



2008 ANNUAL REPORT

2008 was a year of indifference although there were periods of great expectation, perhaps too great following the on-field successes of the previous year. It is against this background that I have pleasure in presenting the Club Management Report for the year ended 30 September 2008.

Governance

The Club management committee continued to apply governance principles (authority or control) throughout the year in accordance with Rugby Law and OSH Regulatory requirements. There were times when decisions of the management committee and the integrity of the President in particular were brought into question by a very small minority of misinformed members, bordering on malicious intent to destabilise the control of the club. This action was time consuming and draining on the enthusiasm of committee members (all volunteers) who were forced at times to defend the democratic decisions of the committee.

Management Committee

All management committee positions were filled by volunteers with the position of volunteer coordinator remaining vacant for the year.

Management Committee meetings were held monthly with a very good attendance rate, demonstrating a high degree of commitment from those who volunteered their time, talents and treasures to the benefit of the Club. There were 10 regular meetings necessary to conduct the business of the Club this year in contrast to previous years (20 in 2005, 16 in 2006 and 11 in 2007).

Position	Portfolio responsibilities	Name
Club President	President	Jack Seymour
Vice President	(Senior) Vice President	Bob Meade
Vice President	(Junior) Vice President	Ray Mills
Club Secretary	Club Administration	John Robertson
Treasurer	Finance	Natalie Mills
Club Captain	Club Captain	Barry Dorset
Committee person	Member Protection Officer	Jason Bastaja
Committee person	Senior Club Registrar	Kerrie Buist
Committee person	Merchandise Manager	Paul Dannefaerd
Committee person	Grounds Controller	Sam McCort
Committee person	Clubhouse Manager	Marie Freeman
Committee person	Events Coordinator	Craig Freeman
Committee person	Marketing, Communications & Media	Shari Lovreta
Committee person		Keith Thomas

Club direction

What was achieved in 2008?

The following is a summary of the activities of the Club for the 12 months ended 30 September 2008

Objective	How well did we do
<p><i>To play, promote, foster, conduct and propagate the game of rugby union football in the State of Western Australia or elsewhere under the laws and in the spirit intended and fostered by the International Rugby Football Board, the Australian Rugby Football Union Limited and the Western Australian Rugby Union.</i></p>	<p>The Club was compliant with ARU Law 2008 with 3 appearances before the Judiciary for breach of the Rules. Penalty were applied</p> <p>The Club fostered 1 player (Brett Murphy) who was invited to play with the Western Force professional team on tour in England</p> <p>The President and Secretary attended all meetings of the RUWA Council held during the year</p>
<p><i>To form teams to compete and participate in competitions held in the State of Western Australia or elsewhere</i></p>	<p>The senior club registered 6 men's teams (1st Grade, 2nd Grade; 3rd Grade, 5th Grade and Colts U20 & U18 and one women's team in the senior grade competition.</p> <p>1st Grade achieved 4th position; 2nd Grade 6th position, 3rd Grade 10th position, 5th Grade 5th position, U20 Colts 6th position</p> <p>U18 completed the year winning the minor premier and grand final</p> <p>The Women's team completed the season virtually undefeated winning the minor premier and the grand final</p> <p>The Club hosted Touch Rugby in early 2007 - 08.</p> <p>19 teams were entered in the Junior Competition.</p>
<p><i>To provide or assist in the provision of training and teaching facilities for rugby union football played in accordance with the rules of the Western Australian Rugby Union or the Australian Rugby Football Union Limited</i></p>	<p>The Club supported the ARU accreditation of coaches program with 3 members completing competency based training and assessment</p> <p>The Club Coach hosted ongoing mentoring of individuals on a needs basis, generally lifting the competency of coaches in all grades.</p>
<p><i>To promote and foster community interest in rugby union football</i></p>	<p>The President fostered close relationships with the grounds management team at the City of Bayswater resulting in over \$250,000 being spent on upgrading the standard for turf management.</p> <p>Councillor Terry Kenyon of the City of Bayswater continued as Patron of the Club to build on the good relationship between the Club and the wider community.</p>
<p><i>To develop, promote, assist and manage junior rugby clubs, organisations and bodies throughout the State of Western Australia or elsewhere as may be decided upon by the Management Committee from time to time</i></p>	<p>The management committee encouraged a closer working relationship with the management of the Junior Committee, to harmonise the workings of the Committee process and avoiding duplication of effort. The administration of the junior membership is now operating under the auspices of the management committee in keeping with the objectives and spirit of the constitution.</p>
<p><i>To prescribe laws, rules, regulations and by-laws governing the rules of play and the conduct of players, officials and members of the Club or of junior rugby clubs, bodies or associations within its jurisdiction and enforce the same by suspension or expulsion or disqualification or the imposition of such other penalties as the Club may think fit</i></p>	<p>There were no formal complaints levelled at the club.</p> <p>There were no suspensions or expulsions of members from the club during the year under review.</p>

Objective	How well did we do
<i>To lay-out, construct, repair and maintain premises and grounds, clubhouses and other buildings or structures and to provide accommodation for the members of the Club and their guests upon premises occupied by the Club</i>	<p>The Clubhouse is recognised as one of the best in the West.</p> <p>Extensions to the clubhouse to include a foyer, administration and additional storage areas were not completed as expected by the end of 2007 due to a shortage of trained volunteer labour.</p> <p>Ground lighting was upgraded for field 2 and 3 The lighting was dedicated to the vision of Mr Jack Seymour who coordinated the government grant application to assist with the financing of this project</p>
<i>To give such security for the discharge of liabilities incurred by the Club as the Club sees fit</i>	<p>All liabilities were discharged in 2008</p> <p>There was one assurance issued which remains outstanding and relates to an emergency loan of monies to a member in distressed circumstances.</p> <p>With the exception of monies owing to a road coach hire company the Club remains debt free (under investigation).</p> <p>\$10,000 was transferred from the Building Fund to General Funds to address unexpected cash flow issues during the off season when bar takings were low</p>
<i>To acquire, hold, deal with, and dispose of any real or personal property</i>	<p>There was no requirement to dispose of any property of the Club during 2008.</p>
<i>To borrow money upon such terms and conditions as the Club thinks fit</i>	<p>There was no requirement to borrow money for use by the Club in 2008</p>
<i>To invest and deal with any or the funds of the Club not immediately required for the purposes thereof upon such securities or investments and in such manner as the Management Committee may from time to time see fit and to vary and realise such securities and investments provided that such funds shall be invested only in such forms of securities and investment as are permitted by law for the investment of trust moneys</i>	<p>Net profits of the past three years were transferred to the Building Fund.</p> <p>There are no investments outside the general trading accounts.</p>
<i>To enter into any arrangement with any government or local authority that may seem conducive to any of the Club's objects and to obtain from any such government or local authority any rights, privileges and concessions which the Management Committee may from time to time see fit</i>	<p>The club continues to hold exclusive rights over the Pat O'Hara Reserve with very close cooperation from the City of Bayswater Councillors and staff</p>
<i>To appoint and employ or remove or suspend any manager, clerk, secretary, servant, workman and any other person that the Management Committee may require for the management, maintenance and running of the Club</i>	<p>The contract for Club Coach was renegotiated with Mr John Taylor being retained until the end of 2010</p> <p>Consideration needs to be given to a remunerated administrator and regular paid bar staff</p>
<i>To take such steps by personal or written appeal, public meeting or otherwise as the Management Committee may from time to time deem expedient for the purpose of procuring contributions to the funds of the Club</i>	<p>The support of a major sponsor Members Equity Bank was ongoing and greatly appreciated.</p> <p>Mr Andrew Hine continued to be a major sponsor of the 2008 Academy and.</p>
<i>To print and publish any newspapers, periodicals, books or leaflets that the Management Committee may deem desirable for the promotion of its objects</i>	<p>There was no publication of the Lineout magazine to members in 2008</p> <p>The design of the Club web site was reviewed and improved in mid 2008 and updated weekly</p>

Objective	How well did we do
<i>To subscribe to, become a member of and cooperate with any other association, club or organisation, whether incorporated or not, whose objects are altogether or in part similar to those of the Club</i>	The Club Coach secured a partnership arrangement with Bayswater Waves with a significant reduction in fees for access to the gymnasium equipment and weights program for senior grade players and members of the Academy. Morley Recreation Centre kindly allowed the Women's Teams the use of facilities for home games
<i>Subject to these rules to impose and collect from any member subscriptions, fees, fines or other moneys for the purpose of carrying on or furthering the objects of the Club</i>	For the third year running, all player membership fees were paid in full Electronic Funds Transfer provisions were implemented early in 2006 to enable collection of membership and registration fees and continues to be the preferred method of payment
<i>To take legal or other action against any member or other person who may be acting in any way contrary to the interests of the Club or contrary to the rules</i>	No complaints against members were actioned within the committee process.

Player Registration (*Ms Kerrie Buist*)

A demanding year with all player fees collected in full.

The cooperation from players, coaches and team managers was of great assistance

Marketing/Sponsorship (*Ms Shari Lovreta*)

All pledged monies or in-kind was realised in 2008 with special thanks to those who have seen fit to support the club in this manner. Excellent sponsor pack developed; Runner up winner in Department of Sport & Recreation/TVW Channel 7 *Legend* promotion (\$1,000)

Clubhouse Management (*Ms Marie Freeman*); Events Coordination (*Craig freeman*)

Highlight of the again this year was the "welcome celebration" for the Women's Team following their convincing Premiership win at the Grand Final with members and supporters celebrating at the Clubrooms.

The JJ Guthrie Awards Night was again well supported as were most events organised by the Event Coordinator (*At-home games, Sponsors and Past Members day*), contributing to a well supported bar for most of the year. Thanks to those members who supported the volunteer bar roster allowing overhead costs to be kept to the minimum with resultant profits to the Club.

The inaugural **Lady's Day** held Saturday 10 May 2008 was a huge success and will be repeated same time next year

General housekeeping, maintenance and cleaning was ongoing and enabled the clubhouse to retain its warm and welcoming ambiance.

The Club support for the 6 **Health Policies** was evidenced during the year with post game meals being provided for players at all home games.

The Club was awarded the Heathway's Champion Club Award for 2008

Special thanks to the catering team who ensured players' post game needs were being met in this regard.



Volunteer management coordination

This area of club management has been neglected and requires closer scrutiny with the younger members being encouraged to *volunteer* for “projects” and to assist with the day to day running of the clubhouse. There is a tendency to leave *it* to someone else – well there is no member named *Someone Else* so its time for members to step up and take an active role in this area.

A great deal of work will be done in the coming years to improve the participation rate of younger members (generation X and Y), and the rewards and recognition program for volunteers.

Club Women awarded to Kerri Buist

Club Man awarded to Paul Dannefaerd

Club Spirit awarded to Tania Rarere

Club Captain (Mr Barry Dorset)

The senior club registered 6 men’s teams (1st Grade, 2nd Grade; 3rd Grade, 5th Grade and Colts U20 & U18) and one women’s team in the senior grade competition. The Club also hosted Touch Rugby in 2007 -08.

The women’s team were again undefeated during the season, a repeat of the previous year’s performance with back to back premierships wins.

19 teams entered the Junior Competition with U16 ending up premiers.

Brett Murphy was invited to join the Western Force while on tour in England during August 2008 and was awarded the Laurie de la Hunty Memorial Trophy for most improved player.

Best Colt was awarded to Nathan Hunt; Courage and commitment awarded to Curtis McLean and Cale McCort; Presidents Cup (Rick Boyd Trophy) was awarded to Ash Murphy

The Club supported the ARU accreditation of coaches program with 3 members completing competency based training and assessment in 2008

The Club Coach continued to provide unrelenting leadership for the coaching team. The Club is indebted to the level of commitment of Mr John Taylor, the coaching team and team managers in general for their professionalism exhibited throughout the year.

Member Protection (Mr Jason Bastaja)

The 2007 season was well supported by volunteer Team Managers and coaches who instilled a sense of discipline and pride into the players with the dynamic changes most evident from the standards being set by the premier grade.

Special mention must be made of the injury management team comprising First Aiders supported by the physiotherapists who kept pain and discomfort to a minimum. There was a decrease in the injury rate in 2008 attributed to an increase in fitness level however the severity increased. There were 3 serious injuries requiring hospital treatment and on-going physiotherapy.

A presentation was made by the Medical Benefit Fund to showcase the options being offered by insurers to cover injury costs (to include income protection). Take up was poor. The adequacy of player insurance was again questioned with the revelation that ambulance cover is included in the insurance benefits cover provided by ARU

All players were being urged to have private hospital and disability insurance in addition to the injury insurance provided by ARU which only applies to catastrophic injury.

Fleet West (Phil Oliver) again sponsored an additional insurance for permanent disability for every Club member in 2008.

Club Merchandise *(Mr Paul Dannefaerd)*

Club merchandise sales were robust throughout the year and with the service availability of EFTPOS provided an opportunity for spontaneous sales.

Special thanks to Team Managers for the manner in which the condition of club property had been preserved.

Summary

In general term 2008 was the third year of consolidation; making Perth Bayswater a club of first choice. In this short period the Club has commanded the respect of the rugby community in general in Western Australia and the members in particular who are justly proud of this wonderful Club soon to be celebrating 80 years of playing rugby– the oldest rugby club in Western Australia

This was acknowledged by RugbyWA which awarded Perth Bayswater with the *Best Practice Club Award* for 2007 and the Healthway Champion Club Award in 2008.

Thanks to the Board of Management and staff at Rugby Union WA who will be moving to new headquarters at Challenge Stadium in February 2009; Special mention to Mitch Hardy, Matt Tink and Glenda Martyn for their guidance and assistance throughout the year.

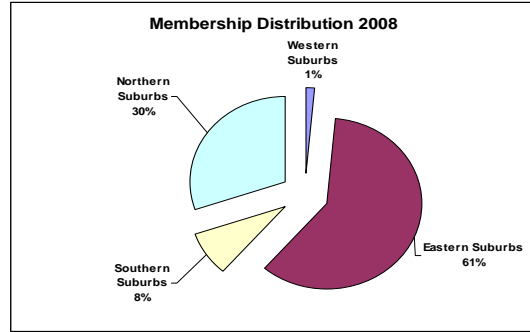
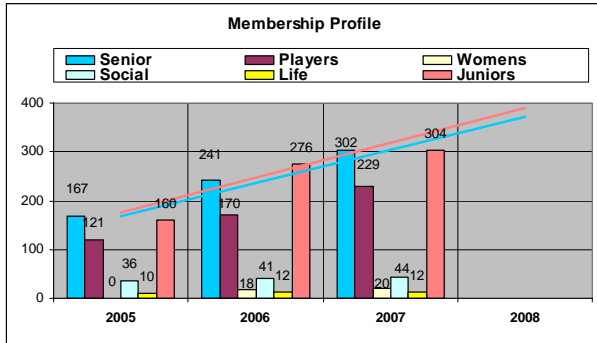
The club is planning strategically for its future successes both on and off the field based on a shared vision: ***“To create an enjoyable rugby experience at both a junior and senior level that caters for players of all skill levels and results in the long term success of the club, both on and off the field”***

John Robertson

Secretary

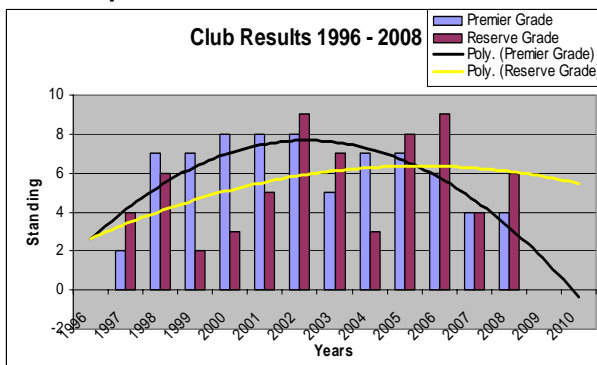
Key Performance Indicators 2008

Membership profile



The majority of participating members (91%) are drawn to the Club from the eastern suburbs (61%) and the northern suburbs (30%); well represented in the City of Bayswater, City of Stirling and Swan Shire (no change from 2007).

On-field performance



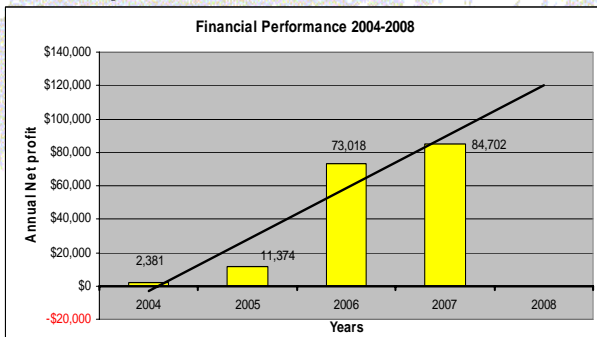
An analysis of Club standing in the State Competition at the end of Round 18 in each year.

Following the declining years 1998-2002 there was a turning point in 2003 with a disappointing reversal in 2004 and repeated in 2005.

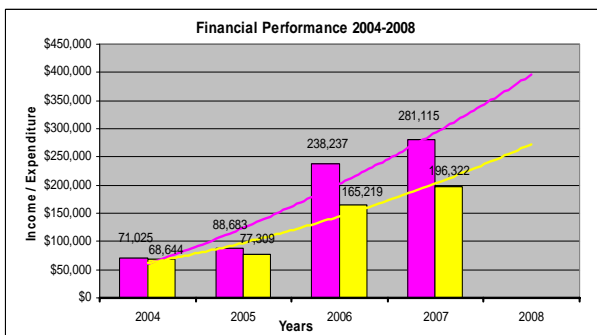
The strategies devised in 2005 and implemented in 2006 corrected the adverse trend that led to a dramatic change to the on-field and off-field performance of the Club in 2007 and repeated in 2008.

There was a spectacular improvement in the on-field performance of the Reserve Grade in 2007, coming from 9th place to 4th place in just one season, held at 6th position in 2008.

Off-field performance



Details were unavailable at time of printing and will be updated



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Previous years comment

There was little variation in the net profit from the previous year – 1.44 in 2006 compared to 1.43 in 2007.

On projected figures the club will be considering a budget expenditure of around \$255,000 to cover the costs of fielding a premier team based on the current trend of spending

