

NOMINATION COMMITTEE REPORT & DIRECTOR NOMINEE APPLICATIONS



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.

The governance role within AusCycling is vital, given the large size and high degree of complexity of our organisation. AusCycling formed three and a half years ago combining MTB, BMX, Road, and Track disciplines. Today, we represent 60,000 members and 460 clubs across all levels of cycling – from learning and recreational to elite competition at the Olympics, Paralympics, and World Championships. Our Board is responsible for managing a budget of \$35 million 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 new organisation, our Directors have been deeply engaged in the development and maturation of AusCycling. We 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 extend a warm welcome to the candidates who are eager to contribute to the growth and success of AusCycling. Their participation is a testament to the vitality of our organisation 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.

2024 BOARD ELECTION

At the Annual General Meeting, an election will be held to fill two Director positions. The following Directors have terms ending. These Directors have nominated and are eligible for re-election.

Katrina Harnwell	Member of the Finance, Audit & Risk Committee Served 3 years and 8 months as a Director
Jenni McLeod	Member of the Inclusion & Diversity Advisory Group Served 3 years and 8 months as a Director

The Nomination Committee confirms the following additional nominees are eligible for nomination.

Jenna Dennison
John Nicholson

Nominee applications are attached with this report along with the election procedures.



NOMINATION COMMITTEE

The AusCycling Nomination Committee, consists of:

- Lee Brentzell, Chair, Director
- Dean Ireland, (independent)
- Darron Alomes, Director
- 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 which 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 Nomination Committee has utilised the Australian Sports Commission Governance Standards and board skills matrix to establish a set of priorities to assist members in reviewing the Director applications.

AUSCYCLING GOVERNANCE PRIORITIES

Continuity

The Nomination 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.

The organisation has benefited from the stability of the current Directors who have a thorough knowledge of the organisation, a strong balance of skills, experience, and knowledge, and focus on completing Horizon 1 and envisioning Horizon 2 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 Nomination Committee highly recommends that gender diversity is maintained.

Sport Australia promotes a 60:40 ratio as a guide for optimal gender breakdown for board representation. AusCycling is waiting on the outcome of the 2024 Board election before filling the Appointed Director vacancy in accordance with clause 13.10 of the Constitution. AusCycling maintained a ratio of 50% female, 50% male until the end of Ruth McColl's term and will in accordance with the Board Charter seek to regain this balance following the 2024 election.

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 Nomination Committee also acknowledge 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 Nomination 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 AusCycling'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.

AusCycling 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, whilst providing contemporary leadership and corporate governance on behalf of the membership.

AusCycling'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.

AusCycling sought suitably qualified individuals who had a minimum of three (3) years governance experience as a Board Director on a State or National Board 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.