



## Gymnastics New Zealand Annual General Meeting 2021 - Minutes

<b>DATE</b>	Wednesday 5 <sup>th</sup> May 2021
<b>VENUE</b>	Electronically Via Zoom
<b>ATTENDEES</b>	<p><b>GNZ Board Members</b> Dr Denis Mowbray, Lisa De Coek, Pete Elderkin, Louise Chapman, Quinton Hall, Mark Figgitt</p> <p><b>Life Members</b> Michele Hawke, Marie Stechman, Avril Enslow, Mark Jujnovich</p> <p><b>TC Members</b> Stuart Albrey, Chris Monkton,</p> <p><b>GNZ Staff</b> Tony Compier, Penny Metcalfe, Tania Nigh, Gareth Brettell, Belinda Randall, Haidee Farmilo, Rachel Murphy, Jacqui McCann, Haidee Farmilo, Margaret Wilton,</p> <p><b>Club Delegates/Representatives/Observers</b>            Tracy Jones, Stephanie Kerr, Bridget Prendergast, Katrina Martin, Julie Jones, Keita McComb, Jo McKenzie, Rachel Henare, Barbara Price, Kylie Robson, Clyde Rolston, Adrian McMillian, Natalia Meyn, Kieran Quinn, Jenny Newstead, Esther Fifita, Kay Glass, Kelly Precious, Hannah Prout, Annie Prout, Maddie van de Wetering, Mike Thompson, Gabrielle Nielson, Nicola Ludwig, Helen Houghton, Shirley Baker, David Phillips, Luke Dobney, Erica Third, Debbie Simpson, Sandra Paton, Claire Packman-Brown Charlotte Haigh, Shar Matthews, Aaron Scarlett, Maureen Perry, Anna Grant, Jaime Pavlicevic, Brendan Munford, Lynette Farkash, Marion Ross, Vicki Cowley, Sara Brown, Lori Potts, Anneke Cahill, Amanda Buckley, Cari Walters, Cara Reid-Allnatt, Rochelle McCann, Erin Wilson, Erin Mckenna, Melanie Bloom, Teresa Brownbridge, Miranda Hennebry, Emma Brookes, Ryan Jones, Karen Fitzgerald, Tania King, Annette Coz, Leo Rodrigues, Scott Verevis, Elanit Valent, Malcolm Humm, Adrain Coma, Alison Payne, Haylee Ross, Kevin Phillips, Lynn Wallace, Mark Lendrum, Melissa Gower, Robyn Pell, Tas Evans, Vicki MacDonald, Kirsty Howe, Craig Buckley, Cemeron Beeton, Phillip Dawson, Annette Cox, Tania King, Grace H, Tatum Crisp, Sandra Raussman, Adele Jarrad, Monique Gapes, Anna Plourd, Anna Berwick, Niki Johnstone, Nina Lammiman, Adele Keely, Andrew McCormick, Charlotte, Jo, Elizabeth, Georgia</p>
<b>MINUTE TAKER</b>	Penny Metcalfe
<b>APOLOGIES</b>	Patria Hume, Sheryl Plew, Nicole Johanson

### **AGM Apologies**

Apologies were called from the floor.

Moved: Dr Denis Mowbray

Seconded: Michele Hawke

**DISCUSSION      In Memoriam**

A moments silence was held in remembrance of Kirsty Gerlach and Sally Duncan (see their tributes in the Annual Report)

**DISCUSSION      Adoption of Minutes of 2020 Annual General Meeting**

*Motion*

**THAT** the Minutes of the 2020 Annual General Meeting be received, approved, and adopted.

Moved - Dr Denis Mowbray

Seconded – Barbara Price

*Motion carried*

**DISCUSSION      Presentation of the Chairperson’s Report  
(refer 2020 Annual Report)****Dr Denis Mowbray – Chair Gymnastics New Zealand**

*Taken as read – Questions/comments.*

Jane Clark -ONZM was omitted from awards section in annual report.

*Motion*

**THAT** the Chairperson’s Report for the year ending 31 December 2020 be accepted.

Moved – Denis Mowbray

Seconded – Tas Evans

*Motion Carried*

**DISCUSSION      Presentation of the CEO Report  
(refer 2020 Annual Report)****Tony Compier – CEO Gymnastics New Zealand**

The report is taken as read.

Kia Ora and welcome to everyone in this virtual environment.

2020 was a challenging year but there are silver linings and that was the response of our community to the adversity presented by Covid. Congratulations to all clubs, you did a fantastic job coping with lockdowns, reassuring your own community, guiding, and thinking laterally on how to support your members. Thank you and I take my hat off to you all.

We missed not only missed the physical movement aspect of club life but also the role that clubs play in the wider social fabric of our communities. This should not be taken for granted now things have returned to a ‘new normal’, but rather channelled into a sense of ownership by all who visit our clubs to provide that social connection.

After a period of stability, we lost some key people in 2020; Tas Evans, Danielle Halliday Leanne Olsen and Jarrod Heriot all contributed hugely to GNZ and we thank them for their commitment, drive, and energy.

Revelations in August of abuse within our sport was devastating to read and very confronting and challenging. I commend all those that bravely came forward and shared

their experiences. I think as a community we needed to listen and understand the impact that these experiences have had. But now is the time to act; more information will come via zoom over the coming month. I can't emphasise enough that we need to have rewarding experiences for all participants. This does not just begin when GNZ is implementing recommendations. It happens today within your clubs. You do not need to wait for us to make every experience positive. We want to get these implementations right and take the time, advice, and input to make sure that they are.

Congratulations to my staff, the response and challenges has been immense in 2020. Their diligence in filtering information, creating templates and providing guidance regarding covid-19 alert levels and how clubs could operate has been outstanding.

To Denis and the Board, you are fantastic and so supportive. Thank you for your outstanding contribution in a volunteer capacity to serve the sport of gymnastics. Denis, your professional and personal support is very much appreciated, so thank you.

*Motion*

**THAT** the CEO Report for the year ending 31 December 2020 be accepted.

Moved - Denis Mowbray

Seconded - David Phillips

*Motion Carried*

<b>DISCUSSION</b>	<b>Presentation of Audited Annual Financial Report for year ending December 31, 2020</b>
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**Lisa De Coek – Chair of the Audit & Risk Committee; Pete Elderkin ARC and Tania Nigh, Gymnastics NZ Finance Operations Manager**

Denis thanked Lisa and Pete's work on the ARC. They are volunteers and we have really appreciated their efforts and expertise over the past year. This has given the board confidence to successfully navigate the challenges of Covid, cancellation of major events in the Pac Rim Championships and the Pac Rim equipment purchases. The board took great confidence in having them in this role, as it should to you as members.

Lisa gave an overview of the year, with the major impact being Covid. The GNZ team went into planning and survival mode when the nationwide lockdown was put in place. From development of cashflow modelling to crisis meetings over Pac Rim, tours, Nationals, education to funding options, wage subsidies, fee reduction and managing organisational savings. The staff's response must be commended as everyone pulled their weight and gave support where needed.

The result of all this work is shown in the financials.

**2020 Financial Result**

For the purpose of reading the financials in the Annual Report, the following should also be noted with regards to complying with the PBE reporting standards:

**Statement of Comprehensive Revenue and Expense:**

The net surplus for 2020 is \$130K versus a 2019 surplus of \$34K

Total revenue for GNZ decreased by \$877K. This is made up of two parts.

Exchange transactions – this revenue was down 50% from the level that it was achieved in 2019. Contributing factors -

- Tours and events down by 89%
- Membership fees down by 24%
- Merchandise sales down 75%

However, sales of Pac Rim equipment to clubs helped considerably.

#### Non-exchange items (subsidies, funding, grants)

- Grants revenue up 21% against 2019. The reason this was up was because of Covid. \$174k came from the partner support fund from SNZ which we were very grateful for. This was received in October, so we did not know this was coming as we worked our way through July-September funding gap. Received a further \$100K from the SNZ's reset and rebuild fund. Only a small amount of this is reflected in this year's accounts. You will see this impact next year as it relates to the period to June 2021.
- Wage subsidy - \$200K – this was of course against the reduction in revenue.

We were up 46% because of the additional funding we received, which is around \$319K. However, there are the off-sets to consider.

#### Expenses

These were down by 50% - mainly due to tours and event costs being down. Admin costs were down by 31%, which is representative of the effort that went in by the GNZ team regarding reducing work hours by 20%, salary sacrifice and use of leave entitlements. \$173K was saved because of the reduction in resource activity, however the reality was that there was more activity being put in by the team to move through Covid.

\$216K equipment costs - goes against the revenue received.

#### Balance sheet

We ended the year in a stronger position than we started. While we are not meeting our reserves policy/target yet, (that is enough reserves to get us through a 3-6-month period), we are making good progress; mainly due to additional funding, wage subsidy and a stronger return to activity from clubland. Much of this was only seen in the last quarter of the year and moved us from a deficit to a surplus making one.

The outlook for 2021 is one of recovery, and it looks like a break-even position or small surplus is likely. However, this position could be affected by the Whole of Sport review and further Covid outbreaks.

Denis thanked Lisa and opened the floor to questions –

Avril Enslow commented on the short time frame to view the financial statements, however Denis clarified that the GNZ team is very small and dealing with many items at any one time.

Special thanks must go to SNZ for ensuring that we remained viable and that our clubs had resources available to them.

Tony Compier - I just wanted to expand on the timing of financial statements. There are two factors here, one being external in that the auditors need to see everything that goes into the annual report. The internal element being the collection and collation of all the detail that goes into the report. We cannot release any information until the annual report is completed and signed off by the auditors. They must go through every page of the annual report not just the financials. The full and final version is always a tight time-frame leading into the AGM.

*Motion*

**THAT** the Audited Annual Financial Report and accounts for the year ending 31 December 2020 be accepted.

Moved – Denis Mowbray

Seconded – Nicola Ludwig

*Motion Carried*

**DISCUSSION****Appointment of Auditor**

The Board has reviewed the auditors work and are happy to recommend RSM again.

*Motion*

**THAT** RSM be appointed as GNZ auditors for the financial year ending 2021.

Moved – Lisa De Coek

Seconded – Scott Verevis

*Motion Carried*

**DISCUSSION****Election of Gymnastics NZ Board Members****Elected Positions**

The Gymnastics 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 Gymnastics NZ Board.

Three valid nominations were received for the two vacant positions.

Refer to Memo from May 3<sup>rd</sup> 2021 - *In compliance with the GymSports NZ Constitution, Section 15.5 Elected Board Members, 15.5 g; 17.16; and 17.17 d, 17.7d, a voting process for registered clubs was provided on May 3, votes closed at 5pm on May 5<sup>th</sup>. Received votes were counted, scrutineered, and audited by BGM Legal.*

*Affirmation*

**THAT** both Emma Brookes and Quinton Hall are appointed as Elected Board members. Congratulations to both candidates and we welcome them to the board.

**Appointed Positions**

The Gymnastics NZ Board comprises a total of 7 members (4 elected and 3 appointed members).

This year there are two vacancies for Appointed Board Member positions on the Gymnastics NZ Board.

The Board Appointments Panel has not yet completed their decision-making process to ensure that the skills, abilities, and experience on the Gymnastics NZ Board reflect current need. Their decision will be communicated in due course and in accordance with constitutional guidelines and timing.

**DISCUSSION****General Business**

Dr Denis Mowbray – Chair.

There has been a motion put forward around moving the National Championships back to its previous timing of 3<sup>rd</sup> term holidays.

The change of dates for Nationals and the introduction of GFA programme in the latter half of the year resulted a project (Project 2020) that had spanned 18 mths during which significant engagement with the community occurred. Project 2020 was/is ahead of its time in trying to balance our competitive programme with other participation opportunities. As you will be aware, we are now part of the Sport NZ's Balance is Better initiative. There is also the prospect that following from the Whole of Sport Review, the implementation of recommendations process will consider this discussion (nationals date) and all elements around the competitive programme.

In my reply to CSG, The AGM is not able to pass a remit that enforces an operational requirement on the board (organisation); what it can do is put forward a recommendation to the Board to review and/or assess the decision to move National's date. CSG revised their original motion. But even this revised motion still contained a specific instruction to the board enforcing a time span on the Board. Once again, this is an issue the Constitution specifies as being at the sole discretion of the board.

The Motion will be slightly altered to remove the timespan. This is because it is part of a larger piece of work that comes out of the Whole of Sport Review conducted by David Howman and his team. It can't be looked at in isolation but will be part of the workstreams that fall out of the review.

Comments –

Barbara Price (CSG) - I would like to bring the membership's attention to Anna Plourde's recent information shared on Facebook centred around athlete well-being and research since Covid lockdown and importance of rest from training and balancing that with return to activity. Our motion is centred around athlete's wellbeing, and prevention of injury.

Anna Plourde (Kapiti) – There is significant research on athlete's readiness and injury prevention.

Vicki MacDonald (WAGS) – I have been talking to a lot of coaches over the past year and back to 2019 where there was a lot of discussion, families, athletes, coaches need that summer break. Health and well-being is important for all athletes. We do not want to create even more pressure on them.

Brendon Munford (Manawatu) - Our coaches are divided 50% on this issue. The adjustment needs to be factored in. But there needs to be a holistic voice of all gymnasts not just a small minority. We must consider all of the gymnasts across all codes and levels. There needs to be a balanced approach to the decision.

Scott Verevis (WAGS) – I have a concern with the language of the motion put forward. "appropriate" is the word I have an issue with. The motion needs to encompass the wider picture that the whole sport review is about. Our club was 50% split over the decision.

Denis Mowbray - Scott can you give me your view on how it should be worded?

Scott Verevis (WAGS) - evidenced based decision perhaps?

Denis Mowbray - The Board did make an evidenced based decision; I think the word appropriate is alright as we can't make any decisions until the recommendations have come out of the workstreams and whole sport of review.

Michele Hawke (Blenheim) - On behalf of the club (Blenheim) they believe there was not enough appropriate consultation, the reasons why needed more clarity. There were a few in the community that were concerned that the consultation was not clear and timely.

Denis Mowbray - The consultation process around Project 2020 was 18 months. There needs to be a balance between speed, clarity and reach in the consultation process.

Tony Compier - I want to speak Scott's suggestion and linking the motion to the whole of sport review. GNZ has stated publicly that we will adopt all recommendations in the whole sport review. We have committed to implementing these, so this should give everyone peace of mind that a review of any recommendations that has a resulting impact of the timing of nationals, would be acted upon.

*Motion:*

**THAT** the Board of Gymnastics NZ review its decision on a July Nationals date, through appropriate consultation with the membership, to move the date of the competitive Nationals Championships with a recommendation that the board reinstate the previous date.

Moved – Barbara Price

Seconded – Scott Verevis

*Motion Carried*

## DISCUSSION

### General Business

Denis introduced Marie Stechman, Chair of the Honours Committee for the recommendation of two nominations -National Service Award Meritorious Award (2) and Life Membership (1).

On behalf of the Honours Committee (Marie Stechman, Martin Gotz, Tracey Redhead, Tony Quirk, and Mike Ranger), Marie read a citation for **Jenny Jujnovich** to receive a National Service Award

*Motion*

**THAT** Jenny Jujnovich to receive a GNZ National Service Award.

Moved – Marie Stechman

Seconded – Tas Evans

*Motion Carried*

Thank you all very much.

Marie read a citation for **Stuart Albrey** to receive a Meritorious Award.

*Motion*

**THAT** Stuart Albrey to receive a Meritorious Award.

Moved – Marie Stechman

Seconded – David Phillips

*Motion Carried*

Marie read a citation for **Dr Denis Mowbray** to receive a Meritorious Award.

*Motion*

**THAT** Dr Denis Mowbray to receive a Meritorious Award.

Moved – Quinton Hall

Seconded – Tas Evans

*Motion Carried*

The Chair of the Board thanked Marie and the Committee on behalf of the organisation for the preparation into researching the nominations and writing the citations.

Dr Denis Mowbray thanked everyone for attending and giving up their time to be here. Thank you very much, take care.

**Meeting Closed: 8.45pm**