

2012 Hoe Tonga President's report

30 August 2012

This is my third report as President of Hoe Tonga, for the 2011/12 financial year.

Key achievements

Finance: Financial stability has increased due to the increased income from affiliation fees. (Further details are available in a separate document on the annual accounts.) In previous years we were unable to invest due to lack of base funding, but we now have sufficient income to invest in a paid part-time administration position and further race resources.

Races: The region features a number of regular races. Some are organised by the region (Regional Sprints, Secondary School Sprints), others (and an increasing number) are organised by clubs or individuals (Evans Bay Race, Matariki Race, Mana Island Challenge, Welly Paddlers Series). It is good to see that clubs are getting more involved in organising races, rather than relying just on the regional body to do so. This is encouraging as it means that club capability is increasing.

Race resources: We invested in additional race resources (race timer & printer, additional VHF radios). This will make running races even easier and will help to continuously lift the quality of racing.

Secondary Schools: We made further progress towards better coordination of Waka Ama in Secondary Schools in the region. The Secondary Schools Sprint event saw a high rate of participation, from an increasing number of schools within the region.

Club resources: We completed a regional club asset inventory, and this is now updated annually. We now understand better what resources are available in the region (there does NOT appear to be a shortage in canoes), and what additional resources may be needed (trailers, better storage for club resources).

Club membership: Since 2009, club membership in the region has increased by 15% and it is great to see the work that clubs are doing to attract new paddlers. There are some very committed club members out there.

Strategic plan: We made further progress towards the implementation of Hoe Tonga's Strategic Plan 2009-14. Annex 1 provides a brief status report.

Long Distance Nationals: Hoe Tonga hosted the LDN 2012 with great success and excellent feedback from the many paddlers from around the country (and overseas) that attended the event. The event was made possible through the dedication and efforts of numerous volunteers.

I would like to thank all paddlers, volunteers, and supporters for their work during this last year. I also would like to thank my fellow Hoe Tonga executive officers for their efforts and commitment: Chris Fox, Len Tamapeau, and Marinna Millantra-Lowry.

Challenges

Notwithstanding the achievements noted above, a number of challenges remain.

Lack of volunteers:

While we tend to have a lot of volunteers to assist in the running of races (and that's great!), volunteering in terms of the administration of the region is still lacking. There is more to the region than the regional website. Most of the work is invisible: work needs to be coordinated, races need to be planned, the website needs to be updated, and accounts/races need to be monitored, to name just a few tasks.

Yet, all these things are necessary if paddlers wish to continue to have a quality competitive paddling experience. I note that the region has been without a secretary for one year, and two persons have been in acting positions (Vice-President, Treasurer). Thus, relevant work has been managed by fewer persons, making burnout and disillusion more likely. If you know someone with skills in this area, we would like to hear from them. This is no longer optional, it is now essential.

Club capability

While most clubs appear to be operating well, I note that the region recently suspended Nga Waka's affiliation from the region due to the non-payment of outstanding fees and what appears to be a lack of a functional executive.

In the case of at least one other club, communication is not satisfactory, perhaps in part due to the small size of the club in question (too few volunteers to run the club).

As noted in our Hoe Tonga Manual, the region is keen for clubs to be strong, well-resourced, and with a large membership, to avoid a situation such as the one mentioned above. The clubs and the region may need to do further work to increase club capability and growth of existing clubs.

Things to come

Further growth of the sport in the region is somewhat limited by the lack of coaching pathways. NKOA has been working on the development of a framework for some time, and I hope that its implementation this year will realise benefits in our region.

The same applies to NKOA's policy regarding the sanctioning of races. NKOA advises that we should expect a policy in the next few months. Benefits will include access to liability insurance for event organisers, and a minimum standard of event safety, both of which will benefit the region, clubs and paddlers.

Jörn Scherzer
President
Hoe Tonga Pacifica Waka Ama Association

Annex 1: Strategic plan 2009-14: status of strategic initiatives as at June 2012

Initiatives	Status as at June 2012
Review the role descriptions of office holders	completed (2009)
Review the constitution to ensure the strategic plan and any potential governance and management changes are reflected	completed (2009)
Review and improve the Hoe Tonga website and develop it into the main communication tool with paddlers to inform, educate and promote	completed (2009)
Review and complete Hoe Tonga race resources to facilitate effective event management	completed (2011)
Establish a media library of best practice policies and practices	completed, via website
Develop and update best practice information and guidelines for running events	completed, via Hoe Tonga Manual
Develop (and regularly update) a regional calendar of key events	done regularly
Audited accounts are produced at the end of each financial year	done annually
Any annual survey for Hoe Tonga members will include a question that measures their confidence as a member of a bicultural and multi-ethnic waka ama community	done annually
Conduct an annual survey of club membership	done annually
Review Hoe Tonga membership and race fees to ensure financial viability	completed (2011)
Develop marketing material to promote Hoe Tonga to paddlers and stakeholders	via website, and Hoe Tonga branding material made available via race resources
Develop a Hoe Tonga asset register / Establish (and keep up-to-date) an inventory of all Hoe Tonga and club equipment and resource needs, and develop a maintenance and replacement programme (covering those clubs or sub-areas that wish to participate)	regional asset inventory completed and updated annually in June
Development of a realistic financial plan that enables the establishment of a sustainable, diverse and secure funding base for Hoe Tonga	completed (2011)
Review best practice policies and practices on health and safety, the use of HT resources, funding, event organisation and club and membership management	partially done via Hoe Tonga Manual and website
Further develop and strengthen Waka Ama in secondary schools by developing a plan and coordinating action	under way
Identify current / potential coaches in clubs	may be achieved as part of NKOA initiative to develop coaching certification
Facilitate workshops to train qualified coaches	may be achieved as part of NKOA initiative to develop coaching certification, this will create a clearer pathway
Develop processes and pathways that lead to qualified coaches	may be achieved as part of NKOA initiative to develop coaching certification, this will create a clearer pathway
Develop a regional coaching training initiative and coaching network	may be achieved as part of NKOA initiative to develop coaching certification, this will create a clearer pathway
Have at least one signature event in the region	There are several events held annually in the region, but the profile is still mostly limited to within the region, further work required to have a nationally significant event
Make best practice coaching information available via a media library for various levels, from beginners to experts	may be achieved as part of NKOA initiative to develop coaching certification
Undertake a biannual survey to measure stakeholder engagement	what does this mean for Hoe Tonga?
Review the governance structure of Hoe Tonga and ensure the organisation's structure is based on best practice	review once revised NKOA structure is in place
Investigate the establishment of a semi-permanent sprint race course lane system at Onepoto	Hoe Tonga continues to use the PCKC race course, which appears to work for now
Investigate how clubs and sub-areas can be best supported with regard to fundraising	what does this mean for Hoe Tonga?
Develop a Volunteers Strategy and undertake a programme of workshops to up-skill volunteers and improve event management	Who can do this? What does it involve?
Develop a volunteer database to facilitate the running of regional events	Who can do this? What does it involve?
Develop a stakeholder management plan detailing who we need to build relationships with and what actions we will take to strengthen our relationships (e.g. secondary schools)	what does this mean for Hoe Tonga?
Develop a database identifying funding resources in sub-areas as sub-areas have funding opportunities that cater for building initiatives within those communities	available via regional sport organisations such as Sport Wellington
Create regular rapport with a range of media stakeholders to build the profile, exposure and visibility of Waka Ama in the region	this occurs at a club and team level, but not really at Hoe Tonga level

Green = achieved / completed

Orange = under way

White = not yet started