



Committee Meeting 4-2015

Date: 25th August 2015

Time Start: 18:30

Location: DSR

Attendees:

- Jodie Stembridge (JS)
- Louise Wallace (LW)
- Amy Chapple (AC)
- Vilma Fitzgerald (VF)
- Ben Pruden (BP)
- Marilena Stimpfl (MS)
- Margaret McIlroy (MM)
- Alex Wade (AW)
- Graeme Adams – via Skype (GA)
- Rob Evans – guest (RE)

WAMBA's Vision:

Mountain biking is recognised as a mainstream, positive and family-friendly activity, where everyone is or knows a mountain biker.

And for Western Australia to embrace sustainable mountain biking as a leading recreational and tourism experience by delivering opportunities, maximising participation and sharing the benefits.

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1. Apologies

The following apologies were received by email:

- Tony Tucknott (TT)

2. Minutes from Previous Meeting & Issues from Action Item List

The minutes from 28th July were accepted as accurate and all actions have been completed or carried over to current **Action Items List**.

Completed actions since previous committee meeting:

- **WAMBA & Westcycle MOU:** the current MOU expired on 30th June 2015. A number of meetings have been held with WestCycle to prepare for new one. The MOU will become a different type of service agreement, which will be legally binding (refer President's Report August 2015, and 2015-16 Operational Plan).
- **Mountain Bike Guidelines:** A meeting was held between BP and Danielle Stone and Rod Annear (DPW) to discuss the project to date and the way forward for completion and implementation of guidelines.
- **Dwellingup 100:** Trievents agreed to print WAMBA banners (instead of providing \$500 cash from sponsorship deal with Alcoa). Included in application and MOU between WAMBA and Trievents being finalised.
- **Dwellingup 100:** WAMBA provided Trievents with a 1 page update on WAMBA and current MTBing projects, for inclusion in their online riders booklet.

3. Treasurer’s Report/ Financial Update

Balance at 28th July 2015: \$49,044.38

Balance at 25th August 2015: \$50,151.43

WAMBA Committee Meeting 4-2015

Total in \$2,660.00

Total out \$1,552.95

Received cash from:

- Lotterywest for Green Trails 2002401 \$2,660.00

Spent cash on:

- Trailer Registration (B. Pruden) \$97.70
- Trailer Inspection (B. Pruden) \$288.75
- Marquee 1st payment \$583.25
- Marquee 2nd payment \$583.25

Awaiting cash from:

- Lotterywest for Green Trails* \$11,090.00 (\$13,750 – \$2,660 received)*
- Alcoa Dwellingup 100 Sponsorship \$4,500.00

Summary of amounts owing:

- Stationery (Jodie Stenbridge) \$39.57
- Maintenance agreement for Langford Park \$3,300.00 (to be invoiced when complete)
- Maintenance agreement for Goat Farm \$5,500.00 (to be invoiced when complete)
- KMBC Green Trail Works \$21,920.00 (to be invoiced when complete)**
- Murray Valley Project \$23,350.00 (yet to progress to next stage)
- Alcoa Dwellingup 100 Sponsorship \$4,500.00 (Invoice printed – to be sent out)
- Other amts collected for Dwellingup & Jarrahdale \$502.00 (remaining - to be spent on Dwellingup & Jarrahdale)
- MTBA Junior Develop. Camp contribution \$1,000.00
- Awesome Foundation Grant (2014) \$1,000.00

It was unanimously agreed that AC, as Treasurer, would have access to WAMBA's bank account. The President and Secretary both signed Bankwest Signatory Approval.

Actions:

- Invoice to Alcoa issued to President for approval. Send with cover letter to Alcoa (AC).
- Complete reconciliation of account once access granted to bank account (AC).
- All invoices previously issued by parties to be forwarded to Treasurer for record purposes (Committee).
- All parties to now use Reimbursement Form for any receipts or expenses out (Committee).
- An MOU for KMBC grants acquittal to be drafted up and signed by WAMBA and KMBC (AC/ LW).

4. President's Report (2015/16 Quarter 1 Report)

From LW:

Summary

There are lots of things happening behind the scenes right now, and I'm happy to say that a lot of the efforts of many people have led to TWO REALLY BIG THINGS that have happened in the last few weeks.

1. The release of the WA Mountain Bike Guidelines for public consultation.
2. The new mountain biking jobs that have been funded and advertised.

I've given some further details about the background and challenges of these two things, but it's pretty wordy, so I've left it until the end of the report.

It sometimes seems like the 'top-down' is louder than the 'bottom-up', but I tend to see this as an indication of our success in putting mountain biking on the agenda of our key governing bodies.

As we agreed prior to our AGM, the most important things for WAMBA to focus on are:

1. Long Term Financial Sustainability
2. Relationships with Our Affiliated Clubs & Groups
3. Relationships with Main Stakeholders
4. Trail Development Projects
5. State Level Events

If we can do these things well, then this sets us up for the future to achieve greater things, and our strategic plan for 2015-2017.

In our Quarter 1 Review, we identified a number of successes as well as challenges. For the future of WAMBA, it is vital that we continue to streamline our communications and that we can delegate tasks to the right people.

So how are we tracking? Head to the full report attached to the back of the minutes for a graphical snapshot, and the outline of achievements and challenges.

On another note, our \$40,000 Organisational Sustainability Program (OSP) money was approved by the Westcycle Board. This will partly fund the new MTB Project Manager role. The rest of the funding for the role comes from the recently announced DSR Industry Initiative Grant.

5. Trail Development Projects – Update

From BP:

South West Mountain Bike Master Plan (SWMP)

Part 1: Master Plan – the final document is ready to be officially launched, possibly in October.

Part 2: Frameworks – in order to get trails on the ground as quickly as possible in the South West, it was decided to identify the most deliverable priority sites in each of the three highest priority locations (Margaret River, Wellington and Pemberton), and develop a framework for each site. WAMBA is not involved in this stage yet.

- *Wellington National Park, Collie* – site assessment by DPW is currently underway.
- *Bramley National Park, Margaret River* – site assessment was completed by DPW and MRORCA. Detailed design by Common Ground Trails will begin in September.
- *Gloucester National Park, Pemberton* – the draft framework has yet to be signed off by the Donnelly DPW District.

Perth-Peel Mountain Bike Master Plan (PPMP)

The project is making good progress.

- A quicker process than was used for the SWMP, has been applied to the prioritisation framework (assesses the development potential of locations).
- Policy 13 (recreation within public drinking water source areas) impacts on Kalamunda, so engagement with the Department of Water is vital.
- Avon valley has potential private land opportunities.
- Other regional funding that is available for SWMP isn't available for this plan, except for Dwellingup. It's therefore critical to find alternative funding.

Murray Valley Trail Plan

This project started ahead of the PPMP, due to the loss of the Dwellingup trails to logging. This was the first project to trial the draft MTB management guidelines. The framework and concept plan have been completed by Common Ground Trails. Detailed design is due to start soon.

Manning Park Mountain Bike Strategy

Survey results received and distributed by Common Ground Trails. The next step is the development of the concept plan. A WAMBA rep sits on the project's Steering Committee.

Mountain Bike Guidelines & Mountain Biking Code of Conduct

The guidelines were released for public consultation on 22nd July. The consultation period will close on 18th September. A Facebook reminder will be posted on 4th September.

Most of the discussions have been with PMBC and PDMBC, with *Table 3: Mountain Bike Trail Compatibility Matrix* the main area of concern. BP had discussions with DPW about the need to address this issue, as it's seen to be marginalising the DH section of community with no real explanation of why. DPW understand the concerns and where WAMBA is coming from, but also have internal challenges around national parks to deal with. BP will wait for the consultation period to finish before moving onto addressing this issue. PDMBC and KMBC have both made submissions on the guidelines.

RE echoed the concerns of BP and many in the MTBing community that the exclusion of DH from national parks was unnecessarily marginalising one section of the community, and needs to be addressed.

Action: Draft an official WAMBA response to the guidelines and submit before closing date (BP).

Action: Publish WAMBA response on Facebook and website (JS).

6. Agenda Items

No.	Item/ Status/Decision / Action	Who is Responsible
1	Conflict of Interest – Westcycle & Common Ground Trails	JS
	JS has accepted an offer from Westcycle to work as the Interim Mountain Bike Manager, taking over from Sarah Smith who is transferring to another role within Westcycle. Because they wanted Sarah into her new role as soon as possible, and the new role of MTB Operations Manager obviously has only just been advertised, they needed someone to fill the gap. It's anticipated that JS will be working full	

	<p>time in this temporary role for approx. 10-12 weeks (depending on how long the recruitment process takes).</p> <p>She's still keen to continue in her role as WAMBA Secretary – a role she thoroughly enjoys; although will obviously be looking to reduce her workload until this assignment is over. While both Westcycle or WAMBA believe there shouldn't be any conflict of interest (as we are ultimately working in partnership), her work will be monitored to ensure there is actually no conflict.</p> <p>Added to that, she also helped Dave Willcox (Common Ground Trails) out for a week by providing admin support for Perth-Peel Master Plan. Basically just confirming local government details, sending emails and setting up meetings. This will stop when she starts work with Westcycle.</p> <p>JS has been unemployed for a few months, hence why she's been able to use her skills and experience to help out with something she's passionate about.</p> <p>She will abstain from any decision making involving any trail projects.</p>	
2	<p>MTBA 2015 Junior Development Camp</p> <p>Background: Last year WAMBA pledged \$1000 to the 2014 Junior Development Camp in Pemberton, to assist with volunteer coach costs (<i>as per committee approval in meeting minutes 6-2014</i>). In the end, the money wasn't needed/ used at the time so it wasn't claimed from WAMBA.</p> <p>The suggestion has been made to use this funding to again show support for junior development by subsidising the cost of entry to this year's camp. Spoken to Mark Wardle (Rock and Roll Mountain Biking), who believes this to be worthwhile.</p> <p>Discussion: Suggestions for how WAMBA could financially support junior development included developing coaches and paying for kids who can't afford to attend. Don't have time to do it this year, but could look at scholarships for 2/3 disadvantaged kids (2016).</p> <p>Decision: The committee unanimously approved giving \$1000 to this year's junior camp, but needed more information before deciding how it would be spent.</p> <p>Action: Call Mark for more information about the camp (GA).</p>	LW
3	<p>WAMBA Junior State Selection Panel – Replacement of WAMBA Board Rep</p> <p>Background: LW is stepping down from her role as WAMBA Board representative on the junior state selection panel. The selection panel comprises WAMBA board member (currently Louise), MTBA rep (Tony Tucknott), Westcycle Operations Manager (Toby Hodgson) and 2 independently elected reps (Graeme Adams & Paul De Klerk). There is no one suitable for this role on our current committee, so we need to open the opportunity up to the wider MTBing community.</p> <p>Under our constitution, it is possible for someone to join a subcommittee as a volunteer, without being a committee member. Therefore, the best way for WAMBA to engage someone suitable to fill the vacant selection panel role would be as a volunteer under the Racing subcommittee (which Tony currently chairs).</p> <p>JS put a call out for nominations for the position prior to committee meeting (<i>invite sent to clubs and potential candidates</i>). It will be an interim volunteer role</p>	LW

	<p>to fill Louise’s vacancy until the 12 month term is up (Nov 2015). Nominations for the WA Junior State Team close on 22nd September.</p> <p>Selection Panel nominations received so far – Mark Wardle (Rock and Roll Mountain Biking/ PMBC).</p> <p>Decision: JS passed a motion that Mark Wardle be elected as the new <i>Junior State Team Selection Panelist – WAMBA Board Representative</i>. Seconded by AC.</p> <p>Action: Notify Mark about appointment (LW).</p> <p>Action: Email clubs and announce on Facebook and website (JS).</p>	
4	Dwellingup 100 MOU with Trievents	LW
	<p>Background: Alcoa sponsorship was approved. Trievents to print banners for WAMBA to keep and provide promotional opportunities. WAMBA to man a marquee on the day, as well as provide car parking duties (in exchange for revenue from gold coin donations). LW will be meeting with Christo (Trievents) on Wed 26th to sign off on MOU.</p> <p>Discussion: Action items from the MOU are assigned to a committee member (<i>see WAMBA Committee Meeting Action Item spreadsheet</i>). Discussed status of actions.</p> <p>Decision: The committee unanimously agreed for LW to have the authority to make any decisions regarding the MOU on behalf of the committee, including approval of the MOU.</p> <p>Action: Ensure the MOU includes Alcoa outcomes (LW).</p> <p>Action: Email committee to follow up on what’s required on the day (JS).</p>	
5	Westcycle Mountain Bike Position Descriptions	LW
	<p>Background: WAMBA’s OSP funding of \$40,000 from DSR was approved.</p> <p>WAMBA has been working hard with DSR and WestCycle (WC) in the last few years to secure two new paid full time MTB positions (to be employed by WC) – <i>Mountain Bike Operations Manager</i> and <i>Mountain Bike Project Manager</i>. Thanks to these important partnerships, these roles represent a significant injection of funding into the advancement of mountain biking in Western Australia within the next 12 months.</p> <p>Position descriptions for the two MTBing roles + a High Performance Manager (to service all cycling disciplines) were circulated to the committee and clubs for review at the beginning of the month. LW and JS had a meeting with Westcycle to discuss feedback. Amended descriptions were then circulated to the committee. Matt Fulton (WC) attended a Skype meeting with the committee to answer questions/ address concerns (held on Wednesday 19th Aug). An email vote was held to approve the position descriptions of all 3 roles.</p> <p><i>Approved via email:</i></p> <ul style="list-style-type: none"> ▪ Amy ▪ Margaret ▪ Ben ▪ Graeme ▪ Marilena ▪ Tony <p><i>Approved via Skype:</i></p> <ul style="list-style-type: none"> ▪ Alex ▪ Vilma 	

	The roles were advertised via WC and WAMBA Facebook pages and websites on 21 st August.	
6	Stepping Down from MTBing Responsibilities	TT
	<p>Background: Tony Tucknott has notified WAMBA of his intention to step back from the committee and organisational side of mountain biking. He has made a commitment to the following WAMBA projects and will see them through to completion:</p> <ul style="list-style-type: none"> ▪ WA junior state team selector ▪ Helping with State Championships in Margaret River ▪ Organising the State Championship shirts ▪ End of season prize number plates for the XC state series <p>He will also be stepping down as WA rep for MTBA, and as such, will not be the MTBA rep on the WAMBA Junior State Team Selection Panel for 2016.</p> <p>Discussion: TT's resignation as Racing Subcommittee Chairperson impacts on:</p> <ul style="list-style-type: none"> ▪ <i>2015 WAMBA XC State Series</i> – discussed the need to review the series with clubs and event organisers; WAMBA's role in relation to naming rights; is it a true "state series". ▪ <i>2016 MTB events calendar</i> – coordination of events with clubs and organisers (WC have expressed an interest in doing something on this). When should it start to be worked on, and when it needs to be finalised. ▪ <i>2016 WAMBA XC State Series</i> – coordination of events with clubs and organisers. Does John Halford still want to be involved with coordinating the series points? Other clubs around state have expressed an interest in being involved. Work with clubs to build up a state series brand and run it like a business. <p>Action: Start a conversation with MTBA - what are their intentions with a WA state rep? (LW)</p> <p>Action: Ask TT if there's someone suitable to take over his WAMBA role, and information on how the events calendar and state series are organised (LW).</p> <p>Action: Speak to BMX WA and CycleSport WA about how they run their state series (JS).</p>	
7	Parks and Leisure Conference, Nedlands (Wed 23 rd September)	LW
	<p>Background: Parks and Leisure have approached WAMBA to present at a conference they're running in September for local government. Dave Willcox (Common Ground Trails) and Sarah Smith (Westcycle) will also be presenting – discussing the PPMP, Nedlands pump track and Manning Park project.</p> <p>As WAMBA is representing the MTBing community, our topic is – <i>What do mountain bikers want and how can they work with LGAs?</i> LW is unable to present due to work commitments, so BP will potentially do it.</p>	
8	WAMBA Industry Day (October)	JS
	<p>Background: For the past two years in October, WAMBA and DSR have jointly organised a MTBing day out at Kalamunda for key stakeholders. This event has always been thoroughly enjoyed by those who attend - it's a great way for us to</p>	

	<p>promote WAMBA and our local trails, and for the stakeholders to see what their decisions affect and where their money goes.</p> <p>Last year the industry day was organised as part of Outdoors October. An email has already been sent to DSR and DPW to start the planning for this year. Key decisions that need to be made are:</p> <ul style="list-style-type: none"> ▪ Confirming the date ▪ Invite list – do we look to widen it from last year? e.g. Sport & Recreation and Environment Ministers, key people from other government departments (health, education, water), Development Commissions, tourism bodies, other potential partners (corporate?), etc ▪ Program – this could be a ride followed by presentations/ promo on mountain biking (e.g. the planning work we are undertaking, the benefits, the opportunities, etc). ▪ Media – any scope for media involvement? <p>Action: Find out from Sarah whose responsibility it is to organise the day – Westcycle’s (as part of MOU) or WAMBA’s (JS).</p>	
9	2015 Australian MTB Summit, Mt Buller (7 th -8 th December)	MS
	<p>Background: They are looking for content for the summit – <i>a great opportunity for WA based presentations</i>. John Wallace (Collie) has suggested WAMBA have a stall there to promote itself and the projects happening in WA, which he’s happy to man.</p> <p>Discussion: It is a worthwhile idea, but might be a bit late to organise anything for this year. A volunteer is needed to drive this initiative.</p> <p>Action: Get in contact with MT Buller to find out more information (MS).</p> <p>Action: Speak to DSR regarding funding again for scholarships (MS).</p>	

7. AOB

No.	Item/ Status/ Decision / Action	Who is Responsible
1	WAMBA Constitution	MS
	<p>Background: LW, JS and MS have a meeting with Jacqui (DSR) tomorrow to progress forward with reviewing and updating the constitution.</p> <p>It was noted that a review of the constitution was started some years ago by previous committee members.</p> <p>Action: Contact Martin Danger and Lindsay Alsop re. existing work done on constitution (JS).</p>	
2	Succession planning	LW
	<p>Discussion: Succession planning is about identifying and developing internal people with the potential to fill key positions within the organisation, so business isn’t disrupted when someone leaves. Something the Committee needs to think about.</p> <p>Action: Discuss President role with others in the committee to handover responsibilities for next year (LW).</p>	

Meeting Closed: 20:30pm

Next Meeting: 29th September (DSR)

President's Report - August 2015 (2015/16 Quarter 1 Report)

SUMMARY

****Some of this information is politically sensitive and shall remain confidential within the committee, particularly in relation to government funding. Sensitive information has been removed from meeting minutes in consideration of our partners****

There are lots of things happening behind the scenes right now, and I'm happy to say that a lot of the efforts of many people have led to TWO REALLY BIG THINGS that have happened in the last few weeks.

1. The release of the WA Mountain Bike Guidelines for public consultation
2. The new mountain biking jobs that have been funded and advertised

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As we agreed prior to our AGM, the most important things for WAMBA to focus on are:

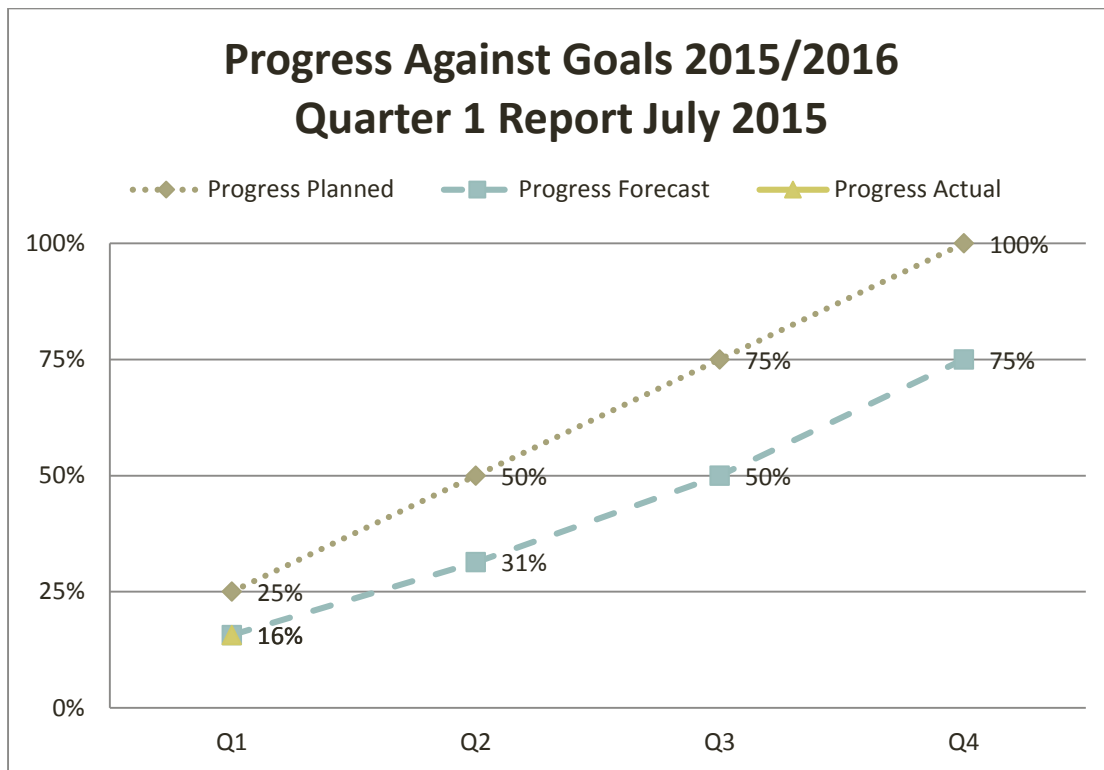
1. Long Term Financial Sustainability
2. Relationships with our affiliated clubs & groups
3. Relationships with main stakeholders
4. Trail Development Projects
5. State Level Events

If we can do these things well, then this sets us up for the future to achieve greater things, and our strategic plan for 2015-2017.

In our quarter 1 review, as per the summary below, we identified a number of successes as well as challenges. For the future of WAMBA, it is vital that we continue to streamline our communications and that we can delegate tasks to the right people.

So how are we tracking? See the graph below for a snapshot, and the outline of achievements and challenges.

QUARTER 1 PROGRESS AGAINST GOALS



From the review of progress against our goals, I have created a simple graphic to show our Actual Progress compared with our Planned progress. And I've plotted our Forecast Progress, which shows us where we should be at the end of subsequent quarters.

This assumes that planned progress is at the same rate for the whole year. It also assumes that forecast progress is at the same rate for the rest of the year.

This review was a self-evaluation by the WAMBA committee only. We will soon be asking clubs to tell us how we are doing. We will be carefully planning our consultation to gain the greatest value & insight, because we appreciate that time given by everybody is above and beyond.

Overall, we have achieved approximately 16% progress against our goals. We had planned to achieve 25%, taking into account the above assumptions. So, we appear to be tracking behind.

For the full year, our forecast is currently sitting at around 75%. The committee now needs to determine a plan for bringing this number back up to 100%.

Some achievements in Quarter 1 include:

- Jodie & Vilma have progressed with planning tasks to set up discussions and agreements with clubs
- Meetings with WestCycle, and the relationship in general, have improved immensely due to the focus from committee members
- The WA MTB Strategy was released by the Environment Minister Albert Jacob, who was riding a very nice Pivot on the footage that was widely viewed on Channel 9 News.
- WA MTB Guidelines have been released for public consultation, which provides WAMBA an opportunity to work with Parks & Wildlife to address community concerns
- Huge improvements made to the website to give more information about the state series, making it more accessible for more riders

The challenges we discussed in the review, which have prevented us from reaching our progress targets, included:

- WAMBA has not had the resources to undertake some of the actions in our operations plan.
- WAMBA's committee had a vacant Treasurer position for the first 2 months following AGM, so efforts toward budgets and financial reporting have been minimal, completed within the available capacity of the President.
- WAMBA's committee has a vacant High Performance coordinator position. In the first half of 2015, Department of Sport & Recreation have provided a number of valuable opportunities for mountain biking to have input on state level high performance planning in cycling. Without the resources in our committee, a lot of this work has been done by the President, Secretary and volunteers from clubs on an adhoc basis to attempt to meet these requirements. The President has additionally had further conversations with many mountain bikers in the community who could potentially fill the role or perform some small actions that will help in progressing things for high performance.
- WAMBA committee members, particularly the President, Vice President, Secretary and Trails Access Coordinator, have concentrated on discussions and meetings with WestCycle to meet urgent requirements. This has taken us away from our relationship with Parks & Wildlife, and we have not held as many meetings as we would have liked with P&W this year.
- There are a number of new committee members in WAMBA since AGM. There has been a continual process of bringing new committee members up to speed with WAMBA's operations, history and big picture planning. The handovers have taken considerable time for the President and Secretary in particular.

DETAILED REPORT:

Recognition of some people

In terms of delegations, in the last 6 months I have been able to hand over a number of tasks, which has enabled me to get out of some of the detail, and take a bigger picture view of things. I want to thank a couple of people for being there and getting their hands dirty.

When I was approached by Ben Pruden – who was a renowned MTB facebook keyboard warrior (aka pain in the ass - sorry Ben!) – to lend a hand, this was a fantastic opportunity to bring him along, use his specialised skills and share some of the load.

Ben has done an amazing job of balancing his personal and work commitments to be able to get the full picture of things rather than jumping to conclusions or offering 'quick fixes'.

By taking the time to foster relationships and always being willing to help out – whether it's attending random meetings during the day, reviewing documents or a late night email or text message – he's always doing his best to make himself available for WAMBA. His positive attitude and sense of humour are always welcome!

Another person who deserves recognition is Jodie Stembridge. Jodie has continually gone above and beyond to support the entire committee. She has the memory of an elephant and is insanely organised. She has taken WAMBA's website and built in new and helpful information little by little. Whilst the changes may appear minor, there is a lot of effort that goes into the meticulous planning of these changes. It's Jodie's vision to make the website a central source of information for the entire community, whether you're a racer or a total newbie just wanting to give mountain biking a go. Her big picture thinking and overall communications planning are helping WAMBA to build a

solid foundation for the future. She has been able to take hold of an opportunity that WestCycle has presented, which is 80 hours of professional marketing strategic planning. This is an absolutely invaluable resource for WAMBA, and without Jodie we couldn't make the most of it. It is no surprise that WestCycle highly regard Jodie's skills, knowledge and approach, and have asked her to work for them as part of the team. For mountain biking, this is a huge win to have Jodie take on the next stages of mountain biking development for the state. I wish you all the best Jodie!!

The committee, as well as our partners at Department of Sport & Recreation, WestCycle and Department of Parks & Wildlife, put their full heart and soul into mountain biking. We are all mountain bikers from different backgrounds, working as a team. I really think the team is greater than the sum of its parts.

I know there are large challenges ahead, but with continued efforts in the right direction, positive attitudes and just generally helping each other out, we will enjoy the experience.

WA Mountain Bike Guidelines

Background:

I was not personally involved in the project from the beginning, but this is my best understanding of the background.

WAMBA, as well as Department of Sport & Recreation, WestCycle and Parks & Wildlife, was involved in the development of the original Sustainability trails plan, which was completed by Dafydd Davis in 2012 to provide a protocol for development of trails. The development of this project gave government stakeholders a greater understanding of the cost and complexity of developing sustainable trails.

There is recognition from Government that mountain biking is an activity that already brings and will continue to grow and bring great benefits to WA.

Due to Government being very supportive and eager to develop more mountain bike trails, we have worked collaboratively to create a process for achieving this.

The key partners in mountain biking, being all of the above, have worked together on a number of key projects, including the WA Strategy for Mountain Biking and the WA Mountain Bike Guidelines.

Parks & Wildlife took a leading coordination role in the project when it was launched early last year. Stuart Harrison & Danielle Stone established a working group, through an open application process with the community, to ensure a broad cross section of stakeholders was represented.

The Working Group consists of the following members:

- Louise Wallace (WAMBA Representative)
- Rich Blair
- Jodie Stembridge
- David Willcox
- Neil Brodie
- Carl Beck
- Paul Neve
- Jimmy Lobegeiger
- Stephnie Howells

- Steve Bennett
- Sarah Smith

And for some of the workshops and meetings, there were additional Parks & Wildlife or Sport & Recreation representatives available to discuss particular topics in more detail, such as risk management.

The guidelines consist of a staged process to trail development, as well as detailed guidance on all aspects of trail design and building.

Challenges:

Since the release of the guidelines for public comment, there has been a significant response from the mountain biking community.

Many comments, both positive and negative, have been made on social media. A lot of the negativity has perhaps been exacerbated by the limited communications that WAMBA has made with members since the project was kicked off.

So one of the challenges now is to communicate more broadly with the mountain biking community, ensuring we are utilizing social media, our website and newsletters more effectively. The other challenge is somewhat patching up our relationship with Parks & Wildlife, who have unfortunately and unfairly worn much of the brunt of the negative comments that have come through. We share the responsibility for the content of the guidelines. However, there's still a bit of work to be done by our committee and affiliated clubs to gain a full understanding of the guideline, and to be advocates for its use.

Jobs in Mountain Biking!

Background:

In 2013, WAMBA and WestCycle created the first state mountain biking position, the Mountain Bike Development Officer, which was employed through WestCycle. Sarah Smith has held this role and achieved a significant amount of progress on the WA Mountain Biking Strategy, which was released in June this year. Sarah was also responsible for coordination of the South West Master Plan and Perth Peel Master Plan funding applications and steering committees.

Until now the role has been funded in a variety of ways, including funds from the Organisational Sustainability Program, LotteryWest and other Department of Sport & Recreation project funding.

In the last 6 months or so, even before the WA Mountain Bike Strategy was completed, the Steering Committee – comprised of WAMBA, WestCycle, Department of Sport & Recreation and Parks & Wildlife – sought funding *[the amount and source of funding is confidential until it is announced officially by WestCycle, so this has been omitted]*.

The funding has led to WAMBA and WestCycle being able to employ 2 roles in mountain biking development for another (hopefully) 3 years.

The position descriptions for the two new roles were distributed to the WAMBA committee and all affiliated clubs for comment prior to being finalised and advertised.

The structure of WestCycle's organisation has been built around providing a high level of service to all of its full member organisations, by streamlining operations and administration between the different sports.

WestCycle's CEO, Matt Fulton and Board Director, Rod Annear, presented the organisational chart at WAMBA's July meeting, where committee members provided feedback and challenged various aspects of the structure and roles. This was a very positive discussion and set a good foundation for the future of our relationship with WestCycle.

Challenges:

In the past, the WAMBA committee has expressed strong interest in having its own employees who would be directed by the WAMBA committee. The proposed organisational structure is intended to achieve the same outcomes as would be possible if WAMBA had its own separate employees. The MTB Operations Manager role is intended to evolve in future into a 'CEO' role or similar, which will have duties delegated from WAMBA. This will help WAMBA to achieve our visions and goals for the coming years, and will only be possible if we step up into a suitable board structure and reinvent our constitution.

The amount of funding available has currently limited the salary that can be paid to the two new roles. However, one of WAMBA's goals is to build additional revenue streams and financial sustainability to address this. At that time, we will be able to bolster the salary of the positions to ensure we can attract the calibre of people that is needed for mountain biking to reach its potential. If we achieve our goal of financial sustainability, we will be far less reliant on only government funding for this.

The changes that are needed have the full support of WestCycle and Department of Sport & Recreation. Jake Hannah (Past president) and I spoke with Jacqui Jashari, at DSR, several years ago about WAMBA's plans and vision for the future, and she has been an avid supporter of WAMBA for a long time. Jacqui has not only provided her support to WAMBA as a whole, but she has also made sure that Jodie and myself and others in the committee are afforded the opportunities available from DSR to develop our personal skills and knowledge, so that we are able to better carry out our roles as committee members.

Since having a paid position for mountain biking within WestCycle, this has brought about new challenges for the WAMBA committee in the governance and management of performance of this role. As a volunteer committee, we have not previously had the requirement or accountability for something like this. So, there have been some teething issues in agreeing between WAMBA and WestCycle how the roles, employees and overall performance should be managed. This has involved a lot of important relationship building meetings, discussions and problem solving. I feel now that we are in a very good position in terms of the relationship. We are able to raise issues on both sides, and work through them together to achieve a good outcome for mountain biking as a whole. We have agreed on some protocols and general principles around internal communications that will lead to greater outcomes and buy in from all stakeholders.

Due to the fact that mountain biking has potential to bring great benefit to the entire state, the state government departments and the peak body for cycling (WestCycle) also have a large stake in the future of mountain biking. This means that we are now all working as a team to guide the strategic

direction and implement operations state-wide. It's not just the mountain bikers who are interested in mountain biking. We can and will use this as a strength in making sound decisions and creating partnerships and projects.

The two roles currently advertised are a massive step forward for mountain biking. Whilst they do not focus wholly on our number one priority – getting more trails on the ground – they will provide great support to us and other stakeholders and will play a vital role in securing further funding to work toward this priority. One of the key responsibilities of the role is to support WestCycle with their bid for significant funding to implement the South West Master Plan. *[The amount and source of potential funding is confidential, so it has been omitted]*. To provide the level of detail required, documents like the WA Mountain Bike Strategy and WA Mountain Bike Guidelines will be invaluable.

