



2021 NSWTA REGION REVIEW DRAFT FOR COMMENT

2021



INTRODUCTION

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A bylaw of the NSWTA determines that a review of regional boundaries should occur as a minimum every four years. Over the last three review periods, the regions all agreed that the boundaries needed looking at.

All have recognised that the Regions' roles and purpose have evolved from what they were initially set out to provide in the '80s. This is and was a natural evolution as the sport grew and developed. Therefore in 2019, it was agreed that a full review of the Regions. This included looking at their purpose, their focus and their function.

Feedback was sought from stakeholders at both the Regional and Affiliate level across several categories, not just the boundaries, and this feedback forms the basis of this document. We now seek final feedback before a recommendation being placed before the Board for adoption.

The review's overriding goal is to give the regions a clear purpose and focus on what it is that the stakeholders are seeking from them. Discussions have already been had with the regions about adopting a standardised approach and collaborating concerning best practice to get all regions performing at high levels together.

We would ask that the Regions and Affiliates take time to review the content in this document. Then provide feedback.

We are aware that the most contentious issue will be the boundaries and appreciate that there will likely be strong opinions. That said, we have consistently received feedback for three years now that the current boundaries need review and, in some regards, are a barrier

to pathways for both individuals and affiliates. This has also been required to be considered. However, we must note that if a boundary change were to occur, which required a new region being formed, this **could only take place if a full Executive committee could be created** and put in place to implement the change. If this were not achievable, then a new region **could not** be set up.

What is provided herewith has come directly from the previous stakeholder engagement. It is based upon that feedback.

We would ask that any feedback be provided via dean.russell@nswtouch.com.au and titled Regional Review. We would also request this feedback be provided by 30 April 2021.

We plan to have final recommendations presented to the Board by 1 June 2021 and transition to commence from 1 July 2021.

1- REGIONS OBJECTIVES

STAKEHOLDER RESPONSE OVERVIEW

Overwhelmingly the responses showed that the primary focus of the regions should be representative pathways.

There was also strong support for the running of events under NSWTA guidelines and working with NSWTA on technical development.

RECOMMENDATIONS

The objects for which the Regions are established and maintained are to:

- (a) Remain a member of the NSWTA and abide by all directions of the NSWTA.
- (b) Promote, encourage, foster, develop, and extend the sport of Touch Football in the region for human beings;
- (c) Select support and/or sponsor any representative team or teams for any purposes associated with Touch Football as approved by the NSWTA.
- (d) Abide by and maintain standardised playing rules and regulations as issued by the NSWTA.
- (e) Promote, organise and conduct championships, competitions, technical courses and other events with NSWTA permission and guidance pertaining to the sport as may from time to time be considered expedient.
- (f) Co-operate with the NSWTA as the controlling body of the game in New South Wales in the promotion and control of the sport of Touch Football.

TRANSITION

Requires a change to the constitution to remove current objects that are no longer relevant to the Regions.

This can be prepared for next AGM or if required an SGM.

2- GOVERNANCE STRUCTURE

STAKEHOLDER RESPONSE OVERVIEW

Most respondents were aware of the governance structure but liked the idea of slight change.

Affiliates felt there was little need for a Technical Director and Assistant Regional Director as roles or on the Regions Executive. Regions however felt strongly about retaining the Assistant Regional Director as a critical function of the Region.

RECOMMENDATIONS

Regional Executive to change from being the Regional Director, Assistant Regional Director (ARD), Finance Director and Technical Director to the following:

- (a) Regional Director
- (b) Administrator (old ARD)
- (c) Finance Director
- (d) Coaching Director
- (e) Referee Director
- (f) Selector Director

This does not preclude other roles or additional general committee persons- however the above would form the new executive structure.

TRANSITION

Requires a change to the constitution to alter the Executive positions.

Three positions would be elected by the members being- Regional Director, Administrator and Finance Director*. The roles of Coaching*, Referee* and Selector* Director would be treated similar to that of an independent director, that is appointed by the elected Executive members.

This can be prepared for next AGM or if required an SGM.

* **Nominees for these roles would be required to meet the NSWTA approved base criteria to fill the role.**

3- LEADERSHIP, CULTURE & INTEGRITY

STAKEHOLDER RESPONSE OVERVIEW

Most respondents advised that felt the Regions were efficient in this area, however many reported the need for greater transparency in their decision making and communication.

Affiliates felt there needed to be greater communication with them from the region.

Many also made comment on the size of regions impacting the ability to lead in this area.

RECOMMENDATIONS

Regions to review their current communication practice and schedule.

Regions to ensure they have transparency in their communications with affiliates.

Consideration of regions size take place in any boundary review.

4- TECHNICAL DEVELOPMENT

STAKEHOLDER RESPONSE OVERVIEW

Affiliates were critical of the effectiveness of the regions in this area. Of the respondents, 59% rated the regions ineffective in this area and 86% rated pathways as essential in this area.

RECOMMENDATIONS

Regional Coaching Director, Referee Director and Selector Director position descriptions must include criteria on active education and accreditation by the positions.

NSWTA to review the Position Descriptions and update the expectation of the roles and the criteria for position.

State Panels and High-Performance Unit to have input into these Position Descriptions.

TRANSITION

Position Descriptions to be ready for 1 July 2021.

5- PATHWAYS

STAKEHOLDER RESPONSE OVERVIEW

78% of respondents believed that there are barriers for both affiliates and individuals under the current structure to have a pathway or to develop a pathway to representative levels. (player, coach, referee)

52%Regional responses stated the same as above.

There was a clear indication from respondents that a redistribution of boundaries would aid in removing barriers.

RECOMMENDATIONS

NSWTA reconsider the current boundaries with a view to align pathway engagement as the focus of any change.

6- REGIONAL BOUNDARIES

STAKEHOLDER RESPONSE OVERVIEW

Three clear messages came from responses in relation to boundaries.

1. NSWTA needed to consider 9 or 10 regions in place of 6.
2. The three city regions needed to have a realignment of boundaries.
3. Distance plus physical barriers needed to be considered in any redistribution.

RECOMMENDATIONS

Considering the stakeholder feedback NSWTA reconsider the current boundaries with a view to align pathway engagement opportunity as the focus of any change.

In doing so NSWTA also needed to consider the ability for a new region to grow and the non-negotiable of having a full executive in place. Furthermore, the original stakeholder engagement only gave respondents the ability to choose the status quo, a 9-region structure or a 10-region structure. Consideration has been given to a smaller number, should such a structure be able to meet the parameters raised by the stakeholder feedback have a solid foundation for executive roles. Importantly provide for pathways to strengthen all areas across the state.

What cannot be dismissed is that any change to boundaries must factor in not just available participants but the key element of how many affiliates are active in the representative field, given that the new understanding is that the regions primary focus is pathways.

REGIONAL BOUNDARIES OPTIONS

OPTION 1



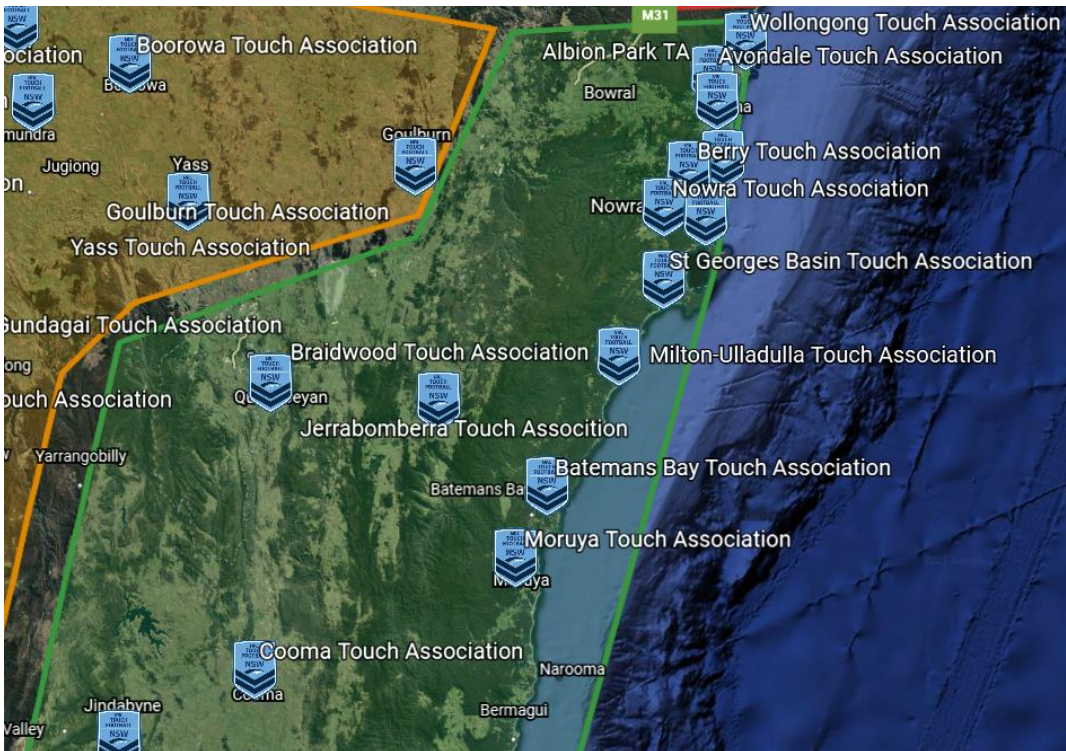
The following provides for, based on current data, the amount of park teams participating and the percentage of active representative affiliates.



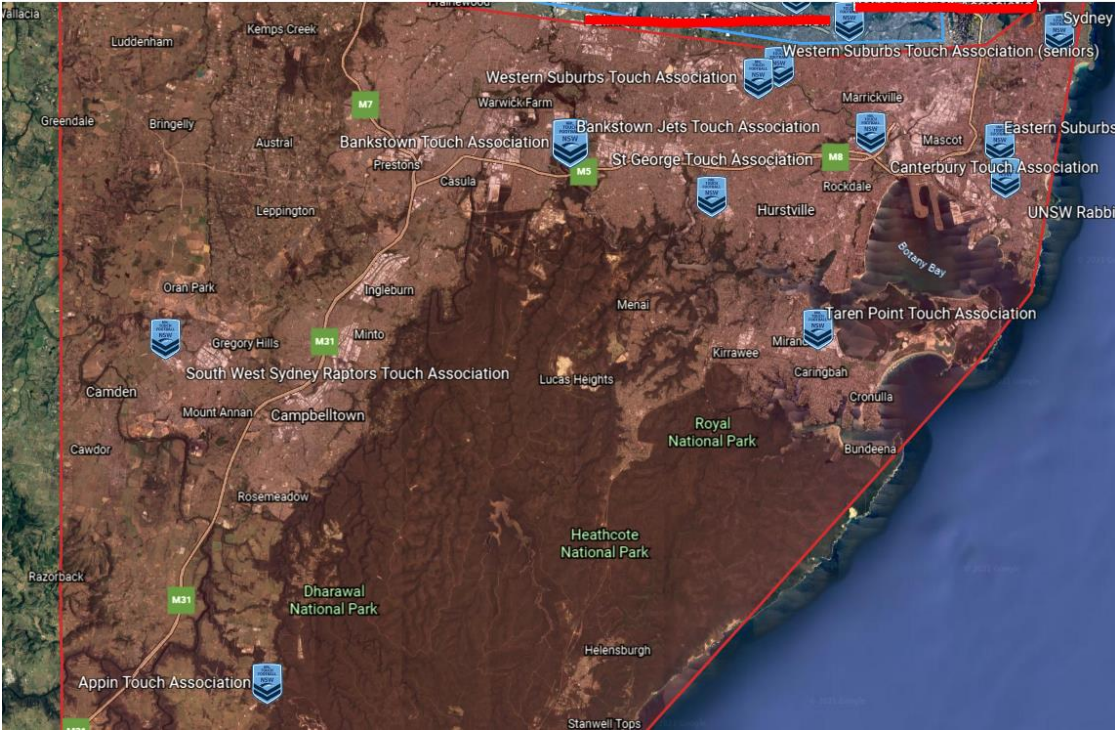
OPTION 1 SOUTHERN SUNS



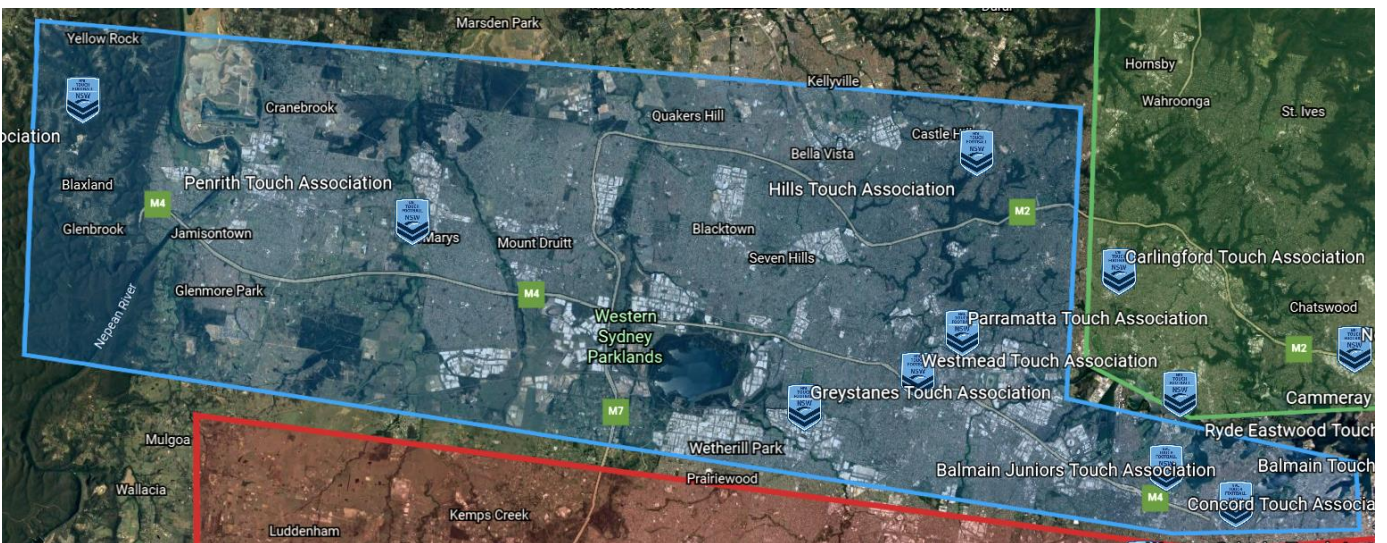
OPTION 1 ILLAWARRA SOUTH COAST



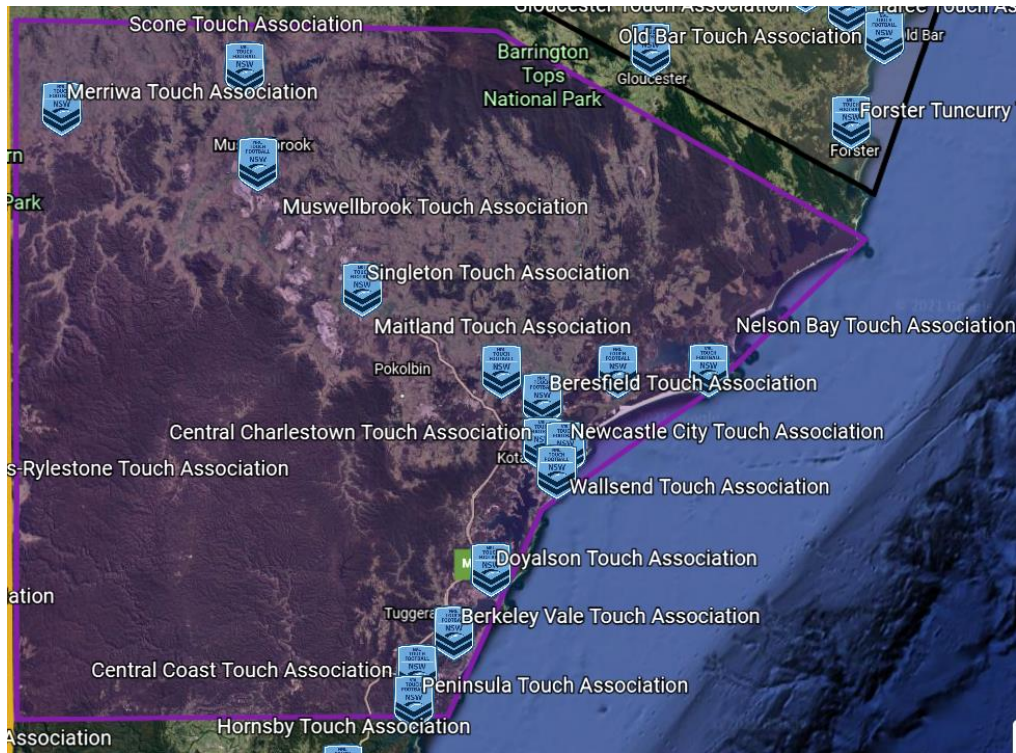
OPTION 1 SYDNEY REBELS



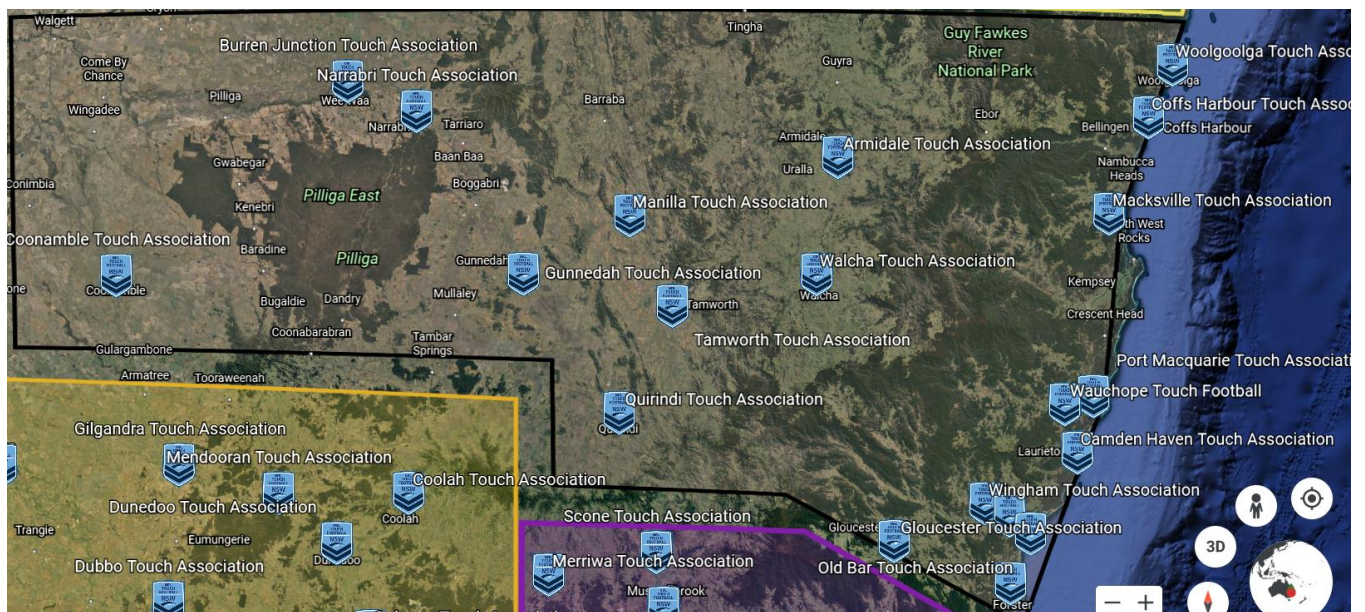
OPTION 1 SYDNEY METS



OPTION 1 HUNTER HORNETS



OPTION 1 MID NORTH EAGLES

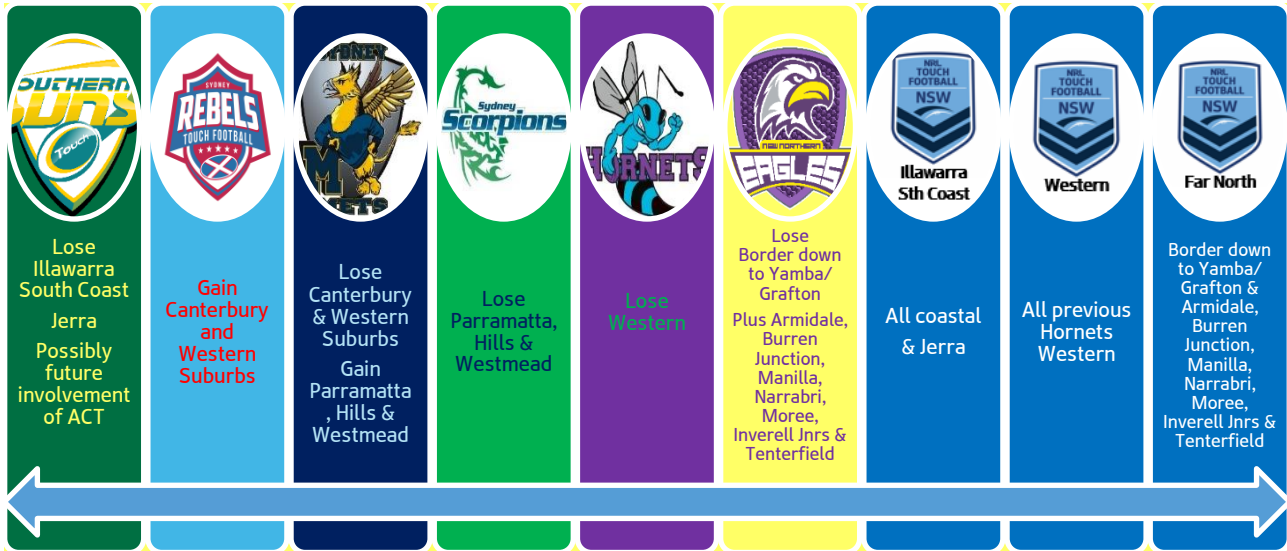


OPTION 1 FAR NORTH



OPTION 2

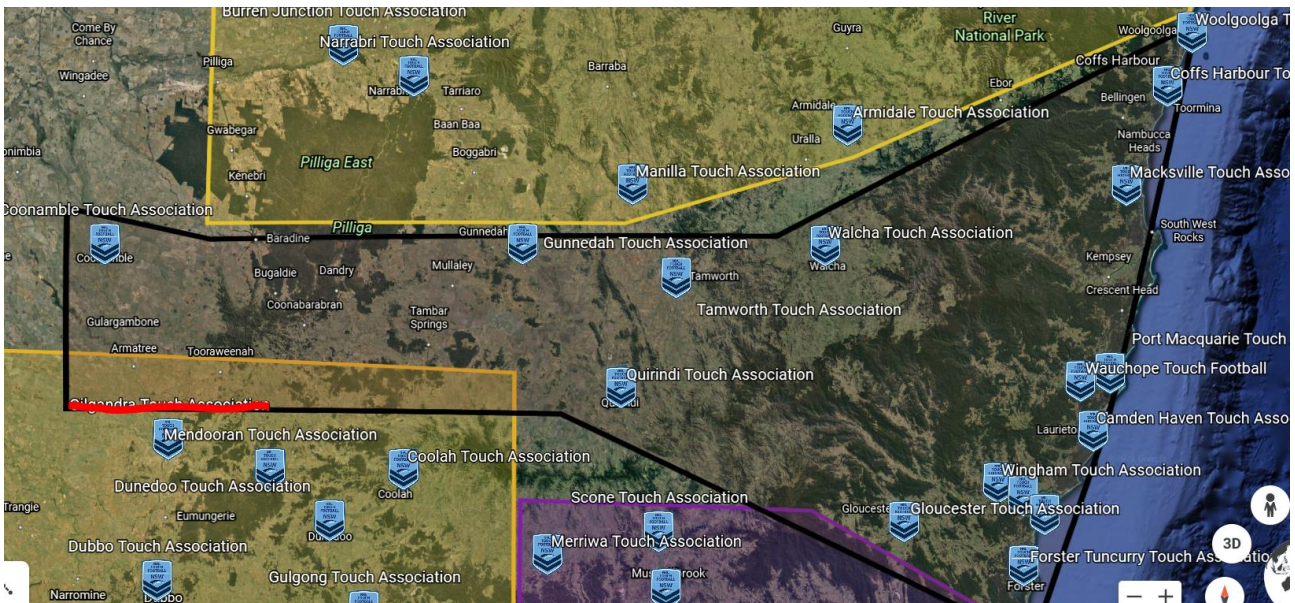
The differentiation between Option 1 and Option 2 is shifting affiliates from Mid North Eagles into Far North.



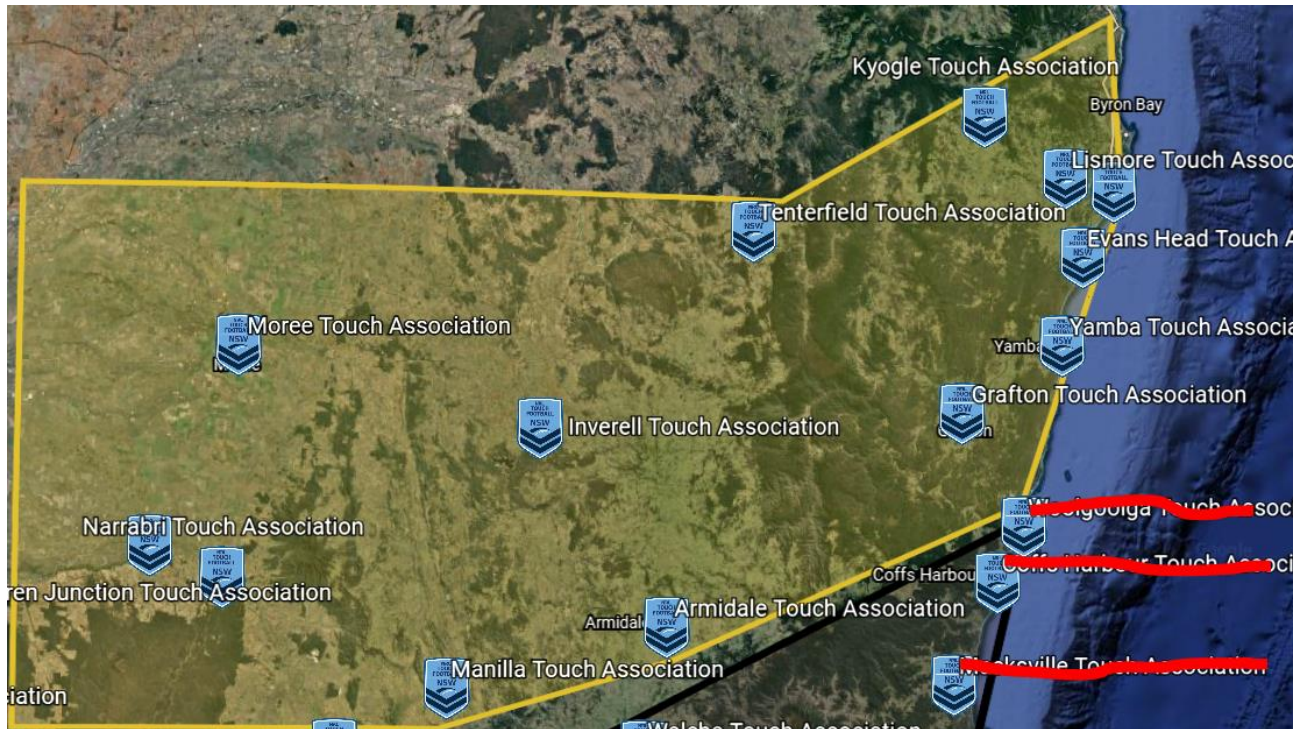
The following provides for, based on current data, the amount of park teams participating and the percentage of active representative affiliates.



OPTION 2 MID NORTH EAGLES



OPTION 1 FAR NORTH



OPTION 3*

Option 3 is the current preferred model.

The differentiation here is that there are only 7 Regions, however in this model. All bar one has an existing management structure, and all provided greater pathway availability based on distance and physical barriers. It also provides opportunities where previously none existed.

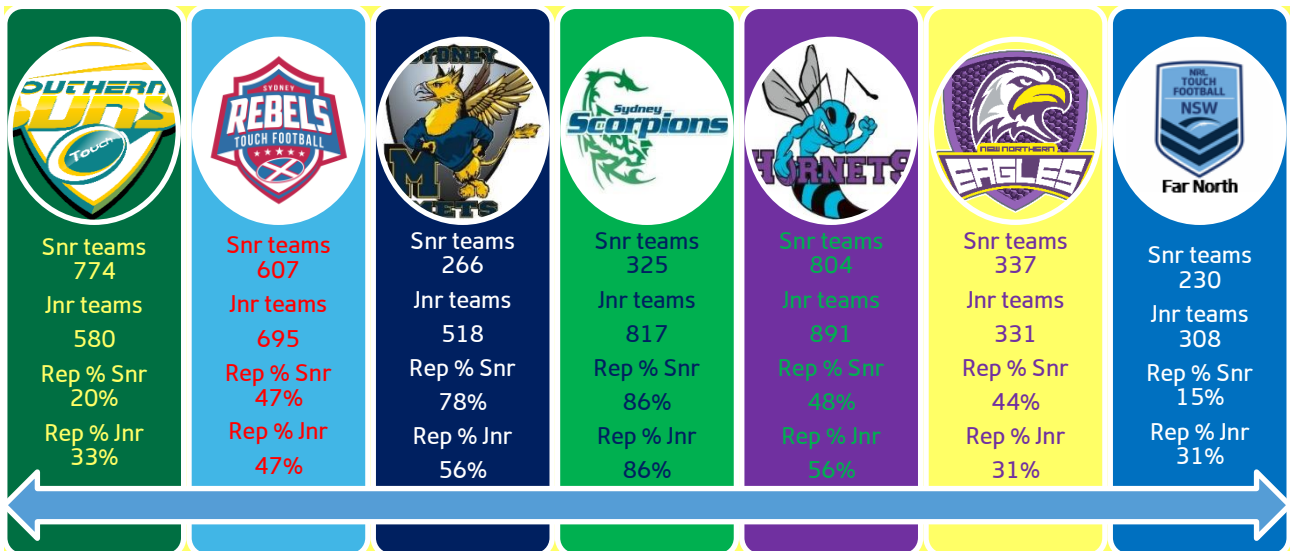
- Southern Suns becomes West South West Suns. It now takes in the southern areas of the central west. A future possibility may exist with the ACT TA.
- Sydney Rebels becomes the Southern Rebels and takes in Illawarra/South Coast.
- Hunter Western Hornets remain however only access the northern part of central west.
- Option 2 for Mid North Eagles and Far North remain.

01 [REGIONAL REVIEW]



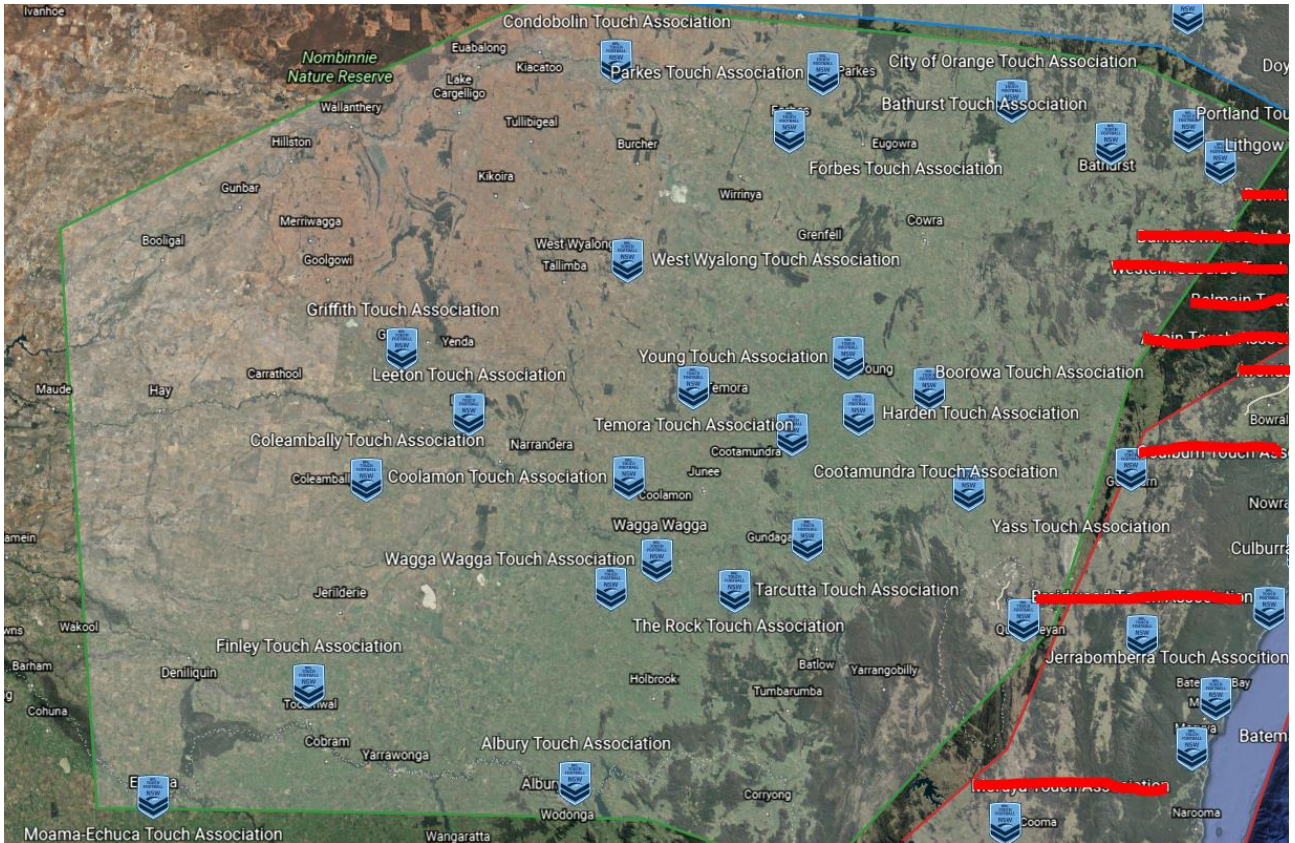
NB. If Far North was not able to put in place an Executive of interest was not there, for the time being Eagles would need to remain as is.

The following provides for, based on current data, the amount of park teams participating and the percentage of active representative affiliates.

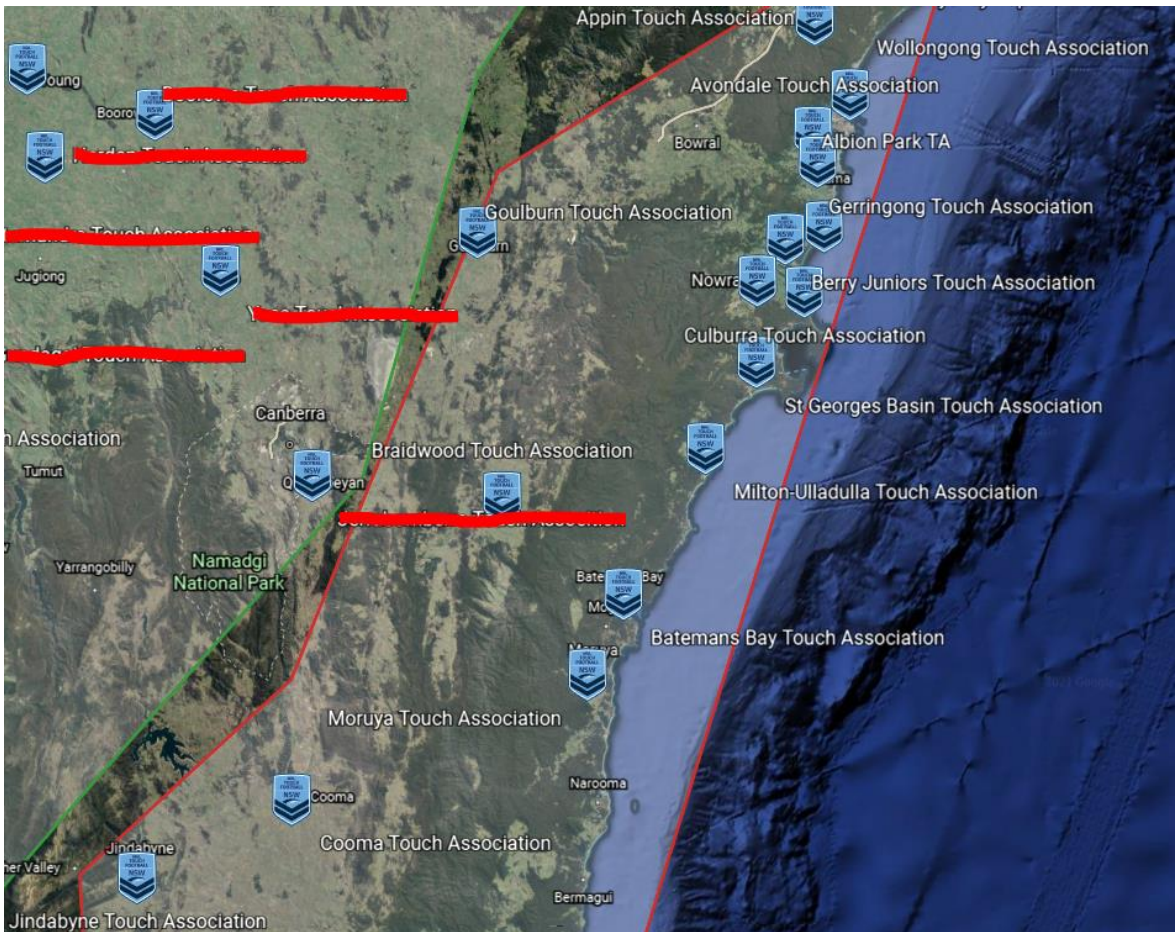
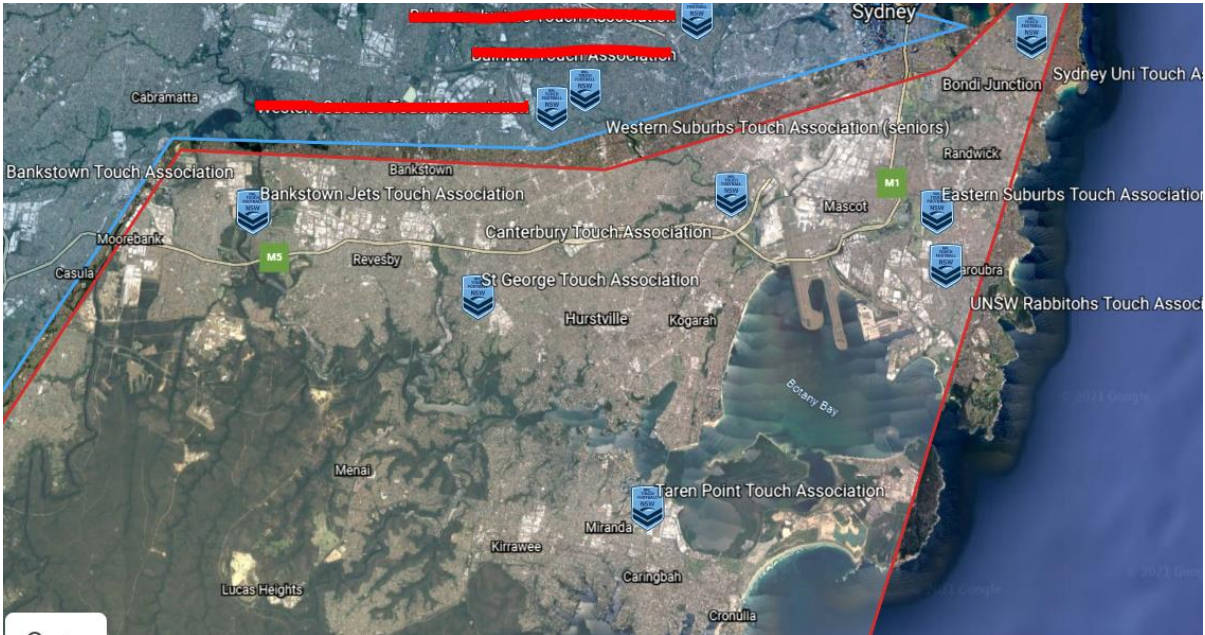


SECTION
01 [REGIONAL REVIEW]

OPTION 3 WEST SOUTH WEST SUNS



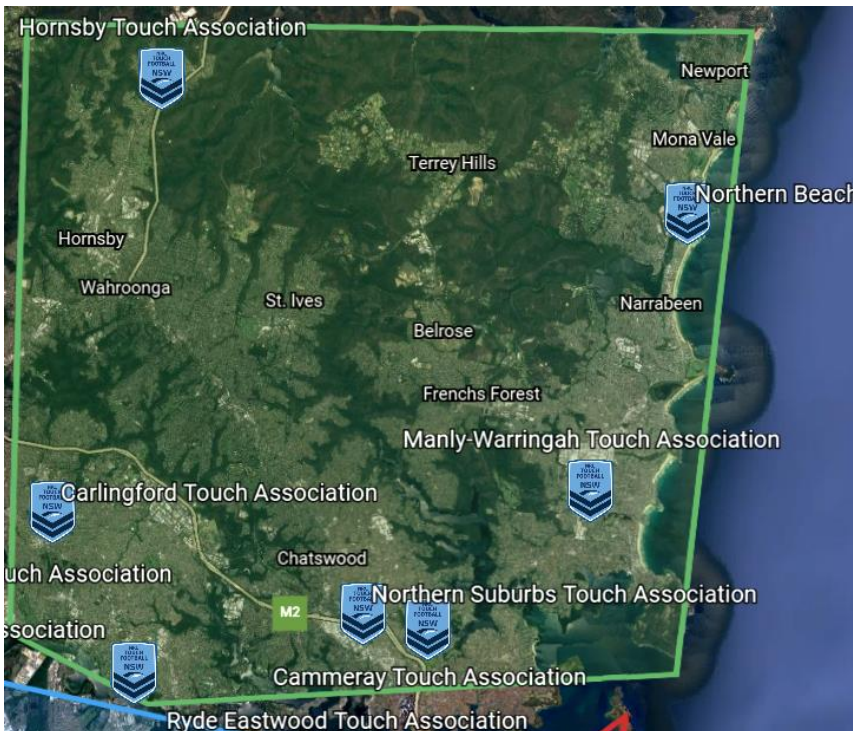
OPTION 3 SOUTHERN REBELS



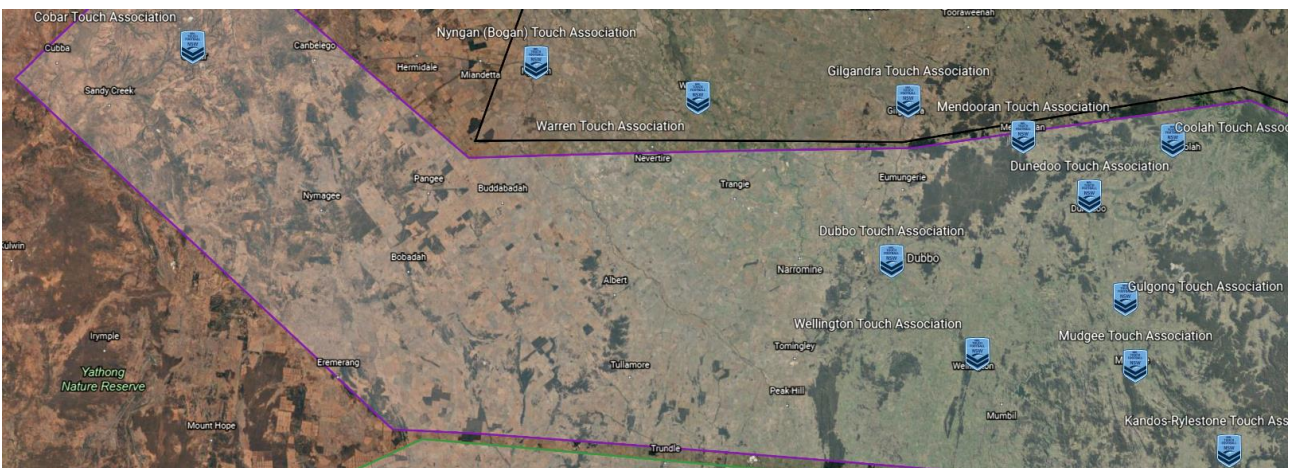
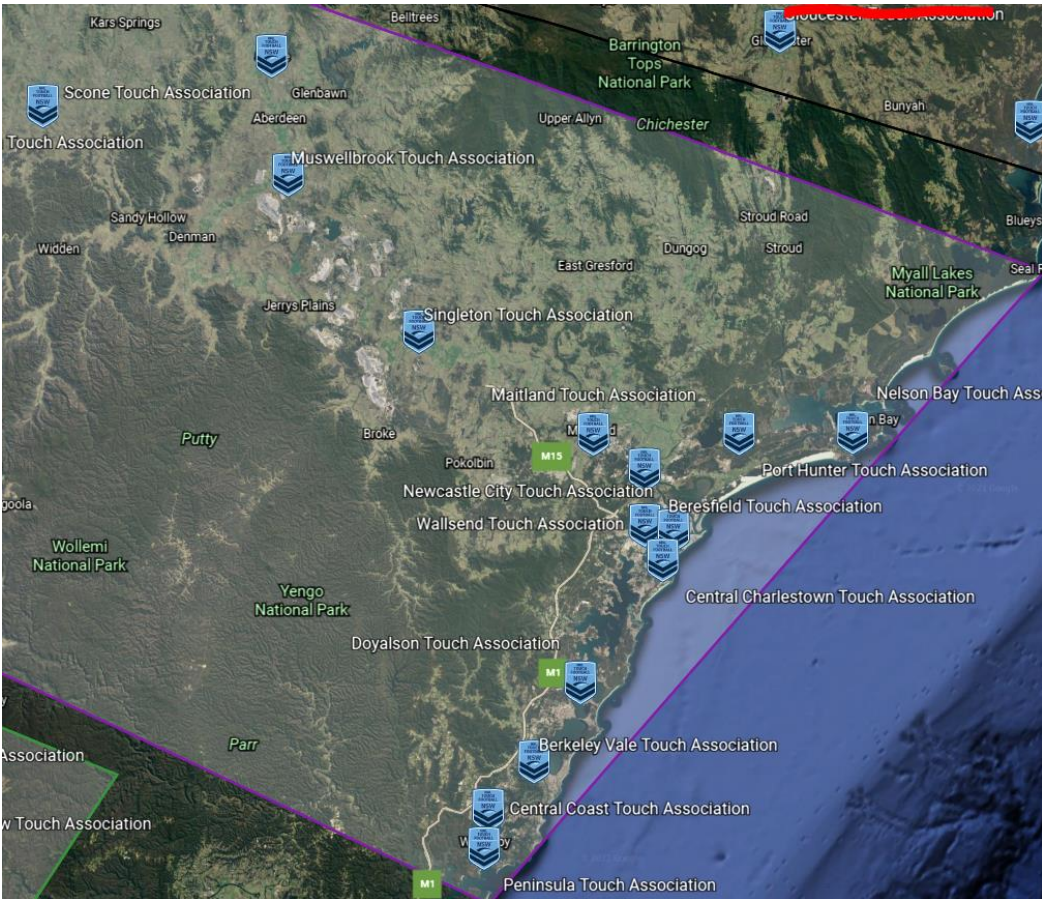
OPTION 3 SYDNEY METS



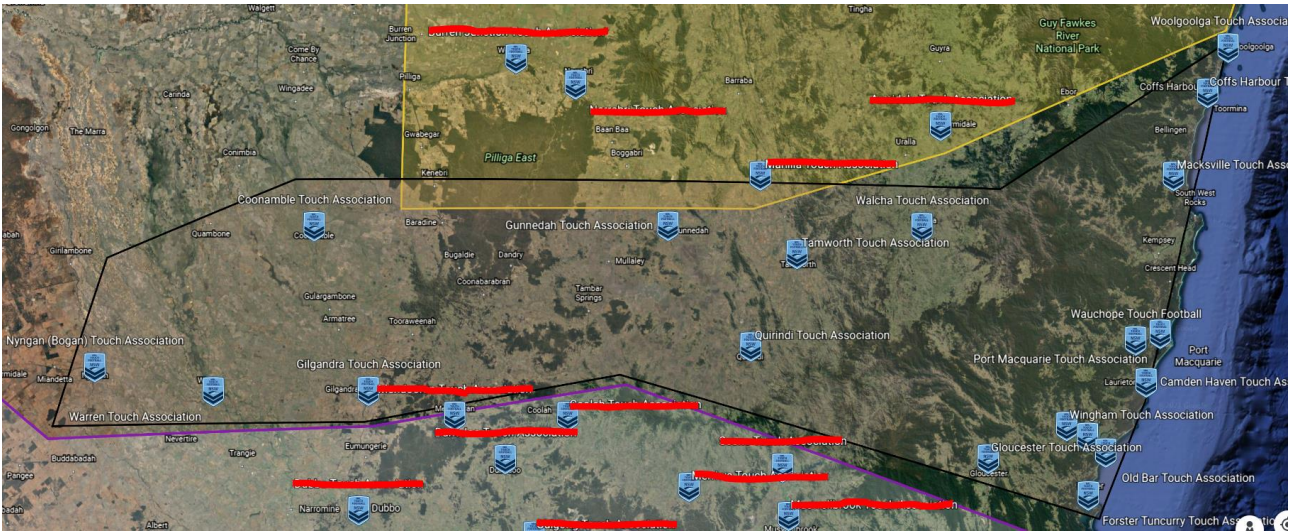
OPTION 1 SYDNEY SCORPIONS



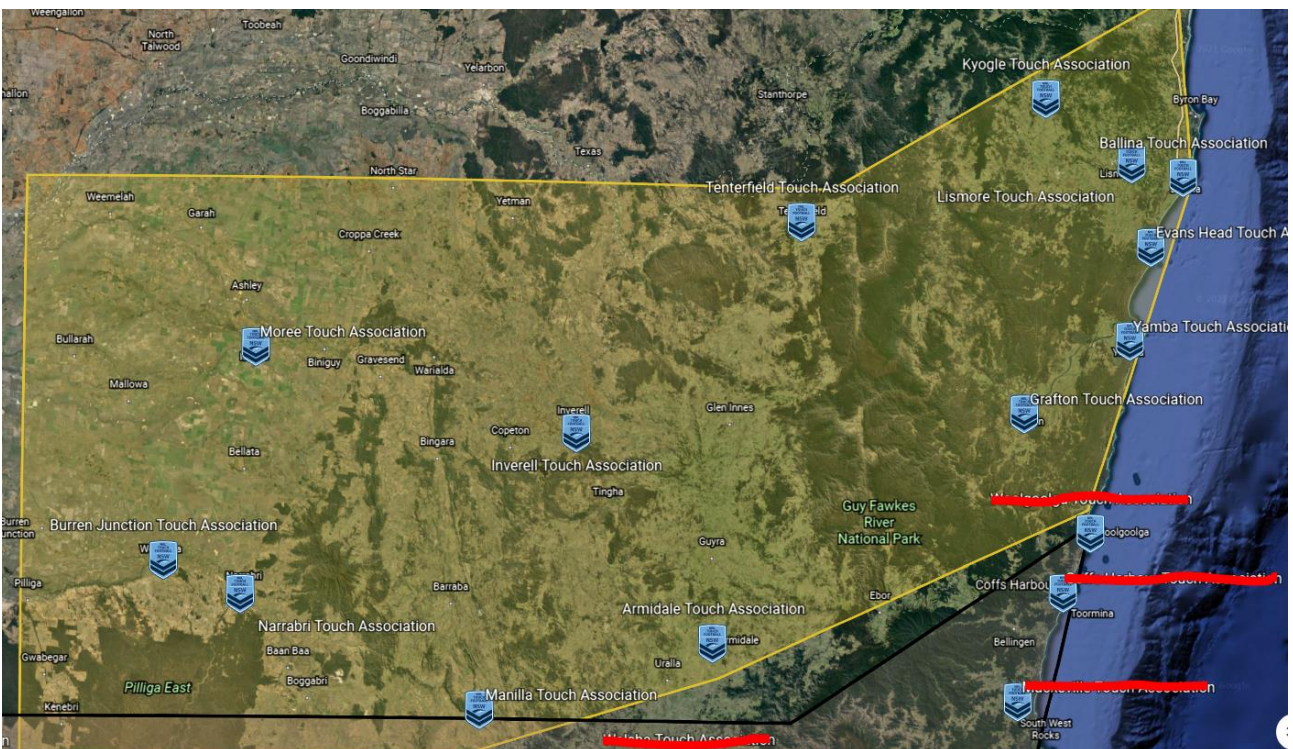
OPTION 1 HUNTER WEST HORNETS



OPTION 3 MID NORTH EAGLES



OPTION 3 FAR NORTH



TRANSITION

For any new region, all Executive positions must be filled. Without this, the region cannot function.

How seed funding for new or merged region will need to be considered from current regions consolidated revenue.

Opens and senior players who are an incumbent or homegrown player, may still play for existing region. Under TFA NTL rules, a homegrown (region they first played NTL for) player can always return to that region. For an incumbent, once they cease playing for the existing region, they no longer have that protection. All junior players will only be eligible for their new region.

NEXT STEPS & TIMELINE

All Affiliates and Regions are invited to provide feedback on any element of the draft.

This feedback should be in writing and addressed to the General Manager via email-
dean.russell@nswtouch.com.au

March 30	Draft sent to Affiliates and Regions for comment and feedback.
April 30	All Affiliate and Regional written feedback received and collated for final recommendations to the Board.
June 1	Adoption by the Board.
July 1	Transition commencement date.



“Change is the law of life, and those who look only to the past and the present are certain to miss the future” John F Kennedy