciation was recorded for the year

THE KEY FINANCE NUMBERS FOR 2008 ARE:

	2008	2008 Budget	2007	Variance
Revenue	962,875	1,004,443	1,016,021	(53,146)
Expenses	1,032,162	977,875	948,206	83,956
Surplus/ (Shortfall)	(69,287)	26,568	67,815	(137,102)

Revenue finished down overall by 5% and expenses up by 9% on 2007 as well as negative results against the budget estimation for 2008. The following table provides a snapshot of the financial components of the Association overall and the areas which have had the greatest impact on the result. This can be evidenced when comparing against the 2008 Budget and against the 2007 results.

MAJOR OPERATIONAL ITEMS:

2008 has seen a pleasing increase in Player Fees

	2008	2008 Budget	2007	Variance
Player Fees	693,017	698,443	672,326	35,104
Football NSW Affiliation Fees	330,755	320,000	277,099	(53,656)
Employment/ Staff Costs	237,648	201,000	179,851	(57,797)
Net Camps and Clinics	(19,658)	25,000	7,463	(27,121)
Net Ground Hire	(57,517)	(5,000)	(42,433)	(15,084)
Net Referees	(32,498)	(25,000)	(30,168)	(2,330)

revenue by \$35,104 as a result of increased participation numbers however this was completely offset by a significant increase in corresponding Football NSW Affiliation Fees, up \$53,656 or 19% on 2007.

OTHER MAJOR IMPACTS TO THE 2008 RESULT WERE:

- Employment and staff costs up \$57,797 or 32% on 2007.
- Camps and Clinics income down by 50% on 2007 yet expenses even.
- A provision of \$14,000 was raised to cover disputed Invoices to clubs.
- A net shortfall of \$57,517 in Ground Hire which represents an increase of 35% in the shortfall on 2007.

The staffing situation demanded quick and positive action and when positions were not able to be filled quickly contractors were appointed as a temporary measure to fill the experience void and to provide a level of service demanded by members. This has reflected in the increased staffing costs.

The Ground Hire and Referee operations are traditionally a major cost impact and 2008 was no different with just under \$100,000 of Association revenue taken up by these two areas combined (\$72,000 in 2007). The financial aspects of these areas of ESFA operations will be subject to a major review for 2009 with a view to minimising these negative results.

Whilst the staffing situation played a part in the results to 2008 the accounting procedures that were in place to start with were rudimentary at best with very little focus having previously given to this important area of ESFA operations. What little accounting and book-keeping experience we had was lost in the wake of the staff changes. An external consultant was appointed to conduct a review of the total financial operations and which subsequently developed into the day to day management of ESFA finances.

This will continue into the new financial year with a focus now on the secondary aspects of the review namely:-

- Benchmark processes and procedures
 - Review accounting systems
 - Document processes and procedures
 - Training of office staff



- Provide a sound platform for the future
 - Meaningful Management Reporting
 - Budgets and Forecasts
 - Proper Governance
 - New Chart of Accounts

The Association is still in relatively good shape with an accumulated surplus carried forward of \$76,618 and a surplus cash position of \$40,598 that will be carried forward to 2009. There are several one off costs and negative results in 2008 that are not likely to re-occur in 2009 and clearly there is an urgent need to review both the amounts and structure of the main revenue items for the Association which are not keeping pace with external increases. Detailed and compartmentalised budgeting will be critical in 2009 to ensure this year's negative trend remains one-off and is reversed.

One of the difficulties experienced in 2008 was the delay in receiving payments from clubs which at times has seriously impacted cash flow. Whilst it is

acknowledged that the Association must bear some of the responsibility in not providing timely and meaningful invoices we do urge that prompt attention be given to the payment of invoices. This is critical to ensure a financially healthy and viable Association.

In closing I would like to thank my fellow board members, the ESFA team and consultant contractor Karen Shirley for their outstanding work in the face of difficult and very challenging conditions. I look forward to being part of implementing a number of enhancements and improvements to the financials that are planned for 2009

JIM ZAMMIT
Treasurer



EASTERN SUBURBS
FOOTBALL ASSOCIATION

EASTERN SUBURBS FOOTBALL ASSOCIATION INC.

A.B.N: 92 759 968 542

Financial Report
for the Year Ended
30th September 2008

Eastern Suburbs Football Association Inc. Committees' Report

Your committee members submit the financial report of the Eastern Suburbs Football Association Inc. for the financial year ended 30 September 2008.

Committee Members

The names of committee members throughout the year and at the date of the report are;

Current Members

Peter Hennessy	President
Kevin Fisher	Vice-President
Rick Flowers	Corporate Vice President
Jim Zammit	Treasurer

Retired Members

Allan Chow
Jodie Camden
Michelle Bogatyrov
Roy Belcher
Sean Fenton
Steven Goodman

Principal Activities

The principal continuing activities of the association in the course of the financial year were the fostering and control of the game of association football within the boundaries of the Eastern Suburbs as determined by Football NSW.

Operating Result

The operating (deficit)/surplus for the year was : \$ (69,286.28)

Significant Changes

No significant change in the nature of these activities occurred during the year.

Dividends

The Constitution, Articles & By-Laws of the association prohibit the payment of dividends, accordingly no dividends have been provided for or paid during the financial year.

After Balance Date Events

No matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Association the results of those operations, or the state of affairs of the Association in future financial years.

Likely Developments and Results

There are no known likely developments, other than referred to in this report, that would have a material impact on the association or its operations.

**Eastern Suburbs Football Association Inc.
Committees' Report (continued)**

Indemnifying Officers or Auditor

No indemnities have been given or insurance premiums paid, during or since the end of the financial year, for any person who is or has been an officer or auditor of the entity, other than as set out below.

During or since the financial year the Association has paid premiums to insure all committee members against liabilities for costs incurred by them in defending any legal proceedings arising out of their conduct while acting in the capacity of committee member of the Association other than involving conduct involving a wilful breach of duty in relation to the Association.

Signed in accordance with a resolution of the Members of the Committee.



Peter Hennessy
President



Jim Zammit
Treasurer

Signed at Sydney this 14th Day of November 2008

Eastern Suburbs Football Association Inc.
Income Statement for the year ended 30 September 2008

	Note	Sept 2008 \$	Sept 2007 \$
Income			
Administrative Income		12,397.25	14,728.31
Camps & Clinics		35,684.51	62,821.84
Equipment Sales		8,476.86	10,194.53
Functions & Fund Raising		-	17,835.38
Ground Hire		92,326.01	114,874.75
Interest Received - Other Corporations		3,530.58	3,560.80
Referees Fees		65,936.50	94,757.80
Team Fees		693,016.62	672,326.54
Team Fees - Small Sided Games		51,507.14	24,921.18
		<u>962,875.47</u>	<u>1,016,021.13</u>
Expenditure			
Administration Expenses		(8,274.21)	(6,238.87)
Advertising & Promotion		(9,133.53)	(9,258.83)
Affiliation Fees		(330,754.77)	(277,099.03)
Amortisation & Depreciation		(6,394.90)	(5,142.77)
Audit Fees		(5,507.50)	(3,500.00)
Awards & Prize Money		(28,657.45)	(40,139.75)
Bad Debts		(3,000.00)	(1,042.54)
Doubtful Debts Provision		(14,000.00)	-
Camps & Clinics		(55,343.40)	(55,358.37)
Employment & Contracted Management Expenses		(237,647.81)	(179,851.83)
Functions & Meetings Costs		(2,970.43)	(5,389.21)
Ground Hire & Competition Expenses		(149,843.05)	(157,308.17)
Insurances		(3,293.76)	(3,125.44)
Licence Fees		(1,580.91)	(1,468.13)
Maintenance & Repairs		(5,377.01)	(3,013.94)
Player Equipment		(11,612.99)	(17,813.28)
Postage, Printing & Stationery		(14,884.46)	(17,227.60)
Provision for Club Security Bonds		-	(1,000.00)
Referees Payments		(98,435.36)	(124,946.20)
Rental Expense		(35,437.10)	(33,885.00)
Staff Training & Amenities		(1,392.27)	-
Telephone & Communications		(8,620.84)	(5,396.61)
		<u>(1,032,161.75)</u>	<u>(948,205.57)</u>
(Deficit)/Profit before income tax expense		(69,286.28)	67,815.56
Income tax expense		-	-
(Deficit)/Profit after income tax		<u>(69,286.28)</u>	<u>67,815.56</u>
Accumulated Surplus brought forward		145,903.86	78,088.30
Accumulated Surplus carried forward		<u>76,617.58</u>	<u>145,903.86</u>

The accompanying notes form part of this financial report

Eastern Suburbs Football Association Inc.
Balance Sheet as at 30 September 2008

	Note	Sept 2008 \$	Sept 2007 \$
Current Assets			
Cash and Cash Equivalents	2	40,597.93	161,492.48
Trade and Other Receivables	3	239,022.68	49,349.25
Total Current Assets		<u>279,620.61</u>	<u>210,841.73</u>
Non-current Assets			
Property, Plant & Equipment	4	16,327.26	14,032.47
Total Non-current Assets		<u>16,327.26</u>	<u>14,032.47</u>
Total Assets		295,947.87	224,874.20
Current Liabilities			
Trade and Other Payables	5	154,890.62	45,759.06
Provisions	6	-	15,211.28
Deferred Revenues	7	46,939.67	-
Total Current Liabilities		<u>201,830.29</u>	<u>60,970.34</u>
Non Current Liabilities			
Provisions	8	17,500.00	18,000.00
Total Non-current Liabilities		<u>17,500.00</u>	<u>18,000.00</u>
Total Liabilities		219,330.29	78,970.34
Net Assets		<u>76,617.58</u>	<u>145,903.86</u>
Members' Funds			
Accumulated Surplus		76,617.58	145,903.86
Total Members' Funds		<u>76,617.58</u>	<u>145,903.86</u>

The accompanying notes form part of this financial report

Eastern Suburbs Football Association Inc.
Cash Flow Statement for the year ended 30 September 2008

	Note	Sept 2008 \$	Sept 2007 \$
Cash Flow from Operating Activities			
Receipts from customers		846,834.57	1,077,717.80
Payments to suppliers and employees		(962,570.01)	(1,014,816.86)
Interest received		3,530.58	3,560.80
Net cash provided by/(used in) operating activities	9(b)	<u>(112,204.86)</u>	<u>66,461.74</u>
Cash Flow from Investing Activities			
Payments for property, plant & equipment		(8,689.69)	(2,895.00)
Net cash provided by/(used in) investing activities		<u>(8,689.69)</u>	<u>(2,895.00)</u>
Cash Flows from Financing Activities			
Club bonds received		-	2,000.00
Club bonds refunded		-	(1,000.00)
Net cash provided by/(used in) financing activities		<u>-</u>	<u>1,000.00</u>
Net increase in cash held		(120,894.55)	64,566.74
Cash at beginning of year		161,492.48	96,925.74
Cash at end of year	9(a)	<u><u>40,597.93</u></u>	<u><u>161,492.48</u></u>

The accompanying notes form part of this financial report

Eastern Suburbs Football Association Inc.
Notes to the financial statements
for the year ended 30 September 2008

Note 1: Statement of Accounting Policies

This financial report is a special purpose financial report prepared in order to satisfy the financial reporting requirements of the Associations Incorporation Act New South Wales. The committee has determined that the association is not a reporting entity.

The financial report has been prepared in accordance with the requirements of the Associations Incorporation Act New South Wales and the following Australian Accounting Standards:

AASB 112	Income Taxes
AASB 1031	Materiality
AASB 110	Events after the Balance Sheet Date
AASB 117	Leases

No other applicable Accounting Standards, Australian Accounting Interpretations or other authoritative pronouncements of the Australian Accounting Standards Board have been applied.

The financial report has been prepared on an accruals basis and is based on historic costs and does not take into account changing money values or, except where specifically stated, current valuations of non-current assets.

The following material accounting policies, which are consistent with the previous period unless otherwise stated, have been adopted in the preparation of this financial report

a) Income Tax

No provision for income tax has been raised as the entity is exempt from income tax under Section 50-45 of the Income Tax Assessment Act 1997.

b) Fixed Assets

Leasehold improvements and office equipment are carried at cost less, where applicable, any accumulated depreciation.

The depreciable amount of all fixed assets are depreciated over the useful lives of the assets to the association commencing from the time the asset is held ready for use. Leasehold improvements are amortised over the shorter of either the unexpired period of the lease or the estimated useful lives of the improvements.

c) Leases

Leases of fixed assets where substantially all the risk and benefits incidental to the ownership of the asset, but not the legal ownership are transferred to the association are classified as finance leases.

Finance leases are capitalised by recording an asset and a liability at the lower of the amounts equal to the fair value of the leased property or the present value of the minimum lease payments. Including any guaranteed residual values. Lease payments are allocated between the reduction of the lease liability and the lease interest expense for that period.

Leased assets are depreciated on a straight-line basis over the shorter of their estimated useful lives or the lease term.

Lease payments for operating leases, where substantially all the risks and benefits remain with the lessor, are charged as expenses in the periods in which they are incurred.

Lease incentives under operating leases are recognised as a liability and amortised on a straight-line basis over the life of the lease term.

Eastern Suburbs Football Association Inc.
Notes to the financial statements
for the year ended 30 September 2008

1 Statement of Accounting Policies (continued)

d) Employee Benefits

Provision is made for the association's liability for employee benefits arising from services rendered by employees to balance date. Employee benefits that are expected to be settled within one year have been measured at the amounts expected to be paid when the liability is settled, plus related on-costs. Employee benefits payable later than one year have been measured at the present value of the estimated future cash outflows to be made for those benefits.

e) Cash and Cash Equivalents

Cash and cash equivalents include cash on hand, deposits held at-call with banks, other short-term highly liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities on the balance sheet.

f) Revenue

Revenue from the sale of goods is recognised upon the delivery of goods to

Interest revenue is recognised on a proportional basis taking into account the interest rates applicable to the financial assets.

Revenue from the rendering of a service is recognised upon the delivery of the

All revenue is stated net of the amount of goods and services tax (GST).

g) Goods and Services Tax

Revenues, expenses and assets are recognised net of the amount of GST, except where the amount of GST incurred is not recoverable from the Australian Tax Office. In these circumstances the GST is recognised as part of the cost of acquisition of the asset or as part of an item of the expense. Receivables and payables in the balance sheet are shown inclusive of GST.

Cash flows are presented in the cash flow statement on a gross basis, except for the GST component of investing and financing activities, which are disclosed as operating cash flows.

h) Comparative Figures

When required by Accounting Standards, comparative figures have been adjusted to conform to changes in presentation for the current financial year.

Eastern Suburbs Football Association Inc.
Notes to the financial statements
for the year ended 30 September 2008

Note	Sept 2008 \$	Sept 2007 \$
Note 2: Current Assets		
- Cash & Cash Equivalents		
Cash on Hand	500.00	-
Cash at Bank	40,006.55	107,931.68
Interest Bearing Deposit	91.38	53,560.80
	<u>40,597.93</u>	<u>161,492.48</u>
Note 3: Current Assets		
- Trade and Other Receivables		
Trade Receivables	234,688.06	33,986.38
Provision for Doubtful Debts	(14,000.00)	-
Other Receivables	4,194.62	9,422.87
Pre-paid Expenses	5,700.00	-
Deposits Paid	8,440.00	5,940.00
	<u>239,022.68</u>	<u>49,349.25</u>
Note 4: Non-current Assets		
- Property, Plant and Equipment		
Office Equipment	26,638.39	17,948.69
Accumulated Depreciation	<u>(16,309.37)</u>	<u>(10,755.68)</u>
	10,329.02	7,193.01
Equipment- at cost	2,850.00	2,850.00
Accumulated Depreciation	<u>(1,710.00)</u>	<u>(1,140.00)</u>
	1,140.00	1,710.00
Memorabilia	5,424.09	5,424.10
Accumulated Depreciation	<u>(565.85)</u>	<u>(294.64)</u>
	4,858.24	5,129.46
	<u>16,327.26</u>	<u>14,032.47</u>
Note 5: Current Liabilities		
- Trade and Other Payables		
Trade Creditors	125,447.16	23,453.06
Sundry Creditors and Accrued Expenses	19,169.98	10,150.00
GST Payables	3,087.01	-
Employee Accruals	7,186.47	12,156.00
	<u>154,890.62</u>	<u>45,759.06</u>
Note 6: Current Liabilities		
- Provisions		
Employee Benefits	-	15,211.28
	<u>-</u>	<u>15,211.28</u>
Note 7: Current Liabilities		
- Deferred Revenues		
Incomes Received in Advance	46,939.67	-
	<u>46,939.67</u>	<u>-</u>

Eastern Suburbs Football Association Inc.
Notes to the financial statements
for the year ended 30 September 2008

	Note	Sept 2008 \$	Sept 2007 \$
Note 8: Non Current Liabilities			
- Provisions & Deferred Revenues			
Provision for Member Bonds		17,500.00	18,000.00
		<u>17,500.00</u>	<u>18,000.00</u>
Note 9: Cash Flow Information			
a) Reconciliation of Cash			
Cash at the end of the financial year as shown in the statements of cash flows is reconciled to the related items in the balance sheet as follows:			
Cash on Hand		500.00	-
Cash at Bank		40,006.55	107,931.68
Interest Bearing Deposit		91.38	53,560.80
		<u>40,597.93</u>	<u>161,492.48</u>
b) Reconciliation of Cash Flow from Operations with Operating Profit after Income Tax			
Operating (Deficit)/Surplus after Income Tax		(69,286.28)	67,815.56
Non-cash flows in operating profit			
Depreciation		6,394.90	5,142.77
Doubtful debts		14,000.00	-
Provision for annual leave		(15,211.28)	4,138.70
Changes in assets & liabilities			
(Increase)/Decrease in receivables		(203,673.43)	(15,291.97)
Increase/(Decrease) in sundry creditors and accrued expenses		109,131.56	4,656.68
Increase/(Decrease) in provision for member bonds		(500.00)	-
Increase/(Decrease) in deferred revenues		46,939.67	-
Cash Flow from Operating Activities		<u>(112,204.86)</u>	<u>66,461.74</u>
Note 10: Capital & Leasing Commitments			
Operating Lease Commitments			
Non-cancellable operating leases contracted for but not			
Being rent of office			
Payable - minimum lease payments			
- not later than 12 months		45,546.50	36,900.00
- later than 12 months but not later than 5 years		104,804.70	7,725.00
- greater than 5 years		-	-
		<u>150,351.20</u>	<u>44,625.00</u>

The property lease is a non-cancellable lease with a three-year term from 1 December 2008, with rent payable monthly in advance. Contingent rental provisions within the lease agreement require that the minimum lease payments shall be increased by 5% per annum. An option exists to renew the lease at the end of the three-year term for an additional term of three years.

**Eastern Suburbs Football Association Inc.
Statement by Members of the Committee**

The committee has determined that the association is not a reporting entity and that this special purpose financial report should be prepared in accordance with the accounting policies outlined in Note 1 to the financial statements.

In the opinion of the committee the financial report:-

1. Presents a true and fair view of the financial position of Eastern Suburbs Football Association Inc. as at 30 September 2008 and its performance for the year ended on that date.
2. At the date of this statement, there are reasonable grounds to believe that Eastern Suburbs Football Association Inc. will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Executive Committee by;



Peter Hennessy
President



Jim Zammit
Treasurer

Signed at Sydney this 14th Day of November 2008

Rohan McCoy B.Bus. C.A.

Accounting, Audit, Taxation & Business Advisory Services

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INDEPENDENT AUDIT REPORT TO THE MEMBERS OF EASTERN SUBURBS FOOTBALL ASSOCIATION INC.

Report on the Financial Report

I have audited the accompanying financial report, being a special purpose financial report, of Eastern Suburbs Football Association Inc. (the association), which comprises the balance sheet as at 30 September 2008, and the income statement, a summary of significant accounting policies, other explanatory notes and the statement by members of the committee.

Committee's Responsibility for the Financial Report

The committee of the association is responsible for the preparation and fair presentation of the financial report and have determined that the accounting policies described in Note 1 to the financial statements, which form part of the financial report, are consistent with the financial reporting requirements of the Associations Incorporation Act New South Wales 1984 and are appropriate to meet the needs of the members. The committee's responsibilities also include establishing and maintaining internal control relevant to the preparation and fair presentation of the financial report that is free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

My responsibility is to express an opinion on the financial report based on my audit. No opinion is expressed as to whether the accounting policies used, as described in Note 1, are appropriate to meet the needs of the members. I have conducted my audit in accordance with Australian Auditing Standards. These Auditing Standards require that I comply with relevant ethical requirements relating to audit engagements and plan and perform the audit to obtain reasonable assurance whether the financial report is free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial report. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial report, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial report in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the committee, as well as evaluating the overall presentation of the financial report.

The financial report has been prepared for distribution to members for the purpose of fulfilling the committee's financial reporting under the Associations Incorporation Act New South Wales 1984. I disclaim any assumption of responsibility for any reliance on this report or on the financial report to which it relates to any person other than the members, or for any purpose other than that for which it was prepared.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Independence

In conducting our audit, I have complied with the independence requirements of Australian professional ethical pronouncements.

Auditor's Opinion

In my opinion, the financial report of Eastern Suburbs Football Association Inc. presents fairly, in all material respects the financial position of Eastern Suburbs Football Association Inc. as of 30 September 2008 and of its financial performance for the year then ended in accordance with the accounting policies described in Note 1 to the financial statements.



Rohan John McCoy

Registered Company Auditor

Dated this 14th day of November 2008

Liability is limited by the Accountant's Scheme, approved under the Professional Standards Act 1994 (NSW)

FOOTBALL REPORT

FOOTBALL VICE PRESIDENT REPORT

Another season has come and gone. Season 2008 has proven to have been a most difficult year in terms of competition operations, and Board/Staff continuity.

At the beginning of the 2008 season I was elected to the position of Junior Council Chair. I was looking forward to the challenges of working with the largest and perhaps most diverse player base within ESFA, and making a contribution to the Football Management Committee.

It is a matter of record that the company CEO of just over three years service, Mark Louis, resigned to get married and move to the United Kingdom. The (then) Board appointed the (then) President Roy Belcher to the CEO position. The Board filled the President's position by moving Peter Hennessy into that role, and Football VP Kevin Fisher became Vice President. This series of movements created a casual vacancy in the pivotal Football VP role, to which I was appointed in May.

For the first time in three years, there was a significant and perhaps some would say catastrophic turn-around in office staff. This had a destabilising impact on football operations during the season. It has to be said that the transition of President to CEO was not successful.

Roy Belcher, Thomas Belcher, Rodger King, Peter Grunfeld, Andrew Crutcher, Marc Coughlan, Elizabeth Holden and Stephen Courtney have each started and/or finished in the administration office at varying stages through the year. With staff at ESFA undergoing a 100% turn around in a matter of 5 weeks, temporary staff were brought in to ensure that the 2008 season continued while doing our best to keep disruptions to a minimum.

A number of challenges and learning curves that presented themselves throughout the 2007 season unfortunately could not be converted into positive gains in 2008. Member clubs had valid complaints this year with games being spread across different grounds, home grounds not being utilised and often legitimate claims of lost canteen revenue. There were problems in ensuring the best use of our CompMan software.

The office was under an enormous amount of pressure day in and day out, with limited hand-over time and having to hit the ground running during our peak operational time. There were many changes to the draw due to team regrading in the Junior Girls and Boys, Women's and Men's Competition. Weather, again a significant disruption, was entirely outside of our control

Notwithstanding all of these obstacles, your Football Management Committee worked tirelessly to ensure that rescheduling of games occurred to give people the football they had paid for, albeit lengthening our season, pushing back semi final and grand finals. This is the first time in a very long time that we have finished a season towards the end of September! We are of course grateful to our understanding council ground controllers!

Because of so many complications with weather, staffing and other matters taking perhaps far too much attention, I am really disappointed that I had to allow traditional events being the Knock Out Cup and the Junior Girls Gala Day to be left off the 2008 season calendar. A 2009 season calendar has been sent to all clubs which has these important events included, under the guidance of the Football Management Committee to ensure delivery.

On the really positive side, ESFA competitions continue to grow in strength and quality each year. I am very proud to note that ESFA had many clubs represent us at Football NSW State Cup and the Kanga Cup. Representative clubs included Dunbar Rovers, Easts, Queens Park and Maroubra United.

A number of ESFA Division 1 Championship sides moved through early rounds of the Football NSW Champion of Champions tournament. This year for the first time ESFA representative club Dunbar Rovers won the Champion of Champions All Age Men's title. It only proves that our Premier League Competition has grown and ESFA is producing quality players.

Clubs participating in the Small Sided Games concept must be heartily congratulated for working through early teething problems with very little assistance from the Association administration, resulting in a very successful 1st year of SSG. It is important that ESFA now assist clubs with the future development of grass roots football.

A coaches council was formed in 2007 but has never eventuated and I hope that in 2009 a technical director position is established which will be able to assist our member clubs with development of coaches and players. In saying this, the development arm of ESFA needs to be established and maintained.

ESFA must strive to provide children with a strong and clearly identified development pathway from amateur football to representative football. Not only does the pathway need to be clear and defined for both males and females, in addition we need to be providing support to our member clubs via school holiday clinics and specifically targeted development programs.

ACKNOWLEDGMENT OF STAFF

I would like to take this opportunity to thank Peter Grunfeld, Acting Operations Manager for his support and guidance through this difficult time. Peter was a tower of strength and knowledge which guided me through the 2008 season. Marc Coughlan, another holding the role of Acting Competitions Manager; a player himself who gave his perspective from the clubs point of view, thank you for your support.

My sincere thanks and applause to Elizabeth Holden, Administrative Assistant whose tireless efforts in trying to make sense of the mess that was left brought dividends. Elizabeth was the first point of contact for ESFA always trying to accommodate and assist anyone who called or came into the office. I extend my gratitude and thanks to Andrew Crutcher who resigned from his position as Football Competitions Manager in June but continued to assist ESFA up until the end of August. Andrew was thrown in the deep end with only limited experience up his sleeve in what was a difficult time for the FMC and Staff.

I must say that I have great and abiding confidence in newly appointed CEO Jeff Saul. Clubs will find Jeff to be a font of knowledge with a wealth of experience in running clubs, associations, state-based competitions and events. The long-awaited return of Liz Terry will bring back a great deal of club confidence in the administration of competitions, and return a friendly face and great customer service to member clubs.

FOOTBALL MANAGEMENT COMMITTEE

The Football Management Committee once again consisted of 'new blood'. We could never have hoped to replicate more than 20 years of skill, knowledge and

experience possessed by Sean Fenton. I must honestly acknowledge that his loss at the helm left us faced with huge challenges but notwithstanding we were possessed of lots of enthusiasm in attempting to run competitions. A new Women's Chair and Junior Chair had to contend with clubs rotating many and varied people through monthly council meetings. Continuity is the key and we need the support of clubs to find consistency in their authorised representatives in attendance.

With Kevin Fisher's change of role in May to the position of Vice President and my transition from Junior Chair to Football Vice President, the road had many bumps and curves. I would like to believe that by season's end we had settled into a routine, with each FMC member growing in confidence. Perhaps too, it is fair to say that each new FMC member now has a more realistic understanding of the level of commitment required of volunteers to meet the demands of football administration at FMC level.

The member clubs must appreciate that the role of the Football Management Committee is to manage the competitions. Sometimes the FMC had to make very tough decisions and did what we deemed was in the overall best interests of the affected competitions and the administration of 'football'.

2008 was a tough season to manage. I gratefully and sincerely thank all FMC members for rolling up their sleeves and working hard to ensure that competition impacts were minimised. I hope that the member clubs will ensure that their representative attendance at their respective councils is consistent, so that all recommendations and decisions are communicated properly to their members.

CONCLUSION

2008 was perhaps the most difficult year for ESFA, certainly within the past 5 seasons. There were significant movements within the Board, paid staff, and in FMC representative roles. Experience and continuity are the keys to success. I ask clubs to consider how best we can approach the concept of retention and succession planning, to minimise the impact of the knowledge drain seen in the past twelve months.

Another area for careful consideration is cash-flow. The association cannot survive and cannot sustain past surpluses without greater fiscal discipline. Clubs must be on notice that the 2007 practice of invoicing

50% fees (based on past years numbers) at 28 February; followed by the remainder due and owing at 30 April must again be adopted for season 2009. The association has been left in difficulty with club invoices outstanding and inability to enforce loss of competition points to ensure payment at this late date.

The focus for 2009 should be to ensure that the competition draft draw is issued not less than 2 weeks before the commencement of season, and that clubs thoroughly review each draw for community, cultural, representative or religious clashes for early negotiation and attention.

Hopefully with the lessons learned in 2008 season we can ensure that we have a successful and smooth 2009 season.

The reasons are too complex to commit to this report, however you will be aware that I resigned from my position as Football Vice President on 14th October 2008. Lets call it ideological differences. I have been encouraged, nonetheless, to stand for election at the November AGM. I would like to take this opportunity to thank all member clubs for their support over the 2008 season.

In closing I must take a moment to thank Vice President Kevin Fisher for believing in me guiding me through a very difficult 2008 season.

MICHELLE BOGATYROV, JP
Football Vice President

JUNIOR LEAGUE REPORT

I came into the role of Junior Chairperson half way through the season after a number of long serving staff and board members resigned. I think it is fair to say this season has been a difficult and challenging one for ESFA, and the constant changes of personnel throughout the season has meant the Junior competition has not run as smoothly as in recent seasons. Having said that I would like to thank all those that have stood by the Association when the going got tough, rolled up their sleeves and made sure the players finished on a high note with some very high quality Grand Finals.

The highlight for Junior Football in the Eastern Suburbs this season has been the introduction of the small sided games. All the clubs are in agreement that they have

seen the skill level of the junior players increase as the number of touches each player has during the game has dramatically increased. However probably even more importantly the informal nature of the competition has seen a greater emphasis on fun for the players which has also rubbed off on to the coaches and the parents !

One great positive that has come from the unfortunate upheavals we have endured this season is the quality of the voluntary representatives from all the Clubs that are attending the Junior meetings. I hope you will continue to give your time as you are the back bone of football in the Eastern Suburbs and your energy and commitment is vital to the success of the Junior Competition for years to come. It is incredibly important your views are heard, discussed and acted upon.

MARK BRYANT
Junior League Chair

WOMEN'S LEAGUE REPORT

2008 saw 69 teams of women and girls participate in 14 divisions in the Eastern Suburbs. Additionally 3 under-18 girls teams competed outside the region.

HIGHLIGHTS

1. The growth in skills across the whole Eastern Suburbs was evident with the exciting Division One women's final one of the best games of 2008, men and women.
2. Dunbar Rovers successfully participated in the State Cup progressing through knock-out rounds to contest the final. This proves ESFA teams can mix it with the best in the State.
3. The Over-35 women's competition has grown from zero in 2005 to seven in 2008.
4. Summer Sixes. This was enthusiastically taken up by women and girls across ESFA.

ISSUES DEVELOPMENT PATHWAYS

A disappointment of 2008 was the lack of coordination in relation to girls' development. While many clubs and players are eager to support development opportunities, this was fragmented by competing interests resulting in fewer girls getting opportunities to stretch themselves.

REFEREE COVERAGE

The shortage of referees in the Eastern Suburbs impacted most on women and girls who are considered low priority according to the method of assigning referees. Most girls teams didn't see an official referee until final season. This is perceived by many players and supporters as discriminatory.

GRADING

There were some issues with grading of teams which lead to unsatisfactory mid-season restructuring of divisions. Additionally regrading decisions in some cases were late and inconsistent which lead to confusion by clubs

2009 LOOK AHEAD

1. It has been resolved at the women's committee to call the senior women All Age women, to reflect the men's competitions.
2. A clear developmental pathway has been drafted and agreed, and the relationship between UNSW, USYD and ESFA has been negotiated through the ESFA Board. This will make it clear for players and clubs as well as providing aspirational goals for the players.
3. Communication and Marketing has been discussed and it is evident that a layered approach will enhance women and girls football. The three planks include a) school-based recruitment of girls to football b) direct communication between ESFA and players and c) a focus on local PR opportunities.
4. A program to encourage girls and women to take their referees ticket will be launched in 2009. This will benefit greatly from ESFA managing the referees in-house, and will go some way to rebuilding the faith of the player base in ESFA's ability to provide coverage of their games.
5. The over-35 competition will field 11-a-side teams, making the game more attractive to experienced players moving across from all-Age women's teams. This competition has recruited many first-time players, and it is hoped that trend will continue.

SUMMARY

Women and girls are the fastest growing group in ESFA and add enormously to the football community. Players and teams require equity of access to fields, referees, and development opportunities. It is vital that ESFA continue to plan and anticipate for the continued growth.

OONA NIELSEN

Women's League Chair

Judiciary Committee Report

Overall, there was a small decrease in both Red Cards issued and Incident Reports lodged and therefore matters heard by the Judiciary Committee in 2008. However, there are several important factors that contributed to these figures and these must be borne in mind in relation to an analysis of these figures.

Player number increased by 14.4%, again a significant increase. However, the number of official referees decreased markedly to an average of 28 senior referees officiating each weekend. As around 150 games are played on a typical weekend, this means that very few had a senior referee. There is no doubt that as a result many offences were not recorded and it is quite likely that the below figures are far lower than they should be.

The Table below sets out the position for all ESFA teams over the past five years:

Year	No of Teams	No of Offences	Section A	Section B	Section C
2004		114	100	14	
2005		98	62	28	8
2006	461	124	79	28	17
2007	529	199	117	54	28
2008	663	195	112	52	31

2008 % Change	25%	-2%	-4.3%	-3.7%	+10.7%
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Table 1

In 2004, I was not in the position of Chairman of the Judiciary and therefore records have not been accurately kept. I have attempted to recover all offences and the figure of 114 is the best estimate.

In the above table, I have characterised the Offences under the three sections of the Schedule of Penalties used by the ESFA Judiciary to sanction players, RTOs and parents. These Sections cover the following offence types:

- Section A – Offences by players and team officials against other players
- Section B – Offences by players and team officials against match officials
- Section C – Other offences by players and team officials

Section A offences are general on field infringements, Section B are serious offences against Referees and Section C are general offences the most common of which is R32 – Bringing the game into disrepute. A copy of the Schedule of Penalties is attached for the Board's reference.

Examination of Offences and Trends

This year I am pleased to present a more granular examination of where the trouble spots are and the trends in offences.

Table 1 below sets out the types of offences committed and the increase from season 2007. Overall there have only been small changes in 2008. However, a word of significant caution – coverage of matches by official referees was VERY small and I am certain that our 'stagnant' numbers are due solely to this fact.

Table 1

Offences by players against other players		2008		2007	
		TOTAL	% of Total	TOTAL	% of Total
R1	Serious Foul Play	6	5.36%	10	8.55%
R2	Violent Conduct	34	30.36%	43	36.75%
R3	Spitting	2	1.79%	1	0.85%
R4	Deny an obvious goal scoring opportunity (handball)	9	8.04%	6	5.13%
R5	Deny an obvious goal scoring opportunity (other)	8	7.14%	4	3.42%
R6	Use offensive, insulting or abusive language and/or gestures	1	0.89%	2	1.71%
R7	Second Caution	52	46.43%	51	43.59%
		112		117	
Offences by Players & Team Officials against Match Officials					
R20	Threatening or intimidating an official by word or action	9	17.31%	4	7.41%
R21	Tripping a Referee or Assistant Referee	0		0	
R22	Pushing a match official with open hand, shoulder or hip	1	1.92%	0	
R23	Striking with the ball or other object	0		0	
R24	Striking, kicking, elbowing	1	1.92%	0	
R25	Spitting	0		1	1.85%
R26	Use offensive, insulting or abusive language and/or gestures	41	78.85%	49	90.74%
		52		54	
Other Offences by Players & Team Officials					
R30	Inciting the Crowd	1	3.23%		
R31	Attacking or fighting with spectators	0			
R32	Bring the Game into Disrepute	10	5.13%	20	71.43%
R33	Deliberately mislead the Judiciary Committee	1	3.23%		
R34	Spitting at or onto spectators	0			
CODE	ESFA Code of Conduct	19	61.29%	8	28.57%
		31		28	
TOTALS		195		199	

As noted above, I believe the number of 2008 Red Cards and Incidents would have been far higher had ESFA had more qualified referees.

A comparison of the ESFA figures to GHFA (Gladesville-Hornsby FA) makes interesting reading. GHFA is 3 times the size of ESFA and they have 97% coverage of games by official referees. They had 465 Red Cards in 2008 at 0.78 per team. Only 49 of those RCs were for R26 (Abuse of a Referee) at just over 10% of offences.

Contrast ESFA – we had 41 R26 offences out of 195 at 21%!

Table 2

3

Red Cards/Incidents		2008	
Age Group	TOTAL	% of Total	No of RCs / No of Teams
U10-U18	25	12.82%	0.1
G9-G16	3	1.54%	0.03
AA	103	52.82%	0.9
O35M	6	3.08%	0.3
SW	5	2.56%	0.2
O35W	6	3.08%	0.4
PL	47	24.10%	2.4
TOTAL	195		

As expected, Table 2 indicates that senior men exhibit the bulk of our bad behaviour. Junior Girls are particularly well behaved and our O35 Men, contrary to figures in other Associations, are also well under control.

Table 3		2008	2006
Total No of Red Cards/Incidents		195	124
No of RCs & Incidents / No of Teams		0.294	0.269
% Increase over 2 years (06-08)		9.35%	
No of RCs against Match Officials (Codes R20-R26)		52	28
No of R20-R26 Cards against Match Officials / No of Teams		0.078	0.061
% Increase over 2 years (06-08)		29.13%	
No of RCs against Match Officials (Code R26)		41	25
No of R26 Cards against Match Officials / No of Teams		0.062	0.054
% Increase over 2 years (06-08)		14.03%	
No of RCs against Match Officials (Codes R20-R25)		11	3
No of R20-R25 Cards against Match Officials / No of Teams		0.017	0.007
% Increase over 2 years (06-08)		154.95%	

Table 3 gives an insight into the Trends of Offences in ESFA.

I have suggested that the 9% increase from 2006 to 2008 is due to low referee numbers. This view is supported by GHFA figures in that they have experienced a 17% increase in the same period with basically full coverage of matches.

Overall offences against referees has increased almost 30% since 2006 and MOST alarming is the increase in serious physical violence (threatening, intimidating or striking) against referees in the final figure in Table 3 – 155% increase.

GHFA's figure is a far more frightening 836%. However, ESFA figures include ALL teams and we experience a far higher proportion of offences against referees than do GHFA. In real numbers we have 41 of 195 offences whilst they have 49 of 465 offences.

Offences Against Match Officials

ESFA has a very large number of R26 offences for the size of our competition. 21% of all offences involved abuse of a Match Official. Of these 49 RCs, 26 were committed by Senior Male players. Of great concern is that 8 RCs were issued to Junior Boys (U10-U18) for abuse of referees.

In fact 27% of ALL offences in season 2008 involved either abuse of or threatened or actual violence against Match Officials.

This abuse is completely unacceptable.

Examination of the Competitions

Summary By Age Group 2008

	% of Offences
U9 to U18	12.8%
G9-G16	1.5%
AA	76.9%
Over 35 M	3.1%
Over 35 W	3.1%
Senior	
Women	2.6%
TOTALS	100%

Table 2

Summary By Age Group 2007

	% of Offences
U9 to U18	16.7%
G9-G16	5.1%
AA	71.7%
Over 35 M	3.5%
Over 35 W	1.5%
Senior	
Women	1.5%
TOTALS	100.0%

Table 3

The concentration of small referee resources in the AA (52.8%) & Premier Leagues (24.1%) has resulted in over three quarters of all reported offences in these leagues. ESFA Code of Conduct offences increased almost 300% in all competitions and these are examples of misconduct by coaches and other team officials.

As noted last year, parents and RTOs committed the vast majority of these offences. The effect of this behaviour, if left unresolved, will most certainly be greater poor behaviour of their children as adults. I remain utterly incredulous at the failure of so many parents to understand that they are significant role models and they must exhibit far better control.

Premier League offences accounted for 24% of the overall offences, an increase of 1%. I would suggest that based on the number of games played, this remains disproportionately high and is another matter that should be addressed.

Junior Competitions

The level on on-field violence remains low in the junior competition. Section A offences increased from 5 in 2006 to 11 in 2007, but retreated to 3 in 2008. Once again it may be that this was due to almost no official referees in the junior games. There was only 1 R13 (2nd caution) send off in 2008 down from 6 in 2007. Such a reduction in R13 offences in the Junior Competitions is a clear indicator that official referees were absent.

However, there was a significant increase in Code of Conduct breaches by Team Officials in the Junior Competitions. Steps must be taken prior to season 2009 to ensure that parents observe the ESFA Code of Conduct.

In this respect ESFA has a similar problem to other sporting codes in that our ESFA Board, senior administrators and senior club officials are all aware and comply with our Rules. In addition, I have no doubt that they all promote adherence to these Rules within their clubs.

The problem lies with their parents and senior players who fail to listen to the warnings provided by our member clubs.

Senior Competitions

There is a temptation to view the below numbers as evidence of an improvement in the behaviour of the senior players. I suggest that this is an incorrect conclusion given the very low referee numbers.

Year	No of AA Teams	No of Offences	Section A	Section B	Section C
2006	80	95	64	19	12
2007	94	142	97	34	11
2008	134	150	104	34	13
% Increase	42%	6%	7%	0%	18%

Table 4

Club Records

Below I set out the table of offences by each Club.

The worst behaved club on a percentage basis was Phoenix with 300% (6 offences, 2 teams) followed by Glebe Wanderers 260% (15/5) and Lions FC 233% (7/3).

Several Clubs with no offences shared the best-behaved clubs 'title'. It was particularly pleasing to see a senior club, Kytherians, in this list. They only had one team but it is still an achievement.

The Fair Play Award can be determined on these figures – Maccabi Hakoah is the stand out performer with 11 senior teams and no players sent off! Impressively, Maccabi Juniors with 50 teams and a score of only 4% is the next best placed club.

	2008				No of	Per team
	Section A	Section B	Section C	Total	Teams	Offences
Barnstoneworth	5	0	0	5	4	125%
Bondi Utd	1	0	0	1	1	100%
Coogee Utd	12	3	0	15	24	63%
Dunbar Rovers	7	2	0	9	13	69%
Easts FC	0	4	3	7	77	9%
Glebe Wanderers	4	2	1	7	4	175%
Heffron Hawks	0	0	3	3	7	43%
Kincoppal	0			0	9	0%
Kytherians	2	2	1	5	1	500%
Lions FC	2	0	2	4	8	50%
Lokomotiv Cove	8	10	4	22	11	200%
Maccabi Hakoah	0	0	0	0	11	0%
Maccabi Juniors	0	0	2	2	50	4%
Maroubra Utd	3	2	1	6	86	7%
Mascot Kings	6	2	3	11	47	23%
Olympic Eagles	10	3	1	14	25	56%
Pagewood	18	5	4	27	76	36%
Phoenix	7	1	0	8	2	400%
Queens Park	3	3	3	9	138	7%
Reddham House	0			0	4	0%
Redfern Raiders	7	9	3	19	7	271%
Sydney Uni	5	3	1	9	13	69%
UNSW	4	1	0	5	29	17%
Waverley Old Boys	5	1	1	7	16	44%
	109	53	33	195	663	

Conclusion

ESFA has adopted all the policies and procedures set out by NSW Sport & Recreation. However, these are completely ineffective if the only people who 'listen' are the sports administrators.

I have no doubt that we have made all clubs aware of their responsibilities. We have however failed to make that message heard by the members of our constituent clubs. ESFA and those clubs must accept joint responsibility for this failure and we must together address this issue if we are to reverse these alarming figures.

I would like to thank my team of dedicated volunteers – Roger Engel, Ian Tischmann, Sarina Jackson, Cliff Savala and Stuart Corbishley, all of who have officiated during the season.

I look forward to serving the ESFA Football Family again in 2009 should my assistance be desired.

Kind regards



David P. Lewis
Chairman
ESFA Judiciary Committee

2008 LEAGUE AND GRAND FINAL WINNERS - BOYS

Age Group	League Winners	Grand Final Winners
10/1	Pagewood	Pagewood
10/2	Maroubra	Maroubra United
10/3	Pagewood	Pagewood
10/4	Pagewood	Pagewood
10/5	Pagewood	Pagewood
11/1	Queens Park	Queens Park
11/2	Easts FC	Maroubra United
11/3	Queens Park	Queens Park
12/1	Easts FC	Queens Park
12/2	Queens Park	Maroubra United
12/3	Easts FC	Easts F.C
13/1	Maroubra United	Maroubra United
13/2	Maroubra United	Maroubra United
14/1	Queens Park	Queens Park
14/2	Heffron Hawks	Heffron Hawks
15	Maroubra United	Maroubra United
16	Maroubra United	Maroubra United
18	Mascot Kings	Heffron Hawks

BOYS UNDER 10 DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
PAGEWOOD	12	8	2	2	27	11	16	26
QUEENS PARK FC	12	7	2	3	27	15	12	24
EASTS FC	12	6	6	0	26	14	12	18
MACCABI	12	4	5	3	13	17	-4	15
QUEENS PARK	12	1	11	0	4	40	-36	3

BOYS UNDER 10 DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
MAROUBRA UNITED	12	10	2	0	52	23	29	30
QUEENS PARK	12	8	2	2	34	13	21	29
EASTS FC	12	8	3	1	38	12	26	25
EASTS FC	12	6	5	1	35	32	3	19
PAGEWOOD	12	5	5	2	28	39	-11	17
MACCABI	12	1	9	2	8	30	-22	5
MAROUBRA UNITED	12	0	11	1	11	58	-47	1

BOYS UNDER 10 DIVISION 3

Team	P	W	L	D	F	A	GD	Pt
PAGEWOOD	14	12	1	1	52	10	42	37
MASCOT KINGS	14	9	2	3	54	10	44	30
QUEENS PARK	14	7	2	5	23	13	10	26
MAROUBRA UNITED	14	6	6	2	20	26	-6	20
OLYMPIC EAGLES FC	14	2	11	1	11	38	-27	7
QUEENS PARK	14	0	12	2	5	45	-40	2

BOYS UNDER 10 DIVISION 4

Team	P	W	L	D	F	A	GD	Pt
PAGEWOOD	12	10	0	2	48	7	41	32
EASTS	12	7	2	3	29	10	19	24
MASCOT KINGS	12	5	4	3	36	16	20	18
EASTS FC	12	3	8	1	13	43	-30	10
MACCABI	12	1	10	1	8	49	-41	4

BOYS UNDER 10 DIVISION 5

Team	P	W	L	D	F	A	GD	Pt
PAGEWOOD	15	7	2	6	34	14	20	27
PAGEWOOD	15	8	5	2	35	13	22	26
MAROUBRA UNITED	15	7	4	4	42	34	8	25
QUEENS PARK	15	5	7	3	27	40	-13	18
MACCABI	15	4	7	4	16	20	-4	16
REDDAM HOUSE	15	1	13	1	3	74	-71	4

BOYS UNDER 11 DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
QUEENS PARK	12	8	2	2	30	18	12	26
MAROUBRA UNITED	12	7	3	2	35	12	23	23
EASTS	12	6	4	2	24	21	3	20
PAGEWOOD	12	4	7	1	15	30	-15	13
MACCABI	12	1	10	1	10	33	-23	4

BOYS UNDER 11 DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
EASTS	13	11	1	1	43	7	36	34
MAROUBRA UNITED	12	9	3	0	28	18	10	27
OLYMPIC EAGLES FC	13	7	5	1	46	32	14	22
QUEENS PARK	13	7	6	0	23	14	9	21
MACCABI	13	6	5	2	26	17	9	20
EASTS	12	2	9	1	17	35	-18	7
MAROUBRA UNITED	12	0	10	2	10	61	-51	2

BOYS UNDER 11 DIVISION 3

Team	P	W	L	D	F	A	GD	Pt
QUEENS PARK	18	17	1	0	111	9	102	51
MASCOT KINGS	18	13	3	2	74	20	54	41
QUEENS PARK	18	11	5	2	54	29	25	35
MACCABI	18	11	5	2	52	27	25	35
PAGEWOOD	18	10	8	0	45	33	12	30
PAGEWOOD	18	8	9	1	27	49	-22	25
MAROUBRA UNITED	18	5	12	1	26	38	-12	16
MACCABI	18	5	12	1	25	54	-29	16
MASCOT KINGS	18	5	12	1	30	67	-37	16
EASTS	18	0	18	0	4	122	-118	0

BOYS UNDER 12 DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
EASTS	15	13	1	1	43	7	36	40
QUEENS PARK	15	11	1	3	47	8	39	36
MAROUBRA UNITED	15	7	6	2	30	19	11	23
MACCABI	15	4	9	2	27	53	-26	14
PAGEWOOD	15	2	11	2	20	44	-24	8
EASTS	15	2	11	2	17	53	-36	8

BOYS UNDER 12 DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
QUEENS PARK	15	13	1	1	54	5	49	40
MAROUBRA UNITED	15	12	2	1	42	12	30	37
PAGEWOOD	15	7	8	0	20	21	-1	21
EASTS	15	5	8	2	16	37	-21	17
MACCABI	15	3	12	0	14	40	-26	9
MASCOT KINGS	15	2	11	2	11	42	-31	8

BOYS UNDER 12 DIVISION 3

Team	P	W	L	D	F	A	GD	Pt
EASTS	15	10	4	1	39	17	22	31
MAROUBRA UNITED	15	9	5	1	39	16	23	28
QUEENS PARK	15	8	3	4	31	20	11	28
MASCOT KINGS	15	6	7	2	27	33	-6	20
PAGEWOOD	15	5	7	3	12	24	-12	18
QUEENS PARK	15	1	13	1	13	51	-38	4

BOYS UNDER 13 DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
MAROUBRA UNITED	15	15	0	0	40	9	31	45
MACCABI	15	9	4	2	33	14	19	29
QUEENS PARK	15	7	6	2	24	19	5	23
PAGEWOOD	15	6	7	2	28	21	7	20
EASTS	15	3	12	0	17	39	-22	9
MACCABI	15	2	13	0	15	55	-40	6

BOYS 13 DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
MAROUBRA UNITED	12	10	2	0	54	11	43	30
QUEENS PARK	12	7	3	2	41	23	18	23
MASCOT KINGS	12	7	3	2	34	16	18	23
PAGEWOOD	12	4	8	0	22	51	-29	12
MAROUBRA UNITED	12	0	12	0	8	58	-50	0

BOYS UNDER 14 DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
QUEENS PARK	12	12	0	0	63	3	60	36
PAGEWOOD	11	7	3	1	33	17	16	22
EASTS	11	2	6	3	13	48	-35	9
MAROUBRA UNITED	12	1	6	5	17	37	-20	8
MACCABI	12	1	8	3	17	38	-21	6

BOYS UNDER 14 DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
HEFFRON HAWKS	12	10	1	1	89	8	81	31
PAGEWOOD	12	10	1	1	83	6	77	31
EASTS	12	3	7	2	16	49	-33	11
MACCABI	12	3	7	2	15	70	-55	11
MAROUBRA UNITED	12	0	10	2	8	78	-70	2

BOYS UNDER 15

Team	P	W	L	D	F	A	GD	Pt
MAROUBRA UNITED	12	11	0	1	81	5	76	34
MASCOT KINGS	12	9	2	1	82	13	69	28
PAGEWOOD	12	7	4	1	58	26	32	22
MACCABI	12	6	6	0	40	43	-3	18
MASCOT KINGS	12	4	7	1	32	44	-12	13
MAROUBRA UNITED	12	3	9	0	33	64	-31	9
PAGEWOOD	12	0	12	0	3	134	-131	0

BOYS UNDER 16

Team	P	W	L	D	F	A	GD	Pt
MAROUBRA UNITED	12	11	0	1	51	11	40	34
HEFFRON HAWKS	12	9	3	0	44	14	30	27
PAGEWOOD	12	6	4	2	44	26	18	20
EASTS	12	6	5	1	24	18	6	19
OLYMPIC EAGLES FC	12	5	5	2	43	27	16	17
MASCOT KINGS	12	2	10	0	29	44	-15	6
EASTS	12	0	12	0	4	99	-95	0

BOYS UNDER 18

Team	P	W	L	D	F	A	GD	Pt
MASCOT KINGS	14	12	2	0	74	20	54	36
HEFFRON HAWKS	14	11	3	0	56	20	36	33
MAROUBRA UNITED	14	10	3	1	44	28	16	31
PAGEWOOD	14	8	5	1	53	19	34	25
OLYMPIC EAGLES FC	14	6	8	0	39	40	-1	18
EASTS	14	5	9	0	25	40	-15	15
MACCABI	14	1	12	1	14	74	-60	4
PAGEWOOD	14	1	12	1	16	80	-64	4

2008 LEAGUE AND GRAND FINAL WINNERS - GIRLS

Age Group	League Winners	Grand Final Winners
G10/1	Maccabi	Queens Park
G10/2	East FC	East FC
G12/1	Maccabi	East FC
G12/2	East FC	East FC
G12/3	East FC	Coogee United
G14/1	Queens Park	Maccabi
G14/2	Maccabi	Queens Park
G16	Maroubra United Flames	Maroubra United Flames

2008 LEAGUE AND GRAND FINAL WINNERS - WOMEN

Age Group	League Winners	Grand Final Winners
SW1	Waverley Old Boys	Dunbar Rovers
SW2	Queens Park	Queens Park
SW3	Queens Park	Queens Park
SW4	Maccabi Hakoah	Maccabi Hakoah

GIRLS UNDER 10 DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
MACCABI	12	9	2	1	38	8	30	28
QUEENS PARK	12	8	1	3	27	4	23	27
MAROUBRA UNITED	12	5	4	3	15	12	3	18
EASTS	12	2	9	1	6	30	-24	7
PAGEWOOD	12	2	10	0	6	38	-32	6

GIRLS UNDER 10 DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
EASTS	14	14	0	0	61	4	57	42
EASTS	14	6	4	4	17	26	-9	22
MACCABI	14	5	4	5	15	14	1	20
PAGEWOOD	14	6	6	2	25	27	-2	20
QUEENS PARK	14	5	6	3	19	22	-3	18
QUEENS PARK	13	3	6	4	13	20	-7	10
MACCABI G10B	14	2	8	4	9	45	-36	10
MAROUBRA UNITED	13	3	10	0	9	28	-19	9

GIRLS UNDER 12 DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
MACCABI	15	11	2	2	51	13	38	35
EASTS	15	9	4	2	24	14	10	29
MAROUBRA UNITED	15	7	2	6	34	16	18	27
QUEENS PARK D	15	7	4	4	27	4	23	25
QUEENS PARK	15	3	8	4	16	26	-10	13
PAGEWOOD	15	2	13	0	9	53	-44	6

GIRLS UNDER 12 DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
EASTS	15	7	2	6	26	22	4	27
MACCABI	15	7	6	2	34	25	9	23
PAGEWOOD	15	5	6	4	25	29	-4	19
OLYMPIC EAGLES FC	15	4	6	5	22	25	-3	16
MACCABI B	15	3	7	5	7	26	-19	14
MAROUBRA UNITED	15	4	8	3	22	36	-14	11

GIRLS UNDER 12 DIVISION 3

Team	P	W	L	D	F	A	GD	Pt
EASTS FC	14	10	3	1	38	15	23	31
COOGEE UNITED	14	8	1	5	31	8	23	29
EASTS FC	14	9	3	2	28	10	18	29
QUEENS PARK	14	7	5	2	37	18	19	23
QUEENS PARK	14	4	6	4	18	23	-5	16
MACCABI	14	3	9	2	15	44	-29	11
MACCABI	14	1	10	3	3	38	-35	6
MACCABI	14	0	13	1	2	60	-58	1

GIRLS UNDER 14 DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
QUEENS PARK	14	12	0	2	77	2	75	38
MACCABI A	14	10	2	2	46	8	38	32
PAGEWOOD	14	6	5	3	39	20	19	21
MAROUBRA UNITED	14	4	8	2	31	38	-7	14

GIRLS UNDER 14 DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
REDDAM HOUSE	14	7	5	2	34	33	1	23
MACCABI B	14	7	6	1	32	35	-3	22
QUEENS PARK	14	5	8	1	28	26	2	16
MACCABI C	14	0	14	0	2	103	-101	0

GIRLS UNDER 16

Team	P	W	L	D	F	A	GD	Pt
MAROUBRA UNITED F	18	18	0	0	106	2	104	54
MAROUBRA UNITED P	18	13	3	2	38	12	26	41
QUEENS PARK S	18	10	6	2	54	26	28	32
OLYMPIC EAGLES FC	18	8	5	5	19	17	2	29
MAROUBRA UNITED V	18	8	7	3	33	33	0	27
MACCABI A	18	8	8	2	36	32	4	26
PAGEWOOD B	18	6	8	4	32	40	-8	22
QUEENS PARK R	18	5	13	0	23	68	-45	15
PAGEWOOD A	18	4	12	2	23	48	-25	14
MACCABI B	18	0	18	0	3	89	-86	0

ALL AGE WOMEN DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
WAVERLEY OLD BOYS	17	12	1	4	34	8	26	40
DUNBAR ROVERS	17	12	2	3	87	7	80	39
COOGEE UNITED	17	12	3	2	64	9	55	38
PAGEWOOD	17	8	7	2	35	21	14	26
MAROUBRA UNITED	17	5	12	0	23	47	-24	15

ALL AGE WOMEN DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
QUEENS PARK	17	4	7	6	27	56	-29	18
PAGEWOOD	17	4	8	5	17	42	-25	17
WAVERLEY OLD BOYS	17	4	8	5	16	43	-27	17
DUNBAR ROVERS	17	3	7	7	12	35	-23	16
LIONS	17	2	11	4	17	64	-47	10

ALL AGE WOMEN DIVISION 3

Team	P	W	L	D	F	A	GD	Pt
QUEENS PARK	20	11	3	6	38	18	20	39
GLEBE WANDERERS	20	11	6	3	38	23	15	36
LOKOMOTIV COVE FC	20	7	6	7	24	25	-1	28
MAROUBRA UNITED	20	6	7	7	27	36	-9	25
WAVERLEY OLD BOYS	20	5	11	4	19	31	-12	19
COOGEE UNITED	20	4	11	5	14	27	-13	17

ALL AGE WOMEN DIVISION 4

Team	P	W	L	D	F	A	GD	Pt
MACCABI HAKOAH	16	10	2	4	50	14	36	34
QUEENS PARK	16	9	4	3	45	23	22	30
PAGEWOOD	16	7	6	3	25	22	3	24
HEFFRON HAWKS	16	5	10	1	13	45	-32	16
LOKOMOTIV COVE FC	16	3	12	1	14	43	-29	10

OVER 35 WOMEN

Team	P	W	L	D	F	A	GD	Pt
QUEENS PARK Rangers	12	9	1	2	30	11	19	29
QUEENS PARK Lions	12	9	2	1	27	6	21	28
OLYMPIC EAGLES FC	12	6	5	1	15	16	-1	19
MAROUBRA UNITED	12	5	4	3	24	13	11	18
MACCABI HAKOAH	12	4	7	1	27	31	-4	13
MAROUBRA UNITED	12	2	9	1	10	24	-14	7
QUEENS PARK Tigers	12	2	9	1	15	47	-32	7

2008 LEAGUE AND GRAND FINAL WINNERS - MEN

Age Group	League Winners	Grand Final Winners
PL	Dunbar Rovers	Dunbar Rovers
PLR	Dunbar Rovers	Glebe Wanderers
AA1	Coogee United	Coogee United
AA2	Dunbar Rovers	Queens Park
AA3	Coogee United	Pagewood F.C
AA4	Queens Park	Queens Park
AA5	Coogee United	Coogee United
AA6	Kytherians	Lions F.C
AA7	Sydney University	Sydney University
AA8	Coogee United	Olympic Eagles
AA9		Coogee United
O35/1	Pagewood	Pagewood F.C
O35/2	Pagewood	Coogee United

PREMIER LEAGUE FIRST GRADE

Team	P	W	L	D	F	A	GD	Pt
DUNBAR ROVERS	16	11	3	2	34	10	24	35
PAGEWOOD	16	9	3	4	36	21	15	31
GLEBE WANDERERS	16	7	4	5	33	19	14	26
WAVERLEY OLD BOYS	16	6	4	6	28	25	3	24
MASCOT KINGS	16	5	7	4	29	29	0	19
PHOENIX	16	5	7	4	19	25	-6	19
COOGEE UNITED	16	5	8	3	20	25	-5	18
SYDNEY UNIVERSITY	16	3	5	8	24	22	2	17
UNSW FOOTBALL	16	2	12	2	12	59	-47	8

PREMIER LEAGUE RESERVE GRADE

Team	P	W	L	D	F	A	GD	Pt
DUNBAR ROVERS	16	12	3	1	33	10	23	37
GLEBE WANDERERS	16	10	4	2	36	20	16	32
WAVERLEY OLD BOYS	16	10	4	2	29	19	10	32
MASCOT KINGS	16	8	7	1	36	32	4	25
PHOENIX	16	7	8	1	21	30	-9	22
COOGEE UNITED	16	6	9	1	21	27	-6	19
SYDNEY UNIVERSITY	16	4	9	3	20	31	-11	15
UNSW FOOTBALL	16	4	11	1	32	36	-4	13
PAGEWOOD	16	3	9	4	17	40	-23	13

ALL AGE MEN DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
COOGEE UNITED	18	14	2	2	41	11	30	44
BARNSTONEWORTH	18	10	5	3	45	28	17	33
DUNBAR ROVERS	18	8	3	7	29	20	9	31
MACCABI HAKOAH	18	9	6	3	49	33	16	30
LOKOMOTIV COVE FC	18	8	6	4	34	28	6	28
UNSW	18	8	7	3	32	27	5	27
SYDNEY UNIVERSITY	18	4	8	6	33	37	-4	18
WAVERLEY OLD BOYS	18	5	10	3	29	55	-26	18
QUEENS PARK	18	4	10	4	27	45	-18	16
OLYMPIC EAGLES FC	18	1	14	3	18	53	-35	6

ALL AGE MEN DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
DUNBAR ROVERS	18	15	1	2	83	20	63	47
QUEENS PARK	18	11	4	3	62	26	36	36
MACCABI HAKOAH	18	10	2	6	53	17	36	36
MAROUBRA UNITED	18	9	6	3	41	34	7	30
BONDI UNITED	18	7	6	5	37	32	5	26
PAGEWOOD	18	7	11	0	27	60	-33	21
SYDNEY UNIVERSITY	18	5	8	5	27	30	-3	20
COOGEE UNITED	18	4	9	5	31	41	-10	17
UNSW	18	4	10	4	32	50	-18	16
LOKOMOTIV COVE FC	18	1	16	1	14	97	-83	4

ALL AGE MEN DIVISION 3

Team	P	W	L	D	F	A	GD	Pt
COOGEE UNITED	18	13	2	3	42	22	20	42
DUNBAR ROVERS	18	10	2	6	41	18	23	36
MAROUBRA UNITED	18	9	6	3	39	26	13	30
PAGEWOOD	18	8	4	6	43	31	12	30
WAVERLEY OLD BOYS	18	9	7	2	32	28	4	29
LOKOMOTIV COVE FC	18	8	8	2	30	40	-10	26
REDFERN RAIDERS	18	5	10	3	32	38	-6	18
SYDNEY UNIVERSITY	18	4	9	5	32	36	-4	17
QUEENS PARK	18	4	12	2	21	47	-26	14
UNSW	18	4	14	0	18	44	-26	12

ALL AGE MEN DIVISION 4

Team	P	W	L	D	F	A	GD	Pt
QUEENS PARK	18	14	2	2	53	13	40	44
REDFERN RAIDERS	18	11	5	2	46	34	12	35
MACCABI HAKOAH	18	10	5	3	60	43	17	33
BARNSTONWORTH	18	10	5	3	48	32	16	33
GLEBE WANDERERS	18	10	6	2	43	29	14	32
SYDNEY UNIVERSITY	18	8	5	5	41	39	2	29
MASCOT KINGS	18	7	11	0	40	59	-19	21
LOKOMOTIV COVE FC	18	3	11	4	27	56	-29	13
PAGEWOOD	18	3	12	3	22	45	-23	12
COOGEE UNITED	18	0	14	4	26	56	-30	4

ALL AGE MEN DIVISION 5

Team	P	W	L	D	F	A	GD	Pt
COOGEE UNITED	17	13	3	1	56	16	40	40
QUEENS PARK	17	12	3	2	57	17	40	38
DUNBAR ROVERS	17	11	4	2	37	18	19	35
LOKOMOTIV COVE FC	17	9	5	3	44	32	12	30
OLYMPIC EAGLES FC	17	9	6	2	32	31	1	29
REDFERN RAIDERS	17	7	9	1	32	37	-5	22
SYDNEY UNIVERSITY	17	5	10	2	25	35	-10	17
MACCABI HAKOAH	17	3	10	4	26	40	-14	13
UNSW	17	2	13	2	17	49	-32	8

ALL AGE MEN DIVISION 6

Team	P	W	L	D	F	A	GD	Pt
KYTHERIANS	18	12	2	4	60	21	39	40
QUEENS PARK	18	13	4	1	42	24	18	40
COOGEE UNITED	18	12	4	2	41	25	16	38
LIONS	18	12	5	1	56	23	33	37
WAVERLEY OLD BOYS	18	10	6	2	48	30	18	32
SYDNEY UNIVERSITY	18	6	9	3	39	37	2	21
LOKOMOTIV COVE FC	18	5	11	2	19	48	-29	17
REDFERN RAIDERS	18	4	10	4	23	39	-16	16
MAROUBRA UNITED	18	3	10	5	22	46	-24	14
MACCABI HAKOAH	18	1	17	0	21	78	-57	3

ALL AGE MEN DIVISION 7

Team	P	W	L	D	F	A	GD	Pt
SYDNEY UNIVERSITY	18	13	2	3	71	11	60	42
QUEENS PARK	18	10	2	6	53	15	38	36
QUEENS PARK	18	10	3	5	37	14	23	35
LIONS	18	10	5	3	30	25	5	33
MACCABI HAKOAH	18	8	4	6	38	33	5	30
LOKOMOTIV COVE FC	18	7	9	2	36	44	-8	23
DUNBAR ROVERS	18	6	8	4	34	41	-7	22
MAROUBRA UNITED	18	5	10	3	24	35	-11	18
UNSW	18	3	13	2	16	57	-41	11
REDFERN RAIDERS	18	0	16	2	20	84	-64	2

ALL AGE MEN DIVISION 8

Team	P	W	L	D	F	A	GD	Pt
COOGEE UNITED	6	6	0	0	26	5	21	18
OLYMPIC EAGLES FC	6	5	1	0	27	5	22	15
QUEENS PARK	6	3	2	1	22	9	13	10
SYDNEY UNIVERSITY	6	2	4	0	12	14	-2	6
LIONS	6	1	2	3	9	17	-8	6
MAROUBRA UNITED	6	1	4	1	3	26	-23	4
UNSW A	6	0	5	1	4	27	-23	1

ALL AGE MEN DIVISION 9

Team	P	W	L	D	F	A	GD	Pt
COOGEE UNITED	6	5	0	1	28	6	22	16
WAVERLEY OLD BOYS	6	5	1	0	25	7	18	15
OLYMPIC EAGLES FC	6	4	1	1	17	6	11	13
PAGEWOOD	6	2	3	1	6	12	-6	7
UNSW B	6	2	3	1	8	16	-8	7
LOKOMOTIV COVE FC	6	1	5	0	12	26	-14	3
MACCABI HAKOAH	6	0	6	0	6	29	-23	0

OVER 35 MEN DIVISION 1

Team	P	W	L	D	F	A	GD	Pt
PAGEWOOD	17	15	1	1	67	18	49	46
HEFFRON HAWKS	17	13	1	3	66	20	46	42
MAROUBRA UNITED	17	10	6	1	46	26	20	31
DUNBAR ROVERS	17	6	9	2	42	41	1	20
SYDNEY UNIVERSITY	17	5	12	0	33	62	-29	15
QUEENS PARK	17	2	14	1	29	85	-56	7
REDFERN RAIDERS	7	1	5	1	8	23	-15	4
COOGEE UNITED	7	1	5	1	12	28	-16	4

OVER 35 MEN DIVISION 2

Team	P	W	L	D	F	A	GD	Pt
PAGEWOOD A	16	13	2	1	59	15	44	40
BARNSTONEWORTH	16	9	6	1	34	30	4	28
DUNBAR ROVERS	16	8	7	1	46	29	17	25
LOKOMOTIV COVE FC	16	6	6	4	28	34	-6	22
PAGEWOOD B	16	6	6	4	25	32	-7	22
MAROUBRA UNITED A	16	4	10	2	18	46	-28	14
MAROUBRA UNITED B	16	3	9	4	19	29	-10	13
QUEENS PARK	16	2	13	1	20	65	-45	7

2008 CLUB CHAMPIONSHIP WINNERS

Dunbar Rovers

2008 GOLDEN BOOT WINNERS

Division	Name	Club
Premier League	Ben Hirschfeld	Dunbar Rovers
Premier League Reserve	Andy Durkin	Glebe Wanderers
All Age 1	Alan Dickson	Barnstoneworth
All Age 2	Duncan Boss-Walker	Queens Park
All Age 3	Charles Azzi	Pagewood
All Age 4	Oren Danziger	Maccabi Hakoah
All Age 5	Matthew Watts	Coogee United
All Age 6	George Roins	Kytherians
All Age 7	Peter Cowland	Sydney University
All Age 8	Anthony Kikiras	Olympic Eagles
All Age 9	Jose Alonso	Coogee United
Over 35/1	Zeljko Beres	Pagewood
Over 35/2	John Scicluna	Redfern Raiders
All Age Women 1	Sarah Dien	Dunbar Rovers
All Age Women 2	Rachelle Godman	Queens Park
All Age Women 3	Jennifer Mendelson	Glebe Wanderers
All Age Women 4	Nicky Goldberg	Maccabi Hakoah
Over 35 Women	Maria Kokkoris	Queens Park

REPRESENTATIVE FOOTBALL

METROPOLITAN LEAGUE 11 BOYS - NORTHERN CONFERENCE LEAGUE TABLE

#	Club	P	W	D	L	F	A	D	Pt
1	Ku Ring Gai	22	16	4	2	56	14	42	52
2	St. George	22	15	5	2	67	25	42	50
3	Sutherland	22	12	5	5	36	22	14	41
4	Southern Districts	22	11	7	4	41	25	16	40
5	Blacktown	22	12	4	6	35	23	12	40
6	Illawarra	22	11	2	9	52	43	9	35
7	Granville	22	10	4	8	33	30	3	34
8	Canterbury	22	10	3	9	46	28	18	33
9	Gladesville-Hornsby	22	9	6	7	36	25	11	33
10	Macarthur	22	10	2	10	43	48	-5	32
11	Central Coast	22	10	1	11	30	36	-6	31
12	Eastern Suburbs	22	8	2	12	26	32	-6	26
13	Nepean	22	6	4	12	31	35	-4	22
14	Manly-Warringah	22	5	6	11	31	42	-11	21
15	Bankstown	22	3	1	18	21	56	-35	10
16	Southern Branch	22	0	0	22	4	104	-100	0

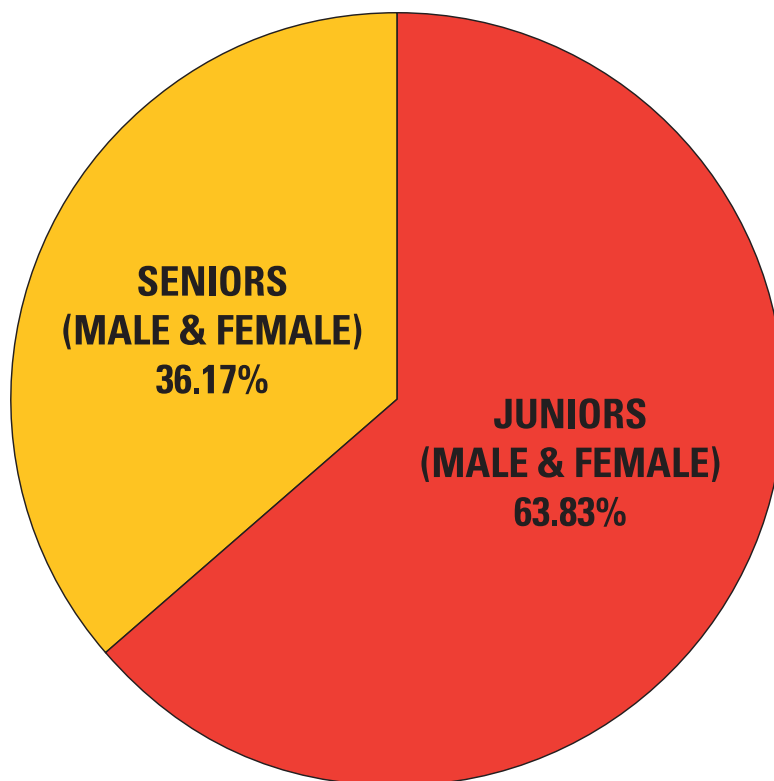
12 BOYS – NORTHERN CONFERENCE LEAGUE TABLE

#	Club	P	W	D	L	F	A	D	Pt
1	Sutherland	22	14	4	4	38	14	24	46
2	Eastern Suburbs	22	14	3	5	44	23	21	45
3	Manly-Warringah	22	14	2	6	44	26	18	44
4	Granville	22	13	3	6	41	26	15	42
5	Central Coast	22	12	4	6	42	24	18	40
6	Blacktown	22	10	3	9	38	29	9	33
7	Illawarra	22	10	3	9	27	26	1	33
8	Bankstown	22	9	5	8	24	26	-2	32
9	Southern Districts	22	7	5	10	31	26	5	26
10	St. George	22	7	5	10	17	29	-12	26
11	Gladesville-Hornsby	22	6	6	10	26	33	-7	24
12	Nepean	22	7	3	12	21	34	-13	24
13	Macarthur	22	5	8	9	18	27	-9	23
14	Canterbury	22	5	6	11	21	34	-13	21
15	Ku Ring Gai	22	4	8	10	23	35	-12	20
16	Southern Branch	22	3	4	15	15	58	-43	13

ASSOCIATION STATISTICS

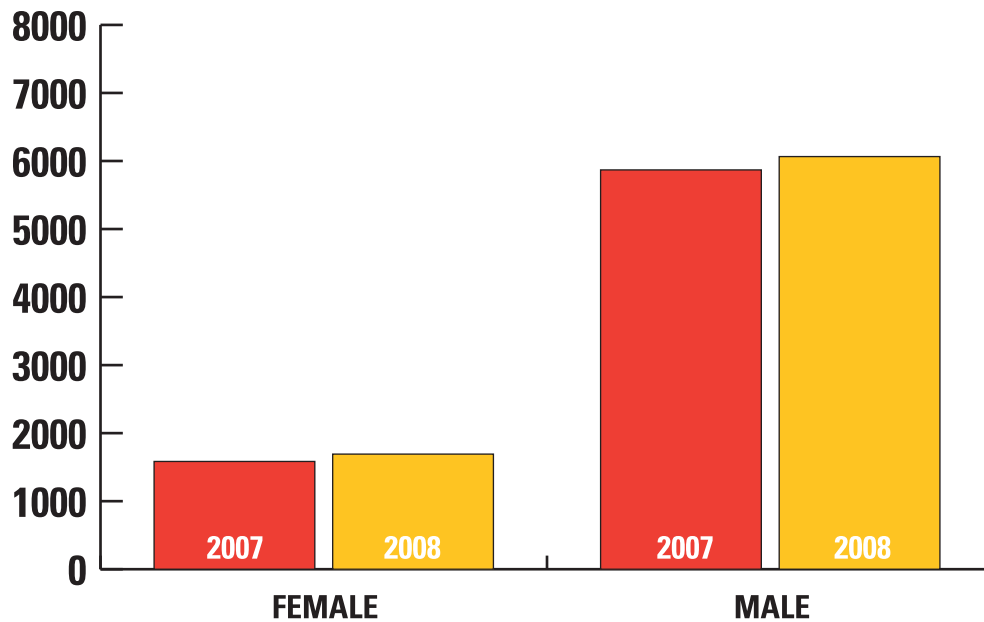
JUNIORS V SENIORS 2008

AGE GROUPS	2008	%
Juniors (male & female)	3746	63.83
Seniors (male & female)	2123	36.17
TOTAL	5869	100.0%



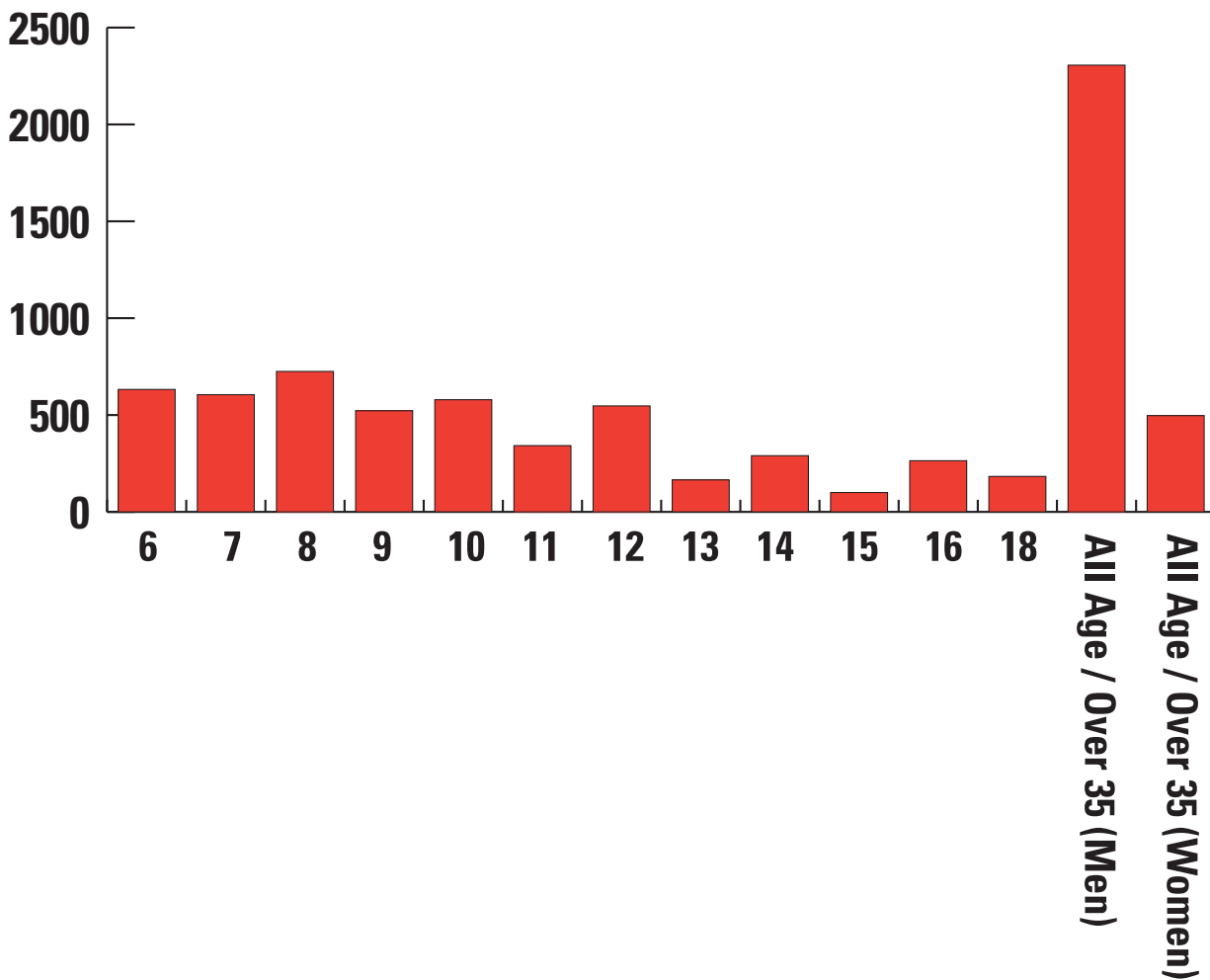
PLAYER STATISTICS

GENDER	2007	2008	% CHANGE
FEMALE PLAYERS	1584	1692	+ 6.82%
MALE PLAYERS	5869	6065	+ 3.34%
TOTAL	7453	7757	+ 4.08%



AGE COMPARISON 2008

AGE GROUPS	2008	%
6	632	8.15
7	605	7.80
8	725	9.35
9	522	6.73
10	579	7.46
11	342	4.41
12	547	7.05
13	165	2.13
14	290	3.74
15	100	1.29
16	264	3.40
18	183	2.36
All Age / Over 35 (Men)	2306	29.73
All Age / Over 35 (Women)	497	6.41





EASTERN SUBURBS FOOTBALL ASSOCIATION

The Board and staff of the Eastern Suburbs Football Association wish to thank our various and valuable partners for their support in developing the world game in the Eastern Suburbs

