

# Fencing NZ Hui Feedback Report

Thank you for providing feedback on the Hui.

94% of the feedback was positive with one strong negative view that I have included as part of communicating openly.

In summary

- The Culture session had highest reported value (70% 1 or 2). Our guest speaker was well received (80% 1 or 2)
- The Commission sessions had lower value (58% 1 or 2) but there are several suggestions to get more value from them in the future.
- There was a preference for more group sessions that facilitated conversations, problem solving and interpersonal interaction. Mixing up the seating arrangements would have supported more diverse conversation.
- The Hui was seen as the start of positive change but action, delivery and follow-up will define the its ultimate value.
- 70% (1 or 2) considered the Hui good value for money. Over 90% of respondents supported running a Hui regularly with strongest support for every two years and suggestions for creating other opportunities for face-to-face interactions.

At this point I am taking the Hui input and summarizing it so everyone can see how the work we did feeds into our plan for the year and we have a basis to measure how we have done.

Thank you all.

Stephen Peterson  
6 March 2023

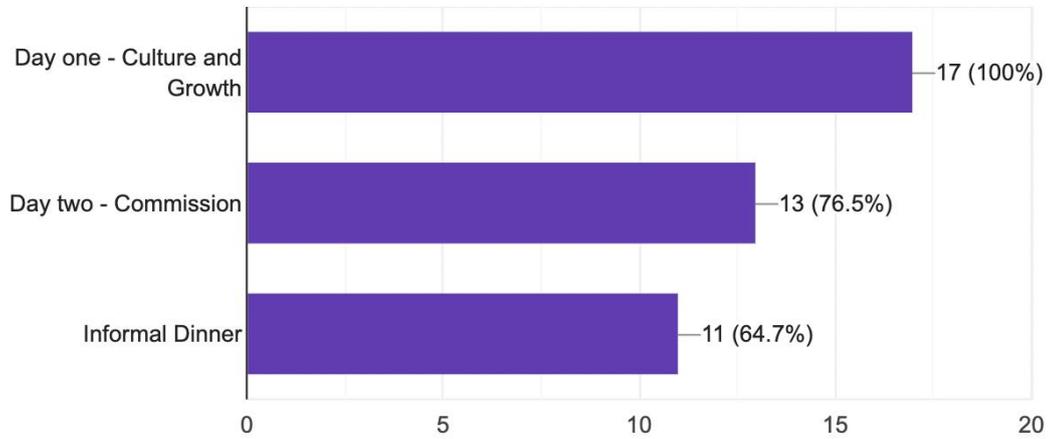
PS - If you were the person who was willing to “Involved with growth of membership and prep for international comps” could you please email me directly as I am not sure who you are.

## Survey Feedback on the Hui from 17 of 51 attendees

I attended



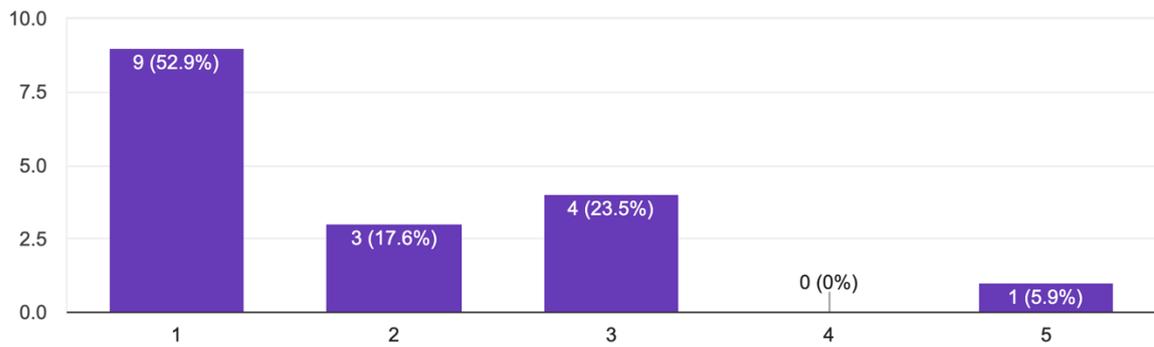
17 responses



Value from session 1 = highest 5 = lowest

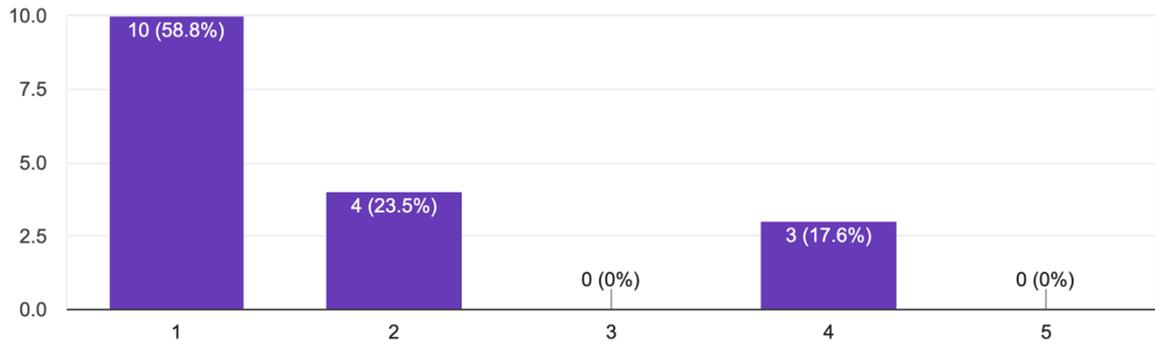
The Culture session was?

17 responses



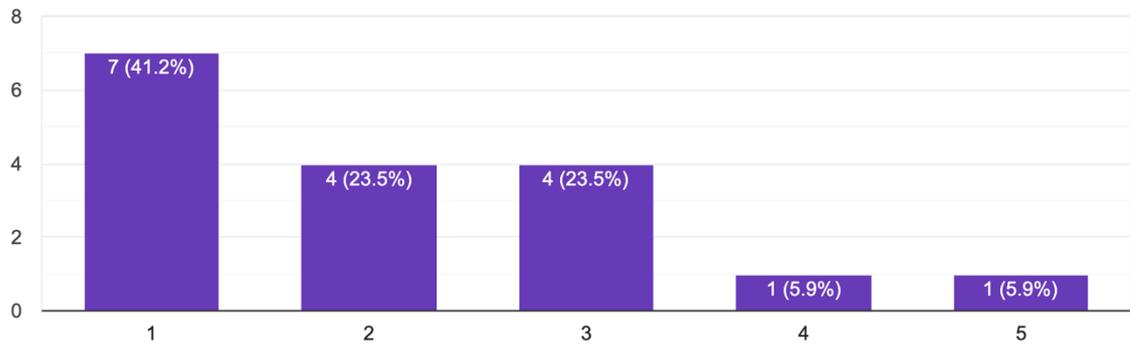
### How much value did you get from our guest speaker David Rutherford?

17 responses



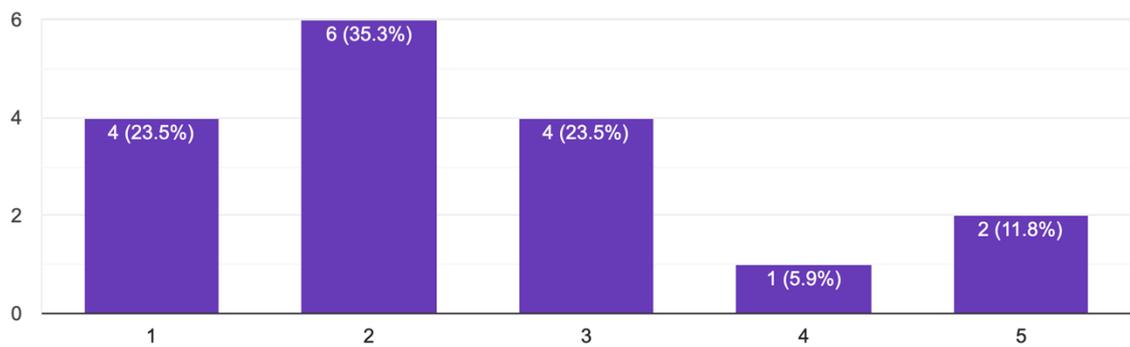
### The Growth session was?

17 responses



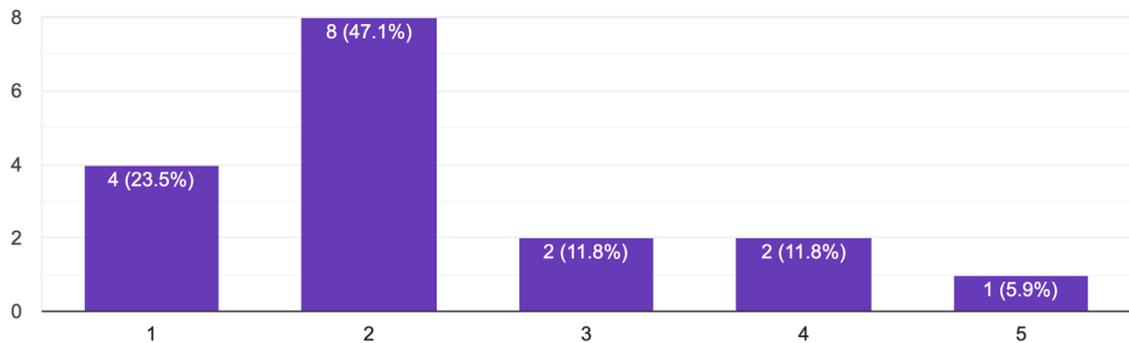
### The Commission session was?

17 responses



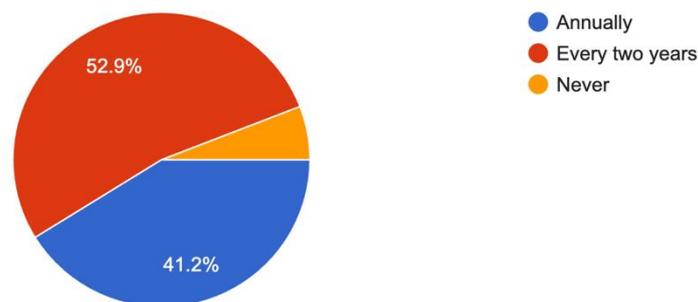
The Hui is expected to cost ~ \$10K (mostly travel support). Is this a good use of the community's money?

17 responses



How often should we run a national Hui?

17 responses



### Session feedback

- For the Commission session the same string speakers took over. Try the original format you had for commission feedback
- Maybe some more time to stretch our legs in-between :)
- I really enjoyed that everyone was given a chance to give their voice to the room. Loved the workshops as it gave groups who are less confident speaking up (younger ones) an opportunity to communicate what they think as well.
- I view the Culture session as a catalyst - sometimes catalysts need to be supplemented at regular intervals to sustain the reaction/progress.
- Overall the Hui promoted better understanding of the many activities and functions of the organisation.
- want to see the 3 points each commission will concentrate on - see if hui discussion influences. good if summary produced and circulated
- Needs to be more marketing in schools. Promotion as a mainstream sport.

- Having participants from outside the Fencing Community offer an external/alternative perspective at the Hui is really useful and something to repeat in future.
- Looking ahead more time is required for breakout sessions (so possibly slightly less time providing info to participants at the Hui) - 15mins to come up with a coherent response to 'growth' is a bit tight!
- Culture: I had some doubts about leading with culture and I am not sure we entirely unpacked all the issues of concern that are grouped under that head. With the benefit of hindsight, though I think you were right to lead with this. We navigated some fairly tricky ground in terms of wellbeing/safety and I think ended up with better understanding and acknowledgement of the issues. If we haven't ended up with especially well-defined solutions there is at least license to focus and address on key issues of concern.
- Commission Sessions: These were useful in terms of providing greater awareness of the Commissions' work and getting the Commissions to look ahead in terms of key priorities for 2023. Some key issues of concern to participants came out of the sessions which need to be addressed. In my view, however, while the Commission's advise the Board, the Board needs to be setting priorities and driving the work of the Commissions to a greater extent. While they certainly have a role to play, the main Commissions aren't structured nor do they have the mandate to address on their own the strategic issues facing the organisation .e.g. Growth, Culture, Funding, etc. Some direction, coordination and potentially support from the centre is required. To be fair you could reasonably argue the 'state of the nation' report highlighted the key issues of concern to the Board, and that framed the key sessions on day 1. I think for this Hui it was appropriate for the Board to say ,we are here to listen, however, having listened it now has a responsibility to lead, to confirm the key priorities consider how they are to be met, and where necessary provide some guidance and direction to the organisation as a whole, including its Commissions (and its regional committees!).
- I think we needed to clearly define what we wanted our culture to be in a sentence so we can put it on our website and everyone can strive towards it
- The guest speaker didn't implied he was party to information on incidents of abuse [SP – he was not party this type of information], this was a very inappropriate and poor choice of speaker all things considered. His other contributions weren't particularly unique or valuable and took too much of the scheduled time.
- The venue having limited access was not good, made it difficult to people on variable timetables. starting at 8 on the second day was also bad.
- structure: the moderation and timetable was funnelling us to only be able to talk in a very limited capacity. the format of talking in front of everyone one at a time only suited some of the participants, some were very reluctant to speak in front of 50 people but spoke a lot during the small sessions. the parts where we discussed in small groups was the only valuable part of the day where we got to contribute productively.

- FENZ denying or rejecting responsibility for certain issues, saying they were volunteers was not a good look.
- few people seemed very passionate to talk about grants and funding. FENZ's conclusion at the end of day one was to get more affiliations to get more funding
- There was no real life need to require physical attendance, this could of had zoom attendees.
- Overall I felt that in this meeting we were not listened too.
- Culture and growth sessions both good but suspect a small number participants didn't get the message that growth is identified as a significant priority. Commission sessions could have been sharper on this is our mandate, this is what we have done, this is what we intend to do and how. Some assertions made in commission sessions make it clear that there are gaps in knowledge of some commission heads re existing FeNZ policies and prior decisions that may inform current decisions. This is concerning and risks wasting resource on dealing with matters where advice or policy already exists. It is a concern given those individuals operate within the wider Board environment and clearly there is a lack of connectedness at that level.
- Culture session was dominated by a small number of people whose issues and experience are important to acknowledge. This did limit the full range of issues being discussed though. The workshops and reporting back were a good way to give some balance and give everyone a chance to contribute to the discussions.
- Opportunities for informal exchange are very valuable. Getting the background on the need and benefits of capturing all those who fence, even though I've heard this before, has encouraged me to register all our class members.
- Culture. Very good session on safety . Prob not enough facing into the real cultural challenges org has. Too much to discuss in commissions for time allotted
- The sessions prompted some really good discussions. It would have been great if there was more time to delve into the growth and culture sessions.
- As for the commissions, it was good to hear some of what they do, although a couple seem very set in their ways and could do with a shuffling of members.
- In future it could be good to break up the groups more (as in, shuffle people from tables around so we don't get groups with everyone from the same club/region/age in them) so that we get a range of input from people who might not be comfortable speaking up in a larger group.
- I think it would be worth looking into some sort of (optional) report before 2024 agm about how things have been included - from regions, commissions etc..

#### **Additional Sessions you think would be valuable**

- Development in non city areas
- Would be good to have additional time to give to groups where they can sort out their arguments amongst themselves.

- Specific workshops in functional areas could perhaps be run as an adjunct to the Hui
- More time to talk informally. creating action points. Summary from Regional Presidents
- Needs to be shorter and cover the most important topics that need attention. They could coincide with national tournaments to get greater participation.
- Competition discussion?
- The Agenda for future Hui's could be quite different to this year's one. It could still be tailored to focus on 1-2 key issues again - but different to this years ones, as well as having shorter Board/Commission/Region report back sessions.
- More sessions where we break out into small groups and discuss/write things down and then present them to the wider group.
- More sessions where people can discuss in small groups for longer
- Work shop on practicalities of driving and delivering growth. Recruitment, product (what we do and how we do it) and retention. My view is that our 'product' needs to be reviewed and refreshed to make it relevant to the market in 2023. Too often we deliver an experience that is no longer fit for purpose/is a relic of past approaches.
- Keep it focused on a small number of key items.
- I think we could remove the financial bit in future - a high level overview can be sent out as an info pack if need be. We can also get rid of the commission session since that was of lower value than the culture and growth sessions. David was a very good speaker and moderator, so I recommend using him more if possible. The extra time can be used to extend the culture and growth sessions.
- I know we are sorting org structure & processes but at some stage Clubs need a voice, I have some thoughts and will develop these

#### Other Feedback

- A bit of time at beginning introducing each other. A mihi in a hui usually suggests name, area and 1 or 2 pertinent things about you.
- Re: Hui frequency; there is a lot to do and another Hui in 2024 might be needed to help up momentum.
- Overall very positive! Thanks for organising! Need to be very careful that wins are now put on the board. save money by planning hui further in advance, people can book cheaper travel. Locate out of CBD (with better air con/air flow!!), so cheap local coffee shop/restaurant.
- Agree that the location should probably travel around the country. Surprised that not all FENZ board attended (eg 3 regional presidents), and some who did only attended one day. Doesn't give confidence that FENZ willing to change/address culture, or that the whole board considered the hui important. Maybe a few apologies when FENZ board presented? - sure a few had good reason they couldn't be there. Would be great if community leaders who DIDNT attend were contacted and asked why.....important to bring as many as

possible back into the fold - they also have valid views on FENZ culture (although you may not agree with them all).

- Please please have open communication!! that includes being allowed to ask questions on FENZ social media. We REALLY need more open communication. It was nice to feel heard at the hui. I think this alone made it feel very positive. At beginning of the hui, the emphasis was on grassroots - please don't lose this focus!!! The majority of fencers should be just as, or more important as the top 2%. Keep up the good work.
- Thanks to all the people in FenZ for their superb work
- An annual or perhaps 2 yearly face to face Hui to facilitate engagement between Board and its Community is valuable. The cost of hosting the Hui could be reduced by holding it in conjunction with a 2 day National Competition held over a 3 day long weekend when most Board and Commission heads & a significant proportion of the membership would be present and could stay on for the 3rd day anyway. This approach would also have the benefit of rotating the Hui through the regions.
- There is also significant value in the Board and Commission heads getting together face to face at least once a year for a review/strategic planning day... And now for something from left field: Some volunteer NFP organisations - such as NZ Red Cross - have a "Council" to which their National Board reports and which meets annually. From memory the Council comprises reps from each region and branch within the organisation... We obviously have a different constitutional structure, but it's an interesting organisational model...
- There were a number of comments about who to deal with in FeNZ on certain matters and/or can FeNZ do abc, etc. There needs to be greater recognition that FeNZ can facilitate some initiatives but that delivery occurs in clubs and, therefore, clubs need to take more responsibility for some outcomes rather than kicking it up the chain.
- Whatever policies FeNZ does or doesn't have, the rubber meets the road at club level as that is where we engage with participants. Supporting clubs to be better at that is useful and we need to look for ways to do so.
- While it is accepted that the work to be done exceeds resource currently available, I believe there is more resource that could be called upon if those individuals felt valued, believed the organisation was values driven and trust was rebuilt.
- A good start to enabling a range of people to communicate and understand different points of view and experiences. Useful for creating alignment on our overall direction and how we work with each other. People seeing action out of the hui will encourage continued participation.
- It was great to here everyone's opinions on the state of fencing.
- face to face is so valuable, perhaps do this annually until 2026 then do every 2 years, we should have 'settled in' the structures & processes by then.
- Have one of these hui every year – Getting the creative juices flowing is great and I am sure you heard a lot of great ideas. Kate actually made a great point that we only tend to meet each other on the piste – or as opposing coaches /

administrators ... so not much of a chance of actually meet in a positive environment to discuss the sport.