

DISCUSSION DOCUMENT NZIB STRUCTURE – 2015

Introduction: At the 2014 AGM a budget forecasting a deficit of \$70,000 was produced which concerned members who questioned what steps were being taken to ensure the forecast deficit was negated.

There are a number of ways this can be achieved:-

1. Increase membership so that the additional affiliation fees collected .
2. Cut costs by reducing the number of events run by NZIB, e.g. Cancelling the Mixed Fours, Henselite Singles, Junior Singles, National Championships and Welch Trophy.
3. Continue these tournaments but recover the costs by implementing and/or increasing entry fees to make them fully funded and self supporting.
4. Restructure NZIB by reducing the number of Districts from 36 to 20 thus reducing the overheads involved with administration and numbers involved with the events mentioned above,

1. **Increase Membership.**

This is self evident and closely connected to the initiatives introduced by the Executive to support Development positions currently occupied by Craig Whiteside and Michelle Watt. Districts need to work with these people, and independently, to develop strategies to introduce the sport to schools and to the community as a whole to increase Club and District membership. Identification of people already playing the sport but who are not affiliated and selling the benefits of affiliation for example would be one way of increasing numbers.

2. **And 3. Discontinue Events OR make them fully funded.**

In 2014 costs associated with events run by NZIB were

NZ Junior Singles	\$ 8,197
NZ Mixed Fours	\$10,445
NZ Henselite Singles	\$ 7,118
Welch Trophy	\$19,804
Island Tour	\$14,127
NZ Secondary Schools	\$ (109) already fully funded.
SUB -TOTAL	\$59,581
International	\$20,413 held every 2 nd year
SUB-TOTAL	\$79,994
National Championships	\$13,137
TOTAL	\$93,131

Discontinuing these events would put us in profit by \$23,000 but what would such action do to the Sport – where would the incentive to excel at the sport come from.

With the current structure of 36 Districts to make these events **fully funded** each District would have to pay entry fees as follows based on last years costs and rounded to the nearest \$10 above

NZ Junior Singles	\$230
NZ Mixed Fours	\$300

NZ Henselite Singles	\$200
Welch Trophy	\$560

Implement Tour levies of \$400 per District for Island Tours or increase the Individual levy currently charged by \$360 per player, and every second year a National Team levy of \$570 per District or an additional \$1,460 per player.

National Championships entry fees would need to increase by \$6 per player per event which equals \$21 but rounded to \$25 per player per event. **This compares favourably with the Outdoor Nationals where the entry fee is \$40 per player per event.**

However if the number of Districts was reduced from 36 to 20 the losses on some events would be reduced as follows

e.g.NZ Junior Singles 20/36 of \$8,197 = \$4,554

This still leaves losses to be funded and while some entry fees are being implemented for the Singles events this is not currently a favoured option.

3. Restructuring

Current - Executive Comprising President, Deputy President, 5 Executive Members and an Executive Officer (paid employee)

36 Districts, each with a similar structure of President, Vice-President, Secretary, Treasurer and a Committee.

499 Clubs, each with a similar structure of President, Vice-President, Secretary, Treasurer and a Committee.

When I first looked at our structure in 2011 we had 37 Districts with 586 Clubs with an average membership of 20.3.

Some figures to consider:-

	2010	2012	2013	2014
Number of Members	11,932	10,263	9,964	9,241
Number of Clubs	587	543	528	499

Of the 37 Districts

	2010	2012	2013	2014
More than 1,000 members	1	0	0	0
500-1,000 members	7 (5,963)	7 (4,640)	6 (4,035)	5 (3,272)
200-500 members	15 (4,456)	12 (3,580)	13 (3,974)	12 (3,820)
100-200 members	8 (1,175)	11 (1,646)	11 (1,584)	13 (1,799)
less than 100 members	6 (338)	7 (397)	7 (371)	6 (350)

0 **(3)** have more than 40 clubs (average club membership - **20.5**) **2010 figures in bold**

4 **(2)** have 30-39 clubs (19.0) **(21.1)**

5 **(4)** have 20-29 clubs (19.4) **(21.3)**

13 **(17)** have 10-19 clubs (17.6) **(19.7)**

14 **(11)** have less than 10 clubs (16.8) **(19.7)**

National Average = 18.5 **20.3**
Highest District Average = 30.6 **29.7**
Lowest District Average = 9.7 **12.8**

Membership of Districts averages 257 with the highest being 863 (Canterbury) and the lowest 22 (Hokitika).

This tells us that we are a sport comprising lots of clubs and districts with small membership numbers and it is clear that we now have too many Districts administering the sport under a structure that was developed to provide administration services to 70,000 members. **The most telling point is that no existing District would be able to become a new affiliate under the NZIB Constitution.**

The easy answer is to push for amalgamation of existing Districts but this will certainly be met with resistance based on:-

- × Parochialism
- × Too far to travel to Centre Events
- × An inability to look at the big picture (Self-interest)

An alternative would be to completely redraw boundaries and form new Districts, for example some Districts with a sub centre structure might be restructured in a way which sees their sub-centres being allotted to neighbouring Districts and winding up that District. This concept would require a lot of research and the Districts concerned would need to be convinced.

Let us look at the 6 Zones currently used for the Paterson Trophy.

Zone 1 – Northland (471), Auckland (520), North Harbour (297), Thames Valley (225), Counties (204), Roskill & Districts (87), Total 1,804.

Zone 2 – Hawkes Bay (126), Waikato (680), Tauranga (623), Bay of Plenty (304) Poverty Bay-East Coast (84), Total 1,817

Zone 3 – King Country (101), Wanganui (174), Taranaki (209), North Taranaki (586), Manawatu (332), Total 1,402.

Zone 4 – Wairarapa (176), Upper Hutt Valley (153), Horowhenua (100), Bush Ruahine (107), North Wellington (179), Hutt Valley (113), Total 828.

Zone 5 – Marlborough (224), Canterbury (863), Nelson (146), Ashburton (175), Golden Bay-Motueka (70), the winning District between Buller (40), Greymouth (47) Hokitika (22), Total 1,587

Zone 6 – North Otago (132), Otago (441), Central Otago (117), South Otago (290), Southland (444), South Canterbury (379), Total 1,803

The North Island Districts could be bracketed into 2 zones based on the groups used for the South Island team's tour of the the North Island, e.g.

Zone 1 – Taranaki/North Taranaki (795), King Country/Waikato (781), Tauranga/Thames Valley (848), Counties/Roskill & Districts/Auckland/North Harbour (with boundaries

redrawn to create two Districts) (1,108) Northland (471). = 6 Districts (4,003)

Zone 2 – Bay of Plenty (304), Bush Ruahine/Wairarapa (283), Hawkes Bay/Poverty Bay (210), Manawatu/Horowhenua (432), Wanganui (174), North Wellington/Hutt Valley, Upper Hutt Valley (445). = 6 Districts (1,848)

Zone 3 – Marlborough (224), Canterbury (863), Nelson/Golden Bay-Motueka (216), Buller/Greymouth/Hokitika (109). = 4 Districts (1,412)

Zone 4 – North Otago/Central Otago (249), Otago (441), South Otago/Southland. (734) Ashburton/South Canterbury (554) = 4 Districts (1,978)

This reduces the structure from 36 Districts to 20 Districts.

Some Districts will have travel issues but not much more than they face now and remember that most will retain or create a sub-centre structure to assist their internal structure.

I see these zones being used for all NZIB Events, namely The Henselite Singles, The Junior Singles, Mixed Pairs, Mixed Fours, Paterson Trophy with the Welch Trophy being reduced to 4 teams.

To summarise the 20 Districts would be (remembering this is a first cut)

1. Northland
2. Auckland North (North Harbour and the northern Associations of Auckland)
3. Auckland South (The rest of Auckland, Roskill & Districts and Counties)
4. Tauranga/Thames Valley (Kaimai)
5. Waikato/King Country
6. Taranaki (Taranaki, North Taranaki)
7. Bay of Plenty
8. East Coast (Hawkes Bay, Poverty Bay-East Coast)
9. Wairarapa Bush (Wairarapa/Bush Ruahine)
10. Manawatu (Manawatu, Horowhenua)
11. Wanganui
12. Wellington (North Wellington, Hutt Valley, Upper Hutt Valley)
13. Marlborough
14. Nelson Bays (Nelson, Golden Bay-Motueka)
15. West Coast (Hokitika, Buller, Greymouth)
16. Canterbury
17. South Canterbury (Ashburton, South Canterbury)
18. North Otago (North Otago, Central Otago)
19. Otago
20. Southland (Southland/South Otago)

REMEMBER RESTRUCTURING IS WHAT WE WILL NEED TO LOOK AT ONLY IF THE STRUCTURES PUT IN PLACE TO INCREASE MEMBERSHIP DO NOT HAVE THE SUCCESS WE ENVISAGE. LIKEWISE, IMPLEMENTATION OF ENTRY FEES AND LEVIES TO ALLOW CONTINUATION OF EVENTS WILL NOT BE NECESSARY IF INCREASED MEMBERSHIP PRODUCES THE ADDITIONAL INCOME REQUIRED TO COVER THE COSTS OF THESE EVENTS.

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