

Webinar Transcript

Pathway for reregistration for incorporated societies

So hi everybody, welcome to our special webinar today titled The Pathway to Re registration for Incorporated Societies. And we're joined today by Kelly, Julie Hood and Rose Heha Agnew. My name is Sean McDonald and I shall be operating in the background just checking questions as they come through for the next forty odd minutes.

Firstly, thanks so much for attending today. We appreciate the effort you've made to be there at this time of the day. During the session, if you have any questions, please try and use the Q and A button as against the chat message option. It will just enable us to keep a track of the questions as they come through.

And finally, if you stay through till the end and as is customary for our webinars, we have a special treat for you. If you answer our really short one minute survey at the end of the webinar, you'll go into the draw to win our beautiful gift hamper worth over four hundred dollars Now for those not too familiar with BoardPro, we are a board software provider sometimes called the Board Portal.

We've been in operation now for about eight-nine years and we serve just over thirty five thousand users around the globe across about thirty four different countries.

And we enable organisations to prepare for and run their board meetings more effectively and efficiently with less time and deliver more impact and value for the organisation.

And as much as we are a board software provider, part of our wider mission at HOVA is to make the fundamentals of governance free and easy to implement for all organisations, especially those organisations with resource constraints.

And one of the many ways we do this is by providing free access to hundreds of business templates, guides and resources on our website, which you'll find funnily enough in the resources section of the website.

And these webinars that we host also from week to week are a great way of accessing key governance knowledge without the time commitment and costs associated with in person events.

So, for the next forty odd minutes, just relax, sit back and listen. Add to the discussion by asking as many questions as you would like from our team. A full recording of this webinar along with the slide deck and all of the resources that Joe, Julie and Rose will discuss during the webinar will be with you tomorrow via an email and they will also be posted on our website on the webinar page.

So let me have our team introduce themselves now starting with Jo, yourself.

Thank you, Sean. Kia ora koutou and welcome. I am Jo Kelly. I'm the CEO of Independent Governance Services or IGS. It's really great to have you here for the two part webinar.

And it's a really important topic. So at IGS, our core service has always been company and board secretarial services. However, we started getting contacted a lot by incorporated societies to help them through the process of re registration, constitutions, etc, in ongoing compliance.

So we decided to put together some affordable services to help those through that need it. And then of course, we really want to just get the sector across the finish line essentially, career registration. And so we all about education and helping you make it easy and stress free, because it can be a bit overwhelming.

So we're trying to give you clear, simple and achievable tips.

And we've got some other tools we'll talk about that will help you do it more easily, stay compliant and not have to worry. So I will hand over to Julie.

Kia ora tatou, thanks, Jo. Ko Julie Hood tokomingoa no otatahi hou, Christchurch for a year, having been in Wellington for forty five years.

Ke Ihihe Teruahau, mahi anahe, lead governance and planning consultant. So I'm the lead governance and planning consultant at Sport New Zealand.

My role is to lead quality sustainable quality governance products and services out into the sector so that they can do their work well, easily and stress free. And the main project I'm leading a number of them the main one is the Incorporated Societies Act. So how can we help seven thousand or eight thousand incorporated societies get across the line with a good practice constitution with a bit of work that makes your job, if you're a sports organisation on this call, much easier in the future, and that you have the confidence to know that you can govern your small or large entity effectively within the law, and hopefully with some nice governance additions in it.

And also, I think I've been thinking about this a lot Leave a really good legacy behind you because the current act was one hundred years old, and I think we've all moved on since then. So this is the opportunity to say I did a good job while I was on that committee or board and look at what I've left behind. So that's what I want from you all today.

Thanks, Julie. Over to you, Rose.

My name's Rose. I'm the Chief Executive of Community Governance Aotearoa. We are a charity and we deliver governance, education, support, resources, everything that you need to govern well. You can visit us at www.communitygovernance.org.

Nz. Bit of a shameless shout out from myself, but I am here to really totoku what these wonderful women and Sean from BoardPro around Incorporated Society. So we also have been pushing out a lot of information resources from those who are wanting to help our incorporated societies with these changes. We've had numerous legislative changes over the last few years, and it's still kind of coming.

But we, on behalf of community governance Aunt Eora we just want to encourage those who haven't to make it easy, practical and give you really good tips. So I'm pleased to be here and we also in August will be having with this wonderful panel as well and another guest speaker. We have our board talk series, which is every two months free to attend. So it's a bit of a follow-up and a bit of a reminder for everyone.

If you haven't quite got to it, we're here to help. So yeah, thank you and over to you, Jo.

Thank you. I feel like we've all delved into a bunch of the content already in our intros.

So I wanted to say sorry, I've just lost my note and I don't want to miss something.

We are going to unpack here the changes under the Act. We're going to try and make it really simple.

And we want you to go away with confidence that you can re register yourself.

If you want help, we will give you tools.

But we'll go through the basics. This webinar is about understanding what's changing and a bit of how to enact that. But the next webinar tomorrow at the same time will be more about how and it will be largely focused on your constitution and how to update that.

So we can move to the next slide.

Okay, why this law? Why now? As Julie said, nineteen oh eight is the current act for another six months or less.

It's not just old, but it's fundamentally outdated. So it no longer reflects how societies operate or what's expected of them today.

This Act, the new twenty two Act, brings officers' responsibilities more in line with those of a company director.

So over the years, dispute and governance failures have made it clear that reform was needed. We now have an Act that introduces modern governance principles, clear accountability, and a more robust member protections.

It brings things more in line with companies, also the charities sector. And it's a really good thing. And it raises the bar, especially for volunteer boards and committees.

And that it obviously puts more risk or responsibilities on those individuals, officers essentially.

But it's easy to manage if you know how. So we will move to the next slide, Sean.

The compliance clock is ticking. So we have until the fifth of April to re register. So by then you have to have your constitution approved by your members and you must go through the process. So some organisations actually forget to do the re registration after approving their new constitution. So it's not a difficult process, but there are some pitfalls and we'll talk about that tomorrow.

It's not an automatic process, you have to actively apply.

And this requires whoever is the person who is set up to manage the registrar, the register through a company's office.

You have to have a real me login so that can be a bit of a tricky one for some, you can't just log in as you normally would. So that's the first thing to set up for those that are re registering.

If you do not pre register, you will be removed from the register probably straight after six April, but we're not sure exactly what that will look like yet. So your society will cease to exist as a legal entity and we'll cover what that means later on.

You will lose the ability to find contracts, hold property, etc. So there's no coming back from missing the deadline.

It's a total reset. Although I think Julie might want to chime in here, because there is a proviso to that.

Yes, there is.

It is a hard deadline and you do need to comply up to before up to that deadline. You can re register, and you have about six years to do that. However, until you do, you will still operate as if you cease to exist, so you hold personally the liability yourselves, you're not protected by the law, and in order to re register you still have to have a compliant constitution.

So our argument would be get it done now and then you can continue to operate with the benefits that the Act provides and the reduction in risk. Yeah.

Perfect. So next slide, please, Sean, which I we've basically just covered.

But run you through, so your incorporated Sorry, Jo.

I was thinking just as we move into the next space, if people online at the moment, would they want to share if they haven't re registered or just keen to understand if anyone in the chat wants to pop up that they haven't, that would give us a little bit of help us couch some of your answers as well.

So if we are to be blunt, there's a lot of risk if you do nothing.

You lose your status as an incorporated society, so all legal protections are gone. And that puts your offices in particular, so your committee mainly, at risks that essentially you're breaching your duties. You can't operate bank accounts.

It's up to the banks essentially to enact that and we don't know if they'll be doing that pronto or not.

You potentially just can't operate at all. If you do, you're not, you know, legally complying.

So you're probably also unable to secure grants or retain charitable status.

If that's, you know, fundraising is a big part of what you do.

And the individual members, the officers, the members and the officers can be personally liable.

So for any contracts, employment disputes, etc.

What options are left? I know that Sport New Zealand, and Julie might talk to this again, have a paper on their website with the resources. You'll find the link at the end of the webinar which says what are your, you know, what are your options if you don't want to re register and they're not fantastic.

No. There are some. The longer you leave sit in an indecision period, the less likely you are going to be able to select any of those, probably. Some of our sporting entities have considered becoming charities or charitable trust because at the community level you can do that, but that takes we were talking about this earlier, and Rose reminded me that takes some time.

So possibly miss the boat for that, although don't just consider it in the future.

You can operate unincorporated, but it's ideally if you want to do that, there are risks, but you need to understand what they are and do that before the fifth of April so that you understand it, or you can wind up again before the fifth of April or merge with another entity that's like yours, especially federated sports structures. You might wanna merge with some local compatriots in form one if you haven't got enough members. But again, because the timeline is coming at us pretty quickly now and you'll be running out of time for AGMs and SGMs, now is the time to make those decisions.

And if you want to continue to be a going concern, then we'll talk you through in the next webinar what to do to get there on time with as little stress as possible. That helps.

I think there's a couple of comments, and it's great to see that so many people here you're in the right place because they haven't registered and lots of great people are trying to help many organizations reregister, so well done. But I think just what you're talking on Julie, sometimes you can be a charity and an incorporated society, so you can be both. So I think that's what Julie

is speaking to there. And what she was also saying is you may look to change that, but the becoming a charity does take quite a long time. So if you're thinking, oh, we won't just be incorporated or just go to look to be a charity, that's just that's not a quick answer.

A quick turnaround, I think.

We have a question in from an NSO.

Julie, you might want to answer this one if you can. It says, We're supporting our entire sporting code through the process with templated options, individual support, webinars, etc.

What are other NSOs doing to support their regions and clubs that you're aware of?

Thank you, first of all, doing that.

I don't know which NSO it is, but NSO sorry.

NSO is a national sporting organization. Correct. Like New Zealand cricket, New Zealand rugby league, etcetera.

Correct.

From what we understand from our national sporting organizations, most, whether they are small, medium or large, are doing whatever they can to support regions and clubs. Some can't because they are very small, but generally they would just be passing the templates down that we've got to regions and clubs. The templates, give them a plug, all have guidance notes and the feedback we've had is that once people get over the almost the fear of, gosh, can I actually do this? This seems huge and enormous and too much for me that it's not.

It's almost a step by step guide and the NSOs, many of them have taken that template or developed their own and adapted them even further for regions and clubs. So now the time really is for NSOs to step up in terms of a leadership role, and now they already are, and is to do whatever they can to help the next layer and the next layer down. We did initially think that it would be a great opportunity to line up key clauses down constitutions, and I still think this is possible.

If everyone picks up a templated constitution, that's the ideal. But if that's not available or time runs out, then I think just pick up the most relevant constitution for the type of society you are, get it completed, get it re registered and have a conversation after the re registration date with your members up and down about what additional improvements you can make in your own time at each subsequent AGM. So all kudos to the NSO on that line here who's doing that. We've got a busy day job anyway, and we are incredibly grateful that you're getting in behind this opportunity and here to help when we can.

Joe, Craig's just asked how do you get a real me login? Is it a simple process?

You, if you, I think from memory you have to upload, you have to take a picture of your passport, things like that. It's that proving, verifying your identity. It's used for a lot of things these days so it's handy to have.

If you go to login on the registry website, it will prompt you to set one up or to log in via that or set one up.

The trickiest thing with them with those is if you forget your password, so it can be diabolical to try and get in on that real me. So you do want to write it down and make sure you've got all that saved because yeah, but it does link to your personal profile.

I think it's we could probably find the link to I think Sean for those that need it's pretty.

Yeah, great call.

I'll find that link and I'll put it in the chat.

And so of course if you were leaving it to the fifth of April to process your re registration and you don't have that login you might be quite stuck.

So we will look now at the key areas of change. So they're up on the screen there.

Governance structures we'll deal with all of these individually in further slides, but these are the pillars that you need to address in your constitution.

And you need to implement them into your governance in your day to day practices.

It shouldn't be a huge amount more than what you'd already be doing, but that varies from society to society.

So just running through these quickly. Officers a minimum of three officers required. We will come to a definition.

They need to consent in writing and they need to meet the eligibility criteria.

Officer duties they're legally responsible and are held to account on any issues.

They need to act in good faith with care, avoid conflicts of interest, act in the best interests of the society. These are all again really aligned with director duties under the company that decision making and meetings, there needs to be clear rules around general meetings, resolutions, having quorum, voting threshold, record keeping and all the things like member registers, office registers.

A big one is dispute resolution.

So you have to have a fair and transparent process in your constitution.

There are some model clauses I mean for everything there's model clauses out there And it has to be in line with the rules of natural justice. So you can amend those processes, but not a huge amount.

A big one is surplus assets on winding up and this comes back to if you don't re register in time, so you lose access to everything, bank accounts etc.

In some amount of time.

But we don't know how quickly that will get acted on. So you also have to nominate in your constitution a not for profit entity with similar purposes to yours that you would like your assets to go to in the case of Winding Up. And that's not just if you don't, you know, obviously if you don't re register it's the same process, you probably don't have a not for profit in your constitution, but this is a great way to ensure if anything goes wrong down the track, your ethics going to the right place. Using the example of cricket, if you're a club, say your Paneo Cricket Club who I know all over this, then you would probably nominate Auckland Cricket to have your assets.

So just one more thing here is the Act mandates what must be in your constitution. So your older rules won't carry over, templates are available, the company's office has a good constitution builder tool and then you can build in your nuance, your different roles that apply to your club from there and we all recommend that process.

Don't we team?

Yes. As opposed to trying to, you know, amend your own it depends again, organization to organization.

And just quickly, had for those sport is relatively unique because it's got a federated structure, so layers of boards down to the level of the club. Most are set up like that. We did a pilot with Squash New Zealand looking at the national, regional and club templates before we developed our own templates and guidance notes in both the regions and club chairs. Once they looked at the opportunities for modernizing their constitution, said they'll be ripping their old one up and just starting from fresh. Obviously, rip it up after they've done a cross check, but the benefits of starting with a fresh current constitution far outweigh trying to modify what are often very old documents that would just make the job longer and more difficult to do and likely get a document that may not comply.

So that's the plug from Sport New Zealand for sports.

I think that helps answer Craig's question, Julie, in there. So it's talking about his yeah. They've updated the constitution and approved it, which is great.

So you do need to register and upload. That's what you're saying. Easier.

Couple of And there is that constitutional builder, so it's it's a great tool as well.

Mhmm.

Couple of instead of kind, Joe.

First one, it's been suggested that every incorporated society requires a treasurer as one of its officers. Is that correct?

Yes.

You must appoint a Chair, a Treasurer and a Secretary.

So three officers minimum, so board members or committee members, lots of different terms thrown about.

You must have three and so they must fill those positions.

And your board or committee must be majority members or representatives of members. So if you think about again, cricket, children and young people, so under sixteen, you can't, you know, you can't be appointed legally, etc.

So you would have a parent or legal guardian, etc, nominated. So that's the basic requirement for that. Before we move on to the next oh, sorry.

Just quickly, there is an exemption to the requirement to have more members than non members on your board, but you do have to tick that on the way through.

You can't just rely on it. So if you think now or in the future you'd like a mix of board members as you see fit. In some years, you might have more independent if you've got them in other years more elected, then have that in your constitution, rely on the exemption and tick on the way through. And you can have that it'll be reviewed in another four or five years, I think.

So one area of change that's not listed here, and it feels minor or seems minor, but you must now appoint a contact person. So this is another thing to build into your AGM agenda for special general meetings. So you must have one and you can have up to three. And those are, you know, given to the registrar as part of your re registration. So they have to be able to handle questions if needed.

Jo, just sorry, just on that. That was the first I've heard about the treasurer, like officers, like usually it's deemed what kind of roles, responsibilities you might have in your constitution. But have you got some of some more wording around that? So that would be helpful for people who are stating that because, yeah, wasn't too sure.

I haven't heard that before.

Yeah, good point.

I'm not actually sure if it's a statutory requirement, to be honest, that's a good call, but it's definitely best practice governance and especially in organisations that are often volunteer run and the board as, you know, volunteers, it helps to be up the past. So there's a bit of a natural split.

I can take on that.

I do Yeah, I think it's I think you have that in your constitution as in your rules.

You do have address it. But I don't think when you list an officer, they don't they need to be complying. But I'm wasn't they don't you don't have to be the officer of the treasurer, so it's a bit different.

That is a good yeah. So most of the template constitution will have built in there that you do have those three roles appointed. So yeah, that's one of the things that will be nuanced from organisation to organisation.

Our sports if there's any sports clubs listening, we've got two templates, two for the price of one, two plates. One allows you to select your offices by role, treasurer, secretary, president and the other allows you to appoint those functions within the board. So you can pick whichever one you like.

And it can be a member's decision, so at a general meeting or that power can be delegated to the board itself, which is the usual path.

Just a few more questions that have come in. So from Tracy, Tracy asks, we have used the constitution builder, but I don't recall anything there about a nominated entity and receive assets.

Thoughts on that?

It should be at the end of it.

It be there because it is a requirement.

And it's quite easy just to put that wording in.

I'd be interested to know who has re registered, if anyone's re registered without doing that and being successful.

In the wind up clause at the bottom, shouldn't it?

Usually, it's It is.

It's in the part of the wind up clause. So check that because it it I'm almost sure that it does have that.

It should.

Okay. Kylie asks, excuse me, can one person be the secretary and treasurer?

The whole point is that you have independence essentially in each role and different diverse kind of perspectives etc. You can if your constitution allows it.

You can. Yeah.

Okay. Bevan asks, regarding the majority of board members being members as opposed to independents, what are the implications for making the board, quote unquote, members?

Making the board members?

Think I think that members of the society.

Yeah.

Being members of the society. Yes. Yep. You have to be a member of the society and then you can be elected on as an elected member.

Exactly.

The reason we had we lobbied hard for an a an exemption is that a number of our national boards like to have completely independent board members. And while you could do a workaround, you could argue to workaround and just make them more members. The point we wanted to make was that independent directors can bring independent perspectives and experience that blend really nicely with those elected members. So that's why the exemption is there.

I think the move to offices is around that flexibility as well. So, you know, with so many incorporated societies, and it is a changing demographic somewhat because many have branches nationwide, very traditional governance structures of the treasurer secretary.

Some of that is becoming more complex, you know, to maintain that kind of level. So that's why it is more at that wrapping it up at that board level and having offices together making more decisions so you don't always have to have, you know, by different incorporated societies changing how they're going to operate with a bit more flexibility. I think the other one about that wind up process was around I think it is around the legal change was to do with assets that couldn't go back to members. So if you had anything and you're dissolving it, you incorporate society, you can redistribute it back. So it's saying if you do have assets and you do dissolve or wind up those need to go back into a nominated charity or not for profit or somewhere else.

Okay, so is, Sean, maybe if you just go to that Clyde, which is well seventeen an hour there.

We'll just finish that off.

They have to be not for profit or charitable, and obviously you name a society, but if they don't exist, etc, when you do wind up being the liquidator of the society to decipher who that should go to. And I think that's about all we need to cover there. So if we go back to practice.

And I know we're running out of time, so I'll just fly through this and we'll do some more questions at the same time.

So you have to formalise your processes and documentation a bit more. So minutes matter, so minutes and decisions, bit of context, actions, etc.

At AGMs and at all board meeting. A really key requirement, but you don't have to upload it to the registry is to have all offices, so all appointed board members sign a written consent. And that consent includes a declaration that they are eligible.

There are some specific requirements there and it's really easy to just download the form from Companies Office, runs you through that. You could sign that before you are nominated and taken to the AGM, the nomination is taken to the AGM, although Constitutions may delegate that power to the Board to appoint other Board members, new Board members, for example. So again, you've got it checked. You need to keep that on record if the registrar asks you for it. And it's a really easy way to trip up.

Things like Compliance Inc, which is a platform that IGS and Decreed have teamed up and put together that helps you with your ongoing compliance obligations. And there's all those templates and automated reminders, to do that every year and prepare for everything well.

So that's enough on that minimum requirement. You must have at least ten members.

A so a member is a natural person if your members are or any of your members are an organization, they count for three members in terms of meeting that end member requirement.

So you need a constitution that complies with the new rules. You need a committee of at least three eligible officers, which we've covered. You need one to three named contact people. So these are non negotiables.

And if we move on to officers, who counts as an officer under the new Act?

It's broader than most people realise. So it's any person in a position to exercise significant influence over the management or administration of your society.

It's not just the chair, the treasurer, etc. It does include board members, but anyone occupying a position regardless of the title. So senior employees, managers for example.

And you may even have volunteers who in some way have quite a lot of influence because often they fill those roles too.

There are exclusions, so a statutory manager which is one appointed by the courts or registrar, and a person acting only in a professional capacity. So think of a lawyer or accountant who sits on the board or they're a member and they provide pro bono services unless they sit on the committee.

And then they can be held to a slightly higher standard of duties because they have special skills. So that's fine with companies that but if there's no payment for the services, typically that is an exception. You must be eighteen years or older. Sorry, think I said sixteen before. You must not be an undercharged bankrupt. You must not have criminal convictions, particularly around fraud, dishonesty and consent in writing. And you must keep a register of members but also register of committee members which are quite easy to do and again smart tools like platforms that manage that just makes it a whole lot easier.

If we move to offer the duties, is the major shift so company director duties apply, reasonable care and diligence, putting your own or other interests of yours aside and acting in the best interests of the society. So you must disclose conflicts of interest. So this is another documentation requirement. Keep a register, keep the details, put it all in the minutes as well is really important.

You must be fit and proper and consent is mandatory. I can't hammer these things enough.

We're back to the next slide is winding up in surplus assets so we've covered that.

I'm really I think we came to just in the time we've got left just to cover questions There's a few we have here Jo do you want me to read them out?

Yes. Yes.

Okay. So the first is we are just actually, there was one in the chat for Julie, I think.

As a club member Yeah.

Jenny?

Have Jenny. You see that one, Julie?

No. I'd like to answer Jenny's, though.

Jenny is Yeah.

Yeah. So just bring that one up. Jenny, as I understand it, is representing a club and hasn't had any contact. No contact has been made from either the region or the national sporting organisation. That will sometimes happen, particularly if they are still trying to do their own constitution.

Sport New Zealand's financial support journey has gone into creating the resources, so the templates, guidance notes, checklists, webinars and the like. We haven't funded any national

sporting organisation to roll this down the codes. They're all funding that themselves. We don't think it should be that much because the constitution templates have been done by reputable lawyers.

And all my my advice now to anybody is if you have tried to connect and they just are too busy, hop into the website, pick the right constitution, get your own one done, get it reregistered, and then when things settle down, you can circle back up and see if there are any other relevant clauses that you could put in or that they would like you to put in that joins the code up better. Do that afterwards. The primary goal now is to get yourself reregistered, to protect yourselves and to ensure that you remain a going concern. That's the wrong term, but you know what I mean. So that's what I would advise.

Okay. Thanks, Julie. Next question. We are just the very start of the process. So this somewhat detailed Q and A on the webinar is a little hard to follow. Is there going to be some coverage of the wider process and how we can get started?

That is tomorrow's webinar essentially is the how.

So we're just trying to cover, yeah, the education side today. Maybe Sean, if you flick to the resources slide while we finish up because this is kind of where you need to go to get the information you need or these are our top recommendation so that you can get it done easily.

Carry on through the questions and we can cover this at the end.

We've got a couple of minutes so let's grab a few incorporated societies are finding it very difficult to find volunteers to sit on the executive committee. This may mean that we don't have offices positions filled.

We have put in, we have put it as vacant in the past. Will this suffice as one of the three minimums?

No, you need to have three appointed officers at the time of re registration. You won't pass if you don't have three appointed. So this is part of why the education is so important because you'll end up having people begging people to be on the board, especially if you've got a small number of members.

And hence why using some smart tools like in these resource links. So you've got Sport New Zealand policies, if you're a sporting organisation, you've got your constitution builder tool, etc.

If you go through the process of and you read through the constitution, you'll understand your obligations.

It's not as big a deal as you think. But it just I mean, you're already volunteers.

So it's a lot to take on. You do have to have the three.

I think they need to really consider because the changes are there to actually provide some opportunity for organisations to adapt and be more flexible with the governance around having offices in like we shared earlier, around appointing executives as well as officers. And that's the same thing has happened in the charity space as well around the who can be an officer and who's recognised, anyone who's got a huge amount of influence over the organisation direction. So think you need to have a really good think about the do you want to continue on? And that's the discussion that you need to have with your organisations.

Do you have the volunteer membership base? Do you have that governing? Because that is your responsibility. So I think that's the first one, like we're trying to share is that have the conversation, put it on your agenda with your organisations, get admitted that you're reviewing it and then undertake these steps.

Yeah.

Yes, precisely. And then of course, if you if it sounds like this would be quite a small society essentially, and then that would be where you might look at do we actually become an unincorporated society? Do we need this in place? You don't receive funds, funding elsewhere etc. You might not actually need it.

If you just operate as essentially as a group, think in knitting clubs etc.

You can just still operate as a group with a bank account and not actually be registered. You need to look at the positives and negatives and after this webinar anybody can reach out with questions too, especially if you're in the sport world to Julie, to any of us.

We've all got lots of resources on our website, etc.

Does that answer that? Do we have more?

Fantastic. So that brings us to the end of this webinar everybody. The next session will be same time tomorrow. So you'll receive an email from us or from me actually later on today which will include a copy of the recording.

It'll be on our website as well, the BoardPro website on the webinar page. You'll also be able to access all of the resources that were on that particular slide on the website as well. Just as you leave the webinar, don't forget to complete our survey to go in the draw primarily for our lovely hamper. And if you would like any assistance from Jo and her team, please indicate on the survey at the end as well. So thank you again ladies for your contribution this morning very goodly. Jo, Julie, Rose we shall see you tomorrow. Same time, same place.