

Proposed Football Plan



**Griffith and District
Football Association**

Introduction:

For many years Griffith Football has revolved in a continuous cycle of ups and downs on both a domestic and representative construct within the game.

More apparent now than in more recent time exists an opportunity for the footballing community to embrace change in the structures of the code to provide a sustainable platform for domestic football for years to come. With change comes pain, but also with change an avenue for development and opportunity can be created.

Successful change can only be beneficial if all participants come together to head towards a common goal on a platform that is received and implemented in its entirety. A common goal that can be reached, if we all walk a common path, towards the betterment of the game.

This document is presented as a draft and requires scrutiny by all clubs, players and bodies involved with the game. It has been drafted to provide a foundation that can be developed, modified and adopted by all with broader input and is merely a starting point to improve discussions around the facilitation of the game and growth of our competition and opportunities.

It is a document that however does include important information about the problems and decisions as an entire sporting group that need to be made now and also will continue to develop to ensure that a lot of hard work and achievements have not been done for the code to complete and exit in the revolving door that has historically been.

The document will provide information in relation to the current operation of Football in Griffith now and how it could look in the future.

We thank you for your time in considering where your ultimate direction and involvement for the game will be either as a club, club representative, player or administrative body.

The Association:

An understanding to the broader audience needs to be presented as to how the Association is constructed, how it currently operates and how it could or should operate.

Contrary to the belief, the association in its decision making process, is not dictated by one or two people. The group of people that represent at the Association consist of the Executive Committee and a representative from each club whom are required to attend a monthly meeting.

All involved at the meetings are responsible for decisions that are made into the running of the game and should attend the conference in order to make decisions from not only a club representation but also for the game itself.

The Executive Committee Stands with the following positions:

- President
- Vice President
- Secretary
- Treasurer
- Registrar
- Representative Coordinator
- Club representation (1 person from each club involved in competitions)

Each representative elected into a position at the AGM has an immediate responsibility to a job role or task list which is relevant to the executive committee title. The club representatives bring club matters forward and also assist in making decisions. Unfortunately there is not an extended job description that is written for each position because the tasks stem far outside the apparent translation of the titles. We are fortunate that the current committee and previous committees have simply done what has needed to be done but perhaps not placed enough energy into what could be done, reviewed and ultimately improved – simply because a common direction has not been scripted. A history of reactive decisions creates the cycle we have been involved in.

Proposed for further input is the idea of having a portfolio of responsibility designed for the executive committee to have a clear understanding of responsibility and tasks not only for the now but also the future. Clear communication lines for any operation must be presented to the broader footballing community to ensure that correct people are giving and receiving the correct information.

Further detailed are the current operations the association has developed and implemented to date.

Domestic Competitions:

The association currently provides administration to all domestic competitions from grass roots, senior football and also representative requirements through to branch competitions and also state competitions.

Currently clubs have the opportunity to take part in the following:

Domestic Leagues – Griffith Competitions – junior through to senior football

State Cup – Football NSW State wide competition for Amateur Associations

Champions of Champions – Football NSW State wide competition for Amateur Associations

Branch Titles – Griffith Representative football for competitive age groups moving forward to Riverina Selections and NSW Country Representation into the national championships

Regional Conference League (FNSW) – Riverina Rhinos platform ages 13-16 Boys (current)

SAP – Griffith representative selection basis ages 9-12 boys (current)

Admin Improvements:

Through the upgrades to registration process using My Football Club, Griffith Association also implements the Sporting Pulse system for competition admin. It has been a lengthy process to have all clubs follow the procedures for the use of this system, however the pain in this change is proving beneficial to allow for the clubs to visualise and assist in data management for competition admin.

The sporting pulse system requires the strong involvement of clubs to build a platform that can translate into self-administration and also creates a vast level of transparency from correct registration process to data management and contact ability to clubs and players.

This system can be further embraced and be beneficial if clubs can continue to pursue not only the registration of players but also coaches and volunteers into the My Football Club system.

There is a wealth of information available to your coaches if they register correctly and this is filtered through from support in FNSW to coaching courses and even session modules for training of teams.

The clubs and association should create a goal to have all participants involved in the game registered into the system.

Rules of Play:

The association has made a conscious effort to update the rules of play for all competitions domestically and annually through requests and the input of clubs for the same.

It is apparent that translating decisions into this document needs to be improved in process and is a particular item, with competition reviews, that require a more constant and stream lined process.

Any member of the committee moving forward should be conscious of the requirement of input for these items to continue improvement and administration for all competitions.

Coaching Development Manager (CDM):

Previously, Football NSW has employed a full time person in this role who was based in Wagga. All Associations within the Riverina Branch pay contributions for the availability of this person in the role.

The role exists for associations to access updated training and courses for coaches within clubs and is also to provide a platform for participation growth in the sport through the overseeing of Representative Development (Branch and SAP), programs in schools and also general involvement within clubs.

Having 1 person to service 4 associations in the Riverina has been disjointed and difficult for this person to regularly cover all of the locations in order for the role to be successful long term.

This year, after the resignation of Blaise Fagan the last CDM, FNSW forwarded a plan that involved financial contribution to individual associations to employ a localised CDM in each area. The model was to be implemented for 2016 but with a restructure of employment at FNSW details were slow in reaching associations and we have been without a person in this role since the end of 2015.

Griffith was supportive of the model as we had previously had difficulty in having the employed CDM attend Griffith regularly and the visits were also disjointed with little to no return from the investments made.

As an association we have appointed a localised CDM, Ross Morgan, who is currently in the process of completing presenter training. Ross will be appointed on a contract basis with anticipation of him fitting into a structured role with KPI's to begin in 2017.

Griffith Association continues to work with FNSW in order to finalise critical dates, timelines and outcomes for the role with the ultimate vision of being able to provide clubs with greater resources and training for coaches as well as being involved in school based clinics, school holiday clinics and off season work to continue to provide an avenue for player participation growth in our association.

Skill Acquisition Program (SAP) ages 9 -11:

Griffith has seen the reintroduction of the SAP program, largely thanks to the involvement of Chris Piva in driving the availability of training.

SAP involves a player trialling for selection into the program to participate in additional training for development and also to participate in specific SAP gala days and alternative competitions.

2016 seen the squads take part in the Kanga Cup. Griffith SAP won their respective tournaments and also was club champions for the whole tournament.

The SAP program allows metro associations to have a licence to play in a regular competition that is unfortunately not available to regional based associations due to logistics. On this basis, Riverina associations attempt to hold Gala days (much like branch for Griffith rep in the older age groups), to provide the players with a platform to continue development.

SAP provides the ultimate platform for player development into the Griffith Rep selection trials to participate in Branch championships for Riverina selections as players progress through the developing age groups.

Riverina Rhinos (13-16 boys):

The Rhinos were established as the association had identified the thirst for competition at the highest available level for players in the code. It has been successfully operating for 3 years and is a platform that allows for further expansion including senior and women's football.

Players no longer need to consider moving away in early years to pursue the best available football from a regionally based association.

Management of the program is overseen currently by the association representative coordinator Anthony Vecchio and is a stand-alone operation. The system looks to employ coaches and managers for age groups through an application process and then holds trials for respective age groups annually. Players are attracted domestically and also from neighbouring associations with both Wagga and Albury players present in the squads.

The program is well structured and has involvement from coaches who have obtained higher qualifications and also a structured training program with input from technical coaching assistance through Ross Morgan and FNSW head of coaching education Oscar Gonzalez.

Introduction Conclusion:

It is apparent that Griffith Football is well positioned for an exciting future in football from a regional area. With both financial stability and a generally well-structured system for player development, focus can now be generated to providing a strong and sustainable platform for domestic football as a joint initiative with a common goal. How the future could look ultimately rests with clubs decisions for the game and developing pathways and opportunities for players of all age groups. A focus that can now be developed and documented that will assist in player participation growth to create a domestic product that will encourage greater participation as a whole.

Where to from here?



Riverina Rhinos:

As described, the “Rhinos” was established to provide a pathway for competitive age players to take part in the best available competition in order to provide an established and consistent pathway for players to progress into higher levels of footballing opportunity.

The past 3 years has seen the venture achieve well and assisted in putting Griffith Football back on the map. The result has also seen a greater number of players be selected into representative football and also be familiar with the game at a higher level than can be achieved in domestic competition.

The Regional Conference League has continued to evolve in Sydney with the comp now entering a weekly system as opposed to the 2/3 rds of games being played in the Griffith area on a fortnightly basis.

Travel to Sydney on a weekly basis would ultimately become logistically challenging for the playing group and above this, Football NSW had indicated that the performance of the Rhinos should see them play in the Youth State League competition against even stronger competitors.

The long term sustainability of the program needs to factor consideration of logistics as well as the best available competition for the players, accompanied by the opportunity to expand the operation to promote growth in the sport.

Griffith Association has, for the past 2 years, applied for a senior licence in the Rhinos structure to take part in the FNSW State League Competition (Compete with Wagga City Wanderers) and for 2 consecutive years have had this application refused. Logistics also has played a part in this with Sydney clubs travelling to Griffith.

The Association has continued to explore the option for the operation to sustain long term commitment for the program for players primarily from Griffith but also the Riverina.

Unfortunately, 2017 Declaration of Leagues has seen the refusal of all Rhinos teams into FNSW competitions.

Almost 12 months ago, the association had held initial talks with all clubs in Griffith to consider options for competition improvement, particularly at the senior level with clubs also acknowledging that the Rhinos platform is a great tool for putting the best players forward for the greater footballing community to see.

A combination of these talks, a strive for better senior football and long term sustainability left enquiry to be directed to Capital Football (Canberra) for the opportunity to provide a strong competition with positive outcomes for junior footballers and to further explore the expansion into the senior construct for the Rhinos whilst considering our geographical restrictions.

Capital Football has, in principle, accepted the Rhinos platform in their premier league competition structures – a weekly competition.

Add on requirement for this opportunity is that the Rhinos must field a full contingent of male football teams to comply with their competition structures.

This structure of teams that will be required is - 13's, 14's, 16's, 18's, 20's and AAM.

The existing teams and player participation would see the construct complete seamlessly through 18's with 20's and AAM the challenge in moving forward.

There are several key matters that need to be addressed in further considering the proposal and the overall operation of the Rhinos.

1. Club, Player and Football Community Support
2. Rhinos Structure, Mission Statement and Goals
3. Rhino's Ownership and Administration
4. Long Term Benefit of the Rhino's
5. The effects and future of local football competitions

1. Club, Player and Football Community Support

The Rhinos will only succeed long term if it is embraced by all clubs and operated on the basis of the clubs being involved in the program. This can be achieved by maintaining ownership of the operation by the Association on behalf of clubs to provide a platform for players to play in the best competition available.

Unfortunately despite clubs ambition and drive, the thirst for greater competition in our region is limited at a club level for a number of reasons but logistics, funding and simple unavailability of competitions to take part in or outside clubs of higher standard or comparable standard being drawn to take part in the domestic competition in its current structure.

A decision must be made by the clubs for its players if the Rhinos structure is to continue which ultimately means the participation of players into the AAM and 20's men's teams. Above this, the entire footballing community will need to also embrace and support the coming together of a code.

Clubs should be proud that in such a smaller and geographically challenging environment that desire for more is abundant but also need to acknowledge that as a City and region, unified, the long term sustainability of any such venture is more viable. As an existing Club, despite its achievements, opportunities like Capital Football are near impossible to facilitate in the current structures available.

2. Rhinos Structure, Mission Statement and Goals

In order to be a joint initiative, all clubs must maintain an interest in the operation but in saying the Rhinos must continue to operate as a standalone entity in order to protect the local footballing community and vested interest in the concept.

It would be suggested that the Association and Clubs remain in control of the Rhinos operation but to appoint a formal Manager with Assistants to facilitate the operation. The Rhinos is currently overseen by the association executive and the representative coordinator.

The Structure must also provide a purpose and hence must have a mission statement and goal

Example:

“The Riverina Rhinos is a concept established and operated by the footballing community to provide players with an opportunity to play in the highest level of competition available, in a professional environment, with qualified and remunerated coaches, with the ultimate goal of providing a path way and platform for regional based players to achieve footballing dreams”.

Structure:

For consideration, it would be suggested that a team of 3 be appointed to manage the direct dealings of the Rhinos as all other administration requirements are currently completed by the executive committee and can continue to be done this way. This information can then be transparent and easily conveyed to club delegates. These positions should be advertised and appointed on application by the executive committee and club delegates.

Director: An overall manager of the program should be appointed to oversee the main operations for the purpose of the rhino’s existence - appointment of coaches, player conduct and general management of all operations, budgeting and cost management and contact with governing bodies. No doubt much more after further discussions. The Director would be the main point of contact for correspondence to the Association Executive and also the Clubs.

Rhinos Coordinator: To ease operational and management duties, to assist the director, this role would entail the management of the squads kits through to logistics for home and away games and canteen operations.

Relationship Manager: This role could further stem from the duties of operations for the director and could incorporate such tasks as media management, sponsorship relationships, game day operations and communication with team coaches and managers.

3. Rhino's Ownership and Administration

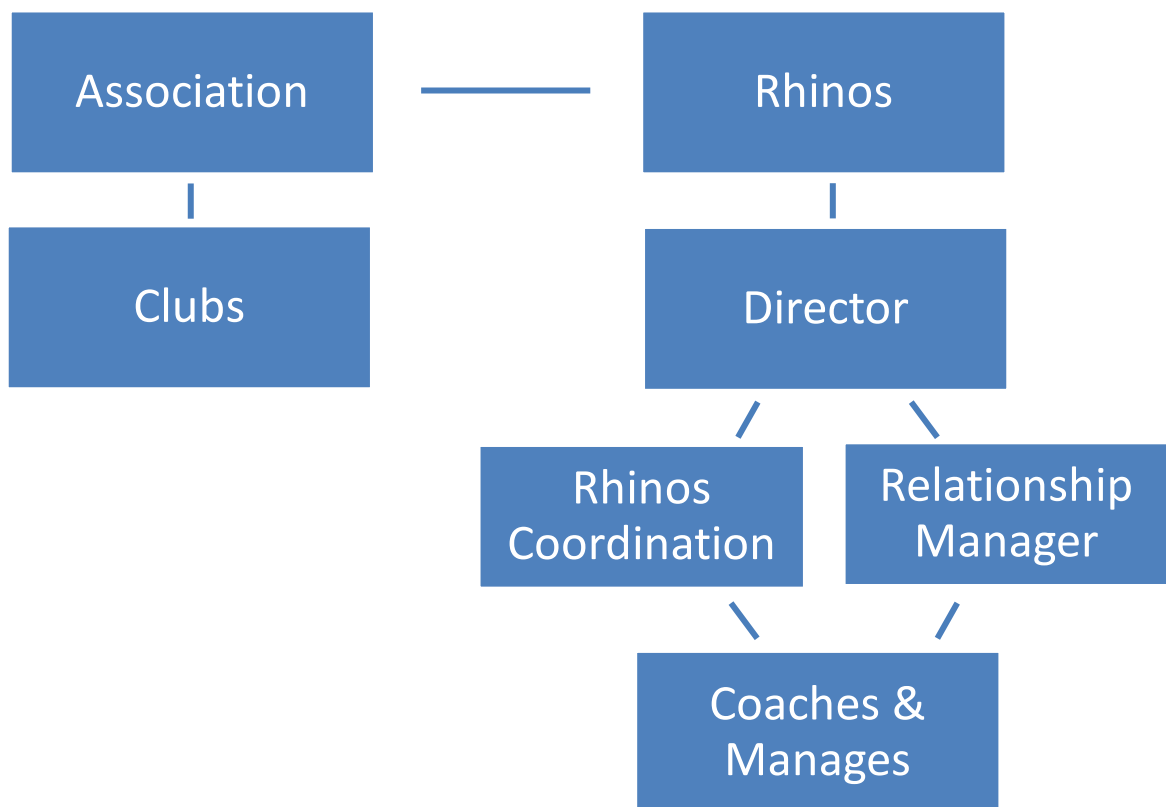
The Rhinos ownership would ultimately remain that of the clubs who form the association in effort to encourage all clubs support to the program.

Accountability and decision making processes must be in place on this basis with the Rhinos structure answering to the Association and the Association to the Clubs.

Administration can be maintained by the executive committee as is currently the practice with reporting mandatory to clubs on both operational and financial positions of the program.

The Rhinos must be established in its own right to include an entire code of conduct for all players and staff alike.

Proposed Structure:



4. Long Term Benefit of the Rhino's

The Rhinos in itself has already established grass roots credentials as a product in its current form. Capital Football has considered the Rhinos into competition structures because of the results achieved and the fact that it portrays the opportunity for the Riverina region to participate in and not just an individual clubs ambition.

Players and parents for 3 years have placed a large amount of commitment into the program already and now the ultimate opportunity to expand the structure and create a long term and sustainable direct and convenient metro logistic path is upon the region and in particular Griffith.

It requires the support of all involved, players and individual clubs, particularly at the senior level.

The program into Capital Football allows Griffith association to tap into 2 state body resources for the code.

The program into Capital Football allows our youth to be considered into 2 state body representative channels.

The program into Capital Football gives purpose and definition for other programs such as pathways, SAP and branch.

The program into Capital Football gives our youth a more direct channel to facilities like the AIS programs.

The program into Capital Football can provide a professional structure for players from our region with a destination that individual clubs may not be able to achieve.

The program into Capital Football provides the opportunity for female football to expand with pathway into a W-League Club.

The program into Capital Football gives the aam squad a direct pathway to the FFA Cup

The program into Capital Football allows Griffith to be present for further elite pathways should Capital continue to seek an A-League licence in competition expansion.

Whilst there are direct benefits to players the platform also provides an avenue for coaching at a higher level and also consideration for referees to develop skills to higher officiating standards.

The ultimate benefit is that the Rhinos could become a vehicle that further assists our local economy and brings more leverage to our code for Government Funding Grants and also more leverage for our code at local Council. It is a product that, if supported by the entire footballing community can cement our code to be the code of choice with a clear progressive direction.

5. The effects and future of local football competitions

It goes without saying that whilst a list of positives is evident there are also negative impacts on the current structures of football and the domestic competition. It should be considered that even if the

Rhinos platform continues or not, that changes are required in the construct of Griffith football to assist in creating a sustainable and beneficial platform.

Primarily the seniors can't continue in its current form without the consideration of change, the Rhinos extends the opportunity for players pursuing a higher level of football to do so but ultimately the question remains left for deliberation and final decision on what happens to the rest of the players and also what can the Rhinos give back to clubs for their support.

A number of structures can be discussed to create a platform that can see a club financially benefit from having players in the senior construct of the Rhinos or programs within the Rhinos that can qualify players in refereeing and coaching to put back into clubs – not to mention the playing experience gained from being involved in the sport in a more competitive environment than can be delivered domestically. Further to these items for discussions, if the Rhinos could create leverage for the code with Council and Government Funding, clubs would be the end beneficiary through improved facilities.

The immediate impact in moving forward in a positive direction is players being able to dual register for both Rhinos and a domestic club. Whilst this can be applied for it would be important to consider the long term likelihood of players being able to play in both competitions given the Capital Football competitions are weekly. It may be a worthwhile consideration for dual registration during year one to Canberra to allow clubs time to adjust to any future and mandatory changes to the platforms.

What items should be investigated in change for all clubs to work towards and also association structures can be summarised under the following proposals.

a) The Association:

Currently the Association Executive struggles to have people regularly express an interest to be involved, this could be for a magnitude of reasons no doubt. The Executive Committee often is the receiver of all direct criticism. This is something that is often hard to digest given clubs have a representative at all meetings and are involved in decisions for the game, competitions and direction.

Most of the matters stem from clubs during a season for any particular reason and the majority of issues come through instances during the competition and not necessarily about the game itself.

The Executive Committee and the clubs need to formulate a process and a structure that perhaps allows the clubs to "run" the respective competitions but allows the Executive to genuinely and accurately administer.

With tools now in place with My Football Club and Sporting Pulse this transition in administration can be more easily achieved. Roles of Portfolio Management by the executive titles could be clearly written and defined to accommodate the ultimate wishes of the clubs. The Association as whole also requires a clear cut mission statement, definition and purpose..... perhaps:

"The Griffith Association operates to administer and provide the best possible and available competitions and structures for clubs to participate in football whilst maintaining a clear pathway for player progression in a safe environment. The Association will work directly with clubs to facilitate ambition and growth of the sport and in doing so, assist clubs in accessing the best available resources to continually improve the standard of local football and its competitions."

With the clubs input, the Executive Committee could work at providing the platforms for competitions, administer them in their entirety and allow clubs to conduct their regular monthly meetings to facilitate operations.

This structure would allow for less meetings where the current involvement of everyone is required and also hand the power of competition operation to the clubs with final decisions resting with the executive committee.

The Executive committee would require the need for regular meetings on its own accord on this basis.

Roles by definition and responsibility of portfolios:

President: The president would need to maintain the direct communication channel between clubs and the executive to ensure that matters brought forward from clubs are serviced by the executive and could manage a portfolio of the following key tasks:

1. Attend and chair club competition meetings
2. Maintain direct communication with the Rhinos construct
3. Maintain direct contact and oversee CDM
4. Source and be responsible for competition sponsorships
5. Oversee delegated and defined tasks of the executive
6. Directly assist clubs as required in accessing available resources
7. Maintain correspondence with the governing bodies
8. Actively work towards improving current competitions and pursuing avenues for clubs to participate in
9. Media Relations
10. Work closely with the Referees Association on pathway to improvement and sustainability
11. Assist in all of the listed duties for the executive

Vice President:

1. Manage, update and enforce the rules of play for competitions (with club input)
2. Manage, update and complete competition reviews annually to assist in improving the competitions and the management of the rules of play
3. Manage, update and enforce the judicial platform and review process from season to season
4. Assist in the preparation and completion of competition draws
5. Assist in the overall management of competitions
6. Assist the president as directed

Secretary:

The secretary role can become very involved particularly with the amount of electronic correspondence that is received and required to distribute. Key tasks include:

1. Maintaining correspondence with Governing bodies
2. Passing communication to and from club delegates to the respective people
3. Ensuring team nominations, competition applications on behalf of clubs and the association are completed
4. Managing the WWC database for the association and its entities in process.

5. The accurate taking and record keeping of all minutes of meetings to be distributed to members.
6. Assisting the treasurer in their role
7. Manage and control critical dates as required by the Association for meetings and advertisements
8. Assist in competition administration by forwarding accurate and relevant information to clubs
9. Assist in the application and administration of Grant applications
10. Assist the president as directed

The Treasurer:

The Treasurer's role within the association has grown significantly over the past several years. There is simply not the requirement of banking deposits and paying accounts.

The association is now GST registered, completes a BAS and has certain legal requirements to maintain for record keeping purposes.

The treasurer's focus should remain focused on

1. Receipting and Paying funds as approved by the association members
2. Keep accurate and current records of all financial assets of the Association available for its members inspection
3. Complete required operation tasks required for GST control and BAS lodgements
4. Complete budgets for the investment of Association funds back into the clubs and the game
5. Assist in the management of programs that require funding through Association investment
6. Complete all legal requirements with annual reporting to the Office of Fair Trading.
7. Assist the Secretary in the application process for available Grants
8. Assist the President as directed

Registrar:

The role of the registrar, given the access to platforms now available, has indirectly made this position accountable for the competition draw and management of the draw and competitions.

The key tasks that can be defined in responsibility:

1. Facilitate and manage the registration and sporting pulse platforms
2. Assist Clubs in process of use and facilitation of training for the platform use
3. Ensure compliance of registration processes
4. Prepare and oversee competition draws, alterations as required and fixture alterations
5. Manage competition data through verification in process
6. Assist the president as directed

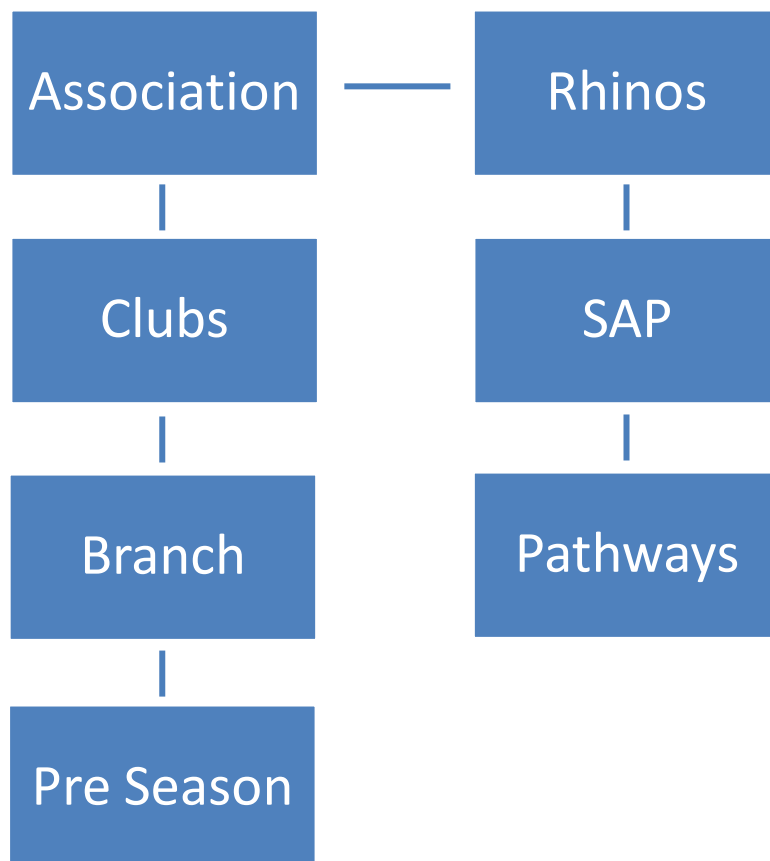
Representative Coordinator:

The role, as in its title, would be clearly defined in the overseeing and facilitation of representative programs in the Association with key tasks to include

1. Facilitate and manage representative coach appointments and process.
2. Facilitate and manage representative football critical dates and advertisements.

3. Facilitate and manage all representative equipment.
4. Remain in direct contact with SAP and Pathways operations and assist in the management of critical dates for the programs.
5. Manage and assist KPI's for the CDM, critical dates
6. Provide direct communication between 3rd party organisations, clubs and CDM relevant to the CDM operation
7. Assist the president as directed

Clear definition of responsibility allows for clear definition in communication. This platform will also allow clubs to ultimately facilitate their own competition with changes, requests and suggestions brought forward to the executive board to process, apply or decline on the basis of the best interest of the game. The Executive Committee can clearly provide a platform on club requests that can be administered without the need for interruption of Club agenda. Clubs would also be able to further force the commitment onto the Association Executive for Club requests in moving forward ultimately creating accountability on all fronts.



b) Domestic Competition Structures:

Competition structures in their current form provide limitations for Clubs, particularly at the senior level. This is portrayed not only by numbers in participation but also the gap in competitiveness of clubs. Admittedly, some clubs have thrived in having no restrictions in structures where others have fallen behind be it through clubs ability to administer and promote the sport, individual club success or ultimately drive, determination and aspiration from club members and their players. The million dollar question is; what is the purpose of the current structures if it creates evidence of demise for clubs of fewer resources that could result in leaving nothing on a domestic front for participants to take part in?

It is evident that if the current cycle continues without the unity of the community with a desire of change for the better, there will be a limited domestic competition to take part in, particularly at the senior level.

Clubs in the Association need to acknowledge their own short falls on one part but the Association also needs to assist in providing sustainable avenues for participants. The gap exists in the competition for a combination of reasons but if current players at the senior level were to also embrace the opportunity of a better competition and product of the game in a structure like the Rhinos, the balance could see the opportunity to rebuild not only a sustainable and balanced competition but also an opportunity to grow not only player numbers but potentially club numbers.

An idea in concept to allow this to happen with the full support of the clubs and players would place consideration for the following:

We currently have issues arise in all levels of competition on the following fronts

- a) Team nomination deadlines
- b) Construct and delivery of draws
- c) Number of players at the senior level
- d) The gap in competition from top ladder clubs to bottom ladder clubs

Granted again there are number of reasons as to why this has eventuated over the years but a structure for all clubs to adhere to can allow for the opportunity of growth and for clubs with fewer resources to grow and rebuild. An acknowledgement must be placed on not limiting clubs to expand in their own right and be the best form of themselves that is available, part of the contributing issue is that perhaps clubs ultimately have an unclear direction on what the best form of themselves can be.

A suggestion for discussion is perhaps that now there is a swell of players in age groups up to 14's in the current competition format, it could be a good time to consider the segregation of competitive ages back into individual age group competitions.

Grass roots (6's to 10's) could remain in its current form with clubs invited to attract as many players into the sport as possible but perhaps in moving to individual competitive age structures (11's and 12's are defined as non-competitive but associations can choose to still play 11 v 11) and given where drop off rates can occur, consideration should be given to restrict clubs at present to have 1 team per segregation of age group. In time this decision could see overflow of players spread across all clubs to assist in creating equal team number competitions through to under 16's and eventually seniors.

If the Rhinos structure is welcomed, players selected in the program will most likely find it difficult to fulfil a dual registration commitment and ultimately allow the window of opportunity for players who may at this point be intimidated to play, revisit football as a sporting opportunity.

At the Senior end of the construct, perhaps a division 2 competition (currently reserves) could be embraced as a youth platform, for discussion (21's or 23's perhaps), with consideration of several overage players being allowed to play in this competition from the first grade comp, of which all clubs must enter a senior team into this tier.

The possible construct of an ideal full club may view as below:



With a Rhinos structure embraced by players and clubs, with direction and all clubs required to play in the top tier, both the thirst for better football that is pursued by some and want to play against more teams from other clubs in a competition can be achieved.

A change such as this may prove difficult in adjustment and Clubs should not be restricted In Growth opportunities. An annual competition review by the Executive may in the future be able to identify the need to allow multiple teams per age group for clubs to expand.

Other synergies can be created in this format and for one major point; the formulation of draws would be more efficient and timely with the ability to place a bye into comps and or cup variations within age groups while clubs develop the drive in the structure and increase in numbers for participation.

Further to this if all clubs were able to concentrate on growth in numbers; an overflow of players may simply mean the need for a new club to be formed on the structures provided in the long term future.

A competition of this format may also allow the introduction of growing clubs into the competition such as Deniliquin.

c) What else needs to be addressed?

Consideration is also required for avenues of Football participation growth and of course, better standards of competition at all levels. The following are either work in progress, ready to implement or need to be addressed.

Better competitions, both standard and fairness:

Working on an accepted plan, as a community we can develop process to assist in the success of such a plan.

Over the past several years, The Association has been fortunate in being able to generate and save a considerable asset base that needs to be invested into the game and clubs on an agreed strategy by all members. Invested correctly this could assist in providing clubs with more resources.

Standard improvement and fairness stem from player ability, coaching, playing surfaces and REFEREES! We are fortunate that collectively for a regional area our playing surfaces are relatively good.

I) Minimum Coaching Qualification Requirements.

It should be discussed that minimum coaching requirements be introduced into club structures for respective age groups. The Association in consultation could further look to contributing funding back into coaching courses for clubs. An idea of how this could be achieved is perhaps considering a reimbursement of a portion of the coaching course cost back the individual after 2 years of registering as an active coach for a club in Myfootball Club.

II) CDM Role

As mentioned the localised CDM role is now local and is partly funded by FNSW (\$5000 plus \$3 per registration) and will also require consideration for Association contribution. Ross Morgan has been appointed the role in Griffith at present and finalisation of KPI's centred around coach education and the increase of player participation are being finalised. As well as accountable to our association this position is also monitored by FNSW coach development management. The role is to include the following:

- a) Minimum School visits and clinics to encourage participation into Clubs

- b) Teacher Coach Education
- c) Coach Education for Grass roots football
- d) Club visits to facilitate coach education and assistance for all grass roots football
- e) Technical coaching assistance for all clubs and representative programs
- f) Communication bridge for a massive library of coaching resources available from governing bodies
- g) School holiday and off season clinics

Clubs must be forced into a minimum standard immediately for coach and volunteer registration on MyFootball to access these resources as well as compliance on Working With Children Legislation.

III) Referees

Without referees we can't play competitive football. The referees association in Griffith has continually called for assistance in finding ways to increase referee numbers. Whilst an organisation in their own entity, long serving members are retiring more frequently and there are a limited number of new referees at any time presenting forward for the opportunity.

Refereeing is a paid job and paid well in our Association however, this has not been enough of a stimulus to create interest. It is in the interest of the game that the Association provides further assistance in finding avenues to increase referee numbers but also coaching on standards. As defined in the executive roles, more input can be provided as a core task.

Mark Sayer (qualified refereeing assessor and trainer) has indicated his willingness to help on several fronts and ideas on how to improve but it should not be ignored by any club that they may need to consider placing a refereeing program into their club structures.

Avenues to explore will include consideration for school based training for referees in sports curriculums, assistance in promotion for refereeing opportunities to the general public as employment, discussions with employment agencies and assistance in referees operation as a whole.

IV) The Idea of a Senior Riverina Competition (Griffith, Wagga and Albury)

It is perceivably common sense that an avenue for this competition to exist requires immediate exploration and consideration despite its previous existence in whatever form.

There are a number of challenges met in the possible formation of this competition as both Wagga and Albury have strong numbers in their respective structures. Previous involvements of clubs in the Wagga competition from Griffith have also left some challenges in communication.

This avenue is being explored again and is an ideal contingency plan for football clubs in Griffith but also a growth opportunity for the branch as a whole. Clubs considering this avenue on their own not only run the risk of history repeating itself but could cause the destruction of the senior football comp in Griffith as a whole....that means nothing to come back to if any new venture fails.....again.

There are a number of layers that need to be peeled away for this opportunity to be reignited and to gain possible interest from Albury based clubs, a product in the competition needs to be developed.

The Association, through meetings with FNSW and Wagga, has been able to assist in the construction of such a competition but it will take time.

We have at this stage received support from Wagga Clubs, endorsement from FNSW and now look for Riverina endorsement in its entirety to offer a sanctioned Riverina pre-season tournament for 2017. Details on how this will look are being developed with FNSW at present.

It is an opinion that this is a step in the right direction in providing a vehicle that may reopen communication doors for the formation of a full Riverina Competition, one day.

V) Critical Dates

In moving forward, Clubs and Associations members must formalise the critical dates matrix already provided but also take into consideration not only process dates but also items such as:

1. SAP Gala Days and tournament entries
2. Coach Education and Training Windows

Closer attention to these items in particular in the coming season will assist in limiting the need for draw and game changes. If the Rhinos structure continued, further consideration would also need to be placed on if games are to be changed because of dual registration commitments.

VI) Riverina Representation

It should not be ignored that Riverina Branch also requires constant input from Associations in their activity. At present Riverina is under resourced to facilitate and assist in ideas for the betterment of the Game. Griffith Association is able to have representation on the Board and also a second voting position as an Association Member.

It may be required for future committee members from Griffith to become highly aware of this requirement and also can look to move items from the Riverina level in the future to not only assist our own Association but also the Game in the Branch.

Conclusion:

If the decision is made to continue with or without the Rhinos program, it is evident that Football in Griffith in its current form will not be sustainable.

Canberra provides the ideal link for football in Griffith and also the Riverina and we now have the door opened to take the game to a new level.

Clubs and players are the important link in whatever decision is made, but also must acknowledge the decisions made are not just for today but an attempt to provide a solid future for the code and clubs alike with a combined purpose and direction.

There are a number of areas the current association members have put energy into over the recent years, whilst seeming brief in a document, has taken some time to get to this point.

In the least Clubs and future Association members must continue to make decisions for the betterment of the game as a whole.

