

Board Meeting News

July 2007



Swimming New Zealand Board Meeting 21st July 2007 Wellington

BOARD ONLY TIME

Normally each Board meeting begins with 45 minutes of 'Board Only Time' where the board can discuss any feedback, issues and concerns about the organisation's performance without a formal meeting structure. Items such as the CEO's performance are covered without the presence of management. This is a valuable opportunity for the Board and considered best practise governance.

On this occasion as the Board discussed two matters i) 'Board Performance Evaluation' and ii) CEO Performance Review.

i) Board Performance Evaluation

This is a rigorous annual evaluation. This online tool was developed and endorsed by SPARC and includes Directors assessing themselves, assessing other Directors and also asks the CEO and Senior SNZ Managers to assess the performance of the Board. The SNZ Governance Committee reviewed the findings/recommendations and has put in place steps to rectify areas for Board development along with positively reinforcing areas of best practise. The Chairman has also discussed with each individual director their personal feedback and all have identified areas for improvement.

ii) CEO Performance Review

The CEO appointments and Management Committee presented the process undertaken and progress against that progress to the board. The CEO has annual agreed KPI's which he is measured and assessed against by the committee and the board.

STRATEGY

1. Members Forum and AGM Planning 15th and 16th September

The Board discussed the format for the upcoming Members Forum in September that will coincide with the SNZ AGM.

Members will be advised shortly on the agenda and the details for proceedings.

2. SNZ Annual Report

The board discussed this key document and the key messages that will appear in the document. The board also discussed that while they are disappointed in the projected end of year financial loss (which is higher than budgeted). Audit, Risk and Finance Committee have work very closely with the CEO all year and are very comfortable with the management and controls currently in place.

3. Water Safety New Zealand (WSNZ) Strategic Review Process

The board discussed the documentation around WSNZ strategic review and provided guidance to the CEO on SNZ recommendations.

4. Structural Governance Course

John West and Ross Butler attended (as part of the SPARC professional development opportunities) a course on Structural Governance and presented a paper that explained the key learning's and raised questions for discussion. The key points were:

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- At the end of the session, we came to the conclusion that SNZ is considerably advanced in our approach to structural change, but that we still have lots of “unfinished business”
- Structural change is actually nothing to do with structure, its all about the people in the organisation. Structural change will never fix anything – aligning and motivating the people will.
- Structure is often not the issue, and a change will not solve the underlying problems – Dig deep to identify the real issue and address that, then think about the best structure to deliver it, then the constitutional issues required to put it in place & embed it.
- The key is continual, consistent, quality communication. Must be based on agreed vision and objectives.

5. Board Ballot for Director elections

SNZ conducted a straw poll at the board meeting in accordance with the SNZ constitution for 2 Director positions as required.

This related to the AGM Notice Memo as published by SNZ on the 29th June 2007:

SNZ in accordance with Rule 10 and 14.1 seeks nominations for only 1 Director due to the agreed reduction in Board size.

2 Directors are still required to retire as per 10.4. The Directors to retire will be decided by straw poll at the next SNZ Board meeting.

The Two Directors who have been selected to retire at this years AGM are:

- John West
- Karen Venables

Karen Venables has indicated she is not re standing for SNZ Director at the September AGM.

John West has indicated he is re standing for SNZ Director at the September AGM.

6. Water Polo New Zealand (WPNZ) Guests

The board as part of the stakeholder engagement section within the governance plan invited WPNZ to the board meeting. Rob Borgers (Chairman) and Nick Cowan (CEO) presented the WPNZ strategic plan. It was an excellent presentation and certainly gave the SNZ directors a strong sense of WPNZ direction. Both organisations are committed to working together at a strategic and operational level and the level of interaction was positive and beneficial for both organisations.

GENERAL BUSINESS

1. Minutes
2. Update Conflict of Interests Register
3. Risk Management
4. Constitutional Changes

The board looked at the constitutional changes required to be submitted to the AGM in accordance with the constitutions timelines.

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The board will be recommending significant 'tidy-ups' to the current constitution. These do not sufficiently change the intent of the constitution.

The board have also added some clarification around the 'transfer' and 'fees' rules. SNZ has had feedback from the members and so will present a remit that hopefully addresses these questions to the satisfaction of the membership.

5. Competition Review

The CEO briefed the Board on the process for the SNZ Competition Review.

6. SNZ Regulations

The board received recommendations (outside of the scope of the current SNZ competitions review) on the current SNZ regulations. The board accepted and/or provided guidance to SNZ staff on any changes that were required to be implemented.

7. Kiwisaver

The board discussed the implications of KiwiSaver on SNZ. The board were supportive of staff saving for their retirement and SNZ would plan to contribute to the scheme as required by the government.

8. Reports

NEXT BOARD MEETING (15th and 16th September - Wellington)

- AGM/Forum Planning
- Delegate Constitutional Changes
- Election of Chairman

Kind regards

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