



## **Football South Coast Board Meeting**

### **Minutes**

**Date:** 13 May 2013

**Time** 5.00pm

**Venue:** Boardroom – Fraternity Club Corporate Centre

**Attendees: FSC Board Attendees:**

Mr Eddy De Gabriele (Independent Director/Chair)  
Mrs Nicki Bowman (Independent Director/Deputy Chair)  
Mrs Ann-Marie Balliana (Independent Director/CEO)  
Mr Milco Stojanoski (Independent Director)  
Mr Bob Hennessy (Independent Director)  
Ms Danielle Foster (Junior Football Council)  
Ms Jody Cornford (Women's Football Council)  
Mr Claude Cuda (Men's Football Council)  
Mrs Rosemary Digger (Futsal Football Council)

**By invitation:**

Mr Tomas Royall (Illawarra Football Referee Association)

**Apologies:**

Nil

## **1.Meeting Opening**

### **Welcome and Apologies – Special Welcome**

FSC Chair Eddy De Gabriele welcomed everybody to the meeting with a special welcome of the newly appointed CEO - Mrs Ann-Marie Balliana.

FSC Board acknowledged that a major review by the new CEO of the Office Operations, Strategic Plan Priorities, Resources, Budgets & Financials and the Football Councils Structure and its interaction with the Office Staff and the workloads is now due and required given the changing of the Chief Executive Officer with the departure of Bill Kostandas to the AFL in Western Australia.

It was recognised that FSC previously had planned on short-term appointments only during those early tight fiscal establishment period in those first 3 years and although it was hoped that the previous CEO would have been for a far more longer period, it was accepted that the market salary offered by the AFL in particular, was always going to be difficult to overcome.

Eddy welcomed Ann-Marie and acknowledged her qualifications as a highly qualified Chartered Accountant & Auditor - with a long & strong history of senior executive positions in the banking industry. Additionally the Board recognised Ann-Marie's passion for football, the region and her involvement in the former junior football association board director who was involved with the Unification Transition period.

All of which will assist FSC with the best possible opportunity to deliver on its long strategies, priorities and plans.

### **Disclosures of Conflicts of Interests**

- a) FSC Chair 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.
- b) 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 membership's etc. of their respective Clubs.
- c) FSC Chair Eddy De Gabriele declared that he is a Director at the Fraternity Club and is also the Chairman of the RDA.

## **Minutes of previous meeting(s)**

- a) FSC Chair Eddy De Gabriele asked that the following paragraph be deleted from the previous minutes (8/04/2013) as this was a duplicated paragraph; “FSC Chair Eddy De Gabriele welcomed everybody to the meeting and looked forward to a good year. Eddy advised that this year would be the first whole year that FSC will be the sole custodian for football in the region”.
- b) FSC Director Rosemary Digger stated the BlueScope/WIN Grants Program Application (2.1 Community Partners – 8/04/2013 minutes) put forward by herself and FSC Independent Director/CEO Ann-Marie was unsuccessful.

Moved FSC Deputy Chair Nicki Bowman Seconded FSC Director Rosemary Digger

That the minutes of the Football South Coast Board Meeting held on Monday 8 April 2013 be CONFIRMED as a true and correct record of proceedings.

## **Business arising from previous minutes – 1.4 dated 8 April 2013**

FSC Independent Director/CEO Ann-Marie Balliana mentioned that contact had been held with the University about using interns going forward.

Action: FSC Independent Director/CEO Ann-Marie Balliana to make further contact either with Students directly or via the University.

Action: FSC Communication Strategy document to be completed by Ann-Marie Balliana to be presented at next Board meeting.

## **2. Matters for discussion and/or proposals and submissions**

### **Notes:**

\* Paper attached

^ Matter for decision

*Special Note: FSC Chair Eddy De Gabriele asked that as IFRA are not FSC Directors or Board appointments, they should not be present during or have access to FSC Board business matters, discussions, financials & other Board information; so the IFRA Report should be listed, presented & discussed early during FSC Board Meeting Agenda - preferably after Disclosures of Conflicts of Interests item and then once completed the IFRA Representative can leave.*

*All agreed.*

## Referees

### 5. IFRA Report – Tomas Royall

- a) IFRA representative Tomas Royall reported that they have formed a Standing Committee to discuss the transition to Unification with FSC.
- b) He reported the IFRA meeting was to discuss Unification. It was stated that the IFRA agree with Unification but they wish to control all appointments and the development process of their Junior/Senior referee's in regards to Sydney appointments with FNSW. FSC Directors re-iterated that it had been formally agreed through the Football Parties signatories by the IFRA back in November 2007, that they would be part of the Unification process. Any delay to transitioning to unification by end of this season (31<sup>st</sup> October 2013) would be viewed as not committing to the Football family under the agreed Blueprint & MoU Model for Unification.
- c) A presentation to their members would be held tomorrow night (Tuesday 14 May) with a view to vote on Unification at the June Meeting.
- d) Tomas Royall stated the current referee numbers at a certain level & was stable, but Milco Stojanoski refuted that those numbers were correct and had been advised by the IFRA that the numbers were in fact lower. Tomas was to check that information.
- e) Tomas Royall stated that after discussions with FSC, the IFRA are in the process of running another entrance exam in the next few months to assist with numbers. FSC Board stated that this was good & required given the shortages and the high number of matches that did not have a referee or linesman present.
- f) FSC Independent Director/CEO Ann-Marie Balliana stated that the IFRA has a list of people who are interested in completing the entrance exam. Ann-Marie Balliana advised the IFRA that Football South Coast will forward all relevant information to Clubs and will advertise on the FSC Website and Social Media pages to assist where they can.
- g) FSC Independent Director/CEO Ann-Marie Balliana stated that IFRA would look at instances where junior referees could be promoted to senior games.
- h) FSC advised Tomas that where required FSC would have to start looking at alternative sources for referees & officials once IFRA advised that they could not resource a game. Tomas asked for details, and Ann-Marie & Milco advised that they had discussed this option with the IFRA President and Committee recently and advised of those alternative options.

## **New Revenue Streams**

### **6. Summer Football Update - Anne-Marie Balliana**

- a) FSC Independent Director/CEO updated the Board on the progress of the introduction of 7-a-side Summer Football for 2013.
- b) FSC Summer Football is to be held at two venues: - a northern and southern location for the juniors and for the seniors on a night still to be determined that would not conflict too heavily with Futsal at the Frat. All agreed.
- c) Ann-Marie Balliana stated that after discussions and research on player insurance that it is recommended that the FSC summer competition be sanctioned by FNSW. All agreed.

No Action required at this time as agreed by the Board.

### **7. Futsal Strategy \* ^ - Ann-Marie Balliana**

- a) FSC Independent Director/CEO Ann-Marie Balliana presented the Futsal Strategy based on previous meetings and discussed points.
- b) FSC Independent Director/CEO Ann-Marie Balliana stated that we need to cross sell our Summer Football with Futsal at the Frat. Look at introducing holiday clinics, training etc.
- c) There would be a review on subsequent roles and operations.
- d) FSC Independent Director/CEO Ann-Marie Balliana informed the FSC Board that the Corporate League has been successful.
- e) FSC Director Claude Cuda agreed that it is important to work with the Fraternity Club on cross beneficial relationships. Ann-Marie Balliana stated that she will arrange a meeting with the fraternity to discuss future plans and to discuss how they can work together to utilise not only the courts but also the bistro and café.
- f) Ann-Marie Balliana informed FSC Board the introduction of School Futsal.
- g) FSC Chair Eddy De Gabriele advised that a Taipans Board member had contacted him and had discussed issues experienced by the Taipans. FSC would be updated on this.

## **8. Special Needs Football Competition \* ^ (Jody Cornford)**

- a) FSC Board had endorsed the implementation of a Special Needs Weekly Football Competition and FSC Director Jody Cornford informed the FSC Board that the Titans are a Special Needs Club with children with Autism, Cerebral Palsy and Down syndrome
- b) FSC Independent Director/CEO Ann-Marie Balliana informed FSC Board that she working with The Disability Trust to progress this FSC Board concept here in our region and appropriate Sponsors would be approached to support the Weekly Competition.
- c) Jody Cornford and Ann-Marie Balliana would like approval from the FSC Board to take further actions in moving forward with the Special Needs Programme.
- d) Ann-Marie Balliana stated that discussions will take place with potential sponsors.

Motion: That FSC will continue on with working.

Moved: FSC Director Jody Cornford

Seconded: FSC Chairman Eddy De Gabriele

## **Sponsorship / Grant Update**

### **9. Win/BlueScope Steel Update (Rosemary Digger)**

- a) FSC Director Rosemary Digger stated the BlueScope/WIN Grants Program Application (2.1 Community Partners – 8/04/2013 minutes) put forward by herself and FSC Independent Director/CEO Ann-Marie was unsuccessful. The reason given was the large number of applications received.
- b) FSC Director Rosemary Digger stated they did not expand on reasons.

### **10. Illawarra Credit Union Update (Ann-Marie Balliana and Eddy De Gabriele)**

- a) FSC Independent Director/CEO Ann-Marie Balliana handed to all present at the meeting a Presentation from Illawarra Credit Union in relation to their Products.
- b) FSC is working with the Illawarra Credit Union on a profit sharing scheme which would be presented to the clubs once finalised.

### **11. Sponsorship Stocktake and Update \* (AMB)**

- a) FSC Independent Director/CEO Ann-Marie Balliana handed out a document to all present at the meeting of the Potential of Sponsorships.
- b) FSC Independent Director/CEO Ann-Marie Balliana stated that she was holding discussions with potential sponsors for the development of a coaches' framework.
- c) FSC Independent Director/CEO announced that FSC would be having a Sports Luncheon to be held on Friday 28 June.

### **12. Golf Day (AMB)**

- a) FSC Independent Director/CEO Ann-Marie Balliana stated that she has put the Golf Day on hold at this point in time given that many other activities are in place & resources and focus needs to be allocated. All agreed.

### **13. Entertainment books (AMB)**

- a) FSC Independent Director/CEO Ann-Marie Balliana presented the Entertainment Books to all present at the meeting. Ann-Marie stated the cost is \$55 for the book; FSC and FSC Clubs will receive \$11 every book sold
- b) FSC Independent Director/CEO Ann-Marie Balliana stated that Nichole Mears will be placing the information on the website, Facebook and will be sent to all the Clubs.

## **Development**

### **14. Implementation of Junior Development Working Group Initiative\* (AMB)**

- a) FSC Independent Director/CEO Ann-Marie Balliana stated that the Junior Development Working Group report was looking to be implemented which involved the creation of a hub structure under a Technical Director control/supervision. The concept detail still needs to be finalised but the strategy is to support all member clubs with coaches that have appropriate qualifications to support and educate club coaches. A business case for funding an additional TD position (possible Assistant TD role) would be presented in due course.
- b) Ann-Marie Balliana stated that promoting diligent and qualified coaches should be a key area of focus. However, the missing link for our concept is the investment in a 'coaching the coach' concept which would assist in player development across all clubs. This was also critical in developing our players at the junior levels in our grass-roots environment.

- c) FSC Independent Director/CEO Ann-Marie Balliana stated; that a coaching framework needs to be developed and that would show the various levels, qualifications, entry criteria and statutory requirements.

#### **15. Selection Criteria Framework and Communication (AMB)**

- a) FSC Independent Director/CEO Ann-Marie Balliana stated that FSC would look to formally document the selection process of players for the FSC rep sides, elite squads, development squads etc. This concept & model to continue to be formed & discussed by CEO and FSC Technical Director with a draft to be submitted to FSC Board at some point in time soon.

#### **16. Stingrays and Wolves Development Contribution (AMB)**

- a) FSC Independent Director/CEO Ann-Marie Balliana stated that the contribution has been made as per the budget. As part of this the Illawarra Stingrays are happy to participate with FSC Holiday Clinics, Academies etc. as part of an ongoing development partnership with FSC.

### **Communication**

#### **17. FSC Website Upgrade (Milco Stojanoski)**

- a) FSC Independent Director Milco Stojanoski stated that the website needs to be updated.
- b) Ann-Marie Balliana mentioned that a meeting has been scheduled with Sporting Pulse along with FSC Staff to discuss the update, changes required and the design of a new website.
- c) FSC Independent Director Milco Stojanoski advised that Investigation was to also take place around our out-dated IT office Infrastructure

#### **18. Club Bulletin (AMB)**

- a) FSC Independent Director/CEO Ann-Marie Balliana stated that the Club Bulletin had finally been put in place. All emails are now consolidated and sent to the Clubs. The previously inefficient and high workload system of advising clubs had been totally revamped and as a result, there are no more duplicate emails going to the clubs on the same notice.



## **Governance**

### **19. Finance Report \* (AMB)**

- a) FSC Independent Director/CEO Ann-Marie Balliana submitted the financial reports. Included in the reports are the FSC Profit & Loss, FSC Cost Centre, the Council's Profit & Loss statements and the Academy Profit & Loss.
- b) FSC Independent Director Milco Stojanoski mentioned the 90-day outstanding amount from one or two Clubs needs to be actioned. Ann-Marie advised that this is being addressed through the Mens Council.
- c) It was stated that the amount outstanding (from the grand final match day sponsor) would have to be written off, as the business has actually closed and they have previously provided great free support over a large number of years to the Men's Football Council (old IFA).

Motion: Move that the Financials be accepted as true & accurate

Moved: FSC Deputy Chair Nicki Bowman

Seconded: FSC Director Danielle Foster, all in favour & agreed.

### **20. Disciplinary & Dispute Regulations Update (AMB)**

- a) FSC Independent Director/CEO Ann-Marie Balliana stated that there was no update on the Regulations & all processes were being extremely well handled & the new system had so far proven to be successful and will be reviewed at the end of the season as agreed.

### **21. Referees Issue Update (MS and AMB)**

- a) As previously mentioned during the Tomas Royall Report & Briefing (Point 5) FSC Independent Director/CEO Ann-Marie Balliana and FSC Independent Director Milco Stojanoski met with the Referees Association. Since their meeting the IFRA would look to running another referees course. Any gaps in appointments could possibly be filled as required & necessary, including the utilisation of MacArthur and Shoalhaven referees.
- b) FSC Chairman Eddy De Gabriele advised there is a meeting scheduled by the Illawarra Football Referee Association with their member's tomorrow night in relation to indicating through a vote their support & progression to Unification under FSC. The reports coming from various sources are that the Referees themselves are in favour of this unification process.

- c) Milco Stojanoski will send out notes on the second meeting session with the IFRA Executive meeting and that will detail further work in resolving the shortfalls in allocation of referees to Men's Competitions. FSC Board to be advised on this critical situation.

## **22. Appointment of Women's Council Director / Resignation of Sandy Depers \***

- a) FSC Chairman Eddy De Gabriele stated that an email has been received from the Women's Board representative (Sandy Depers) resigning from the FSC Board due to personal reasons. Sandy had been absent from last few Board meetings – as a special approval & authorised by the FSC Chairman & FSC Board due to the nature of the personal issues.
- b) FSC Board again reiterated their strong acknowledgement of Sandy's hard work and dedication during the unification transition, the FSC establishment period and her focus and loyalty towards unification and the sport of football particularly Women's Football & the Stingrays. The FSC Board wishes Sandy Depers the best of luck as she faces those challenges in the coming months and any support that she may want from individual FSC Directors will be provided to her. FSC Chairman, Eddy De Gabriele spoke highly of Sandy's support & dedication & all FSC Board Directors were truly sorry to see Sandy Depers resign her Director's post on FSC Board.
- c) The Women's Council voted a formal letter received stating that Jody Cornford will be joining as a Director.
- d) It is noted that forms need to be completed for ASIC for the Resignation of Sandy Depers and the appointment of the Women's Council new Representative Jody Cornford. Ann-Marie Balliana will look after the ASIC & FNSW process.
- e) Also, noted that Eddy Moore will need to be notified for approval from Football NSW.

### **23. Former CEO exit points**

- a) FSC Board Members were given an Exit Assessment by Bill Kostandas following a meeting between Eddy De Gabriele & Bill Kostandas. FSC Board of Directors to review those points raised and CEO Ann-Marie Balliana to assess appropriate alignment going forward. In all, the assessment was positive but in summary detailed a lack of office/management resources whereby Bill felt there should be more staff/specialist positions, greater financial capacity and flexibility, high workloads and required long hours of work. Bill also felt the Strategic Plan Priorities document was the best simple Plan that people could quickly reference to see what & where FSC is going.

### **Infrastructure**

### **24. Business Case Submission on Home Of Football – West Dapto (ED)**

- a) FSC Chair Eddy De Gabriele reported that since last month a business case submission has been documented and sent to all levels of government for a Home of Football.
- b) This process to present a business case has been difficult as many Government Funding Programs were based on fixed set criteria and eligibility that the Home of Football Complex Funding Proposal did not qualify or comply with.
- c) However Eddy De Gabriele advised that he had received agreement & acceptance by the Sports Minister (Graeme Annersley) and Gareth Ward MP for the Home of Football Sports Proposal to be submitted in the potential Port of Port Kembla Lease Program.
- d) Following on from a request by the Minister for Sport, Eddy is to meet with the Minister for Sport Graeme Annersley in the next few days to outline the content & merits of the business case.
- e) Eddy advised that he is also awaiting RDA Funding Program criteria eligibility to be released and has discussed the Home of Football proposal at West Dapto with Stephen Jones MP, who advised he wants this Home of Football proposal to go through the RDA pathway to gain that level of funding.
- f) Eddy also advised that he will pursue this RDA Funding option once Federal Govt announces the opening of the next Rounds of RDAF Programme.
- g) It is still the strategy of FSC Board not to accept a weaker compromise solution, as offered by WCC through its 3-Site Home of Football proposal – that is; a spread of sites across JJ Kelly Park for the Home of the Stingrays, Coniston, Wollongong Olympic & South Coast Wolves, with Berkeley the Home of FSC Futsal Operations & West Dapto as the Home of Suburban & Local Football.

- h) FSC Board feel a compromise solution is a poor alternative to a One Site Home for Football at West Dapto. And it is agreed that until the West Dapto Home of Football Solution is exhausted and rejected by all concerned, then for the good of the game, West Dapto Football Sports Complex - as part of the Residential Sub-Division Expansion – is FSC preferred Solution for the Football Community.
- i) FSC is committed to gaining the appropriate funding to deliver on this Key Football Infra-Structure Facility.

**25. Office review (AMB)**

- a) FSC Managing Director/CEO Ann-Marie Balliana will be reviewing staff functions and tasks and assessing resourcing needs & demands and with that review will present to the Board a strategy for managing FSC Administration & Management Costs.
- b) Ann-Marie stated that in line with this review, procedures will need to be put in place to allow cross training across the Office operations.

**26. MyFootballClub reporting (AMB)**

- a) FSC Managing Director/CEO Ann-Marie Balliana stated that the system is not being used to its potential.

**27. Futsal Football Council\* – (RD)**

- a) Nothing to report, other than the developing situation with the Taipans, which will be advised in due course as determined by the Taipans Board.

**28. Juniors Football Council\* – (DF)**

- a) FSC Director Danielle Foster stated that a report has been sent to all Board Members for their perusal.
- b) Danielle Foster stated on behalf of the Junior Council that clothing provided to SAP and RLC Junior teams should be aligned with each other.
- c) Junior Council would like to extend an invitation to the FSC Board to attend State Cup Games and SAP Games.
- d) Danielle Foster to send the Draw to all Board Members for the State Cup Games and SAP Games.

**29. Men's Football Council – (CC)**

- a) FSC Director Claude Cuda stated that the media coverage for the Waratah Cup is great for our local team Wollongong United who is scheduled to play Sydney United. Claude watched Port Kembla and Granville Rage, stating it was a great game very skilful and a great night had by all.
- b) Scheduling has been tight due to wash out games, Bert Bampton and Waratah Cup.
- c) Still some concerns they have are the issues of the lower grades not having centre referees.
- d) Announcements continue to be aired on i98fm every weekend.
- e) Over the weekend at Picton Oval on Saturday and Sunday, injuries occurred in Reserve Grade from Bellambi (broken leg) and First Grade from Tarrawanna (broken leg).
- f) Last week a meeting was held between FSC staff and Junior Council representatives about Dual Registration. The meeting was positive.

**30. Women's Football Council – (JC)**

- a) FSC Director Jody Cornford raised her concerns that the Referee numbers are down with some games not officiated by IFRA referees.
- b) Ann-Marie Balliana asked Jody to send the list to David Naylor however the list from Bruce Jackson will need to come earlier than the process that occurs now.

**31. Risk Management**

No items to report. Current case being dealt with by FNSW.

**32. FSC Office Keys and security \* (AMB)**

- a) It has been agreed by FSC Board that FSC Managing Director/CEO Ann-Marie Balliana will have Nichole Mears arrange all locks and the new security keys cut for the office as per the Key Security Register report.

### **3. Matters for Noting (Discussed only if requested)**

#### a) Major Correspondence

FNSW: 14 April 2013; Standing Committees Review.

FNSW: 14 April 2013; Competitions Review – Women's Football

FNSW: 19 April 2013; Skill Acquisition Program.

**Meeting Closed: 7.55pm**

**Next Meeting: Board Meeting Monday 17 June 2013**

**(Due to Queen's Birthday 10 June)**