



## SRNZ Strategic Planning Meeting Sunday, 19 October 2003

### Board Meeting

Roland summarised the issues discussed at the board meeting that had been held immediately prior to the reconvened strategic planning meeting.

David then tabled the six monthly accounts for SRNZ that he had been given by Miles Davidson. The accounts were examined and the following queries were raised:

1. Sue thought that the credit figure for the guidebook should have been greater in view of the amount of sponsorship obtained. A breakdown of this figure would be sought.
2. Sue advised that Peter Arnott did not wish to receive his honorarium.
3. It was noted that the current amount to be paid to the NZSSC was \$13,000 and in view of the proposals at this meeting, the proposed sum of \$15,000 was not approved.

### Implementation of Proposals

1. Constitution - a new constitution needs to be written to incorporate the changes agreed at this meeting within 21 days. Alan proposed Tony Oxnevad and this was agreed by the meeting. A draft will be circulated to board members by 3 November, and then tabled at the Board meeting to be held on 10 November 2003. All the existing Board members had previously indicated their agreement to the proposed constitutional change.
2. Appointments Committee - it was agreed that this would comprise three/four persons, being a SPARC representative, Murray Strong and the current chair of the NZLS Sports lawyers association. Concern was then raised about how the panel would deal with technical questions. Richard Johnson was then the proposed as he was a former chairman of NZSA and was currently a professional director. This was agreed.

The role of the Committee was to:

- take candidate nominations
- prepare a job description. This was however felt not necessary as SPARC would have a precedent .
- advertise,
- interview and appoint the first board members
- set a budget for the process

The SRNZ administration would assist with many of the above tasks.

There was then a discussion about where the advertisements would be placed. Brent advised that SAANZ would agree to use its mailing list and ski area web sites for the advertisement. The SRNZ website and regional sports bodies would also be used. Brent advised that a national advertising campaign through the major newspapers would cost at least \$7,000 and this was thought to be too expensive.

### 3. Interim Period

The day-to-day administration of SRNZ still needs to continue until the new Board is appointed and takes office which will not be until, say, March 2004. The work required is:

- athlete management - race entries (Northern season), and racer registrations
- accounting
- general correspondence
- points list,

- calendaring for 2004 .
- media liaison,
- facilitating the Board appointments
- general secretarial duties

CSA advised that it would be prepared to undertake short-term arrangement to carry out the secretarial duties under the new structure. Sue would be able to carry out the estimated 20 hours a week. Cyrus subsequently advised that CSA would be prepared to charge at \$20 plus GST per hour, plus tolls and postage on the basis of hours worked. SRNZ would be invoiced monthly.

Paul advised that, although the Wellington office had little current Federation or SAANZ business to do at present, Annick had been very stressed over the last few weeks and he was not sure how she would cope taking over the SRNZ secretarial duties.

After further discussion, it was resolved that CSA be contracted to carry out the temporary secretarial duties for SRNZ at the rate of \$20 per hour plus GST, plus tolls and postage and with monthly invoices. The contract would run until the end of March 2004 or as directed by the new Board and with one months notice of termination by each party required. Sue Bridgwater would be the person to actually carry out the work. This motion was passed unanimously.

It was stressed that Sue would only be carrying out secretarial work and, after further discussion Roland agreed to continue as acting chairman until the new board was in place. Sue would refer all other matters to Roland to deal with.

The Wellington office needs to be notified by the Board that it was agreed that we should not try and recover the balance of the monies paid for the Wellington office secretariat.

The present Board will need to prepare a Position Statement for the new board. That document will contain the following:

- an up-to-date set of accounts .
- a summary of all existing contracts and obligations .
- a list of all assets and the location .
- relevant contact details

#### **4. Time Frame**

- 3 November 2003 - draft constitution circulated for approval and/or amendment
- 10 November 2003 - new constitution adopted. Existing board continues in a holding pattern until new board appointed.
- 22 December 2003 - new board appointed.
- early January 2004 - new board meets .
- 2 February 2003 - last meeting of old board and first formal meeting of new board

#### **5. Funding**

Wayne proposed that a fund raising subcommittee be formed, and that Fiona Stevens be co-opted on to that committee on a professional basis. The existing board will fix her commission rate. Wayne would head the sub-committee; David and Sue also agreed to go on the sub-committee. The job of the sub-committee is to raise sufficient funds from community trusts, the industry and other donors in order to fund the new board structure and SRNZ direction.

#### **6. Programme Director**

In order for the Programme Director (PD) to be in place for next winter, do we need to start advertising now? Adi queried the need for the appointment to be for a period of 12 months - could it not be a six-month appointment with, say, a retainer for some weeks to do the necessary work during the Northern Hemisphere programme? Could not the PD be also the proposed CEO?

After further discussion, it was resolved to now start the process for appointment of the PD. John, then summarised the role of a PD overseas, but concluded that the examples were not comparable with New Zealand. The proposed job description would be:

- industry liaising
- implementation of alpine integration model .
- setting and coordinating athlete development from entry-level to elite .
- liaising with regional coaches .
- standardising events .
- coordination and business aspects of national teams .
- technical and equipment sourcing

It was queried as to how Claudia's programme is to be factored in. Wayne advised the meeting that Claudia was only running the programme as a private operation in order to get it up and running in the short time that had been available. The programme had not cost SRNZ one cent. Her wish is for SRNZ to take over the programme in due course.

John confirmed that the PD was a very good idea, but should not be in a coaching role.

The meeting resolved, that expressions of interest for the position of PD would be placed on the SRNZ and SAANZ website and through the QAST contact list following it's search last year for a new Programme Director. The present board would administer this process and Sue would carry out the necessary administrative action.

## **7. Athletes**

Where will SRNZ control begin and finish? Fiona noted that she did not believe there were sufficient numbers in the existing National Team to market properly. She believed the National Team structure is essential and should be extended to cover the New Zealand season plus the northern hemisphere. This would need to train together periodically, so that it can be presented to sponsors. There is a need to develop a twelve-month programme to support the athletes; the Programme Director can handle this. A national coach will be required for both men and women

Wayne suggested dropping off the junior and youth teams, as he believed that this should be the regional programmes responsibility.

Chris suggested that SRNZ fund the youth cup winners to go to the Whistler Cup as a NZ team and be provided with a uniform. This was felt to be a good idea, but would be an issue for the new board.

After further discussion, it was decided that there be a recommendation to the new Board that National Men's and Women's teams should be formed for training and racing, marketing and sponsorship. These should be put in place by 1 May 2004.

## **8. Levies**

It was proposed that everyone who enrolled in a programme should pay a levy to SRNZ. This could also include entrance in the secondary schools competitions. After further discussion, it was resolved that everyone who is a participant in a regional programme (and school ski competitions) should pay a levy to SRNZ with the benefit that they would go on the national database. Advice could also be given to ensure races were being organised in accordance with the rules, particularly school events. It was further resolved, that independent race entrants would have to join SRNZ before they can race. This would also apply to international entries. The aim would be to institute this by 1 May 2004.

Janet McLeod and Grant Winsloe offered to assist in putting this proposal in place prior to 1 Feb 2004. They will give the proposal to Sue to circulate around the existing board.

## **9. Calendar**

A number of concerns were expressed about this season's calendar including the youth cup starting too early and race programmes finishing too soon, particularly would the current good snow conditions.

After further discussions, Murray agreed to do the calendar coordination for the coming season. He is to contact each ski area in the regional representative in that regard.

David raised the issue of supporting speed events and it was recommended that the new board should implement speed (SG and DH) events when appropriate.

#### **10. Team Selection**

The team appointments needed to be resolved before the end of October. On what basis should the team members be appointed? After discussion, it was resolved that there was no other basis for appointing teams other than what was currently set out in the handbook. A rider was however agreed that the appointment would be for 12 months on the basis as set out in the handbook, but that appointments at the national level would be reviewable by the new Board after its appointment.

The meeting concluded in approximately 3 p.m. with Paul being thanked for his contribution as facilitator to what had been a constructive meeting.