

MINUTES

GOSFORD AND DISTRICT TENNIS ASSOCIATION

Meeting held 7.30pm Monday 7th May 2018

ATTENDANCE Chris Lees Tony Haworth Steve Finnan Maureen Bartels
Michael Courtney Nick Carbonara Alex Silcock Dell Campbell Peter Campbell
Dale Murphy Lyn Buchanan Rob DeVivo Eddie Rubio Maurice Murphy (Tennis
NSW)

APOLOGY Nil

Minutes of April meeting accepted **Moved** S Finnan **Seconded** P Campbell

Presidents Report Written report included in the Agenda, thanking the Committee and others who have given time and financial support, and particularly to Tony who has filled the role of GM for over 6 weeks. To Mick for his work in maintaining the complex including supply of materials and to Eddie for his time spent on social media, thankyou. Advice to the Committee that there will be a Fair Work hearing re Rob Eldridge unfair dismissal claim.

Treasurer's / Finance Committee Report

Tennis NSW use of meeting room Report from Maurice Murphy outlining proposal for use of the meeting room as the new Schools Co-ordinator is from Umina and Roxy lives locally. The room would be used 2-3 days per week, offer of \$6,500 rebate of annual affiliations and payment of \$150 per month to cover outgoings. TNSW would supply their own furniture/equipment. It is requested that Jacki have use of the room. The 'blue room' could be used for meetings, storage would need to be organised for ladies midweek requirements. WiFi would need to be checked; Eddie offered to look at this. Council lease should be considered; ensure that the use of the room is stated to be a tennis related activity. 1st June 2018 set as commencement date.

Vote to agree to the proposal: 11 for 1 against 2 abstained from voting

Item 4 of Treasurer's Report: Website upgrade GDTA and GDCC (requires upgrade). \$1000 quoted by APM Graphics to upgrade and any further costs to be free with proviso that they be permitted to put their name on the website. The website is considered a necessity for attracting corporate sponsorship and Eddie advised that \$1000 would be a good deal. Proposed to duplicate GDTA site on to the GDCC one. Eddie Rubio offered to do a redesign following the website upgrade. \$1000 outlay may not be an option at this time and Tony Haworth offered to put up the cost from his business.

Report of Origin Energy account overdue by 3 months and it is hoped to offset this debt by collection of outstanding fees which is now in progress.

Nick Carbonara has brought the accounts up to date as at the end of April. He advised that Rob Eldridge's termination payment was incorrect by \$3,200 as it was the gross amount and did not include tax. Overall out of pocket by \$4,476. He also did a comparison of last years figures for May and June and advised that \$13,740 is needed per month to keep solvent.

Question raised as to why red ball fees were dropped – due to sessions being reduced to half an hour instead of an hour. Usage is up from last term so breaking even at this time.

Debit card currently in Jackie's name should be changed to President's name or one of the Executive. Treasurer to rectify this. Rob's payout figure to be looked at by the Finance Committee.

Peter Campbell presented his forecast figures:

April 2018 P & L

<i>Forecast</i>	<i>vs</i>	<i>Actual</i>
<i>Fixed Centre Expenses</i>		
<u><i>\$5,500</i></u>		<u><i>\$5,050</i></u>
<i>Staffing of Centre Admin/Desk</i>	<i>3 persons</i>	
<u><i>\$6,500</i></u>		<u><i>\$6,000</i></u>
<i>Cost for Month</i>		
<u><i>\$12,000</i></u>		<u><i>\$11,050</i></u>

Income

Court hire/comps run by Centre staff

\$6,000	\$8,520 GP
	<u>Incl GST</u>

Coaching Services

<i>Sale Price</i>	\$16,000	\$14,086
<i>Cost of Service</i>	<u>(\$10,400)</u>	<u>(\$9,000) incl super</u>
	\$ 5,600 GP	\$5,086 GP
		<u>Incl GST</u>

<i>School camps</i>	<i>Sale Price</i>	\$6,425
	<i>Cost of Service</i>	<u>(\$3,546) incl super</u>

Discussion held over Tom and Bonny's positions being made permanent part time instead of casual. Noted that the saving would be small due to entitlements due to permanent p/t positions. Agreed to make a decision on this at the end of the financial year.

Moved T Haworth that the Treasurer's report be accepted

Seconded N Carbonara

Operations Report

Racquet stringer: Noel Dodds is on site when required. Club charges \$45, Noel charges \$25 which includes string. Two stringing machines not being used, a Babolat which is owned and a Tennex. Alex Silcock offered to teach racquet stringing.

Adult programme shows only 51 players. Monday ladies were opposed to the new payment system but it includes credit for days not played. There is an issue with commitments to the comps, Tuesday and Thursday night players did not want to pay up front and the lack of team structure was discussed. These should be set in place for term 2. There are 15-23 Drill and Point Play on Wednesday night and they paid \$100 for 5 nights play up front.

There are good numbers for red and orange ball and Eddie Rubio has offered to add these to the website to further promote.

A working bee will be necessary on the bottom courts for the U14 event June 23/24. Assistance required also for the interclub day on 20th May, bbq and salads will be offered at finish of play. Ladies Committee will discuss catering needs. An AMT is scheduled for 22nd July.

Recommendation made to purchase a defibrillator.

Integrity Committee

Written report in the Agenda.

MOTION Moved A Silcock that the Association's Constitution be reviewed
Seconded S Finnan Carried unopposed

Lyn Buchanan requested that she attend the next meeting to discuss the Constitution. Next meeting to be held on 21st May 5.45pm Gosford RSL.

Tournament/Competition Committee

Tony advised that he had talked with Ellen Gordon and she is approved for the AMT Bronze tournament.

Discussion was held re social days and suggested that Gosford host a 'Life Members' social day, maybe term 3.

Ladies Midweek

Dale Murphy gave a verbal report on behalf of the Ladies Midweek Committee. There is a Mother's Day raffle being conducted and discussions held regarding the compilation of a cook book, as a fund raiser.

Request put to the Committee that a list of volunteers be made available.

Correspondence

Email received from Tournaments Development Manager, Tennis Australia, confirming approval for Gosford Bronze AMT to be held 20/21 July 2018.

General Business

Membership fees Recommendation as per Item 4 of Finance Committee Report in the Agenda.

“Seniors \$20.00, Juniors not playing in Blue, Red and Orange Ball - \$20, Juniors playing in Blue, Red & Orange – Free, Family – consists of 4 persons minimum and receives an overall discount of 25% on full priced individual memberships. Social players - \$15. Membership period 1/7/18 to 30/6/19. Membership to include – Free Sunday Play, Free Off-peak Play, 5% discount on all products, able to play organised competitions, club championships and represent your club. We will need to get a membership scanner and organise cards to be printed.”

MOTION Moved T Haworth that the fee schedule be accepted

Seconded A Silcock Carried unopposed

Management Structure and Head Coach

A resolution is needed re management; one proposal is to have a head coach to generate income and also carry out management.

Discussion :-

- : Council consent would be required to allow an owner/operator system. Still operating under old lease where a contractor could be employed but this may not be an option under a new lease
- : Accredited coach be tendered for
- : Coach would need to pay for court hire for coaching, and set rosters, operate proshop
- : Advertise for HC initially on contract until the club could offer owner/operator
- : There would be difficulties in finding a HC who would coach and operate the business
- : Need a way of structuring an advertisement – say 20 hours of coaching
- : HC puts in s set amount of time coaching and pays the club a percentage – difficulty could arise in ensuring HC puts in the required management hours
- : Progressive pay incentives discussed
- : Discussion of operating the business before the HC is employed
- : Would anyone take on the position until the lease can be established – suggest a letter of understanding

MOTION Moved R DeVivo that an expression of interest for Head Coach be advertised **Seconded** P Campbell Unopposed

- : Advertise through Tennis Australia

- : Defer for one month to determine a plan
- : Rob DeVivo requested to prepare a long term plan

Unfair Dismissal Case Rob Eldridge

The process would involve consultation with Rob. He requests a payout or reinstatement to undertake roles within the business. Dismissal of the GM at the same time as employing others may go against the GDTA. An outline of the state of accounts whilst Rob was employed was given by Peter. Rob DeVivo gave the background of Rob Eldridge being employed as GM. Reported that the expectations of the GM position were not upheld by Rob Eldridge, also noted was his lack of organisation. Steve outlined his thoughts on options as listed in his email to the executive of 4th May. Peter quoted January 2018 committee meeting minutes on the dismissal. The role was said to be established as a temporary role but Rob Eldridge viewed it as permanent. Suggested options are to argue against any further payout; or offer \$1000. Wednesday hearing is only the first step in mediation, further steps would follow if agreement cannot be reached. Recommendation is to not offer reinstatement or further payout.

Meeting concluded 12.15

Next meeting to be held Monday June 18th 7.30pm

Reminder: Working With Children clearances required