

2022 REMIT FORM

SURFING NEW ZEALAND INCORPORATED

Remit

Please accept this remit for the Surfing New Zealand 2023 AGM. We intend for this to be short and concise and can elaborate on matters at the AGM when and if necessary.

Firstly we would like to acknowledge the recent work and efforts by those in developing the 2024 – 226 Strategic Direction. It is positive to see there is strategic direction with key areas of focus over the next few years. In addition, it was pleasing to hear at the club presentation, that both Surfing NZ and the SNZ Board share our view that high performance/ pathway and funding are focus areas requiring immediate attention.

With respect to this remit, fundamentally we believe that there needs to be structural changes to both Surfing NZ and the SNZ Board, along with clear roles and responsibilities and a focus by both parties on building stronger connections, involvement, and relationships with boardrider clubs. We consider these changes to be necessary:

- To better set up both Surfing NZ and SNZ Board for success in all areas including those identified key areas needing immediate attention;
- To improve the outcomes of strategies, policies, rules, and operational aspects (e.g. surf competitions) by having early input from clubs and involvement with improvements/development;
- To improve the standards of surf competitions in all areas, including dispute management, and enable the SNZ Board to make better-informed decisions by reinstating a surfer representative position;
- For the SNZ Board to make informed decisions and be an effective governance group with the confidence and knowledge of what their constituents think, and how they feel by way of regular forums of engagement.

We have a number of policy and operational matters also, but these may be covered in upcoming meetings not yet held by Surfing NZ. It is possible that early and meaningful engagement with clubs could reduce, avoid, and mitigate these types of concerns/issues.

Surfing NZ

Resolution for voting.

a) **That the CEO role and Contest Director role are split.**

Reason: There are key areas of focus that require immediate attention. The CEO needs to be lifted out of the daily operational weeds of surf competitions to focus on big-picture, high-level, and ultimately strategic objectives.

Note: We believe that all SNZ employees should have job descriptions that clearly outline roles and responsibilities so that Surfing NZ is best geared up for success and the Board has tangible measures for performance assessment. This would ensure a clear focus on meaningful tasks and effectiveness with the limited time and resources available. We would like comment from the Board on this point.

SNZ Board

Resolutions for voting.

b) That all SNZ Board members have titles and role descriptions;

Reason: There has been significant turnover of SNZ Board members in recent times. With no communication or relationships with clubs under the current framework, we feel the SNZ Board is at risk of being blind to what key stakeholders actually think or feel, and making ill-informed and poor governance decisions.

Also, by formally introducing SNZ Board positions with roles and responsibilities, we can then recruit, select, and appoint the most suitable candidates to help drive and govern Surfing NZ efficiently and effectively in the right direction and with the urgency required. Currently, the SNZ Board members' roles are extremely vague and broad creating a lack of accountability or alignment to specific objectives and goals.

Resolution for voting.

c) That the South Island and North Island board representatives be required to have regular Hui's with their respective club representatives to form better relationships and understanding of what their constituents think;

Reason: Essentially we feel that the SNZ Board has a limited understanding of the Boardrider clubs, which is one of its key stakeholders. This is concerning, given the numerous governance decisions that are made in isolation which directly and significantly impact the Boardrider clubs. We believe that regular meetings with their constituents will assist the SNZ Board in making more informed governance decisions, and with better alignment with the values and beliefs of these key stakeholders.

Note that this could be easily managed and achieved by holding quarterly and remote (i.e. online) meetings. We would strongly argue that anyone in this role currently who is not willing/able to undertake this duty is not suitable for the position.

Resolution for voting.

d) That the position of Athletes Representative is reinstated to the SNZ Board.

Reason: We feel that re-instating a surfers representative role on the board would prove very beneficial and has been widely and strongly supported by clubs at one of the club representative hui's held several months ago.

Benefits of this position include (but are not limited to);

- Providing valuable insight from a competitive surfer's viewpoint around the governance table to assist the SNZ Board in making well-informed governance decisions;
- Having a closer insight into the performance of Surfing NZ staff that would be beneficial in assessing staff performance;
- Continuous improvement with NZ surf competitions in all areas. The surfers' representative could assist with decision-making and operational aspects of surfing events, e.g. condition assessments, disputes and conflict resolution, and bridging the gap between surfers and Surf NZ officials (which must be a time-intensive pain point that Surfing NZ staff currently have to deal with).

High Performance Funding

Funding remains a key constraint of Surfing NZ and a considerable limitation to the development and support of New Zealand athletes, teams, and campaigns. We all agree that funding is a key focus in the immediate future and we would like to know what the plan is going forward to pursue this.

The current funding model has not worked, and we request you to consider whether now is the appropriate time to create a specialist board member role, or alternatively engage a freelance fundraiser for this task.

Resolution for voting.

**Surfing
engagement
with clubs** **NZ**

We believe Surfing NZ needs to adopt more meaningful engagement opportunities with Boardrider clubs.

We believe Surfing NZ should consult and engage with clubs at an early stage to help provide input into strategy and policy making (examples include New Zealand Junior selection criteria and series points format), and aspirations for continual improvement opportunities and dispute mitigation relating to surf competitions. This engagement could take the form of either quarterly planned meetings with collective clubs, and/or topic-based arranged meetings. We acknowledge that Surfing NZ has recently arranged meetings for the near future on a number of topics, although it is unclear what the nature of these meetings are, i.e. inform v consult.

We believe there would be many benefits to Surfing NZ's club involvement and early engagement including (but not limited to);

- Being a much more positive experience for all involved, allowing transparency, inclusiveness, and diversity of thought/perspective;
- Clubs and athletes can feel heard and understood;
- Bringing improved relationships and better alignment between Surfing NZ and clubs around where Surfing NZ is heading;
- Having fewer complaints and queries for Surfing NZ to deal with (resource-intensive and negative);
- Leading to better outcomes, having shared vision and goals, more collective unity and club buy-in; and
- Having a better understanding of decision outcomes.

Building these connections and relationships would likely alleviate the operational matters we feel we have to raise.

Other Matters

List of matters that we would like to raise, although we acknowledge these could be covered in upcoming meetings arranged by Surfing NZ (at the time this is being written). Alternatively, if not this forum, would appreciate an arranged hui between clubs and Surfing NZ to discuss. Topics include;

- NZ Junior Team Selection criteria
- Management of NZ Junior Team Campaigns
- Surfing NZ Competitions
 - Questionable culture and behaviour of event team members during events
 - Preference for a 4-man judging panel
 - Suggestion for video footage at Surf NZ Events (to effectively and efficiently clear up/address disputes)
 - Missing of Waves (protocol)
 - Heat Re-Runs (protocol)
 - Live Heats – suggest points spread to a percentage rather than 1.5
 - Live Heats – Heat Draw. Issue that the same two progressing surfers remain in the same heat for the duration of the event.

Club

Bay Boardriders

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SUBMITTED BY

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James Jacobs on behalf of

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Signature

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NOTE:

Submission of remits close at **11:59pm, Friday 20th October 2023**. All remits to be sent to benkennings@surfingnz.co.nz.