



SUOMEN RUGBYLIITTO
FINNISH RUGBY FEDERATION
Member of World Rugby
Member of Rugby Europe
Member of Finnish Olympic Committee (NOC)
Member of Suomen liikunta ja urheilu (VALO)

2016 Autumn Meeting of the Finnish Rugby Federation (SRL)

Held in Tampere on the 26th of November 2016

Voting	Club/Org.	Name
yes	Åland	Frederik Lindberg
yes	FRRRA	George Mosford
yes	FRRRA	Steve Withaker
yes	Helsinki - HRC	Ville Siiskonen
yes	Helsinki - WRC	Satu Raudasoja
yes	Helsinki - WRC	Jatta-Mari Harju
yes	Joensuu	Pasi Hirvonen
yes	Jyväskylä	Janne Heinanen
Yes	Jyväskylä	Tomi Moilanen
Yes	Kuopio	Mika Partanen
Yes	Linna	Tuomas Mehtiö
Yes	Pori	Jaakko Salo
Yes	Porvoo	Petter Larsen
Yes	Porvoo	Bro Bannatyne
Yes	Seinäjoki	Juhaba Hirviniemi
Yes	Tampere	Aleksi Aalto
Yes	Tampere	Leena-Maija Vanna-Aho
Yes	Vaasa	Sauli Tyvi
No	Kalev	Madis Köpper
No	Kalev	Eerik Oja
No	Saimaa	Luke Treves
No	SRL	Mathieu Nicodème
No	SRL	Jens Willadsen

13 clubs and organisation represented out of 16 members
18 votes out of a maximum of 32

Absent - not represented

Espoo

Turku

Vantaa

1. Opening of the meeting

macron
TECHNICALSPORTSWEAR

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13:15

2. Choosing a president, a secretary and two scrutinizers and if necessary, two vote-counters for the meeting

VOTE: Jens as president (unanimous vote in favor)

VOTE: Mathieu as secretary (unanimous vote in favor)

Akseli Eskonen and Luke Treves as scrutinizers
Tuomas Mehtiö and Bro Bannatyne as vote counters

3. The regularity and the quorum of the meeting are confirmed

VOTE: Unanimous vote in favor

4. The agenda of the meeting is agreed

Jens is presenting requests made by Espoo to change the agenda:

- a) Vote to change the rule regarding advance delivery of documents regarding AGM by the boards.
- b) Modification/Improvement of the current rules used in division 1 for the usage of Elite players within the 2nd team. No proposition but a request for discussion.
- c) A vote to oust the current chairman for not accomplishing in one year what he intended to accomplish in 2 years according to his pre-election announcement.

HRC is reminding some of the point they wish to add into the discussion:

- a) Why are the volunteers handled so badly by the SRL?
- b) How and when is the Technical Director work and performances evaluated?

The General Secretary is presenting when these points will be opened in the agenda and reminds that although the SRL wishes to address each and every point raised by the clubs the agenda of the AGM reminds the SRL responsibility and cannot replicate verbatim every request from the clubs and certainly not add votes upon clubs request.

If a member wishes to open a specific subject or to set a particular vote, the member needs 10% of the SRL members (2 members) to address a request to the general secretary for an EGM. The EGM will allow for the subject to be discussed among the member present, in case of a vote impacting the ruling of the Federation, it will require 75% of the total potential votes in favor to pass (24).

The SRL board is indeed open for discussion and should a specific matter benefits all of the community by being discussed and voted during an AGM, provided that the reasoning and expected impacts are clearly exposed in advance to the members there should be no reason not to allow it to happen.

VOTE: Unanimous vote in favor of the proposed agenda



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5. Presentation of 2017 budget proposition (VOTE - Approval of the budget)
Jens presented a slightly modified version of the budget (nothing major a few corrections only). Every page was presented and the clubs had the opportunity to ask questions.

A member proposed to have a "Child license" for kids participating in some activities (10 Euros ??). This should be evaluated within the Youth Development Commission. Bro Bannatyne would be interested to take part into it.

A member requested that any derivation on the amount of money collected via the applications towards World Rugby, OKM... should be a reason for an EGM to reevaluate the budget and its repartition. The board will inform its members of any final decision regarding funding and if a major change should occur between the expected funds and the reality (either on the positive or negative side) an EGM could be proposed (from the board or from 10% of the members) to assess what to do with the money.

The board will also communicate the details of the request made for funding and their purpose.

Here are the details of the 2 applications made towards OKM for which we have announced 20K in the budget:

Application 1 – Movement

Personnel Costs:	29.500€	Youth RDO
Office rental costs:	2.000€	
Materials:	5.000€	
Travel expenses:	3.500€	
Total:	40.000€	

Application 2 - General Assistance

Personnel Costs:	97.500€	TD and Youth and NT Coaches
Office rental costs:	3.000€	
High Performance operations:	19.500€	
Total:	120.000€	

Regarding the finals day organization, it was discussed the matter of colliding sponsors and share of the cost and benefits between the Federation and the Club in charge of the hosting. The Board will issue clarification on the matter and if necessary a commission will be mandated to study in details all possible matters to be defined within a document to be presented to the organizing club.

VOTE: 12 Yes, 4 No, 2 Abstain, the budget is adopted as such

6. Presentation of the Action plan for 2017 (VOTE - Approval of the Action Plan)

Steve is presenting the Action Plan.

Questions are raised regarding the evaluation of the TD work and its potential replacement policy.



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The TD performance is evaluated by the board thanks to a document stating his priorities and KPIs for the year, a weekly report showing the percentage of activities towards these KPIs and highlighting actions / events / meetings / accomplishments done during the same week. The TD is a contractor and its activity with the Federation could be interrupted at any moment. There is no strategy to contest the current Technical Director and it seems fair to allow for some certainty in the position to allow for commitment and vision.

The board acknowledges that this first year with a full time private contractor as Technical Director has unveil a lot of difficulties for the management by a volunteers board of a “salaried” person. It should be a priority for the new board to define the rules of governance, reporting and evaluation of the TD, the NT coaches and other volunteers. More is to be said within the Any Other Topic part.

VOTE: 16 Yes, 2 Abstain, the action plan is adopted.

7. Presentation of the new championship organization

George is proposing for the clubs not in favor to present their points to the community and to allow for a discussion. Right after the AGM, whatever the decision made, George will set a discussion panel among the clubs to discuss the competition and the rules to be put in place to improve the situation compare to the last season.

George is making clear that in the new format, clubs unable to cope with the competition schedule or format in division one will not be allowed to progress towards Championship and could even be relegated automatically in division 2.

Once every clubs had an opportunity to express their opinion (in particular the clubs opposing the proposition from SRL), the vote is executed.

VOTE: 11 Yes, 4 No, 3 Abstain, the new championship structure is adopted.

8. Election of 3 members of the board and 2 deputies

Vote occurs in one run. Every Member represented was invited to vote for 5 candidates ranking them from 1 to 5.

Number 1 would get 5 points, number 2 4 points...



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These are the results of the vote in order of points cumulated:

Candidate	Points	Status
Leena-Maija Vanna-Aho	82	Board Member
Janne Lumme	58	Board Member
Chris Gibbons	57	Board Member
Palemia Field	27	Deputy
Akseli Eskolin	25	Deputy
Mika Sirviö	16	No position

Thank you for all who took parts in the vote, congratulations to our 3 new board members and our 2 deputies.

9. Any other business (NO VOTE)

a) Evaluation of the governance at the SRL.

The following message was delivered to the members:

"Looking for people to join the board we contacted former volunteers and active support of the SRL.

We were surprised to be confronted in many cases with people furious against the SRL, talking about bad management, about unjustified pressure, about poor support, about zero appreciation and about bullying and mistreatment.

Since the cases were numerous and coming from very different sources we gave credit to their testimonials and we decided to contact VALO for advice and support.

We had a board meeting 2 weeks ago where we discussed the matter in the light of VALO advices and we voted a resolution to evaluate how we have been working with volunteers until today and improve our governance.

This should give us a clear vision on what is acceptable and what is not and help us in leading better our volunteers and consultants.

During the next 2 years the board will communicate to the clubs the progress and the findings. No bullying and no mistreatment should be tolerated from the board or anyone working in its name. This promise will ensure that there is no misunderstanding between the community, the clubs, the volunteers and the SRL. It should be fun, it should be rewarding and it should be efficient to work with the SRL.

We are already working on improving our processes and better documenting our decision. We are currently evaluating with Valo the best course of action to audit and improve our processes and we are looking for a contact person outside of the SRL to be available for people with complaints."

Comments following from the members have been globally positive and even enthusiastic. Some members stated that they were taken by surprise by our position and proposition;



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they wanted to see action and progress in the matter of governance and volunteers' management, this was a perfect answer if we were able to honor our commitment.

b) Project of deployment of a software to allow for group-work among the board, the NT coaches and the clubs.

The SRL will evaluate the incorporation of a software solution to allow for a better communication between all the actors involved in the community.
The idea would be to have one tool to centralize all communication, documents and actors within one simple interface, web based and secure.

A Finnish company has proposed the SRL to use and deploy for free their solution (Hailer). In order to start the evaluation a testing group should be created. Ville Siiskonen, Satu Raudasoja and Petter Larsen have volunteered to be part of the group. The General Secretary will invite members of the community (the TD, referees, NT volunteers...) to participate.

Ideally the group should be able to present its conclusion at the Spring Meeting.

c) How to improve SRL work with the club and the community in general?
Part of the discussion within a).

d) Ongoing recruitment of the SRL

2 National Team Coaches have been selected by the board :

Lauri for the Men 7's NT

Richard for the Women 7's NT

Congrats to both of them

Special mention from the Chairman to Lauri for his work at the head of the Women 7's National Team all these years. Excellent work, awesome results and huge commitment. A present in name of the SRL will be addressed to Lauri shortly after the AGM.