



AUSCYCLING

AUSCYCLING PEOPLE COMMITTEE REPORT & DIRECTOR NOMINEE APPLICATIONS

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BACKGROUND

Thank you for your interest in the important process of electing the individuals who will govern our organisation for the benefit of the sport, our members, and all stakeholders involved.

As you know, the governance role within AusCycling is vital, given the large size and high degree of complexity of our organisation. AusCycling was formed through the biggest merger in Australia's sporting history, combining MTB, BMX, Road, and Track disciplines. Today, we stand as one of the largest sporting organizations in the country, representing 60,000 members and 450 clubs across all levels of cycling – from learning and recreational to elite competition at the Olympics and World Championships. Our Board is responsible for managing a budget of \$30,000,000, overseeing the Australian Cycling Team, Clubs, Events, Regulation and Compliance, Risk, Health, and Safety, as well as maintaining multiple stakeholder relations, including those with three levels of government.

As a relatively new organisation, our directors have been deeply engaged in the development and maturation of AusCycling. We wholeheartedly welcome the ongoing interest of the incumbent directors who are offering themselves for re-election. Their experience and expertise have been invaluable to our progress, and we express our gratitude for both their work thus far and their continued commitment.

We also extend a warm welcome to the new candidates who are putting themselves forward for election. It is gratifying to see such a diverse group of passionate individuals eager to contribute to the growth and success of AusCycling. Their participation is a testament to the vitality of our organization and the future of cycling in Australia.

Together, we will continue to build on the strong foundation that has been established and steer AusCycling toward a bright and prosperous future. Thank you for your dedication to our sport, our members, and the broader cycling community.

2023 BOARD ELECTION

At the Annual General Meeting, an election will be held to fill three Director positions. As per the transition arrangements outlined in the AusCycling Constitution, the following Directors have terms ending. These Directors have nominated and are eligible for re-election.

Craig Bingham	AusCycling Chair and member of the Commercial Workgroup.
Lee Brentzell	AC Deputy Chair and member of the Finance, Audit and Risk Committee and People Committee*.
Darren Alomes	AC Deputy Chair and member of the Finance, Audit and Risk Committee, People Committee* and History and Heritage Committee.

** Lee Brentzell and Darren Alomes did not participate in the 2023 review of Director Nominations due to the conflict of interest.*

The People Committee confirms the following additional nominees as eligible for nomination.

- Chloe Hosking
- Jack Lindsay
- John Nicholson

Nominee applications are attached with this report from the People Committee, along with the election procedures.

PEOPLE COMMITTEE

For the purposes of the 2023 Director election process the AusCycling People Committee, which has the delegated responsibility to manage the Director nomination process, consists of:

- Dean Ireland, Chair (independent)
- Anne Gripper, Director of AusCycling
- Michael Smith, Director of AusCycling
- Marne Fechner, CEO (non-voting)
- Kate Palmer, COO (non-voting)

STRATEGIC CONTEXT

With the establishment of AusCycling, the board and management has taken the opportunity to refresh and clarify our strategy towards 2032. Strategy2032 is built around four key pillars:

1. Unite and Empower

Create united, inclusive, and empowered communities where clubs, teams, partners, and people thrive.

2. Win the Hearts and Minds

Ensure every Australian child has access to bike education, and inspire more Australians to experience the joy, exhilaration, and benefits of riding a bike.

3. Be More for More

Grow and diversify our collective economy by being relevant to more of the Australian cycling and riding community.

4. Develop Champions

Deliver sustained performance success on the international stage and create healthy, inspirational role models that value their connection with the sport.

The AusCycling board plays a key role in this strategy, supporting management to ensure they deliver the intended outcomes. The AusCycling People Committee has utilised the [Sport Australia governance principles](#) and board skills matrix to establish a set of priorities to assist members in reviewing the director applications.

AUSCYCLING GOVERNANCE PRIORITIES

Continuity

The People Committee believes the continuity of the current board should be highly weighted reflecting the early stage of AusCycling and the need to consolidate the merger over the medium term.

The Board has been in operation since October 2020 after the establishment of the new entity in September 2020. In December 2021, Craig Bingham was appointed to fill the casual vacancy created by the resignation of the inaugural Board Chair, Duncan Murray. Craig was appointed on the basis that he would fulfil the Board Chair role.

The organisation has benefited from the stability of the current Directors who have a thorough knowledge of the organisation, have a strong balance of skills, experience, and knowledge, and are focused on embedding Horizon 1 of Strategy2032. The Board continues to reflect the interests of the diverse membership.

The opportunity to consolidate and further build the Board's effectiveness will benefit the sport and its members.

Board Diversity

The People Committee highly recommends that gender diversity is maintained.

Sport Australia promotes a 60 : 40 split as a guide for optimal gender breakdown for board representation. AusCycling has a split of 50% female, 50% male and is a positive example for other national sporting organisations.

Increasingly, governments are adopting affirmative policy positions, linking gender diversity on boards to funding agreements. Maintaining gender diversity on the AusCycling board is critical, not only because it is good for business, but it is vital for our relationship with government, the community, and the commercial sector.

The People Committee also acknowledges the value of 'discipline' and 'geographic' diversity, along with ensuring the board has a diverse range of skills and experience.

Director Skills and Experience – Eligibility and Prioritised Competencies

The People Committee believes the prioritised competencies should be highly rated when evaluating nominations.

The ability of the Chair and Directors to influence and connect AusCycling with corporate Australia and Government at all levels has been critical to AC's growth and viability and will continue to be vital in the future. It is undeniable that the organisation needs to secure more resources so that we can provide the necessary support and services to our community.

AC is committed to securing and maintaining a balanced and skills-based Board that has the knowledge and experience to represent the interests of all stakeholders, in what is a complex environment, whilst providing contemporary leadership and corporate governance on behalf of the membership.

AC's Board needs to reflect the community it serves in interest, geography, and diversity. In addition to considering competencies, the selection process should also maintain a balance across these multiple points of relevance.

AC sought suitably qualified individuals who had a minimum of three (3) years governance experience and could demonstrate a high-level knowledge of, and experience in, at least one of the following prioritised competencies:

Senior Business Experience & Strategic Planning – someone operating successfully in their chosen profession or business. Has the ability to review the strategy through constructive questioning and suggestion and contribute to the effective decision making of the board.

Accounting and Finance – the ability to read and comprehend the accounts, financial material presented to the board, financial reporting requirements and some understanding of corporate finance.

Legal – the board's responsibility involves overseeing compliance with numerous laws as well as understanding the individual director's legal duties and responsibilities.

Digital & Technology – an understanding of technology and its application to the business and its people.

Professional Sports Experience (Playing or Administration) – experience as an elite athlete or experience in the running of sporting clubs, academies, and associations.

Facilities & Infrastructure – industry and functional experience in the running of facilities and the development of sporting and other infrastructure projects.

Other Board & Governance Experience – previous experience with corporations or not-for-profits that will assist the board to maintain the highest levels of governance and requisite experience in managing areas of major risk for an organisation. [OBJ]

LET'S RIDE TOGETHER