

MINUTES
of a meeting of a Congress
of
CYCLING SOUTH AFRICA
held at Altona Primary School, Greenbushes,
Port Elizabeth
on the 2nd JUNE 2006

1. ATTENDANCE:

- 1.1 Delegates from all Affiliates were present save Mountain Biking and BMX who were apparently not notified of the meeting.
- 1.2 It was noted that all delegates had consented to short notice for the meeting, in writing. The President who chaired the meeting recorded that both Mountainbiking and BMX (during the course of the meeting) orally consented to the meeting taking place in their absence.

2. PRESIDENT'S REPORT

The President reported briefly by giving an update as follows:

- 2.1 The Board had held its first meeting on 27 May 2006. The meeting had gone well and there was much evidence of a strong team spirit among members.
- 2.2 Central Guateng had been briefed to form a Strategic Planning Team as an advisory body to draw up a strategic plan for CSA in consultation with the Board and including role players countrywide.
- 2.3 The Board wanted to co-opt 4 people of colour, 1 (William Newman) from the Western Cape and 3 from elsewhere in the country who would be full Board members and who would constitute a Transformation Sub-Committee to deal with transformation in cycling nationwide. Delegates were asked to put forward CV's of potential candidates urgently and within 2 weeks, if not sooner.
- 2.4 CSA had been summoned to appear before the Parliamentary Portfolio Committee on Sport and Roger Bouton, Steve Hayward and Tony Harding and Lawrence Whittaker had attended and reported. Members from Boland Cycling were also in attendance as well as a Mr E. Ruiters. Both Roger and Tony made excellent visual presentations and Steve reported in his capacity as Chairman of PPA and also of the Cycle Tour Trust. The President adopted the approach that CSA did not try to defend the indefensible but pointed out some of the good work that had been done over the last year and gave assurances that transformation would be a priority during the forthcoming year.

Lack of transformation over the last year had in many ways been due to the dysfunctional Board which had operated over that period. It was felt that the CSA message was sympathetically received and in general the hearing had gone well. The Portfolio Committee had however made it quite clear that they believed that CSA was 10 years behind the times and needed to fast-track the process.

- 2.5 The President outlined the broad vision for the future which was to the effect that cycling needed an overhaul from top to bottom which included a top-down approach as well as a grass roots approach. It was pointed out that we need more mass participation events around the country to develop cycling where it is stagnant or non-existent; thereafter we need talent scouts, selectors, coaches and events, all designed to ensure that the sport captures new talent and young cyclists and that we do not lose them to other sports because the jump to elite events is too high, etc. Whilst Vets are strong, the sport needs to develop cycling in schools and to ensure that potential elite cyclists and elite cyclists are properly coached, trained and have the correct races. The end goal would be to ensure best results at national and international level. All areas of the sport are to be developed but special attention to track cycling where medals at Commonwealth Games and down the line at the Olympic Games can be achieved. Soweto was identified as an area which warrants special attention. It was also necessary to develop the spectator base of the sport thereby attracting commercial sponsors and money to the sport without which little can be achieved.
- 2.6 After discussion and proposed amendments to the resolutions put before the meeting, changes to the Constitution were adopted as per annexure hereto.
- 2.7 After discussion it was resolved that it was not in the interests of cycling to accept the South African National Defence Force Association as an Affiliate of CSA.

The President then invited further comments from the floor and there being none, he thanked delegates for their attendance and the meeting then closed.

L.A. WHITTAKER
PRESIDENT



4.1.1.1 up to 4 (Four) additional Trustees should Congress so elect or, failing election by Congress, then co-opted by resolution of the Board, by simple majority; (amended 02 June 2006)

8.8 Cyclists falling under the authority of a Commission requiring selection for national or international competitions shall be selected by the 3 (Three) Selectors elected at Statutory Congress in respect of the Commission concerned. When electing the Selectors, Congress shall, at the same time, elect a Convenor thereof, from among their number. (amended 02 June 2006)

8.9.1 The Selection Committees more fully dealt with in Article 26 below, shall each consist of 3 (Three) Selectors, at least 1 (One) of whom shall be from a previously disadvantaged community within the Republic of South Africa, who shall be elected by the Statutory Congress from nominations made by Affiliates of CYCLING SOUTH AFRICA and/or by resolution of the Board of Trustees who shall hold office for 2 (Two) years, whereafter they shall stand down but be eligible for re-election. The Selectors who will hold office as such until the Statutory Congress in 2008 shall be those elected at the Congress held at Port Elizabeth on 02 June 2006, from nominations, duly lodged with CYCLING SOUTH AFRICA. (amended 02 June 2006)

8.9.2 Selectors report to the appropriate Commissions which in turn report to the Board of Trustees. Selectors shall, if requested by the Commissions, set objective qualification criteria for the basis of selection and shall, if so required by any Commission, provide written reasons for any selections. Expenses reasonably incurred by Selectors in the execution of their duties, may, at the discretion of the Board of Trustees, be paid from Commission funds. (amended 02 June 2006)

AMENDED CSA
Constitution
2 JUNE 2006.

CSA Transformation Vision

To have demographically reflected participation in all disciplines and levels within the sport of cycling.

Definition of Transformation

To make the sport of cycling accessible to previously disadvantaged communities, who do not have a heritage in cycling, so that they may participate in the sport, on an equal footing, with equal opportunity, up to the highest level.

Definition of Development

The recruitment, education and development of a cyclist from any population group, within all communities in such a manner as to grow the sport of cycling from grass roots to elite level with special emphasis being placed on the development of cyclists from previously disadvantaged communities.

23/11/2008
[Signature]

Cycling South Africa Transformation Action Plan – October 2006

Transformation Objective	Action	Measurement
Transformation of CSA Administration	<ul style="list-style-type: none"> • Staff to be made up of 30% from the PD community • Procurement Policy – BEE awareness for service providers. • Facilitate suppliers of discounted bikes/equipment/needs. • All commissions to have a minimum of 1 person from the PDI(currently in the constitution) • Development and Transformation Commissions to merge into one of up to 8 members who may at the same time be Board members if nominated. • Conduct bi-annual development and transformation audit. • Recognition and incentive schemes for affiliates which attain transformation objectives. 	30% of staff to be from PD by 2007
Transformation of Affiliates	<ul style="list-style-type: none"> • Affiliates to endorse the policies in CSA transformation blueprint. • Executives must aim to be representative of the demographics as per the vision of CSA. • At provincial level there must be a 30% PDI representation • Each affiliate must have a joint development and transformation commission. • To conduct bi-annual development and transformation audit. • Recognition and incentive schemes for clubs which attain transformation objectives. 	30% PDI representation by end 2007
Transformation of Clubs	<ul style="list-style-type: none"> • Must have a committee member who is responsible for development and transformation issues. • To provide a list of potential candidates for officials courses to the National Cycling Officials Board(NCOB) • To participate in provincial incentive and recognition schemes. 	
Transformation of Officials	<ul style="list-style-type: none"> • To have a 30% PDI representation by 2007 	30% PDI representation by

	<ul style="list-style-type: none"> • NCOB to encourage PDI involvement 	end 2007
Transformation of Selectors	<ul style="list-style-type: none"> • One third of selectors to be PDI (currently in the constitution) • Selectors to be independent and to be appointed by a panel. This panel is to ensure its capacity and commitment towards transformation. 	
Transformation of Coaches	<ul style="list-style-type: none"> • All future coaching courses are to have 40% PDI attendance. • CSA needs to accredit all local coaching courses, which should be open to and subject to minimum PDI attendance. 	40% PDI attendance on all courses
Transformation of Technical Support Staff (Mechanics, masseurs, physio's)	<ul style="list-style-type: none"> • Preference to PDI's in all of these areas. • Any future courses run/accredited by CSA must have a target of 40% PDI attendance. 	PDI representation on all support teams
Transformation of Events	<ul style="list-style-type: none"> • Organisers of large events should have transformation policies sanctioned by CSA. • National Classic Event Organisers are required to submit a transformation policy document sanctioned by CSA. • CSA to encourage the holding of events in previously disadvantaged Communities for all disciplines. • Provincial structures to assist in organisation and support of PDI events. • CSA commercial licensee to be mandated to find sponsors for PDI events. • CSA calendar committee to prioritise staging of events in PDI communities. 	
Transformation of participant profile in Mass participation events	<ul style="list-style-type: none"> • Identify, coordinate and support existing programmes. • Promotion of road/safety education programmes. • Lobby authorities for cyclists' safety on roads. • Investigate subsidised insurance and medical cover. 	
Transformation of Teams and Elite Cycling	<ul style="list-style-type: none"> • Pro teams to have a minimum of 2 PDI riders on the squad. • Programmes need to be put in place to identify and develop PDI cyclists, to a provincial, national and international 	Representative teams in 2007

	<p>level.</p> <ul style="list-style-type: none">• Coordinating with SASCOC programmes for the development of elite athletes.• Assist and promote development of cycling on the African continent in conjunction with the UCI.• Encouraging competition within the African continent.	
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Notes:

- The constitutions of CSA and its affiliates are to be amended in accordance with these requirements where applicable.
- Roger Bouton remains the head of the combined Development and Transformation commission.
- CSA realistically needs to look at equal representation within 10 years