

***D GOODY PRESENTATION – EDITHBURGH PROGRESS ASSOCIATION –
TUESDAY 8 MAY 2018.***

AN ADDENDUM TO THE MINUTES.

(Please note the Secretary took notes (Opening remarks below and discussion points after the presentation) but as the presentation was of length, D Goody advised that he would email his notes to the Secretary for use in these minutes.

Mr Goody's opening remarks:

- I wish to express my concerns in relation to an email received regarding my continued employment at the Edithburgh Caravan Park.
- My intention is not to point fingers or to do anything other than provide a clear and precise point of communication as to what happened.
- I have attended hundreds of meetings and chaired hundreds of meetings. This is not pointed at anyone or anything.
- The reason I decided to do this was to make it clear to everyone and to have clear and precise communication.
- The community need to acknowledge that things happen but it is how we deal with them to make sure collective goals are met and at the end reach a positive outcome.

MR GOODY'S PRESENTATION.

Edithburgh Progress Association Meeting Tuesday 8th May 7.30PM, 2018

It is important for me to attend this meeting tonight to discuss my concerns relating to an email sent by Joanne Forbes Sat April 21st (received Sunday AM) advising me that my service at cleaning the amenities at Edithburgh Caravan Park, will cease without notice, (QUOTE 1). On reading this in my opinion un-just altermatum on Sunday morning, I immediately made verbal contact with Steve Eccles, John Edwards and members of the Edithburgh Caravan Park working party to ask for an explanation as to why such a decision has been made. On approximately the 6th March, I was approached by Joanne Forbes and Steve Eccles and asked if I was happy to continue my services on Monday, Tuesday and Wednesday's until new caravan park managers were appointed. At the conclusion of that conversation a verbal agreement was formed, my commitment with the Edithburgh Caravan Park will continue to a point in time until The Edithburgh Progress Association could secure new park managers. The process in doing so may take up to the end of May.

As to future employment beyond that date would be the incoming managers decision, which I consider to be fair. This commitment was also endorsed via email. On Monday March 26th an email was received by Joanne Forbes on behalf of the Edithburgh Progress Association, (QUOTE 2). My wife Rachel replied to Joanne's email on the 27th of March and state, (QUOTE 3).

As you can well imagine receiving an email on Sunday 22nd April revoking these 2 examples of assurances to be very distressing and extremely disappointing. I then approached John Edwards

(chairperson), Keryn Dawes and Peter Bartram (members of the Edithburgh caravan Park working committee), in person to request an explanation as to why such a decision was made and whether they were aware that a discussion had already taken place with Joanne Forbes and Steve Eccles and a commitment had been confirmed?? Their response was they were unaware such an agreement had been made and confirmed. I then approached Steve Eccles as to why the remaining members of the Caravan Park working party were not informed of the undertaking previously agreed to.

On driving back home after seeing Keryn Dawes, I called back into see Steve at the service station and requested that he needs to inform both Keryn and Peter immediately that such an agreement was factual and had taken place. He informed me that he would address my request forthwith. Later that Sunday afternoon, Sunday 22nd April 4PM, John Edwards, Keryn Dawes and Peter Bartram made a visit to my home, an apology was delivered and accepted. Instructions were given to continue my commitment to Edithburgh Caravan Park up to and until a new management team will be appointed. As previously indicated in an email that I sent later that Sunday evening, and I quote (QUOTE 4). The prompt response to our concerns were very much appreciated.

However, it is in my opinion that questions must be asked as to why such an apparent lack of communication can occur. Not only do I question the aspect of communication but also the ruthless manner in which the termination of my employment was delivered. SYP Professional Cleaning services have been employed by 3 separate sets of managers for a period of over 10 years. Many of those years working 5, 6 and sometimes 7 days a week when required. My work ethic, performance and punctuality in providing clean amenities to the visitors of our town has never once been questioned. We are a local family owned and run business with 3 teenage children, our commitment to our business, community and family is paramount.

To receive such notification with next to no notice would impact our financial needs to provide to our children and house hold. To lose 3 permanent shifts per week and attempt to secure that dollar value elsewhere would be extremely difficult and I deem that action to show very little compassion. In committing to an external cleaning company, I ask as to why no attempt was made, nor no question asked by any member of the Edithburgh Caravan Park working party or the Edithburgh Progress Association, as a body to enquire if we as a local cleaner had the flexibility to accommodate the shifts left vacated by the departure of Charmaine Pancione. This is a question that I think should have been asked or at least considered by members of the Edithburgh Caravan Park working party.

It is in my opinion the role of a community body, such as Edithburgh Progress Association, under its own moral, ethical and constitutional guidelines, is and existence to support and provide to its immediate community, residence and local businesses.

My role at The Edithburgh Caravan Park, is not only as a cleaner but also as a town ambassador. Over the years I have spoken with and held conversations with thousands of visitors to our town, I have always endorsed our attractions, services and businesses, this is something that should be noted.

It was only a short time ago we stood together at the 2018 Anzac Day service, during Pastor Darren's opening presentation, he spoke of 2 brave local servicemen their names as you may recall were Private Wheeler and Private Nash, their story and the sacrifice they ultimately made to make sure future generations would live in a town and country such as we have, made me reflect on the values they must have had and committed to. Words such as respect, honour, and loyalty were mentioned on several occasions. I put forward a motion that a transcript of that presentation be available and should be used as a mission statement and template for all future decision-making process within Edithburgh Progress Association.

The support shown to us as a family, by members of the Edithburgh community, some of which I have never personally met before over this issue has been truly overwhelming and I take this opportunity

to thank the people of our town for the moral support shown. We as a family are seen to be respected members of our community. We as a family volunteer hundreds of hours annually to the Edithburgh Golf Club, for those who may not be aware, my wife Rachel and myself hold the voluntary positions as secretary, treasurer, catering, bar manager and Men's co-captain. Our 3 children participate in mowing fairways, cutting trees, oiling scrapes, and any duties that are required to ensure we as a town have a golf club that is maintained to the best of our abilities to provide the visitors to our town who play golf an enjoyable experience. But more importantly we do this to lead by example, to show and educate our children the value and importance of community involvement as they are the future. As we are all aware the need for volunteers in a town such as ours, this is something Rachel and myself take great pride in.

I received an email from Chairperson, John Edwards, 26th April, there is one paragraph within that I would like to focus on and I quote (Quote 5). I endorse that opinion totally. Rachel and myself work long hours to provide food on the table and a roof over our heads, our commitment is to our children and as parents and providers our core values reflect our desire to do the very best we can. I understand and acknowledge it has been a stressful time for many individuals over the last 6 months as stated.

Prior to purchasing our Edithburgh home some 16 years ago and commencing our family business, I was fortunate enough to hold a number of executive positions. From a professional point of view the words "Stress" in a business orientated environment is in my opinion often the result of a poor self-inflicted inability to execute clear direction and communication, as it can and often does lead to conflict and anguish. Any forum, body corporate, or business no matter how big or small must adhere to its own independent guidelines. Whether they be financial, ethical or moral. All this experience could have been avoided and should have been if only you had kept your word to the commitment expressed to me in the initial stages.

As stated it is my desire to be part of Edithburgh Caravan Park in my current role. This experience has given me the opportunity to assess the needs and direction a body such as Edithburgh Progress Association may wish to fulfil. It is also my personal intension to provide any future involvement in supporting our town and community by offering to commit to any position within the Edithburgh Progress Association as a voting member if needed. I believe my knowledge, experience, communication and overall skill set would be a valuable addition to your future growth and to enhance the cultural ambition of Edithburgh Progress Association.

During my preparation for this presentation, I made a decision to research the history of Edithburgh Progress Association, going back a number of decades, way before my time and more than likely before yours. In doing so I discovered that there has been a number of difficult times, some of which I would describe as extremely difficult. Things do happen and will always happen the important factor is how we deal and address them. Then we use the word "Culture", my example of grievance is only small in relevant terms to the issues of previous years, but it is still not a positive example in forging cultural change and credibility.

It is of my opinion the overall commitment of the current voting members of Edithburgh Progress Association is to benefit the town as a whole and I do believe their commitment is genuine and in good faith.

With the new arrival of managers to the Edithburgh Caravan Park, I consider it crucial to provide a welcoming format to assist in providing a sound platform to which I consider to be a fundamental requirement for the future success of our caravan park and as a town in general.

For the caravan park being Edithburgh Progress Association's major financial asset and the reality that we are now introducing the 4th set of managers in 10 years I consider the stability that needs to be provided and indorsed, to be crucial in the implementation of business plans, exposure and promotional activity to ensure maximum profitability. I believe we have the best caravan park on the Peninsula and will provide any assistance needed to ensure our continual growth.

In closing I would like to address the relevant concerns relating to the relationship between the Edithburgh Progress Association and the community. This is a topic I know has been addressed in previous progress meetings. This is also a topic that I am very passionate about. It is the responsibility of every single person, resident, business owner and member of Edithburgh Progress Association to conduct themselves in a manner suitable. We live, work, play and socialise in a small rural community, with an array of moral and ethical standards. It is the obligation of all, we are 1 town, 1 identity. The future objectives must be community orientated.

I go back to Pastor Darren's Anzac Day presentation. Who are we to under value the sacrifice private's Wheeler and Nash and many other servicemen stood for. At times our pathetic self-indulgence is in my opinion deplorable. We, each and everyone of us are in control of our own destiny not like those poor souls.

They did what they did on foreign soil to make sure people like us could live, raise children and enjoy life without the terrible consequence and ravage of war.

I thank you for your time, understanding and opportunity to express my thoughts.

Regards
Damian

QUOTES FROM EMAILS

Quote 1 (from Joanne Forbes On Behalf of Edithburgh Progress Association Inc. dated 21/4/18) – "Due to the circumstances changing with the cleaning recently, the Caravan Park Working Party have decided to continue with Rapid Detail cleaning the park 7 days per week until the end of May 2018, so your services in cleaning the amenities and bbqs on Monday, Tuesday and Wednesdays will no longer be required."

Quote 2 (from Joanne Forbes on Behalf of the Edithburgh Progress Association Inc. 26/3/18) – "Hi Damian & Rachel,

As you would be aware, Sophie and Russell will no longer be managing the Caravan Park from this Wednesday, 28th March.

I write to enquire if you are still interested to clean the amenities on behalf of the Relief Management Company – Ken & Lisa Taylor, that the Progress Association has appointed, and invoice Progress direct for all such cleaning as you have previously done with 3 Roses. All cleaning up to the 27th of March is to be invoiced to 3 Roses Pty Ltd.

Can you please confirm if you would like to continue in this role, and I will then pass your details onto Ken & Lisa Taylor for them to arrange future cleaning with you during the interim period which will be mid to late May.

If you do not wish to continue in this role, please advise also as I will need to organise alternative arrangements.

Thank You
Regards,
Jo Forbes "

Quote 3 – (from Rachel and Damian Tuesday March 27th @ 7.39PM) –

“Hi Jo,

Yes we are fine to continue the cleaning and hopefully the new managers will continue with us. We have been doing it for 10 years at the Park now. Damian’s days are Monday, Tuesday and Wed. If we are needed for any other days to relief the other cleaner we usually can fit it in. I will attach our 2018 annual leave dates so you are aware. We generally set these dates for the following year in September or October to give all our clients plenty of notice. I have done a couple of cabins in the past years to help cover a shift if need be. Please also note that Sophie and Russel have employed our daughter Rhiannon to work in the office. Rhiannon is aware how to take bookings, check guests in, do end of day close, laundry duties, etc. If you can please keep in mind that Rhiannon is also employed on casual basis at the park and she has been developing well with her knowledge and improving.

Any further information that you need please email or call me.

Rachel and Damian”

Quote 4 (emailed Sunday April 22nd 2018 to the Progress committee, 8.15PM), -

“In response to the below email I acknowledge John Edwards, Peter Bartram and Keryn Dawes in addressing our concerns relating to our continual employment up until a new Edithburgh Caravan Park manager has been secured. I think it is fair and just as you have demonstrated in your commitment to local employment as imperative not only to our financial aspect but also as a clear indicator to Edithburgh as a community. As we have been committed for over 10

years of service, to our caravan park we feel it to be our responsibility and work ethic has always been paramount to our towns visitors. I do ask that this email be presented to the next progress association meeting for clear understanding and consultation.

Regards Edithburgh SYP Professional Cleaning Services

Damian and Rachel “

Quote 5 (Date 26th April, 2018, letter from Chairperson, John Edwards) –

“It has been a stressful time for many individuals in the caravan park over the last six months and we ask that all parties do their best to put this aside and work together to ensure that we can repair and foster good relationships in our community.”

Discussion Points:

J Edwards (Chairperson) thanked Mr Goody and advised that the community as a whole had to work together.

A few clarifications and remarks were then raised:

- There have been three sets of Caravan Park Managers in 12 years, not 10 as stated in Mr Goody’s presentation.
- J Forbes questioned as to why an email sent by SYP Professional Cleaning Services in response to an email from Progress was also copied to Steven Griffiths.
 - Mr Goody’s response was that he felt that the email could be sent to anyone and it was to show transparency and what the Progress Association does should be for everyone to see.
 - It was then further questioned as to the relevance of the copy to Steven Griffiths considering that all parties (Mr Goody and Progress) had met that morning and resolved the issue, but still Mr Goody sent the email to someone who has nothing to do with the issue nor can

take any action or make any response to it. Mr Goody maintained that he felt it was relevant that Mr Griffiths and the Council knew.

- J Forbes also asked Mr Goody to tell those present how he spoke to her during their conversation on Sunday, 22nd April. Mr Goody advised that he was very angry and irate during that conversation. Mr Goody replied that he had received a verbal commitment from S Eccles and J Forbes that his services would be secured up until the new managers were appointed and believed that the Caravan Park Working Party should have been present to gain a collective understanding that there was a commitment given.
- D Lewis questioned why Rapid Detail were engaged in the Park. J Forbes explained that one of the cleaners who covered the cabins and amenities had advised that they were unable to fulfil their duties due to other commitments. Also, the following week, D and R Goody were going away. It posed a problem as there would have been no cleaning services. J Forbes had only 7 hours to find a solution and Rapid Detail were available on very short notice to fill the gap.