



FIM AFRICA SPORTING COMMISSION

ENDURO AND CROSS-COUNTRY RALLIES WORKING GROUP

TERMS OF REFERENCE AND OPERATING PRINCIPLES

PURPOSE

To provide the strategic and technical leadership necessary to ensure that all classes of Enduro and Cross Country Rallies (Senior and Junior) meet their current and future potential.

FIM AFRICA Strategic Direction

Vision

- ◆ Excellence, professionalism in hosting and organising of all FIM Africa events
- ◆ Concern for rider health and safety (*sport, leisure, touring*)
- ◆ Financial sustainability and accountability
- ◆ Recognition of FIM Africa Continental Championships
- ◆ Responsible environmental conduct amongst all motorcycle federations and riders
- ◆ Inclusion of women in all types of motorcycle activities
- ◆ Recognition of motorcycling as a „family friendly“ activity
- ◆ Positive image and awareness of motorcycling established (*government and public*)

FIM AFRICA's success is powered by its:

- ◆ Skilled, passionate volunteers
- ◆ Representation of women, riders and the younger generation in leadership positions
- ◆ Recognition and respect for different cultures throughout the Continent
- ◆ Strong brand awareness supported by active merchandising campaigns
- ◆ Ensuring sponsors receive value for their investment (*events and general*)

Values (What we believe in)

- ◆ Highest standards of excellence, fairness, inclusion, unity & transparency guide all processes
- ◆ Sportsmanlike behaviour in all facets
- ◆ Education and training (riders, officials and FMN's) to ensure FIM Africa's vision is met
- ◆ Recognizing that the passion and commitment of volunteers is its backbone
- ◆ Consistent application of rules and regulations (*recognition of development needs*)
- ◆ Uniting countries/FMN's and developing closer communication between various FMN's

RELATED FIM AFRICA ACTION PLAN OBJECTIVES

Governance

- ◆ Determine and compile sporting and technical regulations
- ◆ Arrange and conduct sporting Seminars
- ◆ Ensure that officials and FIM AFRICA delegates conduct themselves in most professional manner at events
- ◆ Carry out functions as contained in FIM AFRICA's Statutes and By Laws
- ◆ Ensure volunteers are recruited/trained with specific skills necessary to carry out the responsibilities with highest level of professionalism
- ◆ Encourage FMN's to seek broadcast opportunities of their national events

Government & Public Policy (Political & Public Policy Trends)

- ◆ Cognizance taken of current political situations when setting calendar
- ◆ Ongoing and friendly relationships with landowners
- ◆ Minimise the negative impact of non-sanctioned motorcycle sport on environment and the image of motorcycling
- ◆ Provide FMN's with advice on how to extensively promote themselves

Environment

- ◆ Discourage activities which negatively impact on the environment and local communities, i.e. noise control and pollution
- ◆ Become pro-active in neutralising efforts of environmental activists that target motorcycling
- ◆ Provoke local media to report on FIM AFRICA campaigns (the positive aspects of motorcycle sport and motorcycling)

Equity & Access

- ◆ Continue to strive to create Women and age based classes and encourage FMN's to make provision for women in all disciplines they cater for

Sponsorship Trends

- ◆ Actively show the value of motorcycling and create a reason for sponsors to become/remain involved (i.e. through X-Games type themes)
- ◆ Establish close relationships with especially new prospective sponsors

The Sport

- ◆ Introduce Regional Challenges/Championships and cups (all three regions) and ensure that at least two Regional Championships per annum are held in each region
- ◆ Ensure dates are not set during dates known for adverse climate conditions
- ◆ Take into account costs, location, viability and time of month when setting dates
- ◆ Increase participation in events between riders at their own cost
- ◆ Encourage FMN's to conduct 'Enduro/Cross Country Training Camps'
- ◆ Increase portfolio of events (include new events like Closed Circuit Enduro, Xtreme Enduro (create linkages with MX like Endurosprint))

Technology Trends

- ◆ Utilise website to share new technological and energy developments
- ◆ Investigate introduction of online Seminars
- ◆ Introduce regular electronic Bulletins via website (conveying interim rules and regulation changes - particularly where safety factors are concerned)
- ◆ Become an active platform of communication with all stakeholders, providing details of events and event results, etc.
- ◆ Encourage FMN's to initiate their own websites (and with these being linked to that of the FIM and FIM AFRICA)
- ◆ Replace "face to face" meetings with Conference/Skype Calls wherever possible
- ◆ Increase FIM AFRICA exposure on all popular/social networking platforms

Volunteerism

- ◆ Ensure participation of the youth, women and disabled (*addressing decrease of motorsport volunteers*)
- ◆ Initiate programmes to encourage spectators to become more directly involved (*i.e. as officials and even riders*)
- ◆ Encourage riders who may not want to ride any longer, to become involved as officials, trainers, etc.
- ◆ Encourage youth to become involved, but understand that many 'new' volunteers are interested in working for a short time with one specified task that will use existing or develop new skills
- ◆ Consider youngsters as 'clients' and future volunteers
- ◆ Introduce recognition system (incentives) for volunteers
- ◆ Appeal to local media to convey message that volunteers are the backbone of our sport

COMPOSITION

The composition of the Working Group are as contained and provided for in of the FIM AFRICA Statutes.

The Working Group shall be chaired by a Chairman appointed by the Council and ratified by the General Assembly),

The Working Group should constitute at least 4 members (including the Chairman). For a meeting of a Working Group to take place, there must be a quorum of at least 3 members.

SPECIFIC RESPONSIBILITIES

- 1) Establish the strategic direction for all classes of Enduro and Cross Country Rallies as appropriate
- 2) Implement, monitor and evaluate a **Work Plan** to implement the strategic direction of Enduro and Cross Country Rallies, ensuring that all applicable objectives and actions from FIM AFRICA's Action Plans are addressed
- 3) Study trends in recreation, entertainment, sport, motorcycle related industries and media to identify potential new events, rules, presentation and marketing approaches that will enhance all classes of Enduro and Cross Country Rallies, and ensure that a Working Group SWOT Analysis is updated prior to the development of annual Work Plans

- 4) Compile, approve, monitor, evaluate and implement technical and sporting regulations for current and possible new Enduro and Cross Country Rallies classes
- 5) Research and pilot potential new rules and technical innovations to ensure related recommendations at meetings are evidence based
- 6) Recommend the Championship/Challenge calendar for ratification by Council.
- 7) Work with Working Group members regarding safety issues
- 8) Ensure a formal mechanism for seeking input from competitors, teams and officials
- 9) Increase the number of opportunities for females, veterans and the youth (as well as the disabled where possible) in Enduro and Cross Country Rallies
- 10) Recruit former competitors to become officials, trainers, members of Working Groups, etc. (*succession planning*)
- 11) Encourage FMN's to work with local City/Town Councils regarding potential venues to 'showcase' motorcycling and motorcycle events
- 12) Ensure FIM AFRICA policies and regulations (Environment, Equal Opportunity/Equity & Access, Medical, Safety, etc.) are quickly and effectively implemented with Enduro and Cross Country Rallies
- 13) Establish and maintain strong relationships with all FMN's to ensure a clear understanding of the situation in each country and to assist in the establishment and/or enhancement of local championships where applicable
- 14) Ensure on-going two-way communication between the Working Groups, FMN's and delegates including but not limited to the opportunity to provide input into potential rule changes, impact of emerging trends and officials training; timely notification of changes to rules, licensing and other items that have the potential to impact programmes, activities and services with motocross and the various countries
- 15) Explore opportunities to enhance, expand and develop Enduro and Cross Country Rallies
- 16) Work with Council and the webmaster to increase the visibility of Enduro and Cross Country Rallies
- 17) Provide written reports of achievements, implementation of Work Plan items, targets, etc. and submit such reports to Council for review (and once per annum to delegates at the General Assembly)
- 18) Be active advocates (educate and promote) for Enduro and Cross Country Rallies
- 19) Act in accordance with powers, responsibilities and procedures contained in the FIM AFRICA Statutes and By Laws and other approved policies
- 20) Undertake responsibilities delegated by Council which are consistent with the purpose of the Working Group
- 21) Recommend amendment of relevant GCR's to Council when/where applicable

COMMITMENT OF WORKING GROUP CHAIRMAN AND MEMBERS

- ♦ **Work by consensus**
- ♦ Assume responsibility and accountability for specific tasks and deliver within the agreed time frames
- ♦ Communicate concerns and doubts about Working Group decisions and/or the process within the Working Group and **"speak with one voice"** once the Working Group recommendations have been agreed upon
- ♦ Treat discussions within the Working Group as works in progress, recognising that recommendations may be altered in order to enhance co-ordination and harmonisation of different disciplines within FIM AFRICA
- ♦ Be accessible by e-mail and by other electronic means such as Skype, Conference Call or other means that may be determined from time to time by Council
- ♦ Respond to requests or input within a minimum of 72 hours to maximum 7 days, depending upon the situation and agree that where circumstances prevent participation, that everyone will respect and support the consensus of the rest of the Working Group
- ♦ All members agree that they will not – either during or after their term of office – disclose to any third party, or use information deemed to be confidential by FIM AFRICA, without the written approval of Council
- ♦ Any member who has a direct or indirect, financial or material interest or otherwise in any matter under discussion, shall declare such interest at the start of the discussion, and such interest shall be recorded in the Minutes of the meeting in question. Any member who has any interest as set out above, shall not seek to influence debate on a proposal, nor vote in respect of the said proposal.

REPORTS TO

Director Sporting

WORKS WITH

Other FIM AFRICA Council members

The FIM AFRICA Secretary General

Other FIM AFRICA Working Groups

AUTHORITY AND DECISION MAKING

Decisions delegated to the Working Group

Decisions within the Working Group will generally be made by consensus. If a formal vote is requested by a member of the Working Group, each member shall have one vote, but in instances where a country has more than one member on the Working Group, only one of the members from the said country, shall be entitled to vote. The Working Group Chairman shall have a casting vote. Decisions that have been decided by the vote of the Working Group Chairman shall be referred to the Director Sporting for ratification prior to implementation.

The Working Group shall have the authority to make the following decisions:

- ♦ Set and enforce Enduro and Cross-Country Rallies sporting and technical regulations and any possible amendments to technical regulations (in consultation with the Director Sporting)
- ♦ Set Championship/Challenge/Cup dates (in consultation with FMN's)
- ♦ Determine and set points scoring system for all FIM AFRICA Enduro and Cross Country Rallies Championships, Challenges or Cups
- ♦ Exploring potential opportunities and/or carrying out responsibilities outlined within these Terms of Reference
- ♦ Appoint sub-committees to investigate/work on specific activities within the Working Group Work Plan
- ♦ Invite experts in a particular subject area to participate in specific discussions at meetings or work related to their area of expertise (such experts will have no voting rights)

For all FIM AFRICA Enduro and Cross Country Championships, the following decisions must be ratified by Council:

- ♦ Sporting and technical decisions and any other decisions that may have a financial, environmental, medical and/or judicial implication
- ♦ Calendar
- ♦ Quarterly reports on FMN activities

MEETINGS

The Working Group will meet once a year on the date as set by Council to achieve the targets outlined in its approved Work Plan. This could include additional meetings via telephone, virtually, or at events where Working Group members are present. The principal method of communication and decision-making between meetings shall be by messaging and e-mail. The time and location of unplanned essential in-person meetings will be determined by the Working Group Chairman and referred to Council for ratification as this is dependent on budget.

RECORD OF MEETINGS AND ACTIVITY

The Chairman of the Enduro and Cross-Country Working Group is responsible for ensuring that a record of all meetings and actions of the Working Group are maintained and that these are distributed to all Council members as well as the Secretary General. A copy of all Minutes including decisions of any Working Groups – shall be kept on file by the Secretary General.

TERM OF OFFICE

As per the FIM AFRICA Statutes.