



ESNZ AGA 2019



EQUESTRIAN SPORTS
NEW ZEALAND

Annual General Assembly

September 2019

AGA

ROLL CALL AND PROXIES

APOLOGIES FOR ABSENCE

OBITUARIES

CONFIRMATION OF MINUTES

CHAIRMAN AND CEO REPORT

SECRETARY GENERAL REPORT

DISCIPLINE REPORTS

FINANCIAL REPORT

CONFIRMATION OF OFFICERS

PILMER PLATE AWARD

GENERAL BUSINESS



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CHAIRMAN AND CEO REPORT – NICK PYKE

SECRETARY GENERAL REPORT – VICKI GLYNN

DISCIPLINE REPORTS

- DRESSAGE – SCOTT MCKENNA
- ENDURANCE – MARIE WAKELING
- EVENTING – MARGARET EVANS
- JUMPING – MANDY ILLSTON

FINANCIAL STATEMENTS – ADOPTION OF THE FINANCIAL REPORT



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ESNZ Strategy

People and Engagement

Winning combinations

Values and Culture

Drug & Alcohol Policy implementation

Change the Rein campaign

Officials and coaches (AGA seminars)

New rules and policies

Concussion and Health & Safety

Disciplinary Process

ESNZ Volunteer of the Month

Members are looked after and look after each other.

Aspirational Pathways

Para – equestrian

Interschools competition

NZ Sport Horse Breeding Project -
breeding values

Tokyo Planning/HP Strategy and
2030 Blueprint

Sport NZ

*Growing participation and improving
performance at all levels.*

*International success on the world
stage.*

ESNZ Strategy

Organisation Sustainability

Diversification of income (eg advertising)

Partnerships / Sponsors

Funding

Database

Constitution Review

Value of membership clear

ESNZ has a sustainable structure and revenue base: partners investing in the sport, clear value proposition, increased diversity in income streams. Improved financial performance. Clear expectations and delivery of programmes and services.

Stronger Together

Working as one organisation

Combined AGMs

Shared resources

Creating wins for each other

Greater coordination and collaboration between disciplines, ESNZ, Sports NZ, commercial partners and stakeholders

A well performing, efficient and sustainable organisation.

CONSOLIDATED RESULT

The consolidated result for the year was a surplus of \$572,266. This is a 12.6% increase from 2017/18.

Although cash from operations showed a surplus of \$228,820 for the year, investments in capital items of \$352,395 and repayment of borrowings of \$72,373 resulted in a decrease in cash resources of \$195,948.

The audit opinion is qualified as per previous years. This is due to the way we collect camping and ground fees at the NECs where we rely on honesty box collection. There is no issue here beyond the fact that the auditors cannot verify completely the income from this activity.



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INCOME

- Consolidated income for the year increased by \$1.17m to \$6.49m
- High Performance recognised income increased by \$724k to \$2.52m due to the staging of the World Equestrian Games during the current financial year.
- Membership revenue increased by \$139k to \$1.73m - 26.7% of total revenue.
- Camping, rent and ground fees increased by \$72k to \$721k.



EXPENSES

- Consolidated expenditure increased by \$1.11m to \$5.92m.
- Key issues regarding expenditure is as follows:
 - Travel and accommodation expenses includes all travel for all officials at competitions that are reimbursed by ESNZ disciplines, all staff and all board members in all discipline and National office.
 - Expenditure incurred by High Performance increased by \$645,324 primarily due to the World Equestrian Games.
 - Employee related costs include all costs related to individuals providing direct services to ESNZ, including disciplines and High Performance. Increase of \$139,273 due to recruitment for various roles during the year and increased resources across ESNZ, including the NECs.



Financial Performance

	2018 - 19	2017 - 18	2016 - 17	2015 - 16
Central	(\$15,716)	\$67,951	(\$63,099)	(\$173,593)
Dressage	\$20,215	\$50,348	(\$18,852)	\$18,507
Endurance	\$7,734	(\$7,347)	\$4,292	(\$13,347)
Eventing	\$36,778	(\$57,323)	\$1,575	\$33,165
Jumping	\$2,931	\$47,650	\$52,725	\$55,434
High Performance	\$148,254	\$63,656	\$135,919	\$41,843
NINEC Taupo	\$398,974	\$348,445	\$1,392,907	\$212,003
SINEC McLeans Island	(\$26,904)	(\$5,139)	\$14,101	\$303,239
	\$572,266	\$508,241	\$1,519,568	\$477,251

	 JUMPING	 DRESSAGE	 EVENTING	 ENDURANCE
TURNOVER	\$530,938	\$534,322	\$356,218	\$91,344
RESERVE FUNDS	\$402,704	\$312,968	\$164,063	\$69,707



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ESNZ CENTRAL RESULT

\$15,716 Deficit

INCOME

- Increased income from membership and registration fees of \$113,158
- Sport NZ continued to support the constitution review project and values and culture project through ongoing grant funding

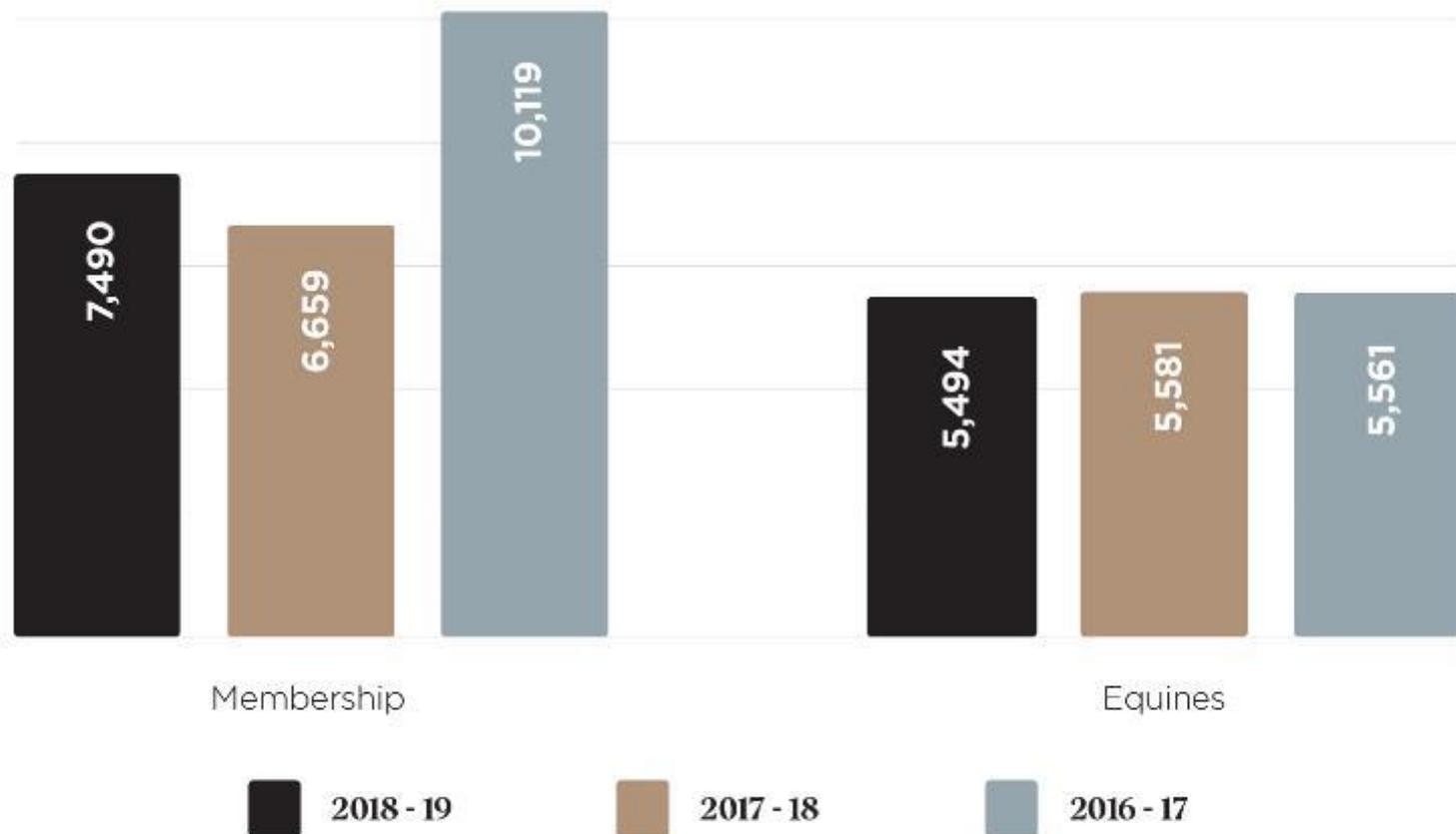
EXPENSES

- Expenditure increased by \$214,190 to \$1,291,354.
- Payroll costs increased due to changes in staff hours and the employment of a communications and engagement manager as well as staff movements due to maternity leave
- Increased expenditure on depreciation and amortisation due to the investment in the database.

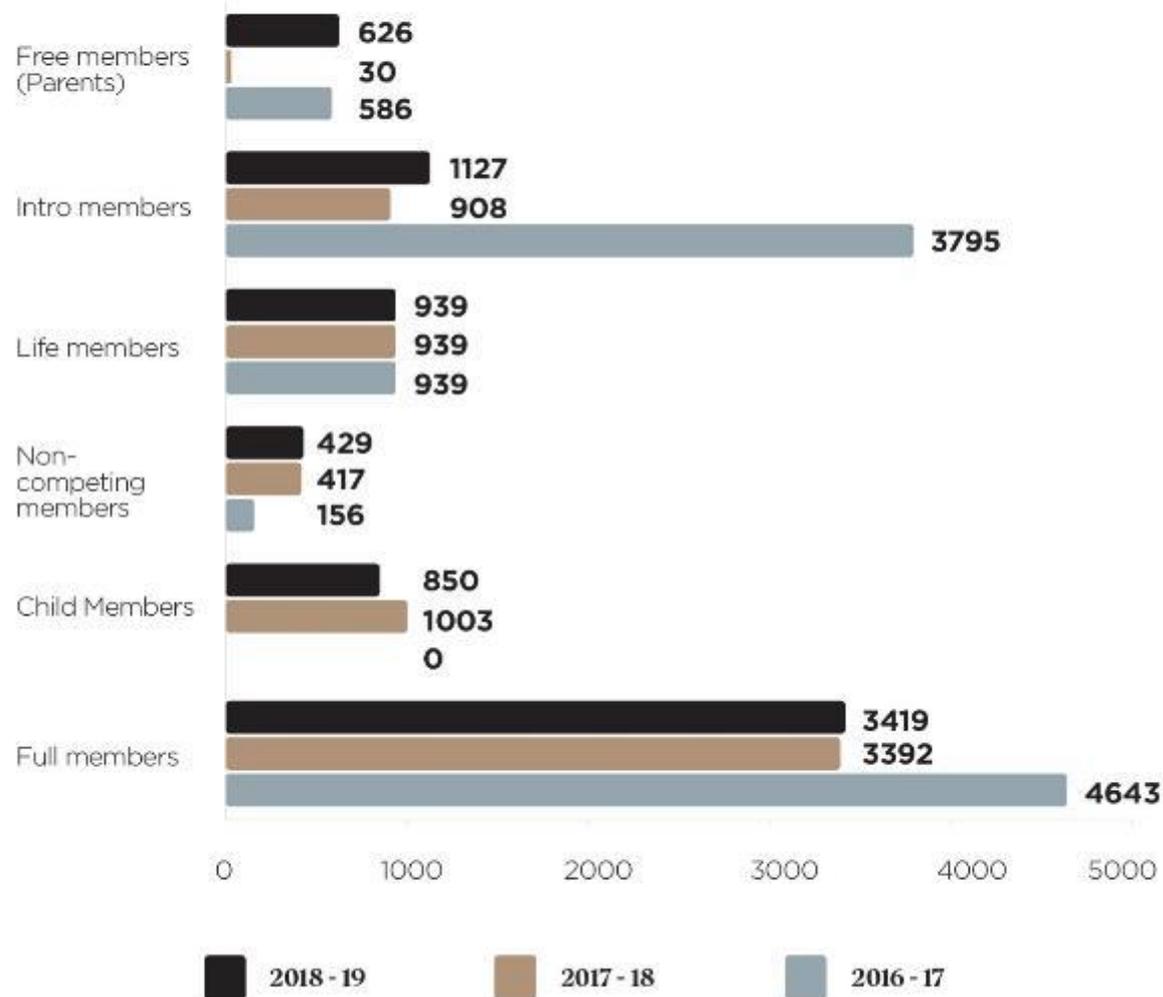
Increased legal costs of \$17,829 related to the disciplinary system review



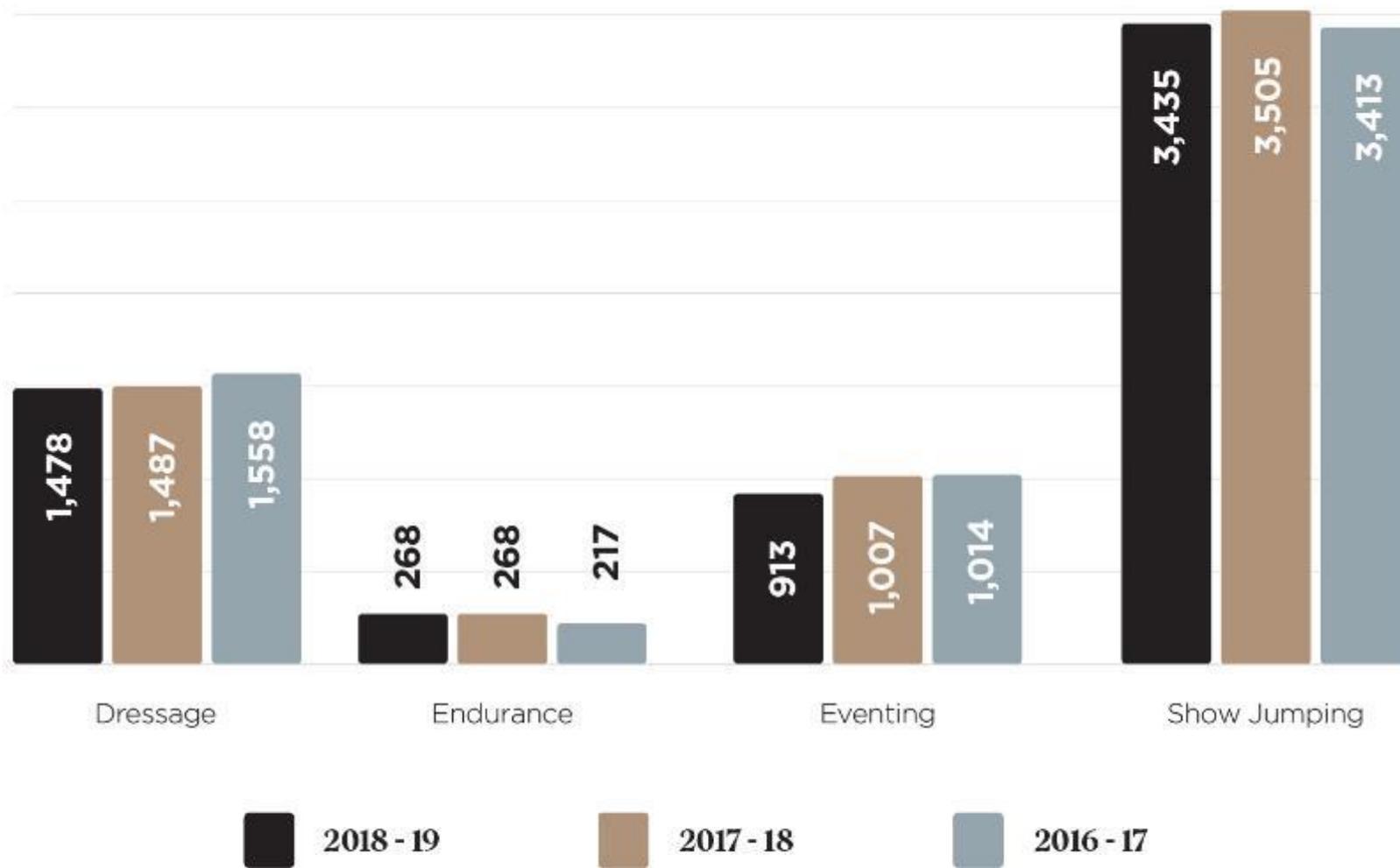
Total Members and Equines



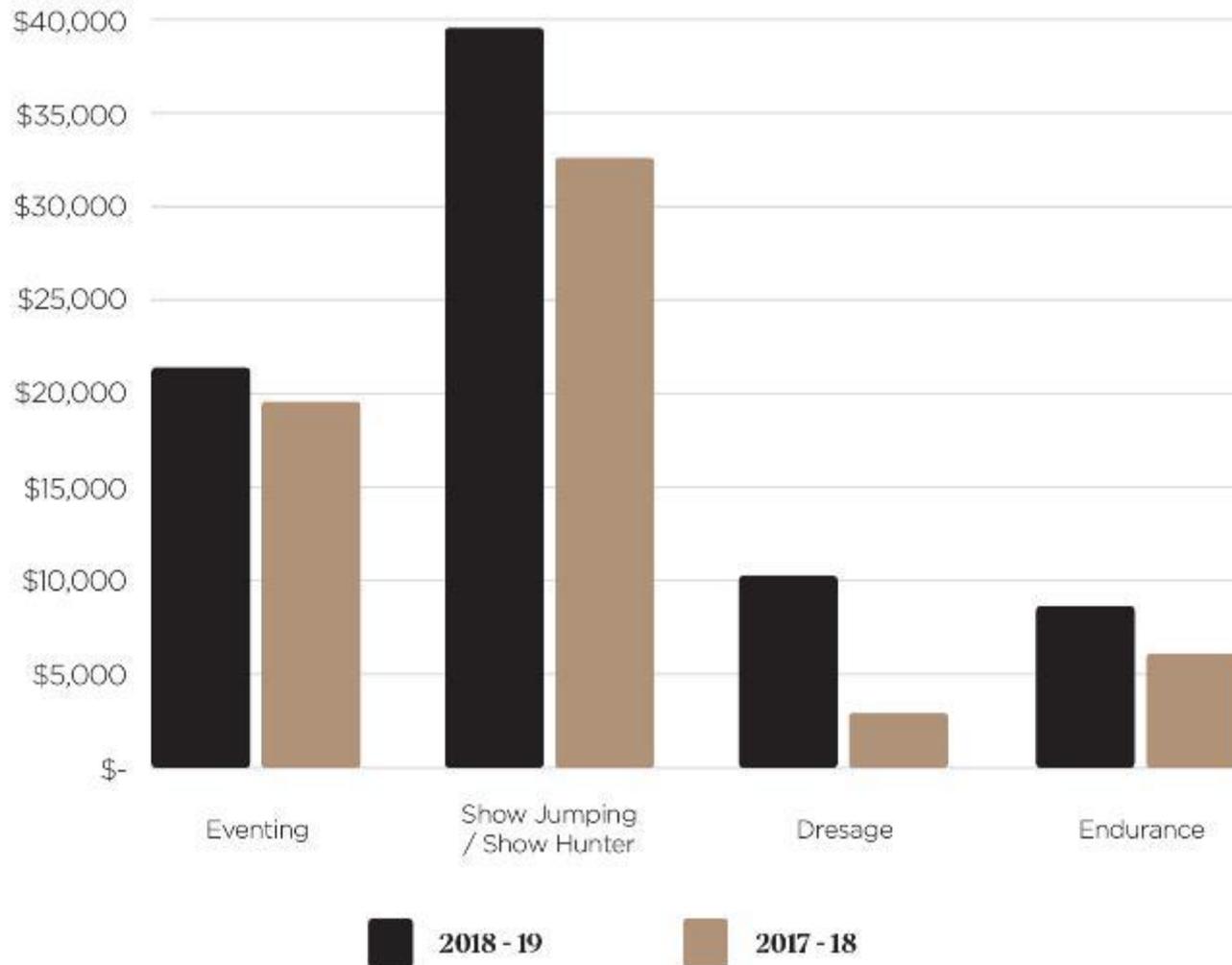
Total Members by Category



Total Starts by Year



Casual Starts Comparison 2017 - 18 and 2018 - 19



DISCIPLINE LOANS

DISCIPLINE LOANS TO ESNZ CENTRAL	Negotiated Loan	Balance at start of year	Principal repaid 2019	Interest paid 2019	Total remaining
Dressage	\$37,500	\$26,293	\$12,809	\$992	\$13,484
Endurance	\$7,500	\$5,353	\$2,691	\$200	\$2,662
Eventing	\$25,500	-	-	-	-
Jumping	\$79,050	\$51,613	\$26,455	\$1,866	\$25,158
Total	\$149,550	\$83,259	\$41,955	\$3,058	\$41,304



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HEALTH AND SAFETY REPORTING



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Gender data 2019

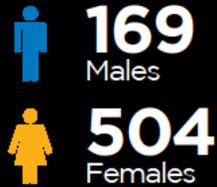


The only Olympic sport in which both **genders** compete against each other is equestrian.

MEMBERS



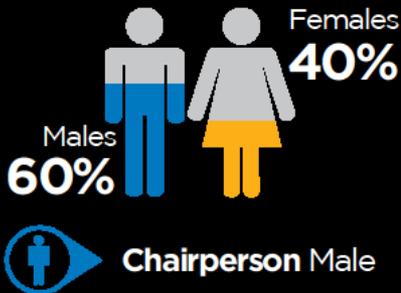
MEMBERS WHO HOLD ROLES AS OFFICIALS



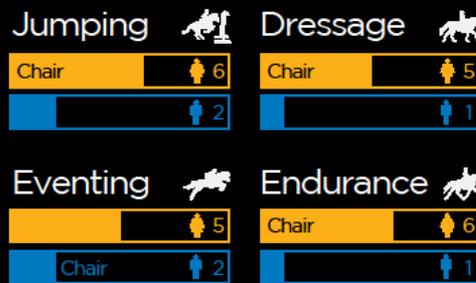
STAFF



ESNZ BOARD MEMBERS



DISCIPLINE BOARDS



Sport NZ funding strategy focused on growing participation of women and girls. Includes board gender diversity targets of 40% females on board by December 2021 or Sport NZ and HPSNZ funding *will be compromised.*

The ESNZ board has not yet discussed how this will flow through the organisation but a “Diversity and Inclusion” strategy will need to be developed in the next two years.

General Regs changes

Other changes to Chapter 9 of ESNZ GRs

Official Warnings need to be given out by the Ground Jury now, as a team, not by individuals. The Appeal Committee or Judicial Committee can also issue these. Official Warnings can be appealed – to the Appeal Committee – with a \$100 deposit.

OCs are encouraged to use Appeal Committees more than they currently do as the new system allows for appeals to protests and Official Warnings. Appeal Committees do not necessarily need to be present at an event, but they must be able to be easily reached by phone for discussion/decision. Appeal Committees decisions cannot be appealed.

Individuals can see a review of the Appeal Committee's decision – this will go straight to the Judicial Committee and must be accompanied by a fee of \$500. The Judicial

Committee only reviews the process or considers whether there is substantial new evidence.



Other General Regs changes

Article 132: Abuse of Horses

This is not an exhaustive list and items will be added or edited from time to time, so it's one worth being familiar with at all times.

Article 149: Guidelines for Organising Committees

While this article has been put in place for OCs, it's important for Officials to also be familiar with it and support OCs when necessary.

This Article provides information for Organising Committees from which they can develop their event schedules, and to advise what their rights are in regards to running events under ESNZ rules and accepting competitor entries.

It should be read in conjunction with the ESNZ disciplinary regulations, ESNZ Drug and Alcohol policy, ESNZ Code of Conduct and ESNZ Behaviour policy.

What changes can we expect in the future?

Article 132: Abuse of Horses

In 2020 we intend to add the trimming of whiskers and inners



New and revised policies

ESNZ will not tolerate harassment, discrimination or abuse of those, and by those, involved in their activities for and on behalf of ESNZ. ESNZ believes that everyone involved in equestrian activities has a right to be treated fairly and with dignity and respect.

ESNZ encourages all people to respect others and to behave in accordance with ESNZ Codes of Conduct.

ESNZ acknowledges that its employees, members and volunteers provide a valuable contribution to the positive experiences of junior participants. ESNZ aims to ensure this continues and to protect the safety and welfare of its junior participants.

ESNZ encourages Area Groups and Member Organisations who conduct programmes which involve direct and unsupervised contact between employees, members, coaches, officials or volunteers with children – for example through squad training camps - to undertake a police vet check.

ESNZ endeavours to provide an environment where everyone can feel safe and comfortable – this includes our policies around alcohol and drugs, and also providing a smoke-free environment whenever possible.

ESNZ will involve police where serious offences, or law-breaking, have taken place, and will encourage OCs and Officials to call police if they find themselves facing a serious situation they cannot handle alone.

New Policies

Code of Conduct

*We have a new Code of Conduct – on our website. It includes the behaviours in our **Behaviour Policy**. We are committed to providing a safe environment for all participants!*

Member Protection Policy

The first version of our MPP is now on our website.

The MPP outlines ESNZ's responsibilities and the responsibilities of affiliated organisations and individuals associated with ESNZ, on key issues such as child protection, anti-discrimination, harassment etc.

Drug and Alcohol Policy

Testing for illicit drugs & alcohol (not performance enhancing drugs which is Drug Free Sport). Health & safety – to protect competitors, officials, contractors, spectators and volunteers. Stop inappropriate and bad behaviour at events



Rules & Policies – Change the Rein!

Change the Rein campaign: a conscious shift in our attitude to drugs and alcohol

- **Rein it in** – identifying the issues, attitudes and behaviours; find funding; champions for change
- **Shorten the reins** – regulatory changes to support campaign; key messages; tactical delivery
- **Loosen the rein** (what does success look like) – a kind, respectful sport which all can enjoy; horses are well looked after; a “just” culture where it is ok to speak up; new norms established



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Horse Ambulance Trust



The New Zealand Horse Ambulance Trust was established in 2016 for the sole purpose of funding, procuring and operating a national fleet of horse ambulances.

The mission of the Horse Ambulance Trust is:

- to assist horses injured while competing at race meetings and equestrian events through the provision and operation of a national fleet of horse ambulances,
- and to protect the well-being of horses competing at race meetings and equestrian events in New Zealand.



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LOOKING FORWARD



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Values & Culture

You told us we need to engage with you more and more clearly demonstrate the value of your membership. We need to find ways to recruit, reward and retain our wonderful volunteers. Our funders and sponsors want to see a more joined up organisation which, as whole, offers better return on their dollar.

One of our greatest challenges is to encourage all members, disciplines, boards, areas, officials and volunteers to work together as one organisation. Only together will we be strong and resilient and pave a brighter future for our members across all spectrums of the sport.

What are we doing?

Working on encouraging a positive, welcoming and open culture.

A focus on members and volunteers as customers.

We need to communicate better with you and make sure you feel comfortable bringing issues to our attention and that we deal with them professionally and appropriately.

We will demonstrate value – what is the purpose of your relationship with us and how do we make sure you feel valued in that?

Celebrating our successes together so we can share in the delight of winning well.

And we need to be clear about doing what we do well – at all levels on and off the field of play.



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Constitution Review

How ESNZ is structured, and therefore operates, is important for the future health of ESNZ

Engagement with and feedback from discipline boards and Area groups have been useful.

Across the organisation there is a greater understanding of the roles and accountabilities of the various parts of the organisation – which have evolved over time.

More discussion needed with discipline boards to help determine the outcomes of the Constitution review and consultation timeframes.

The deadline for feedback has been extended until further notice.



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Be innovative
Embrace change
Make a difference

Talk to the young people

And above all ... be a good person



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DISCIPLINE REPORTS

High Performance Simon Bennett

Dressage Scott McKenna

Endurance Marie Wakeling

Eventing Margaret Evans

Jumping Mandy Illston



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CONFIRMATION OF OFFICERS

2019-20

PATRON

Mrs Jennifer Millar CNZM

Recommendation of the ESNZ Board

PRESIDENT

One nomination received for: Richard Sunderland

Nominated by: Wallie Niederer

Seconded by: Jenny Booth

One nomination received for: Vicki Glynn

Nominated by: Chris Hodson

Seconded by: Warren James

VICE PRESIDENT

One nomination received for: Lynda Clark

Nominated by: Nick Pyke

Seconded by: Sue Billigheimer



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ESNZ BOARD

Richard Sunderland – President

Nick Pyke – Vice-President

Lynda Clark – Dressage

Marie Wakeling – Endurance

Maree Burnett – Eventing

Jenny Booth – Jumping

Kathryn Roberts – Appointed

Wallie Niederer – Co-opted

Phillip Cornegé – Appointed

Don Robertson – Appointed



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NEC COMMITTEES 2019-20

NATIONAL EQUESTRIAN CENTRE – CHRISTCHURCH

Don Robertson – Convenor
Soo Wells – Dressage
Sue Billigheimer – Endurance
Tony Roberts - Eventing
Nathan Brown – Jumping
Andrew Bruce – Appointed
Nick Pyke – Appointed

NATIONAL EQUESTRIAN CENTRE – TAUPO

Wallie Niederer – Convenor
Debbie & Peter Barke – Dressage
Daryl Owen – Endurance
Jenny Draper - Eventing
Jenny & Craig Booth – Jumping
Mark King – Appointed
Jennifer Millar – Co-opted



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CONFIRMATION OF AUDITORS & SOLICITORS

AUDITORS

The ESNZ Board recommends the appointment of Deloitte Wellington as ESNZ Auditor for the 2019-20 financial year. This appointment has the support of ESNZ Management.

SOLICITORS

The ESNZ Board does not wish to confirm a preferred Solicitor, instead, the ESNZ Board would like to be able to appoint Solicitors on a case by case basis and who have the skills and expertise in the field that is requiring legal assistance.



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