



## **CJCC Governance Review Project – Frequently Asked Questions**

### **Why has the review been initiated?**

- Key areas of necessary constitutional change have been identified by the Community Junior Cricket Council
- Recruiting and retaining volunteers is becoming increasingly challenging.
- The flow of information and communication between WA Cricket, CJCC, Associations and Clubs is complicated.
- The governance and administration of metropolitan junior cricket is overly bureaucratic and places unnecessary demands on volunteer's time.
- There is inconsistency in the experience that participants, volunteers, administrators, umpires have of junior cricket across the Peth metropolitan area.
- The enhanced competition administration support from WA Cricket is welcomed and has changed the nature of the role of Associations.

### **What consultation has taken place?**

- Consultation commenced in mid-2022 and has included surveys, forums and consultation meetings with Junior Associations, as well as regular updates to Association delegates at CJCC meetings.
- The proposed changes have been arrived at through the input and feedback received through the consultation process.
- A timeline of completed phases of the project has been provided to Associations and is available on request.

### **What recommendations have been put forward?**

- The key recommendation of the review project, guided by consultation and best practice governance, is to take active steps to remove the duplication in the current junior cricket system and do what can be done to reduce burden and obligation on volunteers.
- With this in mind, a best practice governance model has been developed, involving an amalgamation of existing junior associations and the CJCC into a single governing body for junior cricket.
- It is proposed that this amalgamation would take place over the off-season in 2024, with a view to implement the new governance model ahead of the 2024/25 junior cricket season.



### **Who is guiding the Governance Review Project?**

- The Community Junior Cricket Council has established this project, with support from WA Cricket.
- Members of the Community Junior Cricket Council, representing the 6 Junior Cricket Associations, have been actively engaged in each step of the project.
- A project working group has been set up to progress the project with a view toward implementation in 2024/25.
- The working group meets regularly to guide consultation strategy and ensure a best practice model is developed.
- Members of the Project Working Group are:
  - o Margie Oldfield (CJCC – Chair)
  - o Jo Davies (WA Cricket – General Manager Community Cricket)
  - o Peter Minchin (Purpose Driven Performance – Consultant)
  - o Patrick Murphy (CJCC – Independent Member)
  - o Simon Mead (CJCC – South East)
  - o Tom Atkinson (WA Cricket – Manager Community Cricket Support Services)

### **What are the benefits of this change?**

- We want to protect and enhance junior cricket.
- Improve the quality of the experience of junior cricket for participants, parents and volunteers.
- Less onerous governance model for volunteers.
- Reduce duplication and inconsistencies inherent in the existing system.
- Ensure that resources are available in the right place at the right time – be more agile in responding to a changing environment.
- Provide an avenue for strategic local issues to be addressed.
- There will still be opportunities for those volunteers who want to be part of the governance of junior cricket to still be involved.

### **What will be the role of the new Governing Body?**

- The new governing body would take on the task of governing junior cricket competitions previously under the auspice of the 6 Junior Associations.
- WA Cricket would support with competition administration to ensure the new governing body is not overwhelmed with operational tasks and is able to act strategically for the benefit of junior cricket.
- Provide advice to inform the development of the strategy for junior cricket, taking a best practice “Global” view.
- Focus strategically on the junior cricket environment to positively impact the acquisition, retention and transition of participants, including players, coaches, umpires, administrators and volunteers.



- Support the strategy to build and maintain the profile of junior cricket.
- Support, develop and enhance relationships between all stakeholders with relevance across the junior cricket ecosystem, including related stakeholders in Premier, social, school and senior cricket.
- Support strategies to increase the diversity of junior cricket participants, coaches, umpires, administrators and Board/committee members.
- Actively encourage members to participate in the attainment of its objectives.

**How will the board of the new governing body be decided? How are clubs represented in this new model?**

- The new governing body will have 6 elected representatives and 3 appointed representatives.
- In the first year, to ensure continuity across the operations of the new governing body, 1 representative from each current junior association will be elected by clubs in each association as they amalgamate, forming the initial 6 elected members for the new governing body.
- After the first year, elected members of the new body will be elected democratically by clubs.
- Elected members will have 2 year terms, with 3 representatives to be elected each year in a staggered format.
- Every club will have a vote on all elected representatives on the new body.
- Clubs will be able to vote in a preferential system that allows clubs to vote on all elected members of the new body, rather than just being represented by a single person based on geographical alignment.
- Clubs will be able to elect members based on a variety of factors beyond alignment to an association to ensure their needs are best represented e.g. a small club may be better represented by someone with similar experience but from another geographical region.
- One of the key principles of this new model is that clubs have a direct say on who the elected directors on the new body are, this will be clearly built into the new structure.
- Increased WA Cricket staff resourcing means that clubs have much greater access to support for their questions, concerns or suggested improvements.
- The Localised Advisory Hubs will provide clubs with an opportunity to convene to discuss issues directly impacting their club / community at a local level.

**How will clubs and volunteers maintain an important local connection?**

- Recognising the importance of a local network for clubs to collaborate and communicate, Local Advisory Hubs will be established in each of the 3 WA Cricket regions.
- These hubs would be a localised volunteer body, convened by the Regional Cricket Manager and aligned to WA Cricket regions.
- The hubs will bring together local stakeholders in general and targeted forums to share information, address local issues and build a network of club support.



- An agenda will be driven by the Regional Cricket Strategy, incorporating areas such as coach development, umpiring development, volunteer support and recognition, facilities improvements etc.
- The hubs allow a natural inclusion of cricket stakeholders broader than just junior cricket clubs including Senior and Premier clubs, schools, and Local and State government bodies.
- Guided by a Terms of Reference

### **Will clubs need to change their Constitution?**

- For most clubs, no change will be required.
- For a small number of clubs whose Constitution directly references the existing Community Junior Cricket Council, the recommended approach is to pass a resolution at their upcoming AGM which removes any reference to the CJCC.
- WA Cricket staff will support the volunteers at these clubs to make these changes.

### **What will be the name of the New Association?**

- This is still to be determined and the CJCC will be seeking input from the existing Associations as to a suitable future name for the governing body.

### **What happens if some but not all Associations vote for this change?**

- If some but not all Associations vote for this change, the new model will be implemented and will be the structure by which WA Cricket support be focussed.
- Should an Association not support this new model with the majority required for amalgamation, WA Cricket will continue to work with them to address any concerns to assist them transition to the new model in the future.
- Clubs will be free to affiliate to the new body regardless of whether their association amalgamates.
- Junior Cricket will continue to be supported in all areas by WA Cricket

### **When is this going to happen?**

- The proposal is that Associations would amalgamate during the cricket off-season, and that the new body would be in place ready for the 2024/25 season.
- A timeline regarding the required steps and processes for this to take place has been provided to Associations and is available on request.

### **How will this impact my club?**

- Club operations will remain largely unchanged
- For parents and players at junior cricket clubs, there will be no noticeable change.
- There will be some instances where club volunteer time currently taken up with Junior Association duties will be freed up and can be reallocated to further improve the playing experience for juniors at their club.

### **Will I have to travel further / will the competition boundaries change?**

- It has been made clear during the consultation process that this is a review of junior cricket governance, not competition structure.
- While a streamlined governance structure may assist in the speed at which some local and global problems can be solved, particularly during busy periods such as team nominations and fixture development, there is no plan to drastically alter the current competition model.
- A competition structure that is consistent, local and fair has been shown to aid in participation in junior sport. Such considerations will be at the forefront of any competition decisions under the proposed model.