



OneAthletics Governance Committee Update

April 2020 Meeting

The OneAthletics Project Update

We hope you, your families and your communities are managing during this difficult time. We recognise the importance of athletics in many people's lives and hope when the time is right we can return to athletics in our community.

The OneAthletics project has been operating in the background during this time and work continues to progress towards developing a strong proposal to unite Athletics Australia and Coles Little Athletics Australia.

With the opportunity to reschedule the pathway to unite into one organisation we are excited to present an updated OneAthletics timeline.

This timeline aligns the project work to key phases anticipated by federal and state government advice in moving away from the social distancing restrictions.

We recognise governments will move at different paces when winding back restrictions. Because of this, we are looking for those who want to engage with the project in small groups through technologies such as video conferencing. This will not replace face-to-face forums with larger groups which we will be returning too once restrictions allow. We believe much can be discussed through these smaller digital forums and your input is important.

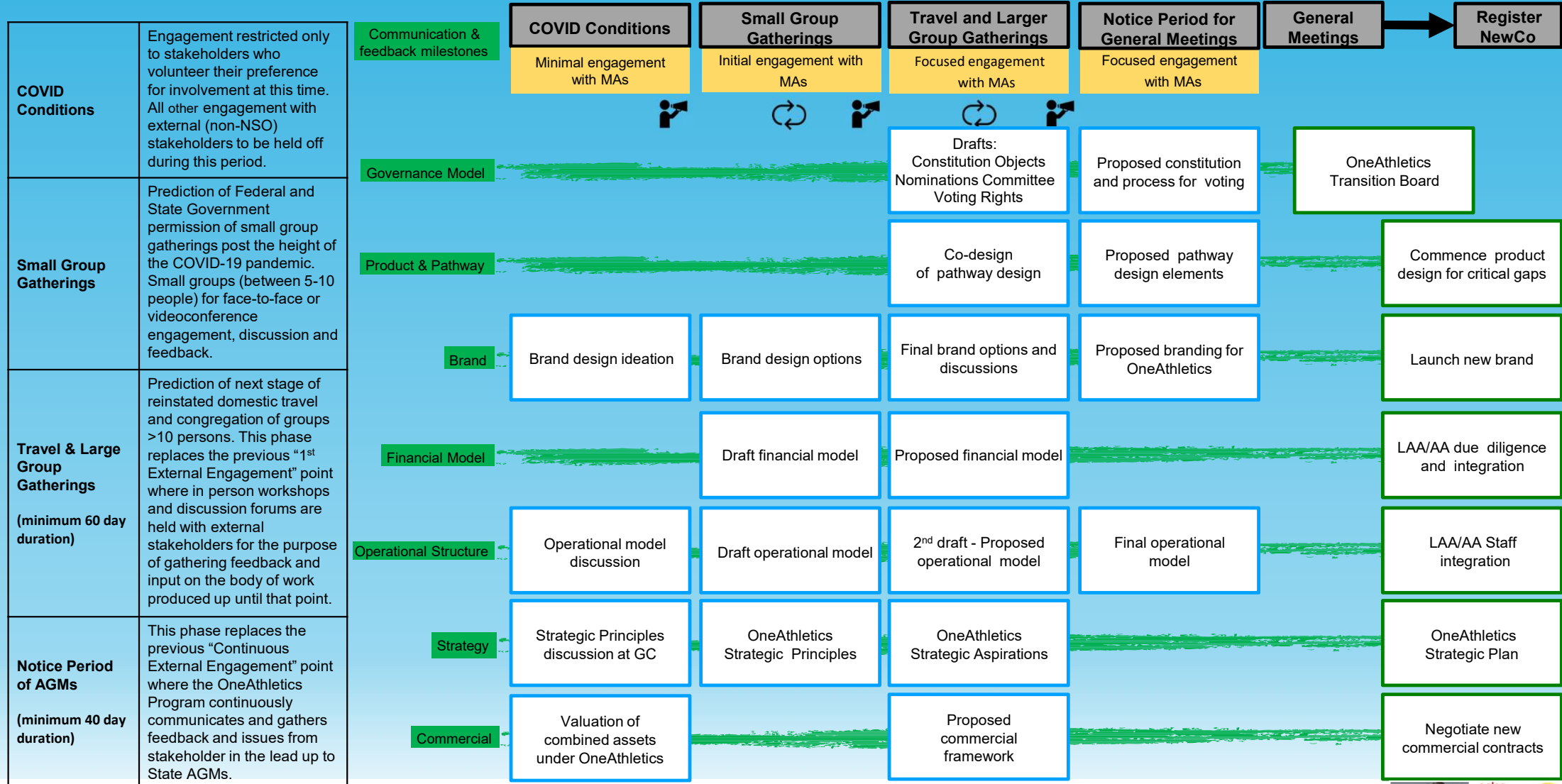
We haven't programmed dates in the OneAthletics timeline because it's not clear when we can progress to a point where appropriate engagement and forums can occur. Instead, we have locked in minimum days between phases. These will ensure there is adequate time to share key milestones with you and make changes where there is agreement for improvements. Once it becomes clear that phases can be progressed, we will release draft dates for each milestone.

We would love to stay connected but understand it is a challenging time at the moment.

Gavin Macdonald and Penny Johnson will be in touch to ask for your preference for engagement and involvement in project activities at this time but do feel free to reach out as well in the interim.



One Athletics Project Timeline



A best practice governance model for OneAthletics

Over the past month, the Governance Committee in consultation with stakeholders, Sport Australia and other governance experts has proposed to change elements of the original model outlined in 2019.

At the April meeting of the Governance Committee the members endorsed a new governance model recommended by Sport Australia to meet a number of best practice benchmarks. This model is now being considered by the Boards of AA and LAA.

This new model would introduce best practice and address a number of key issues such as;

- The risk of losing directors with highly valued and desired knowledge of the sport in a short period
- Stabilisation of the Board over a longer period
- A provision of time for directors to oversee and manage the change process of the sport
- The ability over time to have Board Appointed Directors to fill temporary skill gaps and strategic needs

The original model proposed the board of NewCo be appointed within 12 months of the establishment of the company meaning a potential for none of the current directors of AA and LAA being appointed to NewCo. Under the new model Directors appointed to the board of NewCo with equal numbers from AA and LAA will hold office until such time as they will be replaced via a staggered roster.

The current terms of reference for the proposed Nominations Committee remains the same under the reviewed governance model. Members of this committee will be charged with nominating the initial 12 Directors of NewCo. Once NewCo is established it will then appoint the ongoing Nominations Committee which could co-opt the same members as the transitional committee consisted of.

Following is a more detailed explanation of how the establishment and ongoing management of board appointments would occur.

Composition of NewCo Board and Committees

In all aspects of the creation of NewCo there is equity in how AA and LAA are represented throughout the transition as well as compliance with best practice governance principles.

	Description	Composition
Transition Nominations Committee	A Committee that oversees the selection of the transitional board	1 x AA member nomination 1 x LAA member nomination 1 x AA board nomination 1 x LAA board nomination 1 x Independent member
Transitional Board	At the establishment of NewCo the Board selected by the Nominations Committee would provide continuity in the first months and years of the company	6 x AA directors 6 x LAA directors
Ongoing Board	Post the 3-year transition period, prospective Directors would be recommended by the NewCo Nominations Committee and elected by the members	6 x elected by members 3 x appointed by Board
Ownership	Member Associations of AA & LAA	1 vote where the members have merged 2 votes where the members remain separate
Subcommittees	Subcommittees to oversee particular business areas including but not limited to: High Performance Advisory, Coaching, Little Athletics and Junior, Member Protection, Ethics and Integrity, Audit, Risk, Finance and Planning	Guided by the by-laws adopted and the Board of NewCo where they see a need for strategic input

A transition pathway for the NewCo Board

The schedule will provide continuity and stability, whilst ensuring members have the ability to elect Board Directors and refresh the Board.

Composition of NewCo Board												
	1	2	3	4	5	6	7	8	9	10	11	12
Initial Appointment	LAA Interim	AA Interim	LAA Interim	AA Interim	LAA Interim	AA Interim	LAA Interim	AA Interim	LAA Interim	AA Interim	LAA Interim	AA Interim
Year 1	Elected	Elected	Appointed	Expires	LAA Interim	AA Interim	LAA Interim	AA Interim	LAA Interim	AA Interim	LAA Interim	AA Interim
Year 2				N/A	Elected	Elected	Appointed	Expires	LAA Interim	AA Interim	LAA Interim	AA Interim
Year 3				N/A				N/A	Elected	Elected	Appointed	Expires
Year 4	Elected	Elected	Appointed	N/A				N/A				N/A
Year 5				N/A	Elected	Elected	Appointed	N/A				N/A
Year 6				N/A				N/A	Elected	Elected	Appointed	N/A

***It is proposed directors can stand for re-election if the appointment does not breach a maximum term limit (currently proposed to be 10 years on both AA/LAA and NewCo Boards)*

Re-engagement of the NewCo brand design project

As a part of the OneAthletics program, it was decided to begin work on the design and launch of a 'brand' for NewCo. This is an important aspect for the merger providing an identity for what athletics would look like and how that brand interacts with the Little Athletics brand.

The project was kicked off in early March but was put on hold soon after due to the coronavirus outbreak.

In light of the positive progress in bringing the virus under control, the brand project will begin reduced engagements with individuals and small groups digitally and ramp up engagement throughout the design process as restrictions ease.

Below is the scope for the brand project and we are pleased to take expressions of interest for those who wish to be engaged;

Brand Scope

1. Engagement of an agreed number of stakeholders across both NSOs, which may include co-design workshops, to collaborate and drive key insights into the potential new state for a OneAthletics brand
2. Multiple brand name generations and brand identity concepts for the OneAthletics brand, for consideration, refined and to be selected by the NSOs
3. *(Post the easing of coronavirus restrictions)* A fully developed final brand and name solution for the OneAthletics entity, including:
 - a. Infographic presentation;
 - b. Inspirational launch video; and
 - c. Sub-brands which engage and inspire the athletics community

OneAthletics Dashboard

	% Overall		Initial	Follow-up
Completion rate for project materials	30%	Face-to-Face MA visits	4	0
Project performance against budget	On Track	People engaged face-to-face	50	

Stream progress

Governance	50%	Commercial	On Hold	Risk	10%
Strategy	10%	Brand	20%	Finance	20%
Pathway	On Hold	Structure	25%	Communications	70%
Legal	40%				

Key issues discovered through consultations

- The need to align and create a more efficient and valued coach pathway for volunteers.
- Adoption of best practice governance model transitioning from current to NewCo
- Articulation and communication of best practice financial model for NewCo

Dashboard Update

The OneAthletics program continues its work with a newly revised project plan generated as a result of the coronavirus pandemic.

Prior to the pandemic phase, the program was due to meet and present progress materials to stakeholders at key forums such as ALAC and MA CEOs sessions.

Unfortunately due to state and federal government restrictions, these sessions were cancelled as face-to-face meetings.

For those participants who are keen to be engaged throughout this time, we do encourage you to volunteer as we ramp up work and small group virtual meetings once again.

What's next.....

Updates like this one will follow each of the Governance Committee meetings held at least once per month or where there is a need to update everyone on significant changes.

Call to action

Please feel free to reach out to Gavin Macdonald [g.macdonald@littleathletics.com.au] or Penny Johnson [penny.johnson@athletics.org.au] to let us know your preference for engagement and involvement in project activities at this time or if you have any comments, questions, items of feedback or suggestions.

Key streams of focus for the OneAthletics program during this coronavirus period:

- Brand
- Communications
- Governance
- Finance

OneAthletics Vision

OneAthletics is the vision to transform athletics into the biggest participation sport in the country.

It is the vision of Little Athletics Australia and Athletics Australia to unite into one sporting organisation, at the national level, to provide a clear and logical pathway for athletes, coaches and officials throughout their life in the sport.

One, united, national sporting organisation will help secure a brighter, stronger, and more successful future for athletics in Australia.