

CIRCULAR



Subject: ANNUAL GENERAL MEETING

Date: 23/1/2026

Document ID: 07, 2026 season , Annual General Meeting

From: Andrew Dawe, Chief Executive Officer
Ph: 9381 5599 (Office Hours Mon to Fri, 8.30am to 5pm)
Email: andrew@perthfootball.com.au

Audience: Club Committees, Life Members, Board Members

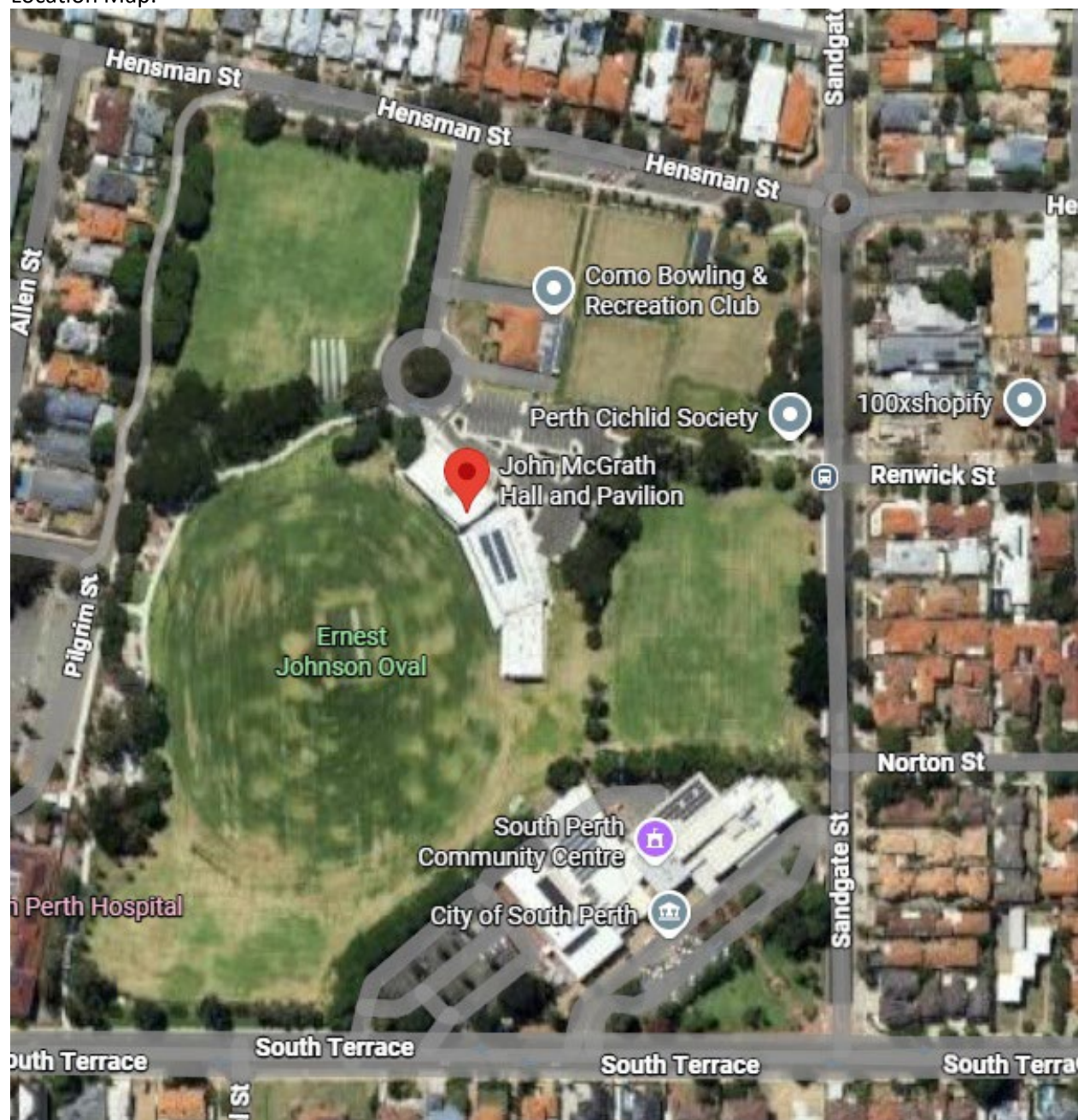
Summary: Reminder – Annual General Meeting 6.00pm, Monday 23rd February 2026 Ernest Johnson Oval - John McGrath Hall and Pavilion 97 Hensman St, South Perth WA 6151	Action: This is a meeting of Member Clubs. As prescribed in Section 3, By-law 3.7, any club which is not represented at this meeting shall be fined \$100.
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The WA Amateur Football League Inc. trading as Perth Football League will hold its Annual General Meeting at 6.00pm, Monday 23rd February 2026 at Ernest Johnson Oval - John McGrath Hall and Pavilion (97 Hensman St, South Perth WA 6151).

Clubs are warmly invited to remain following the AGM, with finger food and drinks served afterwards. Please note that RSVPs are required via the link below by **11:00am on 6 February 2026**. Dietary requirements received after this time may not be able to be accommodated. Please RSVP <https://form.jotform.com/260188789909882>
We look forward to your attendance.

Ernest Johnson Oval - John McGrath Hall and Pavilion
97 Hensman St, South Perth WA 6151

Location Map:





Annual General Meeting - AGENDA

WA Amateur Football League Inc, trading as Perth Football League
6.00pm, Monday 23rd February 2026
John McGrath Hall and Pavilion

NOTES/RECOMMENDATION

1. MEETING OPENING

- 1.1 Attendance
- 1.2 Apologies

2. PREVIOUS MINUTES

- 2.1 Confirmation of Minutes of the previous AGM held 24th February 2025.

Recommendation: That the Minutes of the Annual General Meeting held 24th February 2025 be signed as an accurate and sufficient record of the meeting.

3. REPORTS

- 3.1 Board Report
- 3.2 Financial Report – 2024/25 Audited Statements

*Audited financial Statements link is listed below
Recommendation: That the 2024/25 Financial report is accepted.*

4. ELECTION OF BOARD MEMBERS

- 4.1 Appointment of Returning Officer
- 4.2 Nominations
 - Caitlin Spencer
 - Jonathan Small
 - David Newman
 - Lee Nott

Details of endorsed Nominations are attached.

5. APPOINTMENT OF AUDITORS

Recommendation: Hall Chadwick be appointed as auditors for 2025/26.

6. CLOSE

AGENDA ITEM:	PREVIOUS MINUTES	AGENDA NO:	2.1
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A copy of the Minutes of the Annual General Meeting held 24th February 2025 are attached. [CLICK HERE](#)

Recommendation: That the Minutes of the Annual General Meeting held 24th February 2025 be signed as an accurate and sufficient record of the meeting.

AGENDA ITEM:	BOARD REPORT	AGENDA NO:	3.1
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President's Address to Member Clubs
Perth Football League Annual General Meeting

Dear Members,

The 2025 season marked another strong and progressive year for the Perth Football League, reflecting both continued on-field participation and meaningful off-field advancement that supports the long-term sustainability of our Member Clubs. It was also my first season serving as President of the League, and I have greatly valued the opportunity to work closely with clubs, the Board and staff throughout the year.

On the field, the League comprised 75 clubs, 329 teams and 2,976 fixtured matches across Men's, Women's, Colts and Integrated competitions. These figures highlight the scale of the competition and the enormous contribution made by players, coaches, umpires, volunteers and administrators across metropolitan Perth.

Participation across all levels of the game remained strong, with ongoing growth in Colts pathways and continued stability in women's football. The League's focus on competition integrity, clear pathways and club support continues to underpin a positive game-day environment for all participants.

Off the field, the Perth Football League continued to strengthen its position through sustained commercial growth, increased media exposure and a clear focus on community impact. Strong partnerships and responsible governance have ensured the League remains well placed to invest back into clubs and the broader football ecosystem.

A key focus throughout the year has been supporting clubs through practical initiatives that add value and assist clubs in meeting increasing governance, integrity and operational requirements. This included the rollout of HUDL game-day cameras across the League to support integrity processes, match review and coaching development. The Member Assistance Program continued to provide direct support to clubs navigating governance, administration and compliance requests. The Real Stakes gambling harm reduction program also progressed into its next phase, reinforcing the League's commitment to safe, responsible and supportive club environments.

Importantly, work has continued throughout the year on the development of a new Strategic Plan that will guide the League through its next phase of growth. This plan will be formally launched at the upcoming Beyond the Boundary Club Conference and will outline clear priorities focused on club sustainability, participation, community impact and long-term value for members.

Media and digital coverage continued to expand throughout the season, with increased streaming, podcasting and storytelling initiatives providing greater visibility for community football. These platforms allow the League to celebrate clubs, volunteers and participants while reinforcing the PFL's position as Western Australia's premier community football competition.

The social and community contribution of PFL clubs again stood out in 2025. Collectively, clubs raised more than \$250,000 for charities and community causes, reinforcing the important role football clubs play beyond the boundary line. These efforts reflect the values that sit at the heart of the League and its members.

Supporting club volunteers remains a key priority. Through targeted initiatives, improved systems and strong partnerships, the League continues to support clubs in meeting evolving requirements while maintaining positive, inclusive and well-managed football environments.

I would like to acknowledge the dedication and professionalism of the Perth Football League staff, whose work across football operations, club development, integrity, marketing and commercial partnerships supports every club and competition. I also thank our partners for their ongoing commitment to community football and alignment with the League's values.

I extend my sincere thanks to the Board for their governance and leadership throughout the season. In particular, I would like to thank each and every board member for their significant contribution, support and steady leadership over the past year. I also wish to acknowledge Michelle Bell, who is stepping down from the Board. Michelle's contribution, insight and commitment to the League have been greatly valued, and I thank her for her service.

Finally, I thank each Member Club for their continued engagement and collaboration with the League. The strength of the Perth Football League is built on collective effort, shared purpose and a deep commitment to community football.

Together, we continue to build a strong, inclusive and sustainable future for football across Perth. I look forward to discussing the year ahead at the Annual General Meeting.

Geoff Glass
President
Perth Football League

AGENDA ITEM:	FINANCIAL REPORT	AGENDA NO:	3.2
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Review of the Financial Statements of the League for FY2024/25 has now been finalised by the League’s auditors, Hall Chadwick.

A copy of the independent Audit Report provided by Hall Chadwick and accompanying Financial Statements are attached. [CLICK HERE](#)

The Chair of the League’s Governance, Finance and Risk Committee, Matt Grant, will provide a further presentation and address questions from members at the Annual General Meeting.

Recommendations: That the 2024/25 Financial report is accepted.

AGENDA ITEM:	APPOINTMENT OF RETURNING OFFICER	AGENDA NO:	4.1
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Appointment of Returning Officer

AGENDA ITEM:	ENDORSEMENT OF BOARD APPOINTED MEMBERS	AGENDA NO:	4.2
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There are two (2) vacant Board positions to be filled under Rule 10 of the Constitution.

In accordance with Rule 10.4(b), The two incumbent Board Member whose term expires at the AGM, Caitlin Spencer & Johnathan Small, indicated that they both intend to seek re-election for a further term. Nominations for the 2 vacant Board positions were received from a total of five candidates. These were considered by the Nominations Committee, in accordance with its powers under Rule 10.13 of the Constitution, which included consideration of the suitability of each applicant and also giving due consideration to the skill requirements and diversity of the Board, to ensure it is appropriately representative of all stakeholders' interests and consistent with modern governance standards.

The Nominations Committee determined that four of the candidates should be endorsed and are eligible for election to membership of the Board.

- Caitlin Spencer
- Jonathan Small
- David Newman
- Lee Nott

A copy of the endorsed candidates' nominations and supporting documentation (ie. resumes) are attached as an Appendix to this document.

Voting

Ballot papers will be provided to one (1) representative from each Member Club in attendance and entitled to vote for the commencement of the Annual General Meeting.

Prior to the voting process for this Agenda Item 4 of the AGM, each of the four candidates will be invited to provide a brief deputation to the meeting, to outline how their unique skills and perspectives best serve Members interests and what additional value they believe they will bring to the Board and the League as a whole.

Voting will be conducted on a "first past the post" method for the two vacant positions.

AGENDA ITEM:	APPOINTMENT OF AUDITOR	AGENDA NO:	5.
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It is a requirement under Rule 26.4 of the Constitution and the *Association Incorporation Act 2015* that the League's financial report be audited for the year.

Recommendation: *Hall Chadwick be appointed as auditors for 2023/24.*

APPENDIX	ELECTION OF BOARD MEMBERS – NOMINATIONS AND SUPPORTING DOCUMENTS	AGENDA NO:	4.2.
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Caitlin Spencer – Nomination

BOARD NOMINATION: SEASONS 2026 - 2028

TO: Andrew Dawe
Chief Executive Officer
Perth Football League
andrew@perthfootball.com.au

The Coolbinia Amateur Football Club Football Club nominates Caitlin Spencer

to be considered by the Nomination Committee for election to the position of **BOARD MEMBER**
of the Western Australian Amateur Football League (Inc) trading as Perth Football League.

CLUB ENDORSEMENT

President/Secretary: Brock Wilson
Print Name


Signed

Date: 3/11/2025

NOMINEE'S ACCEPTANCE FOR NOMINATION

I, Caitlin Spencer accept the above nomination, and if elected, undertake to perform
the duties in accordance with the Constitution and By-Laws of the League.

Nominee: Caitlin Spencer
Print Name


Signed

Date: 1 November 2025

Elected Board Members will be required to attend a Board induction at the beginning of March 2026.

November 4, 2025

CAITLIN SPENCER

9/172 Mill Point Road, South Perth, WA, Australia,
6151

Mobile: +61 416 636 889

Email: spencer.caitlin@hotmail.com

STATEMENT ADDRESSING NECESSARY BEHAVIOURS, DESIRED SKILLS AND DIVERSITY

RE: Perth Football League – Board Nomination

Dear Andrew,

I am writing to express my strong desire to be re-elected as a Board Director for the Perth Football League for a second term of three (3) years. With my expertise in sport and recreation development and delivery, community engagement, sector knowledge, and strategic sports governance, I am confident that I would continue to contribute to serving the community in a meaningful way.

My time in my current and previous roles has provided me a platform to develop my strategic engagement capabilities, forge strong positive industry relationships, as well as deepen my understanding of what is required to break down barriers for connection to sport through organisational development and capability and capacity building techniques. I excelled in my time at WA Cricket finishing as the Female Engagement & Volunteers Specialist, shifting after four seasons to be Sports Team Leader at Cockburn ARC. After six months I was elevated into the newly created Senior Team Leader for Sports and Children's Programs role and thoroughly enjoyed capacity and capability building in my two teams to improve active recreation within the City of Cockburn. Following my 14 months at the Cockburn ARC, I was asked to join the SportWest team in the True Sport Program, engaging LGAs, SSAs, Club and Community members and major partners to enrich the sporting experience for all Western Australians. I pursued an opportunity to join the then Department of Local Government, Sport and Cultural Industries, successfully landing the Senior Project Officer position. I'm currently acting as the Principal Consultant, guiding and supporting the Deputy Director General for Sport, Recreation and Infrastructure Services, and the Executive Director for Sport and Recreation. Please see my relevant experience in addressing the key behaviours and skills.

Desired behaviours

In my first term on the PFL Board, I have demonstrated the following behaviours identified by the Nominations Committee as necessary to join the PFL Board.

- Open and Flexible: I approach all aspects of my professional and volunteer work in this sector with openness to learning and empathy to members and fellow board members. Having been a part of two sub-committees as well as the Board, I understand our work is with volunteers, and remain flexible to fit in with the needs of the members. An example of this was during a culturally sensitive matter involving a First Nations family connected to a Notice of Investigation in late 2024 – I was open to hearing the grievances of a member, and in alignment with the CEO, we created a flexible and empathetic pathway for resolution.
- Commitment: As the only Board member of current who is also still playing, my commitment to representing the voices of our members is what drives my continuation in a playing capacity. Additional hours outside of the Board member requirements is a part of how I continue to commit to staying connected to the needs of our clubs. During match days, I spend additional time listening to what players and volunteers from clubs have to say about the league as a whole.
- Honesty and Integrity: Across my professional capacity within the WA Government in the sport and recreation sector, as well as in my capacity on the PFL Board, I am fluent in integrity in sport. I understand minimum requirements of organisations and clubs alike, and approach all strategic conversations with honesty and respect for varying opinions.
- Team Player: Having only ever continued to play team sports, I am a firm believer that this behaviour above all else is the most important. The role of a Board Director is not to voice personal agendas but to contribute to a team with the best interest of an even larger team (the clubs) at the core of everything. Being a team player to me means feeling confident and safe to voice a perspective, whilst being respectful of the space for others to do the same.

Caitlin Spencer – Cover Letter

Desirable Skills

As demonstrated in the experience section within my Curriculum Vitae, in relation to the desirable skills outlined in the nomination circular, below are the skills I am confident I would be able to contribute to meet the gaps in the Board's overall skills register:

- Corporate Governance
- Club Development / Industry Knowledge
- Stakeholder Engagement & Public Relations
- Information Technology and Systems

As a current permanent employee with the Department of Creative Industries, Tourism and Sport (CITS) my industry knowledge would be invaluable to the Board. Having held sporting administrator roles across local government, WA Cricket, University Sport and other volunteer hats, I believe I would add to an already strong and evolving Board.

Re-election on the Perth Football League Board is a strong desire of mine, and would give me the opportunity to continue to unite the community and build sustainable learnings for the sector, particularly with the future release of a new and visionary strategic plan. With my strengths in communication, community sport and recreation, change-management, sport governance, collaboration and stakeholder relationship management, I am extremely confident that I would be capable and successful in fulfilling the requirements of this position to a high standard. My professional philosophy is 'listen, learn and lead' as well as remaining connected and adaptable. I will continue to refer to this professional philosophy into the future, and strongly believe that this is what this position needs to continue to deliver social and organisational outcomes for all current and future Perth Football League community members.

I appreciate your time in considering my nomination and look forward to discussing my nomination further very soon.

Warm regards,



Caitlin Spencer
Senior Project Officer – Sector Capability
Department of Creative Industries, Tourism and Sport (CITS)

CAITLIN SPENCER

PERSONAL DETAILS

9/172 Mill Point Road, SOUTH PERTH, WA, 6151
0416 636 889
spencer.caitlin@hotmail.com

CAREER SUMMARY

A highly motivated and results-driven individual with the expertise and experience in demographic-targeted engagement through sport and recreation initiatives, specializing in gender equity. Competency in dispute resolution, interpersonal communication, program development and evaluation, and grant management and sustainability planning.

Experience in sport and recreation development and sustainability, with strong connection and experience with state government agencies and stakeholders.

Capability to act as a consultant in careful and considerate project management, allowing for the delivery of successful programs and events that engage the community in an innovative and targeted way; increasing participation in offerings being a central focus to all programs. Capability to demonstrate attention to detail, ability to implement feedback, administrative efficacy, promotional knowledge and human resource management.

KEY COMPETENCIES

- Member protection and engagement
- Female targeted engagement strategies
- Gender equity & equal rights activist
- Club and community development
- Government relations in sport and recreation
- Change management specialist (cultural and behavioural)
- Sport, recreation, and fitness program management
- Strategic initiative design with sustainable concepts
- State and National grant funding management & distribution
- Stakeholder relationship and staff management
- Conflict identification and resolution
- Competency in computer programs and technology

KEY CAREER ACHIEVEMENTS

- Development of the inaugural Voices of Children and Young People Advisory Group as well as the Cultural Navigation Advisory Group for the peak body for sport in WA.
- Sole successful application and subsequent participant in the inaugural International Cricket Council *100% Future Leaders Programme* from Australia.
- Worked with City of Stirling and Council to deliver a no-cost sanitary bin disposal unit service to all hired facilities for the community.
- Introduced the inaugural Kids Get Active Program for the Cockburn Aquatic and Recreation Centre (ARC), with over 120 registrations by the second program.
- Youngest member-elected female board director for the Perth Football League Board.
- Oversaw the successful merging of two departments at the Cockburn ARC – Sports and Children's Programs.
- Introduced Pride initiatives to WA Cricket, including a working group, communications plans and ongoing conversations around introducing sustainable inclusivity delivery principles to all WA Cricket programs.
- Have led the strategic design, planning and roll out of several tailored and targeted engagement programs to increase registered female participation in cricket including (but not limited to) the *Confidence in Sport Women in Cricket* program, the *Supporting Female Participants* program, the *Girl Jam WA* concepts, two girls' leadership

Caitlin Spencer – CV

programs in clubs and schools to over 350 girls (*Cricket Inspire*), *HerAussieSports* event for vulnerable and disadvantaged women (alongside Reclink Australia) and many more.

- Directly contributed to two consecutive seasons of the largest national growth in registered female participation in cricket; 45% in the 2019/2020 season and 13.3% in the 2020/2021 season (COVID affected year).
- Developed the national funding guidelines for the Commbank *Next Innings Female Funding* for the 2021/22 season with over \$500,000 available to states and territories, including the design, assessment models and tracking for all Club and State funding pools.
- Launched two full women's programs at both University Football Club and Coolbinia Amateur Football Club.

EXPERIENCE

The Department of Creative Industries,
Tourism and Sport (CITS) – WA Government
Senior Project Officer – Sector Capability

2025 – Current

Responsibilities:

- Support and advice for State Sporting Associations
- Grant management, acquittal and agreement administration
- Project development and delivery
- Ministerial administration and support
- Record management and updates
- Inter-agency collaboration and communication
- Story-telling and connection to recognised organisations

A/Principal Consultant

Responsibilities:

- Strategic consultancy supporting the Deputy Director General for Sport, Recreation and Infrastructure Services and the Executive Director for Sport and Recreation
- Drafting and preparation of Minister meeting papers
- Maintaining confidentiality across sensitive documents and issues
- Collaboration and management with Executive Directors from Sport and Recreation, Infrastructure Programs and Major Capital Projects

SportWest

2024 – 2025

True Sport – Mental Health and Wellbeing Project Lead

Responsibilities:

- Project management and administration Delivery of Mental Health and Wellbeing Initiative
- Delivery of Sideline Behaviour Initiative
- SSA and club/community capability building
- Oversee and manage the 130+ resources
- Grant oversight
- Inaugural True Sport Conference delivery – speakers and content organised
- Acquittal reporting for funding bodies – DLGSC, Mental Health Commission, Healthway
- Stakeholder engagement and communication
- Create copy for eDMs, social media and digital content to communicate in a timely and clear manner with stakeholders
- Provide tailored support and education on both initiatives in the form of webinars, presentations, meetings and calls
- Also absorbed Child Safeguarding

Cockburn Aquatic and Recreations Centre
(City of Cockburn)
Sports and Programs Senior Team Leader

2022 – 2023

Responsibilities:

- Manage the full Sports Department and Children's Programs Department
- Manage direct reports and empower staff to manage indirect reports

Caitlin Spencer – CV

- Oversee program delivery including social sports, kids holiday programs, creche, child development programs, demographic-specific and inclusion programs and more
- Oversee sports and children's programs component as the core of the agreement between the Cockburn ARC and Fremantle Football Club
- Deliver the Scoreboards Update Project (from research, procurement, through tender to completion phase)

Achievements:

- Successful approval and tender for the Stadium Scoreboards renewal project
- Successful merging of Sports and Children's Programs Departments
- Stadium line re-marking project to expand to offer eight sports
- Cultural refresh tasks

Western Australian Cricket

2018 – 2022

Female Engagement & Volunteers Specialist 2019 – 2022

Project Officer - Social Cricket (absorbed role) 2020 – 2022

Marketing & Communications Coordinator – Community Cricket (absorbed role) 2020 – 2022

People & Culture – Peer Support Volunteer 2020 – 2022

Project Officer – Female Participation 2018 – 2019

Responsibilities:

- Engage country staff members and adapt required support between metro and country staff members.
- Manage the state's applications and tracking of the club and state funding pools from the Growing Cricket for Girls Fund for over \$100,000 in funding per season
- Assist the National Female Participation Manager in creating the application guidelines for the 2021/22 Club and State Funding Pools along with the assessment and tracking process.
- Oversee the distribution and strategic planning of the WA Cricket Foundation funds, with sustainability at its core.
- Coordinate and plan events that target female participation and engagement.
- Advocating for rights to governing body members on behalf of members.
- Engage with club volunteers, governing body members, internal staff and interstate staff.
- Create data summation reports driving future proceedings or strategic objectives.
- Utilise information resources to create awareness and transparency on milestones through quantitative and qualitative updates.

Achievements:

- Only woman in the country selected to be in the ICC Future Leaders Programme.
- Have successfully supported start to finish funding process for WA communities delivering over \$500,000 to clubs and participants in need of support.
- Following absorbing the Marketing and Communications Officer role, streamlined the marketing and communications inter-department engagement and request process, subsequently increasing efficiency and productivity regarding marketing assets, digital assets and telling our Community Cricket story better.
- Worked to strategically budget and utilize WA Cricket Foundation funding to create and deliver the inaugural WA Cricket Inspire leadership programs to over 350 girls in two seasons.
- Deliver the inaugural *HerAussieSports* event in collaboration with Reclink Australia to vulnerable and disadvantaged women in Perth to have a go at cricket and AFL in a safe space.

UWA Sport Pty Ltd

2017 – 2018

Program Coordinator – Recreation 2018

Fitness & Membership Services – Graduate Officer 2017 - 2018

Customer Service Officer (acting) 2018

Group Fitness Officer (acting) 2017

EDUCATION

University Western Australia

Bachelor of Science – Sport Science, Exercise & Health

Exercise and Fitness Programs; Health and Nutrition; Coaching and team involvement; Organisational behaviour; Children in sport

Australian Institute of Fitness Diploma of Remedial Massage Therapy

BOARD NOMINATION: SEASONS 2026 - 2028

TO: Andrew Dawe
Chief Executive Officer
Perth Football League
andrew@perthfootball.com.au

The Wanneroo Amateur Football Club nominates Jonathan Small

to be considered by the Nomination Committee for election to the position of **BOARD MEMBER**
of the Western Australian Amateur Football League (Inc) trading as Perth Football League.

CLUB ENDORSEMENT

President/Secretary: CRAIG SMALLER.
Print Name

C. J. Small.
Signed

Date: 05/11/2025

NOMINEE'S ACCEPTANCE FOR NOMINATION

I, Jonathan Small accept the above nomination, and if elected, undertake to perform
the duties in accordance with the Constitution and By-Laws of the League.

Nominee: Jonathan Small
Print Name

JS
Signed

Date: 13 November 2025

Elected Board Members will be required to attend a Board induction at the beginning of March 2026.

COVER LETTER: JONATHAN SMALL

I have had the privilege of representing the PFL as a board member for the last 6 years and am seeking your consideration and support to be appointed to a third term.

As a playing member in the PFL at Wanneroo for over 20 years, I've been involved in almost all grades of footy and have a strong understanding of what's required to run a club, the support necessary and the benefits that a well-run and organised PFL is able to provide.

Key areas where I believe the PFL board should continue investing and prioritising include:

Club and Volunteer Support

While many big steps have been taken in recent years, continued focus should remain in volunteer support and automations, stronger participation pathways across all roles at the club, and in assistance for club operations.

Volunteers are obviously a crucial aspect of every club, and making that experience as rewarding as possible, and attractive for all people involved is a key to strong community clubs.

Integrity and Competition Excellence

A fair competition, that is attractive to all participants is vital. This makes playing enjoyable and I believe there is always opportunity to continue evolving to ensure the experience is as positive as possible for all.

Notwithstanding the quality and consistency, continued advocacy is important to ensure the support is right which promotes umpire recruitment and retention. PFL has a role in ensuring this, for the best delivery across the league.

Sustainable Growth

There is a lot of opportunity for the league to continue evolving, particularly in areas for example, such as leadership programs, cultural awareness, and growing participation sustainably.

The highest levels of player retention are in our C grade clubs. Celebrating this is important and protecting the delivery model, while also supporting, growing and elevating strong performance throughout all grades is something I'm passionate about.

Financial Resilience and Sound Governance

Financial impacts are sensitive to all of us, and while huge effort has been put into revising commercial agreements on behalf of the league, sound management is necessary to maintain fair value and allow further support programs.

There is significant risk in historical agreements, and the future financial contributions from WA Football. Adequate planning by a board which understands the issue and can continue advocating on behalf of the PFL is essential.

The League is strongly positioned, and the board is operating extremely effectively at present. With so much opportunity in front of us, including the delivery of an updated Strategic Plan, I respectfully request your support to continue contributing to the PFL as a board member.

Thank you.

Jonathan Small

CURRICULUM VITAE

JONATHAN SMALL

BE(Civil), MIEAust NER CPEng MBA GAICD

Date of Birth: 31 March 1982

Contact: 0439 942 036 jsmall@tabec.com.au



QUALIFICATIONS

Bachelor of Engineering (Civil) UWA 2003

Master of Business Administration UWA 2017

Graduate Australian Institute of Company Directors, AICD 2016

MEMBERSHIPS AND AFFILIATIONS

Reconciliation WA member and TABEC's Reconciliation Action Plan Champion

Chartered Professional Engineer, Institution of Engineers Australia

Wanneroo Amateur Football Club: Player 2004 – 2025, Committee 2006 – 2022

Perth Football League: Board Member: 2020 - 2025

CAREER BRIEF

I am a civil engineer with over 20 years' experience, and my professional role is the Managing Director of TABEC Engineering Consultants, responsible for the delivery of engineering designs and construction administration over a variety of major land development projects across Western Australia.

I lead the consultancy of 32 people, across two offices, with projects that encompass all stages of project delivery, from concept reviews through to construction. I am driven to achieve the highest standards of excellence across every area of the business.

Many projects include an advocacy role, where established planning policies are interrogated and improved design solutions proposed or negotiated to the benefit of our clients. Similarly, there is a strong community engagement aspect to the role, coordinating and liaising with local councils to ensure understanding, acceptance and support for proposed works through a collaborative approach.

As a professional engineer, I also periodically act as an impartial expert witness providing advice to the State Administrative Tribunal and the State Solicitor's Office. I'm also engaged in a formal role with various industry bodies, to advocate on behalf of the members.

My approach to achieve effective team success is in creating supportive environments with a clear purpose, honest and fair conversations with clear expectations and accountability.

PROFESSIONAL RESPONSIBILITIES

- Setting and delivering the strategic direction for TABEC with clear targets and goals.
- Ensure sound governance and risk management for the business.
- Oversight of all administration tasks.
- Setting annual budgets and quarterly reviews.
- Taking care of all human resourcing, issue resolution and contracts.
- Managing marketing and business development.
- Setting training and continuing professional development for the team.
- Ensuring delivery of sound engineering designs, through team coordination.
- Advocacy and liaising with Authorities to gain approvals.

FOOTBALL EXPERIENCE

PERTH FOOTBALL LEAGUE: BOARD MEMBER (2020 - 2025)

I have been on the board for the last 6 years, through a period of significant change across the League.

- Two terms as a Board member: 2020 - 2022 and 2023 - 2026
- Member of the Governance, Finance and Risk and the Nominations Committees

Snapshot of major successes:

- Staff transition and direct employment, for greater autonomy and independence for the PFL
- Overseeing sound financial results and league stability
- Restructure of the team, with dedicated Club Development Manager and Integrity Officer
- Significant advocacy, resulting in restructuring and increased support for umpiring
- Investment in various technologies pieces, such as cameras to improve transparency and fairness, improved web and social media presence, updated PFL app
- Uplift in commercial agreements, enabling more club support opportunities
- Various initiatives such as anti-gambling, cowards punch round, and mental health support to ensure our clubs are safe and supportive community hubs for all members.
- Strong working relationship with WA Football
- Successful state football programs

From the perspective of a playing member, and with a long involvement at my club, I have always been intent on providing a balanced voice to the PFL board, ensuring there is a strong appreciating for the challenges clubs face, and anticipating flow-on impacts of decision making.

I've invited feedback and sought out Club presidents to discuss and understand priority areas and how best our members may be represented. While the focus has always been best interest of our clubs as a whole, I am vocal in what initiatives I believe contribute to making the competition fair, enjoyable, rewarding and what hopefully results in people wanting to remain involved in their footy club.

WA ALL ABILITIES FOOTBALL ASSOCIATION: BOARD MEMBER (2020 TO 2025)

The Association provides opportunities for people with various disabilities to be involved and enjoy football. I was initially appointed by the PFL, who is a founding member of the Association. I am passionate about continued support for growth and expansion of the programs.

Amongst various initiatives delivered by the WAAFA, the main programs include:

- Integrated Football League
- Inclusion Football Academy and interstate carnival
- WA Wheelchair Football League
- Kickability and Starkick

WANNEROO AMATEUR FOOTBALL CLUB (2004 TO 2025)

I have played over 270 games at the Wanneroo AFC, across most grades between A to C including a period as Club captain and involved in various volunteers roles.

- Committee member: 2006 - 2017 and 2019 - 2022, including a period as Vice President
- Club captain 2009 – 2012
- Life Member

I've held a variety of positions on the club board and have a strong and close understanding of the various challenges and volunteer effort involved in running a community club.

David Newman – Nomination

BOARD NOMINATION: SEASONS 2026 - 2028

TO: Andrew Dawe
Chief Executive Officer
Perth Football League
andrew@perthfootball.com.au

The Trinity Aquinas Football Club nominates David Newman
to be considered by the Nomination Committee for election to the position of **BOARD MEMBER**
of the Western Australian Amateur Football League (Inc) trading as Perth Football League.

CLUB ENDORSEMENT

(President/Secretary: Ryan Van Beek
Print Name

[Signature]
Signed

Date: 5/11/25

NOMINEE'S ACCEPTANCE FOR NOMINATION

I, David Newman accept the above nomination, and if elected, undertake to perform
the duties in accordance with the Constitution and By-Laws of the League.

Nominee: David Newman
Print Name

[Signature]
Signed

Date: 5/11/25

Elected Board Members will be required to attend a Board induction at the beginning of March 2026.

David Newman
42 Ridge Street
South Perth WA 6151
E: apostman@westnet.com.au
M: 0411 887 170

14 November 2025

Mr. Andrew Dawe
Chief Executive Officer
Perth Football League
andrew@perthfootball.com.au

Dear Andrew,

Re: Expression of Interest – Perth Football League Board Position

I am pleased to submit my Expression of Interest for a position on the Board of the Perth Football League (PFL). I have attached my CV for your consideration, which outlines my extensive governance experience, stakeholder management capability, and executive leadership background accumulated over several decades in senior organisational roles.

Throughout my career, I have demonstrated the behaviours identified as essential by the Nominations Committee—honesty and integrity, openness and flexibility, a strong sense of commitment, and the ability to work collaboratively within a team environment. My leadership style is grounded in accountability, transparency, and the belief that strong governance is fundamental to organisational success.

I have a long and proud history of community involvement within the not-for-profit sector. Over the years I have served with organisations such as Teen Challenge, the Community Development Foundation, and notably as Chair of the Leukaemia Foundation WA. These roles have equipped me with deep experience in governance, strategic oversight, risk management, policy development, and stakeholder and community engagement.

My involvement in amateur football spans more than four decades through Trinity Aquinas Amateur Football Club, where I have been a member for over 40 years and have held various committee roles including President and Patron. The Club is now widely recognised as a major club within the League, with two female teams introduced in recent years. I also had the privilege of playing 331 games for the Club, earning a Club A Grade Fairest & Best. This longstanding involvement has given me a strong understanding of club culture, community participation and the evolving demands on volunteers, administrators and players.

In addressing the skills sought by the Committee, I bring strong capability across corporate governance, strategic leadership, financial oversight, stakeholder engagement, human resources, and organisational development. My professional background, combined with my long-standing association with amateur football, positions me to make a meaningful and informed contribution to the Board's deliberations and strategic direction.

I believe the Perth Football League is uniquely placed to continue its growth and strengthen its contribution to the broader community. With participation broadening, community

David Newman – Cover Letter

expectations increasing, and new opportunities emerging, it is a pivotal moment to reinforce strong governance, enhance the member experience, and support clubs in building sustainable, inclusive environments. I am committed to contributing constructively to the PFL's ongoing success.

Thank you for considering my application. I would welcome the opportunity to discuss how my experience, values, and long-standing commitment to community football can support the League's strategic ambitions.

Yours sincerely,



David Newman

DAVID NEWMAN

Chief Operating Officer | Head of Adviser Services
WT Financial Group Limited

■ +61 411 887 170 ■ apostman@westnet.com.au ■ South Perth, WA

EXECUTIVE PROFILE

David Newman is a highly accomplished financial services executive with over 40 years' experience leading organisations through growth, transformation, and integration. Recognised for his strategic acumen and practical leadership, David has guided numerous businesses through major transitions, mergers, and acquisitions within Australia's wealth-management and financial-advice sector.

As Chief Operating Officer | Head of Adviser Services at WT Financial Group Limited (ASX: WTL), David is a key member of the Executive Team responsible for national operational performance, adviser engagement, and strategic growth across a network of more than 600 advisers and 400 practices. He is also a Responsible Manager across multiple AFSLs within the Group.

CORE STRENGTHS

- Strategic leadership & business transformation
- Adviser network management & engagement
- M&A; integration & operational alignment
- Governance, compliance & risk frameworks
- Business development & commercial strategy
- Stakeholder management & executive leadership

CAREER HIGHLIGHTS

WT Financial Group Limited (ASX: WTL) – Chief Operating Officer | Head of Adviser Services (2021–Present)

- Member of the Executive Team responsible for national operations, adviser services, and network performance.
- Key driver in the integration and growth of multiple AFSL businesses.
- Leads strategic programs including the Optimum Better Business Program and National Congress.

Sentry Group – Managing Director (2015–Present)

- Appointed Managing Director in 2018, becoming the largest shareholder.
- Led major transformation culminating in Sentry's acquisition by WTL.
- Introduced initiatives improving adviser productivity and profitability.

WealthSure Financial Services – CEO / Managing Director (2012–2015)

- Initially appointed as consultant to review business model and oversee ASIC investigation.

David Newman – CV

- Later CEO/MD leading remediation and restructure.
- Transitioned business into Sentry Group under ASIC & Deloitte approval.

Previous Executive Roles

Held senior roles including Executive Director, CEO, and State Manager across Plan B Group Holdings, Epic Adviser Solutions, AMP Financial Services, Tyndall Australia, and Citibank/Citicorp.

QUALIFICATIONS & PROFESSIONAL AFFILIATIONS

- Diploma of Financial Planning
- Advanced Management Program – Melbourne Business School
- Executive Management Program – Melbourne Business School
- Company Directors Course – AICD
- Fellow – AIM
- Fellow – AICD

BOARD & COMMUNITY LEADERSHIP

- Board roles across Not-for-Profit organisations including Teen Challenge, Community Development Foundation, and Chair of the Leukaemia Foundation of WA.
- Industry roles on boards and associations contributing to development and professionalism of the sector.

REFERENCES

Available on request.

Lee Nott – Nomination

BOARD NOMINATION: SEASONS 2026 - 2028

TO: Andrew Dawe
Chief Executive Officer
Perth Football League
andrew@perthfootball.com.au

The Cockburn Lakes Football Club nominates Lee Nott

to be considered by the Nomination Committee for election to the position of **BOARD MEMBER**
of the Western Australian Amateur Football League (Inc) trading as Perth Football League.

CLUB ENDORSEMENT

President/Secretary: David Plunkett
Print Name



Signed

Date: 16/10/2025

NOMINEE'S ACCEPTANCE FOR NOMINATION

I, Lee Nott accept the above nomination, and if elected, undertake to perform
the duties in accordance with the Constitution and By-Laws of the League.

Nominee: Lee Nott
Print Name



Signed

Date: 16/10/2025

Elected Board Members will be required to attend a Board induction at the beginning of March 2026.



LEE NOTT

☎ 0499 838 094 | ✉ lee.nott@weatherford.com

🌐 Based in Australia | Willing to travel and relocate

🌐 LinkedIn: [linkedin.com/in/lee-nott-55829b97](https://www.linkedin.com/in/lee-nott-55829b97)

To the Board of the Perth Football League,

I am writing to express my interest in joining the Perth Football League Board. Having served as the long-term Secretary of the Cockburn Lakes Football Club since 2016, I have been privileged to contribute to the development of community football while maintaining a deep appreciation for the role that governance, culture, and leadership play in the game's continued growth. My flexible working arrangements and professional experience position me as a committed, long-term contributor to the League's vision and strategic direction.

Throughout my tenure at Cockburn Lakes, I have placed strong emphasis on honesty, integrity, and accountability—values that extend beyond football and are mirrored in my professional life as a Business and Operations Manager. These principles underpin the trust I build with people and organizations, enabling genuine collaboration and sustained results. I have always viewed success not through personal recognition, but through the achievements and progress of the clubs, teams, and individuals around me.

In both football and business, I am a team player and a silent achiever - someone who takes pride in helping organizations thrive, evolve, and continuously improve. This approach has contributed to Cockburn Lakes' transformation, where, under my strategic guidance, the club has expanded its sponsorship portfolio and enhanced its community profile. By understanding the value exchange between partners and organizations, I have fostered relationships that reflect shared success and long-term sustainability.

My professional strengths in stakeholder engagement, sales, and sponsorship are complemented by a firm grounding in corporate governance and strategic management. I am currently advancing my academic and leadership credentials through an MBA and as a candidate of the Australian Institute of Company Directors (AICD) certification. My goal is to apply and extend this knowledge within the Perth Football League—ensuring sound governance, clear accountability, and strong strategic oversight.

At a league level, my passion lies in club development and grassroots connection. I understand the diverse perspectives across the League—from senior A-grade competitions through to Colts and Women's divisions - and I believe strongly in the importance of equitable development across all levels. A thriving football community depends on fairness, inclusion, and opportunity, and these values will continue to guide my contributions to the Board.

Lee Nott – Cover letter

As a leader, I bring a collaborative, measured approach focused on member attraction, compliance, and sustainable growth. I hold myself accountable to the organizations I serve and am dedicated to ensuring that decisions are made transparently, strategically, and in the best interests of all members of the Perth Football League community.

Thank you for considering my application. I look forward to the opportunity to contribute my experience and energy to the continued success of the Perth Football League and to work closely with the Board in supporting the game's future.

Yours sincerely,

Lee Nott



LEE NOTT

📞 0499 838 094 | ✉️ lee.nott@weatherford.com

🌐 Based in Australia | Willing to travel and relocate

🌐 LinkedIn: [linkedin.com/in/lee-nott-55829b97](https://www.linkedin.com/in/lee-nott-55829b97)

Professional Summary

Dynamic and results-driven **Business and Operations Manager** with over 12 years of experience in well construction across Australasia. Proven track record in leading, forming, cross-functional teams across complex onshore and offshore environments. Recognized for delivering strategic growth, exceeding operational KPIs, and championing HSE compliance. Known for driving innovation, customer satisfaction, and employee development across Australia, New Zealand, and Papua New Guinea.

Core Competencies

- Operational & P&L Leadership
- Tendering & Commercial Strategy
- Personnel Development & Training
- HSE & Risk Management
- Client Relationship Management
- Forecasting & Resource Planning
- Change & Productivity Management

Professional Experience

Weatherford

TRS Operations Manager – Australasia

April 2022 – Present | Australia

- Lead TRS and Drilling with Casing businesses across Australia, New Zealand, and PNG.
- Manage P&L, forecasting, budgeting, and strategic growth planning.
- Oversee 90+ TRS personnel across multiple regions.
- Support tendering, contract implementation, and bid handovers.
- Champion QHSE initiatives and cross-product line training programs.

- Liaise directly with clients (ENI, Santos, Inpex, etc.) for pre-spuds, DWOPs, and performance reviews.

TRS Well Site Supervisor

September 2017 – April 2022 | Offshore APAC

- Executed complex casing and completion operations (e.g. EOR, SAGD, and Conventional).
- Acted as offshore focal point for TRS deployment across key customer assets.
- Ensured adherence to safety, service quality, and operational excellence.

Field Service Technician (I, II, III)

September 2015 – September 2017 | Australia

- Supported TRS operations throughout the APAC region, gaining advanced field competency and customer engagement experience.

Halliburton

Dual Service Supervisor – Cementing & Downhole Tools

January 2014 – September 2016 | Barrow Island, WA

- Ran packers, circulating tools, and supported multi-discipline well services.
- Qualified HSE Representative overseeing offshore cementing operations.
- Managed planning and execution of critical cementing jobs.

Field Operator – Cementing

February 2011 – January 2014

- Performed calculations, mixing, and pumping for cementing services onshore and offshore.

Education

Australian Institute of Company Directors - candidate

Master of Business Administration (MBA)

Australian Institute of Management

Bachelor of Science & Bachelor of Education

Murdoch University

Other Leadership Experience

Executive Secretary

Cockburn Lakes Amateur Football Club

Jan 2016 – Present | South Lake, WA

- Member of the executive committee, contributing to local AFL development and community engagement.
-

Certifications & Training

- Advanced HSE Leadership Training
- Well Control (IWCF)
- Management & Leadership Development Courses
- Sales Training
- Leadership Essentials Program