



AUSTRALIAN ANGLERS ASSOCIATION

(WA Division) Inc

ABN: 88 528 806 323

PO Box 2200, Marmion WA 6020

Phone: 08 9403 7383 Email: aaawa@iinet.net.au Web Page: www.aaawa.iinet.net.au

Debrief of 2009 National AAA Convention.

The 31st National Angling Championships and Convention for 2009 was held at the Copper Coast in South Australia at the coastal town of Wallaroo. A debrief meeting was held on Monday 8 June 2009, at George Holman's residence in Sorrento. These minutes were prepared by Terry Fuller who chaired the meeting.

Agenda item 1. Attendance and apologies.

Present Allan Jones, John Crompton, Vix Alexander, Malcolm Harris, Ian Cook, Greg Walker, Mark Hansen, Wendy Hansen, Terry Fuller, George Holman, Pat Shinnick, Ric Parker, Gary Gildersleeves, Marcia Pekaar, Peter Pekaar, Trevor Stam, Jim Strong.

Apologies Bob Henderson, Malcolm Head, Keith Heaney, Joe Pullella.

Agenda item 2. Introduction by AAAWA President Pat Shinnick

AAAWA President Pat Shinnick was proud to be President and see the wonderful achievements. He congratulated everyone on the very positive results achieved by the dry casting team and their comradery.

Pat offered copies of the recent Boating debrief, which covers negatives as well, as an example. Written procedures make it possible for anyone to step in and do any of the jobs because they are all defined. Procedures have got better over the years, and everyone knows what to do.

He asked people present to not get bogged down on any negatives, but look at positives. That doesn't mean to brush away or cover these up. Debriefs are all about recommending ways to do these events better in future.

Pat is present and speaking tonight because he wanted to make this debrief happen. Pat asked Terry Fuller to chair the meeting, because Terry had nothing to do with the event apart from helping with minutes and the like. He asked George to stand back a bit and accept anything which may come forward.

The people who were at the Convention are the ones to be heard. We don't want hearsay, rather we want actual facts.

Tonight can bring any things out into the open you would like to be better for next time. But let's not blame people. If someone has made a mistake, let's not point fingers or make them feel inadequate, or belittle them, that's not what this is about.

It's amazing that people over in the Eastern States are asking Pat, and he had nothing to do with it, when are we going to run a National event over here in WA?. He can see how hard it is after coming to a couple of the meetings here for you to go over there, so can see how difficult it would be to run one here.

Pat asked that only one person talk at a time, please be brief and be clear about what you want to talk about, don't repeat stuff after a topic has been nailed down.

Pat is positive about the AAAWA and about the Surf Casting Club after his visit and talk at the General Meeting.

He asked for people to stick to the agenda because this is a proven way of managing meetings.

Agenda item 3. Ground rules for this meeting and these discussions.

Terry Fuller handed out a copy of the ground rules, as attached, and spoke briefly on these.

Agenda item 4. Positives – Achievements by teams and individuals, in preplanning, organisation of teams, transport, accommodation, competition, working as teams, etc.

George and Bob taking time to arrange accommodation at a good location, all together, access to bus and transport.

Bob's talent in securing a green field for practice casting in an area with very few green areas.

Prior preparation. Having someone there on site prior to the event.

Morris Kolman's help and support for Trevor Stam was really appreciated. People looking after team members with special needs.

Winning a number of events.

Mid term meeting was essential for getting accommodation, managed to get the very last 5 units available, in a caravan park in the best location which could be found, close to jetty, beach, town, etc.

Bus format worked very well, transported people at the same time, arrived and worked together. Ian Cook driving.

Uniforms and travelling together had a psychological impact on the team and other teams. Quite obvious on the second day that the girls walking together with rods in uniform showed they meant business, the only team to wear uniforms on the second day.

Helping to set up the dry casting courts to help SA. John Nichols complimenting and thanks for WA's help.

Achievements and good results

WA's loan of CB radios and laser measurer and reflector which made things possible.

Communications within the team while out and about - no problems, mobile phones had good coverage, and worked well in the area.

Agenda item 5. Practical suggestions for building on positives

Never enough time for any social or tourist activities. Need a longer time away. NSW has great river fishing, and plenty of tourist opportunities in NSW.

Next convention will be at South West Rocks, NSW in July/August 2011. Looking at the internet, lots of houses are available. Houses give more room and for things such as drying out clothes and fishing gear.

Book accommodation much earlier. Need to be aware that agents by law won't make bookings more than 12 months ahead, but some may "pencil in" bookings. Margaret Riddell is well regarded in the town and bookings through her will be an advantage.

Need backups for Laser measurer etc in case of problems and to allow faster measurements by using more than one at the same time. NSW will use at least 2

surveyors. Suggestions for placing of the measuring instrument. Could be covered by written procedures which work for WA events.

The pros and cons of using motels was discussed. This is for the team people to decide, how much to spend and where they want to stay. Motels have limitations, nowhere to put the rods, place to park the bus. Increased length of time away can introduce some problems because some people can't afford the time away.

The bus was great but has some limitations – only one driver who can't drink any alcohol, everyone has to be ready, go to the same place at the same time, reduced flexibility on timing. Mini buses or people movers may give more flexibility by allowing groups and people to go to different places or at different times, and anyone can drive them.

Agenda item 6. Negatives – such as number of workers, missed opportunities, things which could be done better, etc

Ian Cook claimed he had been given a different house to the one listed. The room was small, the bed too short, and not enough separate beds. Marcia gave out keys as listed on the sheet. After some discussion it was obvious that different people have different views on the facts on what happened, and cannot be resolved here. The only way this could be resolved is for people to put their views of the facts and their claims in writing and present this to the AAA Delegates meeting for resolution.

The real problem was that these were the last available accommodation, some turned out to be unsuitable in some respects, which just reinforces the need for earlier bookings of suitable accommodation as decided by the participants.

The time for protests is inadequate if the results are not available to and actually accessible by people very soon after the event. Results need to be available sooner and the protest times need to be extended so that people can make actual use of this if required. That would require a rule change and procedure changes.

The public address speaker system was hard to hear and understand. PA system needs to be suitable so that people in all parts of the casting area can understand what is being announced.

It was hard to understand some of what was being said over the CB radios. Part of this was due to people holding the radios too close to their mouth. Users need simple training in how to use the CB radios so that what they say can be understood.

Using only the radios to pass the scores, and having these repeated by the person receiving, sometimes does not allow enough people to get the scores. Suggestion for markers to hold up scoring discs to show each score achieved in the accuracy events as well as passing the score over the radio. This would allow everyone to see the scores for each cast and allow immediate questions or protests if required.

Suggested that a set of procedures be drawn up (as used for the Boating) as a reference and present to all States for their information and use if they wish and give suggestions for how it could be improved. Suggested this could be done for WA State Dry Casting in October and refined with experience there.

There were delays in marking going on into early evening, delays in seeing the results had impacts on competitors and affected their wind-down after the event. Some confusion on peg numbers and caster numbers in the distance events.

Some seniors made changes to the way the distance casting events were run without working through the dry casting officer and threw a big spanner in the works. These contributed to the long delays for later casters. Everyone must follow the set down arrangements so the dry casting officer has control over how the event was run. People must not make changes to what is actually quite a complicated process.

It was felt the accommodation issues could not be resolved at the time. Not enough good communications within the team. Some people were not happy, but were not talking to other team members. Suggested to have regular brief team meetings as required, maybe once a day. Ask for problems and issues. State Captain has this role, but no one approached him with complaints.

Did the team members know to go through the State Captain? It was said there were no procedures for grievances in place, and no mechanism by which any grievance could be aired. The State Captain had briefed the team at the beginning, and it was up to people to approach him.

Although the bus is a positive, having only 1 bus for transport restricted some people eg the driver. Mini buses or people movers may be better in some ways. Arrangements would need to be made for rod transport. If separate houses are used, then separate transport may be better.

Communications. Some people didn't know help was needed to set up the courts. A phone call could have seen a bus load of people to help. People involved also didn't know about it until they were picked up when walking down the street and asked to help.

Team photos did not have everyone. Photos need to be a scheduled item for the team, times need to be set to take the photo and everyone advised to be there.

Juniors did not wear T shirts. Arrangements may need to be clarified with people who cannot attend the meeting in Perth.

Agenda item 7. Practical suggestions for reducing negatives

Covered in the write up of items under Agenda 6.

Agenda item 8. Any other items.

Financials. Marcia Pekaar reported \$458.54 left in the account. Marcia has not previously been asked to do a full detailed report. If she had been asked, she would have done it. A report will be prepared and presented at the next AAWA Delegates Meeting if it is ready.

This debrief has identified that a full financial report is needed.

John Crompton's expenses have been paid for by the Pekaars, using Andrew Pekaar's booked travel and accommodation.

Bev Grigo has been refunded, because she did not attend. There was some confusion over her offer of a donation and the relevance of that once she was forced to withdraw through injury. Refunds should be a group decision.

Pat Shinnick commented that Marcia and Peter Pekaar should be refunded for their costs. Malcolm Harris said if it is done for one, it should be done for all.

The financial report should contain full details of all income and all payments and what's left over, people involved, and all other details needed so that the group is properly informed and can make a group decision about how to use the balance in the account.

Funding. John Crompton asked why AAAWA is not applying for funding to assist the group. Terry Fuller explained funding IS received by AAAWA from Dept of Sport and Recreation via Recfishwest, and is allocated internally by AAAWA. Needs a budget from the Dry Casting Group and a request to the Delegates Meeting to allocate specific amounts for the mid term meetings and the Conventions. This has not been done well in the past. If anyone knows of any other source of funds, please advise the group and AAAWA.

Support from the Clubs for their own members who are involved in the Convention needs to be explored and programmed for and budgeted well in advance.

A meeting of the SA Constitution Group will organise Jim Strong's Certificate, and advise George Holman.

Comments made during the casting which had been attributed to "female members of the WA Team" were not made by team members but were made by other WA people, and these were not the only ones who commented at the time.

Agenda item 9. Further meetings.

Next convention will be at South West Rocks, NSW in July/August 2011, which is still over 2 years away. Next WA meeting should focus on WA State competition in October. Use this as a dry run for the procedures as discussed earlier.

Terry Fuller said he may have some written procedures from the AAA Secretary's records. He will look for these and email out if he finds them. The current AAAWA rules are available on the AAA website.

Some people need to start writing up some procedures. People with ideas should jot these down as topics, which could be written down as simple hint sheets to be handed out to helpers on the day.

Next meeting to be Monday 6 July. Location and details to be advised.

Summary by Pat Shinnick.

He hoped that everyone got lots of good out of this meeting. He noticed that the bus was both a positive and a negative. Even though a lot of negative stuff has come out tonight, everyone has a positive comment about it, so it is all working.

No one had commented on George. He has done a great job, but he is worn out. He has had his backside kicked for some things, but he has done a fantastic job for you people. Bob Henderson is also tired and may not do any more. Terry Fuller is always there with help.

Pat had made a remark about "the Terry and George show." He didn't mean to be nasty, but sometimes that's what it feels like it is going to be. He said "But let me tell you, if it wasn't for those two it wouldn't work as well as it has."

"Thank you George for what you have done, I know you work very hard for the AAA, and I only hope you get your just rewards for what you have done."

Pat thanked the group for letting him come and speak.

Jim Strong presented Gary Gildersleeves with his trophy for Veterans Double Handed Accuracy.

Malcolm Harris gave thanks for organising this meeting tonight. The format of the night went well. It had prevented a lot of potential ill feeling which could have arisen. He

thanked Pat for the comments which needed to be said to people that need to hear it, but in a positive and constructive way. He had not been looking forward to tonight but went away feeling it had been a good night.

Attachment:- Ground rules for discussion at the debrief meeting.

The order of the Agenda will be followed.

The meeting will be recorded so that accurate minutes/outcomes can be written, and so team members not in attendance can hear what was discussed. Copies of the recording will be available on request.

Aim of this meeting is to **record** the positives and negatives in the WA teams' preparation for, participation in, and the running of the Convention, and **list recommendations** so that better arrangements can be used, positives emphasised and negatives minimised in future.

Positive, constructive discussion, please, with reasonable, **practical and workable** suggestions for improvements, applying the test "would you be prepared to do what you are suggesting someone else should do?" If not, then.....

Only people actually involved in the Convention should comment on things which did, or did not happen at the Convention, during travel, preplanning, meetings, etc.

Facts based on personal observation, not hearsay.

This meeting will not be allowed to get bogged down on topics which require some **resolution** which would take too much time and prevent the recording and recommendations as above.

Some actions on items recorded in this meeting will require agreed versions of the facts, for example supported by written presentations of the facts and the claims, and action will have to be taken outside this meeting.

Remember all people involved are volunteers. This was a team activity and all people have some responsibility to either assist with the work or to accept the arrangements made by others and to acknowledge their efforts.

The meeting is **NOT** a forum to lay any blame for and will **not attempt to solve** all perceived problems, particularly personal issues.

Remember that normal social standards should always apply in any personal interactions.

When speaking, please don't blame any individual. Instead say something like "information about topic xxxx was not clear, example", "arrangements for activity yyyy didn't work well because....."

Normal meeting conventions and social rules will apply, eg.

Only one person talk at a time. People talking must not be interrupted.

The Chairman/facilitator may need to interrupt to bring the discussion back on topic or within time.

Be brief and make your point clearly.

Don't repeat what has already been said, instead merely say "I agree with person/statement xxxx" and then make any new points.

Stick to the current agenda item. There should be some time later for other topics.