



New Zealand Football Governance Review

Capital Football Submission

15 August 2014

OVERVIEW

This document supports the Consultation Paper on the New Zealand Football Governance Review. The purpose of the Consultation Paper is to gather stakeholder feedback about the best ways to align NZF's rules with FIFA's statutes and governance best practice. It is hoped that any changes made to current NZF rules will enable New Zealand to strengthen our football game and prepare it for the future.

Your feedback on the following key issues will help guide the NZF Board's decisions on ways to best align our rules with those of FIFA:

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|----------------|---|
| ISSUE 1 | Membership, attendance at Congress and allocation of voting rights |
| ISSUE 2 | Selection of the Board |
| ISSUE 3 | Selection of the chairperson |
| ISSUE 4 | The nomination and search panels |
| ISSUE 5 | (we are not seeking feedback on Issue 5 as the implications for Regional Federations will be developed once the NZF level changes have been agreed and implemented) |
| ISSUE 6 | Changes to Board committees and other Board bodies |

The preferred option recommended by the Governance Review Working Committee is highlighted where appropriate.

Please complete the questions on the following pages and return your response to Robert Johnson, Communications Manager (Robert@capitalfootball.org.nz) by **15 August 2014**.

ABOUT YOU

Your name (optional):

Capital	Football
First	Last

Name of organisation/federation/agency:

Capital Football

Relationship to the New Zealand Football Board and/or wider football community:

Regional Sporting Organisation

Your email address should you wish to receive a summary of consultation feedback:

Robert@capitalfootball.org.nz

As part of our submission we have 'ticked' the Capital Football Federation preferred view. We have also included comments from our stakeholders to highlight concerns or issues raised that may require further consideration by NZ Football.

ISSUE ONE

Membership, attendance at Congress and allocation of voting rights

This issue relates to membership of NZF, rights to attend Congress and the allocation of rights to vote for members of the Board.

- 1.1 The following table proposes possible options for allocating voting rights among three groups (regional federations, professional and elite, and other stakeholders). Please tick which of the proposed options you support (page 7 of the Consultation document).

Equal rights	Rights are distributed among the three groups equally (33% each).	<input type="checkbox"/>
Differentiated rights (preferred by working committee)	Voting rights are differentiated between the regional federations (50%), professional and elite (25%), and other stakeholders (25%).	<input checked="" type="checkbox"/>
Other: Please outline your preferred option	Click here to enter text.	<input type="checkbox"/>
None/Don't know		<input type="checkbox"/>

Comments: Feedback from an individual submission highlighted concerns around the proportion of votes given to 'minor' stakeholders.

The overall percentage of vote given to the Phoenix was also raised as under the proposed option, they would have a larger vote than an individual regional Federation.

Their percentage of the vote should be significantly less than that of a Regional Federation as the majority of stakeholders belong to that Federation.

- 1.2 Which option do you support for splitting the total votes of the regional Federations among the seven individual regional Federations?

Equal votes (preferred by working committee)	Voting rights are distributed equally among the seven individual regional Federations.	<input checked="" type="checkbox"/>
Senior players	Votes of regional Federations are based on the number of senior players.	<input type="checkbox"/>
Total number of players	Votes based on total number of players.	<input type="checkbox"/>

Other: Please outline your preferred option	Click here to enter text.	<input type="checkbox"/>
None/Don't know		<input type="checkbox"/>

Comments: One of our schools, Scots College's submission stated their preferred option to be having votes based on the total number of players

1.3 Which of the following options do you support regarding allocation of voting shares within the professional and elite group (page 9 of the Consultation Paper)? The proposed professional/elite groups are:

- A-League Club
- ASB leagues (men, women, youth and Futsal clubs); and
- The NZ Professional Footballers' Association.

Equal shares (preferred by working committee)	Based on equal shares for the three groups.	<input checked="" type="checkbox"/>
Differentiated shares	Reflecting the greater number of players in the premier leagues.	<input type="checkbox"/>
Other: Please outline your preferred option	Click here to enter text.	<input type="checkbox"/>
None/Don't know		<input type="checkbox"/>

Comments: Scots College chose differentiated shares to reflect the greater number of players in the premier leagues.

1.4 Which of the following options do you support regarding the allocation of voting shares among the other stakeholders (pages 10 and 11 of the Consultation Paper)? These stakeholders include:

- Referees
- Secondary schools
- Coaches
- Women
- Futsal
- The wider football community

Option	Referees	Secondary Schools	Futsal	Coaches	Comment	Tick the option you support:
Equal rights (preferred by working committee)	25%	25%	25%	25%	Equal shares	<input checked="" type="checkbox"/>
Differentiated rights	10%	60%	20%	10%	Reflects the greater number of players in secondary schools	<input type="checkbox"/>
Other: Please outline your preferred option	<u>%</u>	<u>%</u>	<u>%</u>	<u>%</u>	Click here to enter text.	<input type="checkbox"/>
None/Don't know						<input type="checkbox"/>

Comments: Scots College is in favour of differentiated rights where the greater number of players in secondary schools is represented.

There is some concern around giving Futsal such a large vote were raised as the numbers are hard to gather. One player can sign up for four different leagues, does this mean they get four votes as part of the Futsal community?

Consider adding 'private organisations' such as football academies' as part of the wider stakeholder group as they are a key part of the football pathway.

A separate voting group for women is not recommended as both genders are represented through other groups.

ISSUE TWO

Selection of the NZF Board

This issue relates to selection of the NZF Board, including the number of Board members, the mix of elected and appointed Board members, and the term of Board members.

- 2.1 The following table proposes possible options for the number of NZF Board members. Please tick which of the proposed options you support. Note that FIFA's model statutes do not prescribe a specific number of Board members (page 12 of the Consultation document).

10-member Board (preferred by working committee)	Represents the proposed situation, with 10 Board members elected by Congress and no ability to co-opt.	X
Other: Please outline your preferred option	The preferred option for Board selection from the various submissions is that the Board be made up of 9 or 10 members with the ability to co-opt for specialist assistance.	
None/Don't know		<input type="checkbox"/>

Comments: Three submissions (2 from players and one from a club coordinator) chose the 10-member Board option which is preferred by the working committee.

Capital Football recommends a 9 member Board with a 6/3 split between those nominated by congress and those candidates recommended by the search panel.

2.2 The following table proposes possible options regarding different mixes of elected and appointed NZF Board members (page 13 of the Consultation document). Please tick which of the proposed options you support.

Majority of Board members appointed	Represents the current situation of 3 members elected by Congress, 4 appointed members, and additional co-opted Board members (currently 2).	<input type="checkbox"/>
Majority of Board members elected (preferred by working committee)	Represents the proposed situation, with 7 Board members elected directly by Congress, 3 members elected by Congress via the search panel and no ability to co-opt.	<input checked="" type="checkbox"/>
Other: Please outline your preferred option	Click here to enter text.	<input type="checkbox"/>
None/Don't know		<input type="checkbox"/>

Comments: Capital Football received various responses to this question from its stakeholders however the majority supported the majority of Board members to be elected. CF recommends that all members be elected by Congress.

Scots College believe five Board members should be elected directly by Congress and five elected by Congress via the search panel with the ability to co-opt up to a further two members in specialist areas.

One submission outlined the current situation of three elected members by Congress, four appointed members and additional co-opted members as the best option.

Feedback received includes the following:

- Co-opting should be considered for some members on the Board.
- Going from an uneven to even number of Board members makes selecting the Chairman very important as they will have the casting vote. The Chairman must be elected by the Board if this is the case.

Independents should be considered on the Board, not just football people.

2.3 The following table proposes possible options regarding Board member terms. Please tick which of the proposed options you support (page 14 of the Consultation document).

Term limits, 4 years (preferred by working committee)	4 year term for Board members (two terms maximum) and the chairperson (one term maximum).	<input checked="" type="checkbox"/>
No term limits	Represents the current situation. FIFA statutes do not prescribe term limits but suggest 4 year terms for the chairperson, with the chairperson able to be re-elected indefinitely.	<input type="checkbox"/>
Other: Please outline your preferred option	Click here to enter text.	<input type="checkbox"/>
None/Don't know		<input type="checkbox"/>

Comments: The four year term for Board members was the preferred option selected by clubs. CF recommends that a 3 year term be explored. This would allow 3 members to rotated at each election.

Scots College support the preferred option but that no more than 25% of members be up for re-election in any one year.

The ability to remove a Board Member needs to included in the rules.

ISSUE THREE

Selection of the Board

This issue relates to selection of the chairperson of the NZF Board.

3.1 The following table proposes possible options regarding chairperson selection (page 15 of the Consultation document). Please tick which of the proposed options you support.

Chairperson elected by Board	Represents the current situation and NZ standard practice.	<input type="checkbox"/>
Chairperson elected by Congress (preferred by working committee)	Represents the situation proposed by FIFA and the working committee.	<input checked="" type="checkbox"/>
Other: Please outline your preferred option	Click here to enter text.	<input type="checkbox"/>
None/Don't know		<input type="checkbox"/>

Comments: 60% of submissions supported the working committee's preferred option. The other 40% chose the current situation of the Chairperson being elected by the Board. CF recommends that the Chair be selected by the Board members. We consider this one of the most important changes that requires further discussion with FIFA on the best approach from New Zealand's circumstances. The Chair could be appointed each year.

ISSUE FOUR

The nominations and search panels

This issue relates to the proposed process for selecting candidates for the NZF Board (pages 16 and 17 of the Consultation Paper). Note that all board members are to be elected by Congress.

4.1 Please tick the option you support regarding criteria to be used to select nominees to the Board by the nomination and search panels.

Selection criteria based on skills and diversity	Establish selection criteria based on hard and soft skills required in a Board member (e.g., a constructive approach to debate) and a requirement to consider gender and geographical diversity.	<input type="checkbox"/>
Selection criteria based on gender quotas	Establish selection criteria based on quotas around gender diversity (eg must be a minimum of 2 women on the board).	<input type="checkbox"/>
Selection criteria based on geographical quotas	Establish selection criteria based on quotas around geographical diversity (eg must be a minimum of 2 members from the South Island).	<input type="checkbox"/>
Selection criteria based on FIFA rules	Establish selection criteria based on FIFA rules: Board members must have been active in football, must not have a criminal record, and have residency in the country of the member association.	<input checked="" type="checkbox"/>
Other: Please outline your preferred selection criteria	Click here to enter text.	<input type="checkbox"/>
None/Don't know		<input type="checkbox"/>

Comments: The preferred option from clubs was that the selection criteria be based on FIFA rules. However, we received a number of submissions from individual players who felt that the selection criteria should be based on skills and diversity.

Having independents (non-football people) on the search panel is a good idea and means the right people can be highlighted.

CF recommends that criteria for nomination and selection be established and shared with stakeholders. It is recommended that both the Selection and Search Committees contain a member qualified and skilled at the selection of leadership positions (ie SportNZ, the Institute of Directors or a recruiting firm). We are not convinced that the Honorary President should be part of the selection process (mainly due to the skills and competency required to undertake the selection process).

ISSUE SIX

Board committees and changes to NZF's rules

This issue relates to the number and composition of NZF Board committees and other Board bodies, and the ability to alter NZF's rules (page 19 of the Consultation document).

5.1 Please tick the option you support regarding the number and composition of NZF Board committees and other bodies.

Current situation	The current rules establish or permit 2 judicial bodies (disciplinary and appeals committees); 1 women's steering committee with an advisory role vis-à-vis the women's game, and other committees as the Board decides.	<input type="checkbox"/>
Proposed situation (preferred by working committee)	The proposed rules suggest 3 judicial bodies (disciplinary, ethics, and appeals committees) with independent chairs (non-Board members) elected by Congress; 1 audit and compliance committee (with an independent chair elected by Congress), 1 women's committee, 1 referees' committee, and other committees as the Board decides.	<input checked="" type="checkbox"/>
Other: Please outline your preference	Click here to enter text.	<input type="checkbox"/>
None/Don't know		<input type="checkbox"/>

Comments: All submissions supported the proposed situation above.

5.2 Please tick the option you support regarding the ability to change NZF's rules.

Current NZ Football rules	NZ Football's rules can be changed by resolution at Congress supported by at least 75% of those who vote.	<input type="checkbox"/>
FIFA's proposed rules	FIFA recommends the support of at least 75% of those present at Congress be required for an amendment to the rules, and that at least 50% of those eligible to vote must be present at Congress for an amendment to be valid.	<input checked="" type="checkbox"/>
Other: Please outline your preference	Click here to enter text.	<input type="checkbox"/>
None/Don't know		<input type="checkbox"/>

Comments: One submission received chose to stick with the current NZ Football rules. Changing it opens it up to a vote of no confidence if people don't turn up to a meeting. The point was also raised that NZF may struggle to find enough people to make up 3 judicial bodies.

The timing of the new rules under congress is questionable due to many clubs personnel not available due to holidays etc over January and participation and feedback maybe low.

The use of proxy votes needs to be included in the amended rules.