

CFC Heroes Rugby Union 2018 Annual Report

This report is intended to report on the activities since the start of June for the CFC Heroes Rugby Union Team until December 31, 2018.

We can not report on any activities prior to the start of June as we were not managers at the time and the former manager is not available for comment.

This report consists of:

- A Interim Co-Managers' Report from Andrew;
- A Interim Co-Managers' Report from Rāwā.

The Financial Report will be noted in a separate document.

Interim Co-Managers' Report – Andrew Rusbatch

I took over as interim manager with the help of Rāwā Karetai, at the end of May 2018, and I am happy to report that 2018 has seen CFC Heroes finish their first season successfully.

Interim management is not an easy task, as Rāwā and myself navigated getting to know a team, gaining their trust, and learning very quickly the many facets of running a team, rugby culture, and having to do this with some urgency. The circumstances of our appointment and involvement with the team is regrettable, but our first objective was to make sure we still had a team that would be around to finish their inaugural season. I believe we have succeeded in doing this and look forward to seeing CFC Heroes on the playing field long into the future.

Our first appointment was that of Glenn Dickie as coach, who along with Aidan O'Connor, has seen a marked improvement in the development of the team and its playing skills throughout the season.

We are very fortunate also to have the financial support of principal sponsor, Strata Heritage, who rescued the team from a difficult financial predicament, and we look forward to a long and lasting relationship with them in coming seasons.

CFC Heroes have been lucky to secure many sponsors throughout the season, and while they are not mentioned in this report, full recognition is given to them for their unwavering support.

Highlights for me as an interim manager include seeing so many supporters on the sideline, and the visible following from our gay and straight communities as we crossed divides and got to know each other and dispel myths and misunderstandings from both sides. We are also very fortunate to have the support of many volunteers, including medics, people covering operational tasks like dropping off jerseys, checking ground openings for practices, hosting parties, helping with fundraisers, managing social media and websites, the many people who helped with the end of season fundraiser, and all the many tasks that go behind the scenes. All these things are valued contributions of time and effort, and CFC Heroes are indebted to all our volunteers who help make this team a family.

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A big thank you must also go to Christchurch Football Club, who have embraced our team and its supporters, and have made us feel so welcome as part of their club.

A rugby team is about much more than just playing sport. It's about team culture, physical and mental wellbeing, providing alternate role models in an increasingly diverse community, and it's about breaking down social barriers that may have seemed insurmountable between LGBTI people and club rugby only a short time ago.

Our other big objective this last season was to increase the level of visibility, transparency, and accountability of team management, and assure the team that they have autonomy over their team. A new bank account has been set up, code of conduct established, a constitution and legal structure for the team that will serve the team going forward, and the establishment of its first AGM and election of officers has been completed.

This has been largely spearheaded by Rāwā Karetai, who has an extensive history of governance with the gay community, and CFC Heroes are grateful to the enormous gift of time and expertise that Rāwā has contributed. What you see today is the result of hundreds of man hours, all unpaid, from someone who gives all his heart to a cause he is passionate about.

I am so incredibly proud to stand beside him as co-manager and to have contributed to this in my own small way.

I welcome the appointment of new positions on the CFC Heroes committee and wish the team every success in 2019!

Interim Co-Managers' Report – Rāwā Karetai

After writing a letter of concern from community leaders in Christchurch and followed up an idea of how good governance, leadership and management could look like for the team, I took over as interim manager with the help of Andrew Rusbach at the end of May 2018. I was only supposed to join the team to help with their governance and management structure. I was not expecting to be doing all the work I have had to do since, but I greatly appreciate the team's commitment and trust that they have had in both Andrew and I to get on and make the most out of a very difficult transition for the team.

I want to thank you all for supporting us, and therefore also supporting the team.

Our first priority turned out to be getting the team on the field every Saturday, without reiterating too much of what Andrew has written for the report, I will pick out some key highlights and priorities over the past eight months as there has been a lot of requests and expectations on management to make the team really awesome. We have listened, heard you and wherever possible we have tried to activate your suggestions.

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Andrew and I truly have put our heart, head and soul into making sure we can have a functioning team. We came into this not having any money from the team, not having the full trust from the team, and yet, we finished the season successfully together. The day to day management of the team takes a toll and we needed to make sure that there is a lot being done to meet the requests of the players. We managed to keep Mark on as a medic, supported when needed by other fellow doctors that we had on the sideline, we met with the club management and actively participated in all of the club's activities as well. I will admit, I didn't know anything about managing a sports team, so it has been a continuous learning journey. I will apologise for anything that we may have done that wasn't right, but I hope that players have noticed that we have been accessible from face to face meetings with the team and at times with individuals. It has been really important to us that we were accessible to everyone and helped wherever we could.

The role that we took on simply was one of day to day management, a complete organisational review in both management and governance, which took longer than any of us anticipated due to the fact that we were doing far more than what we originally signed up for. We also have followed that review with some really good outcomes and processes going forward which included setting up a committee for the team to develop the organisational structure that we have landed today with, a team to help with a rebranding exercise.

All of this has taken a lot of time, consultation with subcommittees and following on from the three team-hui we've had and the many team talks we had after each game.

I want to take this opportunity now to thank the Constitutional Review Committee who was mandated by a team meeting and have worked a lot of hours on getting the legal documents to a point we have today. Naturally we have taken longer to getting this done due to our other commitments, and sheer exhaustion after the end of the season. However, Tim, Stephen, Keefe, Michael D, Jeremy E, Glenn and Andrew, I want to thank you for your deliberation and for your thorough work.

We have also had some amazing success in media, from radio to TV and print. Our coverage for the team has been well received and interest continues. The Heroes had a fair bit of media exposure over the season as following;

- Northern Outlook Newspaper. April 2018
- The Spinoff TV segment. June 2018
- ZM's Bree & Clint on-air interview with co-manager Andrew Rusbatch: www.chchheroes.nz/zms-bree-clint-interview/. August 2018
- NZ Herald Article: www.nzherald.co.nz/indepth/sport/heroes-rugby-christchurch/. August 2018
- Show Us Your Hero! fundraiser Media Release
- Te Runanga o Ngai Tahu magazine Te Karaka. Keefe Robinson Article. October 2018

The term "Heroes Supporting Heroes" was coined to serve the purpose that we wanted to give back to our wider community.

Over the past six months we have been able to help raise over \$2,000 with the communities' support.

With "Movember" we raised \$1,045 to go directly into Suicide Prevention as we know that many LGBTI+ people suffer from mental health and that 1 in 6 of us try to commit suicide. It was very important to our team that we help support the community and an entity that could help promote safe suicide prevention.

During our Dance Party "Show Us Your Hero!" we were able to raise \$1000 for the Christchurch Aunties who were able to use that money for protecting the most vulnerable people in the community. Money

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went directly into buying nappies for children, food and security cameras to help with making a whanau home safe.

I wanted to acknowledge Glenn Dickie. He coached the Rugby Union Team for the remainder of the season.

He studied for 6 years towards a Bachelor of Education specializing in physical education and a Bachelor of Sports Coaching while maintaining a constant theme of health promotion, sexuality and participation for mental health as well as other rugby coaching and leadership courses.

It was also good to note that Ed Lang was fortunate enough to play in the Bingham Cup in Australia and a tournament in Wellington and that Glenn was privileged to coach the Canterbury metro U13s in an undefeated 8 game campaign over September.

I want to thank Glenn, Andrew, Jeremy E, Stephen and Emma Jane for their efforts in the rebranding exercise. We have had strong positive response to the new branding, and I hope we carry it forward.

To all those who helped out in the Show Us Your Hero! fundraiser, Ray, Andrew, Akira, Jill, Ben, Rudy, Glenn, Kai, and all the dancers.

I also want to thank all of our general volunteers, Mark, Daniel, Ray, Glenn, Keefe, Jeremy E, Stephen, Taylor and Aidan. All of whom contributed in various ways from supporting players with injuries, keeping the team together, to raising money or introducing us to sponsors.

I also don't want to underestimate our major sponsor Jeremy H whom we couldn't have paid last years subs to the club without him. Our other sponsors who contributed either in time or in kind mostly through prizes or discounting their services to the team.

The year ahead, we hope you will have a positive one, with a lot of the old team moving on to other ventures, going overseas or still not able to play due to injuries, we wish you luck. For those of you coming back for 2019, best of luck, I wish you all the best.