

The Christchurch Heroes LGBTI+ Sports Teams Charitable Trust 2018 Annual Report - Rāwā Karetai

This report is intended to report on the set up and activities since the start of The Christchurch Heroes LGBTI+ Sports Teams Charitable Trust until December 31, 2018.

The Christchurch Heroes LGBTI+ Sports Teams Charitable Trust hereby known as The Christchurch Heroes was incorporated under the Charitable Trusts Act 1957 on the 17th day of December 2018. We did this following on from three team discussions with team members and finally as a subcommittee of team members which was voted on at a team hui. This has also included the ability to change the Trust Deed with a members vote at an Special General Meeting or an Annual General Meeting. The Trust Deed sets out the rules and is the parent document for teams to affiliate to if they want to use the Christchurch Heroes Brand. We wanted to get the organisation legal as soon as possible so that we could take advantage of the charitable status and packages that organisations like Microsoft and Google offer charities.

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.

Since I took over as the co-manager of the team, I have continued to help grow the Christchurch Heroes in what it is today. The Christchurch Heroes is no longer just a rugby team, it now includes other sports such as touch rugby, running, swimming and we have aspirations to include cycling in the near future to help complete the triathlon sports. This came from the players aspirations and dreams of what they would like the Christchurch Heroes to look like. I also engaged with other community groups in the region and across the country to learn about what they would like to see or what they would have chosen to do differently. Rainbow Team Wellington was an example of multiple entities who wanted to come together but found it difficult due to the number of different legal entities, egos and history. We have a unique situation here in Christchurch were we have a big vision but can work to it from the beginning. We also have aspirations and capacity to allow for other self managing teams to affiliate to the Christchurch Heroes provided that they respect and follow our ethos which is; To enable LGBTI+ and LGBTI+ friendly people to come together to participate and enjoy sport in an open, safe and supportive environment. This I believe, does put our rainbow community at the centre of what we do but also allows for our allies to also play alongside us.

The reality is that; Andrew and I started with a team which essentially had a disease not too dissimilar to a form of cancer, (the former management), we took the team from no money, no management, no coach, and no governance structure to what we have today, which was a multitude of teams who could pay their bills, increased transparency, including team members being involved in the decision making process, a legal structure, multiple teams, with huge community support and finally a team with dreams and aspirations. It has not been an easy ride, both Andrew and I and all of the other volunteers have had to get on the ground running, learning along the way, managing the expectations of all of the different players, keeping up with our promises, leading a judicial complaint against the former management, introducing a management structure, recruiting players, sorting out uniforms,

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merchandise dealing with complaints, looking after team members mental health and providing a hopeful future along the way.

A complete organisational review in both management and governance was completed, 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, and a team to help with a rebranding exercise.

I will be the first to admit and apologise that we did not always get everything right, but as volunteers, I know we have all put in a heck of a lot of hours into making The Christchurch Heroes the best LGBTI+ inclusive sporting organisation of the country. I am sorry that some things took longer than they ought to have, I am sorry that we weren't always on top of the mental health triggers that has made it hard to be a player on the teams but what we have always provided players and volunteers is an open door policy where you are always welcome to come and have a chat with us. Questions and intentions have always been made with players at the centre of the decision making process.

I want to thank both the Rugby Team and the Touch Rugby team for a very successful first season. I also want to acknowledge the set up of the Running and Swimming Teams which prove to us that the community are in full support of The Christchurch Heroes aspirations and dreams.

I want to thank all of the sponsors who have supported the various teams. These are noted in the team reports.

Andrew, Stephen, Jeremy E, Keefe, Glenn, Mark, Adam, and I truly have put our heart, head and soul into making sure we can have a functioning teams and continue to be people of ideas, visionaries, strategic, relating to our community and putting the ideas into action. 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.

I want to take this opportunity now to thank the Constitutional Review Committee who was mandated by the rugby team 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.

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.

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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 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 and the Touch Rugby Team for the remainder of the season.

Mark Anderson truly deserved the Heroes honour award. He is our biggest allie on the field and is always there when we injure ourselves. He is willing to help us prevent injuries too. Every week, he turns up with a smile, with electrolytes in hand and his red trolley ready to serve our players. Thank you so much Mark for your contributions.

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, merchandise opportunities, our new facebook page, and website, We look forward to 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 for Rugby Union 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.

We are very fortunate that Touch Rugby doesn't have large overheads and it worked out to be approximately \$50 per player for the season. We also got our uniforms sponsored by Christchurch Pride and Rainbow Lifestyle Protection. I'd like to thank them both and the work that Emma-Jane Simpson of Tickety-Boo-NZ-Ideaz for helping me.

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.