



**North East Tennis AGM Minutes**  
**Wednesday, 8/4/2020 – 1pm**  
**Via BlueJeans**

**Attendance:** Allan Pade (Country Delegate), Kim Taylor (Regional Administrator), Tammy Tunsted (Treasurer), Tim Welsford (NSW Regional Tennis Manager), Ken Wray, Shem Grieve (Club Development Coordinator), Kylie Hunt, Rob Nienhuis (2019 Committee Member), Jamie McDonagh, Darren Crispin, Wendy Hudson

**Apologies:** Bianca Nugent, Eli Bayliss

**Item 1 – Welcome and Open Meeting**

Allan Pade opened the meeting – query whether there should be a President for North East Tennis Regional Committee - consensus was that there should be no President however the Country Delegate would remain the chairperson for North East Tennis Regional Committee Meetings.

**Item 2 – Nominations and Election of 2020 Executive and General Committee**

- Treasurer
  - Nominated: Tammy Tunsted
  - Moved: Allan Pade
  - Seconded by: 2019 NE Regional Committee
- Lower JDS Coordinator
  - Nominated: Eli Bayliss
  - Moved: Allan Pade
  - Seconded by: 2019 NE Regional Committee
    - Eli was not in attendance – Allan to follow up with Eli post meeting to confirm his acceptance of nomination.
- Upper JDS Coordinator
  - Nominated: Amber Molloy
  - Moved: Allan Pade
  - Seconded by: 2019 NE Regional Committee
    - Amber was not in attendance – Allan to follow up with Amber post meeting to confirm her acceptance of nomination.
- Talent Development Manager
  - Nominated: Darren Crispin
  - Moved: Allan Pade
  - Seconded by: 2019 NE Regional Committee
- Regional Committee Members
  - Nominated: Rob Nienhus & Wendy Hudson
  - Moved: Allan Pade

- Seconded by: 2019 NE Regional Committee
- Regional Selectors
  - Nominated: Allan Pade, Eli Bayliss, Jamie McDonagh & Amber Molloy
    - Amber & Eli were not in attendance – Allan to follow up with them post meeting to confirm their acceptance of nomination
  - Moved: Allan Pade
  - Seconded by: 2019 NE Regional Committee

#### **Item 4 – Review of 2019 AGM Minutes**

Minutes accepted by committee & attendees

#### **Item 5 – Country Delegate Report**

**Presented:** Allan Pade

Going into my 3<sup>rd</sup> year as North East Country Delegate & continue to enjoy the role which involves working with the other Regional Delegates, Tennis NSW staff and working towards a better Country NSW Tennis.

The last 12 months has seen the following:

- The Regional Squad continuing to prosper until the leadership of NE Talent Manager Darren Crispin & I thank Darren for all of his work in this important role.
- The 2020 NE Strategic Plan
- The 2020 JDS series, and in particular NE success in being allowed to have level playing divisions. A massive shout out to our Regional Manager Tim Welsford who backed the NE coaches & was successful in getting this allowed for NE.
- Speaking on Tim Welsford – Tim was appointed his role of Regional Manager for NE & NW in August 2019 and I must say that Tim has been very proactive for our region. I do know that the other CD's are envy of NE & NW to have Tim working for our cause.
- Also a welcome to both Shem Grieves (Club Development Officer) & Kim Taylor (Regional Administrator) who have both been fantastic in their respective roles since coming on board late last year.
- The Upper vs Lower challenge match was again played in high spirits in early February & this event is a great way to kick off the year after the summer of tennis and before the start of our JDS series.
- Congratulations to all of our NE state teams who competed in the 10's, 12's, 14's & 16's state teams events over the last 12 months as well as to Caspian Tuckwell who represented NSW Country at the 2020 Judy Dalton Cup at the famous Kooyong Tennis Club, Melbourne in January. At this event, Caspian was awarded the Most Outstanding Boy award.

## Item 6 – Treasurers Report

Presented: Tammy Tunstead

### **NORTH EAST TENNIS ASSOC PROFIT AND LOSS 2019**

<b>EVENT</b>	<b>INCOME</b>	<b>EXPENDITURE</b>	<b>PROFIT/LOSS</b>
<b><i>Upper/Lower Team Event</i></b>			
Sports Sense Shirts		\$1,698.00	
Sawtell Tennis Club		\$1,017.50	
Managers Fees		\$1,600.00	
Player Payment	\$4,800.00		
<b>Total</b>	<b>\$4,800.00</b>	<b>\$4,315.50</b>	<b>\$484.50</b>
<b><i>Upper/Lower JDS</i></b>			
<b>Ballina</b>			
Court Hire Player Invoice		\$1,305.00	
Co-ordinator Fee		\$100.00	
Sports Sense Trophies		\$337.70	
Open Prize Money		\$150.00	
Player payment	\$2,670.00		
<b>Total</b>	<b>\$2,670.00</b>	<b>\$1,892.70</b>	<b>\$777.30</b>
<b>Port Macquarie</b>			
Court Hire Player Invoice		\$932.50	
Co-ordinator Fee		\$100.00	
Extreme Engraving Trophies		\$383.70	
Open Prize Money		\$150.00	
Player payment	\$1,865.00		
<b>Total</b>	<b>\$1,865.00</b>	<b>\$1,566.20</b>	<b>\$298.80</b>
<b>Tweed Heads</b>			
Court Hire Player Invoice		\$1,172.50	
Co-ordinator Fee		\$100.00	
Sports Sense Trophies		\$327.25	
Open Prize Money		\$150.00	
Player payment	\$2,345.00		
<b>Total</b>	<b>\$2,345.00</b>	<b>\$1,749.75</b>	<b>\$595.25</b>
<b>Taree</b>			
Court Hire Player Invoice		\$905.00	
Co-ordinator Fee		\$100.00	
Extreme Engraving Trophies		\$388.80	
Open Prize Money		\$150.00	
Player payment	\$1,810.00		
<b>Total</b>	<b>\$1,810.00</b>	<b>\$1,543.80</b>	<b>\$266.20</b>
<b>Ballina</b>			
Court Hire Player Invoice		\$837.50	
Co-ordinator Fee		\$200.00	
Sports Sense Trophies		\$342.65	
Open Prize Money		\$150.00	
Player payment	\$1,675.00		
<b>Total</b>	<b>\$1,675.00</b>	<b>\$1,530.15</b>	<b>\$144.85</b>

Page 1

## Item 6.1 – Prize money

Consensus was that the coaches were to catch up and discuss the possibility of prize money for opens events within the North East - Tammy recommended looking into this whilst numbers are low. Discussed, \$50-\$100 for runners up & winner?

## Item 6.2 – Uniforms

Query re the cost of the shirts for KBD – Upper V Lower. Allan to raise at next CD workshop.

- Agreed to contact additional suppliers in the new year in regards to competitive pricing.
- Query as to whether the current team apparel had been paid for yet?

### **Item 6.3 – JDS**

Query re raising the fee for JDS from \$25 to \$27.50 – no answer as of yet.

Would like to see all JDS tournaments cashless – players to transfer to bank instead and all registrations must be completed prior to the registration close. Late entries will no longer be accepted.

### **Item 6.4 – 12s Carnival**

Allan stated that as it was called off last minute it is only fair to compensate each of the managers who turned up.

- Agreed that each of the managers would be paid \$300.00 compensation for their time. Kids were to keep their uniforms and given refund of registration fees.
  - Tammy to follow up and issue appropriate refunds.

### **Item 6.5 – Account balance**

Allan queried account balance - \$12,353.29 + Academy \$3,920.00

- Tammy stated that the balance was such because they did not receive the SportSense invoice until the end of the year hence the current figure.

Query re income from Taree & Coffs JDS events

- Taree - \$1540.00
- Coffs - \$1500.00

### **Item 7 – Tennis NSW Report – August 2019 to March 2020**

**Presented:** Tim Welsford

Drought, bushfires, floods and now COVID-19. In my opinion not since war-time has sport encountered a more challenging time than we are in right now. And whilst long term I believe we will be better for the challenges, right now that does not ease the pain many in our region are feeling. Tournaments and competitions postponed, schools fundamentally closed, tennis in any form more than singles or one-on-one outlawed.

However, I am really proud of the stance we have taken as the SSO for tennis to support and inform our stakeholders. The summary of government financial assistance, access to EAP and HR support to all our TA coach members is as strong a support package as I have witnessed from any sport in Australia. The tennis guidelines were developed and implemented specifically to give coaches, clubs and operators choice. To coaches, clubs and operators who want to temporarily cease operations- we support you. To those who want to continue operating part of their business as currently allowed within the public health order- we support you. This was done not to create ambiguity but to allow everyone to make a decision that was right for them and to find a way forward for everyone.

We have also attempted to cease playing politics in the coaching space by actively informing our ATPCA coaching network, particularly in regard to TNSW guidelines and government financial assistance that is currently available. To move forward post COVID-19 we are going to need

everyone rowing in the same direction. We already have a shortage of coaches across our footprint and we need to help everyone get through. TNSW staff are sharing some of the pain and in an attempt to keep everyone in a job long term are moving to a 3.5day working week as of April 20. A reassessment will then be made at June 30 as to the resourcing that will be available thereafter.

So, where to from here?

As staff we are moving through a workflow process that shifts from Crisis Management to Stakeholder Support to Achievable Workflow to Normalcy; I encourage the North East Country Committee to do the same. Now is the time to reconnect with the strategic plan, and if I am honest I am not sure what has been achieved at a committee level since the strategic plan was created in Quarter 4 last year. The most significant change to tennis in the North East came from a coaches meeting in Sawtell, not from the NE committee. Of the 4 pillars outlined in the plan, a number of outcomes were outlined:

- JDS and regional events:
  - Is the committee happy with the JDS product?
  - Is it consistent?
  - What are the changes implemented to enhance engagement and education?
- Regional academy and pathway:
  - Currently under review from a TA level
- Teams Selection:
  - Largely not applicable at this time
- Finance and Governance
  - What is our financial position?
  - How is the committee advising TNSW and TC outside of the TC delegates workshop?

And in regard to the agreed committee values:

- Excellence- UTR, alignment with TNSW, Communication- all poorly performed
- Partnership- alignment with TA and TNSW- the decision to actively move in a different direction
- Accountability- meeting schedule and deadlines- no action
- Passion- growing the sport and valuing our volunteers- no action

I think it's a fair assessment to question what work has actually been completed, or even begun, since the strategic plan was endorsed? How is this committee adding value to the tennis landscape in the North East? And understand this document was the lever to activate funding for the region- does no action indicate the money should be returned?

I feel it necessary to reiterate Lawrence's sentiments at the most recent country delegate workshop in March, which had two simple themes:

1. Align committee outcomes with TNSW and TA
2. Then, undertake the work required

I appreciate everyone is in a volunteer role on this committee but as volunteers we cannot sit behind being too busy to get the work done. If you are too busy to commit time and talent to the role, we understand but now might be the time to reconsider your position on the committee. More than ever, right now, we need action and whilst much of tennis programming is in hibernation, there is so much planning and administration that can be undertaken. I implore the committee to create an

action plan with confirmed deadlines and success outcomes. If the committee is missing some skill sets, go and seek people out to play a role.

If myself or the TNSW team can assist, please let me know. I look forward to being involved in those conversations, particularly right now.

Best

Tim Welsford

Regional Tennis Manager- Northern NSW

TNSW

### **Item 7.1 – Discussion re Level Based play for JDS Series**

Tim fought to get level based play pushed out for JDS in the North East – was not easy to get TNSW on board with the change and spent a lot of hours putting this to TNSW for the benefit of the region, therefore is questioning why the coaches who advocated for this change were not in attendance at this meeting.

- Committee consensus was that all of the coaches who agreed that this change would be beneficial to the region should have been on the call.
- Need for governance surrounding meetings such as the meeting at Sawtell in regards to level based play for JDS.
  - Coaches should have been invited to a committee meeting rather than hold a coaches meeting in order to progress and move the committee forward in regards to the strategic plan. All coaches who attended that meeting have not attended the AGM.
    - Agreed that moving forward meetings will be called and held in accordance to Strategic Plan.
    - Noted that coaching is just a part of the Tennis Network – the North East Committee needs coaches, parents, players and all others involved within this community feeding into the committee.
    - Rob noted that he was unaware that he could invite others to attend these meetings – in the future he will pass on the meeting invite for the progress of the committee.
      - Seconded by Tim, for such a prolific Tennis Community we aren't hearing from the rest of the region.
    - Query from Allan – Is the committee happy with the current JDS format – is it consistent?
      - Tim – per the Country Delegates meeting JDS is to be standardised and systemised across the state – we have moved ahead of this in regards to level based play.
        - Consensus was that current format is working.

### **Item 7.2 – Strategic Plan**

The Committee signed off on the Strategic Plan however have not made much headway in regards to progress per the plan. This was acknowledged by the attendees. The Committee to go back to the Strategic Plan and see where their shortfalls are – implement plan to progress Strategic Plan and move Committee forward.

### **Item 7.3 – Regional Academy Pathway**

Tim - Currently in a holding pattern, Darren has done a terrific job but not sure of the Committee's line of sight is in regards to this. Darren has been given the role and left to his own devices – Tim has questions and concerns in regards to governance. Tim again thanked Darren for his great work given the circumstances.

- Allan – Thoughts were that the best practice for regional pathway was to go with the academy of sport and that it is best to go ahead with North East regional squad.
  - Tim disagreed to non-alignment with the Academy of Sport as we miss out on government funding. Noted, that funding will be really difficult moving forward. There will be the stimulus package but then there will be a pull back on the budget from federal and state level. Concerned that this funding will dry up pretty quickly moving forward.
  - Tammy questioned why we moved away? Was it in regards to the amount of money that was given to the academy and what was being put forward for the players?
  - Tim noted that a lot of work had been done with NCAS & there have been many discussions in regards to moving forward between Ken & Darren - they are across the decision making. Noted that there is no need to outsource the skills development of young players therefore there is no reason in particular why we would pay for that. However, alignment with NCAS would assist with providing our player's programs in strength and conditioning, nutrition, gambling and drug and alcohol. We should take a strengths based approach – bringing Tony Pollock in is great however we need to provide resources for parent education for cooking, sports psychology, injury education, etc. There are so many layers that we could bring together with NCAS – this has not been done well across the region. This has been taken away from the Tennis NSW performance pathway and will need to be reviewed as to how it will all fit in.
    - Seconded by Tammy & Darren – Darren acknowledged that he understood what Tim was saying in regards to funding which made him hesitant to move away from the academy. However, the North East at the time weren't getting anything beneficial for their players and the region, therefore the decision was made to move away from it. Since then the communication with players has greatly improved and Darren is even creating online content/training for the players to complete from home. There is an understanding that we need to align the region with the academy however discussions need to be had in regards to what the academy would be bringing to the table. The current squad seems happy - we have delivered more than when we were with the academy and we have saved them money.

- Tim agreed & commended Darren – The North East has the skills and if we can budget accordingly then we can allocate more money to the more advanced players in the academy squad. We will however, need to wait and see what is rolled out from tennis Australia in the regional academy space.
- Query from Rob in regards to whether the squad is divided into Upper and Lower or one squad? The squad is combined. Reason for query is because he has received complaints from parents about the distance.

#### **Item 7.4 - Future of the Committee**

Tim - going forward we need to have more people involved and need more people devoted to the work for the North East Committee. He acknowledged people have other commitments but we should have the ability now to rebound faster after COVID-19.

- Rob questioned how we can move forward post COVID? Do we need an action plan?
  - Tim – We’ve got for 4 pillars and need 4 sub committees. Selection Committee is done. The JDS piece is together. Darren and the regional academy is underway. It is the governance and finance piece that we need to focus on. Regions are given \$10,000 for JDS – if only 10% of JDS is delivered in TNSW due to COVID we should look at what we are doing with these funds going forward. We need to get a handle on governance and finance and how are we feeding info to the region. The Country Delegate workshop is not enough. There needs to be some sort of reporting mechanism for the tennis country committee. We need more transparent communication and action from the committee.
    - Darren - there needs to be better communication between Tim, Kim & Allan – Allan is the leader of the group and Darren would like it to be clearer, more regular and better communication – acknowledged & seconded by all attendees.
    - Wendy – need to invite other young people onto the committee – we are struggling to get numbers but very happy to get others involved and this definitely needs more work put into it.
      - Tim agreed with Wendy. Noted that the committee has really great colleagues in regards to Jared Campbell in the North West – they have the best practice across the state, however a smaller region and team. He advised that Allan should reach out to Jared to see what they’re doing and what the North East could take on board. It would be a good idea to start a WhatsApp group for consistent communication within the North East Committee. Should we make sure we speak with every member of the committee on a weekly basis? Perhaps we need to look at how we can take Darren’s point on board as we currently only meet/speak as a collaborative at meetings? Why has it been so tough to get momentum and get actions followed through upon?
        - Allan to follow up with Jarrod.



- Ken noted that when you look at who we've got here today – Rob in the north, Darren in Grafton, Allan in Coffs Harbour, Wendy in Port Macquarie and Jamie in Forster it's up to those people who are all really influential in the field to start to target some people to come on board. Those people all know others in the region who can get involved. They won't just come out of the woodwork unless we target them. Tim talks about North West Committee, it does function quite well but doesn't happen overnight. They targeted people throughout the region for a long time to get where they are. We need to look at using our sphere of influence to bring in new blood for these roles.
  - Wendy agreed that we have some really great talent in this region, we just need to remember to keep pushing forward and capture the talent as we will be an even stronger region.
  - Darren suggested that WhatsApp would be fantastic way to keep everyone engaged
    - Chat to be set up after the meeting.

#### **Item 8 – Questions from the Floor**

No Questions

**Meeting Close – General Meeting to follow.**

## **General Meeting**

### **Item 1 – COVID-19 Update & way forward**

Allan – unsure what we can do as of yet – it is an ever changing climate. We will reassess and readdress once restrictions have been lifted. Will start to formulate a return to tennis plan.

### **Item 2 – CD Workshop Report**

**Presented:** Allan Pade

- CEO Update – ATP Cup huge success; Can we make Country Week happen; What is the role of Tennis Country – Lawrence Robertson sees it as ‘advisory committee due to the amount of regional staff on the ground doing the day to day operational side of the game’
- Officiating – New program called Community Official which is a volunteer role; aimed at Club Member’s wanting to give back their time to their local club’s in supporting them with their Tournament & Competitions; 3 Courses all online plus practical session.
- Regional Finances – Allan sourcing clarifying information
- TNSW Northern Regional Summit – Tim Welsford’s idea; Proposed dates 30<sup>th</sup> Oct/1<sup>st</sup> Nov in Armidale; Teaching Stream/Council Stream/Coaches & Operators Stream/Club’s Stream; The idea to have all parties together at same time limiting major costs; Motion was put forward that Tennis Country put \$1000 towards event and tom be matched by NE/NW voted unanimously. This event now on hold due to COVID-19.
- New Doubles Proposal – Statewide Doubles with regional winners & then State event.
- JDS 2021 – Entry Fee \$25; Between 8 & 15 events; Wednesday night closing date; Round robin format; Online payment; Out of region players to be accepted, no points allocated, don’t progress to play-offs; Late entries to be placed on a reserve list and only accepted if there becomes a vacancy; Referee/Court Supervisor official; Champs of Champs to have date 7 a back-up date.
- Country Closed Champs – New working group of Andrew Mitton, Tim Welsford, Allan Pade & Karen Muller; A Mitton to do TD for AMT; k Muller to do TD for JT; Unanimous agreement to spend money to have Sam Groth attend Welcome to Country Champs on Sunday; JT players receive cap this year instead of shirt. This event is now in holding pattern due to COVID-19.
- Jack Crawford Shield/16’s Teams – All agreed should to continue & now deciding dates
- City vs Country Challenge – Look to increase event to include 14’s in 2021.
- Coffs City Council have expressed for Country Week to be held in Coffs. Tim Welsford to continue looking into viability.

### **Item 3 – Regional Finance**

TNSW are really looking towards a big push that all regions won’t have their own individual bank account – it will all go through Tennis NSW. David Garnsey explained that that any region that has an ABN or anyone on the committee could be liable for any money that comes through, therefore they are looking into it cleaning it up.

Allan asked attendees to please send through an email if you have a query on this and he will follow up with David.

- Tammy: the administrator across the region would then need to have more responsibility in regards to the finances – it would be a big job but it could work.
- Allan: They are wanting to track all finances down and tidy them up to make sure committees are taking ownership.

- Query from Rob in regards to the reasoning behind change to bank accounts, how do we then access it to pay people, will it completely undermine the committees, what is the point in having a committee then? Will it curve future avenues we may have?
  - o Allan reiterated that it had something to do with the ABNs and that any of the committee members or signatories could be liable if the funds were mismanaged. Allan to email David Garnsey for clarification to be sent out to the committee members in regards to this.

### **Item 3.1. - North West Sponsors**

The North West were advised against seeking sponsors for their JDS events but decided to go with it. Have not heard anything in regards to how this went.

### **Item 4 – Festival of Tennis**

Tim has put together a northern region festival of tennis for coaches, councils, teaching and clubs, to be held in Armidale – this location works out best for everyone in the North East & North West Regions. Over the years you will get a coaches course, and then a grant writer, etc., but the idea behind the Festival of tennis is to tie it all together and cut down the costs. Tennis Country thought it was a really good idea and agreed to put \$1000 towards it matched by the North East & North West. This is a fantastic initiative. We would also like to try and make it cheaper for committee and club members to attend.

### **Item 5 – Doubles Events within the Region**

Doubles proposal to be put towards the committee – based on age group doubles events. Regions would then play each other in state finals. Unfortunately, this not happening at this stage - Agreed by everyone that it would be a good idea to look at in the future as it helps create better team environments.

### **Item 6 – JDS 2021**

Will need to follow up on entry fee amount. No events are to be played between 8-15.  
Late entries to be placed on reserve list.  
Noted that everyone in NSW runs JDS differently – can't have everything the same in regard to JDS other than the above.

### **Item 7 – Country Champs**

Closed Country Champs to be held in Forster – unsure of what is happening in this space due to COVID - Council has closed them down at the moment and it's not looking promising.

### **Item 8 – Questions from the floor/Discussion**

- Who are the members? - Andrew Mitten, Karen Kuller , Tim Welsford and Allan Pade.
- Jack Crawford & 16 teams – these events still solid? Does anyone have any ideas on date?
- City vs. Country challenge – It was hot and smoky but everyone was pleased with how it went. Next event should be increased to include the 14s.
- We need to set another meeting to discuss Tim's recommendations going forward.
  - o Allan to be in touch by 10/4/2020 with dates.