

26 May 2003

Margaret Shields  
Chairperson  
Wellington Regional Council  
PO Box 11-646  
**WELLINGTON**

Kerry Prendergast  
Mayor  
Wellington City Council  
PO Box 2199  
**WELLINGTON**

Dear Margaret and Kerry

#### **REVIEW OF TRUSTEES**

Further to your letter of 30 April 2003, with the exception of Ian Buchanan who is overseas until early June, I have now had the opportunity to meet with each of the trustees and review their performance in accordance with the criteria detailed on the evaluation form. In this regard please find enclosed the completed evaluation forms in respect of the six trustees reviewed.

As you are aware, we presently have eight trustees out of a potential ten. The terms of the present trustees are:

30 June 2003	Dame Margaret Bazley Paul Collins John Hunn
30 June 2004	Sir Ron Scott Peter Biggs
30 June 2005	Mike Egan
Local Body Nominees <i>(term expires at local body elections)</i>	Ian Buchanan Chris Parkin

In terms of the number of trustees there is nothing particularly sacrosanct about the present number. It has proved to be an effective working board with normally at least six trustees attending every meeting. The committee structure, in particular the audit, finance and catering committees, comprise

trustees with appropriate skills for the tasks assigned to these committees. The membership committee has not had to meet in the last year but has a number of issues on the horizon which will require consultation with the Stadium members appointed to that committee. We have recently established a non-sporting events committee comprising Peter Biggs and Chris Parkin to ensure that this important area receives the appropriate level of attention from trustees.

In terms of retiring trustees Margaret Bazley and John Hunn have both indicated that they would be interested in serving a further term. While their reappointment would ensure a continuation of a good balance of skills within the Trust thought does need to be given to the likely future composition of the trustees given Sir Ron Scott was reappointed last year for a likely final term of two years expiring 30 June 2004. The Trust will face a challenging time over the next few years and consideration will need to be given to the appointment of a trustee with strong governance and financial skills either now, in the event that I am not reappointed, or within the next year or so. Appointees with entrepreneurial skills like Peter Biggs or Chris Parkin also can add considerable value. Given the present make up and terms served by various trustees, consideration should also be given to new appointees having the credentials to be a potential chairperson/deputy chairperson.

I would also like to touch briefly on the financial position of the Trust. This has been a significant issue in the interviews with a number of trustees. In this regard I have **attached** the executive summary for the 2003/04 Business Plan which we have recently provided to your Councils. This highlights the substantial increase in fixed costs which the Stadium has had to deal with, the annual challenge to secure unconfirmed events and the much lower profit the Stadium will have in 2003/04.

My focus for the Stadium is continually on three key issues:

- securing a wide and diverse range of sporting, non sporting and community events coupled with maximum utilisation of the function areas on non event days;
- maintaining and enhancing the facility to ensure it continues to meet international best standards; and
- ensuring the Stadium is commercially viable which requires consistent profitability and in particular enables the Stadium Trust to meet its bank loan covenants and to service and repay its debts.

Each of these issues is interlinked and could all essentially be regarded as being of equal priority.

The trustees have discussed extensively the issues of the Stadium's rates and the costs of the Basin Reserve:

1. Rates – the rates expense for 2003104 is forecast at \$130,000. It would be of significant assistance if a nominal rate could be struck as a special Stadium rate. Clearly, the benefits to the commercial areas of the city

from the Stadium are huge and it would not be unreasonable for them to bear some of the cost associated with the Stadium;

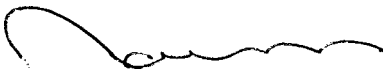
2. **Basin Reserve** – this is a more complex area which is currently the subject of discussion with City Council officers. The annual cost to the Stadium of maintaining and operating the Basin Reserve is \$320,000. When the Stadium Trust agreed to take responsibility for the Basin Reserve it was against the back drop of a much higher level of cricket at the Stadium than that which has eventuated and a more robust financial position which would have enabled the Trust to absorb the losses. The **attached** letter of 12 March from David Gray to Derek Fry summarises the position well. My concern is that the Basin Reserve will increasingly negatively impact on the viability of the Stadium. The trustees share this view and by unanimous vote have asked management to explore with the Council ways to withdraw from the present arrangements on the Basin Reserve.

Early positive resolution of these matters would be of significant long term benefit to the Stadium. The value of the Stadium to the city and the region is huge and its performance to date has been excellent. Its relative performance against other stadia in Australasia, in both an operational and financial sense, has been superior notwithstanding the level of commercial debt where, to date, all interest and principal payments have been met on due date.

While from a Stadium Trust, City Council and Regional Council perspective it is satisfying to reflect on these achievements, the reality of the challenges to ensure that the Stadium continues to be financially independent of the Councils, that it maintains the facilities to an appropriate standard and provides the enhancements that ensure the Stadium remains the leading multi-purpose venue in New Zealand are considerable.

I look forward to discussing these matters with you on 30 May.

Yours sincerely



**Paul Collins**  
Chairman

## EXECUTIVE SUMMARY

As we look forward to the next three years, we do so from a brief operating history that has recorded average net surpluses of \$1.2million which has allowed us to maintain and enhance the stadium as one of Australasia's leading multi purpose venues and at the same time reduce our commercial loan by \$2.5 million.

### COMPARISON WITH ORIGINAL (1997) PROJECT PLAN

After four years of operation, it is worth making some brief comparisons with the original project plan of October 1997 on which the Wellington City Council and Wellington Regional Council based their decision to invest \$40million in the Stadium. The chart below compares some of those project plan assumptions with the outcomes now being experienced in 2003:

	Original Plan	Actual 2003
Number of events days per annum	22	35 average
Number of functions per annum	140	700
Net Event Revenue	\$1.75m	\$2.66m
Net Surplus (average)	\$3.3m	\$1.2m
Bank Loans	\$15m	\$31m
Annual Interest expense (average)	\$930,000	\$2.4m
Insurance expense per annum	\$125,000	\$717,000
Power expense per annum	\$60,000	\$180,000
Rates expense per annum	\$50,696	\$130,000

While higher than budgeted event days have produced 52% more in event revenues, non-controllable cost increases of \$2.3 million have resulted in a net surplus that is 36% of the original plan.

### IMPACT OF CONFIRMED AND UNCONFIRMED EVENTS

At the time of preparing the Business Plan there are a number of events which are unconfirmed. This is normal practice for a multi-purpose venue. The Forecast position for the next three years is:

	2003/4	2004/5	2005/6
Confirmed			
Unconfirmed			
<b>Total Events</b>	<b>29</b>	<b>34</b>	<b>30</b>

The impact of the unconfirmed events not occurring on the Trust's surplus is set out below:

	\$m		
	2003/4	2004/5	2005/6
Budgeted loss before unconfirmed events	(1.13)	(0.06)	(0.37)
Net revenue from unconfirmed events	1.40	1.54	1.44
<b>Budgeted Net Surplus</b>	<b>0.27</b>	1.48	1.07

These figures clearly show that each year the Trust must secure all of its net surplus from events that are targeted but not yet contracted.

**OTHER FACTORS AFFECTING PROFITABILITY**

The 2003/4 Business Plan is impacted by the loss of revenues from the Rugby World Cup as noted in last years plan. What was not contemplated last year was that other potential major events would delay coming to the Southern Hemisphere to avoid competing with the Rugby World Cup or because they could not book venues in Australia as part of their tour.

As well as managing the uncertainty around events we have experienced a further significant increase in insurance premiums with a 60% increase over the previous year to \$717,000. We are in the difficult position of being one of the largest buildings in a city that is on a major earthquake fault. Power costs have also risen significantly as we come off a favourable three year fixed price contract.

We also face increasing competition for events from new and redeveloped venues in New Zealand, many of which were developed for the 2003 Rugby World Cup Tournament. This will affect the availability and profitability of events.

The 2003/4 financial year does not include a Rugby Test as the 2003 test takes place in June, while the 2004 test occurs in July.

The above factors result in a significantly lower profit projection for 2003/4 of \$273,000. To ensure the long-term profitability, the Trust will seek an early resolution to the Basin Reserve and rates issues, which could contribute an additional \$370,000 to assist in strengthening the Trust's financial position. Subject to achievement of targeted events we expect future profitability to be more in line with the results of the last three years.



12 March 2003

Mr D Fry  
Wellington City Council  
P O Box 2199  
WELLINGTON

COPY

Dear Derek

#### **BASIN RESERVE**

Further to our recent discussions and our earlier correspondence with Garry Poole we are keen to progress discussion on the future management and operation of the Basin Reserve. We note that Garry was to call a meeting of ourselves, Council and Cricket to discuss the Basin and that separate discussions have been held with each of the parties. The issues with the Basin Reserve are both short and long term issues. The short term matters which caused a problem at the test match in 2001 were the scoreboard, drainage, wicket covers and players facilities. These have now been resolved with the Wellington City Council's (WCC) assistance. Cricket are happy with this outcome. However, the long term issues are still unresolved and in particular the funding of the substantial maintenance work and the work required to bring the venue up to international standard as desired by Cricket.

#### **FINANCIAL, POSITION OF WRST**

The Wellington Regional Stadium Trust (WRST) is keen to get an early outcome to these discussions. The next financial year will be a difficult one for the Trust following the loss of the Rugby World Cup and the impact of rising costs, particularly rates and insurance. The loss of the Rugby World Cup cost us an estimated \$1.5m of net income. Rates were settled at \$80,000 more than our original budget and our annual insurance premium is now \$717,000 compared to \$200,000 when we opened. To ensure that there is a clear understanding of the costs and revenue of the Basin Reserve we have attached a schedule for the past two years and this years budget (Appendix I). These costs are net of WCC grants. We do see the net cost of operating the Basin (\$320,000), now being paid for by WRST, as being unsustainable and believe we should move to address that cost rather than wait for it to become a major problem. As I have said in our recent meetings the issue for WRST is a financial one.

In considering our financial position it is worth comparing the key financial terms from the original October 1997 Stadium Project Plan with what is currently being achieved:

1997 Project Plan	\$	2002 Actuals	\$
Gross event income	2,400,000	Gross event Income	4,700,000
Rates	50,596	Rates	130,000
Insurance	125,000	Insurance	7 17,000
Net income	3,000,000	Net income	1,500,000
Borrowing	1 5,000,000	Borrowing	32,000,000
Interest payment reducing to nil by 2005	1,600,000	Interest pa reducing slowly	2,400,000
Total cost of construction	122,000,000	Total cost of construction	130,000,000

The Stadium has exceeded the original expectations in number of events and revenue generated from events. However the loss of the Rugby World Cup, the higher than budgeted borrowings resulting in increased interest costs, together with additional costs of rates and insurance which are \$670,000 above the original expectation have resulted in a reduced net revenue.

When the WRST agreed to include the cost of the Basin Reserve within the Stadium operation, the Stadium was expected to be earning net revenues which are twice what are currently projected, including significantly higher income from cricket than is currently being received. It is in this situation of a substantially reduced net income that the WRST wishes to address the future of the Basin Reserve. We believe we must do it now before the reduced income impacts on our ability to continue to maintain and enhance Stadium and maintain its position as New Zealand's premier venue. Reduced income will also effect our ability to repay loans and impact on our banking covenants.

#### BASIN RESERVE MAINTENANCE REQUIREMENTS

Against this background we are also in receipt of the Montgomery Watson Harza (MWH) report detailing \$880,000 of maintenance required at the Basin in the next five years, most of it within the next two years. This preliminary report does not include other significant capital expenditure items required beyond this basic maintenance work. These items include:

- Upgrade of the sprinkler system
- Upgrade of the ground drainage system
- Renovation of the outfield
- Replacement of seating in the RA Vance and Museum Stands
- Replacement of plant and machinery.
- Replacement of cricket nets
- Upgrade of entrance gates.

All of the above items need to be actioned if the Basin Reserve is to operate as an international cricket ground and would not be considered development of the ground.

The work detailed in the MWH report and the items listed above are beyond the financial capability of the WRST and require discussion with the WCC. It also needs to be noted that some maintenance items would have been funded from the deferred maintenance fund



established between the WRST and the WCC but this money has been allocated to the recent upgrade of the facilities.

#### DIFFERENT OBJECTIVES

In considering the future of the Basin Reserve and the potential effect on the WRST's financial position it is also important to recognise the differing and somewhat conflicting positions of the parties.

- WRST is required under its Trust Deed to “administer the Stadium and the Trust assets on a prudent commercial basis so that is a successful financially autonomous community asset”.
- Under the Basin Reserve Management Deed between the WCC and WRST, the Trust shall only use or permit the ground to be used principally for the purpose of a cricket and recreation ground to be enjoyed by the inhabitants of Wellington or other recreational uses as long as the grass playing areas are retained for sporting and other recreational use.
- The WCC wants to retain test matches at the Basin Reserve.
- Under the Management Deed ongoing maintenance shall be funded by WRST but there is an acknowledgement in the Deed that further discussion may be required between the WRST and the WCC if any significant future maintenance is required.
- The WRST in its agreement with Cricket Wellington (CW) and New Zealand Cricket (NZC) is required to *maintain* the Basin Reserve to international standard.
- NZC and CW want the ground to be *developed* as an international cricket ground. Currently NZC requires all venues to sign a match management manual which sets out the requirements for international cricket grounds and the Basin Reserve does not meet all of the standards set out in the manual. We expect that NZC will require all grounds wishing to host international games to plan to improve facilities to the standards set out in the Match Management Manual.

The WCC's objective in retaining Tests at the Basin Reserve and NZC's objective of developing the Basin Reserve imply a commitment from the venue owners and manager to develop the facility which is well beyond the financial capability of the WRST. Cricket's desire to develop the ground is, in our view, beyond the WRST's requirement to maintain it to international standard. The current use and financial arrangements for test and domestic cricket creates a financial loss for the WRST which we believe is a situation not contemplated by the Trust Deed.

Cricket have expressed interest in re-establishing the Basin Reserve Trust and through that Trust becoming more directly involved in the management of the Basin Reserve. WRST has no difficulty with this proposal.

#### OUTSTANDING ISSUES

If the WCC is contemplating that arrangement and looking to change the manner of operation and management of the Basin Reserve there are some outstanding issues between the WRST and Cricket that need to be resolved, otherwise they will become problems for the Basin Reserve Trust.





- There are outstanding issues in our agreement with NZC in respect of their right to use the Stadium. These are commitments Cricket made as its contribution to having the Stadium established as a major cricket venue in Wellington. These commitments have not yet been met and have been under discussion for sometime.
- The issue of payment by Cricket for use of the Basin Reserve for domestic games needs to be resolved. This item has also been under discussion with Cricket for some time and no adequate arrangement has been reached. In our view it is fundamental that Cricket pays a reasonable fee for use of the Basin Reserve for domestic cricket as would apply if it used any other public facility.

In the WRST's view any discussion the Council has with NZC and CW over the future operation of the Basin Reserve should include the resolution of these issues.

### THE WAY FORWARD

We have noted earlier in this letter that there is a difference between the WRST and Cricket in interpreting the requirement to present the Basin Reserve to international standard. WRST believes that this requires us to present the ground and wicket to international standard and that the current upgrade of players facilities is sufficient given the use of the ground. We also believe the scoreboard is adequate given the ground usage and that the allocation of two test matches a year does not warrant any substantial investment in the ground.

We believe that NZC and CW want the ground developed to international standard which requires substantial investment in areas such as practice facilities, scoreboard, players area., spectator facilities, lighting, all of which is beyond the financial capacity of the WRST and we believe outside the scope of its management contract.

In its review of the Basin Reserve, WCC needs to recognise that there are three principal areas that need consideration.

1. The current annual net cost of operating the Basin Reserve is a net \$320,000 which is being met by the WRST and cannot be sustained in the future.
2. Long term maintenance issues.
3. Upgrades to the Basin Reserve to meet NZC's requirements for an international ground.

It is the WRST's view that these issues are all better dealt with in a single entity developing a long term plan for the Basin Reserve and with NZC and CW as active participants in that entity. The WRST does not need to be involved in this entity.

WRST does have a significant role to play in ground management of both venues. which has benefits to both venue owners. Combined ground management enables us to recruit better qualified ground staff and improve their knowledge and experience as they work between two international venues with significantly differing demands. This enables the WRST to deliver a quality service at a cost effective price. The ability to back up staff through holidays, absences and peak periods is important as well as achieving efficient utilization of



plant and machinery. Any change to the management and operation of the Basin should allow the WRST to retain the contract to manage the playing surface and wicket blocks.

In these considerations it is also important not to overlook the amount of work required to manage the Basin both in asset management, event and non-event related management. It currently takes 80% of our Basin Reserve Manager's time on these issues (the balance being at the Stadium). It also requires a high level of asset management skills and experience.

CW is in a position to play an important role in Basin Reserve management. The revenue earning capability of the Basin Reserve has been diminished by the transfer of one day internationals to the Stadium and traditional revenue sharing contracts between codes and venues is now not the best way to maximize the revenue at the Basin. The ground needs to be managed as a single revenue generating opportunity and CW and NZC through their sponsorship and supply contracts are most likely to be able to maximise the signage, hospitality and sponsorship opportunities.

On balance, the best solution for the Basin is the re-establishment of the Basin Reserve Trust, with a ground management contract to the Stadium to manage the pitch and outfield to international standard. The WCC may prefer to simply reinstate its annual grant to the WRST to cover the net operating cost of Basin Reserve and leave the existing structure in place.

The cricket season is about to end and the WRST is concerned that there will be no further focus on the Basin Reserve until the next cricket season. The WRST is not in a position to carry on subsidising the Basin Reserve and can no longer contribute to any further developments. With Cricket failing to respond to requests to finalise domestic cricket arrangements there is going to be no funding to do further work required at the Basin Reserve. The upgrade to players facilities in this current year has been undertaken by redirecting WCC funds set aside for long term maintenance. The outcome is that these funds are no longer available for the original purpose. The WRST is not in a position to fund this shortfall.

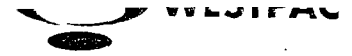
We are concerned that if we do not maintain the momentum of the current discussion we will finish up next season with NZC again raising issues at a time when we are trying to get two cricket tests allocated to Wellington. The Trustees have asked me to regard the future of the Basin Reserve as a critical issue and to endeavour to resolve the issue at an early date.

Yours sincerely

A handwritten signature in black ink, appearing to read "David Gray".

David Gray  
CHIEF EXECUTIVE

cc: Paul Collins



## APPENDIX I

### BASIN RESERVE OPERATING COSTS

	Budget 2003 \$	Actual 2002 \$	Actual 2001 \$
Repairs and Maintenance			
- Buildings	78,900	82,058	64,357
- Grounds	43,000	48,989	35,148
- Equipment	16,000	15,165	10,284
Consumables – Turf	43,500	34,192	18,068
occupancy	59,900	50,029	45,477
Sundry Costs (including event)	12,500	9,783	12,479
Staff Costs	136,500	121,000	132,000
Depreciation	<u>34,000</u>	<u>33,309</u>	<u>33,967</u>
	424,300	394,525	351,780
Repairs and Maintenance (special works reimbursed by WCC)	<u>109,431</u>	<u>60,675</u>	<u>103,254</u>
Total Operating Cost of Basin Reserve	<u>533,731</u>	<u>455,200</u>	<u>455,034</u>
	Budget 2003 \$	Actual 2002 \$	Actual 2001 \$
Gross Revenues	95,200	97,463	38,839
Operating Costs (excluding special works)	<u>424,300</u>	<u>394,525</u>	<u>351,780</u>
Net Deficit	<u>(329,100)</u>	<u>(297,062)</u>	<u>(312,941)</u>

FORM B

Director/Trustee Performance review by Board Chairperson

LATE/Trust: WELLINGTON REGIONAL STADIUM TRUST  
Date of Review: 20 May 2003

Director/Trustee Details	
Surname Sazley	First Names Dame Margaret
Date appointed 4 July 2000	
Term Expiry Date 30 June 2003	
Skill area on appointment. Special skills brought to the board. Strong governance and management skills	
Applied skill area (eg Board Committee) Membership Committee - also stadium member	

Assessment of performance at meetings		
Number of board/relevant committee meetings held since date of appointment Since May 02 10 Trust Meetings		
Number of board/relevant committee meetings attended by Director/Trustee Since May 02 10 Trust Meetings		
Chairperson's comments on attendance at meetings Good		
How well is the Director/Trustee prepared for meetings? Outstanding <u>Acceptable</u> Not Acceptable		
Chairperson's comments: Takes time to be well prepared on issues		
What level of participation does the Director/Trustee have in meetings? Outstanding <u>Acceptable</u> Not Acceptable		
Chairperson's comments: Participates well in areas of expertise		

The Chairperson's assessment of the ~~Director~~/trustees

1. strategic awareness

Understands key issues associated with the stadium particularly the importance of ensuring the financial viability of the Stadium Trust over the next two or three d. p. cult years.

2. knowledge of governance

Very High

3. independent judgement and objectivity

High, given background Margaret has good objectivity and is used to making decisions, Very independent.

4. personal responsibilities within the board

Membership Committee

5. technical competency

Good

Chairperson's assessment on the Board member adding value

Enjoys the position and contributes well. Very supportive of management.

Chairperson's general comments

As above

The above assessment has been discussed between the Chairperson and the Director/Trustee concerned and the points have been agreed.

Chairperson



Date 20 May 2003

Director/Trustee



Date 20/5/03

Re-appointment

Would you re appoint this person to the Board: Yes

Margaret enjoys the role and contributes well

FORM B

Director/Trustee Performance review by Board Chairperson

LATE/Trust: WELLINGTON REGIONAL STADIUM TRUST  
Date of Review: 20 May 2003

Director/Trustee Details	
Surname	SCOTT
First Names	Sir Ron
Date appointed	19 November 1997, Reappointed 1 July 2002
Term Expiry Date	30 June 2004
Skill area on appointment. Special skills brought to the board. High level of knowledge of sports venues, major user groups and financial issues of stadium. Good network of contacts in Wellington and New Zealand which is beneficial.	
Applied skill area (eg Board Committee)	
FINANCE COMMITTEE	

Assessment of performance at meetings	
Number of board/relevant committee meetings held since date of appointment	SINCE 1997 10 TRUST MEETINGS 10 FINANCE MEETINGS
Number of board/relevant committee meetings attended by Director/Trustee	SINCE 1997 10 TRUST MEETINGS 9 FINANCE MEETINGS
Chairperson's comments on attendance at meetings	
Good	
How well is the Director/Trustee prepared for meetings?	
Outstanding	Acceptable
Chairperson's comments:	
Well prepared for meetings	
What level of participation does the Director/Trustee have in meetings?	
Outstanding	Acceptable
Chairperson's comments:	
Well participated at all meetings	

The Chairperson's assessment of the Directors/Trustees

1. strategic awareness

High level of understanding on all key -  
Strategic issues

2. knowledge of governance

Good

3. independent judgement and objectivity

Gives background and an alliance with our key  
stakeholder, acts in a particularly objective and  
Independent way

4. personal responsibilities within the board

Deputy Chairman

5. technical competency

Key - the ph. s, governance and chair skills



Chairperson's assessment on the Board member adding value

- Strongly support: Good work the stadium and provides a positive public face to all user groups
- Extensive background and understanding the ongoing dynamics of the stadium makes for her's contribution invaluable

Chairperson's general comments

Provides excellent support as deputy chairman

The above assessment has been discussed between the Chairperson and the Director/Trustee concerned and the points have been agreed.

Chairperson [Signature] Date 20 May 2003

~~Director/Trustee~~ [Signature] Date May 20 2003

Re-appointment

Would you re appoint this person to the Board:

S: - Ron has and remains a very valuable contributor to the board and I would reappoint him.

Director/Trustee Performance review by Board Chairperson

LATE/Trust: WELLINGTON REGIONAL STADIUM TRUST  
Date of Review: 14 May 2003

Director/Trustee Details	
Surname, <u>BERKIN</u>	First Names, <u>CHRIS</u>
Date appointed <u>NOVEMBER 2001</u>	
Term Expiry Date <u>LOCAL BODY ELECTIONS</u>	
Skill area on appointment. Special skills brought to the board. <u>Wellington City Council Representative</u> <u>Entrepreneurial business skills good understanding of many business issues</u>	
Applied skill area (eg Board Committee) <u>Non Sporting Events Committee</u>	

Assessment of performance at meetings	
Number of board/relevant committee meetings held since date of appointment <u>SINCE MAY '02 10 TRUST MEETINGS 1 Non-Sporting Events</u>	
Number of board/relevant committee meetings attended by Director/Trustee <u>SINCE MAY 2002 7 TRUST MEETINGS 1 Non-Sporting Events</u>	
Chairperson's comments on attendance at meetings <u>REASONABLE</u>	
How well is the Director/Trustee prepared for meetings? O&standing <u>Acceptable</u> <i>Not Acceptable</i>	
Chairperson's comments: <u>Prepares well for meetings</u>	
What level of participation does the Director/Trustee have in meetings? Outstanding <u>Acceptable</u> <i>Not Acceptable</i>	
Chairperson's comments: <u>High level of participation particularly in areas where the stadium can develop in the future</u>	

The Chairperson's assessment of the ~~Director~~/trustees

## 1. strategic awareness

Unquestionable - understands the fundamental importance of the federation to the City

## 2. knowledge of governance

Very good

## 3. independent judgement and objectivity

High - Separates out role of Councilor and Trustee very well. Very objective in his deliberations.

## 4. personal responsibilities within the board

Non sporting events committee - key aspects expand revenue base in the future.

## 5. technical competency

Good

Chairperson's assessment on the Board member adding value

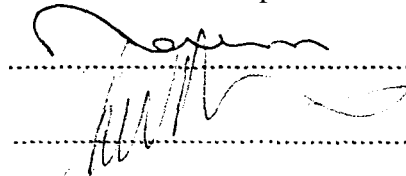
- Taking greater involvement in bringing non-sporting events to Wellington which is helpful.
- Very good at bringing an odd set dimension to the Stadium

Chairperson's general comments

Good person to have on board - vitally interested in the Stadium and its future development.

The above assessment has been discussed between the Chairperson and the ~~Director~~ Trustee, concerned and the points have been agreed.

Chairperson



Date

14 May 03

~~Director~~ Trustee

Date

14 May 03

Re-appointment

Would you re appoint this person to the Board:

Good contributor and would definitely reappoint

FORM B

Director/Trustee Performance review by Eoard Chairperson

LATE/Trust: WELLINGTON REGIONAL STADIUM TRUST  
Date of Review: 14 May 2003

Director/Trustee Details	
Surname Egan	First Names MICHAEL JOHN
Date appointed 1 JULY 2000 & REAPPOINTED 1 JULY 2002	
Term Expiry Date 30 June 2005	
Skill area on appointment. Special skills brought to the board. Hospitality Expertise	
Applied skill area (eg Board Committee) Catering Review Committee Members Committee	

Assessment of performance at meetings	
Number of board/relevant committee meetings held since date of appointment SINCE MARCH 10 TRUST MEETINGS	LAST REVIEW 3 CATERING PERFORMANCE
Number of board/relevant committee meetings attended by Director/Trustee SINCE MARCH 2 8 TRUST MEETINGS	3 CATERING PERFORMANCE
Chairperson's comments on attendance at meetings Good	
How well is the <del>Director</del> /Trustee prepared for meetings? Outstanding <u>Acceptable</u> Not Acceptable	
Chairperson's comments: Carefully reviews all papers and contributes in areas of expertise	
What level of participation does the <del>Director</del> /Trustee have in meetings? Outstanding <u>Acceptable</u> Not Acceptable	
Chairperson's comments: Interested in all areas of the stadium	

The Chairperson's assessment of the Director/trustees

1. strategic awareness

Understands importance of:  
- viability of the stadium  
in line in terms of out-payer & it's location  
means doing everything well. Attending events and  
providing space for it. This will then slot into support  
from all stakeholders.

2. knowledge of governance

Increasing with length of involvement

3. independent judgement and objectivity

Capable of evaluating all views particularly  
from the wider community from which he  
has a high level of interaction

4. personal responsibilities within the board

Catering committee - functioning well and  
Spotless now more confident as caterers  
members committee - will be important with  
handling of introduction of annual fee

5. technical competency

High. I specialise in hospital and  
catering

Chairperson's assessment on the Board member adding value

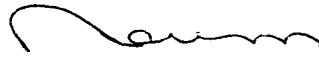
Take s a real interest in all aspects of the  
Stadium and adds value in specialist areas

Chairperson's general comments

Good Contribution

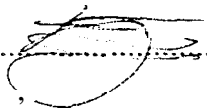
The above assessment has been discussed between the Chairperson and the Director/Trustee concerned and the points have been agreed.

Chairperson



Date 14/5/23

Director/Trustee



Date 16/5/23

Re-appointment

Would you re appoint this person to the Board:

Mike's skills are improving and as this leads to greater confidence his contribution is also improving

FORM B

%+&x/Trustee Performance review by Board Chairperson

LATE/Trust: NEWINGTON REGIONAL STADIUM TRUST  
Date of Review: 8 MAY 2003

Director/Trustee Details	
Surname HUNN	First Names JOHN MURRAY
Date appointed 4 JULY 2000	
Term Expiry Date 30 JUNE 2003	
Skill area on appointment. Special skills brought to the board. High level of financial skills and corporate governance	
Applied skill area (eg Board Committee) Audit Committee - Chairman Finance Committee	

Assessment of performance at meetings			
Number of board/relevant committee meetings held since date of appointment	10 Trust Meetings	10 Finance	1 Audit
Number of board/relevant committee meetings attended by Director/Trustee	10 Trust Meetings	9 Finance	1 Audit
Chairperson's comments on attendance at meetings Good			
How well is the Director/Trustee prepared for meetings? Outstanding <u>Acceptable</u> Not Acceptable			
Chairperson's comments: Well prepared (especially in the finance area)			
What level of participation does the Director/Trustee have in meetings? Outstanding <u>Acceptable</u> Not Acceptable			
Chairperson's comments: Good contributor			



The Chairperson's assessment of the Director/trustees

1. strategic awareness

Understands the importance of the stadium to the region.  
Concerned about the next few years given the high debt levels of the stadium wants to see the Baseline Reserve issues - - resolved and especially - to level it for the stadium.

2. knowledge of governance

Very high

3. independent judgement and objectivity

Given background has good judgement and a high level of expertise

4. personal responsibilities within the board

Audit

Finance

5. technical competency

Appropriate for roles undertaken

Chairperson's assessment on the Board member adding value

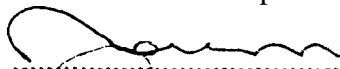
Adds value on financial issues and  
key strategic issues

Chairperson's general comments

John has added considerable value as a trustee

The above assessment has been discussed between the Chairperson and the  
Director/Trustee concerned and the points have been agreed.

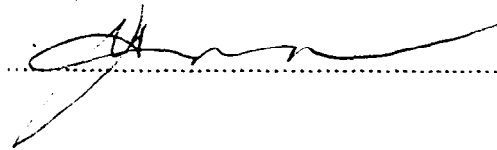
Chairperson



Date

8 May 03

~~Director/Trustee~~



Date

8 May 03

Re-appointment

Would you re-appoint this person to the Board:

Definitely Strong financial and governance - skill which  
would need to be replaced if John was not reappointed

FORM B

Director/Trustee Performance review by Board Chairperson

~~DATE~~/Trust: WELLINGTON REGIONAL STADIUM TRUST  
Date of Review: 26 Mar 03

Director/Trustee Details	
Surname	First Names
Biggs	PETER
Date appointed	July 2002
Term Expiry Date	30 June 2004
Skill area on appointment. Special skills brought to the board.	
Entrepreneurial background Strong interest in marketing and relationships.	
Applied skill area (eg Board Committee)	
Non-Sporting Events Committee	

Assessment of performance at meetings	
Number of board/relevant committee meetings held since date of appointment	Since July '02 8 Trust Meetings 1 Non-Sporting Events
Number of board/relevant committee meetings attended by Director/Trustee	since July '02 5 Trust Meetings 1 Non-Sporting Events
Chairperson's comments on attendance at meetings	
Reasonable	
How well is the Director/Trustee prepared for meetings?	Outstanding <u>Acceptable</u> Not Acceptable
Chairperson's comments:	
Interested in issues and well prepared	
What level of participation does the Director/Trustee have in meetings?	Outstanding <u>Acceptable</u> Not Acceptable
Chairperson's comments:	
Participates well in areas of interest	

The Chairperson's assessment of the Director/trustees

1. strategic awareness

Regards Stod. ions as one of the city's most important strategic assets. Developing relationships with key partners crucial.

2. knowledge of governance

Good

3. independent judgement and objectivity

Even background thinks "outside the square"

4. personal responsibilities within the board

On non sporting events

5. technical competency

Good

Chairperson's assessment on the Board member adding value

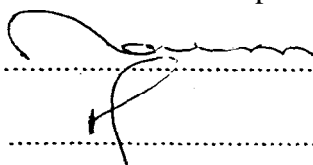
Increasing involvement in non sporting events  
results in better utilisation of skills  
and greater contribution

Chairperson's general comments

Provides useful balance to the board.

The above assessment has been discussed between the Chairperson and the Director/Trustee concerned and the points have been agreed.

Chairperson



Date 20 March '03

Director/Trustee

Date 26/5/03

Re-appointment

Would you re appoint this person to the Board: Yes

Important to have these types of skills on the board  
Balance i.e. entrepreneurial & financial skills key for the  
future<sup>3</sup> success of the stadium