

Summary of the ESNZ Board Structure Review March 2022

The ESNZ Board conducted a review of its structure, Board member election/selection process, and resulting amendments were made to the ESNZ Eventing By-Laws.

At the Eventing Board meeting in September 2020, a discussion on Board Succession resulted in an action item on the Chair, Vice Chair and Sport Manager to “Define what success looks like for the board as a whole”. Subsequently a number of discussion documents were prepared for the Board, which were addressed at Board meetings throughout 2021.

Below is a summary of the steps involved in the review process. Links to the Board Minutes synopses on the website are included for reference.

1. **May 2021 Board Discussion paper:** Presented at the May 2021 meeting ([synopsis found here](#)) this paper initiated the self-review of the board with the purpose of establishing the appropriate:
 - a. Number of Board members and voting rights.
 - b. Composition of the board members and representation of the key stakeholder groups.
 - c. Substructure of the board subcommittees/working groups/assigned portfolios.
 - d. Appointment/election processes for each board member role.
 - e. Appointment/elected terms for each type of board member

It was agreed that there would be:

- One Riders Rep and One OC Rep, who are full Board members
- Two elected Board members
- Two appointed Board members
- The Board had the ability to co-opt members

It was agreed that further discussion was required regarding the representation of the Technical Advisory group (TAG).

The implementation strategy agreed was that changes would come into effect in a graduated way as current Board member terms ended.

2. **July 30 Board Discussion paper and discussion with TAG:** This document further discussed the election process of the representative Board members and the role of TAG on the Board ([synopsis found here](#)) Members of TAG joined for the later part of that discussion.

The Chair, Deputy Chair and Sport Manager also met with TAG on 1 September via zoom to finalise the Board/TAG interface discussion.

3. **September 29 Board Discussion Paper:** Board discussions at this meeting and two

subsequent zoom meetings to conclude the discussions, ([synopsis found here](#)) the following Board composition, election process and voting eligibility were agreed:

- **Elected Members - Rider Representative:** One position with full voting rights, nominated by ESNZ member or self, elected electronically by the riding members, 3-year term.
 - **Elected Members - Organising Committee Representative:** One position with full voting rights, nominated by organising committee, elected by the Organising Committees, term of 3 years.
 - **Elected Members:** Three positions, nomination from Area Group, elected by voting delegate at the AGM, 3-year term.
 - **Appointed Members:** Two positions, appointed by Board panel, 3-year term.
 - **Co-opted member:** As required, appointed by Board panel, usually short term, non-voting.
 - **TAG Representative:** The TAG Chair, or their alternate, attend Board meetings as per the TAG Terms of Reference, non-voting.
 - **Board Sub-Structures:** The expectation is that at a minimum there will be portfolios for the areas listed below, with the ability for the Board to form a subcommittee to share the workload:
Organising Committees, Performance and Development (riders), ESNZ Board Representative, Funding and Finance, Sponsorship and Commercialisation, Media and Communications, and National 3 Day Event.
4. **December 2021 – January 2022 Consultation Timeline:** At the September meeting a timeline to consult with the Eventing Community was agreed and subsequently actioned:
- 15 December 2021 Consultation Invitation notified to members - A consultation document inviting feedback and the Eventing By-Laws with marked up changes, were communicated via direct email to OCs and Area Groups, published on the ESNZ website, included in Eventing direct email newsletter (10 Minute Box), posted to social media (Facebook), and shared with rider reps. The consultation document may be seen here: [consultation document](#)
 - 24 January 2022 - Reminders emailed to Area Groups and OCs and posted on Facebook via rider reps.
 - 31 January 2022 - Consultation closed.
5. **February 2022 Board Review of Feedback:** The Board reviewed the collated feedback received and after some discussion agreed the proposed changes to the Eventing By-Laws would be sent to the ESNZ for approval unchanged. Link to follow.
6. **March 2022 Eventing By-Law Changes submitted for approval:** The Eventing By-Laws, with marked up changes, were submitted to the ESNZ Board for approval ([click here to view](#)) These changes were approved at the ESNZ Board meeting March 31 2022.