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# 2020/21 Cricket Network Partnership Investment (CNPI) Agreement

**NZC**

***MA Name***

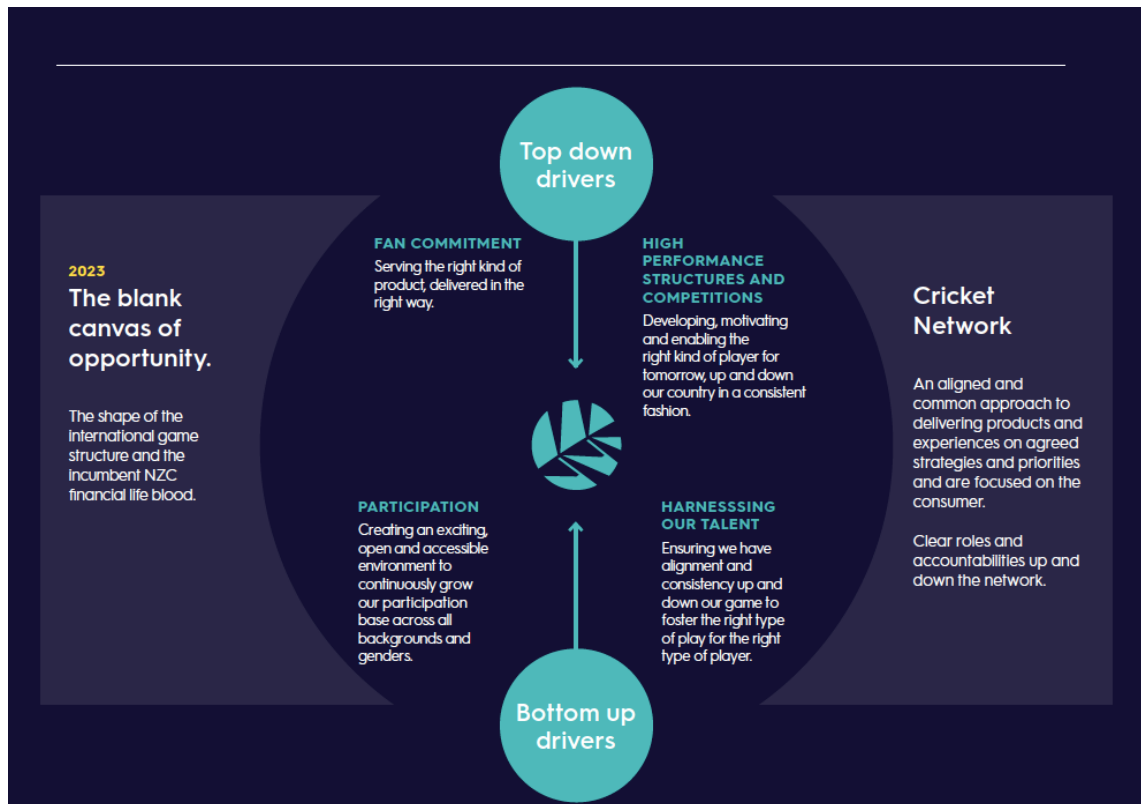
***DA Name***



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## Commonly Agreed Principles Underpinning This ‘Cricket Network’ Partnership Agreement

The parties agree that delivery and support of delivery within New Zealand, within the six Major Associations (MAs) and within the regional District Associations, clubs and schools will be most effective if those activities are based on the principles of a fully integrated ‘cricket network’ partnership and teamwork, primarily driven by a desire to provide great experiences for cricket’s participants.

## Cricket Network Strategic Alignment & Investment Accountability

### Strategic Alignment & Investment Accountability Framework

A basic principle of this partnership is that, to achieve the desired aspiration, there must be a strategic alignment framework operating throughout cricket in New Zealand in so far as this relates to NZC’s investment into the cricket network including participation.

### NZC’s CNPI Support, including Funding Envelope, to MA

The total CNPI funding envelope NZC will make available to *MA name* for 2020/21 is detailed in Schedule 1. The quantum of the funding enveloped NZC is making to MAs is the same as for 2019/20 and is on the condition that the funding MAs make available to each of their DAs is not less than the amount made available in 2019/20.

In addition, NZC will provide the support detailed in Schedule 4.

### MA’s CNPI Funding Envelope to its DA

*MA name* will provide *DA name* with CNPI support funding as per Schedule 2.

### 2019/20 CNPI Agreement Strategic Priorities including KPIs

NZC’s 2019/20 CNPI agreement strategic priorities and related KPIs are summarized in Schedule 3.

Both *MA name* and *DA name* acknowledge that NZC's investment is subject to and conditional upon them each committing to supporting advancement of each and all the Schedule 3 strategic priorities. If any MA or MA member does not wish to proceed on this basis, it should reject NZC's partnership offer.

### Risk / Reward Funding

In 2018/19 and 2019/20, NZC made funding available on the following basis:

- 15% of the funding was 'at risk', such risk being tagged at 3% per KPI category, and
- \$125,000 'reward' funding available, tagged at \$25,000 per KPI category.

To reflect the actual and potential impact of Covid-19 on the 2020/21 revenues base of each MA and DA, NZC will not impose an 'at risk' component in its 2020/21 CNPI funding model but expressly reserves the right to reintroduce this from 2021/22 if it thinks appropriate. NZC expects each MA with DAs to do likewise.

The total 'reward' funding for each MA will remain at \$125,000, albeit the breakdown between KPI categories will change, as shown in Schedule 3 herein.

### General

#### 2020/21 Business / Annual Plans & Budgets / Delivery Support Structures

Each partner recognizes that two vital keys to this partnership succeeding will be the quality of planning and financial management by each partner, and the delivery support structures each partner puts in place.

NZC's expectation that MA and DA annual plans and organization staff structures will reflect that association's business as usual cricket leadership, management and delivery / delivery support responsibilities, and also delivery on the association's responsibilities pursuant to this CNPI Agreement.

### Reporting & Reviewing

The parties acknowledge that regular tracking and reporting of progress against annual planning is essential.

The primary purpose of annual plan progress reporting is to enable an association's Management to inform and educate its own volunteer board about what progress (or otherwise) is being made in relation to the strategic actions identified in that association board's annual plan. It is a critical tool to help volunteer board members understand the business and sport they are governing. It enables and empowers individual board members to ask questions of Management and to manage risk. It is one component of the tools a board uses to manage Management's performance.

That same report can then be used by the association to inform and educate its parent association (and NZC) for exactly the same reasons.

MAs will regularly report to NZC using a template agreed with NZC and aligned to each MA's business plan. NZC and MAs will regularly meet to review progress and address any areas of concern.

*DA name* will report regularly to *MA name* using an agreed template aligned to that DA's business plan. The two associations will regularly meet to review progress and address any areas of concern. Copies of these reports will also be provided to NZC at the same time.

The cycle of such annual reporting should be aligned to the cycle of the relevant association's own board dates, as long as such reporting happens at least on a quarterly basis. The intention here is to ensure that the reporting association is preparing only one report each period which is primarily for its own board but which doubles up as a suitable progress report for its parent association.

At the conclusion of the 2020/21 year, reviews will be undertaken as a precursor to setting respective partner plans and budgets for following years.

### NZC CNPI KPI Scorecard

As part of this performance monitoring process, NZC will establish and maintain a 2020/21 CNPI KPI Scorecard, tracking the ongoing KPI performance of NZC and each association (similar to what was done during 2018/19 and 2019/20).

### Variation to this agreement

If the parties to this agreement all agree on a variation to the terms of this agreement, such variation, to be effective and binding, must be agreed in writing by each party.

### Duty of Partners to Act in Good Faith

Each party to this agreement owes a duty to act in good faith to promote the likelihood of success of this partnership. Each acknowledges that, because this is still a relatively new initiative, it will take time for the structure and normal day-to-day functioning of the partnership to settle down. Each party commits to positively assisting that settlement process.

### Disputes

Where disputes arise between parties, each will act honestly, collaboratively, and transparently to endeavour to resolve such disputes as quickly and reasonably as possible including, if necessary, submission to external dispute resolution mechanisms such as mediation.

### Partnership Term

The term of this partnership agreement is from 1 August 2020 to 31 July 2021.

## Agreement and Execution

NZC, *MA name* and *DA name* each agree to be bound by the terms of this cricket network partnership agreement.

..... **Date:** .....

**New Zealand Cricket (NZC)**

..... **Date:** .....

***MA name* Cricket Association**

..... **Date:** .....

***DA name* Cricket Association**

## CNPI Agreement Schedules

SCHEDULE 1: NZC'S CNPI Funding Envelope Re *MA Name*

SCHEDULE 2: *MA Name's* CNPI Funding Envelope Re *DA Name*

SCHEDULE 3: 2020/21 CNPI Agreement Strategic Priority KPIs

SCHEDULE 4: NZC CNPI Agreement Support to MAs and DAs

### **SCHEDULE 1: NZC's CNPI Funding Envelope Re *MA name***

During the term of this agreement, NZC will make available the following CNPI investment to *MA name*:

- CNPI base funding of *\$xxx*
- and 'reward' funding - \$125,000 split between the three KPI areas as detailed in Schedule 3

### **SCHEDULE 2: *MA names*'s CNPI Funding Envelope Re *DA name***

*MA to provide appropriate Schedule 2 detail*

### **SCHEDULE 3: 2020/21 CNPI Agreement Strategic KPIs**

### **SCHEDULE 4: NZC CNPI Support Commitment to our MA and DA Partners**

## **SCHEDULE 3: 2020/21 CNPI Agreement KPIs Schedule**

### **KPI 1: Business Efficiency and Cricket Network Cohesion**

#### **KPI 1 Commentary**

Over the last two years, since the introduction of the CNPI agreement framework, really solid progress has been made by all MAs and DAs in most of the five categories being targeted in this year's KPI 1.

A regional sporting organization, and the nationwide network that organization sits within, will only function effectively if the business of the organization and the network runs as efficiently as is reasonably possible.

This year's KPI 1 categories challenge MAs and DAs, both individually and as part of the overall nationwide network, to build on the significant progress made over the last two years.

These KPI 1 categories are developed with the volunteers on MA and DA boards in mind. The substance of each KPI target, done well by management, will provide volunteer board members with support necessary to better understand the business they are governing, to track progress being made by management, to recognize and move to ensure the biggest risks are mitigated, and to enjoy the experience of being part of a cohesive team governing cricket in their respective regions.

This can't be done to optimal efficiency unless NZC itself continue to step up and provide the necessary leadership and support. NZC commits to doing so. Furthermore, NZC commits to ensuring these KPI target areas are also well attended to within its own organization.

As indicated in KPI 3.2, the progress made over the last two years, improving the cohesiveness of our cricket network, will be a major focus for 2020/21. Good progress has been made but we need to continue to evolve our network to better place cricket to meet our challenges and take advantage of our opportunities.

## KPI 1 Targets

<p>1. MA and DA annual plans and budget</p>	<p>1.1 Each MA and DA, prior to preparing its annual plan, is to give consideration as to how its annual plan (including progress reporting) template could be improved, and then implements those improvements for this 2020/21 year. Each MA and DA, by 14 August 2020, is to provide NZC with a written communication outlining the outcomes of this improvement process.</p> <p>1.2 Each MA and DA to ensure its annual plan and budget is approved by its board and submitted to NZC by 31 August 2020.</p> <p>1.3 Regular (at least 4x pa) annual plan and financial progress reporting to the association's board, its parent association and to NZC (in a form acceptable to NZC ie: using 'traffic light' colour coding and 'comments') on a cycle to align with the association's own board meetings</p>
<p>2. MA &amp; DA risk management and health &amp; safety management</p>	<p>2.1 Each MA and DA Board to maintain current risk registers, making adjustments to such registers as circumstances, from time to time, require</p> <p>2.2 Each MA and DA Board, within their board papers, to maintain visibility of their risk registers and, in particular, to regularly cross-check that the risk mitigation actions identified in their risk registers, and within their own control, are being undertaken</p> <p>2.3 Each MA and DA Board, every six months, to formally review and update their risk registers and submit the updated risk register with NZC</p> <p>2.4 Each MA and DA Board (1) has an NZC-aligned Health &amp; Safety policy in place by 1 October 2020 (2) reports H&amp;S policy implementation progress at least quarterly to its own board and to its parent association, and (3) for the 2020/21 year, adopts and embeds use of NZC's H&amp;S app within its association (note: while the use of the app is mandatory for use by associations, NZC will not make this mandatory for clubs during 2020/21 but will likely look to do so from 2021/22 and so recommends that associations, if not already doing so, help clubs to become familiar with it)</p>
<p>3. MA &amp; DA structural alignment &amp; continued 'shared services' exploration</p>	<p>3.1 Each MA and DA, following completion of its annual plan and budget, to check that its staffing structure is aligned to what it has committed to doing and delivering in its annual plan (bearing in mind the resources available to that association), with detail of that structure to be provided to its MA (if a DA) and NZC by 31 August 2020.</p> <p>3.2 Building further on cricket network alignment work already undertaken under the 'One Cricket' project, and anticipating Sport NZ's (Covid response) 'Government sport support fund' criteria, NZC, MAs and DAs to work together, during 2020/21, on the continuing evolution of the NZC/MA/DA cricket network delivery system to investigate and seek agreement on potential structural improvements, including investigating creating uniform job titles and job descriptions throughout the network, as well 'shared services' opportunities within the network and, if appropriate, with other sporting codes.</p> <p>3.3 NZC, MAs and DAs to work together, during 2020/21, to investigate and agree on the creation, and the 2021/22 (ie, 1 August 2021) adoption, of a uniform (NZC/MA/DA) chart of accounts.</p>



4.Supporting the professional development and capability of MA and DA staff	4.1 Each MA and DA formally planning the professional/capability development of their respective staff including frontline delivery staff (recognising that these FTE and PTE frontline delivery staff represent the regional or local 'face' of cricket and are, in effect, cricket's community sales agents).
5. MA and DA Governance	<p>5.1 Minimum 35% female representation on MA and DA Boards following 2020 AGM elections (moving towards December 2021 40% target) – female association Presidents who regularly attend Board meetings and female aspiring directors can be included in each association's calculation of this KPI.</p> <p>5.2 All MA and DA directors and CEOs/GMs to have completed Sport NZ's Governance 101 online training by 31 December 2020</p> <p>5.3 Each MA, by 31 October 2020, to refresh existing governance plans (maintaining fully alignment with the Women in Cricket Governance Phase 2 plan) including identifying and planning to rectify any constitutional impediments to achievement of the gender targets in 5.1 above.</p> <p>5.4 MAs to provide regular (not less than quarterly) governance plan progress reporting to NZC. This is a stand-alone report.</p> <p>5.5 Each DA, by 31 October 2020, to create governance plans aligned with it's parent association's plan (see 5.3 above) but which is appropriately scaled to reflect the size of that DA and the extent to which it operates more as a 'management committee' than a board.</p> <p>5.6 DAs to provide regular (not less than quarterly) governance plan progress reporting to their parent associations and NZC (such reporting to be either by way of stand-alone reports or built into the regular reports being provided pursuant to 1.3 above).</p> <p>(note: NZC will agree alternative KPIs with ACA and CW to substitute for 5.5 and 5.6 above)</p>

## KPI 1 Targets: Reward Criteria

Amount 'Reward': \$35,000

To qualify for payment of all the KPI 1 'Reward' funding, the MA must achieve (or oversee their DA-member achievement of ) the following:

1.1	100%	MA & DA plan template 'improvement' by 14 August 2020
1.2	100%	MA & DA plans & budgets by 31 August 2020
1.3	100%	Regularly progress reporting
2.1	100%	Risk register maintenance

2.2	100%	Risk mitigation vigilance
2.3	100%	6 monthly risk register reviews
2.4	100%	H&S compliance
3.1	100%	Aligned staffing structure report by 31 August 2020
3.2	100%	Co-operation with cricket network alignment workstream
3.3	100%	Co-operation with uniform chart of accounts workstream
4.1	100%	Evidence of planned active professional / capability development
5.1	100%	Minimum female board representation
5.2	100%	Sport NZ Governance 101 training
5.3	100%	Refreshed MA Governance Plan by 31 October 2020
5.4	100%	MA governance plan quarterly reporting, demonstrating full 2020/21 implementation by 31 July 2021
5.5	100%	DA governance plans by 31 October 2020
5.6	100%	DA governance plan reporting (4x pa)

#### **KPI 1 Reward 'grouping of targets' for funding apportionment purposes**

The KPI 1 Reward funding \$35,000 apportioned as follows:

- 30% of the Reward herein is linked to full achievement of KPIs 1.1 through to 2.4
- 30% of the Reward funding herein is linked to full achievement of KPIs 3.1, 3.2 & 3.3
- 40% of the Reward funding herein is linked to full achievement of KPIs 4.1 through to 5.6

## KPI 2 : Club Support and Participant Experience

### KPI 2 Focus

The initial impact of Covid-19 on sport in New Zealand has been significant, particularly for winter codes.

The magnitude of the crisis represents a massive risk to our cricket network, particularly in relation to revenues associations and club normally expect to derive from their parent associations, Class 4 gaming trusts, and sponsors. We are hopeful that the actual impact might be less than originally anticipated (particularly as gaming activity has, during May and June, bounced back much more quickly than forecast).

Nevertheless, the importance of NZC and all associations providing tangible support to clubs is of highest priority, something that emerged strongly in the '2020/21 Critical Priorities' discussions NZC facilitated across the network during May.

The KPI categories covered below follow directly on from those 'Critical Priority' discussions and are designed to ensure clubs and their members (players, coaches, officials and other volunteers) receive the tangible support that will help them cope with the impacts of Covid and continue building the strength of the participant-focused platforms, such as CricHQ and Friendly Manager, where so much positive progress has been made over the last two years.

KPI 2 Targets	
<b>6. Covid response 'Club Support' plan</b>	6.1 Each MA and DA, by 31 August 2020, to create a simple plan tangibly supporting their clubs to deal with the impacts of Covid (note: parts of this plan will capture retrospective support as well as demonstrating continued support – MA and DA risk registers, which should identify the impacts but also the mitigations, will be a good starting point for populating this plan). Progress reporting of plan implementation can either be stand-alone (4x pa) or otherwise be built into the reporting being done pursuant to 1.3 above.
<b>7. Pre- and early-season cricket awareness &amp; recruitment campaign</b>	7.1 NZC will facilitate MAs and DAs to create and implement a pre- and early-season 'cricket awareness' campaign (timed to align regionally and locally with player registration dates). The KPI obligation on MAs and DAs is to contribute to the campaign creation process and then its implementation at regional / local levels. Each MA and DA will, by 30 November, provide NZC with a reporting detailing what was done and achieved within its association, including uptake by its clubs.
<b>8. Grassroots participation platforms</b>	8.1 <b>CricHQ player profiles:</b> Nationwide, NZC's aspiration is to increase the number of accurate player profiles on CricHQ from 51,700 ( as at end 2019/20 season) to 58,000 (by April 2021). NZC will work with each MA and DA to discuss and agree, by 31 August 2020, a customised individual KPI target for each such MA and DA, the deadline for achievement of which will be 30 April 2021.

	<p>8.2 <b>‘Active Umpire’ Database:</b> Each MA and DA will, by 31 October 2020, capture the data profile (similar to CricHQ player data profile) of each ‘active umpire’ within its region.</p> <p>NZC will by no later than 31 July 2019, nominate the platform upon which such profiles will be captured (i.e. CricHQ or Friendly Manager or TBC).</p> <p>(Note: ‘Active Umpire’ includes adult and/or youth umpires who have undergone training and are actively umpiring in MA or DA or NZC competitions or tournaments but excludes parents who ad hoc help out umpiring at junior or youth levels)</p> <p>8.3 <b>‘Active Volunteer’ Workforce Database:</b> Each MA and DA will, by 17 December 2020, capture the data profile (similar to CricHQ player data profile) of each ‘active volunteer’ within its region’s clubs &amp; associations. (Note: ‘Active volunteer’ includes volunteers on club (adult and junior sections) and association boards and/or management committees or who regularly help clubs or associations to function, but excludes any participant captured within the KPI 9.3 (coach) or 8.2 (active umpires) databases or volunteers, such as junior team parents, who informally help out in an ad hoc manner rather than as part of an organised volunteers’ workforce.</p> <p>8.4 <b>CricHQ match scoring functionality:</b> Nationwide, NZC’s aspiration is to increase usage of CricHQ’s ‘live-scoring’ functionality from 58% (2019/20) to 65% (2020/21). NZC will work with each MA and DA to discuss and agree, by 31 August 2020, a customised individual 2020/21 season KPI target for each such MA and DA. (Note: the definition of ‘match scoring’ is as follows: <i>‘using the technology to its full to create a full scorecard through either (1) live scoring and uploading, or (2) scoring live and uploading later, or (3) adding a full manual scorecard following the match.’</i>)</p>
<p><b>9. Coach development</b></p>	<p><b>CD planning &amp; Professional Development</b></p> <p>9.1 All MAs and all DAs to have created 2019/20 CD plans by 31 August 2020.</p> <p>9.2 All MAs and all DAs to have created 2020/21 professional development plans for relevant CD deliverers by 31 August 2020.</p> <p>9.3 Quarterly progress reporting on 9.1 and 9.2 above will be incorporated into and form part of the annual plan progress reporting (see KPI 1.3). NZC reserves the right to seek further detailed CD reporting in the event this proves to be insufficient or unsatisfactory.</p> <p><b>FM Coach Registration</b></p> <p>9.4 All Term 4 2019 softball and hardball junior and club youth team ‘coaches’ to be registered on Friendly Manager by 10 December 2020. All Term 1 2021-only coaches (ie coaches who did not coach in Term 4 2020) to be registered by 25 February 2021</p>

	<p>(note: the term 'coach' includes the 'game facilitator' managing softball teams).</p> <p><b>Vulnerable children / Police vetting</b></p> <p>9.5 All new softball and hardball junior and club youth team coaches (ie coaches not registered in Friendly Manager prior to 2020/21) to complete NZC's Welfare of Children &amp; Vulnerable Adults' online modules and Police vetting process (Note: not necessary if done during 2018/19 or 2019/20).</p> <p><b>'New' Softball Coach / Game Facilitator Practical Training</b></p> <p>9.6 All new softball 'coaches' (ie coaches not registered in Friendly Manager prior to 2020/21) participate in a practical session (the structure of which must be NZC-guideline compliant) by 25 February 2020 (to be organised and tracked through FM).</p> <p><b>'New' Hardball Coach Training</b></p> <p>9.7 All new junior and club youth hardball team coaches (ie coaches not registered in Friendly Manager before 2020/21) to complete NZC's 'Advanced Foundation' course by 25 February 2021.</p> <p><b>Participant Feedback</b></p> <p>9.8 Coach Developers delivering the practical training sessions required by 9.6 and 9.7 above will facilitate 'coach' attendees to complete an NZC-managed online Survey Monkey, the purpose of which is to secure timely participant feedback relating to the quality of these practical sessions.</p>
<p><b>10. Volunteers (club administrators, umpires, scorers)</b></p>	<p>10.1 Each MA and DA taking initial small steps (or continuing to grow momentum if already underway with this) supporting your clubs to recognize and acknowledge the contributions of such volunteers, enhancing likelihood of their retention, and gradually helping club to grow volunteer numbers. Progress reporting of plan implementation can either be stand-alone or otherwise be built into the reporting being done pursuant to 1.3 above.</p>
<p><b>11. Balance Is Better (aka 'Keep Up With The Play')</b></p>	<p>11.1 Each MA and DA, by 31 October 2020, to create a simple plan to demonstrate how the philosophical shifts identified within 'Balance is Better' are gradually, or more quickly, being brought to life within your association. Progress reporting of plan implementation can either be stand-alone (4x pa) or otherwise be built into the reporting being done pursuant to 1.3 above (note: NZC will facilitate a session during July/August 2020 where the detail of these philosophies, and how other sports in NZ are bring these to life, will be shared and discussed. This is an opportunity for NZC and associations to look at our various pathway competitions and, where necessary, to start moving these towards alignment with BIB philosophies, as well as to continue the good start made using Aktive's 'Good Sports' programme to educate our coaches and parents.)</p>

## KPI 2 Targets: Reward Criteria

Amount 'Reward': \$60,000

To qualify for payment of all the KPI 2 'Reward' funding, the MA must achieve (or oversee their DA-member achievement of ) the following:

6.1	100%	Club support plan by 31 August 2020 followed by regular progress reporting
7.1	100%	Report by 30 November 2020
8.1	100%	Agreed CricHQ player profile target
8.2	100%	Active umpire database
8.3	100%	Active volunteers database
8.4	100%	Agreed CricHQ match scoring target
9.1	100%	MA & DA coach development plan by 31 August 2020
9.2	100%	MA & DA professional development plans by 31 August 2020
9.3	100%	Regular progress reporting of 9.1 & 9.2 as part of 1.3 report
9.4	100%	FM coach registration by 10 December 2020
9.5	100%	All new coach vulnerable children modules & vetting by 31 March 2021
9.6	90%	Softball coach practical solutions by 15 February 2020
9.7	90%	Hardball coach training by 15 February 2020
9.8	50%	% of 9.6 & 9.7 practical session attendees completing survey
10.1	100%	Regular progress reporting as part of 1.3
11.1	100%	BIB plan by 31 October 2020 followed by regular progress reporting

### KPI 2 Reward 'grouping of targets' for funding apportionment purposes

The KPI 2 Reward funding \$60,000 apportioned as follows:

- 10% of the Reward herein is linked to full achievement of KPIs 6.1 & 7.1
- 30% of the Reward funding herein is linked to full achievement of KPIs 8.1 through to 8.4
- 10% of the Reward funding herein is linked to full achievement of KPI 9.1 through to 9.3
- 40% of the Reward funding herein is linked to full achievement of KPI 9.4 through to 9.8
- 10% of the Reward funding herein is linked to full achievement of KPI 10.1 & 11.1

## KPI 3 : Cricket's Relationships with Schools

### KPI 3 Focus

There are a number of indicators telling us that cricket is not prospering in the school environments, including:

- the playing numbers in secondary schools has been steadily declining for more than a decade
- despite increased effort, the number of schoolgirls playing cricket has not been increasing and cricket rates very poorly for girls in comparison to other sporting and recreational options
- the numbers of school teachers involved in and coaching cricket has been declining, and there are numerous examples where cricket struggles to get access into schools to create participant interest.

Cricket does not have a national strategy for addressing this issue. This lack of strategic leadership is most obvious in the area of primary schoolchildren engagement where good cricket across New Zealand are giving schoolchildren their first taste of cricket but are doing so without the guidance of a nation programme and without knowing what is being delivered in other associations.

The thrust of the below KPI categories is, as a starting point, to ignite a growth in the quality of relationships our cricket network has with schools.

<b>KPI 3 Targets</b>	
<b>12.1 Primary Schools Awareness/Engagement</b>	Each MA and DA will work with NZC to agree, by 31 May 2021, on a strategy relating to how each association will connect with primary schools to deliver cricket awareness programmes (note: such strategy to take into account such things as our collective strategic objectives, what will be delivered, who will deliver and how we can train such deliverers, and how we can credibly track the effectiveness of such programmes, as well as taking into account relevant Government and Sport NZ strategy and potential funding sources, as well as possible cross-code collaboration).
<b>12.2 Coach development</b>	As a start to connecting with and supporting those who coach in intermediate and secondary school teams, the 2020/21 KPI requirement is that, by 25 February 2021, each such coach must be registered in Friendly Manager and made aware of the training available both online and through your association. (Note: The coaches relevant to this KPI are separate to the coaches referred to in 9.3 herein. There is no requirement that these school coaches undertake the training referred to in 9.7 herein).
<b>12.3 Yeah Girls</b>	Each MA and DA who wishes to participate in Yeah! Girls will work with NZC to create, implement and report progress on a plan to deliver YG. For the purposes of 'reward' funding, NZC will work with each MA and DA to discuss and agree, by 31 August 2020, a customised individual KPI target for each such MA and DA, the deadline for achievement of which will be 30 April 2021.
<b>12.4 Alternative Schools-focused initiative</b>	Each MA or DA not involved in Yeah! Girls will commit to a schools-focused initiative of their own choice, the planning, development and delivery of which is systematically planned, tracked, and reported

	<p>against to MA (if a DA) and NZC. This can be either a new initiative or continuation of an existing initiative. The key here is the embedment of a systematic process against which the success or otherwise of the initiative can be assessed and the learnings shared across the cricket network. For the purposes of 'reward' funding, NZC will work with each MA and DA to discuss and agree, by 31 August 2020, a customised individual KPI target for each such MA and DA, the deadline for achievement of which will be agreed as part of this process.</p>
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### KPI 3 Targets: Reward Criteria

**Amount 'Reward': \$30,000**

To qualify for payment of all the KPI 3 'Reward' funding, the MA must achieve (or oversee their DA-member achievement of ) the following:

<b>12.1</b>	<b>100%</b>	NZC, MAs and DAs to agree plan by 31 May 2021
<b>12.2</b>	<b>75%</b>	Intermediate & secondary school coaches registered in FM by 25 February 2021
<b>12.3</b>	<b>100%</b>	Agreed YG player registration, retention & participant satisfaction targets
<b>12.4</b>	<b>100%</b>	Agreed individual association targets

#### KPI 3 Reward 'grouping of targets' for funding apportionment purposes

The KPI 3 Reward funding \$30,000 apportioned as follows:

- 30% of the Reward herein is linked to full achievement of KPI 12.1
- 30% of the Reward funding herein is linked to full achievement of KPI 12.2
- 40% of the Reward funding herein is linked to full achievement of KPI 1.12.3 or 12.4 (as the case may be)



## **SCHEDULE 4: NZC CNPI Support Commitment to its MA and DA Partners**

NZC recognizes that each MA and each DA will, during 2020/21, make an enormous effort to meet its obligations and KPI challenges pursuant to this CNPI Agreement.

NZC is committed to supporting each MA and each DA to succeed.

What follows below is a description of the support NZC commits to providing to its partners:

### **Leadership**

NZC will also continue to provide the strategic and operational leadership and support to MAs and DAs, consistent with the leadership and support provided during the 2018/19 and 2019/20 CNPI Agreements terms.

### **Funding Support**

NZC's total 2020/21 CNPI funding envelope nationwide amounts to \$7,450,000.

NZC's 2020/21 CNPI funding envelope for *MA name* amounts to \$ #.

NZC will make the payments due hereunder in a timely manner.

### **People Resource**

NZC will maintain a community team focused on providing KPI-related support to MAs and DAs.

### **Partner Interaction**

The NZC community team will run an annual Community Workshop, inviting MA and DA staff.

NZC has initiated and will continue to facilitate NZC/MA integrated community network teams.

Subject to NZC travel policy (arising out of the Covid-19 crisis) NZC's community team members will be available to visit MAs and DAs, particularly when MAs are hosting regional forums or otherwise to participate by Zoom or other technology.

The objectives of the above are to facilitate strong relationships and, in part, to help facilitate greater collective understanding of the KPI focus areas.

### **KPI Scorecard creation and maintenance**

NZC will create and maintain a 2020/21 CNPI KPI Scorecard to keep track of KPI performance by MAs and DAs

### **KPI 1 Business Efficiency & Governance support**

NZC will:

- provide guidance to both MAs and DAs as annual plans and budgets are developed and then reported on
- provide dedicated person resource (Andrew Love) to assist MAs and DAs to continue the development and use of their risk management and their health and safety systems, processes, resources and tools
- facilitate national and regional workshops to enable achievement of KPI 3.2
- work with MAs and DAs to support achievement of KPIs 5.1 to 5.6

## **KPI 2 Club Support and Participant Experience**

NZC will:

### Pre- and early- season awareness (7.1)

- work collaboratively with MAs and DAs to provide the necessary national leadership and support to enable MAs and DAs to achieve KPI 7.1

### Technology support (8.1 – 8.4)

- continue to develop and communicate its digital strategy
- at NZC's own cost, continue to develop NZC's Grassroots Participation Technology Platform (GPTP) providing associations, clubs and schools access to that platform's benefits including – a subscriptions & registration tool; a payment gateway; competitions management; scoring and game management; improving reporting and dashboard features
- maintain a community team manager dedicated to MA and DA GPTP relationship management
- host and invite all relevant MA and DA staff to participate in regularly Zoom workshops solely focused on the GPTP platform and supporting MAs and DAs to steadily improve their understanding of the platform and capability to deal with regional and local GPTP queries and issues.

### Coach development support (9.1 – 9.8)

- through Richard Pithey, assist any MAs and DAs who request help to develop their 2020/21 coach development plans
- subject to NZC travel policy, prepare and deliver an annual three-day residential training course for up to 16 cricket network coach developers.
- prepare and deliver additional coach development workshops from time to time, either in person or using virtual technology
- provide ongoing observations and training advice to MA and DA coach developers
- where appropriate, create and/or update coach development online resources
- at NZC's own cost, maintain and further develop the Friendly Manager platform
- at NZC's own cost, manage the 'Coach' Police Vetting system, including meeting NZ Police fees relating to the vetting process, and
- create and then manage a centralized Survey Monkey solution to enable participants involved in practical training sessions to provide timely feedback.