



ESNZ Eventing Board Proposed Structure

Consultation Invitation

Introduction

The ESNZ Eventing Board wishes to consult with everyone in our eventing community on some proposed changes to the Board. While the current structure allows for the appropriate voices to be heard around the table, it has 11 members with two additional attendees (Sport Manager and TAG Chair), and a further three ESNZ officers' part/optional attendance, making it a very large Board.

To improve its efficiency and effectiveness, the Board proposes:

- reducing the Board's size,
- implementing a more robust system of electing members, and
- standardising term lengths.

You are invited to review this proposal and provide feedback (as an individual or group) by sending an email to eventing@nzequestrian.org by 5pm Monday 31 January 2022. During this consultation process I will be available to talk with you should you have any questions, thoughts, or ideas that you would like to discuss.

Thank you in advance for your consideration of this proposal. I look forward to receiving your feedback.

Dr Margaret Evans
Chair, on behalf of the Equestrian Sports New Zealand Eventing Board
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Background

Purpose of this paper: At the 2021 AGM Attendees and Area Group Representatives were advised that the Board was carrying out a review to ensure it governs the sport effectively, has appropriate representation, and attracts and obtains the skills needed. The proposed changes to the Board structure as a result of the review are set out in this document for which we seek feedback from Area Groups, OCs, and riders.

The review focused on three key areas:

1. **Number of Board members and voting rights**

Proposed outcome: A board of seven members with voting rights is considered most appropriate to carry out Board activities and deliver results.

2. **Appointment processes for each board member role**

Currently Board positions are made through different processes:

- Elected members are nominated and voted on by area groups
- Appointed members are recruited/interviewed by a panel of three
- Rider representatives are elected at riders' meetings at key events, although in practice this has sometimes been quite loose
- Organising committee representatives are voted on by OCs (should a vote be necessary)

Proposed outcome: See following table

3. **Appointment/elected terms and rotations for each board position**

- Elected and appointed members terms are for three years
- OC representatives are for two years
- Rider representatives are for one year

Proposed outcome: See following table

Proposed Structure

The table below summarises the proposed Board Structure: composition, voting rights, terms, nomination/application/appointment processes.

Position	Number	Voting Rights	Terms	Nomination / application process	Election / Appointment Process
Rider Representative	One	Yes	Three years	Advertised within Sport Nomination from ESNZ member or self-nomination, and Application with cover letter and CV	Electronic election by Riders (ESNZ Members who have competed in Eventing in the last 12 months) Commencing three months and concluding one month prior to the AGM
Organising Committee Representative	One	Yes	Three years	Advertised within Sport Nomination from an active Organising Committee, and Application with cover letter and CV	Electronic election by Organising Committees Commencing three months and concluding one month prior to the AGM
Elected members	Three	Yes	Three years	Advertised within Sport Nomination from Area Group, and Application with cover letter and CV	In person election by voting delegates at AGM
Appointed members	Two	Yes	Three years	Advertised within and outside of sport Application with cover letter and CV	By Board appointments panel of Board Chair (except when Chair is an applicant), Board member + one other. Ratified at AGM
Co-opted members	As required	No	As required, usually short term	By invitation, or advertised within and outside of sport Application with cover letter and CV	By Board resolution, or by appointments panel of Board Chair, Board member + one other

This would result in a Board of seven members: five elected and two appointed, with the option to co-opt members for a particular need with two attendees and three optional attendees.

Changes

The table below summarises the changes from the current to the proposed Board Structure.

Position	Position Changes	Voting Right Changes	Term Changes	Election / Appointment Process Changes
Rider Representative	From 2 to 1	From: 2 reps may attend but share 1 vote To: 1 full vote	From 1 year to 3 years	From: North Island Rep elected at riders meeting National 3DE (Taupo - May) South Island Rep elected at South Island Championships (McLeans Island – Oct) To: Elected via electronic vote by all ESNZ Members who have competed in Eventing within the last 12 months
Organising Committee Representative	From 2 to 1	From: 2 reps may attend but share 1 vote To: 1 full vote	From 2 years to 3 years	From: Elected via email by Organising Committees To: Electronic votes by Organising Committees
Elected	From 4 to 3	No change	No change	No change
Appointed	From 3 to 2	No change	No change	No change
Co-opted	From 0 to as required	None	As required	By Board resolution or appointed by Board panel

In Attendance (no change)

The proposed Board Structure would not introduce any changes for attendees at Board Meetings. These people are:

- Eventing Sport Manager – attends, reports, contributes, and minutes board meetings, as per their contract.
- Technical Advisory Group (Chair or stand-in) – attends, reports and contributes, as per Terms of Reference for Technical Advisory Group
- ESNZ CEO and ESNZ President - have standing invitations to attend and contribute to the Board meetings, as per Eventing Bylaws
- GM High Performance – attends, reports and contributes by invitation of the Board.

Introduction of Board Member Rotations

Currently there is no overall coordination of the rotations of Board members' terms. It is proposed that rotations be introduced, occurring across a three yearly cycle. The following rotations align with the conclusion of current board member terms and is proposed as the rotation going forward.

Year One – One Elected Member; One Appointed Member; One Elected Riders Representative Member

Year Two – One Appointed Member; One Elected Organising Committee Representative Member

Year Three – Two Elected Members

Updates to Board Substructures

It is proposed to update the by-laws to reflect that subcommittees, portfolios, advisory groups and working groups are substructures that the Board can employ at any time it determines necessary. It is proposed that, in addition to the Technical Advisory Group, at a minimum there are portfolios for the areas listed below, with the ability for the Board to form a subcommittee to share the workload.

1. Organising Committees
2. Performance and Development (Riders)
3. ESNZ Board representative
4. Finance and Funding
5. Sponsorship and Commercialisation
6. Media and Communications

Next Steps, Feedback Process and Timeline

1. Consultation on these changes concludes at the end of January 2022.
2. Board finalises proposed changes after review and consideration of feedback during February 2022.
3. ESNZ Board approval of changes requested March 2022.
4. New structure enacted in time for elections / appointments prior to and at the ESNZ Eventing AGM 2022.

Further information: This document sets out the key outcomes of the Evening Board's deliberations. The Board is happy to share with you the initial and final Board discussion papers which can be accessed via these links: [\[Eventing Board Structure Discussion Paper – May 2021\]](#) and [\[Eventing Board Structure Discussion Paper – September 2021\]](#).

To enact these changes the ESNZ Board will need to approve changes to Eventing's By-laws. This link [\[ESNZ Eventing By-law changes 2021\]](#), shows marked up changes to Eventing's By-laws. Please note a full review of the Eventing By-law has not been carried out as this will occur as part of the implementation of the ESNZ Constitution review once it has concluded.

Implementation: Any change in structure of the Board will come into effect in a graduated way as the current Board members' terms conclude. If implemented as proposed, the Board Structure changes will commence April 2022 (with the advertising of Board member positions) and be finalised at the time of the 2023 AGM.