

# DNZ GOVERNANCE REVIEW

## Progress Report

The home of healthy, active and well mannered dogs

  
*Dogs*  
**NEW ZEALAND**



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# Agenda



**Background to the governance review**

**How it fits into the DNZ 10-year strategy**

**Working group structure**

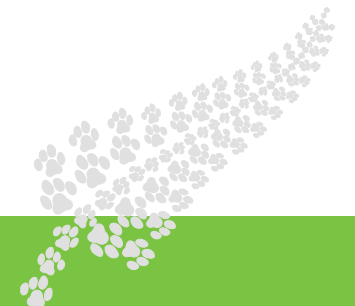
**Report on consultation meetings**

**Major themes & outcomes from the meetings**

**Next steps & timetable**

**Information gathering**

**Last words**



# Background

## Key Objectives

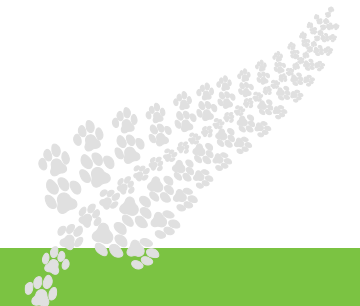
To review the current governance structure and determine whether it is still fit for purpose.

Are members satisfied with the current governance model or is there a mood for change?

If change is supported what might a new governance model look like?

## Governance Structure

- The framework for managing the organisation.
- Responsibility for strategy and implementation.
- Provides direction to management & members.
- Must be consistent with the objects (Rule 2) of the organisation.



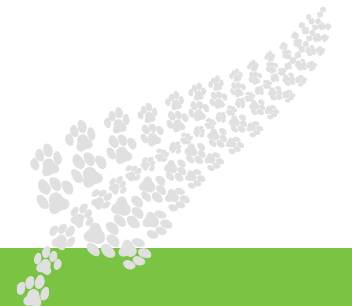
# Dogs NZ – Extract from the 10 Year Strategic Plan



## *Governance/appropriate structure for the evolving organisation*

*Ability to perform as a modern responsive organisation is substantially dependent on fit for purpose governance structure. Any constitutional review would ideally involve external governance expertise and incorporate the key strategic direction of the organisation*

- *Appropriate governance committee structure and composition, relevant skill sets and focus.*
- *Appropriate voting representation of membership to elect governance team*
- *Appropriate, meaningful way for members to have the ability to influence policy development, rules and constitution*



# Process



## **Working group appointed by E.C**

Martin Hewitt (Chair), John Green, Fiona Hodgson, Tony Kessler, Reece Smith, Rosemary Cleator, Margaret Wilson

The group composition represents a good spread of the individual disciplines and regions.

The group has so far met face-to-face to create a project plan and twice online.

## **Consultation Meeting Structure:**

The same presentation was delivered at each meeting.

It has been emphasised that there are no predetermined outcomes, and we are taking a wide view.

As expected, the review raised questions around the leadership structure for both the national organisation and the individual disciplines, how governance members are appointed, and the various voting systems in use.

All points raised by participants during the meetings were noted even if they did not directly relate to governance.

Issues around the quality-of-service delivery are being followed up.



# Consultation so far

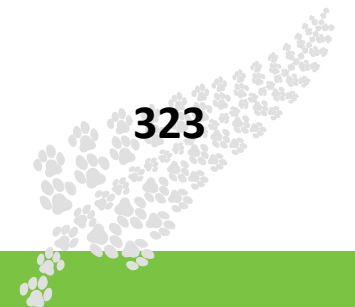


So far, we have conducted consultation meetings around the country and online as advertised through April, May and June.

Attendances have been in line with expectations and meetings were typically of 2 hours duration

## Numbers attending:

|          |    |                |    |              |            |
|----------|----|----------------|----|--------------|------------|
| Auckland | 35 | Palmerston Nth | 40 | Christchurch | 36         |
| Hamilton | 23 | Porirua        | 24 | Timaru       | 10         |
| Rotorua  | 28 | Nelson*        | 14 | Dunedin      | 28         |
| Napier   | 33 | Blenheim*      | 5  | Invercargill | 17         |
|          |    |                |    | Online Zoom  | 30         |
|          |    |                |    | <b>Total</b> | <b>323</b> |



# Themes



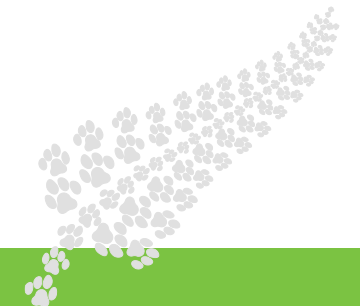
The composition of each meeting varied considerably – between experienced and inexperienced, and the proportion of participants from each discipline.

Gaps in knowledge of how our organisation is structured and governed were evident, and it was not generally understood that the organisation is a Federation – albeit a hybrid.

Clarifying this and demonstrating how the representation and voting systems worked provided many of the participants with new insights into the workings of the organisation.

There was a lot of interest (and learning) around the representation system and election of officers, the role of ACOD and how rule changes are affected, and the various avenues for putting forward and approving regulations.

Feedback and contributions from each meeting fed into the discussion of ensuing meetings.

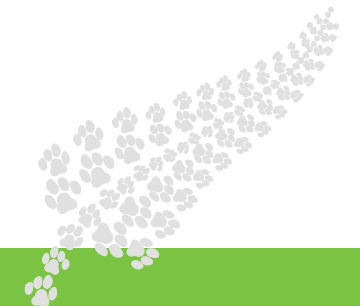


# Themes



While each meeting has had its own unique dynamics, there are some strong universal themes or 'sentiments' that we can take from them:

- There is a general sense that the organisation needs to pivot to address the challenges confronting the organisation (both internal and external).
- There is a general sense that the organisation needs clearer pathways for engagement with all stakeholders (members from across all disciplines, dog owners, the wider community, and regulators), to position itself as an integral part of the community.
- The majority believe that the organisation needs to have a more inclusive and comprehensive offer, and only a small minority that would see the organisation have a narrower focus and range of activity.
- Communication is a major area of concern with members wanting to see a much greater application of technology to enhance services and service delivery.
- There is an appetite for well-considered change.

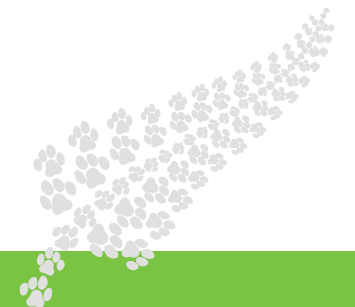




# General Timetable



- This review and feedback from Annual Conference of Delegates to be discussed by the working group (online)
- Presentation to July Executive Council meeting and decision on external advice.
- Working group to meet face-to-face to form preliminary proposal.
- October 2024 – January 2025 road shows to update members and get further feedback.
- March 2025 – Regional meetings to present Annual Conference of Delegates remits.
- June 2025 – Remits and recommendations to Annual Conference of Delegates.
- June 2026 – Implementation of new Rules, Regulations and Constitution (if ratified).



# Information gathering



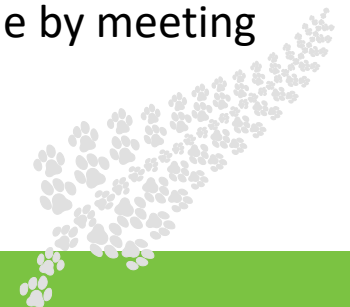
We will continue to pull more information together as we go.

We can however share with you some data that has helped inform some of the conversations to date.

Voting participation in recent Executive Council elections:

|                    | Affiliated AB Clubs | Associated Clubs | Total |
|--------------------|---------------------|------------------|-------|
| Voting pool        | 53                  | 196              | 249   |
| Number that voted  | 39                  | 81               | 120   |
| Participation rate | 73.6%               | 41.3%            | 48.2% |

The participation rate, especially within the associated clubs, is consistent with the comments made by meeting participants around not knowing candidates or a lack of understanding of process.



# Information gathering



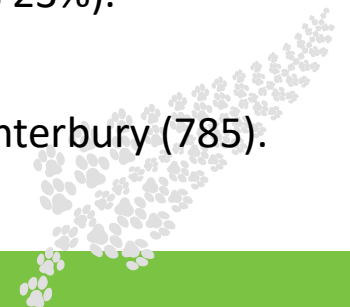
## Membership recorded interest by discipline:

NB: Information is subject to qualification as it is drawn from membership renewal data and not actual participation data:

| Recorded Areas of Interest – Indicative Only |         |              |               |         |       |                             |
|--|---------|--------------|---------------|---------|-------|-----------------------------|
| Conformation                                 | Agility | Dog Training | Gundog Trials | Breeder | Other | Average number of Interests |
| 32.80%                                       | 36.25%  | 28.65%       | 10.15%        | 30.54%  | 7.2%  | 1.46 activities             |

## Distribution of membership:

- Postcode analysis puts 65.6% of our membership in the NI, 34.4% in the SI (wider population is 77% vs 23%).
- Largest region by postcode is Waikato/BOP (908), followed by Greater Auckland (825), followed by Canterbury (785).



# Recap and Summary



This is a substantial piece of work that may challenge aspects of our Strategic Plan.

We are taking care not to get ahead of ourselves.

There appears to be an appetite for change that will reset the organisation as a modern, fit for purpose, and well organised organisation to serve the members.

We need to take the membership with us. It is important that all members, from our juniors right through to our more experienced members contribute to the conversation, add perspectives and options, and most importantly do this from a positive perspective.

