



### Gymnastics New Zealand Annual General Meeting 2018 - Minutes

<b>DATE</b>	Sunday 6 May 2018
<b>VENUE</b>	Conference Room, Sudima Hotel, Auckland Airport
<b>ATTENDEES</b>	<p><b>GSNZ Board Members</b> Denis Mowbray, Angie Dougal, Pete Elderkin.  <b>Life Members</b> Warwick Darcey, Martin Gotz, Marie Stechman, Avril Enslow, Michele Hawke, Carol Henry, Lyn Johnston, Howard Johnston, Margaret Woolf, Jane Sheldrake.  <b>SDC Members</b> Gareth Brettell, Shirley Baker, Keita McGowan  <b>GSNZ Staff</b> Danielle Halliday, Andy Adams, Annabelle Palmer, Megan Russell, Edward Duff, Tony Compier, Haidee Farmilo, Margret Wilton, Dee Lampe  <b>Club Delegates/Representatives/Observers</b>          Jane Sheldrake, Sylvia Pryor, Vicki Cowley, Hannah Prout, Janet McLea, Ashleigh McCaw. Jane Clark, Scott Verevis, Avril Onslow, Shirley Baker, Michele Hawke, Erica Third, Keita McGowan, Nicole Schuster, Miranda Beattie, Viv Vesty, Gareth Brettell, Jess Pennington, AMY O'Neil, Kay Glass, Tania Gavilan, Rainbow Overson, Melanie Bloom, Pablo Donnianni, Ian Sims, Mark Johns, Rachel Harvey, Gabrielle Nielson, Esther Maihi, Hayley Jury, Lis De Coek, Michelle Miller, Vanessa Craig, Janet Grant, Joanne Chaplow, Pete Elderkin, Liz Davie-Martin, Kathryn Searle, Tracey Chisholm, Mike Aitken, Hayley Ross, Mike Thompson, Jenny Jujnovich, Wayne Baker, Jody LeBas, Brendon Mumford, Alison Payne, Janet Blind, Jo Monkton, Alesha Morris, Lynette Farkash, Trudie Isaacs, Rowena Deadman, Teresa Bainbridge, Kerry Weston, Sharon Duda, Grant Harris, Virginia Baddeley.</p>
<b>MINUTE TAKER</b>	Annabelle Palmer
<b>APOLOGIES</b>	Rochelle McCann, Tony Quirk, Helen Houghton, Mike Ranger, Cheryl Ranger

<b>AGM Apologies</b> The apologies (as listed above) were read by Annabelle	
<b>DISCUSSION</b>	<p><b>In Memoriam</b></p> <p>Rachael De Jong (03 April 1995 – 06 February 2017)</p>

Tribute to Rachael (as per Annual Report) to be read by Denis Mowbray.  
One minute silence was held in remembrance.

**DISCUSSION Adoption of Minutes of 2017 Annual General Meeting**

*Motion*

**THAT** the Minutes of the 2017 Annual General Meeting be received approved and adopted.

No feedback received for corrections.

Moved – Sandra Paton  
Seconded – Haylee Ross  
Carried

*Motion carried*

**DISCUSSION Presentation of the Chairperson's Report  
(refer 2017 Annual Report)**

The Chairman of Gymnastics New Zealand, Dr Denis Mowbray, welcomed everyone to the AGM and thanked everyone for their attendance.

2017 has been another stellar year for Gymnastics New Zealand, the growth in our community and the work that has been put in has been great. The growth in numbers and participation has been huge so be proud of what you have achieved, there has been a 60% increase in numbers over the last six years.

The work from 3rd Level Consulting across the areas of membership rewards, Friendly Manager database and class management software has been a long time coming. Combined, these will empower your clubs to be better and achieve more.

Competitively we have had some outstanding results, especially from our younger Intl competitors. Sam Dick's results winning Rings at Pac Rim were fantastic. We also had two first-year seniors compete at Pac Rim and although they did not place, we need to take into consideration that they had only just turned sixteen and the potential for more is there. Also a great result for MAG and the 360 programme.

Facilities continue to be an issue, for some there is not enough space and this is a real difficulty for everybody. However the facilities strategy that was released at the end of last year is a tremendous piece of work and will help when clubs are making funding applications. Especially if they can point to an identified need from the report.

I want to thank Tony and his team for all the hard work; they have worked with fewer resources and as a team have worked exceptionally hard. To the clubs for all their tremendous efforts, as a sport you can be very proud of what you have achieved.

*Motion*

**THAT** the Chairperson's Report for the year ending 31 December 2017 be accepted.

Moved – Denis Mowbray  
Seconded – Kath Searle

*Motion Carried*

*Questions from the floor?*

**DISCUSSION Presentation of the CEO Report**

**(refer 2017 Annual Report)****Tony Compier – CEO Gymnastics New Zealand**

Welcome everyone to the AGM and thank you for your time today for both the conference, and this portion of the day.

As Dennis has said this is about taking my report as read and not pulling it apart for you. Talking to a few people today and in recent times regarding the themes over the last three years, you would have heard me talk about, and more importantly visualise themes such as noise, firefighting, fake news, funding cuts and a degree of negativity to a point.

This is an organisation that has gone from 23 full time equivalents to 16 full time equivalents in my time here, which is verging on three and a half years. But we need to remember we are not a government department that is about to cut 30% of our work force but the customer won't notice any difference in the customer service. I know that you have noticed and I know this because my inbox gets full, and when I see you out in the club landscape and I get told about it. This feedback is important because it means with what we have we can re-shape, re-focus and attempt to do as much as we can on your behalf. However, a question I often receive is 'are we at the end of that process?' Yes I think we are, and we certainly will be by the end of 2018. We are nearing the end of adjusting to a \$400,000 a year cut on a 3 million dollar budget. In doing this, and working on key projects like the database, we are building a platform that should see us in a good shape for growth.

The key element I think to I will try sum up today from Frank and Karl is about the potential for growth. This potential exists not just for your organisation being GNZ, but also clubs who can fully embrace the opportunities 3<sup>rd</sup> Level Consulting and Friendly Manager present. However, financially we are strong and as Denis mentioned the membership growth is up on average 10% a year for the last 6 years, it is the envy of the NSO world in terms of participation growth in sport.

Certainly in the regional space with our RM team and the regional action plans that they are putting in place for you, I think we are delivering on a local level. This is very important for you and indeed our strategic partners such as Sport NZ and NZCT.

Looking at the next four years, we are focussed on growth, opportunity, development and progression. Today you have had two elements of that and what Frank talks about can be very overwhelming but there is an element for everyone out of what Frank and 3<sup>rd</sup> Level Consulting can offer. You do not have to be all of it; you can be one part of it and really make it work for you. You need to be realistic as to what your club resources can take from the offerings of 3<sup>rd</sup> Level, however there will be something and you are encouraged to investigate what that means for your club. Frank reinforces a few things to me. First, you have to start, do not be overwhelmed. Do something because doing nothing is not an option. Secondly, be realistic and set some targets. You can't achieve all of it at once.

Karl from Friendly Manager and the database project is a significant one for you and us. It is a comprehensive tool that you can use which will make a significant difference to your administration. There will be operational efficiencies and administrative efficiencies we can get out of the database. GNZ is looking for the consistency of data from the 112 clubs in a format that makes sense to us that we can start to drive more accurate trends and insights. This will lead to more informed decision making, something that key stakeholders like Sport NZ and NZCT are looking for as a reason as to why they should invest in us, and you.

I often get told that 'I wouldn't want your job for the world!' Honestly, I love my job, and I thank you the Community for that because of the great things you do for young people in NZ. I speak to some of you regularly and thank you for the input you give me whether it be good or bad. Nothing good ever came from people who sat around and agreed with each other. As always I only ask that we do that with courtesy, respect and our reason for being in mind.

Thank you to Denis and the board, we have a great relationship, and you as a community have a hard working board who has your best interests at heart. I thank the board

personally for all their support given to me, and the organisation.

Operations means my staff. In managing the landscape going from 23 to 16 full time staff members, I have had to call on them to perform above and beyond. They do so selflessly and with the sports best interests at heart. I thank them from time to time, but probably not nearly enough. So thank you team very much for the work that you do and the support that you give me.

*Motion*

**THAT** the CEO Report for the year ending 31 December 2017 be accepted.

Moved – Denis Mowbray  
Seconded – Michele Hawke

*Motion Carried*

*Questions from the floor?*

<b>DISCUSSION</b>	<b>Presentation of Audited Annual Financial Report for year ending December 31, 2017</b>
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**Lis De Coek – Chair of the Audit & Risk Committee; Edward Duff, Gymnastics NZ Finance Manager & Tony Compier, Chief Executive Officer**

Denis briefly spoke about the Audit and Risk Committee and its members Lisa De Coek, Pete Elderkin, Tony Compier and Edward Duff. Edward introduced.

In 2017, we made a surplus compared to the 2016 deficit. Some of the highlighted points in the annual report include; revenue being down, this is due to the Sport NZ funding cut, which was signalled last year. When comparing 2017 with the 2016 accounts, you will recall we had the Indo-Pacific trampoline championships which had a significant financial impact across a number of areas, this explains some of the major variances shown. Given all of that we have maintained our reserves and are expecting a similar outcome for the 2018 year.

As budgeted, the development, implementation and roll-out of the Friendly Manager and Fusion 5 data-base project had a significant impact on our expenditure. This was all budgeted for and will eventually reach the budgeted amount of \$300,000. This is one of the largest investments that GymSports has ever made. However, it is one that will provide significant rewards in the future. Supporting this project, we have a strong funding partner in Sport NZ and also a contribution from GNZ reserves.

Lisa- lots of work on database project, it is in progress. Cost into accounts as an asset. Revenue with depreciation. Auditors very happy with financial progress over the last twelve months especially given this process.

Risk Report

No discussion

*Motion*

**THAT** the Audited Annual Financial Report for the year ending 31 December 2017 be accepted.

Moved – Denis Mowbray  
 Seconded – Stefan Lecchi

*Motion Carried*

*Questions from the floor?*

## H 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.

One valid nomination was received for the two vacant positions. Upon consideration of the nomination, the Board Appointments Panel has not recommended the nominee to the organisation for an elected director position. Upon notification of this to the nominee, the nomination has subsequently been withdrawn.

15.5.g of the constitution says:

Having considered the Board Appointments Panel's recommendations, the Elected Board Members shall be determined from amongst all the valid nominations received by the Chief Executive (including those recommended by the Board Appointments Panel) by Ordinary Resolution at the General Meeting at which the recommendation was made, **provided that** if:

- i. There are the same number of nominations as positions available; or
- ii. There are insufficient nominations and after **calling for further nominations from the floor at the AGM** or SGM there are still insufficient or the same number of nominations for positions available;

then those persons who have been nominated shall be declared elected by the Chairperson.

Call for nominations from the floor.

<b>Name</b>	<b>Nominated By</b>
Louise Chapman	North Harbour
Pete Elderkin	Tri Star

*Motion or Affirmation*

**THAT** both Louise Chapman and Pete Elderkin are appointed as Elected Board members.

Moved – Mike Thompson

Seconded – Jenny Jujnovich

*Motion: Carried (not required if it is an affirmation and not a vote)*

### **Appointed Positions**

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

This year there is **one** vacancy for Appointed Board Member positions on the Gymnastics NZ Board.

The Board Appointments Panel has completed their decision-making process to ensure that the skills, abilities and experience on the Gymnastics NZ Board reflect current need. The Panel unanimously agreed to appoint Lisa De Coek to the position of Appointed Board Member.

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

**THAT** the Board appoint RSM Hayes auditor for the 2018 financial year.

Moved – Denis Mowbray

Seconded – Erica Third

*Motion Carried*

**DISCUSSION****General Business**

Denis introduced Marie Stechman, Chair of the Honours Committee for the recommendation of five nominations – Nationals Service Award (1) Meritorious Award (3) and Lifetime Achievement Award (1).

On behalf of the Honours Committee (Mike Ranger, Marie Stechman, Tony Quirk, Margaret Woolf and Martin Gotz), Marie read a citation for **Amy Neild** to receive a National Service Award.

*Motion*

Amy Neild has been a Member of Gymnastics New Zealand for 15 years since 2003. She was also was a Member of the Aerobic SDC for 7 years from 2006- 2013 and served as Chair for one year in 2005. Additionally, Amy served on the Auckland Regional Board for one year in 2011. Amy is a current GNZ Course Presenter with 12 years' service in this area and was a Judge for 9 years.

Amy has contributed to the development of Aerobics throughout NZ in a wide range of areas. In addition to the above information Amy was a Manager of NZ Teams for 2 tours; an Aerobics Coach from 2004 and GNZ Course Presenter from 2006 through to the current time.

In recognition of her services to the development of Aerobics Gymnastics in New Zealand, we have pleasure in recommending that she be awarded a National Service Award.

Mr Chairman, the Honours Committee recommends to this Annual General Meeting that Amy Neild's service to Gymnastics New Zealand be recognised by presenting her with a National Service Award and I would ask you to so move.

*Motion*

**THAT** Amy Neild receive a National Service Award.

Moved – Denis Mowbray  
Seconded – Ashleigh McCaw  
*Motion Carried*

Amy Neild (or representative – Jody Les Bas)

Thank you all very much.

Marie read a citation for **Shirley Baker** to receive a Meritorious Award.

The nominee is well known by the Gymnastics fraternity in her role as Chair of the Women's Artistic Gymnastics ("WAG") Sport Development Committee, a position she has held since 2008 for a period of 10 years.

During this time of Shirley Baker's Chairmanship, the WAG SDC members developed and implemented the successful Step's Program.

Overall Shirley has been involved in our sport for approximately 30 years. Shirley has served as the Taranaki Delegate to GNZ Annual General Meeting & Conference between the years of 1999 and 2006, plus attended subsequent AGM's as the SDC Chair. Shirley is currently in her 4th four year cycle as a FIG WAG Brevet Judge and has provided judging services for 20 plus years.

Shirley's additional services include GNZ coach of Levels/Steps Teams for 4x overseas tours; WAG Course Presenter for Judging and Coaching. As the Head Coach of the Waitara Club for 28 years, Shirley has trained gymnasts to a National Championship skill level and attended many National Championships as both a Taranaki Coach and National Judging representative.

Of recent years, Shirley has been a leader in the promotion of gymnastics in the Taranaki Region as the volunteer who had the vision, inspiration and was the guiding force in the development and building of the Waitara Gymnasium. The outcome of this new facility has resulted in an increase in both gymnasts and recognition of our sport in the Taranaki Region.

Mr Chairman, the Honours Committee recommends to this Annual General Meeting that Shirley Baker's service to Gymnastics New Zealand be recognised by presenting her with a Meritorious Award and I would ask you to so move.

*Motion*

**THAT** Shirley Baker receive a Meritorious Award.

Moved – Denis Mowbray  
Seconded – Jane Sheldrake (Omni)  
*Motion Carried*

Thank you all very much.

Marie read a citation for **Jane Clark** to receive a Meritorious Award.

The nominee commenced her service in the sphere of General Gymnastics at North Harbour Gymnastics, Auckland, moved to Canterbury and has since provided 28 years service to our sport.

From 1995-1997 she was both Vice-President and Chair of the Building Committee for Christchurch School of Gymnastics. In the year 2000 Jane Clark received a National Service Award for Janes services as the Chair of the Organising Committee for the Pacific Rim Championships held in Christchurch. The GNZ Minutes of

11/06/2000 report Jane and her team of Volunteers provided tremendous service both before and after the event.

Jane followed through as the Chair of the 2002 National Championships Organising Committee. Followed by a third event in 2006 as Chair and Event Director for the National Championships, the first combined event including TRA plus Juniors and Seniors in all Gym sports. In 2017, Janes 4th national event, Jane was Chair of the Organising Committee for the TRA Nationals.

Janes leadership skills have been used in several areas of development of our sport, Throughout the period of 1998 - 2002 Janes was Chair of a 4x club Merger Committee and Founder of Olympia Gymnastics Sports.

From 2008-2012 Jane was elected to the GNZ Upper South Regional Board. In the year of 2011 she was a Regional Delegate to the AGM and Conference. In 2012 Jane founded the current Gymsports in Canterbury Charitable Trust, providing assistance and funding for Canterbury Clubs.

Over Janes 18 years of Event Management Jane has not only given extensive volunteer hours and outstanding service for Gymnastics New Zealand, but she has set up a financial legacy for the Canterbury Region. Jane's services have also been recognised as Sport Canterbury Administrator of the Year on two occasions; Life Member of Canterbury Gymnastics and Life Member of Christchurch School of Gymnastics.

Mr Chairman, the Honours Committee recommends to this Annual General Meeting that Jane Clark's service to Gymnastics New Zealand be recognised by presenting her with a Meritorious Award and I would ask you to so move.

**THAT** Jane Clark receive a Meritorious Award.

Moved – Denis Mowbray  
Seconded – Michele Hawke (CSG)  
*Motion Carried*

Thank you all very much.

Marie read a citation for **Sylvia Pryor** to receive a Meritorious Award.

The 4th nominee, Sylvia Prior, was a 20-year service award recipient in the year 2000. She is our 4th women to be nominated today and has approximately 30 years of involvement in our sport.

Sylvia was the Secretary (and at times also Treasurer) of the Hawkes Bay/Poverty Bay Regional Association, the number of years of such service are unknown. Sylvia is known nationally for her attention to detail, extreme organisation, efficiency and competence. Deadlines were always met.

Sylvia managed the transition from Association to the GNZ Regional Board undertaking an enormous amount of volunteer work to ensure a smooth process and ongoing management of the Region. Sylvia continued to undertake the administrative management workload for the Regional Board. Sylvia was the "go to" person for all HBPB and her Club undertakings.

For 15 plus years Sylvia was the HBPB Team Manager for the National Championships, including the Secretary/Treasurer role. The geographical area of HBPB is far flung and Sylvia has been a "star" in managing, communicating, demonstrating patience, keeping calm and collected, and eventually gaining a consensus from all parties on differing opinions in relation to necessary decisions.

Sylvia is a graduate of the GNZ Level 3 Management Course for Gymnastics Administrators/Managers and was the HBPB Voting Delegate to the GNZ AGM and Conference/Forum from 1987-2008 with the exception of 1988 and 2005, a total of 18 years. Sylvia continues, to this day, to have a sound working relationship with GNZ Relationship Manager's for Midlands and Central Region.

I quote, Sylvia is "the fountain of knowledge"; "she has her finger on the pulse and is the blood line of the Hawkes Bay".

The Hawkes Bay Competition organisation also came under the duties of Sylvia, including managing the competition office and people at each event. Sylvia is a valued asset of Gymnastics and Mr Chairman, the Honours Committee recommends to this Annual General Meeting that Sylvia Pryor's service to Gymnastics New Zealand be recognised by presenting her with a Meritorious Award and I would ask you to so move.

#### *Motion*

**THAT** Sylvia Pryor receive a Meritorious Award.

Moved – Denis Mowbray

Seconded – Shirley Baker (Waitara)

*Motion Carried*

Thank you all very much.

Marie read a citation for **Warwick Darcey** to receive a Lifetime Achievement Award.

On behalf of the Honours Committee Members, Marie Stechman (Chair); Martin Gotz, Mike Ranger, Tony Quirk, Margaret Woolf it is my privilege to present to the 2018 Annual General Meeting, a special recommendation from the Honours Committee.

Constitutionally our highest award is that of Life Membership. The criteria for the awarding of Life Membership is set at a level so as to ensure that such award acknowledges both "very" long time service, but is also made in honour of the service which meet the Criteria.

The Criteria for a Life Membership is - a Member whom has given long term service in recognition and appreciation of selfless, distinguished and/or innovative service for the benefits of Gymnastics in NZ.

For the first time in the history of Gymsports New Zealand, trading as Gymnastics NZ ("GNZ"), the Honours Committee present to this AGM a special award for a current Life Member.

This award is a **LIFE TIME ACHIEVEMENT AWARD**. The criteria the Honours Committee have used for this Award is inclusive of:

- Current Life Members whom during their lifetimes, have given extenuating volunteer service above and beyond the Criteria for Life Membership;
- Have made selfless, distinguished and/or innovative service contributions of outstanding significance in the field of Governance, Management and Leadership on behalf of the National Sports Organisation - Gymnastics New Zealand.
- Such service contributions and achievements are required to have made a significant and long-lasting impact on the development and future progress of the sport of Gymnastics in New Zealand.

An award of **LIFE TIME ACHIEVEMENT** is an honour of extraordinary distinction for

a lifetime of achievement in our Sport.

It is my pleasure, on behalf of the Honours Committee, to recommend to this meeting, that **DR Warwick Darcey be awarded a Life Time Achievement Award.**

The first time we became aware of Warwick was when, as President of Wellington Gymnastics from 1978-1981, he attended the 1979 Council Meeting as a Wellington Delegate. He has recently handed over his final, remaining National service task, this being the keeping of the WAG/MAG/RG Registers of Steps/Levels achievements and Ribbon Awards, including the distribution of such. A simple mathematical equation confirms Warwick's has provided, non-stop 40 years of service to our Sport.

Back in those days we did not have an Honours Awards Committee. The Awards Committee was called the "Blazer Awards Committee" and we had beautifully designed pocket monograms to wear on our blazer pockets.

In 1981 Warwick became a member of the Management Committee (later changed to the Executive Committee).

In 1984 he became Chairman of the Executive Committee; was elected NZG President and "assumed the Chair" at the AGM Meeting.

In 1987, whilst President of NZG, Warwick lead the NSO through significant constitutional change as the organisations Governance was restructured. The success of his leadership and the regard in which he was held both during and post these changes was evident, when Warwick was re-elected to the newly created position as Chair of the Board of Directors.

In 1992, NZG recognised Warwick's hard work and commitment to the sport of Gymnastics with the awarding of Life Membership.

In 2004, after more than 17 years as President and Chairman of the Board of Directors of NZG Warwick retired from his role as Chairman.

In 2005 he was appointed Chair of the Honours Committee, a position he held until 2017.

Throughout Warwick's 40 years of Governance and Management service Warwick was known and respected for his meticulous research and presentation of proposals. His diplomatic procedures and processes in dealing with both difficult and sensitive tasks. Warwick's leadership and respect, his mana and professionalism both internally and externally with organisations such of the NZOC, Sport and Recreation NZ, FIG Congress (for whom he was appointed a Scrutineer, sometimes in very "political" situations) and International Competitions as Head of Delegation.

Warwick's dedication and commitment of time to our Sport, combined with his unselfish willingness to take on tasks not normally required of a President such as managing 100% the Prize giving's and Awards at National Championships.

All the while providing sound and steady leadership of the organisation as it navigated through troubled waters, significant administrative changes and economic challenges. During these times Warwick remained focused on two primary outcomes, what was the best for the greater gymnastic family and the sport of gymnastics.

We are here today to recognise this significant and lifetime commitment to gymnastics with the awarding of the first ever, Life Time Achievement Award to Dr Warwick Darcey. Mr Chairman, the Honours Committee request you to so move.

*Motion*

**THAT** Warwick Darcey to receive a Lifetime Achievement Award.

Moved – Martin Gotz, Tony Quirk, Margaret Wilton

Seconded – Michele Hawke, Jane Sheldrake.

*Motion Carried*

Thank you all very much.

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.

#### **DISCUSSION**

#### **DISCUSSION      Motions to Alter the Constitution**

No alterations to the Gymnastics NZ Constitution were received therefore there will be no alterations made.

#### **DISCUSSION      General Business**

The questions submitted by Gisborne Gymnastics were considered more appropriate for consideration in the Killer Questions session. The club was consulted and agreed to transfer the question to the Panel session.

Denis Mowbray thanked everyone for attending and giving up their time to be here. The presentations and discussions held at the Conference were valuable and well worth reviewing and understanding.

**Meeting Closed: 5.30pm**