

Highlands Soccer Association Inc.

ABN: 71 417 273 069 Assoc. No. Y0535926
PO Box 2221 Bowral NSW 2576
Web: www.hsa.org.au



2024 ANNUAL REPORT





Highlands Soccer Association – Board of Directors 2024

Chair – Danny Josipovic

Executive Director & Director of Records, Competition Integrity and Governance – Liz Norrie

Director of Competitions – Cathie Campbell

Director of Finance – Thomas Goodman

Director of Strategic Planning – Craig Patterson (resigned 19th March 2024)

Director of Referees – Neil Massingham (appointed 3rd September 2024)

Director of HFC – Thomas Goodman (appointed 28th November 2023)

CHAIRMAN'S REPORT

I would like to thank all the Clubs, their committees and their volunteers for the support they provided to their Clubs, the Association and to the game we all love. I also thank my Board colleagues for their dedication in a year where the complement of the Board was at its historical lowest.

In 2024, registrations increased by 16% from 2023; an annual increase not previously seen. Perhaps contributing to the increase was the introduction of modified mid-week AAM O35 and AAW competitions and an U9 girls only competition. It is expected these competitions will expand in 2025.

Joint HSA/STFA competitions were played in the U16 grade however planned HSA/STFA Men's Cup and Shield competitions and Women's Cup competitions were abandoned due to the impact of rain over consecutive weeks. Discussions were held in October between both Associations to revisit these competitions in 2025.

The HSA partnered with Macarthur FC to deliver 4 holiday clinics for mixed and girls only, 2 of which were free for all participants. The clinics were well attended and received, and further clinics are expected to be held in 2025.

After a 4 year absence, the HSA rejoined Southern NSW Football (Southern Branch) to enable increased tournament opportunities for HSA boys and girls representative teams in Junior and Senior Branch Championships and FNSW SAP days. It is expected girls' representative opportunities will increase in 2025.

Also, as a result of rejoining Southern Branch, Foundation of Football coaching courses and Coach Education workshops were provided by Norm Boardman. These courses were attended in record numbers over previous years. The HSA was recognised as the most proactive of the 5 Associations of the Branch.

Two (2) referee Game Leader courses were held for players aged 11/12/13. Over 40 Game Leaders were trained who will be encouraged to articulate to full level 4 referee courses in 2025. Disappointingly, a level 4 referee course was unable to be scheduled.

Highlands FC was repositioned in 2024 and fielded teams in U9, U10, U11, U12, U13 and U14 age groups. Highlands FC teams competed in the Kanga Cup and Country Cup with U13 taking out the U13 Country Cup. The Highlands FC U13 team also reached the Grand Final of the Div 1 Football South Coast competition.

After the completion of the regular winter season, the Association entered into discussions with the Highlands Centre at the Frensham Gillick sports complex regarding the trialling of a short Futsal league for November 2024. It is expected that a partnership will be realised in 2025.

The Association migrated their previous website to a new WordPress website sponsored by Football NSW. The website was provided free of charge for Associations.

Two Life Memberships were awarded this year, to Liz Norrie and Thomas Goodman (the first SHR Life Member).

DIRECTOR OF FINANCE REPORT

First and foremost a huge acknowledgement to Liz and Cathie who have performed the work of 2 previously paid employees for the past 2 years. This has resulted in a saving of around \$140,000 in costs. Just one of the positive outcomes of this feat has been the significant reduction in registration fees across all age groups. I only have figures as far back as 2017 where junior fees were \$100 and senior \$223. Eight years later they are \$65 and \$170. This represents a huge reduction in an era where insurance costs have risen dramatically, especially for senior players. With these low fees and minimal overheads came increased registrations which resulted in an above budgeted trading surplus of \$29,500. Sadly this fact is not evident in the Income & Expenditure statement as it is deducted as Depreciation. The asset register had not been maintained and as new assets were purchased the old ones had not been gradually written off leaving the accounts with \$33,100 of old assets. The assets added this year were a PA system, 2 sets of tiered seating, a new fridge and a storage container, all for DWPF. Also a defibrillator was ordered and paid for and has finally arrived.

Highlands FC ran a balanced budget this year which is a good result for the newly invigorated enterprise with a surplus of \$1073. Together with their opening balance of \$3421 they own \$4494 of total available cash. From next year HFC will run its own set of accounts but will still be reported in the annual financial statement.

Since 2017 the accumulated cash surplus has risen from around \$60,000 to the current \$210,000. Of this your Board has allocated \$50,000 to go with the eventual grant funding to install flood lighting on David Wood Playing Fields. The balance belongs to the member clubs to determine, with your Board, how to use.

DIRECTOR OF COMPETITIONS REPORT

Team Nominations

HSA received the following nominations from our member clubs and schools for the 2024 winter season.

	Bowral	Bundanoon	Crookwell	Exeter	Frensham JS	Highlands FC	Hill Top	Mittagong	Moss Vale	Oxley College	Robertson	Stags	Tudor House	Yerrinbool	TOTAL
U6	5	2			1		2	2	3		3		3	2	23
U7	4	1		2	1		1	5	2	2	1		2	1	22
U8	4	1		1			1	2	3	1	1		2	1	17
U9 Mixed	4	1		1	1		1	1	3	2	1			1	16
U9 Girls								1	1	1	1				4
U10	3	1				1	1	1	2	2	1			1	13
U11	4			1			1	1	1	2	1			1	12
U12	3	1						2	2	2	1			1	12
U13															0
U14	1	2					1		2		1			1	8
U15															0
U16 (Joint STFA)	1		1				1		1		1	3			8
AAM PL1	1							1	1		1				4
AAM PL2	1						1				1			1	4
AAM HL	1	1		1			1	1	1		2			1	9
AAW PL1	1						1		1		1				4
AAW PL2								1	1		2				4
AAW Midweek	1	1						1	3		1				7
O35 Men Midweek	1								2		1				4
	35	11	1	6	3	1	12	19	29	12	21	3	7	11	171

Competitions

From the above nominations the HSA Competition Committee determined that the following competitions would be conducted:

- **MiniRoos**
 - Under 6 Mixed
 - Under 7 Mixed
 - Under 8 Mixed
 - Under 9 Mixed
 - Under 9 Girls
 - Under 10 Mixed
 - Under 11 Mixed

HSA was thrilled to received sufficient nominations to introduce an Under 9 Girls competition in 2024. We are hoping that the nominations across all age groups will continue to grow in 2025 allowing additional girls only competitions to be offered.

- **Juniors** – Under 12, Under 14, Under 16 (Joint competition with STFA) with the following finals format:
 - Under 12 – Teams finishing 1-6
 - Under 14 – Teams finishing 1-4
 - Under 16 – Teams finishing 1-4

In 2024 HSA implemented the 9v9 format in the Under 12s competition. The matches were also played on a half field. This decision was made to provide the best learning environment for young players so all players can realise their full potential.

- **All Age Men** – Division 1, Division 2 with the following finals format:
 - AAM PL1 - Teams that nominated as PL1 in the Division 1 competition.
 - AAM PL2 - Teams that nominated as PL2 in the Division 1 competition.
 - Highlands League - Teams finishing 1-6 in the Division 2 competition.

After consultation with all clubs which had nominated teams in the AAM PL1 and PL2 competitions the following format was agreed for the joint PL1/PL2 competition.

Each PL1 team played:

- Each of other three PL1 teams 3 times during competition rounds, and
- Each of the four PL2 teams only once during competition rounds.

Each PL2 team played:

- Each of other three PL2 teams 3 times during competition rounds, and
- Each of the four PL1 teams only once during competition rounds.

This format resulted in a 13 round competition for the joint PL1/PL2 competition and appeared to be enjoyed by all teams.

- **All Age Women** – Division 1, Division 2 with the following finals format:
 - AAM PL1 - Teams finishing 1-4 in the combined competition
 - AAM PL2 - Teams finishing 5 -8 in the combined competition

- **Midweek Competitions**

In 2024 HSA introduced two midweek competitions, which seemed to be well received by all participants. All matches were played in 9v9 format on a full size field. The inaugural competitions were:

- All Age Women – 7 teams with teams finishing 1-4 playing in the 3 week finals series
- Over 35 Men – 4 teams with teams finishing 1st and 2nd playing the final. Two 6 week competitions were held over the 2024 winter season

Rounds Played

The following rounds were scheduled for each competition:

- MiniRoos – 18 rounds
- Under 12 – 18 rounds
- Under 14 – 14 rounds
- Under 16 – 14 rounds
- All Age Men – Premier League – 13 rounds
- All Age Men – Highlands League – 15 rounds
- All Age Women – 14 rounds

Throughout the 2024 season several rounds were washed out. The HSA Competition Committee would like to thank all Under 14 to AA teams for their cooperation in ensuring all washed out matches were played prior to the commencement of the finals series.

Finals Series

For Under 12 through to the All Age competitions a 3 week finals series was played from September 7 to September 21.

DIRECTOR OF RECORDS AND COMPETITION INTEGRITY REPORT

2024 HONOUR ROLL

SENIOR COMPETITION

- **All Age Men PL1:**
 - Minor Premiers – Robertson-Burrawang Maroon
 - Grand Final Winner – Mittagong
 - Darryl Kill Memorial Trophy – Bowral White
- **All Age Women PL1:**
 - Minor Premiers – Hill Top
 - Grand Final Winner – Hill Top
 - Noelene Munro Cup – Hill Top
- **All Age Men PL2:**
 - Minor Premiers – N/A
 - Grand Final Winner – Hill Top
 - Liberale Trophy – Bowral Blue
- **All Age Women PL2:**
 - Minor Premiers – n/a
 - Grand Final Winner – Mittagong
 - Chris Jacobs Cup – Mittagong
- **All Age Men Highlands League**
 - Minor Premiers – Bundanoon
 - Grand Final Winner – Robertson-Burrawang Gold
 - George Auld Cup – Bundanoon
- **Youth Grade:**
 - Not played in 2024



JUNIOR COMPETITION

- **Under 16: Joint competition with STFA**
 - Minor Premiers – Goulburn Stags
 - Grand Final Winner – Goulburn Stags
 - HSA Cup (played only with HSA teams) – Moss Vale
- **Under 14:**
 - Minor Premiers – Robertson-Burrawang
 - Grand Final Winner – Robertson-Burrawang
 - Jan Plain Cup – Robertson-Burrawang
- **Under 12:**
 - Minor Premiers – Moss Vale White
 - Grand Final Winner – Moss Vale White
 - Anthony Liberale Cup – Bowral Bandicoots
- **Under 11:**
 - Michael Sant Cup – Bowral Wanderers
- **Under 10:**
 - Beryl Fitzgerald Memorial Cup – Oxley Blue
- **AAW Midweek Competition:**
 - Grand Final Winner – Moss Vale White
 - Runner Up – Bowral
- **AAM O35 Midweek Competition:**

Two short competitions were played.

 - Competition 1: Winner - Moss Vale White, Runner Up - Robertson-Burrawang
 - Competition 2: Winner - Robertson-Burrawang, Runner Up – Bowral

AWARDS

- **Club Championship:**
 - Bowral FC
- **Fair Play Award:**
 - Bundanoon Rebels FC
- **Golden Boot:**
 - AAM HL – Angus Cole (Hill Top)
 - AAW PL2 – Claerwen Harvey (Robertson-Burrawang Gold)
 - AAM PL2 – Oliver Pulley (Hill Top)
 - AAW PL1 – Alyce Thompson (Hill Top)
 - AAM PL1 – Oliver Davids (Mittagong), Josh Perizzolo (Mittagong)
- **Golden Gloves:**
 - AAM HL – William Fussell (Hill Top), Daniel Houghton (Bundanoon)
 - AAW PL2 – Emma Green (Robertson-Burrawang Gold), Virginia Ritchie (Mittagong)
 - AAM PL2 – Andrew Bova (Hill Top)
 - AAW PL1 – Sheree Connolly (Hill Top)
 - AAM PL1 – Kyle Houghton (Robertson-Burrawang Maroon)

- **Player of the Year:**
 - AAM HL – Michael Woods (Bundanoon)
 - AAW PL2 – Emma Green (Robertson-Burrawang Gold)
 - AAM PL2 – Matthew Ware (Robertson-Burrawang Gold)
 - AAW PL1 – Rachel Moore (Hill Top), Alyce Thompson (Hill Top)
 - AAM PL1 – Josh Perizzolo (Mittagong)
- **Service Award:**
 - Cammie Ewen
 - Bill Smillie
- **Dave Noble Award for Referee of the Year:**
 - Amanda Noble

OTHER COMPETITIONS AND CUPS

- **Australia Cup:**
 - AAM Bowral played in a preliminary round on 19th March.
AAM Bowral lost to Waverly Old Boys 0 -10
- **Pre-Season Cup:**
 - Not played in 2024.
- **Champion of Champions:**

The Minor Premiers of the U14 and AAM Premier League participated as well as the Over 35 Men, which was a composite team.

Round 1: U14 Robertson-Burrawang lost to Kellyville Kolts 12 - 1

Round 2: AAM Robertson-Burrawang M lost to Lindfield FC 8 - 0, Over 35 Men lost to Baulkham Hills 5 - 2.
- **Atkinson-Price (Joadja) Challenge Cup:**

The cup was played on 24th March at David Wood Playing Fields, East Bowral.

AAW Hill Top lost to Holroyd 1 – 0

AAM Bowral lost to Rydalmere 6 – 1
- **Senior Branch Championships:**

Two teams represented HSA at the Senior Branch Championships on 12th/13th October at Moruya, AAW Hill Top (coach John Parsons) and U18 Boys (a composite team with coach Jason Perinich and manager Matt Wilson).

The AAW had three draws and two losses, U18 Boys had two wins and two losses.
- **AAM STFA/HSA Joint Cups:**

Not played due to rain and field closures.

RED AND YELLOW CARDS

There were 9 red cards, and 149 yellow cards issued during the season.

The types of red cards given were:

- R2 - 1
- R4 - 1
- R6 - 1 (for abuse against a match official)
- R7 - 6

FORFEITS

There was 1 forfeit for MiniRoos, 7 for Junior games, 6 for Senior games, 8 for Midweek games and 7 for Cup rounds.

Distribution of forfeits by Club: -

- Bowral – 5
- Moss Vale – 7
- Gib Gate – 0
- Mittagong – 4
- Yerrinbool – 0
- Bundanoon – 4
- Hill Top – 0
- Exeter – 0
- Oxley College – 0
- Robertson – 7
- Goulburn Foxes - 2

Distribution of forfeits by age group/grade (including Cups): -

- U6s – 0
- U7s – 0
- U8s – 0
- U9s – 1
- U10s – 0
- U12s – 1
- U14s – 0
- U16s – 9
- AAM HL - 1
- AAM PL – 5
- AAW PL – 4
- AAW Midweek – 5
- AAM O35 - 3

SOUTHERN HIGHLANDS REFEREES

In 2024, there were 16 referees registered with Southern Highlands Referees. Unfortunately this was down from 2023 when we had 25 referees.

Due to this lack of referee numbers rarely did regular season matches, where referees were appointed, have more than 1 official.

Southern Highlands Referees would like to thank all the club referees, and others who stepped in when there were insufficient referees, for their efforts.

For Cup matches, Semi Finals, Preliminary Final and Grand Final matches we were able to appoint 3 officials for each match.

Throughout 2024 two Game leader courses were conducted which resulted in 41 Game Leaders completing their training. It was pleasing to see quite a number of these game leaders then commence refereeing games for their home clubs.

The HSA Board was also pleased to appoint Neil Massingham as the Director of Referees on the 3rd September following the resignation of Andy Bell earlier in the year.

During 2025 SHR will continue to recruit referees, conduct additional Game Leader programs and hold Level 4 referee courses.



COACH EDUCATION

In 2024 there were significant changes in coach education with Football Australia introducing a new Foundation of Football Certificate to replace the previous Skill Training, Game Training and Senior Licence certificates. This is a full day course that aims to equip coaches with essential skills for creating a safe and positive learning environment for young players. It is also now a prerequisite to any coach looking to progress their coaching development further by completing the C Licence Diploma.

The MiniRoos coaching certificate remained unchanged, a free 3 hour introduction to coaching for those involved in the MiniRoos ages of 5 – 9 years.

Football Australia also introduced etrainu, a new online registration and training platform for coach education. There were difficulties for our coaches registering with etrainu throughout the year and hopefully this will flow more smoothly in 2025.

With HSA rejoining Southern Branch in 2024, we were able to access and utilise the skills of Norm Boardman, the Southern NSW Regional Development Officer, who is an excellent educator and vastly experienced, to deliver coaching courses and coach education throughout the year.

MiniRoos courses were run on 15th March and 19th May with 26 participants.

Foundation of Football courses were conducted on 16th March, 19th May and 29th September with a total of 40 participants.

One of our HFC coaches also achieved their C-Licence this year.

As a sign of HSA's ongoing commitment to coach education the Foundation of Football courses were fully subsidized by the Association and the C-Licence recipient received a 50% reimbursement upon completion. This support will continue into 2025.

Norm Boardman also ran two Coach Education Workshops during the season:

- Coaching Players in Attacking Scenarios on 24th June and
- Encouraging Decision Making in Players on 13th August.

Over 50 people attended these workshops.

We would like to thank HFC for providing their players to be used in demonstrations and Moss Vale Football Club for the use of their facilities to run the coaching courses and workshops over the season.

In June the HSA Board decided to buy a Club Package of 10 tickets for the 2024 FNSW Coaching Conference for 23rd November. This two day conference sold out very quickly, so we were pleased to be able to offer this opportunity to our club coaches to expand their coaching knowledge, be surrounded by like-minded people and be inspired by what is happening in the world of football coaching. Four clubs took up the tickets - Bowral, Moss Vale, Hill Top and Yerrinbool. HFC were also given a weekend pass, taken up by the HFC Head of Football.

Coaching courses are already being planned for March 2025 and we hope to build on the foundations of coach education established this year.



CLUB CHANGER

Club Changer is “Football Australia’s Club Development Program which aims to protect and enhance our clubs, make them stronger and more resilient, lead them in building welcoming and inclusive cultures, and educate them on positive environments for players, coaches, volunteers, and officials while planning for long term viability and success.”

In 2023 Moss Vale Football Club and Highlands FC became 1-star clubs. This led to Moss Vale FC being invited to be flag bearers for one of the Women’s World Cup matches in Sydney. This was a fantastic experience for all involved.

In March Bundanoon Rebels FC achieved 1-star status.

In May Moss Vale FC achieved 2-star status.

After attending a FNSW Club Development Workshop on 13th August at Moss Vale FC clubhouse, and completing an action plan, Bowral and Yerrinbool clubs joined their ranks.

It is hoped that all other member clubs will achieve their 1-star status and move on to 2-stars in 2025.



SCHOOL HOLIDAY CLINICS

Macarthur FC has developed their school holiday clinics into a high quality product and the programs provide the perfect opportunity for current players to continue to play the game in the school holiday period and to provide players new to football an introduction to the game.

Following on from the success of the inaugural HSA/Macarthur FC Bulls School Holiday Clinic in September 2023, a second clinic was organised for the summer school holidays on 17th January where there were 45 participants aged from 6 to 13 years.

An Easter holiday clinic was then held on 23rd April with 52 participants.

Members of the HSA Board attended a meeting with the Macarthur FC CEO and GM on 21st May and, HSA, on the strength of our established partnership, were offered free clinics for the next 3 years. One of the prerequisites of this was that there would be girls only clinics as well as mixed to give girls more opportunity to participate.

The free July clinics were run over 4 days with mixed and girls only clinics offered each day. Unfortunately, one mixed clinic had to be cancelled due to rain closing fields, but otherwise this was hugely successful with 425 children attending, 163 for girls only and 262 for mixed.

These clinics were run at Church Road Playing Fields and Moss Vale Football club provided the canteen for all 4 days. Many thanks to MVFC for their support and the use of their facilities.

In October, it was decided to run the clinics over one day, and on 2nd October, two mixed and two girls only clinics were held. There were 374 participants over the day. Thanks again to MVFC for running the canteen, this time at David Wood Playing Fields, East Bowral.

More clinics are planned for January 2025.



REPRESENTATIVE FOOTBALL

Highlands FC

In 2024 the number of HFC teams was expanded to 6, up from the 2 in 2023. The dedication of the team coaches led to notable improvements for all players throughout the season.

Below is a summary of the teams' performances in the 2024 season:

Under 9 Played in the HSA Under 10 competition, one SAP gala day, and the Kanga Cup.



Under 10 Played in the Football South Coast competition, with consistent performance throughout the year. They participated in 2 SAP gala days, the Kanga Cup, and were Southern Branch Championship winners.



Under 11 Played in the Football South Coast competition and showed great potential for future seasons. They participated in 2 SAP gala days, the Kanga Cup, and the Southern Branch Championship.



Under 12 Played in the Football South Coast Division 1 competition and demonstrated significant growth, narrowly missing the finals. They participated in 2 SAP gala days, the Country Cup, and the Southern Branch Championship.



Under 13 Played in the Football South Coast Division 1 competition, finishing as Grand Finalists. They were Country Cup winners and Southern Branch Championship winners.



Under 14 Played in the Football South Coast Division 1 competition. Although the season was challenging, the team showed significant improvement by the end. They competed in the Southern Branch Championship (the Country Cup was unfortunately washed out).



All teams also participated in the Merino Cup, with each having the opportunity to play at least 30 games over the course of the season.

HSA is looking forward to continued growth of Highlands FC in 2025.

Girls Football

A highlight of the season was the organisation of a Girls Fun Day by the HFC Operations Committee with plenty of assistance from enthusiastic members of other local clubs. This initiative, which was held at the Church Road Playing Fields, attracted over 120 registrations. This fantastic response led to the formation of an Under 10 and Under 12 girls' team, which both competed in the SAP Girl's Gala Day that was held at Cookbundoon Sporting Complex in Goulburn on Sunday, September 8.

HSA is looking to expand girls footballing opportunities in 2025.

