

Chief Junior Officer/Head of Junior Football Operations - John Kostopoulos

Hi Team,

It is difficult for me to meet with you all; Please accept this email as a way of communicating together. I would like to share with you my thoughts. We are so proud of your work and truly appreciate your time & effort. The children (The players), you and your "Team Support System" is the "Heart Beat" of our club.

You may feel at times that the role you play in your team can be viewed as a "thankless" position. An "invisible" person. Your efforts not recognised. Trust me and know in confidence, we know how hard you work and acknowledge the great things that you do for the kids and for our club; but without you, we can not deliver the deadlines and tasks that urgently need to be done.

We are now approaching a critical time of the championship calendar; we have 29 teams in competition; Please meet with your parents and players and remind them "All the time" about the FFV/FFA "0" Tolerance policy; our club cannot afford and have not budgeted for fines like a "Red Card" or an "Coaches/Admin/Official/Supporters" fine. These fines range from \$500-\$2000. You can just image the strain the club will feel if we receive a fine. The struggle commences with a tribunal hearing and later dealing with the people concerned. I cannot tell you the "bad" stress it places on my team and I. It truly tests us to the max.

Our club does not want to fine you; these fines are given to us by the FFV/FFA. This body controls football in Victoria. We expect the person responsible (as found guilty by the FFV/FFA) to pay the fine. The club cannot. There is no soft "Red Card". At the end of the day, I don't mind if you as a team get together and pay the fine. I am in a "lose-lose" situation when it comes to FFV/FFA fines. If you get a "sixth-sense" and think that a particular "bad" situation may occur; then, I strongly recommend that you Video Tape/or audio tape that moment. I know it's a guessing game but it does help in the Tribunal Hearing. Your word against theirs sometimes does not.

I have extracted some statements from our "Spirit of the Games" policy located on our junior web-page that need to be reminded and adhered to:-

1. If a coach requires a player from another team to help make up the numbers due to certain circumstances; they must play all the players listed in their own squad first and not the invited players. The invited players are there to play in case of tired players or injury. Winning the game is not the reason why we invite other players to play in the team.

2. All players who are invited to the game - must play. All players must be rotated and substituted as fairly as possible.

3. The FFV has a strict "0" tolerance policy implemented. Abusive language and bad behaviour will not be tolerated at Oakleigh Cannons Juniors FC. People who breach this policy and are fined will have to pay this fine personally. The club will not be responsible for this fine. This also applies to red card fines.

4. There is no weekly "promotion or demotion" policy between our teams during the season. Discussion for players to move teams is done in a collaborated approach between Coach, Parent, Player, Team Manager and Head of Junior Football Operations.

5. No smoking allowed anywhere near CHILDREN

If I have missed a person in your "Team Support System Structure"; pls forward this email to them and 'cc' me so I can add them to my distribution list.

Please know that you can call me anytime. I am happy to meet with you to discuss any part of our club.

Regards,

John Kostopoulos

Oakleigh Cannons Juniors FC

John Kostopoulos - Chief Junior Officer

Junior Football Operations

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