



General Meeting - 24th October 2016

Gosford Tennis Club

- 1) **Attendance :** R. Eldridge, K. Lees (Sec), C. Lees, R. DeVivo, T. Haworth, D. Campbell, P. Campbell, M. Vaughan, C. Ryan, C. Spence
Apologies : F. Weinert, L. Buchanan (late)
- 2) **Minutes of Previous Meeting :** Minutes accepted. Second : T Haworth. Carried.
- 3) **Business Arising :**
 - **Head Coach/ Program Director Position :** Nathan Healey has been approached and shows interest in the position of Head Coach. It comes with a condition that Marnie his wife is also given a position. He is well known to the area and successful in singles and doubles on the world stage. Returned from USA with success in the appointments/centres he ran. Marnie's background includes running her own business and would complement Nathan in his position. They are requesting some flexibility with work. Looking at a new position of Programs Director/Competitions/Admin for Marnie. Stated that it will fit nicely working hand in hand if it's based on bonus incentives. There is a lot of growth potential at Gosford. His position needs to include private lessons as well as group work. Q. Would Tennis Australia subsidise his position here? Bonus structure needs to be above their base salary so as to motivate performance and based on net profit v expenditure. Profit share structure is a good option. Also a need to diminish the bonus if not performing. In the future, their base salary increases and bonus margins decrease as the memberships increase. Currently the centre is coach heavy. Budget was for \$140K for tennis director and GM. Plus 1 tennis coach at 35k and admin at 25k and a maintenance person. With taking on the Healeys, a difference of 40k per annum different to what has been budgeted. The GM longer term may be a position that covers more for the role of what Central Coast Tennis can provide, covering the centres on the Central Coast. Marketing budget at 5% in the first year. It is difficult to tell what the financials will be. It has been requested by N. Healey that a formal letter of offer be provided. \$110K plus bonus, car lease inclusive for both positions. Canteen will be covered longer hours down the track. N. Healey is aware that GTC is the preferred tenderer. Awaiting contract documents from council to sign. At this time the maintenance position will be held off due to costs.
Motion : **The discussion with Nathan and Marnie Healey be continued in regards to the employment contract containing a combined gross salary of \$132,000 per annum (inclusive of super, car and phone allowance). This will be plus a bonus structure that is determined on a net profit share arrangement.**
Proposed : R Devivo Second : M Vaughan Carried.
 - **Transition :** Operating Systems – Monthly subscriptions to run them. Mind Body currently runs at the centre and Marnie has experience with this. Tennis Boost is a short cut to running weekly comps, \$69/month. Intrac/tennis Biz/Intennis are endorsed by Tennis NSW. Its suggested that Mind Body and Tennis Boost be used concurrently for at least the first few months.
Mcperson's Lawyers to set up GM roll. Non-disclosure agreement should be signed and drawn up. Pro shop will be around \$10,000 to restock.
Motion : **An account be created, attached to a Visa Debit with a limit of \$2000 for the use of the GM to spend.**
Proposed : C. Ryan Second : C. Lees Carried.
 - **ITS letter :** P. Chapman has indicated towards wanting to continue operating the Tennis Centre. He has stated that the majority of the staff will be employed by IFTS next year. A working relationship is necessary for the transition phase. Still no official word from the Board despite reference to that in the letter from

Paul. Discussion regarding the reply letter being sent straight to Paul vs also to the IFTS Board. IFTS court hire is a short term bonus and has never counted in to the overall running need of GTC. The communication will go out from R. Devivo as acting President.

- 4) **Correspondence** : 1) Membership application for Gosford City Sports Council Inc. \$50 admission fee and the majority of sports on the Central Coast are members. Given to C Lees to fill out.

Motion : Approve the payment for the application as a member of the Gosford City Sports Council.

Proposed : D. Campbell

Second C. Ryan

Carried.

5) **Reports :**

1) Treasurer: Payment from IFTS up to 24/11 then there will be 1 more payment left during their lease. \$132,000 plus \$9,875 outstanding. Reimbursement required for meeting with potential new tennis director, Tennis NSW meeting, pest control. Pay for R. Eldridge's position. Lodging of the annual statement to be forwarded to T. Haworth by C Lees. Defer current works as need for cash flow in the near future. Discussion with Steve Marquis (Tennis Australia) regarding need for 5-6 million in funding for upgrades etc. Estimated GST was lower than expected, so more money to come back. Issues with phone bill, R. Eldridge has spoken with OPTUS. Report tabled.

Motion : To pay the outstanding receipts and invoices as stated in the treasurer's report.

Proposed: T Haworth

Second : C Lees

Carried.

2) Ladies Mid Week : Competition is winding down for the year. Pink day for breast cancer awareness. 2 new committee members have joined them. Christmas presentation and awards are coming up. \$2,000 roughly in the bank. Tony raises : Does the cash that LMW is holding need to be identified for council's purposes going forward?

3) Maintenance : Issues have been raised by IFTS and they are reporting on what is being taken care of. GTC are also following up issues raised in regards to holes near courts, mould. Raise with IFTS the need for sand on court 12. Wood form work behind courts to be removed due to safety issues. Shade sail on court 2 to be looked into by R. Eldridge. Resolved issues : Lighting has been put in carpark. Vermin control has been and new baits in place. Old court grass has been removed. Check bubbler is working. Report Tabled.

General Business :

- **Committee member :** Peter has attended numerous committee meetings and is of great value.

Motion : To accept Peter Campbell as a committee member.

Proposed : T Haworth

Second : C Lees

Carried.

- **Uniforms:** Budget of \$1500 to redo letter heads and shirts etc. Approval from executive on the spend. Discussion to leave any changes to later next year once things have settled down. Website could be started as Gosford Tennis Club. The domain name of Gosford Tennis Centre belongs to ITS until the 30/12/16.

- **Court Issues :** Tennis NSW are mediating with the company that did courts 12 and 11.

- **Kariong tender :** Discussions with outgoing committee for help with acquiring the courts.

Motion : A tender to be put forward to council regarding the operational functioning of the Kariong Tennis Centre.

Proposed R Devivo

Second T Haworth

Carried.

Meeting closed 2340hrs. Next meeting Mon 21st November.