Have YOUR Say! Summary of Responses (as of 19 Sep 2017)

Club	1. Grounds: where should junior and senior games be played? Clubs or Central location?
Berserker	Senior games are fine being played at clubs grounds on a home and away basis. Norbridge Park has suffered lately due to factors not controllable by anyone however the facilities down there are sub-par. Shade, toilets, benches etc. all need improving but is anyone going to pour money into something that could be damaged in the near future. Also the fee charged per player doesn't seem to add up in many people's eyes.
Cap Coast	At Cap Coast we definitely want to maintain the home and away situation with our junior competitive and senior teams. We also strongly wish to keep our MiniRoos at home (at least 6-7, 8-9, 10-11) as we would lose a lot of junior club members if we introduce travel to Rockhampton each week. I believe the home and away competition is the best option as it brings a stronger unity to clubs especially if juniors play before seniors each week. It also gives clubs the opportunity to have a source of income by running a canteen. The double edge sword to this is that it requires more effort and volunteers from each club to run the canteen and setup the grounds, the wear and tear on the pitch and the additional facilities/equipment required (i.e. more MiniRoo posts and ground marking). I love the way that this works for us at Cap Coast and Rocky clubs could run a similar thing - where they could: a) play teams where seniors play i.e. Bluebirds vs Frenchville from 6yrs through to senior's teams at the same grounds for home/away games. RGS etc. could work in with other clubs that have lesser numbers but have senior and junior competitive teams etc. b) could play a round robin with the juniors in their own club followed by home and away junior competitive and seniors c) form with a couple of clubs and play a six weeks at one club and then switch and play another six weeks at another club (i.e. RGS, Nerimbera, Berserker & Gracemere all play at Gracemere for 6 weeks two clubs switch from each pool and the location changes.
Gracemere	Responses from my members are they would prefer the non-competitive to play at 1 location, but they are open to whether we trial 3 location throughout the year in blocks like we have discussed before. Junior competitive & seniors should be a round robin affair with options for clubs with 1st & 2nd sides to use the junior games as curtain raisers on the Saturday afternoon. If by some miracle we can someday secure a "one-stop" facility for Football we could then look at playing all games there.
Nerimbera	Nerimbera would like to see the juniors still at a central location but feel our seniors should still be at home to utilise our own fields and facilities
St Anthony's	Fixtures for MiniRoos need to be played together at the one facility and if it is viable designated timeslots for age groups seem to be hugely appealing to parents and supporters. We think there is no short term solution to where the home of MiniRoos should be but we are probably better dealing with what we have now and working towards a long term solution. If competitive junior fixtures were going to be moved in line with senior fixtures and all played on the one day at the clubs home grounds is there a possibility to reconfigure the Norbridge Park layout to get the Under 6 to 9 age groups off the bottom fields. Maybe the Norbridge Park fields could be reconfigured to be the home of the MiniRoos and the bottom fields done away with. While it won't stop a major flood it will stop the issues with a major rain event that puts those fields out of action for a few weeks and improve the standard of fields for those age groups. Long term solution to Norbridge Park we think has to fall to the Council, every sporting ground in Rocky is
	behind the times in standards and amenities, the Livingstone Shire Council has built a multi-purpose sports facility and maybe a solution is through the Rocky Council or State Government.
CQ Mariners	I think this is a common thought process - Clubs for Comp games, it gives clubs fundraising opportunities and helps build Club pride. Central Location for Mini-roos, Grand Finals, & Rep Games - these events are all about atmosphere and need to showcase the sport - nothing does that better than bringing everyone together in the one spot.
Meteors	Seniors games at home clubs and junior games at one location. Junior competitive games would be great to see played on a Saturday at one field that can accommodate the numbers of fields required.
Yaralla (Jnr)	We are more than happy to see all MiniRoos kids play at the same place. However we would like to see all competition kids play at all grounds preferably one home game one away game when playing teams. we don't

think it is fair that a team should not have to play anywhere else in the season other than home in the season,
example our Vikings team play at Yaralla every week although convenient for us we feel this is not fair to the
other teams in the competition.

Club	2. Facilities: what should be a minimum standard? For example, lights, toilets, canteen, etc.
Berserker	Facilities are important for every club. Without them there is no club. Small canteen, toilets home and away sheds, warm up area are all important. Lights are obvious for night games. Once again though some clubs simply don't have the spare funds to improve facilities. Field fencing, 4 dressing rooms etc. have all been mentioned in the past but many clubs would rather put money back into the players or pay their bills of power, canteen stock, FCQ rego, referees etc. Just for an example we tried to buy new bulbs for our lights this year to improve our brightness but you can't buy bulbs anywhere for our lights they are so old. What do we do, buy complete new lights at who knows how much? Sometimes the clubs are trying their best but things outside their control still get in the way.
Cap Coast	The answer for the toilets depends on the numbers playing at the ground. I have had a quick surf on the web and it suggests 1 toilet to 60 people - given the numbers fluctuates throughout the day I would imagine at peak times between games (4 teams x 16 players + approx. 20 spectators - 84 people) - 2 toilets, one female, one male per field would be sufficient. With the lights the current regulations seem fine and canteen would depend on each club - you tend to know what you can get before you go to each club. Benches or at least chairs should be provided for teams beside each field (more so at junior competitive level) a changing room per team and a referees room/space. The playing field is a harder one to determine but I believe this is up to the referees to inspect and check that it is okay to play on.
Gracemere	I think in a perfect world, the facilities I have seen with the different clubs are adequate at the moment, however none of us can just leave them as they are but should be working towards upgrades of some sorts.
Nerimbera	Minimums need to be canteen, toilets, everybody at same level of lighting as required by FCQ, dressing rooms of tidy and usable conditions, have a referee's room or be working toward a defined area and facilities for Refs. A constant in the standard of fields that are safe to use for all players involved i.e. condition of fields, pregame standards are applied to everyone
St Anthony's	Minimum standard of facilities should be at minimum what we have now at Norbridge Park.
CQ Mariners	We have these at all clubs in Gladstone, but something that's missing in Gladstone & Rocky is that "one" showcase facility like a Marley Brown. CQ Mariners can assist here and potentially slot into a 5 year plan for the zone. I would love to see us working together for now with a solid mindset on becoming one entity representing the zone in years to come. When this happens our asset we have can either be expanded or used as collateral for a separate venue. We have some ideas that we are currently working on around facilities that may be very advantageous for the sport and would love to discuss but too early at this point to make public.
Meteors	Night games - decent lighting (some fields are pretty poor), male & female toilets, change rooms with a minimum standard (hot water, clean, shower curtains as a minimum if windows cannot be closed
Yaralla (Jnr)	There are clubs in Gladstone that do not have adequate lights to play night time fixtures on which is fine it actually gives us a bit more flexibility with when games can be held more so for seniors than juniors. Toilets are a must. Canteen is always good as a way to help the club make some money but unless you have volunteers this can be hard sometimes.

Club	3. Gladstone & Rockhampton competitions outside of PL should be integrated. Comment.
Berserker	It's worked for us this year or we would have 18 guys not playing at all. Think about the flow on of that if they didn't play. No rego money for the club, FCQ or FQ. I don't think it would work on a Friday night thought for example if you tried to join the 3rd div comps. It works because the clubs involved have made it work. Clinton are the only ones who have told me personally that they weren't keen on us joining but that mainly because the players playing in Gladstone div 1 don't want to travel week in week out with the premier league sides. All other clubs have been very supportive and several Rockhampton clubs have congratulated us on taking this step to actually still be playing.
Cap Coast	No - they should stay the same. Unfortunately life has become really busy for everyone as we all try to fit more and more in. I believe you would lose lots of players if teams were required to travel more as the additional time factor and commitment involved would see them drop out.
Gracemere	I don't think that this would be a bad thing, however the mentality of only playing Friday nights & Saturdays would have to be changed. We would have to include Sunday games to allow for travel for them.
Nerimbera	No response
St Anthony's	No response
CQ Mariners	Would be advantageous to synchronize the two comps i.e. "days senior and junior comps played". This would make the introduction of this type of competition significantly easier however local leagues would still need to remain to keep numbers up (some are just happy to play and don't want to take it seriously). At a higher level and in certain age groups (numbers permitting) you may be able to run a club challenge in a round robin carnival type situation or as an elimination type comp similar to FFA. The elimination type scenario would prevent situations like teams consistently getting smashed and then not wanting to travel, there is generally not an issue trying to motivate kids that are doing well. Just need to be careful in this space that it works hand in hand and compliments any rep program we may wish to run now or in the future. If the two programs are set up to compete against each other they are both doomed to fail.
Meteors	If it were integrated then Gladstone would definitely see a lot less teams as players are not interested in travelling
Yaralla (Jnr)	No we do not want the competitions integrated once the kids start playing competition they will also become able to start getting a part time job and we feel the extra travel and time this would take out of the kids life would make it harder to obtain and maintain a job.

Club	4. More efforts need to be put into attracting girls/women to our game. Comment.
Berserker	Yes of course. Afl and other sports also attract them though and this is where we lose out.
Cap Coast	Definitely agree, I tried for a grant this year to help get football into schools to encourage girls to play, unfortunately I was not successful with the grant but I believe we should be getting into schools like AUS rules and running free sessions for girls. This should be state-wide initiative that is funded through sponsorship/grants or state funds. The state can then develop a program and the regional development officers can implement it along with the support of clubs.
Gracemere	Totally agree. Clubs need to be told not reject any female player (even if you have full teams) (I have been told that this has happened in the past) because if we say we can't fit you in they never come back.
Nerimbera	Definitely need all clubs to work toward retaining existing girls and concerted effort on getting girls to play. Come and try with known players and incentives to get them to the come and try days. Coaching aimed at females improved.
St Anthony's	Girls only Development Days; Subsidise Female Participation; Designated girls division in MiniRoos Could have girls only coaching clinics or school program implemented, and get the zone coaching director to run them or local female players. Make it more attractive to families by subsidising the female playing fees and starting a girl's only division in MiniRoos. The girls divisions could be Under 7, Under 9 and Under 11 and if

	numbers are an issue the competitions could get modified to number of players on the field, or if clubs can't field a girls' team they could play with the boys.
CQ	Absolutely, some awesomely talented girls in CQ and a lot leaving the sport. Sadly the Mariners girls started
Mariners	promisingly but failed to get off the ground due to competing programs. Keeping girls in the game is an issue
	around which a lot of people have ideas and a think tank on this may be beneficial.
Meteors	Gladstone have a solid female count. More effort needs to go into Rockhampton's junior female numbers.
	Perhaps allowing schools to nominate in an FCQ competition might help.
Yaralla (Jnr)	Yes couldn't agree more. Would be wonderful to see more women/girls playing the game. We think that we
	could do more to attract girls by getting into schools.

Club	5. Programs for football in schools should be better promoted and developed: who delivers?
Berserker	Football for Children do visit some schools however I think they develop the program in conjunction with the school. I've seen the Roar also advertise one but want someone else to do the work. FFA also pulled the funding for school programs recently so we are up shit creek
Cap Coast	See previous response
Gracemere	Agreed however we would have to find a way to get someone to deliver this. With all the schools in the zone you would probably need about 5 people, but who pays? I have no answer for this one.
Nerimbera	No response
St Anthony's	No response
CQ Mariners	This has to be driven from as high as possible, all other sports provide resources and funding for this from a national level. I think the ROAR programs sound awesome but these programs cannot come out of Local money that is stretched already, they have to be self-funded and as I said nationally driven.
Meteors	No response
Yaralla (Jnr)	Football Queensland or the FFA should be funding a schools program. NRL and AFL both have one and that is how they obtain a part of their players from the school program. Having kid come home after being at school with a rugby or AFL ball after being at a clinic which doesn't cost them anything all excited about what they learnt and wanting to play the game downfall our code has.

Club	6. The zone needs to be represented in state recognised representative programs. Comment.
Berserker	4 kids in the state team and 6 in the squad for u 13/14 answers this question.
Cap Coast	I believe we need to form a strategy to work our way towards that, currently the state trials that the Mariners attended is our best option but it would be great to see us get at least a junior licence and for our juniors to work their way through a developed pathway. As a zone I don't believe we currently have the strength to maintain a NPL/QPL team(s) further development of our numbers and players needs to happen first.
Gracemere	Absolutely. This zone has a lot of talented boys & girls & they should not miss out the opportunity to be selected at the state level.
Nerimbera	We need to be seen to be moving forward and giving our younger players something to aspire to as they watch older players succeeding outside our local comps
St Anthony's	No response
CQ Mariners	Our position on this is pretty clear - we would absolutely love to work with FCQ around the advanced player pathway and the development of these kids. We are independent of clubs, self-funded and have a solid relationship with FQ and technical directors throughout Queensland. We are currently working on a proposal for a 2018 program to present these talented kids with the best possible training and talented competition so they can advance their skills. I feel FQ have a mandate to promote football in this region and they want us to be represented. I believe they will provide us access to this opportunity however what we make of it and how

	competitive we are will depend on the professionalism behind the program we run and the buy in it gets from the wider CQ family.
Meteors	Yes definitely. CQ need a pathway.
Yaralla (Jnr)	Yes we would like to see the zone represented in state wide competitions if that is through a rep program such as the current quad series or through an academy style like the Mariners we would like to see some sort of representation.

Club	7. More efforts need to be put into developing players from a younger age. Comment
Berserker	Yes but not age 4-6. Ages 9 and up perhaps. Berserker, Frenchville and Bluebirds already have their own
	academies. Jim not sure about other clubs sorry.
Cap Coast	We definitely need to develop our players - the age we start MiniRoos/Kick-off is fine but it is the development
	of quality coaches that consistently teach a similar program regardless where your child is being taught that
	needs more development. Something that was really successful in NZ that happened in junior football and
	netball was the Junior coaches all had a coaching meeting on a Saturday morning where they were handed
	lesson plans and talked through the skills and focus for today's lesson and game. The coach then went out and
	took a 20min skill session that was followed by 2 x 10min games where teams rotated around so all teams
	played two different teams. Teams could then have a practice session during the week if they wished. This
	would be based on the lesson plan and extension activities provided on the lesson plan. This means our juniors
	are all getting a consistent start and skills background, the coaches have been supported in the beginning of
	their career and therefore hopefully everyone continues with more confidence and skill to the next level - this
	especially includes the coaches who can then further themselves with more coaching programs.
Gracemere	I think we should push to try & setup a development programme starting at U9 & working up, with say a
	minimum of maybe 30 kids total per age group from all clubs & it is split into 2 parts. 1st part runs from the
	start of the season till mid-season, then the 2nd part runs from there until the end of season but with a
	different group of 30 kids, so by the end of the season you have put 60 kids through the system per age group.
Nerimbera	Most definitely, more courses that actually go ahead and times that suit a bigger majority. We as a club
	acknowledge we need to give better incentive to get our coaches attending. If all clubs are presenting better,
	earlier skills and passion for the game all players and the quality of our competition can only improve.
St	Players need to be identified early around Under 7 & 8 and a development system implemented.
Anthony's	Look at other sports, what has worked them and their setups. A development system could be as simple for
	this age group as an invite only to a two or three day coaching camp on the school holidays at the end of terms
	two and three at school. A player could be offered an invite to attend or you could open it up to players and
	assess players at the camp. Parents seem to be willing to pay for these soccer academies that come to town so
	I think if they see a benefit in it they would fork out some money to help fund it. Touch Football run a free
	eight to ten week training course for players age 9 and above that is totally at the players and parents
	discretion to how many training sessions they attend and at the end of this they select rep teams to go away to
	the state cup.
CQ	Absolutely CQ Mariners academies currently run in Rocky and Gladstone for identified talent from U9's to
Mariners	U11's - we hope for this to continue and allow space for local mini-roos coaches to be up-skilled by having
	them take part in these sessions. Clinics are also invaluable for the wider group and provide a lot of fun for the
	kids bringing them closer to the sport.
Meteors	Yes definitely The issue is getting coaches to complete a coaches course and getting senior players to take on
	coaching positions
Yaralla (Jnr)	Yes we would like to see kids develop skills at a younger age. 9 is when they really start to develop so if we can
	already develop them a bit before then they should flourish.

Club	8. We want to commit to having a QPL/NPL licence in the zone. Comment.
Berserker	Failed attempts will always haunt us and turn people off. And let's not forget \$\$\$\$\$\$\$.
Cap Coast	Yes, but in the long term plan (at least 5 years) further assessment of this also needs to happen as CQ's numbers have never been enough to maintain a QPL/NPL team - this may be addressed via a build-up of juniors over the years through consistent quality coaching and extension programs.
Gracemere	Whether it is QPL/NPL or whatever new name they create later, CQ definitely need to be part of this. I think that the only way this could happen is that the Zone go for the licence, but every club contribute into it, thus we are not relying on just 1 club looking/running it.
Nerimbera	Yes
St Anthony's	No response
CQ Mariners	YES WE DO and prepared to put in all the ground work for this to be a reality in CQ.
Meteors	Of course. Without it there is no player pathway.
Yaralla (Jnr)	Yes a region we would like to have a QPL/NPL team to support.

Club	9. More efforts need to be put into delivering coaching programs outside of Gladstone & Rockhampton. Comment.
Berserker	Our region is so big and ridiculous really. Tom goes out west and does his best I think in this area
Cap Coast	Yes, Tom has been great this year and has provided courses to outer regions when needed - this needs to continue (somehow we need the coaching position to remain - and preferably two part-timers for the region - one Rocky based and one Gladstone based) The focus needs to be on coaching coaches, referees and officials.
Gracemere	No response
Nerimbera	No response
St Anthony's	No response
CQ Mariners	When we appoint a RDO / TD for the region can we put some thought into key aspects like coaching and have some performance markers set for potential bonuses in his salary? This may provide the additional incentive for this person to deliver results in these areas and others. Do we have a current list of coaches and their qualifications within CQ? If so this will be a great starting point to set some targets and if not may be something we can look at obtaining.
Meteors	I think Tom has done quite well to get around the CQ region to deliver coaching programs.
Yaralla (Jnr)	Yes you can never give coaches too many skills

Club	10. Centres of Excellence/Development Academies are the way to go to improve our local game. Comment.
Berserker	This can be done in conjunction with clubs and the Mariners once the clubs realise that the Mariners are poaching their players it (sic) extra development. Mariners has a U9-11 academy plus the u12 and u14 side. But still players are being invited to come to these academies and coaches and officials are endorsing it.
Cap Coast	They help and are certainly increasing the level of football being played and this does filter back to the clubs but we also need to ensure that these centres of excellence are inclusive and involve all clubs and are not just based at one club or ground i.e. a session at all clubs around the region so all club players are aware of the opportunity and what it involves - it would also be good to see these coaches come and do sessions with club coaches and children to help further extend the development of players. It is important to consider the "out of town" players and not just focus on the majority in the two main centres otherwise we are doing exactly what FQ are doing!
Gracemere	Totally agree, see my earlier comments on point 7.
Nerimbera	A plan of some description that will suit everybody and has input from all clubs and is accessible to all players (no matter who they play for or their financial position) who are deemed of higher skills.
St Anthony's	No response
CQ Mariners	1. Quality curriculum based training 2. Allows these kids to train together from a young age (APP Academies) 3. Provides them as a team with high quality opposition on a regular basis. We feel this has to be a 30 to 40 week program to allow these kids to grow, I have sent you our DRAFT proposal which is incomplete and a living document at this point in time. Excitingly we have the States in Mackay this week which will mean we won't be revisiting this document in the next week and a bit. There is a lot of work underway and we do intend to complete this proposal with detailed substance around revenue, facilities, technical program, and potential competition structure. I can't stress this enough though, while we have a group of similar minded dedicated people in Rocky and Gladstone that will bend over backwards to make this happen it will all rely on working with and having the support of FCQ. As you know CQ Mariners have survived through a long period where this was not the case, I don't think any of us have the energy to do that again.
Meteors	No it won't. This will improve the players individually that participate but will not improve the local game where teams are concerned. Improvement comes back to the coach and how they are delivering their training session and how well they identify what needs to be improved for both individuals and the team.
Yaralla (Jnr)	Yes centre of excellence and academy would be great but they need to give back to the local game not just take all the talent as has been the case the last few years.

Club	11. Up to you (open comments)
Berserker	No response
Cap Coast	A couple of suggestions that have been put forward again is a youth league that plays before the Premier league to foster and encourage our youth players. In regards to the proposed structure for CQ - a few areas that I believe need further thought is the fact that there is only one zone referee coordinator, one zone technical director and a venue manager for Gladstone - this brings up the questions below; - if we have a specific venue manager for Gladstone there should also be one for Rockhampton. If Rockhampton clubs choose to play a home and away competition instead of a venue based competition then either the Gladstone clubs should have to pay for a venue coordinator out of their own pocket as this is a choice they are making or Rockhampton clubs should all receive a portion of the amount that would be designated for a venue manager in the Rockhampton region (that way clubs can afford to hire someone to help them run the home and away competitions) If we have specific venue managers we should also have specific referee coordinators, Futsal coordinators and technical directors for each major area i.e. one in Rocky and one in Gladstone that cover the smaller rural areas that surround of each major region. If this is the case are we then running two sub groups in the same region or should Gladstone/Rockhampton be two regions??? I truly believe the region is physically too large for one technical director to cover and is much better split into two part-time roles There should also be a Club administration and development coordinator that focuses on

	the back end of clubs, the administrators and volunteers, to ensure they are receiving the support and guidance they need. It should then be the General Managers role to oversee all of these roles ensuing everything is running smoothly!
Gracemere	We have to continue to work together (clubs & zone) for the better good of the game. If we can get away from the clubs just worrying about themselves, but work together in all aspects, we will show a united stronger front towards all problems/issues that arise.
Nerimbera	No response
St Anthony's	MiniRoos Coordinator: Does the proposed zone structure have the scope to have a designated MiniRoos Coordinator? I think the MiniRoos competition needs a dedicated co-ordinator. Someone that all the clubs can identify with at fixtures and a point of contact for players and coaches to get support or information from and to take the load off yourself and the competition manager. This coordinators role could also be to identify young talent. Parents want to be able to see that their child has an avenue to progress or that the association has taken an interest or recognized their child's abilities. This person would need to have a real hands on approach with teams and parents at fixtures. If parents can see a professional approach it may keep them from going to other sports. End of Season Gala Day: An idea that could be implemented for the MiniRoos is an end of season gala day, which would double as the end to the non-competitive season and would be like a rocky based carnival. Have teams play 4 games across the day, which could be randomly drawn up or the stronger teams could play each other and weaker teams could play each other. The Association could have a player of the day for each age group or even have a points system based for win, lose or draw and these points could count for an overall club and age division champions over the day. Touch Football always takes the shine off the end of the MiniRoos season because of the huge numbers of players that play both sports, our proposal would be to run this gala day the weekend before the junior touch season starts and it would stop a messy end to the football season. Rugby League conduct a gala day at the end of the season for their non-competitive divisions and it is a great day. The teams play 3 or 4 games of league and clubs get down to the grounds and setup areas with marquees and it's a great atmosphere.
CQ Mariners	I see real potential at the moment to unite CQ Football and feel you may need to hold several workshops around specific agendas, Like "Girls Football" or "Rep Program" to really drag some of this stuff out. If you require a venue in Gladstone other than Palm Drive for this to happen just let me know. Through our sponsors we have access to the Function rooms at the Grand Hotel which we will happily make available.
Meteors	No response
Yaralla (Jnr)	11a. Rep coaches that encourage all kids to go and play for one club has got to stop this includes saying that you will not be picked unless you play for a certain club. b. now that kids are being put into school at a different stage depending on when they are born i.e. after the 30th June have to wait to the following year is football looking at doing the same so those kids will be playing against the same kids that they are going to school with? c. the draw to be done fairer as in regards to pack up and set up of fields having a team pack up / set up 14 times out of 18 weeks is ridiculous surely this can be done a lot fairer. d. We would like to see kids evened out between clubs as well. There is no point having a club or two that has the majority of players because it means there is no competition. I remember playing as a kid and most clubs had 2 teams in every age group and the ones that had one always had numbers for their teams. It is really sad to see only 2 clubs playing most games week in week out because they have so many team. It really kills the competition.

Complied by FCQ General Manager Jim Douglas from an email survey sent in June and July to all clubs in Gladstone and Rockhampton (a slightly different format was offered to clubs in Emerald and Biloela District)

Clubs that have responded: 8 (5 Rockhampton, 3 Gladstone) out of a possible 18 (44.4%)

No clubs from Emerald or Biloela District had responded to their surveys by the date above