

Present: Stu Morgan, Aloha Sisson, James Davidson, Karyn Walter, Dominic Buckell, Kate Whitten

Apologies: Jennie Beagley

Absent: Ben Perkinson,

Previous Minutes Accepted: Karyn, seconded Stu. No matters arising.

GM applications:

Craig Webber, Joanna Scott, Hamish Meacheam put forward from HR as top three applicants, interviews scheduled for Thursday with Stu, Dom and Karyn.

A discussion was held to gain understanding from the board for the top characteristics wanted in new GM. People management and skills, financial acumen and top communication ability mentioned. Interview questions also discussed, scenario type questions requested. Some discussion regarding suitability of one of the candidates resulted in an agreement to ask for one more candidate to interview on Thursday.

Accounts:

Jennie has submitted accounts, and all agreed they were a massive improvement on what we had previously received. Jennie has done a great job simplifying fields. Karyn suggested the budget alongside would be helpful.

Grants and funding:

Dom brought up the vacuum in this area since CEO left, and possibly no work in this area since November 2023, although has left a good list of providers to contact.

Te Marama application needs to be in by 3 May 2024, Dom unable to do this. Unsure of what has been done in past and what would be available to us. Changing the program from shuttle time could allow us a new way in.

Eastlink:

Trust Waikato declined application, told to reapply when funds accumulated.

WEL Energy application is in, reasonably promising for \$50K, will know in a couple of weeks.

Lotto Community facilities funding relies on other application being successful.

Accounts wise Eastlink looks good, insurance (largest expense) paid.

Building wash coming up soon.

Eastlink Board meeting to be Monday 22 at 6pm. WBA board members to attend: Stu, Kate, Dom, Ben. There will be a discussion to increase WBA's fees. Karyn brought up idea to have sponsorship programs running – Bronze, Silver and Gold packages.

Dwayne and Dom to complete edging of mats.

Operational:

Aloha etc will be announcing team selections for teams Seniors down. Stu and Kate have submitted their lists of Super vets, vets and masters teams to BNZ.

Aloha has had feedback from parents for junior teams, requesting grouping to maximise training opportunities. From experienced to beginner groups within training times.

Current coaching, Sherry writing plans and Ken, Jun and Jon implementing is working well. Payment for Jon and Jun discussed and agreed to pay \$24 p/hr with a possible gift for J & J to express thanks from WBA for stepping up. Sherry doing very well in national tournaments. Karyn suggests this should be widely known, needs to be on website, FB and emails.

Staff remuneration, Joe's request for more hours and a payrise. Board agreed to an 8% payrise to both Joe and Sam, but to leave hours as flexi for Joe until new GM on board.

Gym has seven paid members, and board has agreed to include gym membership plus fobs for one year to all paid up members who are on a team receiving coaching.

Pro shop, Sherry very interested in running a pro shop downstairs, currently space underutilised as lockers. Board agrees and she will pay % to WBA as rent.

Comms to stakeholders, Aloha's letter to be updated to include Sherry's accomplishments, and distributed.

Ken's application for high level coaching ticket in Australia. Board agrees to pay \$700 for airfares, recognition for his past, present and future contributions to WBA. Skill matrix to be done if asked in future by other applicants.

Counties Manakau merger, Not at this stage. Need GM and to stabilise WBA before more consideration.

Upcoming Waikato open, Michelle Njoman offered to help in a paid position. Sam needs to first contact BNZ for issues arising, eg. Net poles, lines, etc. BNZ have concerns re the tournament, Board discussed that this is not a profitable exercise for WBA and as we are without a GM currently allowances should be made. Aloha will catch up with Sam and offer assistance, update website.

Meeting closed.

Attached: the update from the Coaching sub-committee

From: Aloha Sison

Sent: Monday, 25 March 2024 3:05 pm

To: Ben Perkinson

<benjiperkinson@gmail.com>; <kennethyew007@hotmail.com> <kennethyew007@hotmail.com>; Karyn Walter (<karyn.w@waibop.co.nz>) <karyn.w@waibop.co.nz>; Davidson, James

<james.davidsoncoaching@gmail.com>; Dominic Buckell <dominic.buckell@cbmarchitects.co.nz>

Subject: Updates from coaching sub-committee

Hi Stu

Thank you for giving Ben, Ken and I the opportunity to be in the sub-committee for concerns around coaching and facilitating the division teams for the upcoming inter-association tournaments.

I would like to give you an update on the conversations between myself, Ben and Ken.

1) Team Selection

- Last call-out for players who wants to join training and become Division Representatives. Deadline of submission of EOI is on 22nd of March. We will

commence deliberation once we have considered further applications. In the interim, Ken and Ben has been tapping into previous Waikato reps and other female players for the Slaz/Wisden team. I am also shoulder tapping for Div 3 and 4. There is a clear deficit for female players.

- Slaz/Wisden deadline for representative names has been moved from the 31st of March to 14th May, 2024. However, we are aiming to form the teams before the 31st of March.

2) Revisiting the pathways: (This point will need to be a face-to-face discussion). To optimize individual talent and ability and tailor-fit their training, players should be categorized based on skill level. (Ken will be able to discuss this point further particularly with anecdotal from parents of the junior players. Apparently, there has been some reported movement of junior players to Auckland for training.

- Juniors – 1,2,3
- Seniors – 1,2
- T1 – 1

3) Current Coaching arrangement – General feedback from the players has been positive. I have also acknowledged Sherry's continuous improvement (language & confidence) and engagement with the players.

T1	Sherry doing transition plan with Ken's support. Sherry has been doing the session plan with Ken's guidance. Ongoing support from the team with Sherry's communication but I see her engagement with players increasing with each session.
Seniors	Joe
Juniors	Joe and Sherry

T1 meeting – done on 18th March to reassure them of changes, acknowledge uncertainty and re-align expectations. Discussed about professionalism, commitment to training and individual goal identification.

I have encouraged Joe to do the same for the seniors and that I am happy to come and support him.

4) **Coach Validation & Education (Credits to Ken for this piece of work he has done around engaging and supporting coaches) – There has been correspondence between Ken and Tracey around this space.**

We need to better engage with the coaches available within the region to ensure that everyone is on the same page, working towards a common goal. I believe there should be a Coach approval system where a coach is assessed for their capabilities, allowing us to understand what level they are best suited to coach. The incentive for these coaches should be cheaper courts, which will incentivise the coaches to be a part of the WBA program. This will reduce the load of our full time WBA coaches.

Kick off a coach education series where aspiring coaches and current coaches can come together to upskill (ideally every 6 months) - no longer than two hours only. Coaches can use these sessions to better understand the coaching requirements of WBA, ask technical questions, and ask any general questions they may have. I am happy to kick off the first of this series in lieu of a head coach as I can share my experiences from my BWF level 2 coaching course, as well as my experience working with BNZ squads. Once we have a new head coach, they can take over if required.

- 5) Questions/ Action Plan / Points for discussion (in no particular order)
- 1) Coaches supporting Sherry should be remunerated for their coaching time. (Ken, June and John)
 - 2) Ken, Ben and Aloha to meet with Joe – regarding coaching programmes, team selection and reporting line.
 - 3) I have discussed with Stu and previous emails around Joe by passing the sub-committee with offering extra sessions to T1 – I am uncertain if this is a lack of understanding or an act of defiance. However, I have also acknowledged his concerns around communication of the subcommittee. The meeting with him will hopefully resolve this concern.
 - 4) We will request for the list of schools receiving coaching and the person-in-charge to gain further understanding on this space and gap identification in relation to point #2. Furthermore, this will also provide insight on Joe's request for increased hours.
 - 5) We will continue to provide update and liaise with you as needed.

Kind regards

Aloha Sison

Signed by: 