



## Topics to consider (outside of compliance) updated 30 June 2024

Alongside legislative changes, you are encouraged to take this opportunity to review your constitution to reflect good governance practice and our changing communities.

These topics are suggested, not mandatory, and there may be other topics that the club will want to review ahead of re-registration.

Topic		Discussion
1	Consider adding terms, and maximum terms for Committee / Board members	<p>Good governance practice is for diversity of representation and stability of the committees.</p> <p>Good practice is to include the number of years in a term, and then the maximum number of terms for a Committee / Board member.</p> <p>NZ Football Exco members have four years terms, with 2 terms being the maximum, with discretion for a 3<sup>rd</sup> term.</p> <p>Federation Rules do not currently have this, but all Federations have agreed to draft terms and maximum terms in their Rules.</p> <p>Some clubs may currently work on a yearly term which means there is potential for a brand new committee each year. This does not support stability or for the committee to make strategic decisions outside of a single year and season.</p> <p>Terms of 2-4 years with a maximum of 2-3 terms is suggested.</p> <p>If you add or change the current terms, a transition clause would be advisable.</p> <p><b>Draft wording for clause:</b> An [Elected and/or Appointed] Board Member may be re-elected to the Board for a maximum of [X] consecutive terms. At the discretion of an AGM, [number – suggest 'one'] further term extension (being a maximum of [X] [X] year terms) is permitted.</p>

2	Gendered language	<p>Consider updating your constitution and removing gendered specific language like Chairman or he/she/his/her.</p> <p>Suggestions are to use non gendered terms like Chair, and they/them/their.</p>
3	Gender Equity in Governance through specified minimum of self-identified females on Boards	<p>Research shows that strong, diverse and gender balanced leadership at all levels, brings a breadth of perspective, allows for better decision making and creates stronger organisations and organisational performance. Around the board table this is linked to one of the core functions of boards, to consider issues from a range of perspectives. (reference: Sportnz.org.nz)</p> <p>In 2022, Sport NZ Ihi Aotearoa published the <a href="#">Evaluation of Sport NZ Ihi Aotearoa Ihi Aotearoa’s National Policy for Gender Equity in Governance</a>. This evaluation provides useful information on the benefits, barriers, and impact of greater gender diversity.</p> <p>The NZF Executive Committee (Exco) meets the current High Performance Sport NZ Ihi Aotearoa requirement of a minimum of 40% self-identified female, to receive funding. It is more than meeting a funding requirement though as NZ Football believe, and have benefited from, gender diversity. Maintaining a minimum of 40% continues to be a priority for NZF regardless of whether High Performance Sport NZ Ihi Aotearoa require it.</p> <p>Minimum levels of female representation currently sit are in the ‘Aspirational’ national league license, so the intention to have gender diversity in governance already exists.</p> <p>Diversity more generally means aiming for better representation and inclusivity across all dimensions of diversity, such as ethnicity, Māori whakapapa, LGBTQI+, age, culture, disability, background, and experience.</p> <ul style="list-style-type: none"> <li>• Does your club have gender diversity at a governance level?</li> <li>• Do the governors of your club, reflect the communities the club serves?</li> </ul> <p>A policy could demonstrate the clubs commitment to diversity of representation and the communities they serve.</p> <p>This would support clubs to find the wording and approach that works best for the club to reflect good governance practice of diversity of representation.</p>

4	If your club has honorary members, consider if all categories are reflected.	For example, 'Honorary Members shall be chosen from among players, coaches, officials, and supporters who have given lengthy service or made major contributions for the support and benefit of the Game within the club.
5	Recognising neuro diverse by using inclusive language and opportunity	<p>Consider if the way your constitution (or policies) requires someone to apply or present information, demonstrates an inclusive practice.</p> <p>For example, if a nomination for a vacancy on the committee, requires a curriculum vitae or written nomination.</p> <ul style="list-style-type: none"> <li>• Could the process and requirements be updated to include other means such as 'in a format of their choosing, including but not limited to; audio, visual or written'?</li> </ul>
6	Move to modern communication and sustainable methods.	<p>Consider where the constitution requires written, postal, or in person activity. For example, AGMs, postal ballots, Notices to members, and printing of documents.</p> <ul style="list-style-type: none"> <li>• Do the requirements fit with the way our communities operate with email and online hui?</li> </ul>
7	Membership types and voting rights	<ul style="list-style-type: none"> <li>• Does your constitution reflect all membership types within your club?</li> <li>• Are any missing, or need updating?</li> <li>• Does the membership type description confirm if that member has voting rights?</li> <li>• If Junior Members have voting rights, is it clear who can vote on the junior members behalf? Is it one vote per family (regardless of the number of children playing at the club) or one vote per Junior/Youth?</li> </ul>
10	Other committees – Junior Executive etc	<p>Good governance of having diversity of representation and a transparent process to fill the roles, isn't limited to the main or executive committee of a club.</p> <ul style="list-style-type: none"> <li>• If your club has specific committees, such as Junior/Youth, Senior and Standing Committees, is it clear how the roles on those committees are elected/appointed?</li> </ul>