

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

**Monday 30 June, 2008, 6pm**

**Attendance:**

**Committee:** Bruce Brown, Eric Anning, David Muir, Howard Hickey,  
Mike Madden, David Shand, Andrew Bradford, Grant  
Murdoch, Ben Blake, Simon Tutt, Nick Leah

**Apologies:** Charlie Elliot, Michael Hughes, Adam Connelly, Jim  
Hanson

**MINUTES OF**  
**PREVIOUS CM:**

Accepted by Bruce Brown

**MINUTE**  
**SECRETARY:**

David Muir

**RUGBY REPORT**

Head Coach Nick Leah (Report to be circulated)

**2008 Season Review**

- University Premier grade have struggled in 2008
  - Top 5 premier grade sides have averaged more than 10 games with their top side (best team on the paddock)
  - Uni have averaged 7 games with the best side on the paddock
  - Have experienced a lot of bad luck with off field injuries
    - Eg Heath Tessman injured his calf at work
  - Have a very young side
  - Have 6 players in Premier Colts who could be playing up but we are looking to ensure that they generate a winning culture with their mates in 2008 and carry this forward in 2009
- Analysis has shown that we have a very pessimistic group of players
  - Premier grade players have commenced a 6 week optimistic thinking course with Cliff Mallett
  - Course previously used with Academy players with some success

**Recruitment and Retention**

- Nick Leah and Zane Hilton have prepared a recruitment target list for 2009
- Continued strong focus on the recruitment of quality school leavers and retention of 2008 recruits
- Current feeling around the club is very positive and expecting majority of players to return in 2008 excluding a couple of older players who will be moving on
- Recruitment DVD has been prepared and is being distributed to target players
- Key senior players being spoken to who have signed with the Reds for 2009 or are looking to move to Brisbane for the opportunity:
  - Laurie Weeks, Sydney Uni Tight Head Prop
  - Anthony Faingaa, Brumbies Centre
  - Saia Faingaa, Brumbies Hooker
  - Jake Kennedy, Brumbies prop

## BSM REPORT

Eric Anning

### Corporate Lunch

- Lunch is progressing well – currently have 470 people confirmed as attending
- Eric encouraged people to support the lunch and commit to buying tables; # of tables to be communicated to Cheryl ASAP
- Target for the lunch is 700 +
- Silent Auction will be run with every guest provided with a lanyard by which they can bid for the prizes
- Simon Tutt has offered to assist in finding a prize for the major auction

### Club Finances

- Club is travelling quite well against budget despite poor result from events to date
  - Increased level of player registrations in 2008 (\$43k up to \$63k)
  - Melbourne cup, Dinner Dance and Corporate Breakfast all failed to meet budget
  - Decreased expenditure on sponsors

## ALUMNI COMMITTEE REPORT

Simon Tutt

### Dinner Dance

- In general people enjoyed the dinner dance. Feedback and suggestions for 2009 included:
  - Date to be set nice and early to ensure people can mark it in the diary;
  - Need an appropriate MC and guest speaker
  - Band was good if not a little loud
  - Should be on a Saturday night to ensure that it is more accessible
- An alternative or an additional format may be a Cocktail party. Benefits include:
  - Cheaper option for all involved
  - Could start a little earlier so that people can kick on afterwards

### Other Business

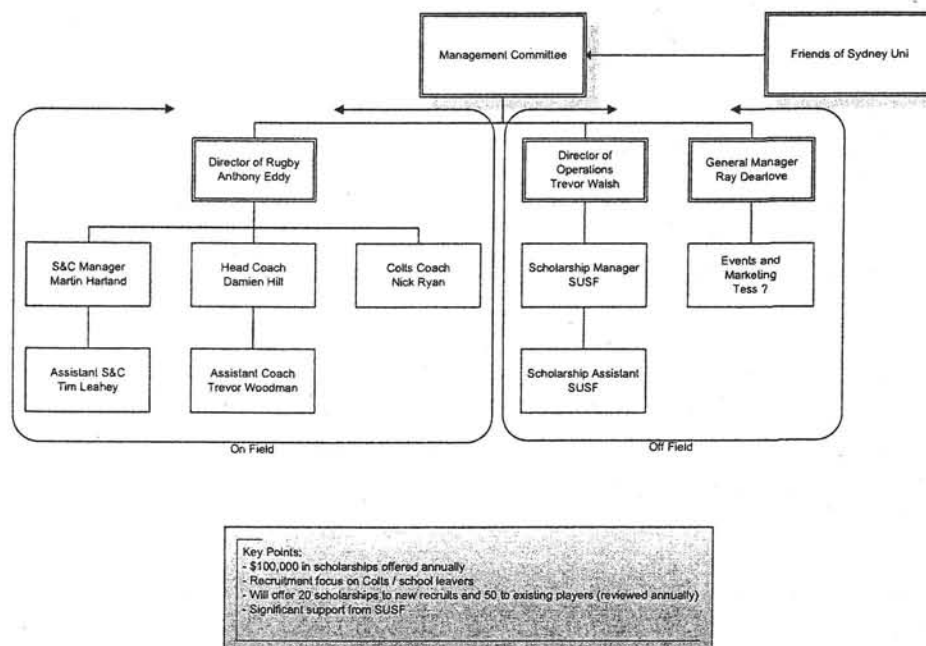
- There has been a decrease in the number of old boys sending through updated details for the Alumni database
- Suggestion made to put an add in the paper calling for all old boys of the club to make contact
- Need to add email based form to website to make it easier for people to update their details
- Need to ensure mobile numbers are included as these don't tend to change as much as email and home address
- DM to look into identifying a suitable off the shelf Database which meets the needs of the club and report back to the committee
- Eric Anning highlighted the importance of a quality database in attracting and maintaining sponsors

## CEO REPORT:

### Visit to Sydney Uni

- Spent day with Sydney Uni catching up with various members of staff
- Similar structure to combined entities of UQRFC and UQRA
- Very top heavy
- Strong Leadership from a streamlined management committee
- Significant levels of support from Sydney Uni Sport and Fitness
- Sydney Uni success is based on their ability to **attract and retain** quality school boys
  - Scholarship program
  - Quality coaching and rugby development opportunities

### Sydney University Rugby Football Club



In summary we have a long way to go but are on the right track. The key for us in 09:

- Retain the bulk of our players from 08 (at all levels)
- Attract the best school leavers
- Ensure we have a quality coach education program in place
- Ensure we have quality coaches in place
- Make sure players, coaches and support staff 'feel the love'
- Offer less product at a higher quality to our sponsors

## OTHER BUSINESS

- CEO and Head Coach asked to leave the meeting

Meeting Closed at 7:50 pm

Next Committee meeting: To be arranged

Signed .....Chair

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

**Monday 28 July, 2008, 6pm**

**Attendance:**

**Committee:** Bruce Brown, Eric Anning, David Muir, Howard Hickey, Mike Madden, David Shand, Charlie Elliot, Michael Hughes, Jim Hanson, Steve McRae

**Apologies:** Grant Murdoch, Ben Blake, Simon Tutt, Adam Connelly, Andrew Bradford

**MINUTES OF**  
**PREVIOUS CM:**

Accepted by Bruce Brown (BB)

**MINUTE**  
**SECRETARY:**

David Muir (DM)

**MATTERS ARISING FROM PREVIOUS MINUTES**

Corporate Lunch, report by Eric Anning (EA)

- Lunch numbers are up due to an earlier than usual marketing drive
- Current numbers are at 690 (64 tables + 50 individual bookings)
- EA impressed with level of support from committee members (Mike Madden (MM), Howard Hickey (HH), Jim Hanson (JH), Michael Hughes (MH) committing to multiple tables)
- DM to follow up with BuildCorp regarding the number of tables they will look to take
- The Fox is on board for the post lunch party, we have reserved the top floor bar for our use
- Website is up and running including online promotion of the Raffle, Auction and Door Prize items

**REVIEW OF CLUB PERFORMANCE**

End of Regular season results:

	Place	W	L	D	F	A	Df	BP <7p	BP 4t	Pts
Premier Grade	9th	3	14	0	315	604	-289	3	5	20
1st Grade	8th	5	12	0	290	470	-180	3	2	25
2nd Grade	8th	6	11	0	192	393	-201	0	1	25
3rd Grade	5th	11	6	0	310	250	60	1	3	48
4th Grade	6th	8	7	2	261	214	47	3	4	43
Premier Colts	3rd	13	4	1	525	284	241	2	12	68
Colts 1	2nd	11	4	1	297	149	148	3	3	52
Colts 2	3rd	9	3	2	425	93	332	2	8	50
Womens	2nd	11	4	1	448	228	220	0	9	55

- BB opened the discussion with reference to the table above. In summary it has been a poor performance across the grades highlighted by Premier Grade's 9<sup>th</sup> place. We have seen dramatic improvements from the Colts and the women's team continue to deliver quality results.

- BB highlighted that he wasn't happy with the premier results and did not believe that Nick Leah (NL) was delivering as a Head Coach. BB highlighted the fact that NL has put in a lot of work and while he did not believe NL could deliver he wanted to make sure that NL was looked after.
- CEO asked to express his views: DM expressed the fact that NL has put in a lot of effort during his 4 years with the club and the Academy. Despite his technical knowledge of the game (which is second to none) DM has formed the view that NL is not working out as a Head Coach and it is time for a change.
- BB asked for comments from the rest of the committee:
  - EA agreed that NL wasn't cutting it. EA highlighted the defensive record of the Premier Grade team (10<sup>th</sup> in 08) and that players did not appear to be willing to aim up for their coach.
  - Steve McRae (SM) agreed with the views expressed by DM. NL failing with 'man management' as a head coach – technically he can't be questioned but it is time for a change
  - JH questioned the role of the leadership group throughout the season.
  - MM provided support to NL and highlighted his role and contribution in making the players accountable for their own game. Also supported the work of NL and Nick Stiles (NS) in developing a professional program at UQ in a bid to attract players looking to move to the next level
  - David Shand (DS) echoed the views of MM and believes we should give NL another year
  - Charlie Elliott (CE) agreed that NL was a great technical coach with a fantastic knowledge of the game but appeared to have poor man management skills. CE questioned why a group of players with extensive representative experience (highlighting talent of current squad) doesn't aim up for the coach. CE also highlighted the turn around in 1<sup>st</sup> grade which during the final 6 weeks started to train and play as a team and look like a team – this was not evident with Premier Grade.
  - MM in response to comments made by CE regarding 1<sup>st</sup> grade highlighted the fact that coaches had asked players at the start of the 2<sup>nd</sup> round to 'front up' – this may have contributed to the improved performance.
  - HH voiced concerns at the way NL presented to the Committee at the previous meeting highlighting that it was voiced in a condescending tone. HH felt that if this is the way he speaks to the committee then it may be an indication as to how he communicates with the team and would explain why we have struggled
  - MH highlighted the fact that he is too far removed to comment but believed that from a distance it did not appear that the players were playing for their coach – poor results.
  - JH questioned whether NL could be assisted in improving his man management skills. It appears that NL and Zane Hilton (ZH) compliment each other. JH also asked the question of whether we were over training?
  - EA commented on the approach Dick Muir took with the Sharks in making it mandatory for players to have a balanced life of

Rugby + work or study. The Sharks went from bottom of the table to top of the table.

- CE agreed with JH that ZH has the attributes that NL doesn't
- BB reiterated his view that he does not like the current situation, NL does not appear to have what it takes to be a successful head coach and a change needs to be made
  - EA – we have sought legal advice and the maximum liability as per the contract is 3 months salary
  - BB – would like to offer NL 3 months as per the contract plus a further 3 months work within the Academy at a reduced rate to ensure that NL has time / flexibility to look for alternative employment
- DS questioned what the alternatives were for a replacement coach
  - EA expressed the option of having ZH and James Holbeck (JH) as premier grade coaches in 2009
  - DS questioned whether JH would be interested
  - SM has had chats with JH who indicated his keenness to be involved in 09. SM formed the view that JH had been frustrated in 08 with his lack of involvement.
  - EA highlighted that JH was contracted to the Academy and as part of this is required to coach. EA has been impressed with the ability of ZH to befriend and impress people, highlighted that ZH is well respected in the rugby community and highly recommended that he be approached to take on the role
  - DS requested that what ever decision is made that it be done quickly to ensure that we don't lose players as a result of our indecision. Also expressed that if we promote ZH he be offered as much support as possible to ensure that he succeeds.
  - EA highlighted that NL had been advised to attract the support of old boys but had failed to do so.
- BB highlighted the need for the discussion to be confidential – **all agreed**
  - BB will speak to NL on Wednesday (30/07/08) at some stage with DM present
  - Only DS and MM on record as being opposed to not reappointing NL in 2009
  - BB will convene a further meeting once the discussion has been held to inform other committee members of the outcomes.

#### **RUGBY COMMITTEE PROPOSAL FOR 2009**

DM presented the attached proposal to the committee.

- EA very supportive of JH's inclusion as a technical advisor.
- EA highlighted that the selection policy used to be written into the constitution. Consideration needs to be made for representative players coming back into the sides or top level players returning from injury
- DS requested inclusion on committee. SM highlighted that the aim of this committee was to be quite separate from the Club Committee. The rest of the Committee can have their say when the Rugby Committee reports back on a monthly basis.

### **MEETING WITH UQSPORT**

EA – following the meeting with UQ Sport on the 18<sup>th</sup> of July the following action items were resolved:

- The club will take on the majority of the responsibilities for the Academy with some division of responsibilities for different products:
  - Kids programs will be run through UQ Kids (a division of UQ Sport) with coaches / players contracted back from the Academy;
  - Consulting with Schools and local professional development courses will be marketed through UQ Sport with Coaches contracted back from the Academy to do the work
  - Study Abroad course offering will be run through the School of Human Movement Studies with Coaches / Lecturers contracted back from the Academy to do the work
  - The Club / Academy will focus on player development and international consulting opportunities
- DM's contract with the Academy will not be renewed. The Club will contract DM directly with a contribution made by the Academy.
  - There are outstanding financial obligations on behalf of the Academy which will need to be split by the 3 partners. These obligations include bonus payments to DM and NL and outstanding holidays owed to DM at the conclusion of his contract.

### **OTHER BUSINESS**

Meeting Closed at 7:43 pm

Next Committee meeting: To be arranged

Signed .....Chair



## **Proposed Rugby Committee Structure – 2009 and onwards**

### **Structure/Population**

#### **Structure**

- Report thru the CEO to the club committee
- Advisory role to the Director of Rugby
- Provide resource to the Director of Rugby helping him deliver his primary responsibilities
- Monthly thru the offseason and early season period. Perhaps less frequently thereafter
- Deliverable's driven

#### **Population**

- Chairman / Grades Co-ordinator – Steve McRae
- CEO
- Director of Rugby
- Head Coach
- Technical Advisor – James Holbeck
- Player Representative - Adam Connelly?
- Coach Representative – Scott Allen
- Colts Co-ordinator - Howard Hickey

### **AIM**

- Provide coaches with a framework which will assist in delivering the best possible rugby program across the club
- Ensure consistency across the club in terms of coaching practice, selections, game preparation
- Develop coaches who join UQRFC. Builds capability and retention
- Develop an unbiased forum to supply feedback to players and coaches
- Ensure transparency especially selection processes
- Develop consistent rugby messages across the club
- Re-enforce the cultural change desired by the club

### **Committee Responsibilities**

- UQ Rugby play book
  - Defensive structures
  - Attacking options
  - Set piece guidelines
- Selection policy
  - Ratify a selection policy
  - Co-ordinated selections
  - Representative players
  - Under age promotions
  - Injury return management
- Coach education program
  - Coach education manual
  - Coach education schedule...pre season and during the season
  - Facilitate guest coaches through the season
  - Feedback loop for coaches



- Help facilitate cultural change
  - Work with player leadership group
  - Work with coaches ensuring we reward the right behaviours

### Draft Timeline

UQ Rugby Committee 08/09 Timeline									
Actions/Completed By	Resp								
		Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09	
Debrief of 08 coaching staff	SM								
Debrief of 08 players	DM								
Summary of season debrief presented to club committee	SM/DM								
Selection Policy Completed and presented to club committee	DM/Dir R								
Call for Coaches	SM/Dir R								
Coach Selection (17th)									
Coach Education Program Completed	Dir R/JH								
Coach Education Manual Completed	Dir R/JH								
Coach Education Program Commences (17th)	Dir R/HC								
Session Program Completed (Nov-Jan)	Dir R/HC/JH								
Session Program Completed (Rest of Season)	Dir R/HC/JH								
Club Play Book	Dir R/HC								
Approach Guest Coaches	SM/Dir R								
Club Weekend (7/2)	DM								

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

**Thursday 14 August, 2008, 6pm**

**Attendance:**

**Committee:** Bruce Brown, Eric Anning, David Muir, Howard Hickey, Mike Madden, David Shand, Charlie Elliot, Adam Connelly, Jim Hanson, Steve McRae, Ben Blake

**Apologies:** Grant Murdoch, Simon Tutt, Michael Hughes, Andrew Bradford

**MINUTES OF  
PREVIOUS CM:**

Accepted by Bruce Brown (BB)

**MINUTE  
SECRETARY:**

David Muir (DM)

**MATTERS ARISING FROM PREVIOUS MINUTES**

- BB had spoken to Nick Leah (NL) regarding the termination of his contract. As expected this wasn't well received but was accepted and an amenable arrangement had been made to terminate the contract.
- BB expressed concern that information had been leaked to NL following the previous meeting
- David Shand (DS) indicated that NL had overheard part of the conversation and approached DS about this. DS told NL that BB would be speaking to him
- DM confirmed that Zane Hilton (ZH) had been approached regarding the role and had accepted the new role in principle along with James Holbeck as assistant coach

**RUGBY COMMITTEE REPORT**

- Proceeding according to schedule

**FINANCES**

- Budget for 2009 & 2010 presented, key figures highlighted

**OTHER BUSINESS**

- Eric Anning (EA) discussed grant funding that had been awarded by the QRU to the Academy
- Corporate lunch at 850 + attendees
- EA highlighted role of Committee members in generating interest

**Meeting Closed at 6:43 pm**

**Next Committee meeting: To be arranged**

**Signed .....Chair**

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

**Thursday 2 October, 2008, 6pm**

**Attendance:**

**Committee:** Bruce Brown, Eric Anning, David Muir, Mike Madden, David Shand, Charlie Elliot, Steve McRae, Grant Murdoch, Michael Hughes

**Apologies:** Adam Connelly, Jim Hanson, Simon Tutt, Andrew Bradford, Ben Blake, Howard Hickey

**MINUTES OF  
PREVIOUS CM:**

Accepted by Bruce Brown (BB)

**MINUTE  
SECRETARY:**

David Muir (DM)

**MATTERS ARISING FROM PREVIOUS MINUTES**

- None

**CEO REPORT**

- Michael Heenan appointed as new Head Coach for the next 3 years (details of appointment included in Schedule 1)
- Corrine Barnaba appointed to replace Carla (details of appointment in Schedule 2)
- Shaun Brown's contract will not be renewed when it expires on the 15<sup>th</sup> of November. Shauns duties will be split between Cameron McIntosh and David Muir.
- P&L and BS supplied to committee (see schedule 3 & 4)
  - DS and SM highlighted current difficulty in reviewing current P&L format. GM and DM to work on producing a simpler reporting format

**RUGBY COMMITTEE REPORT**

- Proceeding according to schedule (see schedule 5)
- SM highlighted
- Mick Heenan to attend next meeting and present recruitment progress

**LUNCH REPORT**

- Report as circulated by EA (see schedule 6)

**OTHER BUSINESS**

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

- CEO appointment – DM asked to leave the meeting
- CEO appointment confirmed for further 2 years

Meeting Closed at 7:20 pm

Next Committee meeting: To be arranged

Signed .....Chair

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

**Schedule 1: Head Coach Appointment**

Start Date is: 1 October 2008  
Term: 3 Years  
The Hours are: 15-20 hours per week  
Salary is: \$25,000 per year  
Bonuses:

If the Premier Grade side wins either 6 games or earns 25 competition points:

- (i) \$100 per competition point;
- (ii) If the Premier Grade side makes the semi-finals of the Queensland Premier Rugby competition, but does not win the Grand Final: \$2,000;
- (iii) If the Premier Grade side wins the Grand Final of the Queensland Premier Rugby competition: \$4,000 in addition to the bonus in (ii).
- (b) If UQ finishes 4<sup>th</sup> in the Club Championships: \$1,500 ; and
- (c) If UQ finishes 3<sup>rd</sup> or better in the Club Championships: \$3,000.

**Schedule 2: Marketing Officer appointment**

Term: 3 years commencing 3<sup>rd</sup> of November 2008 (3 month probation period applies)  
Salary: \$50,000 plus 9% Super reviewed annually  
Entitlements: 4 weeks annual leave, mobile phone allowance, parking permit

**Schedule 3 (see attached P&L)**

**Schedule 4 (see attached BS)**

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

**Schedule 5: Rugby Committee timeline**

UQ Rugby Committee  
08/09 Timeline

Actions/Completed By      Resp

		Aug-08	Sep-08	Oct-08	Nov-08	Dec-08	Jan-09	Feb-09
Debrief of 08 coaching staff	SM							Done
Debrief of 08 players	DM							Done
Summary of season debrief presented to club committee	SM/DM							Done
<b>Selection Policy</b>								
Selection Policy Completed	SM/Rby C							Done
Presented to Club Committee	SM							Done
<b>Call for Coaches</b>	SM/Panel							
Prem's Coach/s	SM/Panel							
Prem's Colts Coach	SM/Panel							
Other Coaches (Call for)	SM/Panel							
Other Coaches (Advert)	DM							
Other Coaches Selection	SM/Panel							
<b>Team Managers</b>								
Opportunistic Recruitment	All							
Team Mgt Job Description & Game Running Sheet	DM							Done
Call for Managers	DM							
Management in place	DM/Rby C							
<b>Coach Education</b>								
Concept/Plan (Mid Mth)	DM/JH/MH							
Review with RC and HC	DM/JH/MH							
Coach Education Program Completed	DM/JH							
Coach Education Manual Completed	Dir R/JH							
Coach Education Program Commences (17th)	HC							
<b>Club Play Book</b>								
Play strategy	HC/Rby C/MH							

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

Play book development commences	Rby C/JH							
Play book completed	Rby C/JH							
<b>Session Planning</b>								
Session Program Completed (Nov-Jan)	DM/HC/JH							
Session Program Completed (Rest of Season)	DM/HC/JH							
<b>In Season Initiatives</b>								
Approach Guest Coaches	SM/DM							
Guest Coach Involvement Timeline	DM							
Club Weekend (7/2)	DM							
End season tour concept	DM							
Tour Announcement	DM							
Tour Player group formed	DM							
<b>Rugby Newsletter</b>								
Concept creation	SA							Done
1st Newsletter	SA/Rby C							
Integrate into club process	DM							
<b>Recruiting</b>								
Target List Created (Grades & Colts) New Players	MH/JH/DM							Done
Target List Created (Grades & Colts) Existing Players	MH/JH/DM							
Rugby Committee Review	Rby C							



**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

**Schedule 6: Draft Selection Policy**

**UNIVERSITY OF QUEENSLAND RUGBY CLUB**  
**PROPOSED SELECTION POLICY 2008/09**

The selection committee will consist of the **Chairman of Selectors** (selected by the club's Rugby Committee at the commencement of the season), **Premier Head Coach**, **Coaching Co-ordinator for the player groupings** (i.e. grades co-ordinator or colts co-ordinator) and each of the **Team Head Coaches**.

- The **Selection Committee** will meet at a time to be mutually agreed by the group but before training on Tuesday
- All teams or squads of teams will be selected before Tuesday training and will be announced on Tuesday before training commences
- The **Selection Committee** will take into consideration the **Selection Criteria** below when selecting the club sides.
- If consensus cannot be reached on player selection the **Chairman of Selectors** will have the casting vote on the matter.
- It will be the responsibility of the **Team Head Coach** to advise all players who are promoted or relegated prior to the publication of the teams.
- As a general rule no player will be dropped more than one grade. An exception may apply where a player has been recently promoted more than one grade and through injury returns move back an equivalent number of grades
- The selection committee and coaches will not discuss the selection of teams and reason for selection with any players or officials other than those directly involved with a selection change (promotion and relegation).
- The **Team Head Coach** must provide the player with reasons as to his/her relegation and areas that the player needs to focus on to improve his/her game and overall performance. Similar discussion needs to occur with players promoted.
- If any players have complaints or would like to discuss their selection or non selection (not other players) they are encouraged to contact the **Coaching Co-ordinator** for their group in the first instance.

In regard to selection the following **Selection Criteria** will be taken into account by the **Selection Committee** when selecting sides:

- **Individual performances.** The selection committee will focus on all-round performance and look at all aspects of the player skill set (such as running, passing, kicking, scrummaging, tackling, lifting, throwing and general technique) required by the position the player is being considered for.
- **Attitude.** This includes players' attitude to the club, fellow players and administrators. This will focus on effort at training and match days, timeliness of attendance and their contribution to team and club spirit.
- **Team Support.** Players must consider participation as a reserve with the same commitment as selection to the team they play in. When players make a commitment to or are selected in a team it includes the following points:

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

- Arrival on time for the team warm up at the time selected by the **Team Head Coach**
- The game
- Acting as reserve for the next highest team
- Failure to support in this manner and commit to reserve status will be treated in a similar way as failure in training attendance or failure to arrive. If there is an inability to provide this team support it must be communicated to the **Coaching Co-ordinator** on Tuesday so the selectors can take this into consideration when selecting teams
- **Fitness.** Players must have a level of fitness that is deemed appropriate for the level of competition that they compete in.
- **Season Support.** Players must communicate to selectors their ability to commit to the whole rugby season. Any prolonged absence has the potential to impact initial and ongoing team selection.
- **Training attendance.**
  - Training twice a week is compulsory.
  - Players with an injury but in consideration for selection must be able to train lightly with the team on Tuesday and resume training by Thursday otherwise they will be considered unavailable for selection.
  - Players must have communicated to their coaches by Monday evening their availability for selection otherwise they will be considered unavailable for selection.
  - Coaches and selectors have the right to exercise their discretion on validity of reasons given for non-attendance. A player who consistently fails to train will be relegated to the lower grade.
- **Failure to Arrive.** Failure to arrive by any player is unacceptable and that player will automatically move two teams lower in his/her next selection. Failure to arrive includes the player not arriving on time for the pre game warm up.
- **Mid Season Arrivals.** Any mid season arrivals will be evaluated by playing in the lower grades before being considered in what may be their more normal team standard.
- **Non-availability.** If a player misses two games due to injury or other commitments he/she will not be automatically re-selected in that grade. The player may be asked to prove eligibility by playing in a lower grade.
- **Non-availability thru University exams.** Consideration will be given to students who are forced to miss playing a game thru exam scheduling issues. In this case players should consider making themselves available for a team that is playing outside exam hours.
- **Representative Players.**
  - If the club's representative players come back from provincial/wallabies selection they will be picked in the premier team.
  - Representative players must train with the club to be considered for Premier Grade selection just like any other club player.
  - Consideration will be given where the QRU or the representative body does not release the player until after the club training times. Decision on playing status will rest with the **Premier Head Coach & Chairman of Selectors**
  - If a representative player is returning from injury, he will play 30 minutes in a lower grade and, if in the opinion of club medical staff he plays without discomfort or pain such that he is fit to play at premier level, that player will be available for selection in the premier team.

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

- **Coaches.** Unless a player is also coaching the team, that coach should not select himself in front of lower grade players. The aim is to encourage and provide lower grade players the opportunity to play rugby at a higher level and promote club spirit.

**MINUTES OF COMMITTEE MEETING**  
**UNIVERSITY OF QUEENSLAND RUGBY FOOTBALL CLUB**

**Schedule 7: Corporate Lunch P&L**

**Income**

		Exc GST	Incl GST	Description	
4-2051	Corporate Lunch - Tickets	130,818.30	143,900.13		
	UQ Rugby Academy - still to pay	1,363.64	1,500.00		
4-2052	Corporate Lunch - Raffle	38,060.58	38,060.58		
4-2053	Corp Lunch - Float	3,000.00	3,000.00		
	Returns				
	61 Bottles Grandin @ \$11.50			701.50	To be sold
	312 Bottles Craggy Range Gravels Merlot @ \$30.58			9,540.96	To be sold
	Auction -				
	<b>Vocal Auction</b>	10,700.00	10,700.00		
	Fund Raising Auctions			5,400.00	
	Donated items			5,300.00	
	<b>Silent Auction</b>	8,279.00	8,279.00		
	Fund Raising Auctions			6,429.00	
	Donated Items			1,850.00	
	<b>Still to pay from Silent - Fund Raising Auctions</b>				
	Casey Stoner Helmet			301.00	
	All Blacks Haka			310.00	
	<b>Still to pay from Silent - Donated Items</b>				
	Surfboard			900.00	
		192,221.52	\$205,439.71	1,511.00	Outstanding

**Expenses**

		Exc GST	Incl GST	Description	
6-0142	Corp Lunch - Postage/Stationery	1196.15	\$1,295.64	Postage of invite	
6-0143	Corporate Lunch - Prizes	363.64	400.00	making of surf board	
	Barter Card Fees - Speakers' Gifts	96.25	96.25		
	Barter Card Prizes	155.10	155.10		
	Barter Card Advertising	137.50	137.50		
	Barter Card Novelty Ice	24.20	24.20		
	Imagin8 Creation of Promotional Web page	227.27	250.00		
6-0144	Corporate Lunch - Misc. Exp				
	Janis's Airfares	192.36	211.60		
	Flags	45.45	50.00		
	Raffle Barrell	178.18	196.00		
	Eric Expenses - Limo etc	200.00	220.00		
6-0145	Corporate Lunch - Food & Bev Based on 1023		\$79,524.40 *		
		62,775.00		69,052.50	Food
		7,905.00		8,695.50	Corkage
		1,403.64		1,544.00	Soft Drinks/Orange Juice
		60.00		66.00	soft Drinks T/Sellers
		151.27		166.40	Sandwiches T/Sellers
6-0146	Corporate Lunch - Audio Visual	14,185.44	15,603.98		
	Grandin - 119 Bottles @ \$11.50	1,244.09	1,368.50		
	Returns - 61 Bottles Grandin @ \$11.50	637.73	701.50		
	Craggy Range - 2007 Avery Sauv Blanc 120 Bottles @ \$23.65	2,580.00	2,838.00		
	Craggy Range - 2006 Gimblett Gravels Merlot 48 Bottles @	1,334.40	1,467.84		
	Returns - 312 Bottles Craggy Range Gravels Merlot @ \$30.58	8,673.60	9,540.96		
	Dick Marks	1,000.00	1,000.00		
	Ticket Sellers - Parking	60.00	60.00		
	Wages	320.00	320.00		
	Photographer	100.00	100.00		
6-0147	Corporate Lunch - Float	3,000.00	3,000.00		
6-0148	Corp Lunch - Credits	4,483.65	4,932.01		
		112,729.92	123,493.48		

**Profit to date**

**78,127.96 \$80,446.23 \*\***

Auction items still to be paid for

\$1,511.00

\$81,957.23

\*\* Does not include the profit from wine to be sold.

**CRIME & MISCONDUCT COMMISSION**

No: 4/2009 Date: 06-11-09

IN THE MATTER OF: Complaint A  
Speltz

Public Hearings

EXHIBIT No: H33  
Alexa Vieira CLERK