

REPORT FROM THE RESTRUCTURE COMMITTEE

INTRODUCTION

As a result of numerous discussions about the effectiveness of Archery New Zealand and of archery in New Zealand, Annual meeting 2009 agreed to establish a committee to undertake a review of the structure.

There was literally not a single response to the call for nominations/volunteers to be part of the review committee from within this country although one overseas member did volunteer. Unfortunately we could not find common ground and so that person did not continue.

This left Waddy Wadsworth from Mana Club which initiated the review and Carole Hicks as the Board liaison to work on the task.

As reported to the AGM in 2010 so much time had been lost trying to establish the committee and the ground rules that nothing much else happened in 2009 apart from the development of survey questions.

In 2010 the survey was posted on the web site. Its presence and a request for people to complete the survey was publicised by email to clubs, on the ANZ web site and in the Archer.

When there was a small response to the survey, the closing date was extended twice and the opportunity given to revisit the site, all of which was also publicised.

Finally there had to be a cut-off and a draft report prepared.

This report and the

DRAFT REPORT

There were 75 people who completed the survey, 15 of whom were non-members.

The largest number of **respondents** was in the 41-50 age bracket, in fact 62% of respondents were aged 41 years or more.

Men outnumbered women by 4-1, which is probably a little higher than their respective percentages in the sport.

When considering the **current structure** of clubs and the Board (this was set up before districts were re-introduced in 2010) 32% said "No" to the question "Does it work effectively?" and 44% were uncertain, clearly indicating it was not working for the majority of respondents. The survey did not specifically ask about Commissions but there was a number of references to them in the open ended comments

Respondents were pretty clear that **governance** issues such as strategic planning, working with NZOC, SPARC, FITA, etc, dealing with Constitution and Rules were definitely a matter for the Board.

The training and support of **judges** was also seen by most as a Board issue or at least to be done at the national level. The training of **coaches** showed a mixed view with strong support for districts to train coaches for their area and clubs, with the need for high level coach training coming from the national level.

Strong support was shown for **districts** holding equipment, accessing regional funding and running regional tournaments and **clubs** also participating in these activities at the local level.

Clearly clubs are the number one place for **promoting** the sport and attracting people to it, although there is a strong place for the Board to provide leadership in marketing and promoting the sport at a national and international level.

Although some of the details were mixed, it seems that more than 50% want affiliation to ANZ to be through clubs and perhaps districts. There were many strong views expressed

about the need to get everyone as part of ANZ, to provide a better base for organisation and promotion, to reduce the cost of fees and provide more money for the national association to better carry out its tasks, particularly of supporting coaching and grass root archery.

There was significant support for at least a closer relationship with NZFAA and perhaps the Bowhunters Association. Some were of the view we should all be part of a single organisation, others thought that could come later but we could at least co-operate on various aspects of our sport.

There was a clear view that the Board should have 7-8 members.

When the survey findings were discussed for information purposes at the November Board meeting it was felt that Commissions should be included as part of the options because they been raised in some of the comments.

POSSIBLE OPTIONS TO BE CONSIDERED

Option 1

Everyone who pays a club fee becomes part of ANZ through that club. The club is affiliated to ANZ, pays, for example, \$20 per person to ANZ and has proportional voting rights at the AGM or in postal ballots based on that membership number.

Eg up to 20 members 1 vote

21 to 40 members 2 votes

41 to 60 members 3 votes, and so on.

The club would also be affiliated to the district and would pay, say, \$10 per person to the district with similar proportional voting rights.

The votes of each club would be used to elect district officials.

The district officials would elect the district representative on the Board. This election would take place at the normal AGM of the district.

This would give 4 Board members.

The AGM of Archery New Zealand would continue to elect the President, Vice President, Secretary and Treasurer based on the individual votes of those present.

[A variation could be that all nominations would be circulated in advance and clubs formally send in a postal vote based on its proportional numbers.]

This option would not allow for any of the Commissions, if they still existed, to have a direct voice on the Board.

Option 2

Everyone who pays a club fee becomes part of ANZ through that club. The club is affiliated to ANZ, pays, for example, \$20 per person to ANZ and has proportional voting rights at the AGM or in postal ballots based on that membership number.

Eg up to 20 members 1 vote

21 to 40 members 2 votes

41 to 60 members 3 votes, and so on.

The club would also be affiliated to the district and would pay, say, \$10 per person to the district with similar proportional voting rights.

The district officials would include a Coaches' rep, a JAMA rep and a Judges' rep. These representatives from each district would form the Executive of the respective Commission and would elect their own representative to the Board. This would be instead of the district representative in Option 1.

Please note this was not an option based on the survey results but it became one of the possibilities following discussion with the Board. It did not indicate any sort of preference simply another option for discussion.

Option 3

Everyone who pays a club fee becomes part of ANZ through that club. The club is affiliated to ANZ, pays, for example, \$20 per person to ANZ and has proportional voting rights at the AGM or in postal ballots based on that membership number.

Eg up to 20 members 1 vote
 21 to 40 members 2 votes
 41 to 60 members 3 votes, and so on.

The club would also be affiliated to the district and would pay, say, \$10 per person to the district with similar proportional voting rights.

The votes of each club would be used to elect district officials. The district officials would elect the district representative on the Board. This election would take place at the normal AGM of the district.

The district officials would include a Coaches' rep, a JAMA rep and a Judges' rep. These representatives from each district would form the Executive of the respective Commissions and would operate to improve the number and quality of their respective members in the case of the Coaches' and Judges' Commissions, so districts and clubs would benefit through having direct input into the priorities of the Commission. Each Executive would elect its own representative to the Board which might be one of the district reps or someone else the Executive agrees on. JAMA executive would also elect its own representative to the Board and again set the priorities and programmes for JAMA nationally and through the districts. This would include the archery in schools programme.

Increase the size of the Board slightly to have the 3 Commission reps, plus the 4 district reps with the AGM still electing the Secretary and Treasurer because these are specialist positions. The Board members would elect the Chairperson and deputy from among the 4 district reps. This would need to be a consideration when the district reps are elected in their regions.

Note this is a hybrid option based on discussions at the Board and the results of the survey

Option 4

Maintain the current situation where affiliation is optional, each Commission elects its convener, who is the Board member, at its own AGM. The Commission may or may not have an Executive or some other means of involving the districts and clubs. The President, Vice President, Secretary and Treasurer are elected at the AGM. There is no clear link between the Board and districts or Commissions and districts in this model.

General

In the survey there were comments about the National Indoor and Outdoor Championships being run by the Board, not have them "farmed out" to people to run them. It is not clear just how this might work.

Another suggestion that cropped up was for the districts to maintain a tournament-sized set of equipment and that the Nationals, at least the Outdoor Nationals, could rotate around the districts so the same people, mostly those from the South Island, did not have to travel so far all the time. It might encourage more people to compete if they could go “locally” once every few years.

There was significant criticism of the Board because of the lack of activity in promoting the sport in the media and marketing it so that more funding could be obtained and thus more support provided. It is critical that people with the skills and time are prepared to offer assistance in these matters. The Board appointments to such positions have not been filled for many years.

Several respondees noted the lack of a pathway to improvement for club and district level archers. A national incentive scheme is deemed to be necessary to encourage more people to remain in the sport along with coaching to help them progress.

There was a small amount of support for including the Archer in the affiliation fee, and/or making it an on-line document, with or without an annual paper version covering the highlights, etc of the year’s web site material.

This is a discussion document for the AGM. Clubs wishing to discuss the ideas, suggest others, propose a way forward, are most welcome to do so before the AGM. The web master has been asked to set up a page where comments can be made or they can be sent to the National Secretary.

It is expected that the AGM and other comments will give a clear guidance to the Review Committee to put together one or two options that members can vote on via a postal ballot. Then the ANZ Constitution and Rules can be completely overhauled to reflect the decisions made and presented to the AGM in 2012 for ratification.

A major difficulty for the Board and Commissions has been the reluctance of people to volunteer to help. Consequently, as pointed out several times in the survey, the same few people are doing everything, getting burned out and leaving.

One suggestion is that people could only work at one level. So if elected a club official it was not possible to work in the district or at national level. If elected to the district then one could not hold office in club or Board. As was pointed out, it is the responsibility of everyone to get and keep people in archery and offer them a satisfying role and assistance to progress to whatever level they wish to achieve.

Waddy Wadsworth
Carole A Hicks