

1. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

CAMS to move beyond being a regulator and extend its activities to represent all motoring enthusiasts.

Become a facilitator for a wide array of motor sport and motoring enthusiasts.

Form a closer relationship with other motorsport organisations [including those to which CAMS now delegates authority].

Comments

- Better utilisation of existing relationships (no change required) would result in the closer relationships required.
- Are the other organisations requiring or wanting CAMS assistance?
- CAMS traditionally a motor sport organisation. Only 10% of club population is motor sport. Enthusiast covers more than the motor sport, but is it high priority when we aren't servicing grassroots motor sports need.
- Enthusiast body should be stand alone from CAMS.
- Changing the focus to facilitator rather than regulator is of importance

Summary Position / "Mood of the Meeting":

Opinion from the floor was almost equal on this for and against. There was not a solid anti feeling however the priority was questioned.

2. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

A functional structure at the upper levels to service the areas that are critical to all disciplines and organisational wellbeing. This consultation model will double as a valuable advisory model for the CAMS Board, and will operate within accepted governance principles.

Comments

- The COAT model as devised by the Victorian State Council covered these principles.
 - COAT has been poorly implemented to this point but remains an appropriate means to addressing this recommendation.

Summary Position / "Mood of the Meeting":

General acceptance of this in the silo models with state panels, but required the implementation of the COAT model to be effective.

3. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

A streamlined approach to CAMS' role as a regulator, to ease the regulative burden which presently hinders the organisation's ability to service its members.

This will include progressive integration of all CAMS' wholly owned entities, bringing their functions in-house.

Comments

- Motorkhana regs review reflective of the proposed easing of regulative burden.
- It is questionable if we can function without the 100 + existing committees & commissions.
- Grassroots panels need to continue. Commissions' decision making processes create problems. Board needs to take back much of the control from commissions.
- Who will make the decisions? National Commission enact recommendations from State discipline councils? How will they work together?
- Direct representation from State Council on to Commissions.
- State Council is a bottleneck of ideas.
- Proposed structure should ease bottleneck.
- Commissions/expert groups as part of democratic process problematic.
 - (Commissions were talent based, not geographic or based on democratic outcomes)
- Communication from State to Commission is not working, as process for effective communication is not implemented (COAT)
- Process needs documentation & Terms of Reference.
- Professional staff effectively blocking flow of information.
- Risk management process forced upon all.

Summary Position / "Mood of the Meeting":

Mainly accepting of principle but require much more information on how various State Groups would work - Terms of Reference required urgently. Most believe all current Victorian Panels would still be needed into the future.

4. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

New types of membership for:

Vehicle Manufacturers

Officials who are not members of clubs

Category Management Agreement holders

Venue operators and major event promoters

Comments

- Officials need to be catered for.
- Venue operators have been sufficiently catered already.
 - Dilution of power of clubs if included as voting members?
- Officials who don't belong to clubs shouldn't be represented
 - We are a Confederation of Clubs
- It is suggested that an Official who has licence already is a "member", but must be a member of a club to be entitled to vote.
- Club officials already come from within Clubs at the grassroots levels and hence are represented.
- Only 30-40% of F1 Grand Prix officials belong to a club.
- Vehicle manufacturers should not vote – vested interest.
- Major manufacturers are major stakeholders.
- Category Managers/Venue Operators/Event Promoters – all have a contractual relationship.
- What would the benefits be?
 - Stakeholders in industry we regulate. Deserve a voice.
- We are a sport that does include a significant employed workforce within the 'industry'.
- These groups should be recognised as Members, but non-voting.
- 20% share of vote is too much (between 4 proposed groups).
- Are we prepared to "sell part of the house" when that change won't fundamentally fix CAMS problems?
- The groups may be catered for, not by vote, but by effective communication – "corporate memberships".
- Excluding the officials, the other groups already have the commercial capacity to influence the sport.
- Vehicle manufacturers share no common goals with the club membership base.

Summary Position / "Mood of the Meeting":

General feeling that manufacturers / venue operators / CMA Holders could hold a corporate membership however would not be entitled to vote. There was no real support for this recommendation.

5 & 6. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

The Board to consist entirely of independent Directors, six elected by the AGM and three appointed by the six elected directors.

The Board would be elected in a single election, with voting by all eligible clubs and the four new bodies of stakeholders

Recommendation

Establishment of a Nominations Committee which will examine candidates for election to the Board, to determine whether those candidates meet the skills profile criteria and the independence standards.

Comments

- Club representation now extends to Commissions and State with Board skills based.
- AICD 'qualification' is undemocratic and does not necessarily lead to the best Board.
- Risk of heavyweight State controlling CAMS.
- Voting may skew skills mix anyway post nominations committee.
- President must come from elected members.
- Independent Board breaks grassroots links.
- Maintain State representation and ensure skills mix is addressed by appointed Directors.
- Complicated "political" election possible if a national election.
- No fair election model proposed.
- Appointed Directors should not have any vote on Chairmanship of the Board.
- Postal votes required so all clubs have opportunity to vote.
- Pharmacy Guild model worthy of comparison.

Summary Position / "Mood of the Meeting":

No real support as put to the Meeting. Firmly for the Board to remain State based and no nomination committee. Look at other models for voting – Pharmacy Guild.

7. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

Discontinue the position of Alternate Elected Directors.

If an Elected Director leaves Office, the Board would appoint a replacement “Elected Director” taking into account the suitability of candidates from the previous election process.

If an Appointed Director leaves Office, the Board would appoint a replacement Appointed Director.

Comments

- Elected Directors leaving office – risk that appointments fall outside of election process, diluting elected representation.
- Alternate Elected Directors not required.

Summary Position / “Mood of the Meeting”:

Largely recommendations were agreed to.

8. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

The Chairman [President] to be elected from within the Board and to become a voting member of the Board.

Comments

- Must be derived from an elected member of the board.
- Will the Chairman become a voting member?

Summary Position / "Mood of the Meeting":

General ambivalence about the voting status of the President was noted; however the President must be selected from the elected members of the Board.

9. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

A streamlined consultation model that incorporates representation from the grass roots, focussed specifically on the sporting disciplines [Silo model].

It is to be determined to what extent refocussed State Councils will have input into sporting discipline matters.

Comments

- Feedback loop – COAT is required.
- Poor cross-linkages between silos will lead to divergence.
- Different cultures between disciplines.
- State Council Executive 'in the way'.
- COAT will work under this scenario, however commissions won't necessarily be of the best skill level.
- Motor Racing Council can't cater for hill climb/sprint/drift etc.
- Commissions should have appointed skills based commissioners to add to 6 elected State based Commissioners.
- Blurred commercial interests currently should be resolved under this model.

Summary Position / "Mood of the Meeting":

General support for the model however there are significant issues noted above which must be addressed.

10. **ORGANISATIONAL REVIEW - VSC Comments May 2008**

Recommendation

State Offices to be refocussed, with Club Development Officers deployed into regional centres to support and provide direct assistance to existing clubs in their day to day and sporting operations, and to seek growth opportunities for the organisation.

Comments

- Supported

Summary Position / "Mood of the Meeting":

Supported

11. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

State Councils to be re-focussed as State Sport and Club Development Councils.

Comments

- Motorkhana/Khanacross/Autocross with State Council, but national committee is lost.
- No direct line to a Board member.
- Need to define T of R urgently.

Summary Position / "Mood of the Meeting":

General support but there is an absolute need for a State Council style forum. Term of Reference for refocussed State Councils required urgently. It was noted that refocussed State Councils should also retain constitutional powers.

12. ORGANISATIONAL REVIEW - VSC Comments May 2008

Recommendation

State Discipline Councils [formerly Panels] to consist of a representative from each club which nominates to be active in that discipline. A maximum of ~ seven members per State Discipline Panel. The State Discipline Councils would have direct representation into their appropriate national commission.

Comments

- Questionable voting base for each Council.
 - Not club based vote, but membership vote. Maintain status quo of formation.
- Stewards Panel – seven members not enough.
- Maintain “Panel” name.
- Strictly defined membership numbers not appropriate.
 - Flexibility required.

Summary Position / “Mood of the Meeting”:

General support if modified in line with comments above.

13. **ORGANISATIONAL REVIEW - VSC Comments May 2008**

Recommendation

Redefine the Finance Division to become a Corporate Services Division, incorporating Member Services, Event and permit Administration, and Licensing.

Comments

- Right of comment/consultation must be maintained.
- Corporate Services need clearly documented procedures that demonstrate actions in best interest of membership.
- Bypass mechanism needs to be formalised.
- What are CAMS' sources of income and how is it distributed?

Summary Position / "Mood of the Meeting":

State Council requires a deeper understanding of the financial implications and distributions to determine benefits, if any, to the grassroots of the sport.