



## GymSports New Zealand Forum 2010 – Notes

<b>DATE</b>	Thursday 23 September 2010
<b>VENUE</b>	Mystery Creek Events Centre
<b>ATTENDEES</b>	<b>GSNZ Board</b> Simon Wickham, Craig Bruce, Tracey Diack, Nick Dixie, Virginia Cathro <b>Life Members</b> Gerry O'Brien, Warwick Darcey, John Sandos, Murrya Charteris <b>Regional Board</b> Murray Lockwood, Tom Shanks, Zara Harris, Jo Miller <b>SDC Members</b> Shirley Baker, Amy Neild, Daphne Stringer <b>GSNZ Staff</b> Mike Buchan, Tas Evans, Shelley Gilliver, Sarah Ashmole, Michelle Sommerville, Carolyn Marlowe, Michelle Parker <b>Club Delegates/Representatives</b> Michele Hawke, Keita McGowan, Morven Woodhead, Louise Drake, Bryan Bamber, Sylvia Pryor, Michelle Woolf, Kevina Ward, Angela Douglas, Carole Petrie, Jody Le Bas, Leo Rodrigues, Martin Langdon, Marie Stechman, Karen Ingram, Leanne Trevathan, Mary Barbour, Rowena Deadman, Margaret Woolf, Leo Kimble, Glynn Blumgart, Heather Braylorook, Karyn Tunnicliff, Leanne Robinson, Leilani van Dieren, Michael Fransch, Kathryn O'Neill, Jacqui Callahan, Shaun Le Bas
<b>NOTE TAKER</b>	Michelle Parker
<b>APOLOGIES</b>	Ernst Bass, Jane Pow

Simon Wickham opened the forum, with special welcome to the Southland and Canterbury representatives given the difficult times they have locally. Simon introduced CEO Sarah Ashmole.

<b>DISCUSSION</b>	<b>Sport Development Committee Reports</b>
<p><b>Rhythmic SDC - Chair Jane Pow; presented by Sarah Ashmole</b></p> <ul style="list-style-type: none"> <li>- Refer Rhythmic SDC report</li> </ul> <p><b>Women's Artistic Gymnastics SDC - Chair Shirley Baker</b></p> <ul style="list-style-type: none"> <li>- Refer WAG SDC report</li> </ul> <p><b>Aerobics SDC – Chair Ernst Bass; presented by Amy Neild</b></p> <ul style="list-style-type: none"> <li>- Refer Aerobics report</li> </ul> <p><b>Men's Artistic Gymnastics SDC - Chair Mike Plourde; presented by Sarah Ashmole</b></p>	

- Refer MAG SDC report
- Sarah Ashmole acknowledged the retirement of Daniel Good from competitive MAG

### **Trampoline SDC - Chair Daphne Stringer**

- Refer Trampoline SDC report

Sarah Ashmole acknowledged the large amount of work the SDC members volunteer to GSNZ and the gymsports community each year and thanked them for their efforts and enthusiasm.

## **DISCUSSION**

### **moveMprove Implementation (formerly FSP/Foundation Skills)**

Presented by Shelley Gilliver and Tas Evans

Shelley Gilliver introduced herself and her role as National Foundation Skills Manager.

SG discussed the history of moveMprove with the Foundation Movement Skills pilot programmes:

- the Sport Taranaki, Sport Hawkes Bay and Sport Wanganui pilot
- the Sport Waitakere and Harbour Sport Funskills project

SG introduced moveMprove moving forwards, making special mention of the 2 years worth of development, significant investment and focus of a programme designed, developed and produced by New Zealanders for New Zealanders.

SG mentioned that the programme has quality outcomes and can be delivered after Clubs and Coaches have completed the accreditation process. This will be the first national programme that can unite and raise the profile of the gymsport community.

TE briefly described the content of the programme, emphasising that the content is a movement based programme not a gymnastics programme – despite some of the skills looking like gymnastics.

2010 achievements:

- Appointment of a National Foundation Skills Manager
- Brand created and registered
- KiwiSport Contracts through 3 RSTs (Canterbury, Auckland, Wellington)
- Club Delivery Agreement developed
- Lion Foundation, NZOC funding into the programme

2010 - 2011 deliverables:

- Delivery manual produced
- Uniforms and signage for Clubs and Coaches that deliver
- Training for Coaches through the support of the New Zealand Olympic Committee
- More clubs delivering across the country
- Auckland Cricket pilot (Wellington Rugby also interested)
- Sport BOP KiwiSport pilot

Implementation is phased as the programme and its structure is new for GSNZ and Clubs. Further complicated by RSTs now being funders through Kiwisport. A phased approach is also being used to help identify who wants to be part of the programme. Contact GymSport

Officer to register interest.

Phase I: the 2 pilot projects

Phase II: 2010/2011 – Canterbury, West Coast, Manawatu, Wellington, Southland, Auckland

Phase III: 2011/2012 – 16 Gym Clubs delivering moveMprove to estimated 10 000 children; Auckland Cricket and Wellington Rugby delivering; 20 more clubs delivering moveMprove.

Strategic Alignment – moveMprove is across all 5 GSNZ strategic goals.

KiwiSport Alignment – moveMprove meets the priorities of KiwiSport. Assists clubs with initial setup costs. Various investment levels and relationship models used.

A video clip of Paul Heron, GSNZ Relationship Manager at SPARC, was played outlining why moveMprove is seen as vital from SPARC's perspective.

TE discussed how the programme links to the school curriculum. It is linked to the key competencies of the Curriculum (Thinking, Managing Self, Relating to Others, Participating and Contributing, Using Language and Symbols).

## **DISCUSSION**

### **GymSports Officers – Now and in the Future**

Michelle Parker, Ellie Harrison, Elise Williamson and Margaret Wilton presented.

SA acknowledged MP's work since becoming GymSport Office Manager in early 2009.

MP acknowledged the support of SA and TE.

MP introduced the GSO Team, and was joined by Elise and Margaret to introduce themselves and regional colleagues.

2 regions with 1.5 positions – due to additional funding received.

Journey of the GSO role – started in 2005, Steve Kendall, first GSO employed at GSNZ.

2006 – 3 further GSO's employed. MP in Wellington, Tinelle Charteris, South Island and Natalie in Auckland.

Not strongly directed from National Office at this time, focus was making partnerships in regions and Clubs that were interested. Was a challenge not having National perspective.

Impact of the Organisational Transformation Plan which was developed in 2007 was 5 GSO's on board. By the end of 2008 – 9 GSO's were on board.

Main focus – Education (Coach and Judge) and Communication (E – News which started in 2007).

Alana Cramond and Helen Warburton are still involved in GSNZ in some way.

2009 brought a unified approach to planning across the country – acknowledged Sarah Ashmole and Board.

Coach & Education became less of a focus towards end of 2009 due to timing – coach development is a core of role, but Club Development and Club Capability has become more of a focus – using GSNZ's tools and SPARC's Organisational Development Tool.

School Festivals commenced – Event planning with Clubs

2010 Strategic Plan – still doing what were doing in 2005 plus additional tasks – huge role for GSO's. Important not to burn out staff but difficult to not do so if achieving all outcomes.

Inventive Awards rollout, GSOs included in Tas Evans NZ tour, Have dealt with Questions & answers.

mMp & FunSkills – has taken approximately 20% of GSO's time

KiwiSport – has been a challenge. 17 different RST methods regarding consulting with their community and sports. 2 x non-contestable projects in Wellington.

Schools Festivals – Midlands developing into very big opportunities for the gymnsport community.

Gymsports Partnership Database – tracking of emails from Clubs – working to assist Clubs to understand functionality and getting database working with full functionality.

Work with Regional Boards – keeping them up to date with the activities that are being delivered plus progress.

Clubs Needs Analysis questionnaire – pre-cursor to ODT for Clubs. Some RSTs using for themselves and re-branded!

GSOs act as Member Club helpdesk – with aim of 24hr turnaround.

GSO Communication – Skype chat page, open all day for smaller queries.

MW talked re partnerships formed and successful club development involved in: 3 Clubs in Waikato in association with Club Development person at Sport Waikato – strategic planning, problem resolution, business development planning etc.

EW – spoke about Central Otago festival – talked to clubs about how to potentially boost membership numbers through School events in region.

Approached 3 member clubs – all keen to get involved. Had initial face to face meet and greet – discussed logistics of festival. 66 kids from 5 schools across region attended. Rhythmic code focus. Trampoline set up as trial sport – very successful. Will repeat event next year – with increased numbers/school. Improved communication between 3 Clubs as a result of this event, increased memberships also.

MP – challenge is to figure out how to continue delivering all of this as the workload grows on GSOs across the country.

Invitations from 5 RSTs all wanting to meet with MP on the same day – GSOs and GSNZ are in demand.

GSO's require in-depth understanding of each Club working with – have account plan with details of club goals. Encourage Clubs to connect so that Clubs and GSNZ can work together.

GSOs have been assisting with facility audits that have been circulated to Clubs to complete as part of the National Facility Strategy.

"Have a Go days" helping Clubs as prime deliverers.

Will continue to coordinate education in regions – with some amendments made to coordinate a little more from national Office.

GSO role is being re-named to Regional Relationship Managers – better reflects the role and what it entails.

Average week in the life of a GSO – one week never the same as another. Very diverse role – EH Recapped what MP presented earlier.

EH reason for being a GSO due to meeting with people who have same passion for the sport as she does.

Any Questions from the floor - No questions were asked.

SA thanked MP and the GSO Team.

<b>DISCUSSION</b>	<b>Membership Protection Consultation</b>
<p>Consultation on what should be included in the Membership Protection Regulation.</p> <p>Discussion paper put forward and concepts discussed as per discussion paper.</p> <ul style="list-style-type: none"> <li>• Sarah Ashmole asked whether GSNZ providing a policy for clubs to use around Membership Protection would be worthwhile? Marie Stechman stated that having a policy is of value, particularly with GSNZ's name on it - generally agreed to by the room</li> <li>• Sarah Ashmole asked whether GSNZ providing a template for procedures for handling complaints would be worthwhile? Agreed by the room as being useful</li> <li>• Sarah Ashmole asked whether clubs should have to appoint a Member Protection Officer? Seen as difficult for smaller clubs, with larger turnover of volunteers, in small communities. Could link clubs to other organisations that can help them on their behalf. Suggestion – having this available as a resource for people to use would be useful but not mandatory for clubs Suggestion – include where to go with serious infringements such as abuse. Suggestion – policies and procedures reviewed and gone over with Club coaches and all staff regularly so everyone understands Membership Protection and what it means. Suggestion – would like to see something included covering verbal abuse between athletes and abuse using technology such as facebook and text messages.</li> <li>• Should we expect coaches to be: <ul style="list-style-type: none"> <li>○ Police checked At what point do they become a coach required to be checked? What about the people who move in and out as volunteers. Regularity of coaching and commitment to the club are factors. Could it be once they start getting coach qualifications?</li> <li>○ Provide quality service to their athletes and sport</li> <li>○ Put the welfare of the athletes first</li> <li>○ Removal of all forms of discrimination</li> <li>○ Ensure physical contact with athletes is appropriate and necessary for athletes' skill development</li> </ul> </li> </ul> <p>Privacy of an athlete and their family needs to be noted.</p> <p>Difference between Employed versus Volunteer coaches needs to be thought through regards employment contract.</p> <ul style="list-style-type: none"> <li>• Should we expect judges to: <ul style="list-style-type: none"> <li>○ Be police checked (if representing NZ)</li> <li>○ Understand and abide by judges oath</li> <li>○ Be prepared to counsel coaches regarding athletes' performance after coaches</li> </ul> </li> </ul>	

Would like to see judges provide feedback (counsel is the wrong word)

Marie Stechman would not like to see it as it opens coaches up to abuse from coaches.

Michelle Woolf discussed changes SDC is looking at (age of D1 Judge). Should it be a difference for junior and senior judges? There are policies in place to ensure judges from the same club aren't on the same panel.

Prefer judges to approach coaches not the other way around

Coaches should have to do judge training to understand the rules would be good.

Discussion off the competition floor is in favour from some of the Club representatives.

Optional for judges not compulsory.

- Be consistent, objective and courteous at all times
- Should there be codes of behaviour for:
  - Participants - Y
  - Administrators/Volunteers/Managers - Y
  - Parents/Guardians - Y
  - Spectators – something for people who are running events to use as a tool for managing spectators. It is going too far? Guidelines for spectators to be created for Clubs to use.

Complaint procedures – when should it be escalated to GSNZ?

- When everything in the Club constitution and policy has been exhausted?
- When the club has investigated all possible solutions and it is still unresolved?
- When the member approaches GSNZ?
- When the complainant feels it can't be handled in an unbiased manner?
- Selection processes for Nationals
- When a third party such as CYFS is involved then the National Body should be notified of the complaint
- What are the realms that the club is responsible for? Facebook, social events, parties, outside of the club. Guidelines are required for what the Club needs to be responsible for.

**Forum closed: 4.30pm**