

BOARD MEETING SUMMARY

NOVEMBER 2019

INTRODUCTION

This summary provides information relating to the Capital Football Board meeting held on 27 November 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), Richard Naumovski, Garth Morrison, Grace Gill, Gary Vandeburgt, Jodie Newall, Phil Brown (CEO), Megan Salic (for the media update and finance report only), Scott O'Donnell (for the performance programs update only).

GOVERNANCE – “LEADING FOR UNITY OF PURPOSE”

Strategic Plan

A draft of the 2020-23 Strategic Plan was provided for review and feedback by Directors. The feedback on the look and feel, and suggested changes to content will be incorporated into the draft along with any additional feedback prior to finalising.

Queanbeyan Palerang Regional Sport Complex

The CEO reported on a stakeholder meeting for the Queanbeyan Palerang Regional Sports Complex. The meeting provided an update on the preliminary design to inform the final drafting of the development application for the project.

Football Federation Australia

The Chair provided a summary of the Football Federation Australia (FFA) Annual General Meeting which was attended by the Capital Football Chair Fran Sankey and Director Gary Vandeburgt.

At the meeting Robyn Fitzroy and Carla Wilshire were elected as new directors, with Chris Nikou returned as the FFA Chair. The new appointments delivered 50/50 gender representation on the FFA Board. A decision on the Deputy Chair has been deferred.

The State and Territory Member Federation Presidents held a meeting ahead of the FFA AGM, at which Fran was appointed as Chair of the Member Federation Council for the next 12 months.



Canberra United Decisions Policy

The Board discussed a proposed policy document for decisions related to Canberra United.

The Board requested that management develop a policy paper to guide decision making related to the Canberra United program. The Board sought to better define what matters can be addressed by management in the execution of their duties, and what matters needed Board endorsement or discussion.

The principles proposed in the draft policy were consistent with those endorsed for decisions related to Capital Football competitions, were aligned to key governance documents, and provided an efficient framework from which management could deliver the Canberra United programs while also ensuring requisite governance from the Capital Football Board.

RESOLUTION:

The Capital Football Board endorsed the Capital Football Policy on Canberra United Decisions.

2020 Calendar of Meetings

The Board was provided a copy of the 2020 calendar of meetings.

The calendar communicated the 2020 meetings in advance to support the participation of committee members at the meetings, and preparation of the required papers by management in a timely fashion. The calendar sought to align the schedule of Finance Audit and Risk Management Committee Meetings, Board Meetings and the Annual General Meeting of the company to ensure there is connectivity.

The calendar incorporated meetings of the;

- Capital Football Board (the **Board**)
- Finance, Audit and Risk Management Committee (**FARM**)
- Regional Representatives (**Zone Council**)
- Standing Advisory Committees (**SACs**)
- Coaches Technical Committee (**CTC**)

The calendar included a number of “compulsory” meetings;

- 10 Board meetings
- Quarterly FARM meetings
- Meetings for the SACs and Zone Council
- Meetings of the Members and the Board
- South and north region club meetings. These meetings are proposed to provide a formal engagement opportunity for the north and south region clubs with their elected representatives on the Zone Council
- The Capital Football AGM



Community Engagement

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

- Deputy Chair Angelo Konstantinou and CEO Phil Brown attended a Project Control Group meeting with ACT Government for the Home of Football Project on 4 November 2019
- Director Jodie Newall attended the Canberra United family day on 9 November 2019
- Chair Fran Sankey and Directors Garth Morrison and Jodie Newall attended the Canberra United Season Launch on 13 November 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 247 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.

PARTICIPATION – “PARTICIPATION AND EXPERIENCE”

Participation Department Update

A Participation Department update was provided to the Board.

The update included;

- Draft competition period calendars for 2020 have been sent to the PLSAC & clubs, CLSAC and JSAC for review and feedback. Community and Junior league clubs will be provided a survey to gather their feedback on preferred competition structures including match days and times to inform match schedule development
- Draft NPL competition regulations (incorporating NPLW, NPL1, NPL2 and NPLY) have been provided to the relevant clubs for feedback
- The NPLW, NPL1, NPL2 and NPLY clubs were provided an online form to submit 2020 team information (i.e. strip colours, committee members and home match kick off preferences)
- We have confirmed the delivery of an NPLW Charity shield match to be run with the NPL1 match in 2020
- A table of Referees appearances in senior NPLW and NPL matches for 2019



- Walking Football is currently at 120 participants playing in 14 teams
- The Cerebral Palsy (CP) Nationals were a great success, with the ACT team the first ever to include female players. All three girls were very happy to be part of the tournament and the Capital Football team
- Game Development Manager Kelly Stirton travelled to Sydney on Wednesday the 9th of October to run a session in the first ever Asia-Pacific girls CP camp. Pararoos coaching staff were impressed with Capital Football's approach to CP player development
- Jason Driscoll received his baggy green at the Pararoos dinner at the CP Nationals
- We are currently in the process of sourcing funding with the help of Rotary to purchase Strikeforce chairs so our Powerchair players can compete at the Club Nationals in January 2021 in Sydney
- We have a two-day Powerchair development weekend on 29 February and 1 March 2020 at the AIS. This will see 20 NSW development players travel to the ACT as well as 4 VIC players

O'Connor Knights NPLY Application

The Board discussed correspondence from the O'Connor Knights (OCK) asking the Board to reconsider their entry to the 2020 NPLY. The Board also considered feedback from the Premier Leagues Standing Advisory Committee (PLSAC) regarding the request.

The Board expressed their gratitude for the OCK's efforts in submitting the application for review. The Board noted the proactiveness and initiative the club had demonstrated, the clear aspiration to develop a player centred pathway for youth footballers, and the support shown by other clubs for OCK entry to the 2020 NPLY.

Following a lengthy discussion, the Board were of the opinion that the rationale for the original decision on 30 October 2019 remained valid, including that;

- The NPLY format was altered mid-season prompted by a submission from the PLSAC. The new format saw all 13 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
- While it is commended that the OCK have 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 structure, it is premature to further expand the competition



- Additionally, the PLSAC did not support OCK entry into the 2020 NPLY, sharing the same concerns as the board about the current league structure and how further expansion might be implemented, including an open process for all interested clubs to seek entry.

The Capital Football Board were also conscious of FFA's review of the NPL nationally, which is due to be concluded in 2020. The purpose of the review is to reflect on the outcomes realised since the NPL was launched in 2013, identify potential enhancements or initiatives to improve the competition, and clarify the role of the NPL within the national competition structure and the player pathway.

As such the Board reaffirmed their decision of 30 October 2019, and declined OCK's request to enter the 2020 NPLY.

RESOLUTION:

The Board upheld their decision of 30 October 2019 to decline the O'Connor Knights request to participate in the 2020 NPLY competition

2020 Referee Fees

The Capital Football Board discussed the 2020 Referee Fees.

The Board considered it fundamental to Capital Football operations and activities to recognise the equal value across our men's and women's leagues. The Board also recognised the complexities involved in making changes to ensure equality in one area of football does not result in inequality in another. The Board engaged in a lengthy and robust discussion on the topic of increasing referee fees to ensure parity across the leagues, taking into consideration feedback from the various standing advisory committees.

There are over 20 league categories to consider when looking at parity across the leagues through an alignment of referee fees. As a step towards equality, it was decided that the referee match fees for 2020 will be the same across age grades and divisions in each league, regardless of the gender of the competition with one exception.

A priority area of focus for Capital Football is the development and retention of more Level 1 referees so that referee appointments for NPL and NPLW are of equal quality and therefore merit equal fees.

In determining the 2020 referee match fees, Capital Football has;

- a) Maintained league parity where it already existed (i.e. in the 2019 Junior League and MiniRoos the male and female leagues had the same match fee structure)
- b) Delivered parity across the leagues by;
 - aligning referee match fees across State League Women (SLW) and State League Men (SLM) for the same level (i.e. SLW1 and SLM1)



- aligning referee match fees across National Premier League Youth Boys (NPLY) and the NPLW girls (i.e. NPLY U18, U16, U14/U13 and NPLW U17, U15, U13 respectively)
 - aligning referee match fees for National Premier Leagues 2 Men (NPL2) U23s and NPLY U18
 - aligning referee fees for NPLW Reserve Grade, NPL1 U23s and NPL2 1st Grade
- c) Taken steps towards league parity for NPL and NPLW by;
- increasing the referee match fees for NPLW 1st Grade to an amount at a midpoint between NPL2 1st Grade and NPL1 1st Grade, with a goal of parity between NPLW 1st Grade and NPL1 1st Grade in 2021.

RESOLUTION: (Finalised out of session in January 2020)

For the 2020 Football season, the Board resolved to;

- a) approve the alignment of referee match fees across men's and women's state league for same level (SLM1 and SLW1 etc.)
- b) approve the alignment of referee match fees across NPL youth leagues (NPLY 18, 16, 14/13 and NPLW 17, 15, 13 respectively)
- c) approve the alignment of the referee match fees for NPL2 U23s and NPLY 18
- d) approve the alignment of the referee fees for NPLWR, NPL1 U23s and NPL2 1st Grade
- e) approve a principle that any review of referee match fees should not result in a decrease in fees
- f) approve the recommendation not to increase the referee match fees for NPL1
- g) approve the increase of the referee match fees for NPLW to an amount at a midpoint between NPL2 1st Grade and NPL1 1st Grade, with a goal of parity between NPLW 1st Grade and NPL1 1st Grade in 2021

PERFORMANCE – “PERFORMING FOR SUCCESS”

Performance Programs Update

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

- SAP is continuing on Monday's and Friday's until December 13
- CUA trials for 2020 have now concluded and successful players have all been sent letters of offer, with training for the year to conclude on December 5
- TSP training will continue until the end of November



- The CU WWL squad of 23 players has now been finalised. Nine of the players are either locals, live here year-round or have come through our Academy pathway. The team played friendlies vs Western Sydney Wanderers (**WSW**) Saturday 2 November at Marconi Stadium (drew 3-3), and vs Boys TSP 14's on Sunday 10 November at UC (won 2-0)
- The FYL team played a friendly match vs BBFC NPL2 on Sunday 10 November at Hawker Synthetic (won 6-0), and vs WSW on Sunday 3 November at the WSW Training Centre (lost 5-0)
- We have completed 11 C-Licence assessments this month
- Trials for the National Futsal Championships have been completed. We have confirmed squads for all teams except the U15 Girls and U19 Men, and are hopeful of sending a second AWD team
- Letters have been sent to all NPLY and NPLW Club President's as well as to the Capital Football Technical Committee, explaining Ali's role in overseeing the Coaching Support Program



Fran Sankey

Chair

