

# **BASKETBALL NEW ZEALAND**

## **2023 ANNUAL GENERAL MEETING**

**Date:** Saturday, 6 May 2023

**Time:** 10:15am – 12:15pm AGM, followed by lunch  
1:00pm – 2:30pm AGM continued,  
BBNZ Delivery System Change Proposal

**Venue:** Movenpick Hotel Wellington  
345 The Terrace Wellington

*Attendees will also be able to join virtually*



**BASKETBALL  
New Zealand**

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# AGENDA



## BASKETBALL NEW ZEALAND 2023 ANNUAL GENERAL MEETING

1. Administration		
1.1	Welcome, Karakia	
1.2	Roll Call, proxies, apologies	
1.3	Obituaries	
1.4	Appointment of Scrutineers Saileen Raj and Maree Taylor	
1.5	Acceptance of minutes of previous Annual General Meeting	
1.6	Chairperson and Board Presentation	
1.7	Chief Executive Presentation	
2. Proposed Resolutions		Motion
2.1	Acceptance of Annual Report	Currently being finalised. Will be supplied once complete.
2.2	Acceptance of Financial Statements	Included within the annual report
2.3	Membership Fees	That the 2024 membership fees and due date for payment are accepted.
2.4	Election of Patron	That John Macdonald is re elected as Patron for a term of 5 years
2.5	Election of Life Members	That Georgina (Georgie) Witehira be awarded Basketball New Zealand Life Membership.
2.6	Appointment of an Auditor	That BDO be appointed as BBNZ's Auditors for the 2024 financial year.
2.7	Basketball New Zealand Constitution Amendment	Refer to page 20
2.8	Basketball Delivery System Change Proposal	That the proposed new structure be implemented, commencing initial work with Members immediately, with Service Level Agreements to take effect in January 2025.
3. Other Notified Business		Motion
3.1	Age Groups Descriptors	That BBNZ change their age group descriptors to U14, U16, U18, U20 to be in line with the age it represents
3.2	Disparity for Tall Ferns vs Tall Blacks	<i>No motion required</i>
4. General Business		
5. Close Meeting		

## 1.5 Acceptance of minutes of previous Annual General Meeting

### Minutes, Basketball New Zealand Annual General Meeting Saturday 7 May 2022 at Naumi Hotel, Cuba Street, Wellington

#### 1. **Welcome / Mihi**

Brian Yee, BBNZ Chair, declared the meeting open at 10.21am and proceedings commenced with a mihi and karakia from Dr Taku Parai, BBNZ Kaumatua.

The Chair thanked Dr Parai and acknowledged the support he has given to BBNZ.

He thanked everyone for attending in person and via zoom. Acknowledged that there are 2 parts of the meeting today, the formal part (10:15 – 12:15). Want to invite comments from members, channel any questions through associations so can keep proceedings moving.

He welcomed, Life Members, Association delegates and Associate members, Basketball New Zealand Foundation, New Zealand Board members and staff, and all other guests and friends of Basketball New Zealand.

He acknowledged guests Burton Shipley (FIBA Oceania President) and Patron John Macdonald.

#### 2. **Roll Call and Proxies:**

The list of those in attendance in person and via Zoom at the Annual General Meeting and proxies held:

Association (* proxy vote)	Votes	Proxy	Total Votes	Name(s)
Basketball Auckland (via Zoom)	10	18	28	John Jamieson
Basketball Manawatu	6		6	Mike Ryan Tom Te Puni
Basketball Mid Canterbury (via Zoom)	2		2	Mark Douglas
Basketball Otago (via Zoom)	6		6	Peter Drew Maine Mareko-Johnson
Basketball Taranaki	6		6	Kevin Fenwick Jason Ralph
Canterbury Basketball	10		10	Clive Beaumont Barry Dent
Marlborough Basketball (via Zoom)	4			Vicki Gifford
Gisborne Basketball (via Zoom)	2		2	Kylie Turuwhenua- Tapsell
Harbour Basketball	10		10	John Hunt Jeff Olsen
Hawkes Bay Basketball	6		6	Nick Hogan
Hibiscus Coast (via Zoom)	2		2	Brett Forsyth
Kapiti Basketball	2		2	Rob Scriven Hamish Weir
Nelson Basketball	6		6	Scott Bradley
North Canterbury BA	4		4	Matt Cunningham
Northland Basketball	6		6	Dave Davies-Colley Josh Port
Porirua Basketball (via Zoom)				Deslea Wrathall

Rotorua Basketball	4		4	Sue Pene
Southland Basketball	4		4	Jill Bolger Brian McKenzie
Tauranga City BB	8		8	Mark Rogers Chris Longman
Thames Valley Basketball	2		2	Robyn Ruka Susan Hinds
Waikato Basketball Council	8		8	Anthony Corban Damien Bothaway
Waikato Country Basketball	6	4	10	Jeff Green
Waitakere West Auckland BB (via Zoom)	8		8	Ollie Bryce
Wellington Basketball	8		8	Hemi Poi Walter Taulelei
South Canterbury BA (Via Zoom)	4		4	Abbie Ross
	<b>146</b>	<b>22</b>	<b>156</b>	
<b>LIFE MEMBERS</b>				
Barbara Wheadon	1		1	
Bob Bishop	1		1	
Dave Taylor	1		1	
Peter Crowhen	1		1	
Rodney King	1		1	
Keith Mair	1		1	
Hilary Carr	1			
Jeff Olsen	1		1	
	<b>7</b>		<b>7</b>	
<b>BOARD MEMBERS</b>				
Brian Yee (Chair)	1		1	
Anna Gestro	1		1	
Belinda Edwards	1		1	
Michael Zino	1		1	
Rob Gold (Zoom)	1		1	
Amanda Cox	1		1	
Megan Compain	1		1	
<b>TOTAL VOTES</b>	<b>154</b>	<b>22</b>	<b>164</b>	
<b>BBNZ STAFF</b>				
CE Dillon Boucher	0			
Saileen Raj	0			
Maree Taylor	0			
Dan Dawick	0			
Melinda Hodgson	0			
James Craw	0			
Brad Edwards	0			
Leonard King	0			
David Huxford	0			
<b>Visitors</b>				
Deaf Basketball	0			Peter Murray

Deaf Basketball	0			Francesca Collins (Interpreter), Byron Gibbons (Interpreter) HoiaTatana
Deaf Basketball Interpreter	0			
BBNZ Kaumatua				Taku Parai
				Burton Shipley
				Dallas Pickering
				Donette Dally
				Tony O'Connor
Harbour BB Guest				Garry Williams
Harbour BB Guest				James Blackwell
Harbour BB Guest				Maria Tyrell
Harbour BB Guest				Blair Johnson
Harbour BB Guest				Justine Reed
				Paul Stigley
Hutt Valley Basketball (no vote)				Joshua Cody

**Note:** Visitors do not have speaking or voting rights and can only speak on invitation from the Chair

**A quorum was declared – 25 Associations present.**

### **3. Apologies**

David Crocker (FIBA Oceania), Steve Fitchett (BBNZ Life Member), Peter Murray (BBNZ Foundation) Robbie Dice BBNZ Life Member, Jamie Reddish, Stacey Davis (Franklin Basketball) Paul Batton (Deaf Basketball NZ), Greg Williamson (FIBA Oceania Direct, FIBA Finance Commission, Former BBNZ Chair, Brett Forsyth (Hibiscus Coast, Glen Denham (BBNZ Life Member); Pauline Paterson (BBNZ Life Member, Mid-Canterbury Basketball), Chris Ford (Basketball Auckland Chair)

### **Motion**

That the apologies be accepted.

**Moved:** Peter Crowhen

**Seconded:** Jeff Olsen

**Carried**

### **4. Obituaries**

The AGM stood for a minute silence in acknowledgement of those members of the basketball community that passed away during 2020/2021.

Stueart Goodman, Lorraine Jameson, Dr Stanley Hunt (Stan), Colin Tilley, Maurie Henshall, Eilleen Stobie, George Griffith, Sandra Marris, Reece Meed, Kenny McFadden, Judy Crooks, Ari Hallenberg

### **5. Appointment of Scrutineers**

The Chair requested that Saileen Raj, Maree Taylor and Melony O'Connor be appointed as the Scrutineers. This was unanimously accepted by the meeting.

### **6. Minutes of the Annual General Meeting held 8 May 2021**

**Motion** :That the minutes of the 2021 BBNZ Annual General Meeting held 8 May 2021 are approved as a true and accurate record.

**Moved:** Peter Crowhen

**Seconded:** Rodney King

**Carried** Unanimously

## 7. Board Chair Report – Brian Yee

The Chair invited the current members of the BBNZ Board to introduce themselves to the meeting prior to his presentation, Rob Gold, Michael Zino, Amanda Cox, Anna Gestro, Belinda Edwards, Lisa Whyte, Megan Compain.

### 2021 Chair Presentation

The Chair acknowledged that basketball has moved forward immensely in the last decade and is confident the future looks bright. He shared a brief overview of basketball's future direction.

### Strategic direction 2025

- **Our vision: “A Hoop in the Heart of every community”**– our core purpose and why we're here. Focus is on both ends of the game
- **Our Mission** is to inspire basketball into more lives
- Four areas of strategic ambition – strategic streams
  - Our network – *ecosystem, everyone that's part of basketball.*
  - Expand basketball participation
  - Shaping basketball pathways – *how do we let people achieve their ambitions, whether it's kids or adults.*
  - Deliver high performance basketball

#### 1. Improve NZ's basketball capability (network )

The goal is to ensure BBNZ and its providers work together and that both have capability and financial resources to sustainably deliver the game. Sustainability is a long-term view, and we aim to be in a position to comfortably deliver the game for everyone.

**S&A structure review** – HTH advisors have been canvassing and working with Association and individuals around the country. A post AGM afternoon session covered the preferred structure and HTH's findings. The Chair thank everyone for their input to this project.

- **Voice of the participant.**

BBNZ working together with all stakeholders. This survey was the start of obtaining a collective result from all provides. The result to date will be shared with member in the Afternoon forum.

In creating an opportunity to listen to our members and to share ideas, the Board will hold Board meetings around the country to meet with Associations within each zone.

- **S&A South Auckland project**

There has been some great outcomes and we are seeing some positive change. Steering groups, referees and leadership groups are some of the more visible changes, with other initiatives to follow.

#### 2. Expand community basketball

- **Girls' participation programme**

The goal is to see fundamental growth in the game and to encourage personal aspiration by growing the game and seeing more female representation at all levels, along with an increase in female voices to shape the game. A BBNZ Women and Girls' Committee has been established, led by BBNZ Board Member, Megan Compain.

- **Data and insights**

This information is fundamental to the growth of our game, it measures improvements. We have, over time seen an improvement in response to our data requests, however there is still a long way to go with this. Unless all data is

collected there is not a true picture of whether the improvements are making a tangible difference, or not.

The introduction of insight based KPIs where BBNZ will hold themselves accountable while also working alongside Associations.

- **Disabilities**

A key success in S&A application to work with the disability sector. BBNZ are currently the only code that is working within this sector. It remains a big focus, including looking towards aligning with other organisations who deliver to people with disabilities, not just within sport.

### 3. Shaping the pathway

- **Strengthening volunteer base**

A Restructure and creating a new role S&A are planned. At this stage the focus remains on improving the coaching and refereeing development framework, and the resulting outcomes.

- **Regional talent camp**

Identifying talent but focusing on regionalising. Regional talent camps enable us to keep the cost down for athletes and whanau while still getting to see the best players.

### 4. Deliver High Performance

- The goal is to provide the best opportunities to represent our sport - Sport NZ have provided support, with congratulations to the team for the successes we've had to date. A key focus is on player health and wellbeing and managing player workloads is fundamentally important.
- Top teams playing on home soil - National teams to play in front of their home crowds inspiring the next generation and putting basketball front of people's minds in Aotearoa.
- Grow 3x3. elevating the status of this game. Requires a different skillset, different game format. This is been included in Commonwealth and Olympic games with a strong focus on it so we can compete on the world stage.

### What will 2024 look like?

Good work done by all the basketball community has embedded Basketball as a core sport within New Zealand. Our future is very bright. The foundations are there, and we must now work together to continue to strive forward and achieve our vision.

### Chair Q&A

#### Points noted:

- The Chair speaks on behalf of all BBNZ board members and reiterated to the meeting that the Board collectively worked on this project, along with the basketball community, to develop the Strategic Plan.
- Providers - defined in context of its use in the S&A document: *The word "providers" is something that has been ingrained in the Strategic plans for years, it includes Associations, and others who deliver a basketball experience, including independent providers.*
- With many changes around the game through the S&A plan, the board/management was accept the need for clear communication around any Constitution on amendments that may be needed.
- John Hunt, Harbour Basketball thanked Brian Yee for his eight-year board tenure. The Board/CE also noted his comment that the Incorporated Societies Act 1908 is to be repealed and the BBNZ's Constitution would be updated to reflect any amendments (requirement to update by 2026).



- S&A - what does accountability mean? Chair responded:  
“Accountability is about partnership and being clear on how we are working together. All of Basketball is held accountable. The Introduction of insight based KPIs will assist with this, BBNZ will maintain transparency on how this is done.
- The afternoon HTH session makes clear that this report is an “all of basketball” report, including BBNZ and the BBNZ Board. The board are confident HTH maintain a good representation across the BBNZ ecosystem.
- Dissention is noted from a few Association members who maintain the view that Associations are unique and therefore are not in the same category as independent providers: **The Chair responded:** *In terms of a strategic view, members wear different hats. Associations are owners as well as providers. When talk is about “providers” we think tamariki and rangatahi and growing the game for them.*
- In response to a question from the floor, Chair confirmed that Deaf Basketball and Wheelchair Basketball are affiliated to Basketball New Zealand as Associate members.

**BBNZ Constitution definition:** *Associate Membership 9.1 Associate Member: An Associate Member is an organisation that participates in the education or sporting sector, and is recognised by the Board as having administrative competence; financial stability; and its admission as an Associate Member will contribute to the achievement of the Objects of BBNZ being the enhancement of its links to the game that it has with its national and international stakeholders, its participants and its community. 9.2 Membership Fee: To be an Associate Member and remain eligible for membership of BBNZ an Associate Member must pay any membership fees, established by the Board in terms of Rule 16 (Membership Fees), by the due date. 9.3 Duration of Membership: Subject to Rule 15 (Termination of Membership), the duration of membership for an Associate Member is annual expiring on 31 December in each year Membership of BBNZ shall be automatically renewed for the period to 31 December of the next year unless there are fees to BBNZ outstanding, in which case Rule 15.1 shall apply.*

Board member, Lisa Whyte, reminded the meeting that questions are to be directed to the Chair’s report only, this does not include General Business. She also confirmed to the meeting that only Association delegates and Life members are permitted to ask questions.

### **Chief Executive Report – Dillon Boucher**

CE welcomed everyone and acknowledged the two sign language interpreters. He thanked the meeting for attendance in person and via zoom.

He reiterated to the meeting that Basketball is for all New Zealanders participants, not only players, also wheelchair basketball, referees, volunteers, coaches, tamariki, Rangatahi and walking basketball for the elderly.

### **2021**

Congratulated all members on the success in managing basketball over the last two COVID driven years.

Financial resilience was prioritised, and BBNZ now have a reserves policy that BBNZ is close to meeting for the first time ever. This strong reserve position allows BBNZ to make strategic decision on where any surplus goes moving forward.

### **Hoops in Schools/Parks**

Noted - there are over 100 Hoops in Schools installations and BBNZ are on target to deliver many more in 2022.



**BBNZ staffing levels**

There has been a significant change in staffing numbers within the BBNZ office. New team members have brought new energy into the team and have hit the ground running.

**Partnerships**

All BBNZ partners and funders in 2021 have been retained, despite having many events cancelled, an outstanding result.

**TAB revenue** remains a huge contributor. Continuing a strong focus on improving the commercial slice of BBNZ revenue to enable more sustainability going into 2022.

Valuing and celebrating different thinking and diversity. The face of NZ is changing. Seeing more ethnicities involved in our sport brings the need embrace and to cater to this, while ensuring current partnerships continue to grow to enable us to put resource back into the game. Investment from Sport New Zealand has allowed BBNZ to continue to work to grow the game. There are more Rangatahi going to the States on scholarships, an area we believe will continue to grow.

Refereeing within New Zealand is being recognised globally - in 2022, ten referees have been appointed to officiate internationally. Expectation is that this number will continue to grow on world stage.

**2022**

Planning is ongoing to sustain successes and the funding to back it up. The end goal is to make Basketball a Tier 1 sport in New Zealand.

**Forecast/expenditure**

- HP has a large amount of funding due to the 2021 tournaments being pushed into 2022.
- Sal's NBL has started.
- The Tauhi League has had a large investment from BBNZ as a driver to grow the women's game.

**Coachmate**

This is going to be a game changer for the community space, encouraging more coaches to get involved in the game, encouraging coaches to feel confident in teaching tamariki and rangatahi to play basketball and ultimately to stay in the game.

**Data and insights**

Thanks to all who provided data, but we are only scratching the surface. This information will not only help us make decisions on where we're going but on the areas that need more attention. Numbers are increasing and it is critical that we collate accurate data to present to SNZ and funders, to get growth in the game.

BBNZ are committed to growing data in other areas beyond Associations/members ie. digital audience; TV viewership; who is watching, how many people are watching/engaging with basketball. Where to we rank globally and how do we improve the numbers.

2022 Community Survey will done to understand what we need in the second division space.

**CEO Q&A**

1. Rob Scriven (Kapiti basketball). Impressed with the way the team is shaping up and progress that is being made. Could you give us insight around the policy around reserves and are we being risk-adverse?

*Working as a committee, including Board members and CE, to develop a robust policy. Prior to 2022, there was no significant amount of reserves. Having met the policy, we can now look at what do we do once there's a surplus at the end of the year, and what would that look like? To be developed going forward*

2. Revenue/expenses for next year? What is your surplus/deficit for next year?

*Current reserves policy is six months of fixed costs. Note: The Finance Committee is currently reviewing all BBNZ Financial policies.*

## Financial reports

The meeting was commended for their management through another year of COVID restrictions, cancellations and uncertainty. COVID resulted in a number of events being cancelled and BBNZ pushing sponsorships to future events; this is shown as unearned income. Events in 2022 where possible/practical and packing a large number of postponed events, have created immense financial and resource pressure.

The key reason for favourable variance: the revenue received from TAB - \$1m more than previous year has contributed substantially to reverse a project loss of \$227k for the year.

Balance sheet continues to show increasing strength. Reserves 1.69m – vitally important to grow sustainability and resilience.

Saileen Raj, Finance Manager is thanked for her efforts by the floor.

## Q&A

The income through sports betting in NZ has plateaued and is going down. As a board/committee are aware this and the need to have a huge focus on commercial revenue. The S&A project gives us more opportunity to gain commercial revenue. Lack of Trust funding revenue has also hit sports hard across the country.

Subsidiaries – use of the words Basketball, New Zealand by non-Basketball New Zealand Associations/Associates. What is in place to protect the value of these word. Board and management are aware of this and are considering options to mitigate this. Assistance with this is to include BBNZ Members letting management/board know of instances occurring so BBNZ can follow up.

## Audited Accounts and Annual Report

### Motion:

Proposed receipt and adoption of audited accounts and annual report for the year ended 31 December 2021

**Moved:** Brian Yee

**Seconded:** Anna Gestro

**Carried**

This motion was put to a vote by a show of hands.

## 8. **Membership Fees:**

### Levy Recommendation for the 2023 year

Return to levy structure voted in 2017, based on 5 population tiers. That associate member fee returns for \$200 per annum.

**Moved:** Rob Gold

**Seconded:** Michael Zino

Not agreed

**Carried**

This motion was put to a vote by a show of hands. BBNZ are currently working on incentives to drive association membership of Gameday and support data

## **9. Appointment and Election of Board Members**

Brian Yee (BBNZ Board Chair) advised the BBNZ Constitution requires a Board Appointments Panel (BAP) be established every year and that the BAP is, under the Constitution, independent from the Basketball New Zealand Board. In 2022 the BAP was established comprising:

- Lindsay Corban – Governance Consultant
- Megan Compain – Basketball New Zealand Board Member
- John Hunt – Chief Executive Harbour Basketball
- Richard Stenhouse – Managing Partner – Global Elite Sports

### **Appointed positions**

The vacancy was advertised, and the BAP assessed each applicant against the suitability criteria contained in the Constitution and Board skill requirement provided by the BBNZ Chair.

The BAP received four applications and has subsequently appointed the Glen Denham to fill this position for 2 x 4-year terms expiring in 2030. Glenn was unable to attend in person and introduced himself to the meeting via video.

## **10. Election of Patron – not required**

John Macdonald was elected Patron at the 2018 AGM for a term of 5 years (term expires in 2023)

## **11. Election of Life Members**

No nominations received this year.

## **12. Appointment of an Auditor**

### **Auditor Recommendation**

The Audit and Risk Committee recommends that BDO be appointed as BBNZ's auditors for the 2022 financial year.

### **Motion:**

That BDO be appointed as Auditor for the 2022 Year.

**Carried** By vote of hands

## **13. Other business**

**Farewell to the chair** Rob Gold farewelled Brian Yee on behalf of the Board. He acknowledged his eight-year contribution and leadership role(s) on the board during that time. Brian thanked the board, acknowledged Iain Potter and thanked Dillon and the meeting.

### **Items of Business:**

Prior to commencing the Chair set ground rules for the three items of business:

- The meeting Papers will be taken as read
- Person (Association) who submitted the item is to speak for three minutes.
- Comments from the floor will be accepted (4 minutes)
- Ask person who submitted item to speak for 3 minutes
- Board response
- Board members, Lisa Whyte and Amanda Cox will ensure the rules are followed
- If members believe we can't vote, will do at special general meeting

### **Item 1**

Proposed Amendments to the BBNZ Constitution:

**That Clauses 20.13, 20.14, 21.4, 21.8 and 21.9 of the BBNZ Constitution amended as follows:**

*Standing orders: Board Member, Lisa Whyte advised there was no meeting standard orders around moving amendments. The Motion on the floor is as proposed by Harbour*

*Basketball, if it fails and someone was to move an amended version of the same item of business to be considered, that the adoption of standing orders should be included moving forward. Constitutionally it is up to Chair to progress the meeting.*

BBNZ Board response to proposed amendments.

Rob Gold *on behalf of the board* advised the Board opposes but recognises that there are two parts to the amendment. The conversation on the floor reflects the board's position on item; the Board would be supportive of moving the 4-year stand-down criteria. However, it does not support an amendment to the elected criteria.

The Board have taken advice legally and from Sport NZ. Sport NZ advised that it's not contemporary or good governance to allow this change. This change would be picked up in our Governance Mark review and a recommendation to change it back with be advised by them. BBNZ are currently going through a Governance Mark review with Sport NZ, this may, in future, be linked to funding. Potentially it may end up with four elected members from Associations, magnifying the conflict of interest.

Agreement with the sentiment that if an Association board member come onto the BBNZ board, resigning the position on joining the BBNZ board is required (can do that now).

The Chair agree to take a vote on the original motion put forward by North Harbour. If this motion was defeated, he will allow for a second motion to be put forward.

**Motion: Vote on the original motion that North Harbour put forward: (a), (b), (c): that an individual can be on both an Association board/employee and BBNZ board, and to remove the 4-year stand-down period for past employees/board members of associations.**

**Vote was by show of hands, recorded and tallied by scrutineers.**

**75 Against - 62 For Motion did not pass**

**Proposed Second motion - Tom Te Puni**

Vote on the adoption of the amendment to 20.13 (a) to remove the words "or has in the preceding 4 years had". The outcome of this is that anyone has had a role in an Association in the last 4 years, they are allowed to be on the BBNZ board – as an appointed director.

**Moved:** Brian Yee

**Seconded:** Peter Drew

**Carried** 154 votes

Voted by show of hands, recorded and tallied by scrutineers.

**Item 2 Proposal from Waikato – Anthony Corban**

**Proposed change to wording of BBNZ Constitution Section 11 (11.4) (unclear interpretation)**

**11. Individual Members:**

11.4 To be eligible for selection to, or to play for, a BBNZ representative team or an Affiliated Association representative team (which participates in a BBNZ controlled competition or event), a person must be an Individual Member of BBNZ. Each Affiliated Association shall include a rule identical to this rule in its constitution so that its members are bound by this rule.

Association believes the current interpretation of this rule is unclear; the interpretation is that as long as players are playing in an affiliated league, they don't have to play representative basketball. Otherwise, will have continued problems with age group programmes.

Wording of the proposed change does cover all aspects, but it is agreed that Section 11.4 needs to be reviewed. To vote as it stands it would eliminate New Zealanders playing overseas. It is Agreed that the current wording is unclear and needs reviewing

**Moved:** Agree to remove motion and take it outside of the room. Waikato Basketball Council agree to withdraw from this meeting and establish process to move forward outside of the room. **AGREED**

### Item 3 – Discussion proposed by Canterbury Basketball Association

1. Discussion of the Processes and Criteria used to determine the New WNBL Franchisees
2. Whether those processes and criteria were consistent with BBNZ's Objects as set out in its constitution
3. Whether BBNZ Breached Clause 5.1(j) of the Constitution that provides that it is an Object of BBNZ:  
*"To develop and provide a national tournament and league programme, a player development programme, officials and administrators' development programmes and a high-performance programme suitable **for its members** and achievement of the Objects.*  
 When it awarded Franchises to entities that were not Members of BBNZ.
4. Canterbury Basketball Association requests that the relevant processes and criteria be discussed, explained and debated at the AGM to ensure that in future Members (and particularly Affiliated Association Members) are treated in accordance with the Constitution, and have equality in applying to take part in National Leagues, and that such Leagues, tournaments and programmes will be implemented in accordance with the Constitution

Questions are directed to the board. About having a discussion around accountability.

Six associations were affected by decision that was notified in a press release. At no time were these Associations notified earlier. Member Associations could apply but only for a third ownership. No restrictions were put on any other entities; believe this placed Associations at a significant disadvantage

No written response was received from CEO prior to EOI form. Questioned if Associations could band together, in EOI said they could only own 40% of franchise.

1. Why did you cut out your members and grant these licenses to people who are non-members?  
Board response:

From the Board's perspective, there was some issues around conflicts of interest, however the board believe these were practically managed. Overall, it was though the process could be improved.

**Board believes that there wasn't a breach.** Legal opinion was sought on this matter. Board wants to be able to share this. Takes a more holistic view of the clauses. They do not believe that the decision that was made was in breach of the Constitution. This legal opinion will be shared with members in the next week.

Comfortable that there was a process and there weren't any major issues arising leading up to the decision and the decision doesn't breach the constitution.

Questions from the floor:

Does the BBNZ board intend to share that legal opinion with associations. Yes, *next week.*

What was the reasoning for limiting the ownership 33% *Dillon – was about de-risking the Associations. Have seen how running a professional team can bankrupt Associations (in Men's League). Wanted to elevate Women's League, needed to pay players more money. Previous format of the league there was little money running through the league to get top*

*players coming back we needed more money invested from the teams. Last thing we want is for an Association to go bankrupt because of an association*

Chair closed item for discussion at 1:10pm

**Meeting closed : 1.11pm**

Signed: .....

Date:.....





## 2.3 Membership Fees

**Levy recommendation for the 2024 year.**

**Levy payments are due no later than 31 March 2024.**

Population	2023 Levy	2024 Levy Recommended	Votes
Less than 50,000	\$2,500	\$2,500	2
50,000 to 99,999	\$5,000	\$5,000	4
100,000 to 174,999	\$7,500	\$7,500	6
175,000 to 249,999	\$10,000	\$10,000	8
More than 250,000	\$12,500	\$12,500	10
Associate Member	\$200	\$200	0

PH: 64 4 498 5950 – FAX: 64 4 472 3623  
 Level 1, 55 Abel Smith Street, Wellington 6011  
 PO Box 6052, Marion Square Wellington 6141  
[www.nz.basketball](http://www.nz.basketball) – email: [bbnz@nz.basketball](mailto:bbnz@nz.basketball)

## 2.5 Election of Life Members

### **GEORGIE WITEHIRA – BBNZ LIFE MEMBERSHIP NOMINATION**

Counties-Manukau Basketball Association wishes to nominate Georgina (Georgie) Witehira for Life Membership of Basketball New Zealand.

Georgie has given 50+ years of service to basketball in New Zealand on court, sideline and around committee/board tables and is still actively coaching and acting in a seconded/advisory role to Counties-Manukau Basketball. Georgie's wealth of involvement is outlined below.

Georgie has represented New Zealand as a player, coached and managed NZ teams on top of a wealth of service to local basketball.

Recognition of Georgie's contribution includes winning the New Zealand Community Coach of the Year award in 1997 and being chosen as a finalist for Counties Manukau Sport Awards "Service to Sport" in 1992, 1994 and 1995.

#### Endorsements:

"I was attending the Partners in Performance Conference in Christchurch and was fortunate enough to be at the conference dinner when the 1997 New Zealand Community Coach of the Year was announced. You are an ideal recipient of the award as what you do captures the spirit and intent of what the award is intended to acknowledge. Congratulations."

- Hugh Lawrence  
(past) CEO, Basketball New Zealand

"I have known Georgie Witehira for 25 years through her work with the community and as a work colleague...I found Georgie's leadership style, skills and experience provided me the best learning environment possible at that very early stage in my career...I witnessed the amount of time, energy and effort Georgie put in to ensure that the Club [Counties Manukau Basketball] provided the foundation and base for the basketball community. Georgie chaired the Club for many years ensuring that the sport continued to grow and meet community needs. She has a major influence on the coaching and mentoring programme for both the players and coaches and also has coached many teams over the years herself on a local, regional and national level."

- Leisa Siteine – (past)  
Arts Manager, Manukau City Council

"Georgie Witehira is worthy of any award that recognises effort and achievement due to her sterling work in the basketball community for Counties Manukau, the Auckland region, and in the wider New Zealand basketball fraternity... Her success can be measured by the number of people who have had a direct impact from her activities, and that numbers in the thousands."

- Patrick Dougherty  
(past) Counties Manukau Basketball Board, (past) Chairperson Board BBNZ

We trust this nomination will meet with support and are readily available to discuss further.

<b>GEORGIE WITEHIRA – PLAYING HISTORY</b>		
1973 to 1975	South Auckland Representative Div 2	National champions 1973 & 1975
	NZ B Representative	
1974	Captain NZ U18 Women	South Island Tour
1976	Vice-Captain NZ U20 Women	North Island Tour
	Captain North Shore U20 Women	Northern Zone champions 3 <sup>rd</sup> place Nationals
	North Shore Senior Women Div 1	National Champions
	NZ Senior Women Representative	
1978, 1979, 1986, 1987	Auckland Women's Representative Div 1	National Champions 1979, 1986, 1987 Runner up 1978
1982	Vice-Captain Auckland B	National Champions runner up
1992	Captain Manukau Coliseum Jazz Div 1	
1988 to 1994	Attended Whanganui Masters Games x3, Dunedin Masters Games x1	Masters Games age group champions Whanganui x 1 Masters Games age group champions Dunedin x 1
1994	Player-Coach World Masters Games Brisbane Australia	
1996	Player-Coach World Masters Games Melbourne Australia	
1998	Player-Coach World Masters Games Portland USA	
2000	Player-Coach World Masters Games Edmonton Canada	
2008	Player-Coach World Maxi European Masters Games Pesaro Italy	
2010	Pan Pacific Masters Games	Games age group champions

<b>GEORGIE WITEHIRA – COACHING HISTORY</b>		
1976	Coach Papakura U18 Girls	National Tournament Hutt Valley
1988	Player-coach Auckland B Women	National Champions runner up
	Assistant Coach Auckland A Women	National Champions
	Assistant Coach/Manager NZ Women	2x Tests v Australia
1989	Player-coach Auckland B	
	Assistant Coach/Manager NZ Women	Olympic qualifying event Malaysia/USA College Tour Montana, Washington State, Oregon, Nevada
	Player-coach Auckland B Women	Runner Up Nationals
	Assistant Coach Auckland A Women	Runner Up Nationals
	Assistant Coach Auckland Invitational	USA College Tour Kansas, Oklahoma, Iowa, Idaho
1990	Player-coach Manukau Division 2 Women	Regional Champions

	Coach Manukau U16 Girls	
	Coach Manurewa U14 Girls	
1991	Player-coach Manukau Division 2 Women	National Champions
	Coach Manukau U16 Girls	
	Coach Manukau U14 Girls	
	Assistant Coach Auckland Invitational	USA College Tour Texas, Arkansas, Tennessee, Mississippi, Louisiana, Oklahoma
	Coach Papatoetoe High School Senior Boys	Regional Champions, 3 <sup>rd</sup> Northern Zone
1992	Coach Manukau U14 Girls	
	Coach Manukau U16 Girls	
1993	Coach Manukau U16 Girls	
	Coach NZ Development U16 Girls	Albury Victoria, Winners Sydney Tournament Bankstown
	Coach Auckland Invitational	USA Tour Kansas, Oklahoma, San Francisco
1994	Player-coach Manukau Division 3 Women	
	Coach Manukau U16 Girls	
	Coach Manukau U18 Girls	Easter Champions
	Coach NZ Development U16 Girls	Albury Victoria
	Coach Manukau U20 Boys	
	Coach Papatoetoe High Junior Boys	
1995	Coach Manukau U16 Girls	
	Coach Manukau U18 Girls	
	Coach Papatoetoe High Junior Boys	
1996	Coach Manukau U16 Girls	
1997	Coach Manukau U16 Girls	
1998	Coach Manukau U16 Girls	
	Coach NZ Development U16 Girls	Port Macquarie
	Coach Papatoetoe High Snr Boys	
1999	Coach Manukau U16 Girls	
	Coach Manukau U14 Girls	
	Coach Counties Manukau Div 1 Women	3 <sup>rd</sup> National Tournament
2000	Coach Manukau U16 Girls	
	Coach Manukau U14 Girls	
2001	Coach Manukau U16 Girls	
	Player-coach Papatoetoe Division 3 Women	Runner up Regional Champions
2003	Coach Counties Manukau U15 Girls	
2004	Coach Counties Manukau U13 Girls	
	Coach Counties Manukau U15 Girls	
2005	Coach Counties Manukau U13 Girls	
	Coach Gt Murray River Jamboree	Albury Victoria
2006	Coach Counties Manukau U11 Girls	
	Coach Counties Manukau U13 Girls	
2007	Coach Counties Manukau U13 Girls	
	Coach Counties Manukau U13 Boys	Regional Champions
2008	Coach Counties Manukau U13 Girls	
	Coach Counties Manukau U13 Boys	

2009	Coach Counties Manukau U13 Boys	
	Coach Counties Manukau U15 Boys	
2010	Assistant Coach Counties Manukau U15 Girls	
	Coach Papatoetoe High Junior Boys	
2011	Coach Counties Manukau U13 Girls	
	Coach Papatoetoe High Senior Boys	
2013	Coach Counties Manukau U13 Girls	
2014	Coach Counties Manukau U13 Girls	
2015	Coach Counties Manukau U13 Girls	
2016	Coach Counties Manukau U13 Girls	
2017	Coach Counties Manukau U11 Boys	
	Coach Counties Manukau U15 Girls	
2018	Coach Counties Manukau U12 Boys	Super City Champions
	Coach Counties Manukau U15 Girls	
2019	Coach Counties Manukau U13 Boys	Super City Runner up
	Coach Counties Manukau U15 Girls	
2020	Coach Counties Manukau U13 Boys	Covid
	Coach Counties Manukau U15 Girls	
2021	Coach Counties Manukau U13 Boys	Covid
2022	Coach Counties Manukau U13 B grade Boys	Regional Champions
2023	Coach Counties Manukau U15 Girls	

### **GEORGIE WITEHIRA – ADMIN/EVENTS/GOVERNANCE**

1984, 1985	Committee member Papakura Basketball Association	
1993-2000	Delegate to BBNZ Annual Conference & AGM	
1991 to present day	Executive member Counties Manukau Basketball Association (all roles)	
1991, 1992	Trustee Counties Manukau Sport	
	Basketball Pacific Executive Committee	
8years	Event Co ordinator – Basketball Pacific Easter tournament in Manukau	
3years	Event Co ordinator – Regional U14 Tournament	
3years	Event Co ordinator – Secondary Schools zonal tournaments	
1998	Event Co ordinator – National U18 Tournament	
2000	Event Co ordinator – National Div 1 women's Tournament	
	Venue controller World Masters Games Pulman Arena	
2021-22	Auckland Basketball Services Ltd, Board Director	



## 2.7 Basketball New Zealand Constitution Amendment

### **Alterations to this Constitution**

**Process:** *No part of this Constitution may be rescinded or altered, nor a new Rule added except by Special Resolution at a General Meeting of BBNZ. Notice of any proposed rescission, alteration or addition must be given in writing to the CEO at least 30 Days' before the meeting at which it is to be considered.*

### **1. Amendment to 10.2 Life Members Nomination**

#### **History:**

The Basketball New Zealand Annual General Meeting (AGM) was historically held in March of each year. Over the past few years, the AGM has moved from March to May. To bring the timing of nomination with clause: 19. Proceeding at Meetings of Members.

**Motion:** That rule 10.2 of the Basketball New Zealand Constitution is amended to read:

**10.2 Nomination:** Any Affiliated Association or Board Member may nominate a person as a Life Member. Such nomination shall be in writing and shall be delivered to the CEO of BBNZ ~~not later than the 28th day of February in any year.~~ Such nominations shall include a citation of the services of the nominated person to the sport of basketball **at least 30 days before the meeting at which it is to be consider.**

### **2. Amendment to 10.3 Life Members Appointment**

#### **History:**

There is insufficient detail within the current clause on the vote process.

**Motion:** That rule 10.3 of the Basketball New Zealand Constitution is amended to read:

- a. At an AGM with the prior approval of the Board;
- b. To be elected as a Life Member a majority of three quarters of the votes cast shall be required.
- c. **To be elected, the nominee must be present at the AGM for the citation, to be read by the nominee, but will be removed for the vote.**
- d. **If the vote favours the Life Membership, then the nominee will be presented a Life Membership pin by the current Chair of the BBNZ Board, immediately concluding the vote.**



## **2.8 Basketball Delivery System Change Proposal**

### **Basketball Delivery System Project**

### **Change Proposal**

**Updated and final  
April 2023**

# 1 Executive summary

## Background

In 2020, the New Zealand Government announced funding to assist the play, active recreation and sport organisations to deal with the impacts of COVID-19. Sport NZ formulated an approach to assist National Partners to make the best use of the Recovery Package, which included the Strengthen and Adapt Programme. One of the 'eight areas for transformation' identified in the Basketball Strengthen and Adapt plan was the review of the Basketball Delivery Model.

Basketball New Zealand (BBNZ) commissioned an independent report in 2021 which reviewed the current basketball delivery model and recommended a new tiered delivery model that could improve outcomes for participants, Associations and BBNZ. This report was presented at the 2022 BBNZ AGM and following discussion, the decision was made to further develop the details of the model in partnership with Associations.

This document is the detailed proposal containing the key in-depth information required for Associations to consider the proposed improvements to the basketball delivery model. This information has been put together following an extensive process including multiple rounds of consultation and working groups and is the culmination of over 16 months work.

The change process being followed is an exciting opportunity for basketball in Aotearoa to take to evolve and improve – for the benefit of all participants and the sport as a whole. This is the basketball community's chance to become the number one sport of choice for young people in Aotearoa and to build on the current growth in participation and high demand for basketball experiences.

## Basketball New Zealand's Vision for the Future through the tiered delivery model

**Our vision;** Basketball is the most admired sports community in New Zealand

**Achieved by:** Participants are at the heart of all our decisions to collectively deliver the best experiences for all.

**Enabled through;** Clarity, alignment, and accountability for all stakeholders that have a role in building the foundations of the sport for success.

**So that:** We enable basketball to benefit collectively and continue to reach its full potential both on and off the court.

We are very pleased to now be able to provide Associations with the complete change proposal to consider.

## What is being proposed?

The proposal is for BBNZ and Associations to work together to implement a tiered delivery model. The tiered delivery model is designed to provide a framework to help solve the problem statement:

*The current basketball delivery system is not consistently meeting the needs of participants*

The tiered model is designed specifically to provide improved clarity, alignment and accountability. It is built on clarity of expectations, alignment through stronger partnerships and joint accountability. The Tiered model will help provide better quality and more consistent basketball experiences to all participants and contains the following key components:

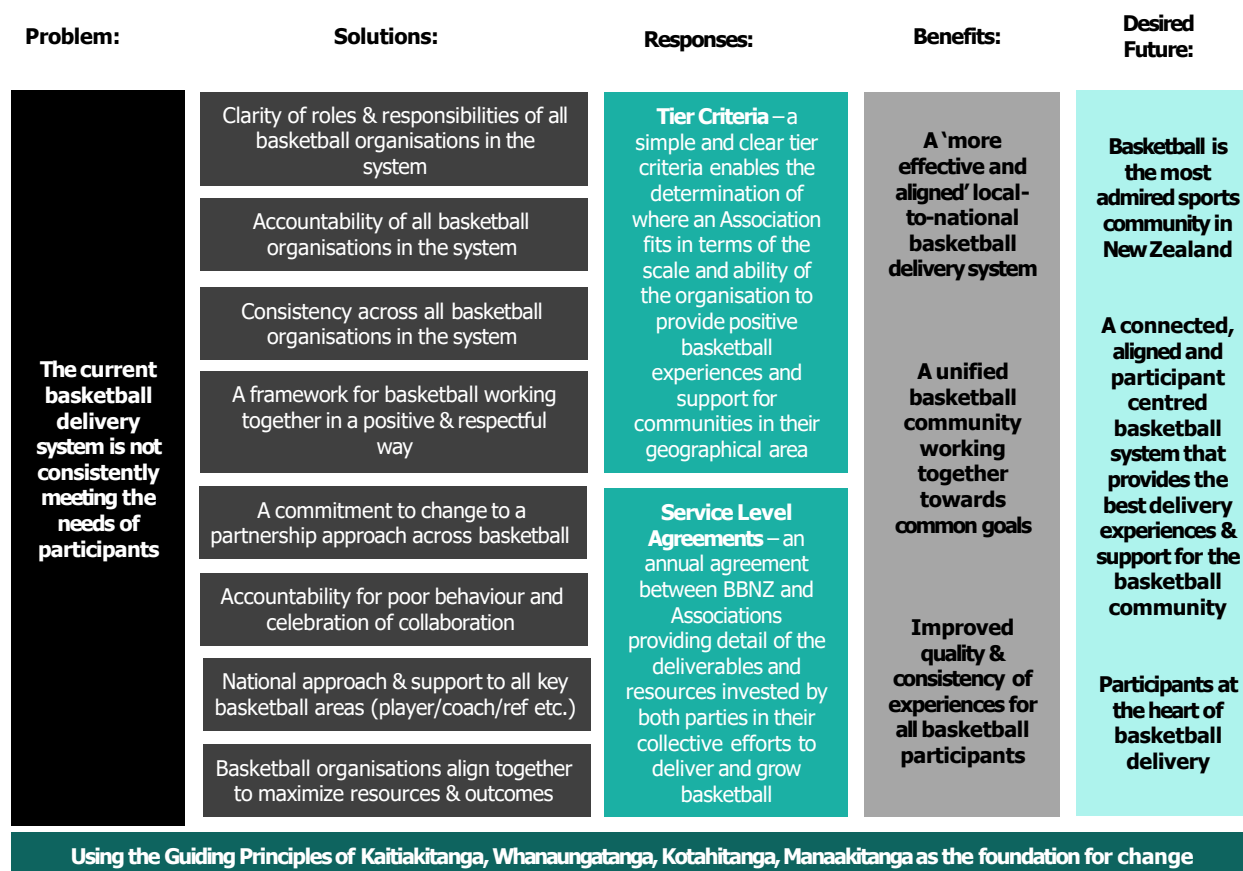
- **Guiding Principles** – key to making meaningful and lasting change is ensuring strong relationships based on mutual respect and cooperation are developed and maintained. Co-designed and shared guiding principles provide the platform to build trust through clear expectations on behaviour.
- **Tier Criteria** – a simple and clear tier criteria enables the determination of where an Association fits in terms of the scale and ability of the organisation to provide positive basketball experiences and support for communities in their geographical area. BBNZ and Associations work together to determine an Associations tier level (small or large) through an open, transparent process.
- **Service Level Agreements** – an annual agreement between BBNZ and Associations providing detail of the deliverables and resources invested by both parties in their collective efforts to deliver and grow basketball.

Section 2 of this proposal provides full details on each of the above aspects to ensure Associations have all the information required to make an informed decision on the new tiered delivery model.

The tiered model will take time to implement successfully. A simplistic timeline is included below:



## Tiered Delivery Model Logic Map



The logic map above details the links between the problem statement developed in conjunction with Associations and the proposed responses, namely the tiered delivery model which includes guiding principles, tier criteria and service level agreements.



## How do we propose change occurs?

Key feedback from Associations during the extensive consultation phase was that they required further detail and specific information to be able to make an informed decision on whether to vote for this change to a tiered delivery model. This document provides the detailed proposal containing all the information required for Associations to consider the proposed improvements and determine their level of support.

Throughout this process BBNZ have endeavored to partner, listen and work with Associations to determine the best way to improve the current basketball delivery model. Associations will be asked to vote on a formal motion at the BBNZ AGM scheduled for May 6. If the change is supported, BBNZ will engage a suitably qualified person to lead the change process on behalf of BBNZ and in partnership with Associations to ensure successful implementation.

Date	Action
March 2023	Associations to review the draft proposal, provide input/feedback and indicate level of support via an online form
By 14 April 2023	BBNZ to communicate final recommendation, formal motion(s) & change process to community
6 May 2023	AGM held and members vote on changes (51% of the vote required to approve)
June 2023	<b>(If change voted in)</b> Change process begins with Guiding Principles being adopted, and the process by which Associations apply for tier status commencing.
December 2023	Tier status determined with Associations
March 2024	Service Level Agreement development process begins
January 2025	First Service Level Agreements commence

## Transition to the new model

A detailed implementation plan has been developed as part of the change process. Associations will not only need to know the detail of what is changing they will also need to know how and when it will happen. BBNZ will need to work closely with Associations to make sure the pace of change is manageable for all organisations. BBNZ understands and respects that Associations have significant workloads and finite resources. The transition to the new model has been built with a significant timescale to recognise this and to ensure that the day-to-day delivery of basketball experiences is not negatively impacted.



### Example of Tiered delivery model implementation (tier application and service level agreements):

The proposed change to a Tiered delivery model is supported by a vote at the 2023 BBNZ AGM	<b>May 2023</b>
Basketball Hawke's Bay receives the confirmed Tier criteria and application process from BBNZ. Basketball Hawke's Bay considers the criteria, their Board meet to discuss, and they decide they will apply for Large Association	<b>June - Oct 2023</b>
Basketball Hawke's Bay go online, provide the information that is required from BBNZ for the Tier application and submit their application	
BBNZ review Basketball Hawke's Bay's application to become a Large Association. This process includes checking the information and reviewing the application	<b>Nov 2023</b>
BBNZ notify Basketball Hawke's Bay that they have been successful in meeting the Large Association Tier criteria and provide a timeline for next steps – which includes developing the Service Level Agreement	<b>Dec 2023</b>
BBNZ explains the standard front end of the Service Level Agreement which is the same for every Large Association. BBNZ & Basketball Hawke's Bay work together to co-design the Service Level Agreement Schedule which includes the specifics on what each organisation will do in the partnership.	<b>Mar - Oct 2024</b>
BBNZ & Basketball Hawke's Bay work sign the Service Level Agreement	<b>Nov 2024</b>
BBNZ & Basketball Hawke's Bay Service Level Agreement in place and begins	<b>Jan 2025</b>
BBNZ & Basketball Hawke's Bay Service Level Agreement is delivered by both parties through the year with regular progress meetings	<b>Jan - Nov 2025</b>
Basketball Hawke's Bay & BBNZ begin development of the 2026 Service Level Agreement schedule	
Basketball Hawke's Bay provide any required key information to BBNZ to retain their Large Association status for 2026	<b>Oct 2025</b>
As the year comes to a close, Basketball Hawke's Bay & BBNZ complete their end of year reporting on the Service Level Agreement	<b>Nov 2025</b>



## 2. The Proposal

### The Tiered delivery model

The Tiered Model provides a structure that is specifically designed to improve clarity, alignment and accountability with minimal cost or disruption in implementation. All 35 Basketball Associations will have the chance to work with BBNZ and determine whether they become a Large Association (LA) or a Small Association (SA).

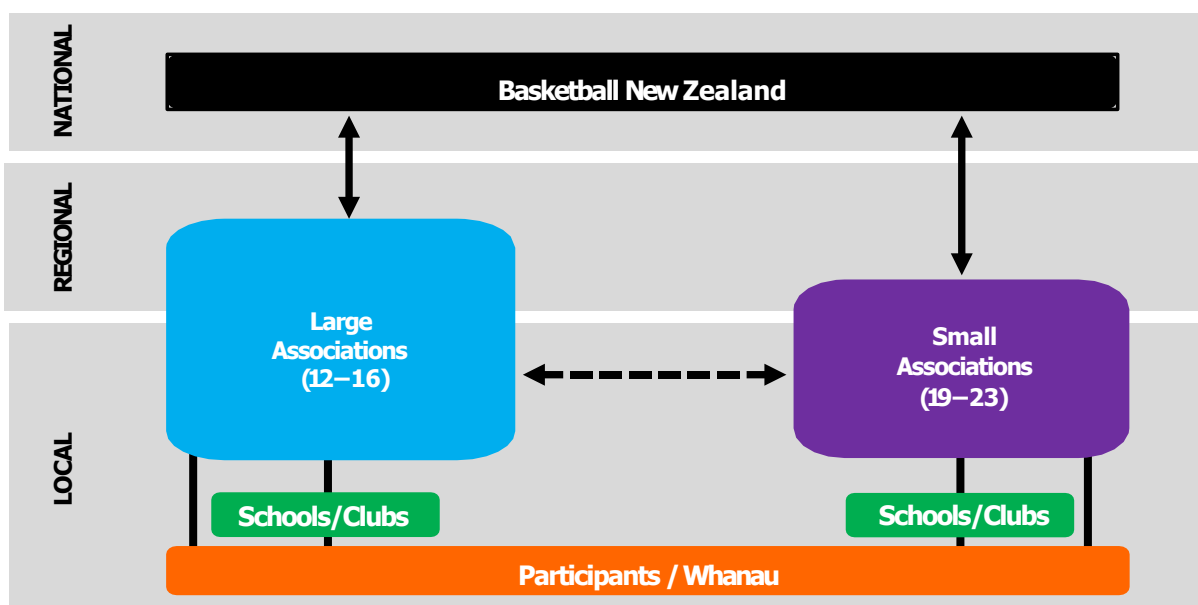
The tiered delivery model is designed to improve on the status quo through a specific focus on these three components:

- **Clarity** - the tier criteria provides specific & clear definition of delivery for LAs and SAs & BBNZ. Each organisation has clear roles, responsibilities & expectations
- **Alignment** - BBNZ & Associations can better align as they have clarity on roles & responsibilities. Service Level Agreements will help ensure alignment occurs.
- **Accountability** - All organisations can be held accountable to the agreed standard of a clear tier criteria. There will be consequences if criteria are not met, with support provided in the first instance.

Achieving improvement in these three components will create greater opportunities for:

- Better experiences for participants through a more effective basketball delivery system.
- Greater funding & investment opportunities due to a more professional and consistent delivery network.
- Good performance is rewarded through partnership opportunities, with poor performance addressed with accountability.

### Tier Model Basketball Delivery System





## **The tiered delivery model –key concepts**

The following information provides further detail on the possible impacts of the tiered delivery model on other related areas of basketball.

### **Membership&Voting**

- There will be no change to the voting rights of Member Associations of BBNZ.
- Voting numbers are currently banded to population, and this is likely to approximately match where Associations would be classified as Large or Small.

### **Zones**

- The tier model does not require change to the Zone structure.

### **Funding**

- Large and Small Associations maintain their ability to receive support for funding from BBNZ
- BBNZ will develop a clear overview of the structure of Basketball in Aotearoa to help funders understand the size and reach of each member organisation.
- Large and Small Associations can work closer together to combine funding applications if funders believe this to be advantageous.

### **Representative Basketball**

- The tier model does not have any impact on the current representative basketball system .
- BBNZ acknowledge work needs to be done in the representative basketball space and a review is currently underway (Rangatahi Framework Review) which does not impact this proposal.
- The use of the representative basketball as a carrot or a stick in the development and implementation of an improved delivery system would unfairly impact participants

### **Constitutional Change**

- The tier model does not require change to the BBNZ Constitution to be implemented.
- Work is currently underway to conduct a full review of the BBNZ Constitution as part of the requirements to adhere to the change to the Incorporated Societies Act

### **Complaints,Disputesand Mediation–to ensureAccountability**

- In the event of complaints or disputes, all parties have the ability to utilise the Sport & Recreation Complaints & Mediation Service (SRCMS).
- This will help safeguard both Basketball New Zealand and Associations to ensure that any contested decisions within this change and process can be resolved fairly by an independent third party.

## How does the Tier model benefit Associations?

It is critical to the success of this change process that Associations can see the tangible benefits that the new model provides. Through consultation with Associations, BBNZ will continue to develop the benefits in number and detail as it follows the change process.

### Large Associations (LAs)

- LAs have a close and more active relationship with BBNZ as it is based at the right level of engagement & expectation
- Increased engagement with BBNZ creates more collaboration opportunities and builds trust
- Increased opportunity for enhanced funding –community and commercial
- Provides clarity of roles & responsibilities at all levels of delivery in the basketball community
- Greater support provided to LAs by BBNZ – more resource to improved delivery or broaden delivery ability
- Greater clarity on delivery expectations –focusing on what is important and removing duplication of effort

### Small Associations (SAs)

- Allows SAs to focus more on the delivery of engaging participation opportunities. Reduced expectation to deliver coach and official development opportunities, and player development programmes
- Maintains Association independence & identity as well as voting rights at the BBNZ AGM
- Opportunity for some SAs to build towards LA status if interested
- Opportunity to partner with & receive support from BBNZ to deliver national initiatives
- Opportunity to partner with & receive support from LAs where appropriate
- Provides clarity of roles & responsibilities at all levels of delivery in the basketball community
- Greater clarity on delivery expectations –focusing on what is important and removing duplication of effort

## Frequently Asked Questions

The following FAQs serve to answer the questions asked by Associations in providing feedback to the draft change proposal.

### **Why hasn't a more significant change been proposed?**

The final change proposal has been developed based on feedback from Associations during the consultation process. The change would see immediate Improvement In the delivery of basketball In New Zealand and provide a foundation for further change and improvement in the future. BBNZ have taken a cautious approach to ensure this change can be successfully implemented and resourced to ensure it benefits the basketball community.

### **How is this going to help with the issues we face in dealing with independent providers?**

The initial change proposal did include the role of independent providers, however based on feedback from many Associations the final change proposal does not directly address the role of Independent Providers. BBNZ believes that once this change Is embedded and Associations are satisfied with the improvements it brings, then further change could be considered in regard to independent providers. First and foremost, this change is focused on partnering with our key members (Associations) to improve the basketball delivery system through greater alignment, clarity and accountability.

### **What is BBNZs position on independent providers and what are the next steps in working on this solution?**

Independent providers play a part of the basketball ecosystem and they have varying levels of impact on our community. If this change proposal is supported and implemented, we will be better positioned to revisit the role of independent providers in the basketball system. This Is a complex piece and therefore we want to focus on ensuring this change Is embedded and successful first and foremost.

### **What does this proposal mean for the role of NBL Franchises (who have a franchise in a BBNZ owned competition) and what will BBNZ do to ensure NBL Franchises are aligned with local associations?**

We are consulting with Associations and franchises where they operate in the same region/city to understand the working relationship with the aim of developing further guidance on roles and responsibilities to maximise the alignment and community impact of Associations and franchises working collaboratively. This change will help significantly in this area and provide great alignment, clarity and accountability through clear Service Level Agreements.

### **Can BBNZ clarify the relationship of this project to the remaining projects currently underway, and what the implementation plan will look like to manage all the change that is required?**

This Delivery System project is not directly linked to other projects underway. We have developed a comprehensive implementation plan for this change proposal should the membership support it. We will continue to engage and consult as needed on other projects, they are not directly impacted on by this project.

**One of the starting points for this review was BBNZ saying there are too many Associations. How does this model address this?**

The proposal provides a clear framework for the roles and responsibilities of the Associations and BBNZ. Over time we expect that some Associations will review their role and status in the basketball system. Association consultation and feedback did not support a more direct rationalisation of the number of Associations.

**How will this model allow for more funding and resources to be put into Large Associations to allow them to support Small Associations?**

BBNZ Is unable to effectively support 35 associations. By having two tiers this allows BBNZ to support and resource larger Associations appropriately to deliver the key outcomes required being a Large Association and enable Small Associations in their areas plug into relevant programmes and services.

**Will BBNZ consider its own structure and resourcing as part of this change process?**

Yes, over the last two years we have already demonstrated a willingness to change our structure, roles and resources to better respond to and support the needs of our community. We expect this to be a continuous process as we operate in a rapidly changing environment.

**Will Associations need to provide evidence and documentation each year to maintain their current tier, or move up or down the tiers?**

Yes, we will be making sure each association is delivering on what they need to deliver on. If they are and they have a want to move up from a Small to a Large we will work with them to make that happen. If they are not, we will be working with them to ensure they can deliver on what the tier criteria is. If they are unable to deliver, then we will look to see if they are in the right tier according to what they can deliver. This process Is outlined further in the change proposal document.

**How will the tier criteria be "enforced", and will they be administered with pragmatism, relative to local circumstance?**

We will have a new role created that will work directly with Associations to ensure they feel supported and that they are operating in the right tier that they can deliver on. The change proposal details how Associations will be supported through this process including the support and process where associations are not meeting the relevant criteria.

**Will BBNZ want to count specific individuals rather than generic participants in the future?**

Our current member registration system requires Associations to be entering every participant as a member, this requirement doesn't change under the proposal. As a sport we need complete and accurate data to maximise revenue opportunities with funders, commercial partners, Sport NZ, HPSNZ. The changes to the Incorporated Societies Act will also require that all members consent to being a member of a Society and therefore this specific individual data will be compulsory.

**How will the tier criteria be determined and by what date each year?**

The tier criteria were developed by a working group including Association representatives. The full list of criteria is in the change proposal and will be reviewed annually.

**Where are the criteria BBNZ will be held accountable to? How can there be accountability if BBNZ are not measured against criteria as well?**

BBNZ will be responsible for everything as per the constitution, nothing changes there. BBNZ is also accountable to meet its responsibilities and deliverables in the Service Level Agreements once developed and agreed with Associations (see change proposal).

**Will Associations have to meet Tier criteria annually?**

Yes, this process is outlined in the change proposal document.

**What happens if Small Associations do not meet the criteria?**

BBNZ will work with Associations to try and bring them up to a minimum level of operation or maybe it is better they plug into a Large Association and become affiliated to them. We will work with them on what is the best option for them and their community. This process and proposed steps are outlined in the change proposal document.

**Who will sit on the panel to decide what tier each Association will be granted?**

A panel will be put in place to ensure a fair and robust process, but no decisions have been made as to the make-up of that panel.

**How will Small Associations manage the workload to meet minimum standards?**

As per our current constitution there are standards and delivery levels that need to be met by each Association but these lack clear details. The proposed SLA's (Service Level Agreements) provide this will clear roles and responsibilities for Associations at the different tier levels. If any Association is struggling to meet the minimum standards, then we will work with them and see how we can help and also if they are in the right tier for what they can deliver.

**Will Large Associations be expected to secure additional funding and other resources deliver support to Small Associations?**

No, they will only be expected to deliver on what the criteria is for them; however, the expectation is that they will offer for the Small Associations to plug into what they are doing.

**What is proposed in terms of funding towards Associations and where might the funding come from?**

BBNZ are trying to support Associations to secure more funding and are working hard for both commercially and with funders to be able to be sustainable and inject more money back into the basketball community.





**There needs to be a lot of support for Associations on the ground, not just virtually, how can BBNZ support this?**

We're currently expanding our regional support services provided by our community team. We are getting people on the ground across three geographic regions that cover the country regions to support association in building capacity. BBNZ is not going to be able to deliver everything, everywhere, this is where the roles and responsibilities piece alongside the Service Level Agreements is very important.

**How can BBNZ help Associations secure or upgrade facilities that meet basketball requirements?**

We have a dedicated role in the Community team, with Dan Dawick as our Facilities and Insights Lead in place to support Associations on facilities.

**What is the difference between how working with Large and Small Associations will look in the basketball landscape?**

The differences between the roles and responsibilities of Large and Small Associations are documented in the change proposal. How BBNZ will partner, and support Large and Small Associations is also drafted in the proposed SLAs in the document.

**Would BBNZ be able to package up the programmes like Kiwi Hoops with funding support documentation to enable Associations the resources to submit to funders or sponsors, that details everything that is needed to run the programme, i.e., for the different parts of the "Kiwi Hoops" programmes?**

Yes, we intend to do this for all key national programmes.

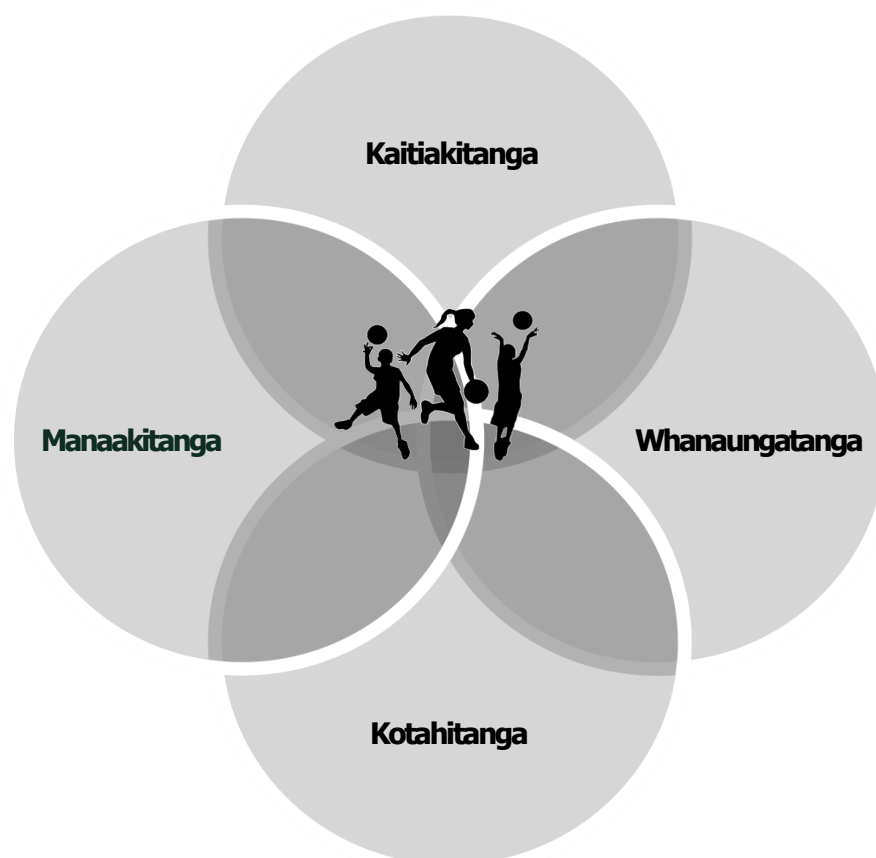
## Guiding Principles—what are they?

In clearly articulating the key problems we seek to solve we have drafted the following guiding principles. The guiding principles will be utilised to implement a model that is inclusive, future focused and puts participants at the heart of the system. Although this document and project focus on system change, the guiding principles link to more holistic concepts required for behaviour and cultural change that are needed to reach the future state that the basketball community seek to achieve.

The guiding principles should carry through the system change phase and be included to inform the behaviour and cultural change with the improved basketball system in Aotearoa.

Manaakitanga acknowledges the mana of others as having equal or greater importance than our own, through the expression of aroha, hospitality, generosity and mutual respect.

A kaitiaki is a guardian. Offering Kaitiakitanga is providing guardianship and stewardship to basketball for Aotearoa and in communities across Aotearoa.



Kotahitanga is the concept of togetherness. It's a call for unity in the basketball community, cooperation and alignment towards our common goal and vision.

Whanaungatanga is about building & maintaining relationships. These relationships create a sense of belonging, obligation, support, responsibilities and roles.

## **Tier Criteria - what are they?**

Tier Criteria are a clear, specific, and agreed definition of delivery for BBNZ, Large and Small Associations to ensure clear role, responsibilities and expectations.

- The criteria for Small Associations are set to the minimum level required for any member Association of BBNZ
- The criteria for Large Associations are set to a higher standard
- Associations that cannot meet the Small Association criteria may be better suited to serving as a club or may want to consider merging with a neighboring Association.
- Small Associations do not 'sit under' Large Associations in this model. BBNZ encourages Large and Small Associations to work together and to formalise this through service delivery agreements, but this is not mandated.
- Current collectives such as Capital Basketball and Auckland Basketball Services are not impacted by this model.
- The tier criteria have been co-designed and agreed by Associations and BBNZ and are based on the following areas:
  - Membership
  - Population
  - Governance
  - Leadership / Staffing
  - Financial Management
  - Data & Insights
  - Community Basketball
  - Facilities
  - Representative / Development Basketball
  - Events & Programmes
  - Communication & Promotion
  - Active engagement & advocacy

## Tier Criteria – Large Associations

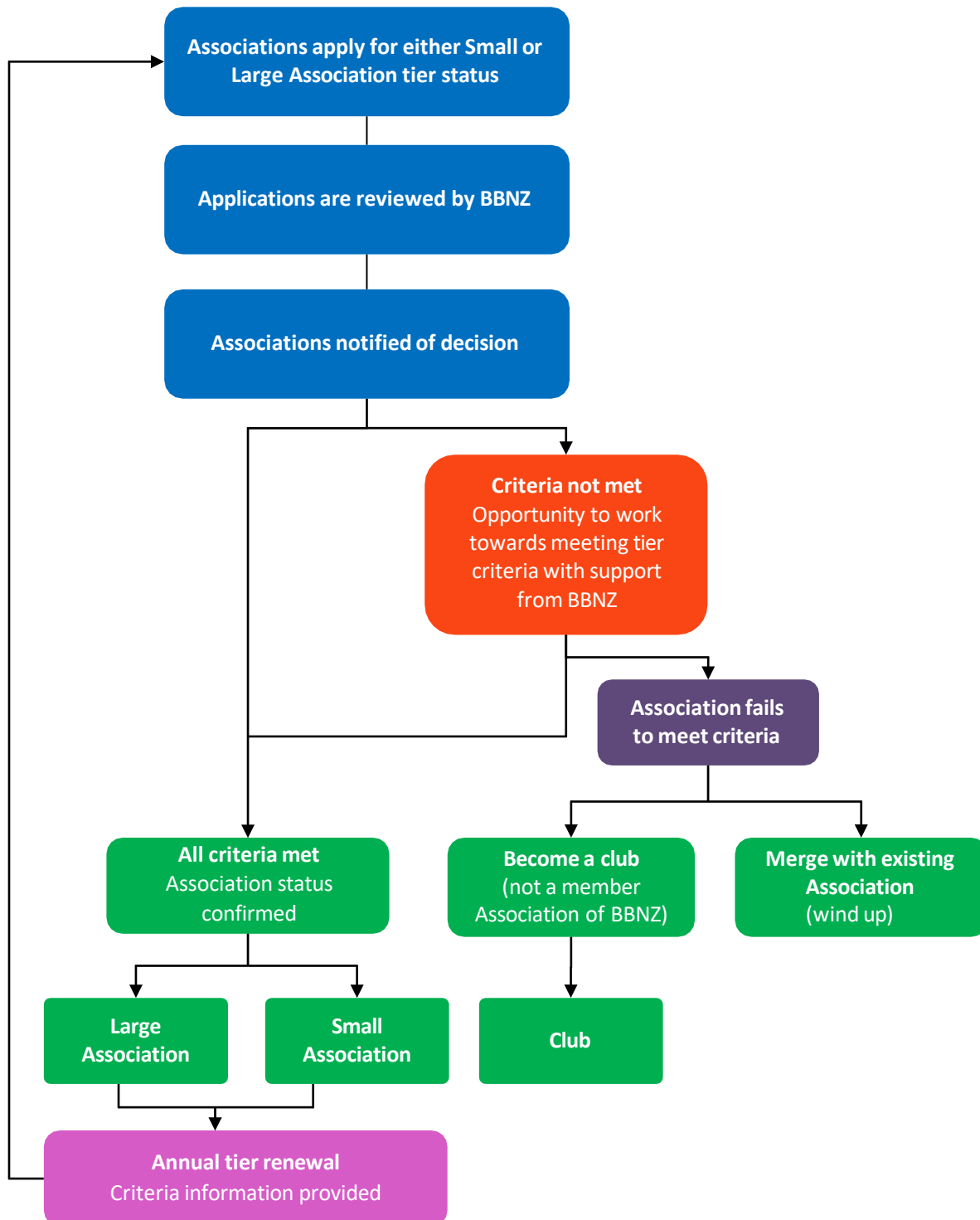
<b>Membership</b>	Has at least 2000 active participants registered on the national database/platform
<b>Population</b>	Has a defined area that it services with a minimum population of 75,000
<b>Governance</b>	Has a current Strategic Plan
	Is an Incorporated Society with an established Governance Board and holds an AGM
	Has a constitution that aligns with BBNZ Constitution
	Adopts and adheres to policy and practice on participant protection, integrity and key national, BBNZ and regional regulations (code of conduct)
<b>Leadership / Staffing</b>	Has a full time General Manager or Chief Executive role
	Has human resource at a level to effectively deliver participation opportunities, competition management, coach and official development, and player development
	Has an Annual Plan that includes delivering and reporting on key BBNZ products and programmes
<b>Financial Management</b>	Submits audited accounts to BBNZ (accounts are audited if deemed to be required under the Incorporated Societies Act 2022)
<b>Data &amp; Insights</b>	Provides full and accurate database of all participants to BBNZ & completes the annual survey of participants/members and key programmes and services
<b>Community Basketball</b>	Deliver and support participation programmes for tamariki, rangatahi and adult participant groups (Kiwi Hoops, Girls' Got Game)
	Connect with and support school led programmes (competitions, coach and referee development)
	Delivers a Coaches, Officials and Volunteers Plan & Calendar that includes delivering and reporting on key BBNZ products and programmes
	Leads and delivers on disability, diversity, and inclusion targets (in partnership with BBNZ)
<b>Facilities</b>	Has Regional Facilities Plan aligned to National Facilities Strategy & actively advocates for indoor and outdoor court development and usage
<b>Representative / Development Basketball</b>	Has an annual Representative / Performance Plan that includes opportunities for players, coaches and officials that is complimentary, and connected to, the BBNZ Performance Pathway and Performance Programme
<b>Events &amp; Programmes</b>	Has an annual competitions and events calendar that aligns, compliments and connects with BBNZ and SAs.
	Delivers competitions & events for their community including primary, intermediate, secondary, adult, social & 3X3
<b>Communication &amp; Promotion</b>	Maintains website and key social media platforms, and promotes BBNZ and wider basketball community activity
<b>Active engagement &amp; advocacy</b>	Regularly connect and co-operate with other members and BBNZ to ensure alignment and share good practice

## Tier Criteria –Small Associations

<b>Membership</b>	Has at least 250 active participants registered on the national database/platform
<b>Governance</b>	Has a current Strategic Plan
	Is an incorporated society with an established governance Board or Executive Committee and holds an AGM
	Has a constitution that aligns with BBNZ Constitution
	Adopts and adheres to policy and practice on participant protection, integrity and key national, BBNZ and regional regulations (code of conduct)
<b>Leadership / Staffing</b>	Has human resource at a level to effectively deliver: <ul style="list-style-type: none"> <li>- participation opportunities</li> <li>- competition management</li> </ul>
	Has an Annual Plan that includes delivering and reporting on key BBNZ products and programmes
<b>Financial Management</b>	Submits approved accounts to BBNZ (accounts are audited if deemed to be required under the Incorporated Societies Act 2022)
<b>Data &amp; Insights</b>	Provides full and accurate database of all participants to BBNZ & completes the annual survey of participants/members and key programmes and services
<b>Community Basketball</b>	Deliver or support participation programmes for tamariki, rangatahi and adult participant groups (Kiwi Hoops, Girls' Got Game)
	Supports local coaches, officials and volunteers to engage in local or regional development opportunities and reports on key BBNZ products and programmes where relevant
	Supports the work towards disability, diversity, and inclusion targets (in partnership with BBNZ)
<b>Representative / Development Basketball</b>	Has, or connects to, an annual Representative / Performance Plan that includes opportunities for players, coaches and officials that is complimentary, and connected to, the BBNZ Performance Pathway and Performance Programme
<b>Events &amp; Programmes</b>	Has an annual competitions and events calendar that aligns, complements and connects with LAs and BBNZ.
	Delivers, or supports the delivery of, competitions and events that meets the needs of their basketball community
<b>Communication &amp; Promotion</b>	Maintains website and key social media platforms, and promotes BBNZ and wider basketball community activity
<b>Active engagement &amp; advocacy</b>	Regularly connect and co-operate with other members and BBNZ to ensure alignment and share good practice

## Tier Criteria – how will they be implemented?

### Tier application process

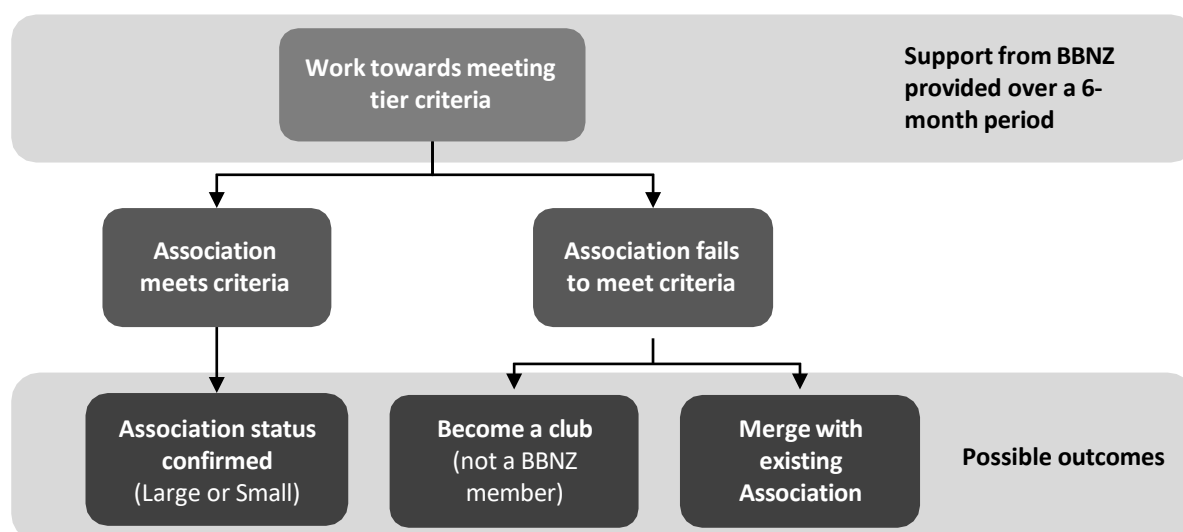


## Tier Criteria –how will they be implemented?

### Accountability for organisations and the Tier criteria

Establishing accountability for non-performance are critical for improving the overall standard of basketball delivery throughout Aotearoa.

- All basketball entities will be held to account, starting with BBNZ and including Large and Small Associations.
- If Basketball New Zealand fail to meet their requirements in either fair and ethical application of the tier criteria, then Associations will have the ability to formally complain via the independent Sport & Recreation Complaints and Mediation Service (SRCMS) or through an internal or community based disputes and mediation process.
- Large Associations that fail to meet criteria will be provided with assistance in the first instance (6-month window) and if still unable to meet criteria will be allocated Small Association status (if able to meet all Small Association criteria).
- Small Associations that fail to meet criteria will be provided with assistance in the first instance (6-month window) and if still unable to meet criteria discussions will take place between the Association and BBNZ to determine on of the following courses of action:
  - Merge with an existing Association (one entity to wind up)
  - Become a member club/sub association of an existing Association (no longer a voting member of BBNZ)

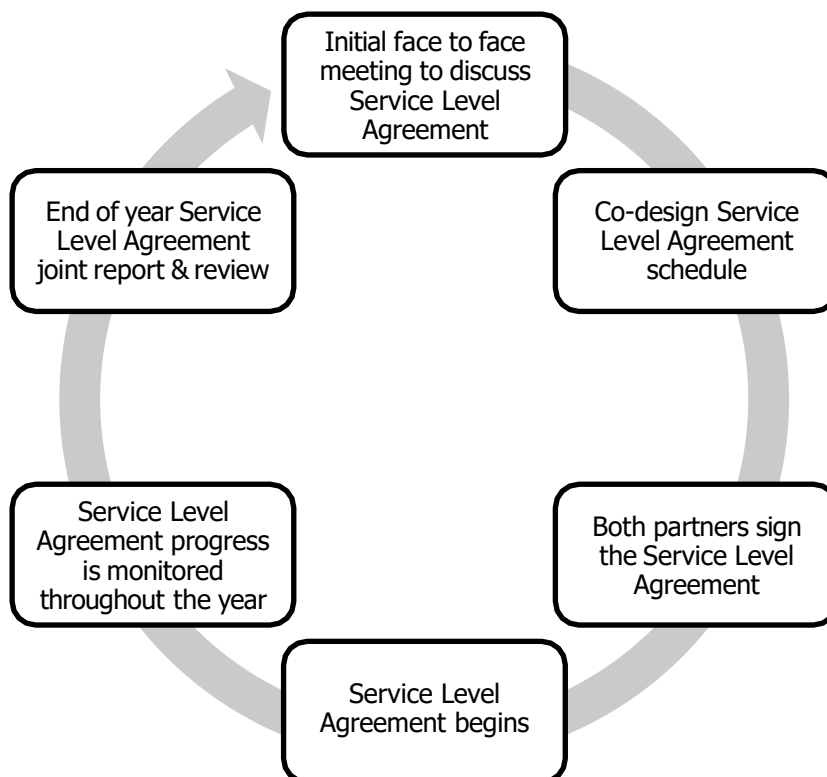




## Service Level Agreements –what are they?

An annual process serving as an additional layer of detail over and above the tier criteria, service level agreements will be made between Associations and BBNZ.

- Service Level Agreements as will capture specific information on:
  - The statement of objectives (Delivery targets - numbers and timing)
  - A list of the services to be provided and funding levels (if appropriate)
  - A description of the duties of the Association and BBNZ
  - Means for conflict resolution



## Accountability for Service Level Agreements

Establishing accountability for non-performance are critical for improving the overall standard of basketball delivery throughout Aotearoa.

- All basketball entities will be held to account, starting with BBNZ and including Large and Small Associations.
- If Basketball New Zealand or Associations fail to meet requirements of the Service Level Agreement, then both parties have the ability to formally complain via the independent Sport & Recreation Complaints and Mediation Service (SRCMS) or through an internal or community based disputes and mediation process.

## **Service Level Agreement (Large Association)**

**between**

**Basketball New Zealand Incorporated**

**and**

**XXX Basketball Association**

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_  
Between Parties \_\_\_\_\_

Basketball New Zealand Incorporated ("BBNZ")  
and  
Association XXX ("Association")

## 1. Background and Purpose

In 2021/2022 an independent review of the basketball delivery system was undertaken with a view to finding ways to enhance the delivery of basketball to all communities in New Zealand.

The aim of an improved delivery system for basketball was determined to be:

*A connected, aligned, and participant centred basketball system that provides the best delivery experiences and support for the basketball community.*

Success outcomes of an improved basketball delivery system are:

1. A more effective and aligned local-to-national delivery system
2. A unified basketball community working together towards common goals
3. Improved quality and consistency of experiences for all basketball participants

A tiered delivery model was developed and agreed upon by Basketball New Zealand its Member Associations. The tiered model categorises all 35 Member Associations as either Larger or Small depending on the size of the population it serves and its ability to deliver against key criteria (see BBNZ Responsibilities and Tier Criteria).

Service level agreements provide clarity, alignment, and accountability for both Basketball New Zealand and its Member Associations. It was determined that annual service level agreements would provide greater detail of the deliverables and resources invested by all parties in their collective efforts to deliver and grow basketball.

This service level agreement (Agreement) sets out the agreed deliverables ("Deliverables") of Basketball New Zealand ("BBNZ") and XXX Basketball Association ("Association") as well as the resources provided by each organisation for the purpose of achieving the Deliverables.

The objectives of the Agreement are to:

- Support the Association in its delivery of community participation and development pathways outcomes for basketball
- Embed the strategic priorities for community basketball in New Zealand, and other strategy documents that BBNZ may develop
- Strengthen the systems of governance, management, and delivery of basketball in New Zealand

## 2. Parties

Basketball New Zealand - the National Sporting Organisation (NSO) for the sport of Basketball in New Zealand with the role of promoting, fostering, and developing the game of basketball nationally. BBNZ plays a key role in partnership with member associations in setting national strategy and coordinating resources to best enable the growth of Basketball throughout New Zealand.

**Basketball Association** - The Regional Sporting Organisation for the sport of Basketball in a designated geographical area with the role of delivering, developing, and promoting of the sport of basketball within the designated area. The Association has the vital role of delivering the game through competitions, events, programmes, and player, coach and officials development opportunities.

### 3. Period of the Agreement

---

- 3.1 **Period:** This Agreement, will start on the day this Agreement is signed by all the Parties and will continue until the first of any of the following circumstances:
- Parties Agreement to End:** the Parties agree in writing that it is no longer necessary or appropriate to carry on the Agreement;
  - Dispute:** a dispute is unable to be resolved by the Parties; or
  - Parties exiting:** 1 or more Parties withdraw from the Agreement.
- 3.2 **Amendments:** The Agreement may be amended at any time by the agreement in writing of all the Parties. The Agreement may be amended to include a new Party provided all the remaining Parties agree to it being part of the Project.

### 4. Principles of working together

---

- 4.1 **Commitment:** The Parties are committed to work together with the common goal of the undertaking the Agreement. In doing so, each Party agrees to the following behaviours:
- Reputation:** to use its best efforts to ensure that it does not do, or permit anything to be done, which is or may be detrimental to the goodwill, name, or reputation of any other Party;
  - Good Faith:** to act in good faith to carry out its obligations as set out in this Agreement;
  - Autonomy:** to accept and recognise that each Party is an autonomous entity or group and that it is entitled to make its own decisions on any recommendations made to it, or to withdraw from the Agreement;
  - Co-operation:** to co-operate with each other and work as a team, so as to support basketball in New Zealand and to achieve the objectives of both parties;
  - Communication:** to communicate openly and honestly to each other and to keep the communication lines open to ensure effective decision making by the Parties. The Parties will act constructively and openly to avoid conflicts or disputes and if any arise, will deal with them promptly and resolve them in a fair manner; and,
  - Timeliness:** to contribute, make decisions and communicate with the other Parties in a timely manner to ensure the undertakings progress efficiently and effectively.

### 5. Specific obligations of both parties

---

- 5.1 Each Party agrees to fulfil the following obligations in relation to the Partnership:
- Support:** to provide all reasonable support, information, materials and assistance to enable it to meet its obligations under this agreement;
  - Approvals:** to obtain approval to enter into this agreement, and for any other approvals which are required during the period of the partnership, either from its board/committee or its members, as determined by the Party;
  - Media/Publicity:** to only make public comment on the partnership through the agreed spokesperson from the parties;
  - Meetings:** to meet at times reasonably requested by each other during the period of the partnership to plan and agree on any actions necessary to give effect to this agreement;
  - Share Workload:** to share and allocate tasks and action items equitably between all the Parties and to deliver on them in the manner agreed to by both Parties.
  - Confidentiality:** to keep confidential and not (without the consent of the other Parties) disclose any Confidential Information about the other Parties or the partnership except as required by law. For the purpose of this agreement, 'Confidential Information' means all information or data, in any form or medium whatsoever, relating to the Parties or the partnership which by its nature, or by the circumstances of its disclosure to the holder of the information, is or could reasonably be expected to be regarded as confidential.
  - Notices:** to provide an email address or addresses for all communications to the Parties relating to the partnership.

**5.2 Basketball New Zealand agrees to:**

- a. Determine national strategies, policies, programmes and initiatives that help achieve the agreed national and local outcomes;
- b. Provide effective leadership and development of high-quality programmes, services and resources to support the delivery of high-quality basketball experiences;
- c. Provide resources to support the delivery of the partnership agreement outcomes and achievement of the Basketball New Zealand strategic outcomes;
- d. Develop and maintain a toolkit of best practice resources to be used by Member Associations
- e. Support applications for community/special project funding
- f. Arrange and lead national forums and steering committees to facilitate a collaborative approach between Basketball organisations, and provide capacity building activities and on-going support to the community development workforce;
- g. Monitor the progress and effectiveness of individual and collective activity, projects and initiatives of Member Associations against the Basketball New Zealand strategic outcomes;
- h. Maintain an open and constructive relationship with Member Associations, acting in the best interests of participants and basketball in New Zealand.

**5.3 The Association agrees to:**

- a. Have an approved Annual Plan and identified activities that align as relevant to the Basketball New Zealand strategy outcomes by 1 January 2024;
- b. In consultation with BBNZ, assist the development of, and contribute to, national strategies, policies, programmes and initiatives that help grow/develop Basketball;
- c. Actively support, promote and deliver BBNZ programmes and services, courses and pathways;
- d. Report against and achieve the agreed deliverables in this Agreement (Schedule 1) and the agreed regional plan outcomes in their region;
- e. Arrange and lead regional forums to facilitate a collaborative approach between the regional organisations and clubs and provide capacity building activities and on-going support to club personnel;
- f. Assist and develop affiliated clubs and other community providers in the region;
- g. Collect participant data and ensure all players are registered in the National Registration System, including ensuring all local participants are properly registered as members of the partner organisation and Basketball New Zealand;
- h. Meet all reporting requirements regarding provision of programmes and services, and membership data for participants, coaches, officials, and other volunteers;
- i. Submit two reports on the above community basketball deliverables as follows:
  - i. Mid-year progress report due by 31 July annually
  - ii. Final report developed in partnership with BBNZ by the 15 December

**6. Dispute resolution**

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- 6.1 **Disputes:** Any dispute or difference arising between the Parties regarding this Agreement will be dealt with in the first instance through facilitating a meeting with a representative from each of the Parties, at which they will attempt, in good faith, to resolve the dispute or difference.
- 6.2 **Mediation:** Should the dispute of difference not be resolved by such meeting; any Party may give written notice the other Party that the dispute is to be referred by each Party to an independent mediator for resolution.



7. Agreement

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Signed and agreed by the Parties

Basketball New Zealand Incorporated		
Authorised Signatory Name(s)		
Authorised Signatory Signature(s)		
Position		
Date		

XXX Basketball Association		
Authorised Signatory Name(s)		
Authorised Signatory Signature(s)		
Position		
Date		

Schedule 1 - Details of resource provision and deliverables

1. Provision of resources:

Subject to meeting the obligations in this document, BBNZ and the Association agree to the following commitments and conditions over the period from **Xxxxx to xxxxx:**

Party	Resources
Basketball New Zealand	
XXX Association	

2. Deliverables:

The Parties shall collaborate to complete the following deliverables by the dates or timeframes specified ("Deliverables"):

Deliverables - <b>EXAMPLE</b>		
BBNZ Actions	Association Actions	Delivery Targets/Dates
	Facilities	
	Sponsorship & Funding	
Participation Programmes - <b>EXAMPLE</b>		
Provide all programme and activity resources, training, and support	Deliver and support BBNZ endorsed programmes and activities including but not limited to Kiwi Hoops and Girls Got Game <ul style="list-style-type: none"><li>Managing positive relationships Associations, other providers and stakeholders to help build and deliver basketball capacity;</li><li>Helping create an environment that attracts supports and recognises volunteers in basketball;</li><li>Distributing basketball resources and building capacity for participation programmes</li></ul>	<ul style="list-style-type: none"><li>X participants in Kiwi Hoops programmes delivered into schools, clubs, and associations in the agreed area by (date).</li><li>X participants in Girls Got Game programmes delivered into schools, clubs, and associations in the agreed area by (date).</li></ul>



Regional and National Events		
Competition		
Coach Development - <b>EXAMPLE</b>		
	<p>Coach Developer(s) will complete the following activity:</p> <p>a. Attend BBNZ Coach Developer Training Workshops offered during the year.</p> <p>b. Deliver BBNZ Coach Courses and accredit the agreed number of coaches in the Kiwi Hoops, Community Coach/FIBA Level 1 courses</p> <p>c. Provide names, contact details and accreditation status of all participants in Coach Courses across the agreed Region.</p> <p>d. Meet any additional reporting requirements as set out by BBNZ from time to time.</p>	<ul style="list-style-type: none"><li>• X coaches successfully complete Kiwi Hoops Coach course by (date).</li><li>• X coaches successfully complete Community Coach course by (date).</li></ul>
Referee Development - <b>EXAMPLE</b>		
	<p>Senior Referee Trainer(s) will complete the following activity:</p> <p>a. Attend BBNZ SRT Training Workshops offered during the year.</p> <p>b. Deliver BBNZ Referee Courses and accredit the agreed number of referees in the Kiwi Hoops, Community Referee and other courses as required</p> <p>c. Provide names, contact details and accreditation status of all participants in Referee Courses across the agreed Region.</p> <p>d. Meet any additional reporting requirements as set out by BBNZ from time to time.</p>	<ul style="list-style-type: none"><li>• X referees successfully complete BBNZ Kiwi Hoops Referee course by (date).</li><li>• X referees successfully complete BBNZ Community Referee course by (date).</li></ul>
Player Development		

Representative Teams		
Deliverer Support		
Marketing & Promotion		

## **Service Level Agreement (Small Association)**

**between**

**Basketball New Zealand Incorporated**

**and**

**XXX Basketball Association**

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_, at \_\_\_\_\_, \_\_\_\_\_, \_\_\_\_\_, XXXXX  
Between Parties \_\_\_\_\_

Basketball New Zealand Incorporated ("BBNZ")  
and  
Association XXX ("Association")

## 1. Background and Purpose

In 2021/2022 an independent review of the basketball delivery system was undertaken with a view to finding ways to enhance the delivery of basketball to all communities in New Zealand.

The aim of an improved delivery system for basketball was determined to be:

*A connected, aligned, and participant centred basketball system that provides the best delivery experiences and support for the basketball community.*

Success outcomes of an improved basketball delivery system are:

1. A more effective and aligned local-to-national delivery system
2. A unified basketball community working together towards common goals
3. Improved quality and consistency of experiences for all basketball participants

A tiered delivery model was developed and agreed upon by Basketball New Zealand its Member Associations. The tiered model categorises all 35 Member Associations as either Larger or Small depending on the size of the population it serves and its ability to deliver against key criteria (see BBNZ Responsibilities and Tier Criteria).

Service level agreements provide clarity, alignment, and accountability for both Basketball New Zealand and its Member Associations. It was determined that annual service level agreements would provide greater detail of the deliverables and resources invested by all parties in their collective efforts to deliver and grow basketball.

This service level agreement (Agreement) sets out the agreed deliverables ("Deliverables") of Basketball New Zealand ("BBNZ") and XXX Basketball Association ("Association") as well as the resources provided by each organisation for the purpose of achieving the Deliverables.

The objectives of the Agreement are to:

- Support the Association in its delivery of community participation and development pathways outcomes for basketball
- Embed the strategic priorities for community basketball in New Zealand, and other strategy documents that BBNZ may develop
- Strengthen the systems of governance, management, and delivery of basketball in New Zealand

## 2. Parties

Basketball New Zealand - the National Sporting Organisation (NSO) for the sport of Basketball in New Zealand with the role of promoting, fostering, and developing the game of basketball nationally. BBNZ plays a key role in partnership with member associations in setting national strategy and coordinating resources to best enable the growth of Basketball throughout New Zealand.

**Basketball Association** - The Regional Sporting Organisation for the sport of Basketball in a designated geographical area with the role of delivering, developing, and promoting of the sport of basketball within the designated area. The Association has the vital role of delivering the game through competitions, events, programmes, and player, coach, and officials development opportunities.

### 3. Period of the Agreement

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- 3.1 **Period:** This Agreement, will start on the day this Agreement is signed by all the Parties and will continue until the first of any of the following circumstances:
- Parties Agreement to End: the Parties agree in writing that it is no longer necessary or appropriate to carry on the Agreement;
  - Dispute: a dispute is unable to be resolved by the Parties; or
  - Parties exiting: 1 or more Parties withdraw from the Agreement.
- 3.2 **Amendments:** The Agreement may be amended at any time by the agreement in writing of all the Parties. The Agreement may be amended to include a new Party provided all the remaining Parties agree to it being part of the Project.

### 4. Principles of working together

---

- 4.1 **Commitment:** The Parties are committed to work together with the common goal of the undertaking the partnership. In doing so, each Party agrees to the following behaviours:
- Reputation: to use its best efforts to ensure that it does not do, or permit anything to be done, which is or may be detrimental to the goodwill, name, or reputation of any other Party;
  - Good Faith: to act in good faith to carry out its obligations as set out in this agreement;
  - Autonomy: to accept and recognise that each Party is an autonomous entity or group and that it is entitled to make its own decisions on any recommendations made to it, or to withdraw from the Agreement;
  - Co-operation: to co-operate with each other and work as a team, so as to support basketball in New Zealand and to achieve the objectives of both parties;
  - Communication: to communicate openly and honestly to each other and to keep the communication lines open to ensure effective decision making by the Parties. The Parties will act constructively and openly to avoid conflicts or disputes and if any arise, will deal with them promptly and resolve them in a fair manner; and,
  - Timeliness: to contribute, make decisions and communicate with the other Parties in a timely manner to ensure the undertakings progress efficiently and effectively.

### 5. Specific obligations of both parties

---

- 5.1 Each Party agrees to fulfil the following obligations in relation to the Partnership:
- Support: to provide all reasonable support, information, materials and assistance to enable it to meet its obligations under this agreement;
  - Approvals: to obtain approval to enter into this agreement, and for any other approvals which are required during the period of the partnership, either from its board/committee or its members, as determined by the Party;
  - Media/Publicity: to only make public comment on the partnership through the agreed spokesperson from the parties;
  - Meetings: to meet at times reasonably requested by each other during the period of the partnership to plan and agree on any actions necessary to give effect to this agreement;
  - Share Workload: to share and allocate tasks and action items equitably between all the Parties and to deliver on them in the manner agreed to by both Parties.
  - Confidentiality: to keep confidential and not (without the consent of the other Parties) disclose any Confidential Information about the other Parties or the partnership except as required by law. For the purpose of this agreement, 'Confidential Information' means all information or data, in any form or medium whatsoever, relating to the Parties or the partnership which by its nature, or by the circumstances of its disclosure to the holder of the information, is or could reasonably be expected to be regarded as confidential.
  - Notices: to provide an email address or addresses for all communications to the Parties relating to the partnership.



**5.2 Basketball New Zealand agrees to:**

- a. Determine national strategies, policies, programmes and initiatives that help achieve the agreed national and local outcomes;
- b. Provide effective leadership and development of high-quality programmes, services and resources to support the delivery of high-quality basketball experiences;
- c. Provide resources to support the delivery of the partnership agreement outcomes and achievement of the Basketball New Zealand strategic outcomes;
- d. Develop and maintain a toolkit of best practice resources to be used by Member Associations
- e. Support applications for community/special project funding
- f. Arrange and lead national forums and steering committees to facilitate a collaborative approach between Basketball organisations, and provide capacity building activities and on-going support to the community development workforce;
- g. Monitor the progress and effectiveness of individual and collective activity, projects and initiatives of Member Associations against the Basketball New Zealand strategic outcomes;
- h. Maintain an open and constructive relationship with Member Associations, acting in the best interests of participants and basketball in New Zealand.

**5.3 The Association agrees to:**

- a. Have an approved Annual Plan and identified activities that align as relevant to the Basketball New Zealand strategy outcomes by 1 January 2024;
- b. In consultation with BBNZ, assist the development of, and contribute to, national strategies, policies, programmes and initiatives that help grow/develop Basketball;
- c. Actively support, promote and deliver BBNZ programmes and services, courses and pathways;
- d. Report against and achieve the agreed deliverables in this Agreement (Schedule 1) and the agreed regional plan outcomes in their region;
- e. Assist and develop affiliated clubs and other community providers in the region;
- f. Collect participant data and ensure all players are registered in the National Registration System, including ensuring all local participants are properly registered as members of the partner organisation and Basketball New Zealand;
- g. Meet all reporting requirements regarding provision of programmes and services, and membership data for participants, coaches, officials, and other volunteers;
- h. Submit one report on the above community basketball deliverables as follows:
  - i. Final report developed in partnership with BBNZ by the 15 December

**6. Dispute resolution**

---

**6.1 Disputes:** Any dispute or difference arising between the Parties regarding this Agreement will be dealt with in the first instance through facilitating a meeting with a representative from each of the Parties, at which they will attempt, in good faith, to resolve the dispute or difference.

**6.2 Mediation:** Should the dispute or difference not be resolved by such meeting; any Party may give written notice the other Party that the dispute is to be referred by each Party to an independent mediator for resolution.

7. Agreement

---

Signed and agreed by the Parties

Basketball New Zealand Incorporated		
Authorised Signatory Name(s)		
Authorised Signatory Signature(s)		
Position		
Date		

XXX Basketball Association		
Authorised Signatory Name(s)		
Authorised Signatory Signature(s)		
Position		
Date		



Schedule 1 - Details of resource provision and deliverables

1. Provision of resources:

Subject to meeting the obligations in this document, BBNZ and the Association agree to the following commitments and conditions over the period from  
XXXXX to XXXXX:

Party	Resources
Basketball New Zealand	
XXX Association	

2. Deliverables:

The Parties shall collaborate to complete the following deliverables by the dates or timeframes specified ("Deliverables"):

Deliverables		
BBNZ Actions	Association Actions	Delivery Targets/Dates
Facilities		
Sponsorship & Funding		
Participation Programmes		
Regional and National Events		
Competition		
Coach Development		

		Referee Development	
		Player Development	
		Representative Teams	
		Deliverer Support	
		Marketing & Promotion	

## Service Level Agreements (SLAs) – how will they be implemented?

### Service Level Agreement development process - Large Associations

Large Associations and Basketball New Zealand will go through a thorough planning process when establishing SLAs. The first agreement period will be 1<sup>st</sup> January – 31<sup>st</sup> December 2025

SLAs are separate to the Tier application process which will be taking place in 2023 (detailed in the Tier application process document).

Large Associations	
Date	Action
<b>2024</b>	
March	Initial meeting between BBNZ & Association to discuss the detail of the 2025 SLA and share prioritised work streams or areas of focus
May	Initial 2025 SLA drafted. Schedule to be co-designed between BBNZ and Association
September	BBNZ & Association meet face-to-face to confirm final details of SLA Schedule (actions and resources)
October	2025 SLA signed by BBNZ and sent to Association Board/Committee for signing
November	BBNZ and Association ensure details of SLA are included into annual planning process for 2025
December	BBNZ collate and distribute all actions from SLAs from each Association
<b>2025</b>	
January	SLA period commences
April	Q1 virtual catch-up - initial progress meeting (year 1 only)
June	Mid-year report developed by Associations (due 30 June)
July	Face-to-face mid-year discussion
October	Q3 virtual catch-up progress meeting (year 1 only). Joint review of the 2025 SLA - challenges, suggested improvements etc.  Subject to review outcomes - discuss 2026 SLA - schedule drafted by BBNZ and Association
November	Year-end report developed in partnership with Association and BBNZ (due 30 Nov).  2026 SLA signed by BBNZ and sent to Association Board/Committee for signing.  Parties ensure details of SLA are included into annual planning process for 2026
December	BBNZ collate and distribute all actions from SLAs from each Association

### Service Level Agreement development process - Small Associations

Due to their size, Small Associations will have a simpler process to follow when establishing an SLA with Basketball New Zealand. There will be a reduced expectation for a Small Associations to be able to deliver in specific areas compared to a Large Association. The first SLA period will be 1 January - 31 December 2025

SLAs are separate to the Tier application process which will be taking place in 2023 (detailed in the Tier application process document).

Small Associations	
Date	Action
<b>2024</b>	
March	Initial meeting between BBNZ & Association to discuss the detail of the 2025 SLA and share prioritised work streams or areas of focus
May	Initial 2025 SLA drafted. Schedule to be co-designed between BBNZ and Association
October	2025 SLA signed by BBNZ and sent to Association Board/Committee for signing
November	BBNZ and Association ensure details of SLA are included into annual planning process for 2025
December	BBNZ collate and distribute all actions from SLAs from each Association
<b>2025</b>	
January	SLA period commences
April	Q1 virtual catch-up - initial progress meeting (year 1 only)
June	Mid-year report developed by Associations (due 30 June)
October	Joint review of the 2025 SLA - challenges, suggested improvements etc.
	Subject to review outcomes - discuss 2026 SLA - schedule drafted by BBNZ and Association
November	Year-end report developed in partnership with Association and BBNZ (due 30 Nov).
	2026 SLA signed by BBNZ and sent to Association Board/Committee for signing.
	Parties ensure details of SLA are included into annual planning process for 2026
December	BBNZ collate and distribute all actions from SLAs from each Association

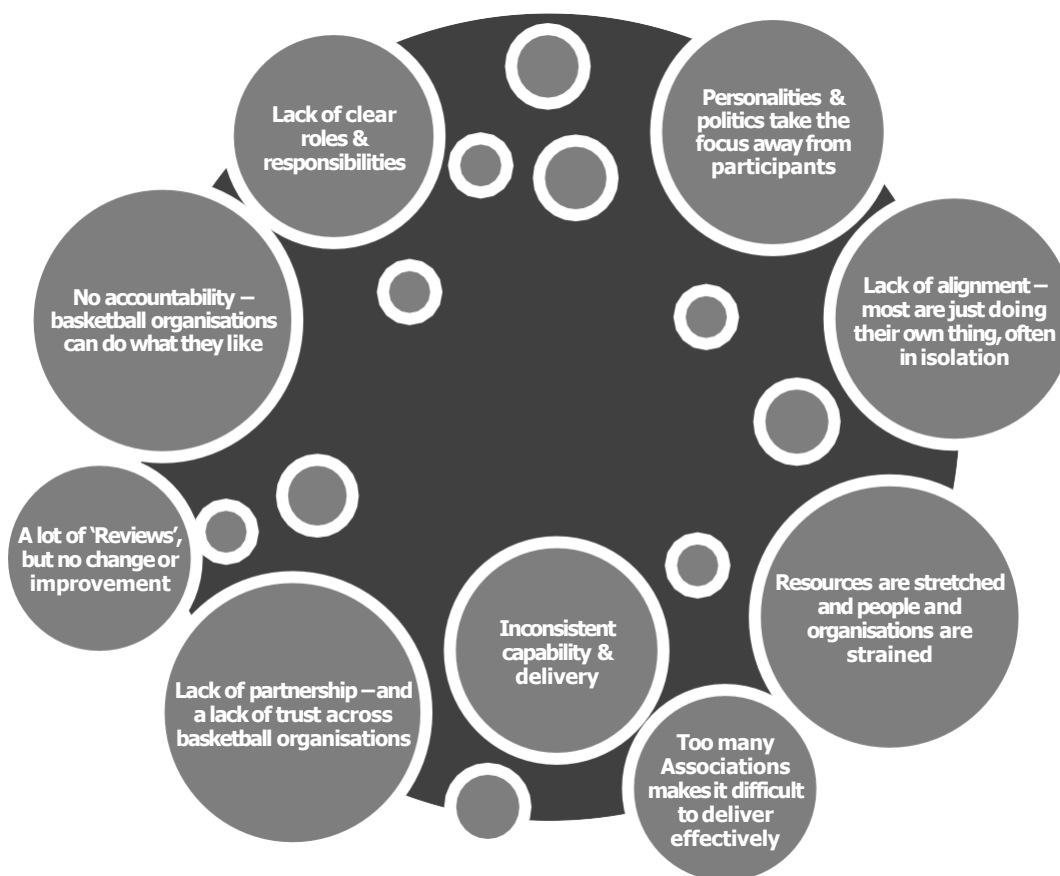
### 3. Rationale for change

#### Why is change needed?

Although the current delivery model is achieving some great outcomes for parts of the basketball community - it is not widespread and not consistent across New Zealand. The system is fragmented and not performing at an optimal level.

There is significant variance in the capability and capacity of Basketball Associations throughout the country making it very difficult to establish clear roles and to measure performance and drive results.

Through significant community consultation, input and feedback from working groups, the key issues identified are:



## Problem Statement

The problem statement included in the Basketball New Zealand Strengthen & Adapt plan states: "For basketball to move forward 'together', there needs to be greater clarity about the respective roles and responsibilities of everyone in the ecosystem so that we understand where there are gaps in its delivery". Through consultation with the basketball community and with input from the basketball system working group the problem statement has been amended to:

***The current basketball delivery system is not consistently meeting the needs of participants***

In reviewing and discussing the current state, and clearly articulating the 'problem' we seek to solve, we have identified the following key themes:

Issues	Cause	Effect
Participants are currently not the centre of everything the basketball community does	Competing delivery models (e.g. development opportunities and competitions)	Poorer outcomes and experiences for athletes, loss of participants, poorer retention, underperforming national teams
There is a lack of equity of opportunity provided by the basketball system for all participants in Aotearoa	Insufficient and inconsistent capability, capacity and resourcing to ensure all parts of the basketball community can be serviced equitably.	The basketball experience for participants is different depending on who you are, where you live, your socio-economic status and what you can access.
Great leadership is not celebrated, while poor leadership is not challenged	A lack of role clarity, role responsibility, behaviour expectations limiting the ability to create a high performing culture	Individuals and organisations are left to do 'their own thing'
The basketball system is not inherently inclusive and has created an environment of competing interest	Association/organisation centric model disempowers participant engagement and involvement (at all levels) and segregates associations and private providers	Participants are often caught up in the conflict between independent providers and associations, being forced to 'choose sides'
There is limited to no accountability at many levels of the basketball system.	There are no clearly documented expectations, roles & responsibilities for those delivering basketball, therefore anything goes and there is no accountability for quality	Poor performance is not consistently addressed, and good performance is not consistently rewarded.
Basketball organisations at times work in isolation from one another and from the national body	Lack of role clarity and accountability for delivery	Unnecessary duplication of effort, replication, confusion, reduction of administration and volunteer commitment
There is financial instability in many basketball organisations	The current system results in competition for resources and membership	Ineffective mix of capability & capacity in people and organisations that impacts participant experience
Delivery from organisations across the system and Aotearoa is inconsistent with wide variances in quality	Diverse delivery from organisations across the system (and across the country)	Inconsistent and poorer delivery of basketball services causing increased participant churn

## The Aim of an Improved Basketball Delivery System

**A connected, aligned and participant centred basketball system that provides the best delivery experiences & support for the basketball community**

The above aim has been suggested & shared through the community consultation links to, and is an over-arching statement of, the co-designed desired future state.

The success outcomes below were formed through modifying the Strengthen & Adapt Plan and provide a way to measure the success of an improved delivery system.

### Success outcomes of an improved Basketball Delivery Model

1. A more effective and aligned local-to-national system

2. A unified basketball community working together towards common goals

3. Improved quality and consistency of experiences for all basketball participants

## What improvement is needed?

Solving the issues and problems identified will take time, energy, resource and commitment. It will be complex and difficult, but achievable if the basketball community work together and commit to focusing on making changes that will best benefit participants. The three key areas that need improvement are:



### Clarity

of agreed roles & responsibilities of all basketball organisations in the system



### Alignment

of basketball organisations to measure delivery the same way and to develop common goals



### Accountability

of all basketball organisations and individuals in the system



## **Changes made to the Basketball Delivery System Project Proposal following Association input**

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More than half of the Basketball Associations have provided written feedback on the draft change proposal. BBNZ Board members also attended Board meetings of 10 Associations to hear input directly.

BBNZ has listened to the feedback and the following changes have been made:

1. 'Vision for the future through the Tiered Delivery Model' added to Executive Summary (p2)
2. Tiered Delivery Model Logic Map added (p4)
3. More detail added to impact of the proposal on representative basketball (p8)
4. Updated benefits for Small Associations (p9)
5. Association questions added in a FAQ section (p10-13)
6. Included the statement 'accounts are audited if deemed to be required under the Incorporated Societies Act 2022' (p14 & p15)
7. We have renamed the proposed agreement between Associations and BBNZ to Service Level Agreement rather than Partnership Agreement.
8. The following clauses of the Service Level Agreement updated
  - a. 5.2(f) Replaced "develop a common" with "the"
  - b. 5.2(g) Deleted "Manage, coordinate and"
  - c. 5.3(d) Amended reference to show "Schedule 1"



### 3. Other Notified Business

#### 3.1 Age Group Descriptors

Harbour Basketball have identified that our age group descriptors don't match to the age group it represents.

Harbour Basketball would like to move a motion and propose that BBNZ change their age group descriptors to U14, U16, U18, U20 to be in line with the age it represents, for example in Australia and Spain.

Currently BBNZ age groups are aligned directly to FIBA and BBNZ propose to keep the age groups the same (U13, U15, U17, U19) however change how we refer to these tournaments as 13s, 15s, 17s, 19's and not use the word 'under' as we have in the past.

**Motion:** That BBNZ change their age group descriptors to U14, U16, U18, U20 to be in line with the age it represents.

#### 3.2 Disparity for Tall Ferns vs Tall Blacks

Harbour Basketball has expressed concerns about the perception of disparity for Tall Ferns vs Tall Blacks.