



new horizons

T A S M A N I A

2020 / 2021
AGM Report

ANNUAL GENERAL MEETING

AGENDA

Monday 8 November 2021, commencing at 7.00pm

To be held at 292-294 Invermay Road, Mowbray and virtually via Zoom

Join Zoom Meeting

<https://us06web.zoom.us/j/86531061361?pwd=VHEOZFdNNjRIKzJaU1lxUjc5ZzBOQT09>

1. Welcome – Chairperson, Leanne Arnott
2. Present & Apologies
3. To confirm the Minutes of the Annual General Meeting held on 9 November 2020
4. To receive and consider the Annual Reports and Financial Statements for the 12 months ended 30 June 2021

Chairperson's Report

Chief Executive Officer's Report

Treasurer – Presentation of Audited Financial Statements

Treasurer – Nomination of Auditor and Fixing of Fees for 2022

5. To elect 3 members to the Board in accordance with Rule 25 of the Constitution

The following nominations have been received:

Penny Nicholls, Retiree, Hobart

Steven Ockerby, Policeman, Launceston

6. Nomination of Patrons
7. General Business
8. Close

ANNUAL GENERAL MEETING MINUTES

9th November 2020

Meeting Opened at 7:05 pm

Chairperson welcome – Leanne Arnott.

Present: Saskia Van Heek, Andrew McCarthy, Justin Marshall, Olwyn Nilon, Belinda Kitto, Melody West, Peter Rae, Tess Rae, Phil Moir, Penny Nicholls, Ruth Symons, Alan Dengate, Leanne Arnott, Edwina Dick, Stuart Shultz.

Apologies: Lorna Wilson, Sue and Greg Bowen, Chris Symons, Georgina Schilg

Previous Minutes:

Motion: Approve Minutes of previous AGM as true and correct record.

Moved: Alan Dengate **Seconded:** Phil Moir

Carried

Business arising from previous meeting

Nil

Reports:

Chairperson's Report: As Tabled and presented by Leanne Arnott

Accepted by Meeting:

Moved: Penny Nicholls **Seconded:** Tess Rae

Carried

CEO's Report (Southern Report also included): As tabled and presented by Edwina Dick

Accepted by Meeting:

Moved: Phil Moir **Seconded:** Tess Rae

Carried

Financial Reports: As Tabled and presented by Justin Marshall

Accepted by Meeting:

Moved: Justin Marshall **Seconded:** Andrew McCarthy

Carried

Nomination of Auditor:

Motion: To appoint Synectic as the Auditor for the 2020/2021 financial year.

Accepted by Meeting:

Moved: Justin Marshall **Seconded:** Edwina Dick

Carried

Election of Office Bearers:

- 4 Board of Directors positions available for 2-year term. The following Board Members were confirmed for a further two-year term, i.e. Until AGM 2022

Justin Marshall

Phil Moir

Scott Schilg

Confirmation of the following Board members for completion of existing terms, i.e. to be confirmed at AGM 2021

Leanne Arnott (noting Leanne will be at the maximum term of 8 years in 2021)

Andrew McCarthy (noting Andrew will be at the maximum term of 8 years in 2021)

Penny Nicholls (Appointed Director)

Alan Dengate (Appointed Director)

Lorna Wilson

- Public Officer incorporated into the CEO role.

Motion: That the nominations be approved.

Accepted by Meeting:

Moved: Leanne Arnott

Seconded: Ruth Symons

Carried

Nomination of Patrons:

Motion: Peter Rae, Tess Rae and Jim Wilkinson be reappointed as Patrons of NHT

Accepted by Meeting:

Moved: Leanne Arnott

Seconded: Ruth Symons

Carried

General Business:

Special Resolution - Constitution Changes and Adoption of New Constitution

Resolution: Confirmation of changes to the existing constitution be endorsed into the new constitution and that the new constitution is adopted as the constitution of the Association.

Accepted by Meeting:

Moved: Penny Nicholls

Seconded: Ruth Symons

Carried

Motion: Confirm the registration of the new trading name of New Horizons Tasmania be adopted and registered (along with new constitution) on behalf of the club.

Accepted by Meeting:

Moved: Edwina Dick

Seconded: Phil Moir

Carried

Membership Fees

Motion: The revised 20/21 membership fees are endorsed

Accepted by Meeting:

Moved: Edwina Dick

Seconded: Alan Dengate

Carried

Discussion

- Tess Rae commented on enhancing the attractiveness of the AGM and maybe looking at bringing in a guest to talk (doesn't have to be about New Horizons Tasmania) as noted that numbers to the AGM have declined over recent years. It could be incorporated into end of year break up.
- A thank you to Edwina Dick has been amazing this year stepping into the CEO role whilst Belinda was on maternity leave. Thank you to all staff for stepping up in this difficult year.
- Thank you to Melody West (who is not nominating for the Board) and Scott Schilg (who is nominating with the expectation to be stepping down in the new year).

Close of Meeting at 7:35pm

AGM Chair Report 2020/2021

2020/2021 has been another 12 months of challenges but also great excitement for New Horizons Tasmania.

The announcement in May of our successful ILC grant application has created an exciting opportunity for NHT to invest fully in all regions of the State and allow the organisation to take some significant steps in achieving our vision of leading the way through sport and recreation to champion inclusion and empowerment for Tasmanians with disability. The Board is very thankful to the incredible support of our State and Federal members who lobbied tirelessly for this outcome.

The successful grant application is a lifeline to the organisation, as during this financial year, all bridging funding grants had been expended and the organisation would have been relying on cash reserves if it wasn't for the Federal Government's Covid-19 Job-Keeper initiative. It is essential that the management and the Board continue to pursue more longer-term funding solutions and whilst the NDIS is an important part of this, it is not the only answer.

During this year the Board has continued its focus on governance, risk and work health and safety (WHS).

- Through the leadership of Penny Nicholls and the support of Andrew McCarthy the Board have established a Governance sub-committee. The purpose of the Governance Committee is to ensure that the Board fulfills its legal, ethical and functional responsibilities through governance policy development, recruitment and selection of the board members, education of board members and board evaluation. The Board were very fortunate to attract Janine Healy to the sub-committee. Janine is very experienced in governance holding several commercial directorships including Tas Rail. She was also the Divisional President of the Australian Institute of Company Directors and is a current Director of the Launceston Chamber of Commerce.
- Now more than ever it is essential that the Board contains the right mix of skills to navigate New Horizons through this next stage. A skills matrix was conducted with all Board members to identify where there may be skills gaps and the Governance Committee then led a recruitment process to fill casual board vacancies in May and were very lucky to attract Sharlene Knight as a Director. Sharlene is based in Burnie and has extensive experience in the disability sector.
- During the past year former Director Scott Schilg and current Director Phil Moir have updated the risk management policy and the risk matrix was reviewed and action plans for outstanding items were developed. The action plan was formulated to identify mitigation strategies to reduce risk across the business as a whole.
- Ensuring our members, volunteers and staff are provided with a safe environment to participate in NHT activities is crucial. Thanks to the work of Phil Moir and the staff a dramatically strengthened safety culture is now becoming engrained at NHT, with existing staff, volunteers and partner organisations all now inducted in the NHT system. It is also now part of compulsory recruitment procedure for a volunteer/ staff member to undergo the WHS induction upon starting with NHT. To monitor any particular hazards/incidents a WHS tracker program has been implemented to ensure safe activities for our members are maintained.

Wonderfully lead by Lorna Wilson and Alan Dengate, the Members Voice committee has continued to meet and provide suggestions and feedback to the Board. These meetings have been combined with the NHT Dinner Club which creates a casual environment for members to discuss their vision for New Horizons. What has been evident from the reports from these meetings is the importance members place on maintaining the organisations "club" culture and the Board fully supports this notion.

The Board would like to acknowledge the tireless work of the New Horizons staff and thank them for their dedication and incredible commitment to our members. The health and wellbeing of the team is

very important to the Board and this year an Employee Assistance Program has become available for staff to utilise when and if need be.

Once again, we are very appreciative of the Board's Treasurer Justin Marshall. His expertise in preparing our financial documents have added a layer of certainty when making important decision that affect the ongoing financial future of the organisation.

Sadly, it is my last term as a Director of New Horizons Tasmania along with my fellow Director Andrew McCarthy. Having joined the Board together 8 years ago we will both be stepping down as per the constitution. I know I speak for both of us when I say that being a part of the New Horizons family has been an honour and a joy and we look forward to staying associated with the Club and watching the next stage of the organisation's journey.

Finally, can I also congratulate all of our members on their achievements during the year. COVID 19 remains a constant in our lives, but once again our members have shown great resilience and continued their strong associate with this organisation. The Board are thankful for your support and look forward to a very exciting year ahead.

Leanne Arnott

Chair

8/11/2021



New Horizons Tasmania - 2021 CEO's Report

I am delighted to report that 2021 has delivered much positivity for our organisation, New Horizons Tasmania, as well as for the future of inclusive sport in Tasmania.

From both operational and health perspectives, we were incredibly lucky not to be impacted by Covid shutdowns this year (aside from 3 days in Hobart,). Our thoughts have been with those in other states who have been heavily impacted for the second year running.

Funding has been our most significant challenge over the last three years, so it is with much relief that we report a reprieve, and in fact an opportunity for significant growth.

NDIS funding success

Since the rollout of the NDIS in our state, and the end of block funding from the State Government (our 'doors-open' money), NHT had been attempting to find a way to operate within the NDIS model. Unfortunately, as a volunteer-based sport and recreation organisation, NHT as we currently operate, do not fit the paradigm.

We have also been unsuccessful in every NDIS ILC grant round, until the December 2020 round, which was announced in April this year.

Through this ILC stream, NHT has been successful in securing funds from mid 2021 to Dec 2022 to expand our programs to under-served regions in Tasmania, as well as to create and conduct a peer-mentoring and leadership program, called 'Champion'.

To deliver this work we have employed an Operations Lead and a Sport and Recreation Lead, as well as part-time Inclusive Sport & Recreation Coordinators to work in the North, North-East, the North-West and in the South of the state. We are particularly excited to have a new employee with disability on the North-West Coast to support the Sport & Rec. Coordinator, as well as to take on the role of NHT Inclusion Advisor.

I really look forward to our NHT community getting to know our new team members and experiencing all of the great things they are set to 'bring to the table' in 2022.

2021 – Sporting Achievements

For New Horizons athletes, 2021 has been a year to concentrate on the joys of playing 'at home', with most inter-state representation opportunities cancelled.



Our cricketers and footballers were disappointed to be missing out on National Carnivals, however alongside the state sporting bodies, NHT created some terrific new opportunities for state-wide tournaments. A highlight was our Cricket T20 Inclusion match at Blundstone Arena in January, and our volunteer state-ID cricket coach Liam Devlin, initiating a high-performance cricket academy with Cricket Tasmania.

NHT has once again really enjoyed working in collaboration with AFL Tasmania, this year laying the foundations for our new AFL High Performance Academy. We're excited about the future of this program and the opportunities it will bring for Tasmanian footballers with disability.

NHT Boccia players tempered their disappointment at the cancellation of Tasmania hosting the National Boccia Championships with a few travelling to Queensland tournaments, and the group making a giant banner to support the Australian Paralympic Boccia team, receiving TV and newspaper coverage at the same time.

In addition to AFL, Cricket and Boccia, other regular NHT sport and recreation programs in 2021 in Hobart and Launceston included Taekwondo, Tennis, Basketball, Netball, Futsal, Gym Fitness, Walking, Lawn Bowls, Swimming, Trampolining, Golf, Song & Dance, Craft, Woodwork, Cooking and Choir. Bushwalking/Hiking has been a new activity also embraced by our members. Dinner Club and our Members Voice meetings have been popular. Our Scottsdale group in the North-East enjoy multi-sports weekly, and our Wynyard members who have been without sport activities this year are very keen to get started again.

Other activities

The NHT Awards Night was as always, a fantastic celebration. We were honoured to have VIP supporters in attendance to help celebrate our members achievements.

We were thrilled to be able to host our Western Tiers Cycle Challenge this March, after missing 2020. The event, MC'ed by Rob Fairs, was a wonderful day and raised just over \$15,000. With the cancellation of our Galas for two years running now (due to Covid complications), these are vital funds. My heartfelt thanks to volunteer Steve Ockerby, whose efforts made the day possible.



Stronger together- the launch of TISA

It is only through partnerships that NHT are able to achieve such strong outcomes for participants. We work closely with sporting bodies, sporting groups, governments, community organisations, schools and disability organisations amongst others. With funding challenges almost guaranteed far into the future (for many other sectors also), we recognise that collaboration is key.

In 2021, NHT were proud to initiate the creation and launch of TISA, the Tasmanian Inclusive Sport Alliance. To celebrate the launch of the new initiative, TISA hosted an all-abilities multi-sport day in Hobart in July.

A collaboration between five specialist disability sport and recreation providers (and supported by the Tasmanian Department of Sport & Recreation), the over-arching aim of this new group is to increase participation of Tasmanians with disability in sport and physical activity.

New Horizons Tasmania, Reclink Tasmania, Special Olympics Tasmania, ParaQuad and Paralympics Australia are the five founding member groups of TISA, providing expertise in sport across the disability spectrum.

NHT see every day the power that sport has to change lives — but we also see how many people with disability miss out on the opportunity to get involved, due to many factors.

Each of the TISA founding organisations has been working hard on-the-ground to make a difference, but resources are limited. By sharing knowledge, identifying gaps and providing a single online resource (a work in progress), TISA plan to not only increase dynamic inclusive opportunities, but also to minimise duplication and drastically improve access to information and programs.



Looking towards the future

In 2021 NHT and our members have experienced relief (that funding is assured until December 2022) and optimism (that more Tasmanians with disability will soon have access to inclusive sporting programs).

To ensure the longevity of these kinds of opportunities across the state, NHT looks forward to working with our community and Government, and engaging with the NDIS, to improve access to sport and active recreation.



Signing off, I must say a heartfelt collective 'Thank you' to all of the people who make NHT so special and contribute individually to such brilliant outcomes.

Thank you to our external partners who enable us to offer such wonderful opportunities — what an outstanding community we are a part of.

Thank you to our volunteer Board and three patrons. This year, we farewell Leanne Arnott (our current Chairperson), Andrew McCarthy and Lorna Wilson, who have all given an extraordinary amount of time, passion and energy to assist in leading NHT through such challenging times.

Thank you to all of our volunteers who astound me with their heart, commitment and contribution — you are amazing. Thank you also to our staff who love what they do so much and always give extra.

Thank you to Hudson Civil Products, our platinum financial partners who have lightened our load for over a decade now. We also send our heartfelt appreciation to The Kitchen Centre, Wayne Manion Plumbing and IGA Tasmania, who are there whenever we need an extra hand. Thank you also to every business, organisation, family and individual who has helped to support NHT financially. We wouldn't exist without you.



Finally, I must thank our members. You give your all, you support one another and your achievements are outstanding. The organisation exists because of you, and for you. I am so incredibly proud to be a part of this community.

Looking forward to a very bright 2021/22!

Belinda Kitto.

