



**EQUESTRIAN SPORTS
NEW ZEALAND**

CONSTITUTION REVIEW DISCUSSION DOCUMENT

AND CONSULTATION WITH MEMBERS



CONSTITUTION REVIEW DISCUSSION DOCUMENT AND CONSULTATION WITH MEMBERS

WHAT'S THIS ALL ABOUT?

We are reviewing our constitution for reasons explained further in this flier. This is an opportunity for you as a member to help shape the future of the organisation. We are interested in your views and so are providing as many ways as possible for you to have a say. In April and May 2019 ESNZ Board members will meet with members at regional meetings of all disciplines combined, throughout the country.

In the meantime, the Constitution Discussion document and a consultation submission form can be found online so that you can consider the issues or provide your feedback prior to the roadshow.

We hope you will consider the pros and cons at your meetings, on the sidelines at shows, and at the back of the horse truck between classes.

WHAT ARE WE DOING?

We're reviewing ESNZ's constitution. It sets out the principles, objects and rules that guide how ESNZ works. The constitution includes what the branches and committees of the ESNZ are, what powers they have, and how they work. It also states the rights of ESNZ's members - you. ESNZ's regulations are not allowed to disagree with its constitution. The constitution may be changed, but this is generally more difficult to do than passing an amendment to a regulation.

In other words, the constitution doesn't get reviewed often so this is a good opportunity for you as a member to have a say.



WHY ARE WE DOING THAT?

We're reviewing ESNZ's constitution partly because we have to (the Incorporated Societies Act 1908 is to be replaced and this requires ESNZ to update its constitution and rules). And mostly because there are compelling reasons to do so.

Increased competition for funding, sponsorship and our members' time means that only those organisations which are clearly seen to be efficient will be supported by our members, stakeholders and sponsors. Effective governance of National Sports Organisations (NSOs) is an important element considered in funding decisions made by our funders and partners.

Currently, the message we're getting from you, our members, is that we need to engage with you more and demonstrate more clearly to you the value of your membership. We need to find ways to recruit, reward and retain our wonderful volunteers. And our funders and sponsors want to engage with a more joined up organisation which, as a whole, offers a better return on their funding and sponsorship dollar.

Changes to the constitution are the first step in helping us to ensure that ESNZ has a strong and healthy future.

I JUST PAY MY MEMBERSHIP FEE TO COMPETE, WHY SHOULD I CARE ABOUT A CONSTITUTION REVIEW?

Members are our owners! ESNZ is your organisation. While you may think that a review of the ESNZ constitution has nothing to do with you, it has everything to do with you as a member. ESNZ's structure, how it works, what it delivers to you as a member and how you exercise your power are all enshrined in the constitution.

The single, most important question at the heart of this review is whether the current structure enables your view as a member to be adequately represented? Does it enable you to have a say?

WHO GETS TO VOTE ON ANY CHANGES?

That's a good question! With limited exceptions, universal voting by financial members of ESNZ is restricted to election of the President and Vice President. Voting on changes to the constitution is restricted to the ESNZ Board and delegates chosen by each Discipline. So, first we need to hear your views on what needs to change in the constitution and then you get to vote via your Discipline delegates. If you want this to change, let us know via your feedback.



WHAT ARE THE MAIN ISSUES?

The following are the main issues being considered. The background, pros and cons and options are covered in the Constitution Review Discussion Document. The online Submission form provides the relevant page links in the Discussion Document for each issue.

1 ESNZ'S PURPOSE

To identify and develop the best structure and governance framework for ESNZ, we need to decide what the organisation is here for - what's its main purpose?

2 ESNZ'S STRUCTURE & VOTING RIGHTS

The current structure has many tiers (see ESNZ structure diagram on page 6 and 7). For such a small organisation, can we sustain this structure?

Does the current structure enable your view as a member to be adequately represented?

Do the structure and voting rights currently deliver good representation across the country and across all disciplines?

2A UNITARY STRUCTURE

ESNZ has historically been structured as a unitary organisation controlled directly by its members through participation in Area discipline groups which are not separate legal entities but exist within ESNZ. Parts of the organisation have assumed rights and powers which have not been delegated to them by the ESNZ Board, the only part of the organisation fully accountable and with a full governance role.

2B VOTING POWER - MEMBERS ARE OUR OWNERS!

Voting power at the Area discipline group level has existed since ESNZ was established as the New Zealand Horse Society. With limited exceptions, universal voting by financial members of ESNZ is restricted to election of the President and Vice President. Voting on changes to the constitution is restricted to the ESNZ Board and delegates chosen by each Discipline.

3 PROPORTIONAL REPRESENTATION

Voting by Area discipline groups may not fairly represent voting by individual members because the Area groups have remained largely unchanged in a geographic sense for over 50 years, yet the location of members has changed so that they are not evenly spread between Area groups. Area group member numbers range from 57 in Taihape to 1,437 in Greater Auckland. (See graph page 5). Plus, across the organisation there are at least 60 Area groups and 10 clubs. For such a small organisation, can we sustain this structure?

4 ESNZ BOARD COMPOSITION AND TENURE

The four options proposed for the make-up of the ESNZ Board include various combinations of a skills-based and discipline-representative board. Leadership of the organisation is closely linked to its future sustainability but also needs to represent you - its members.

5 ROLE OF PRESIDENT AND PATRON

Does ESNZ need a President? And if so, how should the President be appointed and what does the President do? We are asking the same questions about the role of an ESNZ Patron or Patrons.

6 DISPUTES PROCEDURE

ESNZ is reviewing its Disputes Procedure alongside the Constitution Review; members' views are being sought on this via a separate consultation process.

7 THE PLACE OF NATIONAL EQUESTRIAN CENTRES (NECS) IN ESNZ

How should ESNZ approach the ownership and development of facilities such as the NECS in the future so that equestrian sports remain accessible and viable?

WHAT IS THE TIMELINE?

December 2018: Summary and Constitution Review Discussion Document distributed to Discipline Boards and NEC committees.

Members will be alerted to the consultation available online via newsletters, local meetings and social media channels.

April – May 2019: Constitution Review Roadshow - ESNZ Board members will meet with Area group members at regional meetings of all disciplines combined. The dates, times and locations of these meetings will be advised early in 2019 via Discipline Boards, Area groups, NEC committees, the ESNZ website and social media channels.

30 June 2019: All written submissions, whether online, by email or in hard copy need to be received by ESNZ by 30 June 2019.

August 2019: A draft revised constitution with recommendations based on members' feedback will go to the ESNZ Board meeting.

September 2019: Agenda items, including changes to the constitution to be posted on the ESNZ website at least 21 days before the date of the AGA.

October 2019: AGA (date to be determined). AGA minutes and resolutions get voted on by the ESNZ Board and the delegates. Voting on changes to the constitution is restricted to the ESNZ Board and delegates in each Discipline.

2020: Once the essentials of our constitution are approved, a discipline by-law review will follow in 2020.



WHERE CAN I FIND OUT MORE?

Equestrian Sports New Zealand welcomes feedback from all members on these proposals and other questions posed in the Constitution Review Discussion document.

Members are the owners of ESNZ! We encourage all members to give us your views on what kind of organisation you want ESNZ to be and how you and your interests are represented in the organisation in the future.

HAVE YOUR SAY

A Constitution Review discussion document which includes questions will be circulated to Discipline boards, NEC committees and provided online before Christmas 2018.

ONLINE

Everything you need to know and to enable you to give us your feedback is online, including the Constitution Review Discussion document and consultation submission form <https://www.nzequestrian.org.nz/esnz/about-esnz/>

ROADSHOW

In recognition of the importance of the Constitution Review, ESNZ Board members will meet with members at regional meetings of all disciplines combined in April and May 2019. The dates, times and locations of these meetings will be advised early in 2019 via Discipline boards, Area groups, NEC committees, the ESNZ website and social media channels.

EMAIL

Please email your feedback or questions to: review@nzequestrian.org.nz

POST

While we prefer online or email submissions, you can send your response by post to:

Constitution Review
Equestrian Sports NZ
PO Box 6146
Marion Square
Wellington, 6141

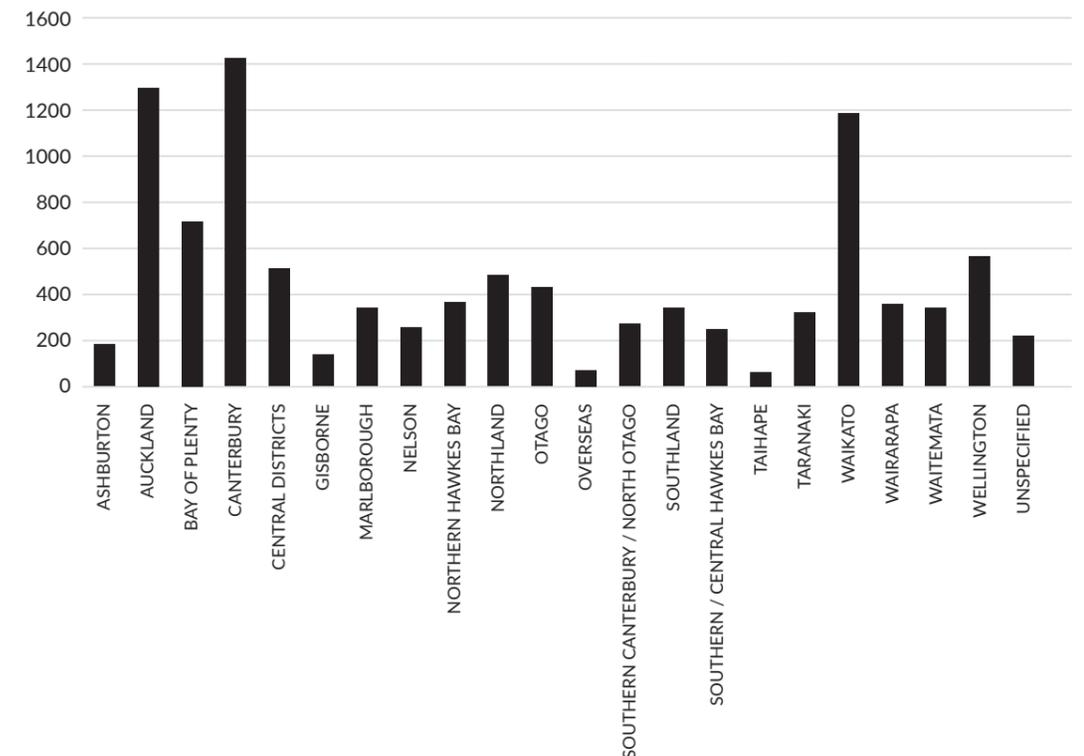
All written submissions, whether online, by email or in hard copy, need to be received by ESNZ by 30 June 2019.

If you are not using the submission form available online please make sure you include the following information in your submission:

- Your name
- If applicable, your position on an ESNZ discipline board, committee, club, NEC or ESNZ board
- The name of your board, committee or club if you are submitting on their behalf, and whether your submission represents the whole board/committee/club
- Your contact details (phone number, address, email)

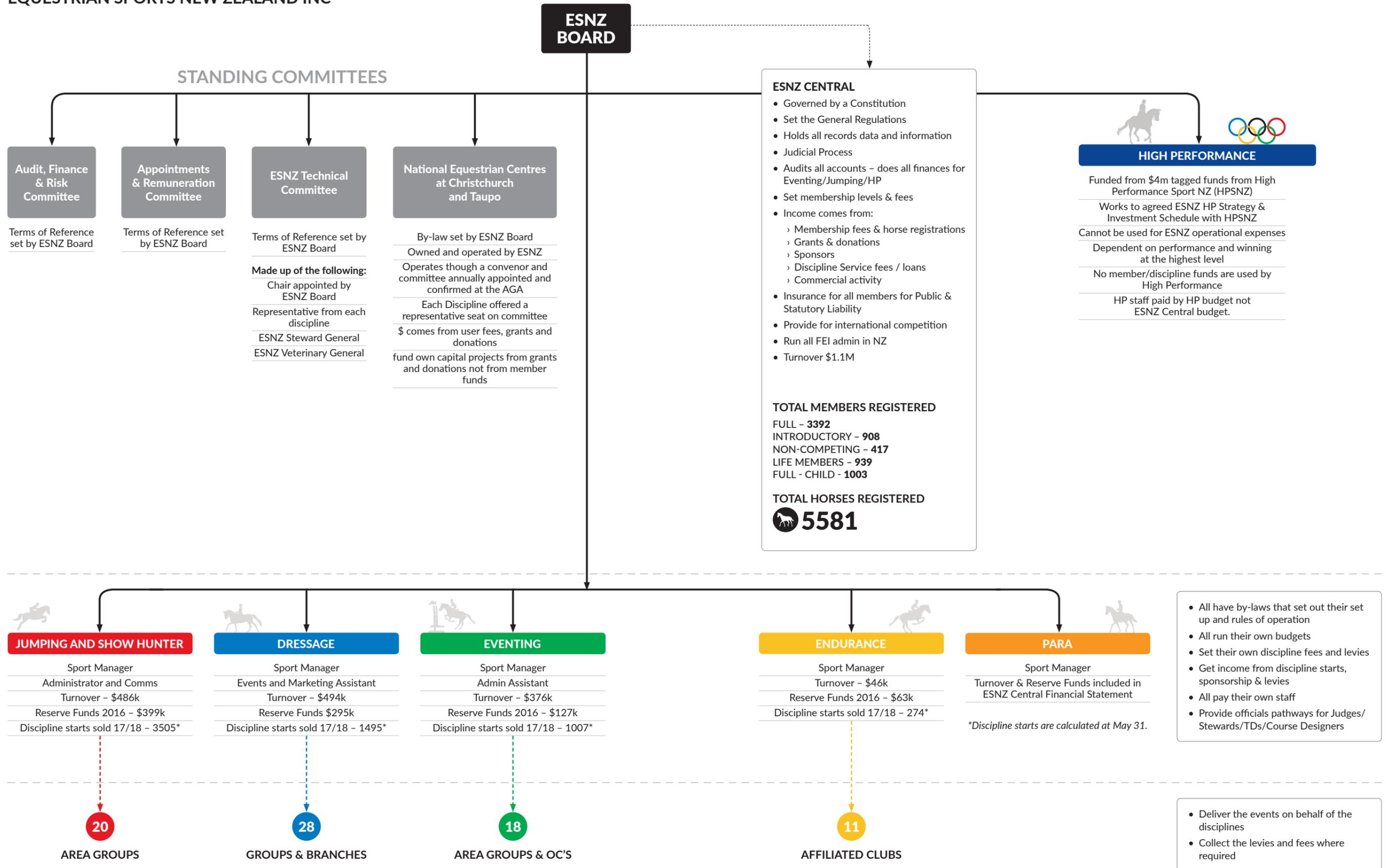


MEMBERS BY AREA



DISCIPLINE STRUCTURE

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