



Football South Coast Board Meeting

Minutes

Date: 8 April 2013
Time 5.10pm – 8.30pm
Venue: Fraternity Club

Attendees: FSC Board Attendees:

Mr. Eddy De Gabriele (Independent Director/Chairman) – excused at 6.45pm
Mrs. Nicki Bowman (Deputy Chairperson & Independent Director)
Mrs. Ann-Marie Balliana (Independent Director)
Mr. Claude Cuda (Men's Football Council)
Ms. Jody Cornford (Women's Football Council)
Mr. Milco Stojanoski (Independent Director)
Ms. Danielle Foster (Junior Football Council)
Mrs. Rosemary Digger (Futsal Council)
Mr. Bob Hennessy (Independent Director)

In attendance by invitation:

Mr. Tomas Royal (IFRA)

Apologies:

Nil

i) Meeting Opening

i.1. Welcome and Apologies

FSC Chairman Eddy De Gabriele welcomed everybody to the meeting and looked forward to a good year. Eddy advised that this year will be the first whole year that FSC will be the sole custodian for football in the region.

i.2. Disclosures of Conflicts of Interests

- i) FSC Chairman and Independent Director Eddy De Gabriele reminded all Directors present of their duty to disclose any Conflicts of Interests pertaining to the listed Agenda Items and that if any matter was raised that triggered a conflict of interest that the affected Directors make their declaration and appropriate action will be undertaken to either exclude or not accept any voting status on the matter.
- ii) No Conflict of Interest was declared – other than the ongoing stated and previously declared Conflict of Interest by Directors as representatives of their various Football Councils and/or their life memberships etc. of their respective Clubs.
- iii) FSC Chairman Eddy De Gabriele declared that he is a Director at the Fraternity Club and is also the Chairman of the RDA.
- iv) Rosemary Digger declared that her son is managing a Futsal competition at Berkeley High School.
- v) Ann-Marie Balliana advised that she had put an application in for the position of CEO at FSC.

i.3. Minutes of previous meeting(s)

Moved by that the minutes of the March 2013 meeting be accepted as a true and correct record of proceedings. Moved by Ann-Marie Balliana Seconded by Bob Hennessy. MOTION CARRIED.

i.4. Business arising from previous minutes

FSC CEO Bill Kostandas has actioned and spoken to the University of Wollongong representative re: having a university student research all grants, trainee programs, apprenticeships, traineeships etc. As the university representative is currently on maternity leave this matter has been passed on to one of her colleagues.

FSC Chairman Eddy De Gabriele confirmed that the Illawarra Mercury is the IPL naming rights sponsor for 2013. Eddy advised that the Mercury wants closer engagement with the community and reach. Eddy mentioned that online subscriptions are important to the General Manager of the Mercury. That way the Mercury can sell more advertising and we could also get more space. Also the Mercury suggested that FSC creates events for the paper to report on e.g. a Red Carpet event.

Action: FSC Board and new CEO need to have another session on sponsorship.

Action: FSC Communication Strategy document – Board members to provide comment/feedback.

ii) Matters for Decision

ii.1. Community Partners - Bluescope/WIN Grants Program Application – Rosemary Digger.

FSC Director Rosemary Digger spoke about what we should do e.g. go for a small project or a bigger project. Rosemary listed some of the criteria required. Rosemary advised that the application has to be in by 14 April. The application form does not have to be filled in if applying for a grant of less than \$1K.

FSC Independent Director Ann-Marie Balliana suggested looking at our development squads. The junior initiatives are perfect. Look at monies offsetting SAP, Regional League and Development Squads.

Motion: That the Bluescope/WIN Grants Program application be tailored around targeting Development Programs and SAP.

Moved: Nicki Bowman Seconded: Claude Cuda Carried

Action: Ann-Marie Balliana and Rosemary Digger to put in an application tailored around the FSC's Junior programs.

iii) Matters for discussion and/or proposals and submissions

iii.1. IFRA Report – Tomas Royal

Tomas reported on the following:

- i) 48 new referees have come through and most come to the Juniors. Tomas advised that there was an issue with the online test.
- ii) Amateur games – not all covered due to lack of numbers.
- iii) Unification is not likely to be voted on at the earliest in June 2013. Eddy De Gabriele noted that this is disappointing. FSC to work with the IFRA to understand reasons for delays.
- iv) FSC Director Claude Cuda asked about appointments – Tomas stated that these were done on a weekly basis (Monday afternoon). From Claude's understanding FNSW can come in and take some of these refs to do FNSW fixtures. Tomas stated that ideally they would like more notice.
- v) Bob Hennessy asked about the 'rule' or edict that Referees can't do more than two games per afternoon. Tomas stated that it does affect District League i.e. lack of ARs. Tomas said that this affects District League because of the three games.
- vi) Danielle asked about the Refs ticket. Tomas said that the ticket is on a three year cycle.
- vii) Danielle stated the Refs do a stack of games at Junior level and also Women's – this is inconsistent on the senior Men's that they only can do two games.

Action: Nicki suggested a letter is written by FSC to the IFRA and state the structure associated with unification.

iii.2.CEO Report and Monthly Strategic & Business Plan Progress Report* – Bill Kostandas and Eddy De Gabriele.

CEO Bill Kostandas tabled the report to the Board. The report provides a monthly dashboard on the CEO's activities linked to each of the Strategic Priorities, Corporate Governance and Football Governance. Some of the activities assigned to the CEO have also been assigned to a Board member to work as a team to drive the particular activity. The report is structured as follows with some activities listed under each of the seven (7) Priorities and their current status:

- **Corporate Governance:**
 - Monitor FSC Business Plan; Status 40%
 - Monitor FSC Commercial Businesses; Status 65%
 - Monitor Revenue Streams through Football; Status 30%
 - Monitor FSC Risk Management; Status 0%
- **Football Governance:**
 - Oversee Referees Operations and Adherence to Football Council Rules; Status 35%.
- **Communications:**
 - Champion the Development of FSC Newsletter; Status 75%
 - Champion the Development of a Relationship with the Media; Status 70%
- **Sponsorship:**
 - Champion the development and maintain a stable of Football Sponsors; Status 40%
 - Champion the identification of all current sponsors and maintain currency mutual objectives and outcomes; Status 50%
 - Champion FSC Brand and Image; Status 60%
- **Football Growth:**
 - Draft and maintain a Twenty Year Vision for Football; Status 0%
 - Champion and maintain a clubs development program; Status 0%
 - Champion the development of Commercial Businesses and Revenue Streams i.e. Summer Soccer; Status 30%
- **Football Pathways:**
 - Champion the Unification of IFRA with FSC; Status 30%
 - Champion the FSC Competition Structure & cross councils' pathway; Status 25%.
- **Facilities:**
 - Development of a FSC Home of Football; Status 40%
 - Champion the maintenance FSC's Facilitates Management System; Status 0%
 - Represent FSC at the Wollongong Sports Trust meetings; Status 100%
 - Represent FSC with Illawarra Venues Authority; Status 30%
 - Champion the Development of a Data base of existing facilities; Status 0%

Other -

FSC CEO Bill Kostandas updated the Board on other activities including:

- Futsal at the Frat:
 - Winter competition starting this week. So far 42 teams have entered;
 - Corporate League kicks off this week with 4 teams – FSC, Frat Club, MMJ and Wollongong City Council.
- South Coast Wolves – Bill updated the Board on the Wolves including the appointment of Bobby Mazevski as the new Chairman.
 - Wolves sponsorship – have picked up Illawarra Coal.
 - Wolves 1st Grade after 3 rounds are last, but have played top sides. Seniors running last in Club Championship, but only 5 points behind second last. Running third last in Youth League Club Championship (as expected the 12's and 13's are performing well).
- Illawarra Stingrays – Bill gave an update on two meetings he has had with Wollongong City Council and the Stingrays re: Lights at JJ Kelly Park.
- Development – Bill updated the Board on all of the FSC development programs. The Academy has just begun Term 2, SAP, Girls training programs and SSG Expo is on 11 April with Shellharbour Junior FC hosting. Coach Education – Grassroots Licences completed at Figtree and Thirroul. Senior Licence course completed at Corrimal. Junior Licence course to start at Figtree. Upcoming Holiday Clinics scheduled for University, Thirroul, Helensburgh and Albion Park.
- Staff Structure/Planning – Planning sessions completed. Office and Staff Functions/Tasks realigned to support Key Priorities.
- My Football Club – Bill gave an update in the number of player registrations.
- FSC Yearly Calendar – both in hardcopy and online. Broken up per activity i.e. FSC, Men's, Amateurs, Women's, Juniors, SAP, Academy, Clinics, Elite/Development, Futsal, Referees, Wolves, Stingrays.
- Disciplinary and Disputes Regulations – Disciplinary Commissioner Rex Leighton has presented to the Men's and Junior Clubs' meetings. In May he will present to the IFRA. FSC CEO and Rex Leighton will be meeting with the GPT and Appeals Panel Members this Wednesday 10 April. Rex to present to the Women's Clubs meeting in June.
- Social Media – Twitter: 214 Followers and FFA are re-tweeting FSC tweets; Facebook: 828 Likes – number of people reached peaked at 5,692.
- FNSW Association Administrators Forum – Bill Kostandas gave an update on the Forum which included updates from all FNSW departments, Waratah Cup, Regional League and FFA's National Customer Growth Program.

iii.3.Chairman's Report* – Eddy De Gabriele

- i) FSC Chairman and Independent Director Eddy De Gabriele notified that Wollongong City Council sent through a revised but reduced Dapto Home of Football solution.
- ii) The costs had come out much higher than previously expected and the additional costs were all attributed to the Council's proposed extensive car parking area, which FSC feels has been grossly overstated. FSC is to review – through our pro-bono consultants - a reduced West Dapto scope but with minimum effect – in that, it is agreed that with the 4 Courts Futsal Building (high level of construction costs) can be reduced to a 2-Court Building thereby resulting in a 30% cost savings to the entire Project.
- iii) A 2-Court Building Facility would still be appropriate and deliver great opportunities to the community given that the major costs are in the construction of the building structures & the extensive flood & underwater creek foundation works required to support such a large building. It is agreed that this is a logical & practical compromise that ensures that all the outside grounds & the key critical artificial turf is maintained.
- iv) Ann-Marie Balliana suggested FSC should focus on JJ Kelly as the short term solution only so we can address the immediate needs and all agreed however the Sports Minister had advised FSC that he wanted FSC to look at both sites and both projects to determine the best long term plan & he did not want or support a short term solution that would once again not address the long term needs of the whole of football community. He asked that a Business Case that addresses the long term solution and, if JJ Kelly Park can meet that long term solution, then he would be happy to review that option. FSC agreed to include that JJ Kelly proposal in the West Dapto Submission.
- v) Additionally, he made it clear that his Govt would not support any funding that could not meet that long term strategy.
- vi) He also stated that he noted the Wollongong City Council Proposal for JJ Kelly Park was totally dependent on State Govt Funding and that JJ Kelly Park Proposal had not been discussed by Council with his Dept. or his Ministerial Office and he felt that if WCC wanted that option then Council should fund that option. FSC understands WCC will not fund JJ Kelly Park Option.

- vii) Gareth Ward MP also had been approached by FSC for his support for funding and the Minister noted that Gareth Ward was also not in favour of supporting any funding for the JJ Kelly Park option at all given it is a limited site and shared by a number of other community groups, in particular Rugby League.

- viii) Gareth Ward MP reported that he also did not support the Wollongong City Council alternative proposal for a Home of Football with their offered cocktail approach of: JJ Kelly Park for FSC Offices and ground for the Elite State Teams & Wollongong Olympic FC on a new ground on artificial Turf, FSC Indoor Futsal Activities at Berkeley's ISS and West Dapto for all other suburban grade fields. Gareth Ward felt this was a very poor solution & FSC should not accept such a compromise given it is such a large sport and warrants the appropriate solution.

- ix) The agreed and preferred long term option for Football as agreed by the FSC Board – and also as agreed by Wollongong Council - as noted previously - is for Football to have its own marquee stand-alone exclusive Football Site without compromise, all at one site; and that site can only be West Dapto as part of the State Government approved Residential Expansion Sub-Division.

- x) It was agreed by all Directors, that Football must no longer accept second best or compromises and FSC must focus on this preferred long term option, especially given the Minister's & Gareth Ward – our local MPs views.

- xi) The issues with ground shortages, lack of lighting of fields, poor facilities and over-usage and over allocation of fields, would need to be addressed on a club-by-club basis and FSC would assist Clubs approach & meet Council on each specific problem.

- xii) The growth of the sport is not being supported by Council through allocation of appropriate fields to Football and other codes are being given priority allocation as they have funds to support maintenance and upgrades (AFL in particular, Rugby League at various sites

- xiii) Life member nominations. It is up to the Councils to put in nominations by June.

iii.4.WSW Agreement Progress – Ann-Marie Balliana

A paper has been drafted by Ann-Marie Balliana, Mark Jones and Bill Kostandas to the Western Sydney Wanderers. The content of the paper focused on the pathway for our kids here. Ann-Marie Balliana spoke about the benefits and what we would like.

FSC Director Claude Cuda suggested trial match against an Illawarra All Stars.

FSC Independent Director Ann-Marie Balliana advised that by the end of April WSW will make a decision on which Associations they will have a relationship.

iii.5.Finance Report* - Ann-Marie Balliana

- i) Ann-Marie submitted the financial reports. Included in the reports are the FSC Profit & Loss, FSC Cost Centre, the Councils' Profit & Loss statements and the Academy Profit & Loss.
 - ii) Collected 60% of registrations from clubs. 60% payment to FNSW will be made next month.
- Motion: Move that the Financials be passed. Moved by Nicki Bowman
Seconded by Danielle Foster. MOTION CARRIED

iii.6.Life Membership Nominations – Eddy De Gabriele.

Refer to Chairman's report.

iii.7.FSC Website Upgrade – Ann-Marie Balliana

FSC Independent Director Ann-Marie Balliana advised the Board that we should be looking to simplify our website and make it more accessible.

Milco Stojanoski asked conceptually what do we want? What functionality? He also suggested that we ask FNSW what are they going to give us?

Action: Need to speak to FNSW. Ann-Marie Balliana, Milco Stojanoski, FSC staff and Ian Dewey to workshop. We could also ask also people via the website what do they want from the site.

iii.8.Illawarra Sports Stadium Futsal* - Ann-Marie Balliana

FSC Director Rosemary Digger and Ann-Marie Balliana spoke about a potential Futsal schools competition to be run out of Illawarra Sports Stadium (ISS). Run geographical gala days. Need 6 schools to make the competition viable. Then it would culminate with FSC Regional Schools Championships. Make it invitational as well. The target market would be Primary Schools. The competition would run from 9.30am to 2.30pm. Some Independent Christian Schools have been asked.

Ann-Marie Balliana and Rosemary Digger are asking for Board support to go ahead.

FSC Director Claude Cuda stated that the IFA used to run Schools competition.

The Board agreed that it was good to go ahead with progressing the schools initiative.

iii.9.Marketing – Ann-Marie Balliana

FSC Independent Director stated that the marketing role was agreed by the Board as a three month set period and then the role would be reviewed. So it is agreed that the Board give the new CEO the opportunity to review the role and if required then it would be advertised. So the review will be done when the new CEO comes on board.

Note: The Board is confirming that the decision made in January then the position will expire on May 3.

Ann-Marie suggested in terms of our key strategic priorities that we need to look at the three or four key priorities and just focus on those. We need to take a step back and see what we want to achieve in the next 12-18 months and where we go.

Nicki Bowman suggested we need to look at the bigger picture. Have another strategy session when the new CEO comes in. E.g. look at investment in the game. Create new revenue streams to create reinvestment into our game.

iii.10. Summer Soccer – Ann-Marie Balliana

FSC Independent Director Ann-Marie Balliana informed the Board that there was workshop this morning. Nichole Mears, Ann-Marie, Bill Kostandas, Daniel Collison and Glenn Fontana were present. It is proposed to play a juniors competition on a Saturday morning and a seniors on a Thursday night. Juniors want to do a Northern and Southern Hub. Looking at Corrimal for the Northern Hub and Macedonia Park for the Southern.

Ann-Marie advised that she was working on a budget. Also insurance costs need to be taken into account. Ann-Marie is putting together the Business Case. The next workshop is next Thursday.

iii.11. Volunteer Awards – Ann-Marie Balliana

This item is being held over to the next meeting.

iii.12. Sports Luncheon – Ann-Marie Balliana

Ann-Marie Balliana suggested that Western Sydney Wanderers come on board then we should look at having a luncheon with Lyall Gorman, Tony Popovic and a player attending from the Wanderers. The money raised will go into FSC Development fund pool.

It was suggested that maybe we get a sponsor for this event and also get a venue.

Time frame for the luncheon– have Luncheon in July when they all return.

iii.13. Stingrays Development Contribution – Ann-Marie Balliana

FSC Director Ann-Marie Balliana updated the Board that she has received all financials and bank statements from the Stingrays.

To provide a service and also to engage the Stingray to run clinics for us. FSC to review financials later in year.

iii.14. FSC Football Revenue Growth* - Eddy De Gabriele

This item will be held over to the next meeting.

iii.15. IFRA Agreement with FSC – Bill Kostandas

See referees report i.e. Item 3.1

iii.16. Soccerman Proposal* – Bill Kostandas, Ann-Marie Balliana

This item will be held over to the next meeting

iii.17. Disciplinary & Dispute Regulations Update – Bill Kostandas

Refer to CEO report.

iii.18. Football Councils Update

iii.18.1. Futsal Football Council* – Rosemary Digger

- i) FSC Director Rosemary Digger had nothing further to report on Futsal as it has been covered earlier in the meeting.
- ii) No WCC and Shellharbour Council meetings.

iii.18.2. Juniors Football Council* – Danielle Foster

- i) FSC Director Danielle Foster advised that the Junior's season kicked off last weekend and no games were washed out.

iii.18.3. Men's Football Council – Claude Cuda

- i) FSC Director Claude Cuda reported that the season was going well. There were no great issues and there has been some really good football being played.

iii.18.4. Women's Football Council* – Jody Cornford

- i) As per report submitted by Jody and the Women's Council.

iii.19. Risk Management

Nothing to report

iii.20. Other Items

FSC Deputy Chairperson Nicki Bowman spoke about the CEO applicants. 46 have applied so far. The interview panel will look over CV's and then conduct interviews.

iv) Matters for Noting (Discussed only if requested)

4.1 Major Correspondence

FNSW: 8 March 2013; FNSW Grievance and Disciplinary Regulations.

FNSW: 20 March 2013; Request to Convene a General Meeting.

IFRA: 1 April 2013; Payments of Levies.

FNSW: 2 April 2013; Standing Committees Review.

5 Meeting Close 8.30pm

6 Next Meeting: Monday 13 May 2013 (second Monday of the month)

*Matters marked with an asterisk are supported by a Board paper.