



## Minutes : OSFO Annual General Assembly Thursday June 14, 2018 at 10 am

### 1. Roll Call

**Attendees:** Kevan Gosper OSFO Chairman, Chet Gray OSFO Secretary-General & Oceania Baseball & Softball, Helen McMurray OSFO, Edwina Ricci OSFO co-opted Executive member, Gill Gemming Oceania Hockey, Helen Smith OSFO Executive member & Oceania Fencing, Talem Waqa, Rugby Union, Christian Holtz Oceania Table Tennis, , Kerry Punivaki Oceania Swimming, Nadia Bleaken Oceania Badminton, Julie Carrel Oceania Badminton, Jo Ferris PSP, Andrew Minogue PGC Executive Director, Vidhya Lakhan PGC President, Bob Claxton Oceania Hockey, Lara Collins, Vaa, Graham Fredricks, Oceania Cycling, Coby Au, Oceania Taekwondo, Sainimili Savkuru, ONOC OSEP, Jackie Lauff, Pacific Sport Compass, Helen Brownlee Oceania Canoe, Maree Burnett, Oceania Canoeing, John Tierney Oceania Sailing, Amanda Jenkins FIBA Oceania, Brooke Kneebush Oceania Gymnastics, Denis Mowbray Gymnastics, Bill Kerr Oceania Touch, Dennis Miller ONOC, Leon Thomas Oceania Fencing, Malziriroa Mitchell-John Oceania Handball, Rosemarie Esera Oceania Netball, Mel Donald Oceania Shooting, Cyrille Mainguy Oceania Tennis, Wendy Gillet TAFISA, Ryan Pini PGC, Jean Francois Laurent , TAFISA, Andrew Clouston Oceania Sailing, Noumea Simi Netball Samoa Rowan Fajerman Oceania Table Tennis

**Apologies:** Yvonne Mullins OSFO Executive member & Oceania Athletics, Laurent Cassier, Oceania Baseball, Russell Morris Oceania Waterskiing & Wakeboarding, Inoke Niubalavu, Oceania Baseball, Nancy Miyake Oceania Swimming Neven Barbour Oceania Squash, Nicholas Sullivan Oceania Shooting Federation, Ben Howard, GHD, Jane Liversey, Oceania Cricket, Rob Gomm, Oceania Cricket, Aaton Alsop, Oceania Volleyball, Martin Doulton, FISU Oceania, Andrew Cadzow Oceania AFL, Tas Baitieri Oceania Rugby League, Rex Capil Oceania Softball, , Carol Kawaljenko Oceania Squash, John Saul Oceania Wrestling, Bruce Cook Oceania World Rugby, Milton Bradley Oceania Shooting, Carl Floor Oceania, Handball, Burton Shipley FIBA Oceania, Hugh Graham and Terry Sasser Oceania Volleyball, Bob Steffy Oceania Baseball & Softball, Ethan Lake Oceania Wrestling, Michael Brown OSFO Executive member & Oceania Table Tennis, Pam Elgar Oceania Hockey, Tracey Gaundry Oceania Cycling, Wainikiti Bogidrau Oceania Netball, Michael Kassis Oceania Karate, Geoff Gardner Oceania Athletics, Kitty Chiller Oceania Gymnastics, Patsy Vercoe Oceania Archery, Monika Elder Oceania Archery, David Crocker FIBA Oceania, Karen Murphy Oceania Lawn Bowls, Laura Piekarski Oceania Cricket, Lennie Niit Oceania

Judo, Bruce Osborne Oceania Tennis, Stuart Lee Oceania Taekwondo, Len Olender Sport World, Katy Atkinson, Reporters Academy, Lars Hansen, Athletics, James Morris, Oceania Table Tennis,

## **2. Official Opening**

Kevan Gosper welcomed everyone to Samoa and introduced Robin Mitchell, thanking him for including OSFO and its delegates in the week of meetings. Robin advised there were three days of workshops, which all delegates were invited to attend. Today's subjects were Climate Change and UNESCO and tomorrow a discussion on Harassment, so if anyone had free time, please feel free to join these forums.

### **President's Report**

Kevan drew the attention of the delegates to his report in the handbook mentioning that the focus of OSFO must continue to be on governance. He also advised that the Executive with input from the delegates were continuing to update our strategic and operational plans and stressed the importance that this continues to be an ongoing focus to ensure the plans remain relevant to our operations. Kevan also advised that a tripartite meeting was scheduled for tomorrow.

Kevan congratulated Helen Brownlee on her recent Australian honour and it was brought to the chair's attention that Gill Gemming has been recognised in the New Zealand system of honours. Congratulations on this very well deserved honour were also extended to Gill, noting that it was a privilege to her and the group as a whole.

### **Oceania Australia Foundation Update**

Helen McMurray presented on the Foundation's US Scholarship program, which provides two years of academic and sports training at selected junior colleges. This program was developed through the United States system as it is the only country that blends the two components very well and also provides funding on a cost share basis with the majority of our funds for this program coming from IOC Solidarity money. Feedback from our athletes has highlighted a concern that whilst they are delighted to be selected there is not sufficient follow up from their national Sports Federations so there is a bit of a hiatus in the apparent interest from their country while they are undertaking their scholarship. It is very important for the coaches and administrators to maintain contact so that when those athletes return to their home country they can hit the ground running to assist other athletes, especially when they come home during their break between the years.

## **3. Review of Previous Minutes**

The minutes were left on the table until the end of the meeting with one amendment that Cyrille Mainguy needs to be added as an attendee.

### **OSFO Financial Report & Secretary General Report**

Chet advised that the current balance is just short of \$50,000 and although we show very lean accounts we are now in a better position so in this financial year we will see a total improvement.

The patience of our membership has been appreciated as we work on what we are trying to achieve with our Strategic and Operational plans and by next year we should be reporting with a better bank balance.

Noting that every sport in this region is funded differently by the international federations to run their regional federations, it was suggested that international sports federations in recognising the benefits which flow through from being a member of OSFO should make a contribution. Currently OSFO is supported by a grant from ONOC.

The huge flow of cash from IOC to IFs was mentioned and this should be shared through to their Oceania federations and they should make a contribution as we are here in the interests of the athletes. Some Federations have made substantial grants in the region, but we need to talk about boosting our funds and demonstrate they are being well used. We are the only organisation of sports federations regionally within the Olympic movement. OSFO is continually talked about by the IOC as a model process because you are the men and women who have the sport. IOC doesn't have any sport only proprietorship of Olympic Games.

The report on page 11 was tabled.

Motion for approval Cyrille Mainguy Oceania Tennis, seconded Gill Gemming Oceania Hockey, all agreed

The report on page 17 was tabled.

Motion to move Dennis Mowbray (Gymnastics), seconded Christian Holtz Oceania Table Tennis, all agreed

At the conclusion of the Secretary General's Report, the Chairman thanked Chet Gray for his outstanding contribution and was supported by the delegates with a round of applause.

The Chairman then deviated from the agenda and asked all attendees to inform the meeting of one or two highlights in each of their sports over the past twelve months:

### Andrew Minogue – Pacific Games

Vanuatu Mini Games – Vanuatu Beach Volleyball winning gold in their home games and transferring that down to bronze at Commonwealth Games  
 Steven Curry winning gold in the men's weightlifting – particularly as he was 14 ks behind going into the final lift

### Ryan Pini

More inclusion in winter games by Pacific Island athletes

### Andrew Clouston Sailing

Everyone working together in Oceania Sailing with 45 sailors and coaches attending an upskilling opportunity at a clinic in Auckland and linked to an administration program as well

### Talermo Rugby

Player welfare is our number one priority and we pride ourselves on our training of coaches and medics to ensure this. When players finish rugby they have something further to go on with. We look after our athletes after their competition and are working with FIFA to make sure the players are being looked after

### Dennis Oceania Gymnastics

Australian Nationals met a young Oceania athlete who was competing in Australia. Credit to Brooke Kneebush is the growth in Oceania Federations over the last couple of years 0 – 8. Well done Brooke & Karen

### Cyrille

Vanuatu Games were quite successful for our athletes with the most medals we have ever had 77, including 22 gold  
 Commonwealth Games with the first medal won by Vanuatu

### Oceania Tennis Federation

The first Class C tennis competition, similar to a Davis Cup has been arranged in Lautoka supported by ITF. Fifteen countries participated - 14 mens and 11 womens teams. Great event for seniors providing a new opportunity.

### Oceania Shooting

Caro advised that 8 countries participating in DDL and since the Pacific Games have had a record number of countries competing. At Comm Games for the first time there were 7 Oceania counties competing.

### FIBA

Biggest success for us has been the introduction of new competition structure. We have moved into the Asia zone and this competition opens up new pathways for our athletes as we branch into Asia.

### Oceania Swimming

There is a lack of pools in our region so one of the biggest things that has happened through PSP program is they are having regular swimming competitions – with a pool like structure recently built in Vanuatu  
Swimming continues to grow 7 nations – now includes Solomon Islands

#### Netball

Strengthening of new and current partnerships with Netball Australia and Netball NZ, as well as programs with all the other Pacific countries – Fiji, Tonga resulting in transferring of skills  
Successfully completed our qualifiers for the World Cup and Samoa and Fiji qualified for Liverpool next year.  
New netball stadium as a result of games next year and 8 countries will be competing

#### Handball

Hosted first beach handball competition with 5 countries attending.  
Qualified for YOG and World Championships. Team from Kiribati attended.  
Success story in the women's beach and American Samoa won the Oceania regionals, placing higher than Australia so they will go to the YOG representing Oceania. 7 countries in handball

#### Cycling

Technical pilot in Suva as part of our development strategy  
High performance turn around between Comm Games was outstanding and Oceania dominated, world class performances

#### William Kerr – Touch

Medal at our world cup in men's open. We now have 6 pacific nations nominated to World Cup in Malaysia next year, which is due to the successes in the island nations in 2015 and 6 nations with sound administrative governance

#### Oceania Fencing

Most activity in development. Reps from IF came to American Samoa and passed us with glowing colours (equipment and cash forthcoming). We now have 5 members with full membership.  
2 athletes sent to the world junior championships.  
2 of our Oceania athletes – both Aussie have qualified for the YOG

#### Table Tennis

New scholarship program with 8 athletes – 4 junior and 4 pacific islanders.  
Total prize money available now \$80,000 per year.  
Scholarships to top junior athletes boys and girls which offers grant of money  
Two athletes from Fiji qualified for championships in Slovenia - first time

#### Gymnastics

24 year drought broken at Comm Games with gold in vault  
Samoan athlete competing in junior rim

Julie from Badminton

8 Countries participated in Oceania Championships this year. Tahiti dominated over Aus & NZ – 9 players from 3 countries in the world para badminton

PNG has come on board as a member and the revival of Samoa  
Quality of our people from the Pacific is a bigger involvement

Canoeing

Events at World Masters last year 1600 athletes from 80 nations in Auckland and included seven of our disciplines at 3 venues

Signed an agreement with Canoe Slalom NZ and the new stadium for white water so this is an opportunity for Pacific Islanders to have a training facility

Vaa

Inaugural world distance championships 34 countries in Tahiti  
16 pacific nations.

Gill Gemming – Hockey

Introduction of hockey 5s and the IF allowed us to have a continental hockey 5 with world ranking points for the tournament so all 9 members were able to compete. YOG qualified in PNG – two finals were umpired by Pacific Islanders

Congrats to Vanuatu who qualified for their men and women for YOG – a first

John Tierney - Sailing

Jordan Riley at the European para sailing championships this year – an Oceania representative who actually comes from Samoa attending the European competition. Para sailing and our sport has become a very important initiative and we have a Para Development Program (PDP) in Melbourne later this year and hope it will enable us to have a similar program in Samoa.

Every one of us have varying levels of ability in sailing, so congratulations to Australia and the Comm Games by leading us in sport – obviously everyone has different abilities – range of able and disabled sports integrating totally within a program.

95% of officials 20 years ago were caucasian, now there is a high number of indigenous umpires, officials and administrators coming from their home countries. Very good athletes can move on to officiating in their sport

#### **4. Major Project Report**

Through the partnership with the Foundation we now have a journal of 52 weeks to work through and many of you received the PosEdge Journal in December. This journal is designed to assist us focus on the positives every day and what we did earlier this morning by highlighting achievements in our sports was to get positive emotion in the room. Generally we all look at

deficits, but by focussing on the positive as we relived everyone's stories we all felt better.

Currently a pilot program is being run at Monash University (100 athletes) and as part of the implementation program an email is sent every three weeks to this group. We also have a measurement tool that we can use to see we are building our capacity and highlight the link between athlete well being and their performance with the aim for a whole community with one universal language.

So the challenge to sports is to appoint a HOPE leader (Head of Positive Engagement) to progress the roll out of the journal for the well being of our athletes.

## 5. OSFO Strategic & Operational Plan

Helen Smith spoke about the plans advising they are living documents, not set in concrete, so they need to be revisited each year.

Our current measures of success:

- 1.5, 6 and 7 not achieved
- 8 achieved
- 9 and 10 – no

In the advocacy KPI 2.1 – ONOC / OSFO Trade fair. Brooke Kneebush agreed to coordinate this event with the ONOC office on behalf of OSFO in 2019.

Helen suggested a priority scale of what is important be created with five priorities for the year. This information could be put on a calendar with a timeline attached, noting that whilst the membership created the Operational Plan it is the Executive role to drive it.

Mel volunteered to obtain copies of policy documents already available through ONOC and see where they can be modified for OSFO as Merit Award is the only policy we have.

Brooke (Gymnastics) asked whether there would be a Trade Fair again next year as this has not occurred in recent years and has volunteered to drive this going forward.

Bill (Oceania Touch) Best workshop on the island near Vanuatu  
 There is no reference to Facebook and this should be included  
 We need a communications person with social media skills  
 Where we say website also include social media.  
 If someone has a person employed in their sport perhaps this could be shared.  
 Person sitting next to Rosemary from Netball (has agreed to operate the Facebook updates) Facebook will be set up today!

Perhaps a non sport organisation – could be a sponsor for an in-kind offer ONOC in Suva – Communications person perhaps we could use that person

The Chairman thanked those who have committed to take this document off the paper and make it work, noting that Helen Smith will be the focal point. He also stated that there is no benefit having an operational plan if you are not activating it.

## 6. **OSEP – Christian and Gill**

Page 23 of the OSFO Report and page 14 of the ONOC Report provides comprehensive information on the OSEP programs with outcomes for the years and illustrates the range of reports and activities undertaken. There are now two representatives from OSFO on this Commission as well as an increase in members, which is very positive as it creates more connections within sport, not just from the education side, which previously had the majority of input. The following points were made :

The number of participants taking courses has doubled – now 1400. 11 NOCs engaged with OSEP and this has been the catalyst for change, previously it was 6 and then 8 NOCs.

We now have regional master educators and those individuals assist in delivery of programs in a much more comprehensive way and connect with those NOCs

Reminder to sports that there is a master educators training next month in Suva and we encourage sports to nominate people so that you then have an educator within your sport.

As a result of sports having a contribution to some of the programs, new courses have been implemented including team management, chef de mission. This is an area OSEP is focussed on and those courses will be rolled out for the remainder of the year.

Governance. There is a significant move in this area with an online governance program launched at the conclusion of the OSEP workshop, which will be available to sports, NOCs, individuals.

It was acknowledged that online and Pacific Islands is a mix with lots of barriers and OSEP are looking at how these could be overcome, noting that it needs to be a blended system so that there is also a paper trail. Technology and cost were highlighted in the search for solutions to these issues.

Kevan raised the question regarding the spending for this project

Christian - it was his first meeting as part of the Education Committee as I had similar questions to Kevan regarding their balance sheet. There is not a



mandate from ONOC to NOCs that they should work with OSEP. ONOC should make it a requirement to the NOCs that they should run one or two courses every year.

This has to be strengthened with a formal agreement with NOC and regional Federations – this should be raised at the ONOC AGA.

Cook Islands has been inviting people, but who comes and then who pays.

Cyrille – NOCs run those OSEP programs but I think Oceania Federations should use OSEP. At tennis this year we have organised a workshop with OSEP on governance. We received help from ITF to finance the OSEP educators.

Governance has been pushed within ONOC, IOC and ANOC and IAAF. One size doesn't fit all, particularly when the country may not be as focussed on the requirements. OSFO needs to ensure there is an ongoing focus by their Federations on the OSEP courses on governance.

## **7. Pacific Sports Council**

Andrew Minogue began by presenting the Pacific Games Council flag to OSFO.

“This flag represents ten years of friendship and co-operation between our two organisations and on behalf of our President Vidhya Lakkhan, who will be arriving in Apia in an hour, we would like to welcome everyone to Samoa the host for the Games in 2019. This is a very valuable exercise for us and having everyone together helps the sports family and development of sport in Samoa. Thank you for being here today”.

The Flag was presented to Kevan Gosper and Chet Gray – a facebook moment.

Andrew advised that last year in Vanuatu the OSFO meeting was on the eve of the mini games, where they had a highly successful event and credit to VASANOC as the host PGC for their work. It was also very fortunate that Samoa was able to step in when they lost Tonga with venues already in place and their experience from the 2015 Samoa Youth Games.

He further advised that Yvonne Mullins, who sits on both OSFO and PGC Sports Committee is currently in Saipan.

A Chef de Mission briefing and venue tours will take place on Monday and all OSFO delegates are welcome to join.

The PGC will conduct their meeting on Sunday and have formulated two resolutions to be voted on that were provided to their members 90 days prior.

The first is to continue the process of integration of Australia and NZ in the Pacific Games and create an associate membership category within our structure to try and make more flexible the proposal to bring these countries into the Games as their inclusion makes our athletes stronger.

The second relates to a provision in the Constitution that allows our members to appeal decisions taken on the field, which is not best practice or current practice, so the Pacific Games will now defer field of play technical decisions to the province of the sport.

This is Andrew's third year with PGC, he was elected in 2015 and his role is to make sure that the voices of athletes are heard by PGC Executive and vice versa. Ryan Pini is now on the PGC as the athlete elected representative and the aim is to improve relationships between athletes and federations.

Andrew questioned whether it would be of benefit for OSFO to consider having an Athlete Commission member or athlete sitting on their Executive and the Chairman agreed that this was one thing we could do collectively for athletes to ensure our information is more targeted. The Chairman drew the meeting's attention to the fact that the first Athletes Commission was set up in 1981 in Baden Baden, and two of those athletes Thomas Bach and Seb Coe have now gone on to their top roles.

## **12. General Business**

Jo Ferris thanked the Chair and Executive for giving her the opportunity to speak advising that PSP had recently conducted a two day intensive workshop in Sydney with their partners and were very proud to have supported the athlete who achieved the first Commonwealth medal for their country.

PSP concludes at the end of September and a transitional program will operate til 2019 with applications for funding open in the next few days.

### **Action: OSFO TO CIRCULATE THE E PLATFORM GUIDE FOR FEEDBACK**

The Chairman congratulated Jo, advising she should take credit for all the work she has done in the region. The fact that we have continuity on this very important program from Australia is thanks to her involvement. Well done.

Helen Brownlee spoke about the amazing workshops, which had been conducted yesterday as a follow on from PSP, advising that for WASO "Champions of Change" they needed men. The meeting was also advised that at the International Olympic Academy, which is happening now in Olympia, this year the theme is on athletes and life after sport and WASO have sent two participants - one from Guam and one from the Solomon Islands.

There is some money available in the WASO Budget and they plan to use this to support athletes identified as on the edge of qualifying and who would get

there if they could get to a few more events. It is only have a small budget and the application must be signed off by both Sports Fed and NOC so that everyone knows what is happening.

Tomorrow the IOC are presenting their safeguarding toolkit – harassment in sport – and violence against women were highlighted and in the afternoon a gender equality report and recommendations which we will be considering. ONOC will be the first region to give the IOC some feedback.

The Chairman thanked Helen for her work with WASO and wished them good luck with the presentations tomorrow.

Minutes moved & seconded – Talemō Oceania Rugby, Gil Gemming Oceania Hockey

### **Merit Awards**

The Chairman advised that Steve Smith was the Inaugural recipient, however he was unable to be present in Samoa so arrangements will be made to present his award at a suitable time in the future. He also advised the decision had been taken that if the recipient was present at the OSFO Assembly the award would be presented, alternatively it would be presented at a suitable event in their home country.

The 2017 recipients were announced :

Peter Anderson	Oceania Shooting
Ray Brown	Oceania Baseball
Carol Hicks	Oceania Archery
Talermo Waga	Oceania Rugby

The 2018 Merit Award recipients are :

Athletics	Fletcher McEwen Oceania Athletics
Hockey	Gill Gemming Oceania Hockey
Swimming	Bill Sakovich -Oceania Swimming

Kevan Gosper presented the Merit Awards to Talermo Waga and Gill Gemming mentioning it was always a great pleasure to recognise an individual's contribution. Citations will be circulated in due course and there will also be a pin.

The Chairman encouraged the sports to forward nominations including background information for support.

In closing the Chairman commented that this has been a very productive meeting with much feedback from the floor, which helps to strengthen OSFO

as we are a collective. He also thanked Chet and the Executive for their efforts during the past year in the interests of sport.

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