



## GymSports New Zealand Annual General Meeting 2016 - Minutes

<b>DATE</b>	Sunday 15 May 2016
<b>VENUE</b>	Sudima Hotel, Auckland, New Zealand
<b>ATTENDEES</b>	<p><b>GSNZ Board Members</b> Carolyn Stiles, Denis Mowbray, Virginia Cathro, Tracey Diack, Eugen Trombitas, Cheryl Bowie</p> <p><b>Life Members</b> Warwick Darcey, Carol Henry, Avril Enslow, Margaret Woolf, Mike Ranger, Martin Gotz, Dido Gotz</p> <p><b>SDC Members</b> Gareth Brettell, Shirley Baker, Kathryn Searle, Hannah Mills-Beale</p> <p><b>GSNZ Staff</b> Danielle Halliday, Angela Lawrie, Megan Preston, Edward Duff, Margaret Wilton, Tony Compier, Haidee Farmilo, Daniel Sefuiva, Dee Lampe, Anna Robertson, Rob Davis</p> <p><b>Club Delegates/Representatives/Observers</b> Ashleigh McCaw, Tracy Sharp, Michele Hawke, Teresa Brownbridge, Jessamie Martin, Glenys Holden, Andrea Johnson, Sandra Marcijasz, Greer Meyer, Rochelle McCann, Leanne Robinson, Dee Haakma, Kay Glass, Keita McGowan, Tiffany Franklin, Michelle Stanley, Grace Houghton, Jenny Jujnovich, Nigel Humphreys, Janet Grant, Vanessa Craig, Angie Dougal, Katrina Martin, Patrick Masterson, Clare Frankhouser, Kerry Weston, Julie Holden, Jocelyn Boyle, Shaun Le Bas, Stacey Fifield, Victoria Crone, Janet Mclea, Scott Verevis, Jo Cox, Miranda Beattie, Sandra Paton, Erica Third, Vicki Cowley, Bobbie Campbell, Bronwyn Gibberd, Ginny Baddeley, Grace Houghton, Greer Meyer, Hayley Ross, Jane Pearce, Juliann Te Young, Ken Olley, Tracy Chisholm, Vicky Humphreys, Alison Payne, Craig Carter, Jo Cox</p> <p><b>Suppliers</b></p>
<b>MINUTE TAKER</b>	Angela Lawrie
<b>APOLOGIES</b>	Jasmine Charteris, Zelda Middleton, Glenys Holden & Jane Pearce (Ashburton Gymnastics), Julie Holden (Wanganui Boys & Girls Gym Club), Gillian Shera (Howick Gymnastics Club), Andrea Johnson (Thames Gymnastics Club), Katrina Martin (Aspire Rhythmic Gymnastic Academy), Lynette Farkash (Mid Island Gymsports), Marnie Sterner (Xtreme Rhythmix), Michelle Martin (Aspire Rhythmic Gymnastic Academy), Michelle Stanley (Mid Island Gymsports), Nicole Paton (Howick Rhythmics), Sarah Cronin (Eastern Suburbs Gymnastics Club), Sarah Thompson (Thames Gymnastic Club), Teresa Brownbridge (Coromandel Gymnastics Club)

The Chairman of GSNZ, Denis Mowbray, welcomed club delegates, acknowledged the Life Members in attendance and thanked everyone for giving their time to come to the AGM.

It has been a thrilling time over the last few months in the lead up to and, the announcement of the three GymSports NZ gymnasts to the Rio Olympic Games. A special mention is to be made to all the supporters, clubs and families that have contributed their

time and resources in order to help the athletes. Congratulations on a fantastic result, everyone should feel proud. It has been over 16 years since NZ has sent athletes to the Olympic Games and a first time sending a trampoline gymnast.

We will now welcome the athletes to say a few words. Firstly, welcome to Dylan Schmidt who is a marvellous advocate for the sport, and a credit to his club and coaches. Dylan is joined by Trampoline coach Jarrod Heriot and MAG coach David Phillips.

Tony Compier, CEO asked several general questions of Dylan, Jarrod and David in relation to the recent Test Event in Rio and international competitions attended during the second half of 2015 as well as, forthcoming international events over the next few months.

Rio Olympic selected athletes who could not be present at the AGM -

- Mischa Koudinov is based in America on a scholarship. The recording of Mischa played at the NZOC Olympic announcement on Wednesday 11<sup>th</sup> May thanking his coach and supporters broadcast to attendees.
- Courtney McGregor – a recording of Courtney made specifically for the 2016 AGM was broadcast. Courtney thanked everyone including GymSports NZ for the organisation's support.

Denis Mowbray also acknowledged Gareth Brettell, Chair of the Men's Artistic Gymnastics Sport Development Committee and Federation of International Gymnastics (FIG) Brevet 1 judge who will be attending the Rio Olympics as an international judge.

### **AGM Apologies**

The apologies (as listed above) were read by Angela Lawrie.

#### **DISCUSSION**

#### **In Memoriam**

Bryan Bamber (New Plymouth School of Gymnastics) - 1945 to 2015

A minutes silence was held in remembrance of Bryan.

#### **DISCUSSION**

#### **Adoption of Minutes of 2015 Annual General Meeting**

*Motion*

**THAT** the Minutes of the 2015 Annual General Meeting be received, approved and adopted.

Moved – Ginny Baddely

Seconded – Janet McLea

*Motion carried*

#### **DISCUSSION**

#### **Presentation of the Chairperson's Report (refer 2015 Annual Report)**

#### **Denis Mowbray – Chair GymSports New Zealand**

Refer to my report as included in the 2015 Annual Report. The important elements that have occurred during the year and to be noted are outlined in my report. The only aspect missing from the report are congratulations to the Rio Olympic athletes. This was not possible to include at the time of printing.

The main focus of the report is the funding cut by Sport NZ. GymSports NZ is still in discussions with Sport NZ on this matter. In my view, it is important that GymSports NZ

2017-2020 strategic plan gives clear and unambiguous direction to where we should be heading, just like a sign post, providing guidance to ensure all members are heading in the same direction.

We often talk about being a community however, it is not always the case that we walk the talk. This most often occurs when our individual strategic plans are not aligned. Through development of a strategy for 2017-2020 that provides true direction, just like a sign post, we believe that we, our community, working in unison will achieve great things. It is certainly the case that GymSports NZ cannot be everything to all clubs, at all times. However, by setting a clear direction, the alignment of our purpose and an understanding of the expectations we have of each other, these will help us each achieve our goals.

*Motion*

**THAT** the Chairperson's Report for the year ending 31 December 2015 be accepted.

Moved – Denis Mowbray

Seconded – Angie Dougal

*Motion Carried*

*There were no questions from the floor*

<b>DISCUSSION</b>	<b>Presentation of the Chief Executive's Report (refer 2015 Annual Report)</b>
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**Tony Compier – Chief Executive**

For those of you who attended the AGM last year and to those new attendees, it is great to see you here.

One of the key points from last year's report was about negative 'noise'. I am pleased to report that we are now experiencing less 'noise' and the community has quietened down allowing GymSports NZ to sort the key issues for you as members.

A lot of work has been done during the course of the last year. Some highlights to mention are the Sport NZ funding application and following up the application after the outcome; applying to hold the Indo Pacific event in 2016; the organisation restructuring; the advancement of GymSports NZ social media (we acknowledge Anna Robertson's work in this space). One particular area to highlight is the Rio Olympic selections. This is four years of work for the athletes and one week's worth of work for the actual submission to the NZ Olympic Committee subsequently followed by the final announcement. The actual work started for the organisation twelve months ago. This included setting the criteria, the Terms of Reference for the selectors, the Roadshows and the supporting content and documentation for what GymSports NZ was required to put forward to the NZOC. The degree to which this process and the corresponding information was put together, needs to be considered in relation to the history of how this has been done by the organisation in the past. In short, this was a huge body of work undertaken by the organisation that from the outside cannot be seen. As a result of this focus, some priorities have slipped away. One of these has been the Sport Development Committee (SDC) restructure. I am still conducting research in this area which will subsequently be followed by documentation to be put forward to members. This will be a focus for me in the second half of the year.

As a member, I now challenge you to look at the following presentation and ask yourself, what do I see?

Video One:

Member response: gambling, risk, funding, collection, lack of money, money down the

drain, 'show me the money'

CEO explanation: The Sport NZ funding decision of a reduction in \$400k has significant ramifications that is, budgeting, resource and service implications. If the \$400k has to be converted into a reduction in services and resources, the members need to advise GymSports NZ on what they see as being important and what can be removed. When speaking with CEO's from other NSO's it is clear that the current funding allocation system is broken. Volunteering for example is a billion-dollar industry and members are funding it. Much of the great work (9 out of 10 people who are active in sport are volunteers) contributed by this group to sports, does not have a 'paid' \$ value attached to it. What are the implications for our organisation? I urge you to continue to say what is important to you as a member as this will shape the organisation going forward.

Video Two:

Member response: Health & Safety, collapse, everyone is leaving, higher you are the harder you fall, rebuild

This goes in line with the broken funding model from Sport NZ – the organisation is vastly under resourced. All individuals in every aspect of the organisation are putting in significant hours to achieve results. If you were paid for all the hours that you put in to your job, would this compensate you for the work that you do? You are likely volunteering more hours than you are being paid for. Funding and resources go hand in hand and are finite. In this regard, be mindful of the amount of work that the GymSports NZ staff do, the amount of resources that the organisation has, and the needs that you have as a member. I am very proud to lead the GSNZ team – they live and breathe the work that they do and are a highly dedicated team.

Video Three:

Member response: Unity, values, culture, strength in numbers, passion, celebrate successes, one voice

As our earlier conference presenter Ben Slater said, "We are who we are." The level of understanding of this is portrayed in the video you have just seen that indicates a sense of ownership and belonging. What does this mean in a gym sports context? The view of membership is changing. We are a traditional member based model with fully paid up clubs. In the club land arena, there is now more recreation and pay to play happening. How does this relate to our current membership structure? We need to look at the gym sports footprint – strength and unity as a community along with potential links to sponsors. How do you touch your members? One of the arguments in relation to Sport NZ is less about their funding decision and more about how the decision was made in relation to membership data. GSNZ is one of the better performing NSO's with regards increasing numbers and the accuracy of reporting. We cannot sit back and say that this is a job done however, and need to examine the flaws in the process of how we receive, collate and use membership data. This primarily equates to work desperately needing to be done with regards an integrated data-base system. A system that is user friendly, all clubs participate in and provide a greater degree of connectivity between GymSports NZ as an organisation, and participants within our affiliated clubs. Numbers help. The membership environment is changing. This organisation needs to be in touch and take responsibility for adapting to these changes.

Video Four:

Tactics, strategy, direction, leadership, never give up, planning, vision

This video builds on the theme of strategy discussed and considered in the workshop earlier today. GSNZ is at cross roads. Please continue to engage and provide your contribution by completing the Strategic survey. This work will flow in to the development of the organisations new strategic plan and you need to be involved. The multiple challenges we are facing mean that member input in to strategic direction is never more important, than it is now.

I extend personal and professional thanks to the Board for providing me with the opportunity to lead the organisation and for all the support they provide. The Board members are volunteers and they work hard outside of Board meetings sometimes working alongside the GSNZ team. To my team at GymSports NZ, your contribution during 2015 was immense and the support you have given me in transitioning in to the organisation has been very much appreciated. You work tirelessly on behalf of your community and on their behalf, I sincerely thank you for all that you do.

Questions from the floor:

Community Sport Funding – What is the current situation?

GSNZ has been talking to Sport NZ since the announcement last December. These discussions are ongoing but they drive to the heart of the process followed by Sport NZ, and the validity of the funding decision made. We will pursue these discussions on behalf of members, leaving no stone unturned in pursuit of potential redress.

*Motion*

**THAT** the Chief Executive's Report for the year ending 31 December 2015 be accepted.

Moved – Michele Hawke

Seconded – Vicki Humphreys

*Motion Carried*

<b>DISCUSSION</b>	<b>Presentation of Audited Annual Financial Report (refer 2015 Annual Report)</b>
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Carolyn Stiles, Chair of the Audit & Risk Committee and Edward Duff, GymSports NZ Finance Manager

Carolyn provided an introduction and confirmation of her position as Chair of the Audit and Risk Committee (ARC).

The role of the ARC is to look closely at the detail of the finances. A workshop was recently held with the staff. Currently, the ARC are looking at the services of a new auditor.

GymSports NZ is in a strong position financially and will continue to be into 2016. The financial situation starts to become challenging later in 2017 and 2018. The work to mitigate this needs to be done now. The results for 2015 are due to prudent management and the changes made by the CEO. In seeking a direction of the finances, while members are consulted other avenues will also be explored. The need to invest is imperative.

There are tough and challenging times ahead. GymSports NZ needs to be creative in terms of its strategy for the future. The workshop held this afternoon is a key part to starting this process. Perhaps the organisation needs to be more commercial. For example, capitalising on where there are successes - celebrating the Olympic selected athletes. Branding requires consideration and review and getting this right in relation to moving forward. One positive for 2016 is the additional Indo Pacific Championship event. There are lots of opportunities in 2016 that as an organisation we can make the most of.

Questions from the floor:

Income and outgoings – Events, Tours and Education – the costs. Do the costs related to these areas also include the salaries for staff?

Edward Duff - Not in all cases as some are included in head office.

While the expenditure looks wide, grants received need to be brought into this area of expenditure.

Can a note be included in the Financial Statements to say what the grants are for i.e., itemising these out.

Edward Duff – In the next financial year a breakdown will be provided as the standards are changing. These changes will dictate that this is a requirement. These figures will be shown in the next AGM.

Is this why the Auditors are changing?

Edward Duff – yes that is correct. The risk is higher with these changes. Our current Auditors are a small company and do not want to take on this level of risk.

*Motion*

**THAT** the Audited Annual Financial Report for the year ending 31 December 2015 be accepted.

Moved – Denis Mowbray  
Seconded – Kathryn Searle

*Motion Carried*

## **DISCUSSION**      **Election of GymSports NZ Board Members**

The GymSports NZ Board comprises a total of seven members (four elected and three appointed members). This year there are **two** vacancies for Elected Board Member positions on the GymSports NZ Board.

Two positions available with two nominations received prior to the Board Appointments Panel convening.

<b>Name</b>	<b>Nominated By</b>
Eugen Trombitas	Extreme Rhythmix
Jane Borren	Christchurch School of Gymnastics

Tracey Diack will not be re-standing. As Chair of the Board, I take this opportunity to thank Tracey for her outstanding work during her time on the Board. Tracey's counsel will be missed by the Board as she holds two 'hats' as an employee of an RST and as a club member. Her contribution has been invaluable.

The two nominations were considered by the Board Appointments Panel (BAP) (Cheryl Bowie, Murray Lockwood and Paul Heron)

*Motion*

**THAT** both Eugen Trombitas and Jane Borren are appointed as Elected Board members.

Move – Denis Mowbray

Seconded – Avril Enslow

There is one Appointed Board member vacancy. This is an open process with a number of applications received at the time of the closing date. The application was advertised on Appoint Better Boards, Sport NZ and the Institute of Directors. The BAP has recommended that Carolyn Stiles be appointed to the position.

*Motion*

**THAT** Carolyn Stiles is accepted as an Appointed Board member.

Move – Denis Mowbray  
Seconded – Michele Hawke

Thank you to Carolyn Stiles.

<b>DISCUSSION</b>	<b>Appointment of Auditor</b>
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*Motion*

**THAT** the Board have the time to review suitable Auditors for the appointment of a new Auditor for the 2016 financial year.

Moved – Denis Mowbray  
Seconded – Ginny Baddely

*Motion Carried*

<b>DISCUSSION</b>	<b>Motions to Alter the Constitution</b>
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No alterations to the GymSports NZ Constitution were received therefore there will be no alterations made.

<b>DISCUSSION</b>	<b>General Business</b>
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Denis introduced Dr Warwick Darcey, Chair of the Honours Committee for the recommendation of two nominations – Life Member and Meritorious Award.

Warwick read a citation for Ken Olley for a Meritorious Award.

*Motion*

**THAT** Ken Olley be presented with a Meritorious Award.

Moved – Nigel Humphreys  
Seconded – Vicki Humphreys

Warwick read a citation for Michele Hawke for Life Membership.

*Motion*

**THAT** Michele Hawke be accepted as a Life Member.

Moved – Avril Enslow  
Seconded – Tiffany Franklin

Michele thanked everyone for the recognition and expressed what is most important to her – the four F's, fun, fitness and fundamentals but also family and friends.

Thank you to Angela Lawrie for the planning, organisation and execution of the conference and AGM.

**Meeting Closed: 5.40pm**