



## **Squash Australia Memorandum – Post 18<sup>th</sup> December Board Meeting**

### **1. SQA Board and Committees Composition**

Robert Nicholls has been appointed to the Audit Finance and Risk Committee.

Working Groups will meet in early February.

### **2. AGM Presentations (October 2018)**

The full presentation list from the 2018 National Forum is available on the Squash Australia website. Please click here - [http://www.squash.org.au/w/about-us/governance-documents/national\\_forum](http://www.squash.org.au/w/about-us/governance-documents/national_forum)

Including:

- 2019 Matrix/Insurance/Affiliation pricing structure
- Sporty HQ Matrix and Sporty HQ in general
- One Sport Concept – Queensland Triathlon and a customer centred approach

### **3. National Workshop – One Sport Structure Concept – June 2019**

Following the announcement by Sport Australia that all funded sports need to move to a 'One Sport' model or risk lose funding. SQA has prioritised discussion with the States on a collaborative way forward. Sport Australia's focus under the model is on achieving shared services, joint finances and direct line management of employees. The presentations around consumer centric thinking and the presentation by Triathlon Queensland in regards the progress they have made the past two years provided great insights in to the options in front of the sport. A date has been set aside for a Squash 'One Sport' Workshop. We hope 2-5 from each State is able to make the session.

The touch point will also provide us the opportunity to revisit the strategy at a national and state level. We encourage the States to send up to five appropriate delegates for this forum and workshop. SQA will cover the forum practical costs for the session, providing some snacks and lunch, States will be responsible for accommodation, air fares and food. All attending delegates will get FREE tickets for the later stages of the World Doubles.

The date chosen is Friday 21<sup>st</sup> June and Saturday 22<sup>nd</sup> June on the Gold Coast. These dates have been selected so maximise the connection with the following on the same weekend:

- World Doubles Championships Final Friday 21<sup>st</sup> June
- National Championships 22 and 23<sup>rd</sup> June
- National Coaches Conference 22 and 23<sup>rd</sup> June

- Squash Australia Annual Awards Friday 21<sup>st</sup> June

**Please confirm Stat attendance by 1<sup>st</sup> February with number of places and if possible names of those attending.**

#### 4. SQA Team Contact points and Communication

We have now fully recruited and I wanted to provide you your main contact points moving forward:

Strategic Area	Contact
Events	Zoe Aust (Kay Kendall to continue as TD for Major SQA events) <a href="mailto:events@squash.org.au">events@squash.org.au</a>
Membership	Edward Selman or Amy Cundy (who started in November) <a href="mailto:membership@squash.org.au">mmembership@squash.org.au</a>
Education	Jordan Till <a href="mailto:educatation@squash.org.au">educatation@squash.org.au</a>
HP	Tom Calvert (Pathway) or Paul Price (National Coach) <a href="mailto:hp@squash.org.au">hp@squash.org.au</a>
Participation	Rod Bannister a squash coach from NZ is joining in the new year. <a href="mailto:participation@squash.org.au">participation@squash.org.au</a>
Facilities	Beverly Lawton has joined us to look after this area. Beverly is a keen squash player and has recently relocated with her Australian husband from Canada. <a href="mailto:facilities@squash.org.au">facilities@squash.org.au</a>
Sporting School	Meredith Hodson – Meredith will take a specific role in making sure we maximising sporting schools as it is strategically essential for the sport. The drop in junior numbers is a real concern. Meredith moves across from her previous Community Engagement Role in Tasmania and Victoria. <a href="mailto:mhodson@squash.org.au">mhodson@squash.org.au</a>
Sporty HQ	Given the importance of Sporty HQ we have moved Leanne Davey who was the ACT Community Engagement Coordinator across to specialise on Sporty HQ, this made up a lot of her previous CEC role. <a href="mailto:sportyhq@squash.org.au">sportyhq@squash.org.au</a>
Media/Marketing	Scott Rollinson
Carrara Squash Centre Integrity	Jeff Young has joined the team after returning from a similar role in the US. <a href="mailto:info@carrarasquash.com.au">info@carrarasquash.com.au</a> Reena Raja is looking after integrity issues and can be contacted on <a href="mailto:integrity@squash.org.au">integrity@squash.org.au</a>

#### 5. SQA External Board Review

In Q3 and Q4 of 2018 the external board review of SQA was completed with a full report submitted to the SQA Board. Board related policies have been reviewed and a timeline for upskilling the board on their director responsibilities set for Q1 and Q2 2019.

#### 6. Entry and participation at SQA Events and Courses

A separate communication has been sent to all States in regards the pre-payment before any participation in any SQA event/course etc. This is due to a series of non-payments which has resulted in a loss of income for the sport and wasted a considerable amount of time which could be better used improving the sport. This comes in to action with immediate effect.

#### 7. Integrity/Safeguarding Report Q4

The Q4 integrity report was noted and a number of concerns raised in regards both State players and support team members not fully meeting Integrity checks for the AJC event in September.

This creates a considerable risk for the sport and Squash Australia has consistently requested States to ensure compliance with the framework on the following link – <http://www.squash.org.au/w/about-us/nat-integrity>.

We welcome feedback why there has been poor compliance around this. These are policies and targets imposed on us by Sport Australia for good reason and are likely to get a lot tougher in the forthcoming months.

Any questions please contact [integrity@squash.org.au](mailto:integrity@squash.org.au).

## **8. State Constitutional Project**

A reminder Ian Fullagar the paid consultant is available to help with all State Constitutional projects as per the previous forums and communications. Ian is now 6 months in to the project and has at one point or another connected with you. Again here is his email should you want to reach out or want any support in regards your constitution. Attached are the State by State templates that have been pre populated by Ian. Please contact me if any questions or you want to be connected to Ian.

## **9. Insurance Policy 2019**

Attached is the State Payment Schedule for 2019. This includes the insurance premium which is 99% subject to slight State tax adjustments. There was a \$10,000 year on year reduction in the policy costs as previous communicated.

## **10. AST 2020**

Following extensive feedback the past twelve months we are looking to make some changes to the Australian Squash Tour for 2020. We will be in contact separately around this but the goals of any changes will be focused on;

- Improving the brand of squash
- Focusing on making a better streamed/televised event – a focus on making an event to get on mainstream digital platforms
- Providing opportunities for Australian players to gain world ranking points

Any and all feedback will be well received in the next month – please email [events@squash.org.au](mailto:events@squash.org.au).

## **11. SQA Patron**

Over the past two years SQA through the profile working group has looked at a number of potential Patrons for the sport. The main goal has been finding a suitable Patron from main stream sport, entertainment or political life.

The SQA Board have approved to nominate Nick Greiner AC as the Patron of Squash Australia. Nick obviously has a wealth of political experience, once a keen squash player he can offer us some great insights and guidance.

More details for those that need them can be found here on Nick - [https://en.wikipedia.org/wiki/Nick\\_Greiner](https://en.wikipedia.org/wiki/Nick_Greiner).

The nomination will go to the October AGM for approval by the SQA Members.

Related to this the Board also feel we should ensure we have the possibility of more than one Patron should we find a suitable candidate and also to gain gender equity, so we will ask the members for the ability if required to have three Patrons. Nick ticks the Political box, but it would be great to have Patrons from entertainment and/or mainstream sports. Thoughts are welcomed [ceo@squash.org.au](mailto:ceo@squash.org.au).

## 12. Marsh rebate

Marsh Advantage Insurance will pay the Referring State/Territory fee of 20% of commission on the Brokerage Earned per policy on Insurance Policies finalised or renewed by Marsh Advantage Insurance on behalf of Referrer Members during the currency of this Agreement. The fee shall be calculated and paid monthly in arrears to the Referrer within sixty (60) days after the end of the month in which the premium is paid.

What this means is for the new business policy and subsequent renewals we will pay an on-going payment

In other words

Premium	\$ 1,000
Commission (say 20%)	\$ 200
Rebate @ 20%	\$ 40

## 13. Sporty HQ

An update has been emailed on Sporty HQ through the past weeks building on the three days Henry completed at our National Forum in late October::

- Henry from Sporty HQ provided an update via Video - <https://youtu.be/OwLZPz9oqvc>
- A webpage has been created on the website just for Sporty HQ info - <http://www.squash.org.au/w/sporthyhq>
- Leanne Davey has been moved to cover Sporty HQ in general along with Amy Cundy in membership

The Sporty HQ Matrix is now fully updated across all the States one year on from the original transition. The Old Matrix has been closed off to read only and we think we have been able to do this without closing the site down.

So a complicated process all on track.

Henry's new video outlines some of the pricing and structural changes which should answer any earlier issue. Any other queries please do feed them through to [sportyhq@squash.org.au](mailto:sportyhq@squash.org.au).

The new Matrix pricing per user has also now started with the same \$2.50 fee per 3<sup>rd</sup> match. Note with the above changes there should be no charges to any club for playing Inter Club Pennant.

Developments down the road will see rating capability across all comps, social matches and other programmes.

#### **14. Rankings**

As previously communicated from the 1<sup>st</sup> January 2019 all competitions that require ranking points (AST or AJST events) need to use the Sporty HQ software or supply a CSV file in the correct format or use the online form to supply them. Any issues please contact [events@squash.org.au](mailto:events@squash.org.au). Failure to comply with these guidelines will result in the event not being added to the rankings. This is a result of a significant work load focused around SQA manually adding results which pretty much took up one full time employees role which is not practical for the sport.

#### **15. Some highlights from 2018:**

- Securing the Commonwealth Games legacy courts and being able to establish a National Squash Centre at Carrara;
- Three medals at the 2018 Commonwealth Games which goes somewhat to protecting our funding for four years;
- Securing an additional \$35,000 grant towards Carrara which releases some of the financial burden;
- Improving the ASPR ratings to almost nearly 100% green;
- We ran a very successful 2018 Squash Commonwealth Games event;
- We ran the World Coaches Conference successfully and on budget;
- Squash Australia's highest turnover ever of over \$3,000,000;
- Reaching the highest achievable Performance category rating at the AIS – Foundation 3 Sport;
- Increase Participation rates to 188,000, a 42% increase from the 110,000 figures in 2015;
- Increased membership numbers to over 18,000, a 34% increase from the 12,000 figures in 2015.

#### **16. Just some of the key SQA focus areas for 2019:**

- Complete implementation for the National Centre;
- Maintain funding levels in the first year of Sport Australia's new strategy;
- Run a successful World Doubles Championships on budget;
- Complete the Performance Development coach education course;
- Finalize a plan on the Glass Court usage;
- Achieve the AIS benchmark medal target for the World Doubles Championships.