



## **Squash Australia Memorandum – Post 23<sup>rd</sup> February Board Meeting**

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

Mick Jaroszewicz has been appointed to the Audit Finance and Risk Committee as a business skilled director appointment.

### **2. Sport Australia Participation Funding Change and its Implications**

The new Sport Australia Participation strategy and resulting funding, is heavily focused on health and physical literacy, not necessarily sport. As a result there is a significant risk for minority non-Olympic sport as this core annual funding supports a lot of participation activities across the sports State Investment Agreement from cash for affiliation/school targets, to equipment and events funding. Annual core funding is being replaced by targeted Sports Australia short term grants for a range of health (not sport) activities which to date have largely been focused on large sports/groups that can deliver the outcomes e.g. AFL, Rugby, Park Run, Councils etc. The smallest organization has been Bowls Australia, but they have a membership of 2 million and a budget x4 ours. It is a fast moving, developing space and we will update as we get more news. However it is likely to be a competitive and tough environment moving forward.

This has been discussed at the Participation Working Group and we will need to adapt how we operate in this space. especially we need skilled grant writers (experts in the health/activity field) that can help secure these short term grants, so any connections there will be appreciated.

### **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. We started this conversation three years ago in Melbourne as it is recognised it can bring benefits to the sport. 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.

Like Triathlon we would like to look at options of sharing resources and pooling services where all agreed.

Please note this has nothing to do with voting or the actual structure of the States. The State boards will remain in place as will the current voting structure.

All we are looking at is the operational activity, maximising resource and reducing our cost base like Triathlon.

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

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

**To date I have only had one State response. I would appreciate confirmations please by an extended 15<sup>th</sup> March deadline to allow for hotel bookings and general planning.**

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

As an update on the SQA team - Beverly has had to return back to Canada for personal reasons and more recently Zoe who had been part of a team that had done a great job in events for the past three years. Jordan is stepping across to this role given his experience with both events and sporty hq software and Kay Kendall will help in a Tournament Director role. National Coach Paul Price has been out with his hip and will slowly start getting back on court over a six month period. Rod who was to start in February is now also starting in April due to a hip issue and we look forward to him joining.

Russell Weatherburn all of whom you may now from his refereeing has joined us in the membership space.

Below I have outlined current contact points in the perspective areas.

Strategic Area	Contact
Events	Jordan Till <a href="mailto:events@squash.org.au">events@squash.org.au</a>
Membership	Russell Weatherburn <a href="mailto:membership@squash.org.au">membership@squash.org.au</a> or <a href="mailto:rweatherburn@squash.org.au">rweatherburn@squash.org.au</a>
Education	Russell Weatherburn <a href="mailto:educaion@squash.org.au">educaion@squash.org.au</a> or <a href="mailto:rweatherburn@squash.org.au">rweatherburn@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 now April, interim Meredith Hodson on <a href="mailto:participation@squash.org.au">participation@squash.org.au</a>
Facilities	Amy Cundy <a href="mailto:facilities@squash.org.au">facilities@squash.org.au</a>
Sporting Schools	Meredith Hodson <a href="mailto:mhodson@squash.org.au">mhodson@squash.org.au</a>
Sporty HQ	Leanne Davey <a href="mailto:sportyhq@squash.org.au">sportyhq@squash.org.au</a>
Media/Marketing	Scott Rollinson <a href="mailto:srollinson@squash.org.au">srollinson@squash.org.au</a>
Integrity	Reena Raja <a href="mailto:integrity@squash.org.au">integrity@squash.org.au</a>

## **5. SQA External Board Review**

Following an external board review of the Squash Australia Board a governance session was held on Saturday 23<sup>rd</sup> February.

The main outcomes were:

- A healthy skillset across the board;
- A commitment to running the organisation as a business and being a operationally led organisation;
- A recognition that the SQA Board is an independent board acting in the best interest for the sport and Squash Australia;
- A commitment to the SQA Strategy core values;
- Recognition of the huge progress the past four years against early all KPI's;
- It is recognised that Communication at every level of the organisation is complex due the multiple levels within our structure and size of the country;
- It is recognised that the end user participant and centre owners/management is unclear of the roles and responsibilities of each part in the squash family in Australia;
- A recognition of the complex funding position we find ourselves in as a non-Olympic sport.

## **6. Squash Australia Strategy Session**

The Squash Australia Board undertook an internal review of the Squash Australia Strategy on Saturday 23<sup>rd</sup> February. The SQA board feel the strategy has worked very well and at the half way mark are very happy with both the structure, progress and the remaining areas of the strategy to be delivered.

It is noted that many of the strategic activities are only half complete and three years will be important to deliver the strategic outcomes outlined in the strategy.

There are concerns that a lot of the State stakeholders are not attending the Strategic Working Group sessions which are essential for helping maintain the effectiveness of the strategy development and the SQA Board are considering replacing individuals that have missed a number of meetings. We also note that we need to attract specific skills sets for some working groups.

It is noted some working groups have worked very well. In the next weeks we will review attendance and current Working Group members, advertise the Working Groups with vacancies and the specific skill sets required.

The SQA Board encourage strategy alignment at a State level and moving forward would like to continue the discussion around how we can closer align local and national goals.

## **7. Squash in Schools**

The latest statistics show a further decline in school numbers for the sport which is a real concern.

The feedback generally received is that this is not a focus for the States due to resource issues. A decline here is not good for the longevity of the sport and lines up with both the decline in junior numbers and the size of the talent pool.

It is for that reason SQA has cofounded a position with Victoria to add some dedicated time to the Schools (University) sector. Meredith Hodson has moved in to that role and she will help drive that area forward and any resources we have available will be focused there also in the State Investment Agreement.

We welcome your thoughts in this area and feedback can be sent to [education@squash.org.au](mailto:education@squash.org.au) or please just give Meredith a call.

## **8. Squash Australia Events Location File**

As advised in December we have received interest for the following events and would welcome interest from anyone else for these events. The event location file for the next 5 years is attached:

- AJO 2021 - Carrara Squash Centre, Gold Coast
- Australian Open 2020 and 2021 – Bega, NSW (subject to successful hosting of the 2019 event – which is on track)
- Australian Club Championships 2020
  - o Carrara Squash Centre, Gold Coast, or;
  - o Devonport Squash Centre, Tasmania
- Australian National Championships 2020 – Carrara Squash Centre, Gold Coast

We have received no additional interests for these events and they will be confirmed if we do not get any other tender applications in the next 14 days.

## **9. Insurance Policy 2019**

We have received no requests to further reduce the national insurance premium. Please urgently contact me if any State does want to do this as we are running out of time.

## **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).

**Please note event funding for events in Australia is only secured through to June 30<sup>th</sup> 2019. If your event is after this date then no SQA funding is guaranteed.**

## 11. 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

## 12. Sporty HQ

As communicated at various points the past weeks we have been looking at the Sporty HQ system based on the feedback received.

We believe we have agreed some excellent developments to move things forward:

1. SQA will cover the subscription costs for 'affiliated' clubs. This is a huge saving for your clubs.
2. There will continue to be no additional payment gateway charges passed the 1.8% stripe charge
3. There will be a more user friendly membership dashboard for the states to use
4. Admin status for State and Matrix will be improved
5. The CRM will be prioritised so you can collate the data you need eg school, rural/urban etc
6. Processes and support are to be tightened up and Russell will over see this. All contact is through Russell or Leanne. We need to ensure Henry is maximising his time fixing the issues we need fixed.
7. Future developments are to be locked down to ensure we get any bugs fixed as a priority and then we will work on a road map for future developments with releases every 6 months.

Finally for the 2019 AGM and National Forum we were again going to host a Sporty HQ weekend for stakeholders to gain 1-2-1 time with Henry. We will cover the costs again of getting Henry to the Forum, please can you ensure the right people can make it to the Forum to maximise both his time and the Sporty HQ system for the States benefit. Hopefully this will be early enough warning to lock in cheap air fares and we would be happy to once again look at cost equalisation if that helps. Please just let me know.

## 13. 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. This has now been made free by SQ covering the cost. All events needs to set up their event correctly on sporty HQ and have it sanctioned by Squash Australia in order for the points for the event to be updated to the national ranking. Please can you ensure this is communicated to all participants and centre/clubs. 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.

#### **14. Executive Folder**

Each State has access to the Executive Folder on dropbox which includes all key documentation from affiliation overviews, affiliations registrations form by State, State Investment Agreements etc.

If you need anything else please do not hesitate contacting me so I can make sure I have the right documents there for you.