

2nd Report of the Archery New Zealand Restructure Sub-Committee

Introduction

Following the recommendation from the 2014 AGM, the Board of Archery New Zealand called for nominations/volunteers for a sub-committee to consider the current structure of ArcheryNZ and to propose changes if appropriate. The terms of reference for this sub-committee are attached as annex A.

There were only three volunteers for the committee, Karen Moffatt-McLeod, Dave Henshaw and Andrew Russell, all of whom were appointed by the Board. Carole Hicks was appointed by the Board. We will point out that at the time of the formation of the committee and the initial work that the committee comprised of only 1 Board member, this has now changed and we have 2 Board members, however this does not affect the work of the committee in any way.

There was a face to face meeting in Auckland on 1/2 November at which Karen Moffatt-McLeod was elected convener and Carole Hicks "scribe". Expenses were met by Archery New Zealand. The sub-committee covered a wide range of issues and proposed a number of changes.

Over the years members have suggested ways of making changes to the membership and the involvement of all archers.

In the last two years proposals have been put forward by Karen Croskery and Karen Moffatt-McLeod. Earlier there was a proposal from the Mana Club. The sub-committee is grateful for these and other ideas which have helped shape this conversation.

The timetable for distribution of material and consultation is attached as annex B.

A first draft of the Committee's Report was sent out to districts and clubs as well as putting it on the ANZ Website for feedback from members. There was a small amount of feedback received which was mostly useful and has led to this, the second draft report.

Current structure

The present structure of ArcheryNZ was intended to enable the Board to provide the governance of New Zealand archery and provide liaison with the external stakeholders; to the Commissions the management of their respective members and activities; with Districts and clubs managing their respective matters including the recruitment of new members, helping support and promote athletes with ambitions to compete at the highest level they could achieve and provide a safe environment for those wishing to enjoy recreational activities.

This overall scheme has not always worked well, with a gap in communication widening between Districts and the Board in particular, and several Commissions from time to time not actively managing day-to-day activities and development of their responsibilities. Too much depended on a small number of individuals instead of the group structures set out in the Constitution and Rules working together. The Board has, in recent years, had to manage the day-to-day operations of the Association with less time and effort spent on governance and planning.

Structural Options – Governance

Structural Options –Management

Management of archery in New Zealand should largely be the responsibility of Commissions and Districts. See Figure 1: ANZ Governance and Management Structure Proposal below.

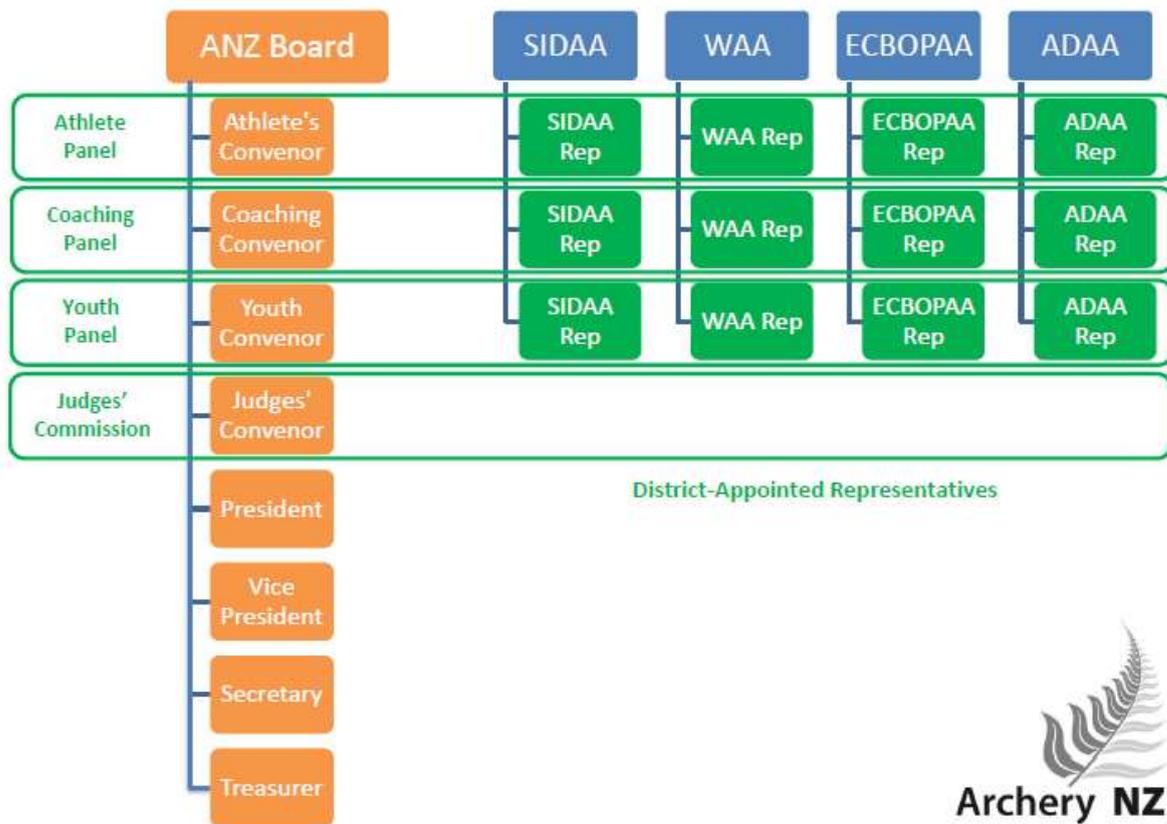


Figure 1: ANZ Governance and Management Structure Proposal

Note JAMA will be asked to provide a suitable title for that group named as “Youth” in this report. The recommendation is that JAMA decide on their own name.

Districts are recognised by Archery NZ as the responsible group for managing activities within their respective geographic areas. The manner in which they recognise clubs/individual athletes and non-shooting members within their own areas is a “domestic” affair determined by the members of the District. The part Districts play in the work of Commissions is critical in terms of representation, organisation within the district and the provision of information, support and advice.

Commissions are specialist organisations that have a responsibility for seeking and providing information, offering training and identifying talent among other things, within their own speciality.

Commissions have the responsibility for organising activities and representing their members on the Board. The Commissions will be expected to advise the Association on all matters that affect their members and may initiate recommendations to change rules and or policies of the Association. [Admin Rules 5.2 .].

To enable national coverage each Commission should have one representative from each District to form the national panel. The Districts may elect or appoint a suitable representative for each of the Athletes’, Coaching and JAMA Commissions, the timing of which would be at the discretion of each District. It is believed that because of the distribution of members, the Judges’ Commission does not require a Panel made up of representatives from each District at this point.

The convener of each Commission should be elected at the AGM of each Commission at the Outdoor National Championships as at present and would be additional to the District representatives. Should an existing District representative be elected as the Commission Convener, the District would be entitled to elect/appoint a new District representative on the Commission Panel.

ArcheryNZ Affiliation Structure

1. Proposed Affiliation Method

Clubs are the backbone of ArcheryNZ and must be recognised as this core part of the Association at both national and district level. Clubs should have a constituted structure which fosters and promotes archery. They need to be registered with the national body to help bind the Association together. Clubs may be of any size but to qualify for access to ArcheryNZ funding, or support for external funding, they must have at least three senior members.

Archers are the most important part of the Association. Archers of an ANZ-affiliated club would become members of ANZ. They may have a variety of personal and group aspirations and thus there should be different classes of membership. Clubs would pay the appropriate affiliation fees to ANZ based on the affiliation class of each of their members – See Figure 2: Proposed ArcheryNZ Affiliation Structure below.

ArcheryNZ Affiliation Structure

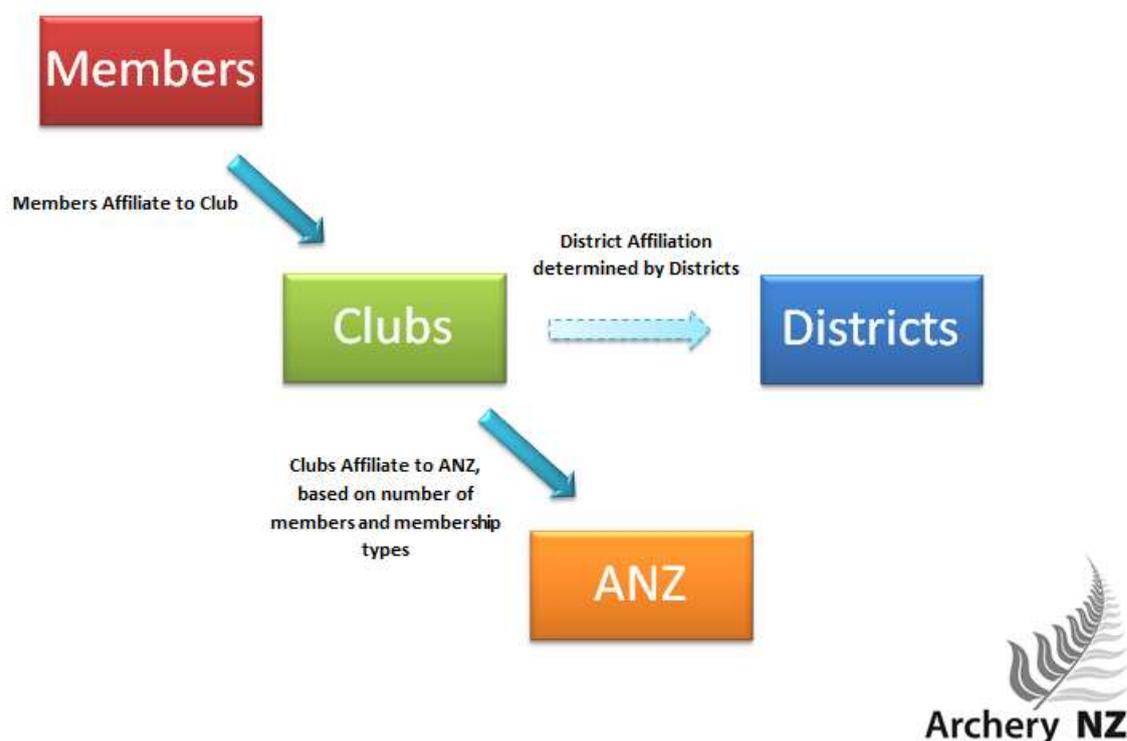


Figure 2: Proposed ArcheryNZ Affiliation Structure

2. Individual Membership

Because archers have differing aspirations it is necessary to have different types of membership which allow for those aspirations and which can be linked to the Athletes' Pathway – See Annex C.

With the proposed different sorts of membership, there need to be names different from the current ones and each would incur a particular level of membership fee based on the level of involvement.

Proposed Types of membership

Full member - senior and youth

This membership entitles the holder to participate in all activities of ArcheryNZ, including selection for national representative teams where appropriate.

Postal event member – senior and youth

This would enable the holder to participate in local and national postal shoots only, including the Ryan and Fraser Shields

The sub-committee recommends a wider range of postal events be introduced.

Administration member – non shooting but contributing to clubs, districts and/or national levels

Social member – a person who shoots only at her/his club and, if the District rules permit, District postal competitions.

Associate member - Young archers who compete only for their schools in the Archery in schools programmes (AIS) could become an “Associate” member which would offer no other membership privileges apart from shooting in the AIS programme. The clubs who assist in running AIS for a school or schools at the clubs range should strongly encourage the AIS archers to join the club.

There would be different levels of membership fees for each category of membership and whether they are senior or youth archers.

There have been many less than complimentary comments about the title “JAMA” and while the words no longer include “midget archery”, the actual name of the group is largely unknown [Junior Archer Member Association]. “Junior” has different meanings depending on context, so the Restructure sub-committee is recommending *That the name given to the group of archers aged 20 years and younger be “Youth” archers with the respective sub groups based on World Archery Juniors and Cadets, with the retention of the current New Zealand younger age groups.* However, if the Juniors and Cadets are removed, since they are recognised international classes, perhaps the acronym KIA (Kids In Archery) might be appropriate especially given Kia Motors is a significant sponsor of World Archery and could be approached to support Archery NZ.

The Committee recommends that the JAMA Commission should decide on their name at the AGM or as a general vote by its members.

3 Group Membership

Life Members – While recognising there is no current ability to award Life Membership, no matter how deserving the person, because the list has eight (8) living members which is the Constitutional limit, it is the view of the sub-committee that no further positions should be created so to preserve the special nature of the award. The current provisions and procedures for awarding Life Membership should remain.

Special groups – Some groups could be recognised as Associate clubs, e.g. groups of archers belonging to the YMCA, or organisations like Rifle, Rod and Gun Club that are not able to operate under the current Constitutional requirement. However they do “operate under a constituted structure” although not one dedicated to archery. Such Associate clubs would not be eligible to vote on any ArcheryNZ matters.

However, these types of groups could be recognised as clubs when they affiliate to ArcheryNZ with all their members and provide a letter which commits the club to promoting archery. Applications for funding may be supported by ArcheryNZ for external funding sources but they would not be eligible for ArcheryNZ funds.

4 Finances

The restructure sub-committee noted it required some \$27,000 annually to run the Association. The level of membership fee per person will need to be worked through once the likely numbers and levels of members are estimated more accurately, bearing in mind the current membership is 581 individuals. The annual cost of running the Association will increase to take account of the needs of the Commissions and perhaps some financial support for specified activities by Districts and/or clubs.

There will need to be a significant difference between the full and social memberships based on the activities to which each is entitled.

At present anyone joining ArcheryNZ for the first time after 1 April in any year is charged only 50% of the annual fee and the sub-committee would seek to retain this.

Some overseas archery organisations offer lifelong membership i.e. pay “X” amount now and never have to pay the annual membership fee for the national body again. This would give the organisation a cash injection, but would reduce flexibility in modifying membership regulations, and would need a prudent financial management plan. As the lifelong membership would need to amount to some thousands of dollars, the subcommittee doubted it would be a preferred option but asks members to comment on the possibility of purchasing a three or five-year membership.

For tournaments such as the National Championships, people who are not members of Archery NZ or not affiliated to World Archery through their own national sporting body, may enter the tournament with a “one off fee” in addition to the tournament fee. These people may win medals but not records or trophies. This fee may be used only once in a lifetime and would not apply to someone who, for example, is a social member of ArcheryNZ but then wishes to enter a major tournament. In this case the correct level of membership fee must be paid retrospectively if necessary.

The new structure requires people to join via their own club. In some cases the individual may live a considerable distance from a club and wish to join the association directly. In this case a 50% premium on the appropriate membership fee could be charged. Clubs could make arrangements for such “long distance” members or the individuals could encourage more people to take up archery and form their own club.

The provisions surrounding ACC make the need for personal accident insurance largely unnecessary. However many, if not most, clubs are required to hold Public Liability insurance. The subcommittee is recommending that ArcheryNZ explore the opportunity for negotiating such insurance for all affiliated clubs which should lead to lower premiums and greater benefit to clubs. The subcommittee considered the possibility of equipment insurance but the circumstances are so different from place to place this does not seem to be a feasible option. Consideration may be given to “directors’ insurance” for officials in addition to that covering the Board members.

5 Voting

Archers should be able to express their hopes and ambitions, make suggestions as to how their Association should be run at club, District and national levels. At present the national decisions are made at the Association AGM held in conjunction with the National Outdoor Championships. In essence it means mainly those who attend the Nationals are able to make decisions, and participate in the democratic process. This does not necessarily encourage decisions being made in the interest of the majority of archers in the country.

With the importance of decisions currently being made at the AGM and the usefulness of modern technology, there are various options as to how decisions may be made.

5.1 Club Voting – 1 vote per club

Decisions at the AGM could be made by clubs on previously circulated motions, reports, etc. This could be one club one vote regardless of the number of members. The tiny response from the earlier consultation period preferred this option.

5.2 Club Voting – 1 vote per club member

Since all club members will be members of the Association it may be preferable for the club to canvass its members in advance and then cast its votes either on the majority decision of the club or to cast votes for and against in the proportion determined by the members.

5.3 Individual Voting – 1 vote per member (postal)

One further option is for all decisions to be undertaken on the personal level through electronic voting by all members with hard copy for those who need it. This would give all members the best chance of participating in voting, but would require more preparation of motions for AGMs. This was a close second in the earlier consultation.

5.4 Individual Voting – 1 vote per member (in person at AGM - Status Quo)

The restructure sub-committee welcomes advice on people's preferred options for voting of (a) the status quo or (b) clubs exercising proportional votes at the AGM.

If any archers affiliate directly and not through a club, they would not be eligible to vote in options 5.1 and 5.2 but would be eligible to vote under options 5.4 or 5.5.

An affiliated club of only one person would get a vote under all five options.

In the final report a better way to present this section would be:

Question 1: Should voting be by individual or by club?

Question 2: If voting were to be by club, should clubs get to cast 1 vote each, or 1 vote per member?

Question 3: Should voting be by postal ballot or by those present at AGMs?

5.3 is complicated, and I think we should omit it (it didn't get much traction as I recall)

6 National Tournaments

Given the significant changes by World Archery relating to World Ranking Events and the need to hold discussions with Districts, there will be a separate report on this matter.

Comments, suggestions on how to arrange future National Championships would be appreciated.

7 Magazine

The current magazine is the oldest never out of print archery magazine in the world although some were established before it.

It used to be part of the affiliation fee but more recently it has been a separate item. There is to be a trial of an online version beginning soon.

8 Conclusion

A significant number of archers use the sport as a recreational pastime, not competing except perhaps at their club and, if the local rules permit, within the District. Many of these archers are not currently members of ArcheryNZ. This is a significant weakness when planning for the future of the sport. A strong sport is one where the affiliation structure is inclusive, reflects the values of all membership types, and is geared to cater for all aspects of sport.

Set out in Annex C, Athletes' Pathway, is an overview of what is offered by ArcheryNZ, and what is generally offered by clubs/Districts.

The subcommittee requests that every club discusses the issues raised in this report with all their members regardless of whether they are currently members of Archery NZ or not. We would appreciate any feedback they have to offer.

If there are significant issues raised and/or further clarification required members of the sub-committee will be willing to come and talk to people.

All responses, including questions seeking further information, should be sent to:

Karen Moffatt-McLeod PO Box 36, Whitianga 3542; or

kmmmercurybay@gmail.com

ANNEX A

Sub-Committee Terms of Reference

- To propose the best way to structure the governance, management and affiliation structure of the organisation. Are the current structures appropriate? Do we need to do things differently? What should we do differently?
- To document the process so that it can be put to members for approval.

The committee will need to consider at least but not limited to the following issues in its activities

- Stake holder relationships (those who have an involvement with ArcheryNZ including individual members, clubs, district associations, Commissions, World Archery, NZOC, Sport NZ, NZOC, Drug Free Sport NZ and other external organisations)
- Affiliation structure / fees
- The rising cost of management and ownership of National Tournament equipment – this has been removed from the recommendations at this time due to the changes for World Ranking Tournaments from World Archery and the need for Districts to discuss some of the possibilities prior to any voting by members. This issue will be looked at separately
- Constitution and Rules amendments required to effect changes

The sub-committee will have one Board member (to be appointed by the Board) and a total membership of 4 or 5 people. Members of the committee will be appointed based on their experience at various levels of archery here and/or overseas, their types of experience in paid employment or other activities that includes an understanding of and experience in effective systems of organisational structures and governance. The chair of the committee will be decided from within the group.

ANNEX B

Timetable

18 December	Draft report to Board
January	Document copied and made available for discussion at AGM; information on ANZ website and issued to all clubs
28 February	Close of initial consultation
June	Report to Board
June	Board meeting (Board has no ability to amend the report but may comment separately on any of its aspects)
July	Second Draft report released to members, clubs, and districts for a second round of consultation
August	10 th close of second round of consultation
August	Advise members of ballot
Early September	C&R motions to go out
Mid October	Postal ballot
Mid November	Two Life Members to act as scrutineers and report to the Board
	Board to announce outcome and any future action

ANNEX C: ANZ Athlete Pathway

