

## Team Sydney Inc – Board Paper

This board paper is submitted by: Dave Randall

For acceptance as an agenda item in the meeting to be held on: 23 May 2006

Date: 21.05.06

Title: Communication with TS delegates to the FGG

Portfolios involved: All

Proposed duration: 20 minutes

Estimated financial impact: Nil

Proposed activity or matter for discussion: Methods of working with our delegates.

The extracts from emails appended to this paper show that our delegates to the FGG are unable to communicate information concerning voting and other FGG issues to the remainder of the Team Sydney board because of confidentiality agreements and difficulties in dissemination of FGG information or are simply unwilling to do so.

In order that the board can understand the scope of this issue we require that our delegates each answer the question “How many votes have you been requested to make on FGG matters since the last FGG annual meeting?”

There is already a paper before the board concerning the role of delegates which has been deferred at board meetings since last November. That paper calls for activities which may not be deliverable under the current conventions. Some Team Sydney directors may be of the opinion that delegates wishing to raise funds for their own travel and using their connection with Team Sydney to do so should not be directors because there is a conflict of interest.

Whilst there is clearly dissatisfaction among some directors about the levels of communication with delegates I believe it would be unreasonable to impose upon our current delegates changes to their roles. Instead I suggest we tackle the issues of communication for an interim solution. I see two options.

**Option 1:** Team Sydney delegates will provide, by means of emails and attachments, pertinent information concerning all matters upon which they are required to vote. Information can be provided by copy of paperwork concerning the votes or, preferably, by a synopsis of the issues, history and other relevant information and may include recommendations. For issues of singular concern the delegates will vote in accordance with the responses from board members which must be provided within a given time frame. For ongoing issues it may be decided early in the process that any vote made must be in favour of a required outcome. A email must be sent to Team Sydney directors for every vote made stating the subject of the vote and whether the vote was yes, no or abstain.

**Option 2:** The Team Sydney board will distance itself from the activities of its delegates to the FGG by taking no responsibility for involvement with FGG activities. Our delegates can remain in place but in name only. The board will not require any communication from them about the FGG and we will not request them to act on our behalf with regard to FGG matters. We will advise the FGG that we renounce responsibility for their actions but in accordance with our perceived membership requirements will allow them to continue their duties in our name. Delegates will vote as they see fit except at the annual meeting where the board will direct voting. The following text will be sent to Richard Hogan and the co-chairs (Jon Bauer, Ivan Bussens, Teresa Galetti and Rich Williams) of the FGG Governance Committee.

“The majority of the directors of Team Sydney find it impossible to make meaningful contributions to the Federation of Gay Games within the framework established for communications with our delegates. We are frustrated on the one hand by confidentiality agreements and a lack of knowledge concerning the issues on which our delegates are voting and on the other hand by the refusal of one of our delegates to forward to us any information whatsoever concerning committee activities.

**PLEASE SAVE THIS BOARD PAPER WITH A UNIQUE FILENAME AND  
ATTACH IT TO AN EMAIL ADDRESSED TO ALL CURRENT TEAM SYDNEY DIRECTORS  
AT LEAST ONE WEEK BEFORE THE NEXT MEETING.**

"We therefore renounce all responsibilities for our delegates' committee activities and votes and advise you that our delegates have no authority to offer opinions concerning the position of the Team Sydney board on any matter whatsoever. Should you wish for further comment please contact our spokesperson, GJ Lee. In the spirit of a perceived agreement we have with you as a director organisation we will allow our delegates to remain in place but any votes they make or comments they give will be of their own personal volition and will not necessarily reflect the views of the Team Sydney board. We have not yet considered our position regarding the next annual meeting of the Federation.

"The Team Sydney board supports the Federation of Gay Games in its activities and is committed to the success of future Gay Games events. We hope that a better solution to communication with you can be found and we will be able to make a more positive contribution in the future."

This statement is intended to show our support for the Federation and the Gay Games movement and that we cannot truthfully adhere to the requirements provided for in the following FGG quotations.

**DanCom Application/Handbook to Join the Board of Directors 2003 – item II Director Categories– page 2**

In the case of Director Organizations, the organization itself is the director and is allowed up to two delegates (two votes) to sit on the Federation Board. A delegate represents his or her organization's voice on the Federation's Board, not himself or herself. The delegates are the liaisons between the Federation and their respective organizations.

**DanCom Directors Guide 2004 – items 3 and 5 of Federation Directors frequently asked questions (FAQ) – page 21**

**3. What are the responsibilities and role of a director?**

The Federation Board of Directors determines the mission of the organization, establishes management policies and procedures, assures that there are adequate human and financial resources available to fulfill the mission, monitors and evaluates the organization's financial and program performance.

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The duty of loyalty requires Directors to exercise their powers in the interest of the Federation not in their own interest or the interest of another organization or person. This duty also includes conflict of interest and the requirement to maintain confidentiality.

**5. As a delegate of an organization whom do I represent? My organization or the Federation. Am I a director or is my organization?**

Your organization is the Federation director. When you accept the position of delegate you agree to represent the organization that is the Director. In becoming a delegate you have agreed to do the work of the Federation and to fulfill the responsibilities of care and of loyalty in all your work for the Federation.

Two recent emails from our delegates show the problem in two different lights. Despite the good intention of Wayne the supply of papers was prevented by internet log on and password restrictions.

Extract from email sent by Kate Rowe (Team Sydney's delegate to the FGG) on 16 May 2006 to the Team Sydney board:

hi all

i think wayne and i have said this many many times that we get votes all the time from all sorts of committees.

as delegates i thought we were entrusted to vote and excepting very important matters which obviously we bring to the board, we could vote on. between us we are on seven committees and i personally don't have the time to send out, get comments, have discussion and vote on every innocuous matter.

Extract from email sent by Wayne Morgan (Team Sydney's delegate to the FGG) on 17 May 2006 to the Team Sydney board:

To conform or comply with two of the Board's proposals - please read the following vote which I have to vote on as a committee member (I am on 3 committees).

THIS is the sort of thing that pops up and as you can see requires heaps of internet time. Research and digging up old discussion threads. Important issues are always directed to the Board for comment.

For the past 12 years FGG delegates have brought these similar important items to the attention of the TS board. If TS wants every voting item circulated I have no problem in doing this - it's just a click of my mouse. In the past TS delegates have dealt with the trivial matters (and this is not one of them). The item Kate was referring to is of no consequence to the TS board. We can all sit and discuss the merits of every item but I can assure you the TS relevant business will be minor time consumers and FGG matters time consuming.

Perhaps we need to determine what the FGG delegates of Team Sydney can do and what they can't do. There needs to be some level of authority for them to act.

This will take up loads of time - lets set at least 90 minutes to resolve this issue at next Tuesdays meeting.