

# **BOLAND CYCLING UNION**

*Affiliated to Cycling South Africa*

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**30 November 2006**

**MR LAWRENCE WHITTAKER**  
**PRESIDENT**  
**CYCLING SOUTH AFRICA**  
**CAPE TOWN**

Dear Mr Whittaker,

**RE: CYCLING SOUTH AFRICA – TRANSFORMATION &  
DEVELOPMENT BLUE PRINT**

Hereby the Boland Cycling Union wishes to support the all - important matter of transformation and development of the sport of cycling in South Africa. After 12 years of democracy, the sport does not reflect the demographics of the country and definitely we will need to start with a fast – track transformation plan to ensure that ALL can participate in the sport of cycling. Cycling is actually "unified" since 1977 and definitely the history testifies of a **great heritage** of organized cycling in the black communities of South Africa.

**TRANSFORMATION CHARTER:**

- It is very important that Cycling South Africa have a National Transformation Charter and strategic plan that gives a clear vision and direction to its provincial affiliates (all disciplines). This charter will then address all aspects of the sport – rider base, provincial / national teams, coaches, administrators, officials, sponsors, sponsored teams, provincial executives, delegates to national congresses, events, clear and definite selection policies of teams, media, CSA suppliers, etc. Equity and the disabled must also be addressed in this charter. As also stated in the action plan of CSA, a holistic approach need to be taken.
- It is also then essential that a Transformation workshop(s) need to be called to draft such a charter with full consultation with all key stakeholders / role – players.
- These workshops will ensure that matters are transparent, inclusive and that all of Cycling SA is unified to drive the process.
- Affiliates at the end of the day need to be accountable for transformation in their provinces.
- It is then also important that everyone work towards a common goal.

(2)

- The charter will be goal orientated with targets, timeframes, indicators to measure the extent of transformation been taken place, etc.
- Development is seen part of the transformation charter, and therefore the development of the sport on all levels will fall within the scope of the National Transformation Committee.
- A definite budget needs to be drawn up and approved to ensure that transformation and development targets are achieved.
- The Transformation Charter of Cycling SA needs to be constituted.

#### **TRANSFORMATION COMMITTEES:**

- The National Committee needs to be an executive committee (all disciplines), represented with all the appropriate powers at board level to ensure that transformation indeed takes place.
- At the same time the provincial affiliates and clubs have to establish such committees that will report to the National Committee.
- The National Committee will also role out the transformation score - card for the different provincial affiliates.
- The National Transformation Committee in conjunction with the Provincial Transformation Committees will monitor the processes of transformation and development of cycling in the country.
- The National Transformation Committee needs to be given the mandate to put all policies in place.

#### **REDRESS THE MINIMUM PDI's IN CONSTITUTION ON COMMISSIONS:**

- Policies and strategies need to put in place that would bring about measurable and real changes to the sport of cycling.
- Transformation, therefore, cannot be reduced to the holding of democratic elections.
- The past few years one (1) PDI was the minimum on the different commissions and as well for the selectors. This was also where it stopped.
- **Proposal: Minimum 2 PDI's on each of the National Commissions as well as selectors.**  
**Selectors – number of selectors increased to 4.**
- *Transformation is a conscious, deliberate, planned and goal – directed process.*

#### **ELITE LEVEL COMPETITION:**

- At the moment only a few black elite cyclists come through the ranks.
- CSA, in working relationship with provincial affiliates need to structure a definite programme to increase the number of high performance black cyclists across the country.
- Provincial academies will definitely assist with this aspect of the sport.
- Develop a long term vision statement for this aspect – 5 to 10 years.
- Clear guidelines – document - for identification, development and monitoring of high performance cyclists.
- Assistance with financial expenses / obtaining sponsors to ensure that these athletes excel and move through the system.
- Working relationship with government partners.

**MASS BASED PARTICIPATION:**

- What steps can be taken to get more cyclists of the previously disadvantaged communities into the sport?
- A definite approach needs to be taken to ensure an increase in totals.
- The transformation charter must define how this aspect of the sport must be approached with definite targets.
- Many constraints like **transport, entry fees, nutrition, etc.** are faced to enable blacks to participate in the sport of cycling. These issues have to be addresses by the national body as well as the provincial affiliates.
- An excellent opportunity is to involve the black youth via identified schools in the different provinces. Here clubs will play a major role. Clubs can "adopt" a school(s) and act as a mentor on the road of establishing new clubs in previously disadvantaged communities.
- Consequently teachers as well as parents can get involved with these projects. This will also cover the aspect of coaches, administrators, officials, etc.
- Cycling South Africa and its affiliated provinces need to engender closer relationships with the different provincial educational departments, sport departments as well as municipalities and sport councils that can play a significant role in this process.
- For grassroot development clubs need to have development programmes defined in a national development document.
- In assistance with the province, clubs need to identify young talent that can be nurtured until these talented cyclists can be introduced to a national excellence programme.
- For these structured programmes funding must be available to assist the affiliates with the process of transformation and ensure participation of more people / youth of the previously disadvantaged communities.
- With a huge pool of grassroot cyclists nationally and the talented cyclists filtering through, more top elite cyclists will come through the system.

**To realize the goals of the Transformation Charter will definitely be hard work and all roleplayers need to be on board and have buy-in. Cycling South Africa and especially the National Transformation Committee will play an important role in co-ordinating, facilitating and monitoring the process to ensure that policies are implemented.**

Kind regards

Ian Goetham  
Secretary

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**Subject:** Minutes of Meeting at EVE  
**From:** "Roger" <inngoodhands@algoanet.com>  
**Date:** Wed, July 26, 2006 10:17  
**To:** "Kenneth Neluvhalani" <kenneth@sport.up.ac.za> ([more](#))  
**Priority:** Normal  
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Hello good folks,

Sorry for the delay in sending out the attached minutes and attendance literature, but I have had my hands full on many other issues.

- 1) Please read, and advise if anybody didn't sign the attendance letter.
- 2) If you detect any errors or omissions in the minutes please advise me so that I may amend these before we distribute these to the provinces. This by Monday next week please.

My goal is to have all members working together, which will give us forward motion. Certainly there are many ongoing projects which we need to document and help, whilst being aware of each others needs.

As is minuted, to work with the under privileged requires a special type of passion, enthusiasm and dedication, which gives us all a common bond. There is strength in unity. Lets use this to move openly forward for the future.

All minutes of any meetings will be distributed to the different provinces for their perusal and input.

For those who are contacting me with your queries and problems, thank you. Give us a little time and we will get there.

Thanks for the SMS Anita, well done on the results. I am looking forward to our visit.

I will address your concerns Hennie. Thanks for the emails. No offence taken.

And am busy addressing your issues Riaan.

Attached also please find a copy of the Balance Score Card. Please study this and give it some serious thought. The explanation on how it works and points are awarded will be distributed next week. This will give you a little to think of without puts and explanations.

Cheers for now

Best Regards

Roger

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**MINUTES OF THE THINK TANK/INDABA MEETING HELD IN THE BOARD ROOM, THE NORTH WEST UNIVERSITY DURING THE ERIC VAN ENTER, THURSDAY 6<sup>TH</sup> OF JULY 2006 – 18H30**

**1. Welcome.**

Roger extended a warm welcome to all present. The Commission's as well as CSA's policy was to be open and transparent. The commission would like to work together with the different provinces, regions and projects.

Members involved in development, need to have a passion driving their involvement, to be successful. In reality, success requires a hands on approach. For the commission to be successful, all members are encouraged to communicate and work together as a team.

**2. Present;**

As per attendance register.

**3. Apologies.**

Dave Bellairs (Vice President), Anthony Cooper (Southern Cape), William Newman (Transformation)

**4. Definition of Transformation and Development.**

This was handed over to Glyn (Commissioner) and discussion with the floor ensued. Debate, and off course conversations were directed back on track. The consensus of the meeting was the following;

This is specifically aimed at colour, with special focus on members from the disadvantaged communities. There is a need to create equal opportunities, especially targeting those from currently disadvantaged areas, which the government has identified as red zones.

This needs to be applied to all aspects of the sport, from participation to officials and administrators.

**DEFINITION OF TRANSFORMATION;**

**Is to make the sport of cycling available to members of 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.**

5. **Definition of a Development cyclist**

As the above, handed over to Glyn (Commissioner) and discussion with the floor ensued. Debate and off course conversations were directed back on track. The consensus of the meeting was the following

This does not refer to colour alone, but is defined as giving all individuals the opportunity to proceed within the sport.

This however can be split into different areas, as far as educational and skills, up to the elite level which requires a high performance input into selected individuals.

However, special focus should be on females as well members from the disadvantaged communities.

**DEFENITION OF DEVELOPMENT;**

Is the further training and education of all population groups with regards to the growing of the sport of cycling and the training thereof up the elite level cyclists.

6. **Auditing of the Lotto Bikes**

Roger advised the meeting that he is giving the Provinces notice of a pending audit on all Lotto Bikes. The commission would like to see registered riders on these machines. The provinces have two months, notice from the meeting that an audit will be taking places. All areas would receive prior notice.

Bikes not being utilized would be redirected to projects that will make use of them.

7. **SA Schools Track Championships 2006**

This is on track and planned. The commission is waiting on the Track commission to finalise the use of the Veladrome and accommodation in Paarl.

The commission would envisage using the expertise of its members in the Cape and Boland areas to assist with the coaching and hosting of this event, which is to concentrate on our youth.

Track bikes will be redirected to areas who display an interest is sending some of their youngsters. The training of these individuals can then take place on the road.

8. **Date for Development Indaba**

Set to be hosted in conjunction with the SA schools Track Championships 29<sup>th</sup> and 30<sup>th</sup> of September.

9. **General.**

- a) Roger explained the needed for a budget, and financial business planning. The board was addressing the issue of appointing an independent financial consultant. At this time, he cannot address the many queries regarding bike repairs and assistance. These questions cannot be answered in honesty before a clear road forward is established.
- b) In response to questioning, it was felt that the commission should give clearance on the issues of selection and the implementation of the Transformation and Development policies. They are the ones who are held accountable should teams not begin to reflect some form of transformation regarding the demographics of the country.
- c) Roger felt, although some members disagreed, that most problems began at the core of our system, which is club level. It should firstly be the responsibility of the clubs to be accountable for implementing a transformation and development structure. It is the clubs who sit on the provincial bodies, responsible to their provincial executive. It is the clubs who elect the members, yet it is CSA who gets the flack for not moving forward.

It is the Board members, who are trying to guide the sport, are unpaid officials, who are expected to deliver the goods. Roger used Mike Bradley's quote that we should try to give value added as an incentive.

- d) Roger gave a brief outline on the Balanced score card, with the view that clubs who don't come up to a set value be penalized, or in reverse, those who meet a set criteria be given a discount on their yearly affiliation fees to the provinces. He suggested a yearly registration of R 1000 for example per club. Those with a set score should possibly be rewarded by paying R 500, whilst those with a better score could pay even less.

Due to time constraints, it was agreed to send out the score card and its system for comment and input. These comments and inputs are to be summarised and again sent out for further input. This will enable a decision to be made at the indaba in September.

- e) The definitions of Transformation and development that were minuted, need to be opened up to those present to perfect into two solid definitions, which will be finalised for distribution and implementation from 2007.
- f) The implementation of clearly defined criteria relevant to the registration of a development cyclist needs to be finalised and implemented by the end of 2006. There is a need to establish the registration of these candidates into different categories, for the implementation of different support structures that fall within the set parameters. – Indaba

Close of meeting – 20h45

CYCLE CLUB Balanced Scorecard for Transformation and Development

Group	Subject	Criteria	Item Nos.	Act Nos.	2001	2004	2007	2008	2009	2010
1	Mass Participation projects	eg. Community projects, fun rides, jump hacks, "fun series" (Target of PDI & Ladies)	5%							
	Job Creation	eg. Administration, course construction/renov, event staff (Target PDI)	5%							
	Life skills	eg. Scholarships, educational courses, language courses, media interviews (PDI)	5%							
2	Technical	eg. Community projects, fun rides, jump hacks, "fun series" (Target of PDI & Ladies)	5%							
	Registered PDI MEMBERS	Club Membership - (% relevant to targets set)	10%							
		Membership of PDI (% of PDI committee and administration out of 10 members)	5%							
3		Membership of Provincial (% of PDI & Ladies to be functional at a Provincial level)	5%							
	PDI Officials	Mentorship of Officials (committees, race director, timekeepers)	5%							
4		Mentorship & learnership (voluntary internship, mentoring)	5%							
	Member registration	Growing numbers; (% relevant to yearly membership)	5%							
5	Participation - Provincial	PDI Age Categories - Juniors & Under (% of Membership as per set targets)	5%							
	Events	Age Categories - Women (% of Membership as per set targets)	5%							
7	Participation - National	PDI Age Categories - Juniors & Under (% of overall Provincial Membership)	5%							
	Events	Age Categories - Women (% of overall Provincial Membership)	5%							
6	Podium - Provincial events	Road Cycling - Achieve 5% of the Medal allocation Under 10 to Elite (from total 42 medals)	5%							
	PDI - Girls & Ladies	Track Cycling - Achieve 5% of the Medal allocation Under 10 to Elite (from a total of 42 medals)	5%							
		MTB - Achieve 5% of the Medal allocation - Under 12 to Elite (36 x 4 Events = 144 medals)	5%							
8	Podium - national	Per medal - Road Cycling = Score of 5% per Medal - Under 10 to Elite	5%							
	PDI - Girls & Ladies	Per medal - Track Cycling = Score of 5% per Medal - Under 10 to Elite	-							
		Per medal - MTB = Score of 5% per Medal - Nippers to Elite	-							
	Africa & Commonwealth	Participation any discipline = Score of 5% per Participant PDI & Ladies	5%							
	World Championships	Participation any discipline = Score of 5% per Participant PDI & Ladies	-							
Olympics	Participation any discipline = Score of 5% per Participant PDI & Ladies	-								
			100%							

*Patricia*



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**Subject:** New Board Members

**From:** "SA Cycling Federation" <sacf@iafrica.com>

**Date:** Tue, August 22, 2006 15:28

**To:** "BOLAND" <iangoetham@webmail.co.za> ([more](#))

**Cc:** "COLIN HOFFMAN \ (E-mail\)" <colin@theclubhousesa.com> ([more](#))

**Priority:** Normal

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NOTICE TO ALL AFFILIATES

Dear Affiliates,

We have great pleasure to inform you of our new Board Members:

- > Thomas Tshabalala
- > Thoko Mhlango
- > Kenneth Neluvhalani.

Kind regards  
Sylvia Dale  
Acting C.E.O.

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# CYCLING SOUTH AFRICA

Affiliated to: UNION CYCLISTE INTERNATIONALE

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## FAX

THE SECRETARY  
BOLAND CYCLING UNION  
FAX NO. 868 2339

Dear Ian

### PROPOSED CONSTITUTIONAL AMENDMENTS

With reference to your fax 30 May 2006, I take the points that you have raised and would like to reassure you that the 4 new positions on the Board (proposed) will be filled by people of colour from nominees which the Board receives. At this early stage, the process needs to be guided, the intention being to find 3 of these persons from up North to avoid north/south divisions in cycling. It is further intended that these 4 new Board members will form our transformation team and drive this process forward.

Trusting that this information is of use to you and puts some of your queries to rest.

Kind regards

LAWRENCE WHITTAKER  
PRESIDENT

cc Sylvia Dale

