

2013 SQUASH AUSTRALIA NATIONAL WORKSHOP

OUTCOMES OF DISCUSSIONS REGARDING GOVERNANCE REVIEW

Recommendation 1:

Review the Strategic Plan (2011-2015) to ensure it accurately reflects the objectives and vision for the sport, as well as outlining outcomes and performance measures, and engage the stakeholders in developing that vision to ensure buy-in.

Outcome:

The Squash Australia Board to develop a methodology for the review of the Strategic Plan to circulate to members for their thoughts and comments before proceeding.

Recommendation 2:

To reinforce and support unity of purpose, develop Performance Agreements outlining roles and responsibilities of SA and the states/territories.

Outcome:

Each member to provide a draft Performance Agreement outlining their obligations in order to meet the goals of the Strategic Plan.

Recommendation 3:

Develop a Communication Strategy outlining purpose, method, appropriate tier approach, facility for feedback (including grievance policy) and build on the success of President's Council and working groups, review role of committees to ensure they actively support the goals and objectives of the strategic plan and engage the expertise of the membership.

Outcome:

It was agreed that this item was more about 'methods of communication' and the strategy by which this is done. There was agreement that more work needed to be done around the definition before a Communication Strategy could be developed.

Recommendation 4:

Adjust the Constitution to allow the expansion to 7 directors (5 elected + 2 appointed) to meet skills audit requirements.

Outcome:

There was general agreement to this recommendation. This was also to be considered in the context of the motions tabled for consideration at the AGM the following day. Following discussions, there was consensus around finalising any constitutional change at the next General Meeting, with the possibility of making the proposed changes 'Statements of Intent' for the future.

Recommendation 5:

Establish a Nominations Committee to comprise 4 persons being the President, 1 appointed by the Board, and 2 appointed by the Members. This committee will operate subject to the Terms of Reference stipulated by the Board of SA.

Outcome:

There was general agreement to the establishment of a Nominations Committee. Following discussions, it was agreed that it would not have any role in the vetting of candidates for election. It was also agreed that draft Terms of Reference would be circulated at the earliest reasonable opportunity.

Recommendation 6:

Directors will be elected by the Members and should not hold a position on State/Territory Boards to avoid potential or perceived conflict of interest, and to manage workload

Outcome:

This recommendation was agreed, with the intent to be reflected in any subsequent constitutional change or review.

Recommendation 7:

It is recommended that the right of Directors to vote be eliminated and that the Ordinary Members be entitled to one vote each.

Outcome:

Following discussion, there was agreement to the elimination of the right of Directors to vote. There was no agreement reached over the issue of 'One Member, One Vote'. It was noted that further work would be required to progress this, including the possibility of changing the number of votes allocated to members from those currently specified in the Rules.

Recommendation 8:

That the Chair shall be elected by the Directors (with the ability to separate role of President and Chair and subject to workload)

Outcome:

There was universal agreement to this recommendation, with the view that this should reflect the direct election of the *President* (rather than the Chair) by the Directors.

Recommendation 9:

That the Constitution should be amended to allow the inclusion of additional classes of corporate and individual members who may or may not be given voting rights.

Outcome:

Following discussion, there was agreement to review the issue of different classes of membership as part of the broader Constitutional review process. It was noted that it could be difficult inviting membership of centres, clubs and venues when they are affiliated with the relevant State or Territory Association.

Recommendation 10:

While maintaining a federated model, develop a set of governance policies and procedures clearly outlining the roles and expected behaviours of the board and management and the relationship with members and stakeholders.

Outcome:

This recommendation was agreed.

Recommendation 11:

Establish an Audit and Risk Management Committee as a committee of the Board.

Outcome:

This recommendation was agreed.

Recommendation 12:

Provide member State and Territory Associations with the reviewed Squash Australia Strategic Plan and Constitution as a model to modify and adopt.

Outcome:

This recommendation was agreed, noting that there needs to be alignment between Squash Australia and the members.

Recommendation 13:

Develop a commercial development plan to identify the whole of the sport's assets and properties and outline potential commercial opportunities including sponsorship, events and licensing and opportunities based around a broader membership reach. Explore options to secure dedicated resource to drive the plan.

Outcome:

There was agreement to this recommendation, noting that the intent was there to work as a national group to develop such a Plan.

Recommendation 14:

Establish a Human Resources and Corporate Governance Committee that will look at succession, workplace policies, and governance improvements which can be presented to the Board for adoption

Outcome:

This recommendation was agreed, with some discussion around the possible joining of the Nominations Committee with this Committee in the interests of work output.