

## JOINT UNIFICATION UPDATE

**No.** 2020\_3

**To:** All Club's – Including Managers, CEOs, Presidents, Chairs and Secretaries

**From:** Women's Bowls NSW and Bowls NSW

**Date:** 30<sup>th</sup> September 2020

**Re:** Men's and Women's Bowling Sub-Club Amalgamations and Unifications

### **Background**

Over the past couple of months both Women's Bowls NSW and Bowls NSW have received a number of requests for guidance and queries in relation to various Men's and Women's Bowling Sub-Clubs amalgamating or unifying.

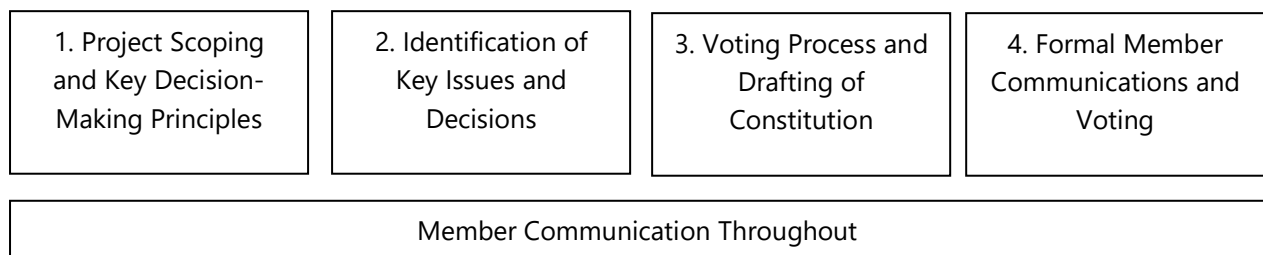
Our current position on Sub-Club amalgamations and unifications is the following...

**At this stage, WBNSW and BNSW are not asking or requiring clubs to unify. Clubs are encouraged to maintain existing affiliation with the respective organisations until the State unification process is finalised.**

We ask that there is a considered process in place that ensures these discussions are not rushed or done in haste.

We anticipate that over the coming years, as has been seen over the last 2-3 years, there will be clubs seeking to undertake their own amalgamations, and we will provide support where we can. All clubs will be able to affiliate with the new State Bowls entity as they are.

The unification of our respective organisations is likely to take (in total) 9 to 12 months. We have provided a high-level outline of the process below.



It would be not unreasonable for your Sub-Club amalgamations to follow a similar path.

### **Some additional things to think about...**

In working through the unification process, we have developed a set of key principles and a project vision, that might be a useful start point for some Men's and Women's Bowling Sub-Clubs in the early phases of discussions.

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### Key Principles

- **Focus on the Vision:** We keep the end goal in mind and make our decisions in the best interest of Bowls in NSW and to grow the game.
- **Respectful:** We listen to each other, respect each other's view and acknowledge that we may be coming from different perspectives. We actively work to develop common understandings.
- **Collaborative:** This is a merger of equals, it is not about wins and losses. If we can't decide on something, we do some more work on it together and assist each association in working through challenges as they arise.
- **Open and honest:** We have the hard conversations in the room and are open, honest and transparent around the table. We don't leave the room with different messages.
- **Progress not perfection:** We acknowledge and reflect on our past but move forward and recognise this is about progress. Not everything will be perfect.
- **Clarity and transparency:** We keep members, staff and association committees informed of our progress and bring everyone on the journey as best we can.

### Project Vision

- By unifying we will deliver a **modern organisation and governance structure** that:
  - Ensures a **collaborative** approach working as one
  - Promotes **ongoing sustainability**, growth, and success
  - Is **inclusive** of all bowlers in NSW

In closing, we are more than happy to assist your Club in their early thinking and discussions and as always, we are happy to take your phone call or email queries on these unification issues.

Yours sincerely



Anne Johns  
CEO - Women's Bowls NSW



Greg Helm  
CEO - Bowls NSW