



Dear members:

This is the third time you've heard from me on the subject of directorships and elections. Following my previous letter, I received dozens of calls and emails. Some of these were to express interest, and many others were simply to commend the board for taking a proactive and authentic approach to the important task of getting the right people around the table. I thank those members for their interest.

Although a record number of people downloaded the forms to begin the nomination process, only three people are standing for two positions. They are: Paul Baker, Derek Enderby and Darren Webster. Please see their candidate statements [here](#).

Neither of the incumbents, Keir Paterson and Jenica Brooke, have nominated for re-election.

I met with each of the three nominees on 15 September to find out the extent to which they would fill the competency gaps created when Keir and Jenica retire. This letter is to inform you of the results.

Of course, the real essence of being an effective director is the ability to work as a team, to think strategically, and the ability to disagree without being disagreeable.

I've kept this report to the skills, experiences and capabilities outlined as being needed among our new directors that are listed below.

- Financial skills
- Under 35 or over 55
- History of volunteering for Bicycle Network
- People who live with a disability
- Formal director education
- Previous participation in BN events
- Community affiliations/access that demonstrate an understanding of segments of the riding community
- Males or non-binary candidates
- Fundraising skills
- Tasmanians
- MTB
- Aboriginal or Torres Strait Islander candidates
- Cultural and linguistic diversity

We also asked candidates whether they had received any formal director education.

None of the candidates are Tasmanians, mountain bikers, Aboriginal/Torres Strait Islanders or culturally/linguistically diverse. All of them are male, all have similar access to various riding communities, have a few connections in relevant government and have ridden in our events. They all have similar fundraising skills.



This leaves just five of the thirteen bullet points above where the candidates offer different things:

- On financial skills, **Derek** has an accounting degree, and **Darryn** is a risk professional.
- On age, **Darryn** is outside the 35-55 year age group.
- On volunteering for the organisation, **Darryn** has spent the last six months as a co-opted member of BN's Audit and Risk Committee. **Paul** has signed up to volunteer on this year's GVBR.
- **Paul** lives with a disability.
- **Darryn** is the only candidate with formal director education, having done an Institute of Company Directors course on risk.

Throughout this process the People and Governance Committee of the board has been careful not to endorse or show preference for any candidate.

Overall, I hope this process has made your decision easier, or at least a bit more informed, and that we receive a record number of votes.

As always, I'm open to your feedback and suggestions for improvement – my email is president@bicyclenetwork.com.au

James Garriock