



CHRISTIAN SCHOOLS SPORTS ASSOCIATION

CSSA Annual General Meeting 2019

Friday 29 March 2019
Nepean Christian School

Attendance:

Linda Heslehurst Nathan Lambert Joel Campbell Stewart Holden Merrilee Stone Anthony Chapman Tim Olazo Wendy Strong Rob Archer Christie Barter Tamika Sutton Andrew Stewart	Executive Officer Green Point CC Inaburra Mt Annan Northcross Oran Park AC Regents Park CS Rouse Hill AC St George CS Toongabbie CC Wahroonga AS Wycliffe CS	Amanda Butterworth Cameron Jelliffe Talyse Stanton Anthony Moon Tiarna Jones Justin Cox Gavin Mitchell Tim Bluhdorn Matthew Tomlin Margaret Hull Jimmy du Plooy	Assistant EO Greenacre Baptist Macarthur AC Nepean CS Norwest CC Pacific Hills CS Richard Johnson AS Shire CS St George CS Tyndale CS William Carey CS	Matthew Kent Joe Britton Julie Kennedy Daniel Nixon Ben Thomas Paul McConnell David Hyde Peter Richardson Sarah Steward Nader Awad Rachel James	Coffs Harbour CCS HopePoint CS Mamre AS Nepean CS Norwest CC Pacific Hills CS Richard Johnson AS Shire CS Toongabbie CC Tyndale CS William Carey CS
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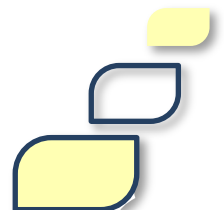
Apologies:

Chad Kentwell Mark Wynn Jose' Monteiro Peter Henderson Stewart van Bentum Maria Keehan Sarah Allen Dani Callegari	Carinya – Gunnadah Cedars CC Dubbo CS Namoi Valley CS Oxford Falls GS The Lakes CS Kuyper CS Mamre AS	Charles Bickersteth Donna Kane Ebony Basher Lisa Mallard Ben Stubbs Jack Boyce Rebecca Clisdell Belinda Dell	Carinya CS Covenant CS Greenacre Baptist Nth Beaches CS Pacific Valley CS Tyndale CS Oran Park AC Pacific Hills CS	Kirsty Martin Logan Wakeford Michael Baldwin David Haes Nicole Bignell Dean Knibbs Matthew Tolhurst	Cedars CC Covenant CS Heritage CS Oxford Falls GS Summerland CC Wyong CCS Inaburra
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Item	Response and Actions
1. Devotions – Nathan Lambert Green Point CC	→ Look to others and to Jesus for inspiration and look to inspire and encourage with our actions and our words.
2. Accept Minutes AGM 2018 a. Tabled – Justin Cox	→ Seconded: David Hyde → Accepted: Unanimously
3. President's Report – see attachment a. Tabled - Justin Cox	→ Seconded: Matthew Kent → Accepted: Unanimously
4. Treasurer's Report – summary attached a. Tabled – Linda Heslehurst	→ Seconded: Paul McConnell → Accepted: Unanimously → Association remains in a strong position → full report available on request
5. Executive Officer Report – see attachment a. Tabled – Linda Heslehurst	→ Seconded: Matthew Tomlin → Accepted: Unanimously

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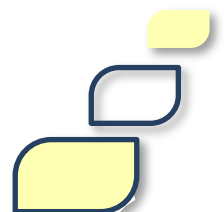
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<p>6. Positions Vacant on COM</p> <p>a. Vice President</p> <p>b. Treasurer</p> <p>c. Ordinary Member 1</p> <p>d. Ordinary Member 2</p> <p>e. Principal Rep</p>	<p>Vice President</p> <ul style="list-style-type: none"> → Nominated: Rob Archer → Seconded: Justin Cox → Accepted: Unanimously <p>Treasurer</p> <ul style="list-style-type: none"> → To be filled by current COM member <p>Ordinary Member 1 – David Hyde</p> <ul style="list-style-type: none"> → Nominated: Andrew Hutchinson → Seconded: Andrew Stewart → Accepted: Unanimously <p>Ordinary Member 2</p> <ul style="list-style-type: none"> → Position remains vacant <p>Principal Rep</p> <ul style="list-style-type: none"> → Nomination: Jack Joyce → Seconded: Warren Melville Accepted: Unanimously
<p>7. Survey Monkey Results</p> <p>a. Tabled – Daniel Nixon</p>	<ul style="list-style-type: none"> → 51 responses → Q4 main responses: State events, Teacher development, pathways → Q5 responses: in general overall satisfaction was high → Q8 responses – 94% of schools able to meet CSSA expectations → Q16 responses – in general CSSA services deemed to be appropriate and good. → Full results will be published. → Results to be reviewed by CSSA COM & any issues raised will be addressed
<p>8. Transgender in sport</p> <p>- see attached article</p>	<ul style="list-style-type: none"> → Raised for consideration by COM → Schools need to work through how they will address this issue at a school level and how it will impact participation in sport. → CIS are waiting for direction from PSSA/NSW All Schools before a draft policy can be considered which may impact CSSA due to the pathway from CSSA to CIS. → CSSA welcomes input from principals and schools that may be currently dealing with and exploring the issue.

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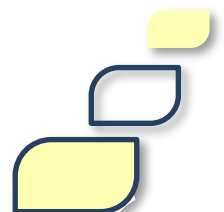
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<p>9. National CS Games – update</p>	<ul style="list-style-type: none"> → Queensland have not been able to fill all teams in National CS games (girl and boys tennis, girls football) → QLD association currently reassessing involvement in National CS Games & may not be able to make the required commitment for 2021. → Tri state championship may be trialled in 2021 while state commitments to NCSG are resolved. → Recommendation to communicate to students and parents that not all states are participating so that parents are aware it is not a complete National competition.
<p>10. CSSA State Futsal GD – new venue</p> <ul style="list-style-type: none"> - Primary Open Girls/Boys State Futsal GD <ul style="list-style-type: none"> o Friday 20 Sept 2019 - Secondary 15&U Girls/Boys State Futsal GD <ul style="list-style-type: none"> o Thursday 12 Sept 2019 - Sec Open Girls/Boys State Futsal GD <ul style="list-style-type: none"> o Friday 13 Sept 2019 	<ul style="list-style-type: none"> → Venue currently booked Penrith Valley Regional Sports Centre, Cambridge Park. → The Manager at Hawkesbury Indoor Stadium, South Windsor has offered CSSA use of full facilities (6 courts) for a flat rate of \$800 per day to run our State Futsal GD's on the same dates. → They are keen to promote & support the development of futsal & advertise their Pre-development futsal competition. → They can also assist with booking futsal referees. → This will allow schools to enter 2 teams per division as we have access to 6 futsal courts at a reduced rate → CSSA will be able to reduce the Team Entry Fee. → No opposition to proposed venue change. → Linda to confirm & notify schools.
<p>Primary Meeting + CIS discussion</p> <ul style="list-style-type: none"> - CSSA Primary Tennis GD - CIS Primary Rugby League - CIS Discussion – see notes below 	<ul style="list-style-type: none"> → Encourage schools to send more students to the CSSA State Tennis GD especially Yr 3/4 Division if progressing through the hot shots tennis program. → Primary coach required for CIS rugby League. Contact Andrew Hutchinson E: andrew.hutchinson@pcs.nsw.edu.au
<p>Secondary Meeting</p> <ul style="list-style-type: none"> - CSSA Secondary State Touch GD 	<ul style="list-style-type: none"> → Individual Player Nominations for Touch by Wednesday 3 April 2019 – 4pm

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- CSSA 16&U and Open Rugby Union Trials
- CIS Secondary Rugby League

CIS Discussion

- Changes to CIS
- CIS Constitution & Members
- Dealing with Issues or complaints

- Membership requirements

Issues relating to new student Registration process

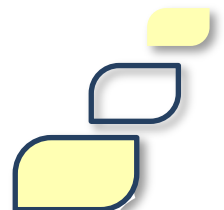
- Privacy Concerns

- CSSA 16&U and Open Rugby Union Nominations close end of the Term 1
- Secondary Trainer required for CIS rugby League. Contact Andrew Hutchinson E: andrew.hutchinson@pcs.nsw.edu.au
- CIS is now a stand alone Association. They are no longer part of AIS.
- The new CIS Constitution states that Associations ie. CSSA, AICES etc are no longer members of CIS. Individual schools are now the members. Therefore CSSA as an association has limited influence when decisions are being made. **It is up to member schools to communicate directly with CIS if they have any questions or concerns.**
- Any issues with the new CIS process please send an email directly to CIS. E: Sport@cis.nsw.edu.au Please cc Linda and Amanda into any email so they are aware of what issues are being raised & can also raise them at CIS Committee meetings.
- Each school needs to have completed & upload the CIS Membership form via the new CIS website: <https://www.cis.nsw.edu.au/registration/>
- Schools have expressed concerns over data privacy issues ie. amount of information required to submit a student for a trial. Why does CIS require so much information on students who are attending trials? This data is stored by Revolutionise. How secure is it?
- If you have concerns please speak to your Principal about this issue & contact CIS directly. E: Sport@cis.nsw.edu.au
- Options: fill in students address with the school address or just put a "dash" in any mandatory field.

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<p>- Student Registration</p>	<p>→ At this stage there is no option for checking nominations. After you have completed a student nomination an invoice number is shown on the screen. Please record or take a screen shot of the Invoice Number as proof the nomination has been submitted.</p> <p>→ Ensure you keep records and a paper trail to cover yourself in case of potential issues with registrations.</p> <p>→ When you nominate a student to trial you must include a parent/guardian email address. Underneath this field is an Additional Email Address field. If you put your school email address in this field you should receive a copy of the email sent to parents.</p> <p>→ The link sent to parents only lasts 24hrs. At this stage there is no way CIS can resend the link.</p>
<p>- Teacher Registration Issues</p>	<p>→ Once you have registered as a teacher you cannot change your status. To register as a convenor/coach/team manager etc you need to create a new profile ie. have multiple logins.</p> <p>→ Please contact CIS directly if you are having any problems relating to this issue E: Sport@cis.nsw.edu.au</p>

Close AGM 11.00am

Inservice NSW Tennis **Hotshots Tennis Program** Conducted by Lauren Ford

Lauren Ford

School Development Coordinator | Tennis NSW

Lauren.Ford@Tennis.com.au | P.O. Box 6204 Silverwater New South

Wales 1811 Australia

Ph: | Switch: | Mob: +61466262853

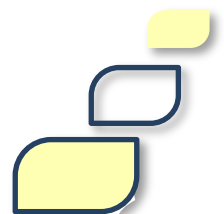
www.tennis.com.au/nsw | www.ausopen.com

Hotshots Tennis information will be emailed to all schools

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President's AGM Report

What a privilege it has been to take on the Presidency of CSSA. Our organisation continues to grow and this has presented some challenges for us to work through as a committee. I would like to acknowledge the time, effort and energy our committee has invested and for you to have confidence that CSSA is in a stronger position as a result of this work.

Our association continues to provide opportunities for students from Independent Christian Schools in a wide variety of sports. This is thanks to the State Convenors who do a tremendous job of coordinating the various Sports Gala Days and carnivals. We also continue to do well at a CIS level competing against some very strong associations which is a reflection on the quality of sports programs in our member schools and the staff who volunteer to coach and manage teams. We are thankful to have Amanda coordinating the CIS entries and responsibilities. Her statistical analysis provides us with a clear picture of how we are doing as a member of CIS and she contributes greatly to the clear pathway students have to this level.

Linda continues to work tirelessly to provide students with opportunities to excel in sport. She is an invaluable contributor to the success of our organisation. Linda has been gracious throughout the changes that were necessary often going above and beyond what is expected of the Executive Officer. We are blessed to have two Godly employees in Linda and Amanda who lead CSSA in delivering quality sporting opportunities.

Thank you to those of you who completed the survey in 2018. The purpose of this survey was to identify strengths of CSSA and areas we can improve with a renewed focus in 2019. If you did not complete the survey or have additional feedback you would like to pass on to the committee, please email Linda or myself and we will discuss it in our committee meetings.

In Ephesians 4:32 we are encouraged to,

“Be kind to one another, tender-hearted, forgiving one another, as God in Christ forgave you”.

On a first read for a Christian that sounds pretty easy to do, but when you are faced with a perceived injustice, a harsh complaint or a grievance of some kind it is not so easy to do. We are challenged to be kind and forgive others regardless of how they may have treated us. Although we can't control how others treat us, we can control our response to them. In our own strength this would be very difficult but with the love of Christ flowing through us we can do as God did for us and forgive.

I look forward to a great year in 2019 and ask for your prayerful support of the committee. Let's encourage Linda and Amanda and all of our convenors to contribute to culture of CSSA.

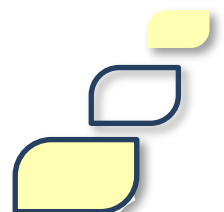
Thank you

Justin Cox

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Executive Officer's AGM Report

The Christian Schools Sports Association was formed 30 years ago to foster Christian thought and practice through sporting events within and between Christian Schools. The Association is responsible for organising major State Carnivals and Gala Days which are an integral part of each school's PE Programme and to develop and promote appropriate policies, rules and guidelines based on Christian principles. Over the past 30 years the Association has grown to 79 member schools with new school enquiries each year.

The CSSA Committee of Management faced a number of challenges in 2018 one of which was to find a replacement for Neil Wescombe who retired after 11 years of service. With the increasing demand and complexity of the Treasurer's position it was decided that we look to outside assistance and employ a company who specialises in this area of work. In March we entered into an agreement with Resolve Consulting Accountants.

Resolve deliver customised professional solutions across Australia and internationally to schools, churches and non-profit organisations providing high quality, cost effective solutions in the area of Governance, strategic leadership and financial management.

Resolve have streamlined our accounts and our bookkeeping & payroll operations now run through Xero, a cloud-based accounting software platform. We are in the final set-up stage and through End of Month check lists and detailed Monthly Reports we are confident this area of operation is in a strong position.

The Committee of Management have also established sub-committee groups in 3 focus areas:

- Sub Committee 1 Human Resources - employment reviews, contracts, job descriptions, recruitment, long service leave etc
- Sub Committee 2 Policies; update and write necessary policies for CSSA ie. Child protection, privacy, gender equity etc.
- Sub Committee 3 Finances - CSSA Fees, CIS Fees, Yearly budget, Bookkeeping, Resolve

These sub-committees allow us to focus on areas of expertise within the COM and allow us to be proactive in our meetings. If you feel that you can contribute to any of these areas I encourage you to consider becoming a member of the CSSA Committee of Management as we have a number of vacancies to fill this year. Thank you to the current committee members and in particular Daniel Nixon: Vice President and Warren Melville: Principal Rep who are stepping down.

Each year I like to thank a number of people who have worked tirelessly for the Association. One such person is my trusty off-sider Amanda Butterworth. Amanda only works 2 days per week but you would be mistaken to think she works full time. Amanda is a great asset to our Association and an amazing support to me.

Finally thank you to our dedicated State Convenors, Coaches and CSSA Officials. You are the back bone of the Association and your hard work does not go unnoticed - we appreciate all that you do.

Thank you

Linda Heslehurst
CSSA Executive Officer

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