



# THE QUEENSLAND RIFLE ASSOCIATION INC

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## Members

Early in 2019 the QRA Board requested Brigadier (Retd) Ian Errington to undertake a performance review of the Board. The findings were released in July 2019. The report identified several areas for improvement including the need to review our governance structure and policies. The Board has considered how to improve QRA's governance identifying the following as key outcomes.

1. The Board to be directly elected by the members.
2. The members should be entitled to vote (power currently held by QRA Council).
3. The President should be elected by the Board.
4. Define a formal process to allow the selection of Board persons from the membership.
  - Recognising that the selection process should acknowledge the needs of the associations Board whose members should have clearly defined/desired skills sets with appropriate experience.
  - Recognition that a process of succession planning be formally adopted with potential Board members inducted and provided opportunities for leadership training.
  - Incorporating ideals of diversity and inclusion/equity from the membership to ensure balance in strategic planning and decision making.
5. Define a formal process to allow the appointment of independent volunteer directors (i.e. non QRA members) to fill skills deficiencies/add diversify to the Board.
6. Clearly define the roles/responsibilities/expectations/authorities of board/council /committees/executive in the Rules.
7. Consider term limits for Board directors to allow a regular refreshment of views and ideas to avoid stagnation in thinking.
8. Consider how QRA Competitions and Teams can be more effectively managed through an independent Competitions and Team (notionally chaired by an appointed Competitions Director - reporting to the but external to the Board)
9. Identify how the functions performed by QRA Council will be undertaken once all members have a vote.

To achieve these outcomes a redrafting of the QRA Rules was undertaken. These are referred to as the Draft Rules with the intent for the Board to propose a motion to amend the QRA Rules and adopt the Draft Rules at the AGM in March. At this meeting the QRA Council will vote on the motion, which will require a 75% majority for the Draft Rules to be adopted.

The Board is also developing a range of Policies to support the governance changes along with a range of sub-committees to assist in advising the Board.

The following is provided for your review.

- Errington Report (as previously issued)
- Draft Rules
- Responses to feedback from Councillors

Please consider the information and should you have any queries please feel free to discuss with the Board or Council members.

Peter Doig  
Executive Officer