

BOARD MEETING SUMMARY

OCTOBER 2019

INTRODUCTION

This summary provides information relating to the Capital Football Board meeting held on 30 October 2019, and contains resolutions made by the Directors.

The summary excludes information that is commercial in confidence, is sensitive in nature or is restricted due to privacy. Standing agenda items including the finance report, Chair's report and CEO's report may contain such information. Where information discussed under those agenda items can be shared, it will appear under the sub headings, aligned to the strategic pillar to which it is most relevant.

Attendees

Fran Sankey (Chair), Angelo Konstantinou (Deputy Chair), Garth Morrison, Grace Gill, Gary Vandeburgt, Jodie Newall, Phil Brown, Megan Salic (for the media update and finance report only), Glenn Armstrong (for the competitions update only), Scott O'Donnell (for the performance programs update only). Richard Naumovski was an apology for the meeting.

GOVERNANCE – “LEADING FOR UNITY OF PURPOSE”

Strategic Plan

The report on the community consultation has been completed, which also incorporates feedback from the survey completed by over 900 participants.

Using those findings and other observations Capital Football has commenced drafting the next strategic plan. A workshop with the Capital Football Board will be held in November to discuss the draft plan, with the aim of then presenting the final plan at the November Board meeting.

Home of Football Update

The ACT Government released the tender for the Estate Development Plan, with submissions due 31 October 2019.

The next Project Control Group meeting is scheduled for 4 November 2020.

Football Federation Australia

The Chair provided an update on the appointed and elected directors to Football Federation Australia (FFA).

There was a Special General Meeting of FFA members held on 1 October 2019 at which the nominations for appointed directors to the FFA Board were endorsed. The appointed directors are Amy Duggan and Mark Bresciano.

At the date of the Capital Football Board meeting, FFA had not distributed information on the nominees for elected directors to be considered at the FFA AGM on 21 November 2019.



Meeting Minutes

The Board noted the minutes of the Community Leagues Standing Advisory Committee meeting held on 11 September 2019.

Community Engagement

The Board and CEO noted the following engagement with the football community since the last meeting;

- Capital Football Chair Fran Sankey, Deputy Chair Angelo Konstantinou, Directors Grace Gill, Gary Vandeburgt and Jodie Newall, and CEO Phil Brown attended the Capital Football annual awards night on 4 October 2019
- Capital Football Director Garth Morrison and CEO Phil Brown attended a meeting with representatives of the Navy Football Federation Australia on 16 October 2019
- Capital Football Chair Fran Sankey and CEO Phil Brown attended the Migration and Settlement Awards on 23 October 2019, at which FFA won the sports award category for their Aldi Mini-Roos Multicultural Settlement Program
- Chair Fran Sankey met with Belwest Vice President Alysha Lockley on 23 October 2019
- Capital Football Directors Garth Morrison and Jodie Newall and CEO Phil Brown attended the Women's Summer of Sport launch at the University of Canberra on 24 October 2019

COMMERCIAL – “CONNECTING AND THRIVING”

Media and Communications Update

The Head of Commercial provided an update on media and communications to the Board, including;

- Across “local” print and digital media there have been 218 stories year to date
- Unique website visitation is up 11% on 2018
- 1.57M minutes of streamed matches have been watched year to date

The Head of Commercial also provided an overview of scheduled media activities for the next three months, across all programs and competitions.

2020 Budget

The Board discussed the draft budget for 2020.

Capital Football approached the development of the budget with the following assumptions and objectives front of mind;

- No increase to player registration fees
- No increase to player program and state team fees



- Review of Referee Match Fees, considering steps towards league parity

The Budget forecasts a surplus of \$103K for the 2020 financial year.

The Budget anticipates increased income of \$298K and expenditure of \$299K compared to 2019.

The majority of the increased income and expenditure relates to;

- Live streaming of NPLW and NPL matches, including revenue from corporate partnerships and associated production costs
- Increased costs associated with lifting of WWL player wages to align with the collective bargaining agreement (that defines minimum wages for players in the competition)
- The establishment of the Club Coaching Program
- Referee development initiatives, including the refLIVE program
- Capital Football hosting the 2020 National Futsal Championships

New initiatives proposed in the draft budget included;

- Investment of the revenue collected through club fines into the refLive platform to help Capital Football; better manage referee welfare; better understand and influence club culture by identifying which teams within clubs are acting inappropriately, and work with the club to address that behaviour; better assess referee performance
- A proposal to deliver league parity for referee match fees by setting the NPL1 / NPLY and NPLW fees at the same rate, and Women's State League (**WSL**) and Men's State League (**MSL**) fees at the same rate
- Investment in media services to better promote football in the region
- Establishment of the club Coach Support Program which will provide resources and assistance to clubs and coaches in the youth age grades of the NPLY and NPLW competitions
- Licensing of software to assist in the timely development of match schedules across all of our leagues

RESOLUTION:

The Board accepted the draft budget as presented, subject to any changes required from the confirmation of the next strategic plan, with;

- A forecast annual surplus of \$103K for the 2020 financial year
- No increase to the Capital Football player registration fees
- Establishment of the club Coach Support Program
- New initiatives in Referee Training, Development, Recruitment and Retention



- Investment of revenue from club fines into use of the refLIVE program to support referee welfare, referee development and to positively influence club culture
- Purchase of a license to match scheduling software to enhance competition administration
- Increased investment aligned to the collective bargaining agreement for the WWL
- Increased investment to promote and market football, incorporating strategic media partnerships and live streaming of matches
- League parity for referee match fees (pending consultation with the Standing Advisory Committees)

Capital Football Awards Night

The Board congratulated management on delivering an enjoyable awards night.

The Board suggested that management review the ticketing for the evening, including the requirement for all clubs to purchase a set number of seats, considering the awards are skewed towards the NPL competitions.

PARTICIPATION – “PARTICIPATION AND EXPERIENCE”

Competitions Update

The Head of Participation provided a competition update to the Board.

The update included an overview per league and an analysis of referee coverage across all divisions.

The Head of Participation also addressed;

- An update on the Season Review held at the Rex hotel on October 26, attended by 40 club representatives. The workshop included presentations by sponsors, the Referees (temporary dismissals and sanction comparisons year on year), Coaching (upcoming courses and benefit of minimum coaching standards in leagues), Commercial (live streaming statistics) and Competition Departments (challenges faced, initiatives to try and overcome them), followed by discussion groups per league
- An update on summer football and futsal competitions
- A review of Temporary Dismissal data, which indicated that the implementation of temporary dismissals appears to have had a positive impact on improving the behaviour of players towards match officials; and that there is work to be done to better educate all referees on applying the temporary dismissal procedure
- A review of red card sanctions, which indicates that conduct requiring sanction by a red card has remained relatively unchanged from 2018 to 2019; and that it is reasonable to conclude the variance in the issuing of second yellow cards in 2019 has been influenced by the implementation of temporary dismissals in all senior age grades of football
- An overview of upcoming referee education courses



Applications to the 2020 NPLW, NPL1, NPL2 and NPLY

The Board expressed their concern regarding the provision of information by the clubs applying to the 2020 NPLW, NPL1, NPL2 and NPLY competitions, with the majority of clubs unable to provide audited financial statements or minutes of Annual General Meetings held in the last 12 months.

Declaration of Leagues - NPLW

The Board considered a paper that recommended the teams to be invited to participate in the 2020 NPLW. The paper included that;

- Per the resolution from the September Board Meeting, clubs from the 2019 NPLW were asked to confirm their commitment to participate in the 2020 NPLW, under the same competition format as 2019
- The 9 clubs from the 2019 NPLW submitted applications to participate in the 2020 NPLW. No other nominations were received

Capital Football management recommended that the nine clubs from the 2019 NPLW be admitted to the 2020 NPLW to provide stability, and an opportunity to work with the clubs and broader community to enhance the league.

Resolution:

The Capital Football Board resolved to invite the following clubs to compete in the 2020 NPLW;

Belconnen United Football Club	Monaro Panthers FC
Canberra FC	Tuggeranong United Football Club
Canberra Olympic FC	Wagga City Wanderers FC
Canberra United Academy	Woden Weston Football Club
Gungahlin United	

Declaration of Leagues – NPL1

The Board considered a paper that recommended the teams to be invited to participate in the 2020 NPL1. The paper included that;

- Consistent with the Competition Review outcomes, at the conclusion of the 2019 NPL1 season there is relegation of the last placed NPL1 club to NPL2 for the 2020 season. The mechanism for relegation is the club finishing last on the NPL1 1st grade league table at the conclusion of the 2019 premiership will have its 1st grade and U23 teams relegated to NPL2 for the 2020 season



- For the 2020 season, Capital Football invited the clubs ranked 1st to 8th on the 2019 NPL1 1st grade league table to indicate their commitment to participate in the 2020 NPL1 competition. The Riverina Rhinos finished 9th on the 2019 NPL1 1st grade league table, and were not invited to confirm their commitment to compete in the 2020 NPL1
- The clubs ranked 1st to 8th on the 2019 NPL1 1st grade league table submitted nominations to compete in the 2020 NPL1. No other nominations were received

Capital Football management recommended that for the 2020 NPL1, inviting the teams recommended in the paper maintains the integrity of the competition review outcomes and on field results of the 2019 NPL1 competition.

Resolution:

The Capital Football Board resolved to invite the following clubs to compete in the 2020 NPL1;

Belconnen United Football Club	Monaro Panthers FC
Canberra FC	Tigers FC
Canberra Olympic FC	Tuggeranong United Football Club
Gungahlin United	Woden Weston Football Club

Declaration of Leagues – NPL2

The Board considered a paper that recommended the teams to be invited to participate in the 2020 NPL2. The paper included that;

- Consistent with the Competition Review outcomes, at the conclusion of the 2019 NPL1 season there is relegation of the last placed NPL1 club to NPL2 for the 2020 season. The mechanism for relegation is the club finishing last on the NPL1 1st grade league table at the conclusion of the 2019 premiership will have its 1st grade and U23 teams relegated to NPL2 for the 2020 season. Promotion does not apply from the NPL2 to the NPL1 until the conclusion of the 2020 season
- For the 2020 season, Capital Football invited the clubs that competed in the 2019 NPL2 to indicate their commitment to participate in the 2020 NPL2 competition. The Riverina Rhinos, having finished 9th on the 2019 NPL1 1st grade league table and therefore eligible for relegation, were also asked to confirm their commitment to compete in the 2020 NPL2
- Capital Football received nominations from the nine clubs that competed in the 2019 NPL2, and one nomination from Yoogali SC proposing to replace the Riverina Rhinos as the relegated team from NPL1 to NPL2



Further information was provided on two clubs who were provided an initial 1-year invitation into the NPL2 in 2019, being Narrabundah FC and the Wagga City Wanderers. When comparing the two club's on-field performance, ability to meet payments with Capital Football and contents of the documents submitted with their application against other clubs in the league, management did not see a fit reason to exclude either club from the 2020 NPL2.

Further information was provided about Yoogali SC's proposal, including;

- Yoogali SC are a club located with the Griffith District Football Association (**GDFA**).
- GDFA are the entity that have managed the Riverina Rhinos playing in the Capital Football NPL1 and NPLY, with Yoogali SC providing much of the senior coaches and players
- GDFA and Yoogali have reviewed the management and delivery of the football programs in their region, and propose a revised structure that would see GDFA manage the youth teams in the NPLY and Yoogali SC manage the senior teams in the NPL2

Capital Football management recommended that for the 2020 NPL2, inviting the teams recommended in the paper maintains the integrity of the competition review outcomes and on field results of the 2019 NPL1 competition (i.e. it applies relegation from NPL1 to NPL2).

Management believed the recommendation was also supported by;

- Proposing a 10-team format that eliminates the bye round
- Engaging motivated clubs that have aspirations to improve and win promotion to NPL1
- Engaging clubs from the broader Capital region
- Supporting a club that has consulted within its own community and developed a strategic pathway to better support its players (GDFA and Yoogali partnership)

Resolution:

The Capital Football Board resolved to invite the following clubs to compete in the 2020 NPL2;

ANU FC	Queanbeyan City Football Club
Brindabella Blues Football Club	Southern Tablelands United Football Club
Canberra White Eagles Football Club	Wagga City Wanderers FC
Narrabundah FC	Weston Molonglo Football Club
O'Connor Knights SC	Yoogali Soccer Club



Declaration of Leagues – NPLY

The Board considered a paper that recommended the teams to be invited to participate in the 2020 NPLY. The paper included that;

- Following a proposal from the PLSAC, the league format for the NPLY in 2019 was altered from an NPLY1 and NPLY2 tiered structure to a single home and away format including all 13 teams
- Ahead of the 2020 season, Capital Football invited the thirteen clubs that competed in the 2019 NPLY to indicate their commitment to participate in the 2020 NPLY competition
- Capital Football received nominations from 12 clubs that competed in the 2019 NPLY, one nomination from Griffith Football Club proposing to replace the Riverina Rhinos, and one nomination from O'Connor Knights SC

Further information was provided on three clubs who were provided an initial 1-year invitation into the NPLY in 2019, being Radford College, Woden Valley Soccer Club and the Wagga City Wanderers.

For Radford and Woden, their poor on-field performance in 2019 was acknowledged, which was influenced by their late inclusion in the league and the change to the competition format mid-season. Considering that, and comparing the club's on-field performance, ability to meet payments with Capital Football and contents of the documents submitted with their application against other clubs in the league, management did not see a compelling reason to exclude either club from the 2020 NPLY.

For the Wagga City Wanderers, in comparing their on-field performance, ability to meet payments with Capital Football and contents of the documents submitted with their application against other clubs in the league, management were of the opinion that their ongoing inclusion presents a benefit to the NPLY competition.

Further information was provided about Griffith Football Club's proposal, including;

- Griffith Football Club is the playing name of the GDFA
- GDFA are the entity that have managed the Riverina Rhinos playing in the Capital Football NPL1 and NPLY
- The Rhinos on-field performance in the NPLY in 2019 was strong
- GDFA and Yoogali SC (a senior team in GDFA) have reviewed the management and delivery of the football programs in their region, and proposed a revised structure that would see GDFA manage the youth teams in the NPLY and Yoogali manage the senior teams in the NPL

Further information was provided about the application received from O'Connor Knights, including;

- O'Connor Knights SC did not field teams in the 2019 NPLY



- The 2019 NPLY format was altered mid-season prompted by a submission from the PLSAC. The new format saw all thirteen teams play each other twice in a home and away format. While this resolved challenges the clubs would face from a split into an NPLY1 and NPLY2 after round 1 (with some of their teams playing at different venues on any given match day) it did magnify the difference in football ability between the top and bottom teams, resulting in lop-sided matches and extreme end of season goal differences
- Because of this, the application process for 2020 did not call for new clubs to apply
- While it is commended that the O'Connor Knights has aspirations to field teams in the NPLY, following the first year of expansion to the league, changes to the format mid-season, and without a thorough review and consultation about the optimal format following the mid-season change to the format, it is premature to further expand the competition
- We acknowledge that having a bye in the NPLY is not optimal. However, if Capital Football was to take steps to remove the bye, it would be first need to decide if expansion or contraction was the best method to achieve that. If contracting the league was the preferred step, an evaluation method would need to be established and communicated to the clubs. If expansion was the preferred step, then an opportunity for all clubs to apply for that new spot should be conducted to allow a fairer process

For the 2020 NPLY, inviting the teams recommended in the paper maintains the integrity of the competition review outcomes, and subsequent amendment by the Capital Football Board to include three additional teams (Radford College, Woden Valley SC and Wagga City Wanderers).

Following the first year of expansion to the league, changes to the format mid-season, and without a thorough review and consultation about the optimal format following the mid-season change to the league structure, it is premature to further expand the competition

Resolution:

The Capital Football Board resolved to invite the following clubs to compete in the 2020 NPLY;

Belconnen United Football Club	Tigers FC
Brindabella Blues Football Club	Tuggeranong United Football Club
Canberra FC	Radford College
Canberra Olympic FC	Wagga City Wanderers FC
Griffith Football Club	Woden Valley Soccer Club
Gungahlin United	Woden Weston Football Club
Monaro Panthers FC	



PERFORMANCE – “PERFORMING FOR SUCCESS”

Performance Programs Update

The Technical Director provided an update on the performance programs to the Board, including;

- Term 4 for SAP has commenced. Offering more flexible arrangements is seeing an increase in people wanting to engage with SAP
- A review of the process to identify and trial players for the Canberra United Academy and Talent Support Program
- An update on the recent National Youth Championships for U13 and U14 boys, where the ACT teams finished 1st and 4th in their respective groups
- An update on Canberra United’s preparations for the upcoming WWL and FYL seasons, including completion of physical testing and commencement of training
- An overview of coach education courses delivered over the last month
- Announcement of the ACT team coaches for the National Futsal Championships in January 2020



Fran Sankey

Chair

