



## Minutes of Meeting

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ESNZ Eventing Board Meeting held;  
10am Thursday 30 March 2017  
Butterfly Creek, Auckland Airport.

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**Present:** Angela Lloyd, Marg Evans, Bundy Philpott (Rider Rep), Melissa da Souza (OC Rep)

**Present via Skype:** Todd Gloyn (Chair), Alison Watters

**Attended by:** Eliza Riedel (Sport Manager),

**Apologies:** Kate Wood, Krista Riding

<u>Agenda Item</u> 1	
	The Chair welcomed everyone to the meeting and thanked them for taking the time to attend the meeting. Apologies were recorded from Kate Wood and Krista Riding  Plane cancelled so Todd and Alison had to Skype into the meeting.
2	Items Requiring Decisions
	<u>Minutes of Previous Meeting</u> The minutes of the previous meeting, 21 February 2017, were confirmed as true and correct.  <p style="text-align: right;"><b>Moved: Angela Lloyd</b> <b>Seconded: Todd Gloyn</b></p> Matters arising from previous minutes; Caledonia Holdings potential sponsor – Hamilton vets is a member so there would be no conflict with Alec’s involvement. SM still to send the notes – from the January meeting with Trutest. Other matters arising all come up in the agenda items for this meeting.  <u>Board Meeting Days</u> 22/23 May Two day board retreat. Venue to be confirmed. Marg has offered her home in Christchurch as a venue as several board members could be accommodated.

## Process for finalising Board Meeting Minutes

It was agreed that the Draft Minutes should be sent by the SM to all Board members as soon as possible after the meeting for comments. Board Chair to have final sign off before they are published.

It was agreed that an Action list is required following each meeting so Board Members know which tasks have been assigned specifically to them and can act in a timely manner.

**Action: SM to create Action list and distribute.**

## A fair eventing competition – email from Janine Hayde

Discussion took place around the current Classes Rule, Article 613, and how it is affecting the sport nationally and not only in the upper north island.

Options were discussed, specifically the different classes being offered by the Organising Committees running events with high entries.

It was agreed that a reminder of the current rules should be sent to OCs and riders through direct email and the newsletter. **Action SM**

Many riders feel that the current rule does not work and that the Board should consider an alternative solution before the start of the next season. With this in mind the Board discussion alternative rule options and agreed on the following Rule suggestion;

Combinations with more than 3 wins at a level, or more than 2 MERs at the level above, must enter the open division.

An Open division must be offered by an OC when there are more than 25 entries at that level, excluding age classes.

**Action: Riders Rep to raise at Kihikihi riders meeting and bring feedback back to board. SM to advise Janine Hayde of outcome of Board discussion.**

## How to progress our relationship with Pony Club

The incident at the Hawkes Bay Area Pony Club/Central & Southern Hawkes Bay Eventing combined event prompted further discussion around liability when combined NZCPA/ESNZ competitions are delivered.

A discussion document was presented and discussion took place. Some hesitation from Board members as to which is the best avenue to proceed down but in general it is agreed that a formal understanding between ESNZ Eventing and NZPCA is required.

It was agreed that an MER at an Area Trial should be removed from the ESNZ Eventing CCN105 qualification table as Area Trials offered differ greatly from Area to Area and ESNZ Eventing doesn't currently have the structures to ensure all rules are adhered to. **Action: SM/Technical**

ESNZ and ESNZ Eventing would like to reach a position with NZPCA where an MoU is in place that covers the delivery of combined events. An MoU will help protect both organisations and will clearly define responsibility, insurance and liability.

**Action: Ideas to be fed into Melissa.**

Working group to progress – Melissa, Eliza, Dana, Todd, Marg.

## Membership Review

Discussion around proposed feedback to ESNZ on the Membership Review document and process.

Agreed the following feedback would be submitted on behalf of ESNZ Eventing.

Dear Nick and Dana,

The ESNZ Eventing board would like to congratulate you for the work done in preparing the proposal to this stage. We believe that this information provides a very good start to framing a proper business case around any new system going forward, however, ESNZ Eventing feels unable to support anything that we are not fully confident provides sustainability for the future in both the financial and participation areas for ESNZ and the disciplines. We are also concerned that this proposal throws out a lot of the things that were key parts of the strategic objectives of the previous membership review.

In hindsight, the demands of ESNZ Eventing - through our ESNZ board representative at the time - to provide a business case for the previous changes should have been demanded even more strongly than they were at the time. With that in mind, as a board we are disappointed that we did not receive any information on this proposal for feedback prior to it going to the wider public. It is a general feeling that this showed disrespect toward our board members and the time they put into sport governance. Some feedback from the discipline boards before going public could have been valuable from an information point-of-view – and perhaps helped prevent some negative vibes from the Pony Club sector - and would also have been better from a process perspective.

As a board, ESNZ Eventing have significant concerns about the new membership proposal. Whilst we recognise the major problems that the current fee structure have caused for ESNZ we believe that, though the new fees will help the coffers of our parent body, they will cause Eventing to be vulnerable in future if adopted in the proposed form. Our concerns primarily revolve around the likelihood that many of our lower level competitors will balk at paying such a large membership fee when so many of them only compete at two or three events per season. These riders have no ambitions of moving up the grades and thus will likely confine their competing to Pony Club events. A bridge between introductory and full membership is critical for Eventing as it is these lower level competitors that keep our sport financially sustainable.

Other concerns the Eventing board has with the current proposal are:

- The aims of the previous membership review included a desire to decrease barriers to participation in equestrian sport. The new proposed membership puts these barriers back up and seems to have built them even higher than they previously were.
- It is our opinion that the new proposal would be a huge barrier to children registering with ESNZ, irrespective of what discipline they compete in. There is no way that a child should have to pay the same as a professional rider in order to compete in our sport.
- The removal of community membership is a concern, especially in terms of creating an identifiable equestrian “community” in NZ, with all the advantages this gives to the organisation. The community membership was also created for parents of Juniors so that these were accountable to our rules. As the rules state that at least one parent needs to be a member in conjunction with a Junior, this in effect makes the Junior membership \$160 when this \$40 is added to the \$120.
- ESNZ Eventing believe that there absolutely needs to be some sort of casual/day membership available for low users at the lower levels who make up a large proportion of Eventing’s clientele. Given feedback from riders and organisers, we believe that these levels should be set at below 1\* for Eventing.

This is probably a time to look at things from a totally fresh perspective. It may be that now is the best time to investigate the relationship of the parent body with the disciplines, whether or not more autonomy would increase efficiencies – or indeed whether ESNZ can deliver more value to the disciplines through a different structure and a blank-canvas strategic review.

Eventing are very concerned that we will become unable to function if we continue to bleed starts to Pony Club. A membership fee of \$120 is likely to make this far more likely. Until we can reach agreement with Pony Club that involves a Memorandum of Understanding that starts to level this playing field, we cannot support any moves that would make this situation worse.

ESNZ Eventing would support an interim return to the old membership system “lock-stock-and -barrel”, with perhaps a slight lift to account for CPI increases in the intervening years, to enable all involved to take a deep breath and allow a new system to be developed which is financially sustainable for the whole sport and has been thought through fully in terms of future risk to ALL stakeholders rather than only seeing things from the perspective of ESNZ Central and ESNZ Central’s bank coffers.

The purpose of this letter is to provide feedback on the specific proposal that ESNZ has circulated as that is what we have been asked about. Our board has a number of ideas on how the membership needs to offer more in terms of exclusivity and provide incentives to people to become members. The investigation of a user-pays system, such as proposed by John Lawson, is something that should be looked at. Whilst this is not the forum for such detail, we would be happy to be part of discussions with ESNZ as to what might work and how it would affect each of the disciplines and ESNZ central.

Regards,  
Todd Gloyn, Chairman ESNZ Eventing

### **Appendix; Eventing Canterbury analysis of competitors at various levels and the effects that a high membership cost requirement is likely to have on these.**

Over the 2 autumn events we had the following entries. The numbers in brackets represent the % of riders at each level whom I consider to - ride full time, compete at higher levels, or have competed at ESNZ events for a long time. For ease of understanding at a glance I have called this group "committed" - broadly meaning that I consider they would enter regardless of the fee structure.

2 and 3\*: 8 combinations (100% committed riders)  
1\*: 34 combinations (100% committed riders)  
105cm: 61 combinations (31% committed riders)  
95cm: 98 combinations (25% committed riders)  
80cm: 76 combinations (21% committed riders)  
65cm: 54 combinations (4% committed riders)

It is clear that our lower grades are the ones that are:

1. Very important for the financial viability of smaller events
2. Most likely to be negatively affected by any increase in subscriptions because they are not striving to climb up the grades, and Pony Club offers them the same grades.

Rider rep has received feedback generally the increase in membership fee to \$120 is not a huge stumbling block but ESNZ has painted a picture that this increase will get ESNZ out of this difficult financial position quickly and is that a reality.

Riders with more than 1 horse, \$120 becomes less and less relevant. \$120 is a barrier for people with one horse, the more casual riders. Their feedback is they would like a casual option.

Community membership needs to be reviewed. It is unacceptable to ask a rider to pay \$40 to attend a practice day.

### Board Succession Planning

#### Sponsorship

The importance of sponsorship for Eventing is huge and it was agreed that the sponsorship support role – an individual who the sport manager consults with, can provide advice and direction and may attend sponsorship meetings and help Eventing fulfil sponsorship requirements - needs to be filled by a current Board member to help provide continuity and accountability.

Sponsorship space for Eventing has remained static over the past two years and the Board agreed this should be a key focus area going forward into the new financial year.

Bundy Philpott indicated that she would like to stand for riders' rep for one more year.

**Action: Kirsty Sharrapoff should be on Board email list - SM.**

Melissa da Souza as Organising Committee Representative

Due to change in Melissa's circumstance and the fact that she is not attending as many events as she was in the past, Melissa feels that she can't fulfil the role completely as an OC representative on the Eventing Board.

AS a result of Melissa's change in circumstance Melissa would like to stand down as OC Rep at the end of this season.

ESNZ Eventing to call for expressions of interest in the OC Rep Role and follow process as per Eventing Bylaw.

**Action: SM**

Melissa would like to remain on the Board as an appointed member to continue working on the projects she is involved with.

The Board moved to appoint Melissa da Souza to the ESNZ Eventing Board for a term of three years 2017 – 2020, commencing at the 2017 Annual General Meeting.

**Moved Todd Gloyn**

**Seconded Marg Evans**

The Board identify there is still a need to have an independent Board Member to fill Alison Watters' position when she stands down at the 2017 AGM.

Draft advertisement for appointed board member was edited to include Sponsorship and Marketing as two key attributes required in an independent Board Member and also to note that all reasonable meeting related expenses are covered by ESNZ Eventing. This will be advertised on through the Institute of Directors. **Action - SM**

Applications to close prior to the next meeting so they can be reviewed at the Board retreat in May.

Review of the ESNZ Eventing Growth Plan 2014-2018 to take place at the planning meeting and will look to assign portfolios at this meeting to help board members feel empowered to work on strategic items outside of the meetings. Portfolios will be the basis of Agenda items for the next meetings with Board Members reporting on these items

#### Rules Update

Review of proposed rule changes – discussed and approved.

The following rules will be changed at 1 August 2017.

#### **ESNZ "Rules for Eventing" Article 614-Participation ( 503.2 – Age of Athletes)**

1.3 May compete at One Day Event classes (CNC) and Three Day Event classes (CCN) at 3\* level from the beginning of the calendar year of their eighteenth birthday.

1.4 May compete at One Day Event classes (CNC) and Three Day Event classes (CCN) at 2\* level from the beginning of the calendar year of their sixteenth birthday.

1.5 May compete at One Day Event classes (CNC) and Three Day Event classes (CCN) at 1\* level from the beginning of the calendar year of their fourteenth birthday.

1.6 May compete at One Day Event classes (CNC) at 105 level regardless of age and at Three Day Event classes (CCN) at 105 level from the beginning of the calendar year of the tenth birthday.

1.7 May compete in One Day Event classes (CNC) and Three Day Event classes (CCN) at 95 level regardless of age.

For FEI Age requirements, see (503.2)

### **ESNZ “Rules for Eventing” Article 655- Dress. (538.1.3 – Spurs b)**

3.b) Re-write – “

Rowel Spurs - Spurs with rowels are allowed in the three Tests and when practising/warming up. If they are used, rowels must be free to rotate and the rowel must be round and smooth (no tines allowed).

### **ESNZ “Rules for Eventing” Article 656-Saddlery.(539.2.2 and 539.3.2)**

(Restructure, as follows, Art. 656 -2.4 for improved clarity.

Martingales, bit guards, any kind of gadgets (such as bearing, side, running or balancing reins etc.), any form of blinkers, earplugs and saddle covers are strictly forbidden in accordance with Dressage rules.

Breast plates may be used. Ear hoods are permitted for all events and may also provide noise reduction. However, ear hoods must not cover the Horse’s eyes and ear plugs are not permitted (with the exception of FEI Dressage Rules Art. 428.7.2). Ear hoods should be discreet in colour and design. False tails are permitted provided that they are not weighted or otherwise ‘enhanced’ in any way whatsoever.

National classes only may use nose nets but they must be discreet and not cover the mouth of the Horse.

### **Article 633 – MINIMUM ELIGIBILITY REQUIREMENTS FOR HORSE AND ATHLETE (516-522)**

To be aligned with FEI rules 1 August.

**540.2 receiving apparatus** – To be aligned with FEI rules 1 August.

It was agreed that a Memo to FEI Officials/TD to include in briefings a note to riders that if an MER isn’t achieved in dressage test then this cannot be changed, regardless of performance. **Action – Technical/SM**

#### Draft Budget

ESNZ finance should complete the draft template as they have access to historical data and are paid by ESNZ Eventing to manage finances. **Action: SM to provide draft budget in general sense.**

Concept of the draft budget approved, subject to changes to Oceania expenditure as discussed.

**Moved Alison Watters**

**Seconded Angela Lloyd**

#### Discussion around MIM clips

Application for funding needs to proceed. **Action: SM**

It was agreed that ESNZ Eventing should purchase as 4 more pairs to have on hand in NZ.

Progress needs to be made to develop a policy and a training program. **Action: SM/TAG**

It was suggested that NZL 3&4\* Technical Delegates form a safety committee for Eventing.

Action: Angela to suggest to Technical and see if they agree.

Research required to clarify the following;

What is ESNZ Eventing’s complaints process?

What is the procedure when an official is seen to be openly breaking the rules?

Talk to technical about the greater need for movement of officials around the country to provide a fresh set of eyes into organising committee practices and help remove any rule irregularities.

**Action: SM**

Financial Policy Approved with a few minor corrections to terminology.

No change to the ESNZ Eventing Conflict of interest policy – approved for 2017-2018.

## Oceania 2017

Moved to appoint Jonathan Paget as chef d'équipe for the Young Rider Oceania Team.

**Moved: Todd Gloyn**

**Seconded: Marg Evans**

Moved to appoint Jonathan Paget as chef d'équipe for the Senior Rider Oceania Team if he is not selected to ride in the Team.

**Moved: Todd Gloyn**

**Seconded: Marg Evans**

If Jonathan is selected then the board will make a decision on whom to appoint as Senior Team chef.

The Board were asked to consider Penny Castle as Senior Team chef if is Jonathan Paget is selected to ride in the Senior Team. The ESNZ Eventing Board do not believe it is in the best interest of the team to have an acting coach also in the role of the chef, this would place an unreasonable expectation on the coach.

Now that the Eventing HP Programme is operating more across both the UK and NZ it was agreed that a meeting between Todd, HP Director and Sport Manager is required to ensure clear understanding of where responsibilities lay within the Performance/HP Space. **Action – SM to arrange.**

Bundy will contact Eliza with list of sponsorship suggestions.

Email OCs and ask if they would donate \$100 to Oceania Team Event and they will go into a draw to win a case of wine which will be drawn at the AGM. **Action: SM**

## 2017 AGM

Discussion around possibility of July AGM in Christchurch 1<sup>st</sup> 2<sup>nd</sup> July weekend. Copthorne Hotel considered most suitable of the Christchurch venues for it's close proximity to the airport and also accommodation options.

It was agreed that workshops should be offered alongside the AGM to offer more to those officials, riders, volunteers and area delegates who travel to the AGM. An open forum for officials to follow on from the Mike Etherington-Smith workshop in November, a workshop for OCs and FEI OCs to help streamline Eventing Admin Processes, How to become and Eventing Official and the Pathway from Eventing competitor to official were all suggestions.

It was agreed that travel to Christchurch may prevent some people from attending so alternative venues to be considered and a decision by mid April is preferred. **Action: SM**

It was agreed that more thinking and research is required so a discussion and decision by email is required. **Action: SM to get costs and then report back.**

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## Reports

Finance report taken as read

Debtors – agree to write off the two outstanding debts that relate to NRM National Three Day 2015. Letter to be sent to riders concerned to come from Three Day OC –. **Action: SM**

SM follow up with Sarah Bromley around refund policy for 2017 NRM Three Day event. **Action– SM**

Date for next meeting 22/23 May 2017 – venue to be confirmed

6.00pm Meeting close