

BOARD CHAT

NEWSLETTER FROM THE BOARD TO OUR MEMBERS

August 2021

At the 22nd annual Karāpiro Rowing Inc. (KRI) AGM, held on 15 August 2021, Vikki Maclean and Steven Mayo-Smith were elected to the Board. We warmly welcome them both to the KRI Board. You can read a short bio of each of our Board members below.

Terry Tidbury retired after 9 years of service on the Board. Terry noted in his farewell at the AGM that two of his favourite moments over the past 9 years were the World Masters Games in 2017, and the most recent Aon Maadi Cup, in 2021. Terry's outstanding leadership has always been peppered with a good sense of humour, which is essential for making great regatta's happen. Thank you, Terry!

Tony Nelson had decided not to re-stand for the Board after three years of service. The Board sincerely thanks Tony for his contribution and many hours he has volunteered behind the scenes, not only over the past three years, but over the 20+ years he has been involved with KRI. Tony has made significant progress with leading and future-proofing KRI in the area of technology, the most exciting being laying fibre across the entire site. Thank you Tony for your contribution - you have left an extremely positive legacy.

Following the AGM, Don Craig also advised the Board that, for reasons of time pressures with running his own successful business, he had decided to stand down. Don has previously served 5 years on the Board, and after a break away, was into his second year of his three-year term. Among other things, Don led the Health and Safety Committee over the past two years, and the pace of change that he has achieved has been considerable. Together with Tori and Ben, Don has put a sharp focus on the risks and controls needed to operate KRI's complex operations. Thank you Don.

Our sincere thanks to Terry, Don and Tony for all the time and energy you have given to KRI.

At the AGM the members approved the restructure of the Board, down from eight board members, to six board members. These are made up by:

- 4 elected board members
- one board member appointed by Rowing New Zealand
- one independent board member.

With Don's resignation, the Board is now seeking a new Board member, to be appointed by the Board to fill an extraordinary vacancy, and then confirmed at the 2022 AGM. We are asking Members to consider if there might be a person you know who is willing to serve. Please contact Carol, our secretary, for further information, or to submit CV's, at secretary@karapirorowing.org.nz

At the AGM, the Members also suggested the Board might seek an independent Chair. The Board is in agreement with this request, and you can read about our search for an independent Board Member below. However, realistically, the search and appointment of an independent Chair may take several months. Therefore, in the interim, Steven has accepted the role as interim Chair. We warmly welcome Steven to this role.

The Board would like to thank KRI's Members for their support and engagement over the past 12 months on a number of issues. The Board works for you, the Members, so positive engagement and communication is welcomed and key to a great partnership.

Please meet our new Board:

Steven Mayo-Smith (interim Chair and elected Board Member, 2021)



Steven has a diverse, international background, of Scandinavian and English heritage, he was born in Greece, raised in West Africa, and educated in both the UK and United States before coming to New Zealand. He started his career as a Stage Electrician before transitioning to Technology as a software developer and has since led many large, complex information technology projects as a Chief Information Officer. He is a Senior Licensed Race Official, Master's Rower, hates Ergs, and is a long-distance cyclist. For a number of years (and hopefully again in the not-too-distant future) he lectures onboard ships travelling the Oceans.

Vikki Maclean (elected Board Member, 2021)



Vikki is the managing partner of Kerridge and Partners, a specialist executive search and leadership consultancy in Auckland. Vikki is an experienced Director and has a vast professional network across New Zealand. You may be familiar with Vikki's distinctive Scottish accent, as she is one of our regular volunteers and commentators at regattas. Vikki is passionate about rowing and has been involved with the sport for almost 10 years, particularly as her son, who is studying in the US, was recently selected as a travelling reserve for the Men's Rowing Eight team in the Tokyo Olympics. Vikki is delighted to provide her support and expertise to the KRI Board.

Andrew Carr-Smith (elected Board Member, 2019)



Andrew is part of a family that has contributed significantly to rowing over the years. He is the founder of rowIT, and also on the Board of the New Zealand Secondary Schools Association and Wellington Rowing Association.

Andrew is Chief Judge at Wellington regattas and one of KRI's three Regatta Controllers, a key position that oversees the Regattas to ensure everything runs smoothly on the water.

Raechel Cummins (annually appointed Rowing New Zealand Board Member, 2020 and 2021)



Raechel has rowed since University, and still occasionally rows as a masters rower. She has also coached and managed teams, and established the sport at two non-rowing schools. Raechel is an elected Director on the Rowing New Zealand Board. She is a retired Chartered Accountant, with a background in sustainability and health and safety. She is an experienced Director and currently works as a finance manager for a private charitable Trust.

Season Consultation Survey

In order for KRI to help plan for the upcoming season, we sent out a survey to the North Island Associations and Clubs. We're encouraged that so far we've received 114 responses. If you have not received an email with a link to the Survey, you can access the survey [here](#). The survey closes on Friday the 3rd of September.

AGM follow-up: Penalty fees

During the AGM Waikato Rowing Association asked whether a breakdown of penalty fees was available. That information was researched for the Board {by Tony Nelson} through a review of invoices from last season.

The Board can now report the following breakdown by regatta:

• Memorial Regatta (day 1)	\$1,160
• Memorial Regatta (day 2)	\$1,160
• Club Regatta	\$3,840
• Christmas Regatta	\$5,320
• North Island Rowing Championships	\$7,590
• Aon Maadi Cup	\$3,930

And by penalty/fee type:

• Late entry (in regatta) fee	\$200
• Late entry (supplementary) fee	\$10,680
• Late scratching penalty	\$3,040
• DNS penalty	\$2,780
• Non-progression/penalty	\$6,300*
• Non-declared substitution	\$0**

* including where crews were DNS or scratched late

** these penalties are usually accrued when entrants fail to notify coxswain changes but were avoided last season because coxswains were being checked before every race.

The Board also reports that, in addition to late entry fees and late scratching penalties, the following credits were issued for early scratchings.

• Amenity fee credits	\$5,198
• Entry fee credits	\$6,755

KRI Chair Update

We have embarked on a search to identify a new, independent Chair for KRI. The emphasis has been placed on recruiting an experienced Chair, with a background in not-for-profit organisations, who will bring their financial expertise, professional sponsorship experience, strategic planning skills and exemplary governance career to the Board. Ideally, they will also bring an understanding of sporting organisations and of course, an interest in rowing would be an additional bonus.

The KRI Chair vacancy advertisement is now available on the [Institute of Directors vacancy board](#), with a closing date of 6 September 2021. We are fortunate to welcome Vikki Maclean, our most recently elected member of KRI Board, who will be responsible for the recruitment process.

Vikki has an outstanding professional background in executive recruitment, with many years of expertise in navigating the specialist search process. Vikki will be the main point of contact for all recruitment inquiries and will be responsible for running the entire process. Vikki will also approach potential candidates through her extensive professional network to establish interest in the Chair position from across New Zealand.

The executive search will be fully transparent and robust, and all current KRI Board members will be included in the selection process. The recruitment process is estimated to take approximately 100 days.

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