



# Beaudesert Show Society Cattle Yards

ENTRY WARNING CONDITIONS

## QFEVER RISK AREA

READ THESE CONDITIONS CAREFULLY

CONDITIONS APPLY TO EVERY PERSON SEEKING TO ENTER THE BEAUDESERT CATTLE YARDS, INCLUDING AS AN INVITEE OF ANOTHER PERSON

QUESTION:	As this area is a working cattle yard, you are about to enter a QFever risk area.
ANSWER:	QFever (also known as Query Fever) is a bacterial infection transmitted to humans from animals, typically by breathing in air or dust contaminated by birth fluids, faeces or urine from QFever infected animals.
QUESTION:	The most common sickness in humans is a severe flu like illness including fever and chills, severe sweats, severe headache, muscle pain, weakness and tiredness, which may begin 4 days to 6 weeks after exposure. In chronic cases, a person may develop pneumonia, hepatitis, and, for a person with pre-existing heart valve damage or a compromised immune system, there is risk of developing endocarditis.
ANSWER:	If after attending this area, you become concerned about your health, you should seek medical advice and contact your local GP. Advise that you have been in a QFever risk area.



# Constitutional and Structural changes to Show Societies

## Darren Zanow. Ipswich Show, Queensland.



# Current Structure

- Have you reviewed your structure lately?.
- Engage a small select group.
- Is the current structure working?.
- Is your structure in compliance with your constitution?.
- Do you operate your show society in compliance with your constitution
- **ALWAYS** consider the future and stability of the organization in all of your decision making and planning. **NO** emotional decisions.

# Good Structure.

- A good structure is one which allows your organization to thrive in all aspects of its charter
- Review compliance with your constitution
- Seek advice on any constitutional changes
- Align your practices, structure, constitution
- Vote on changes, implement
- Review compliance regularly
- Educate all members and staff regarding compliance

# Poor Structure

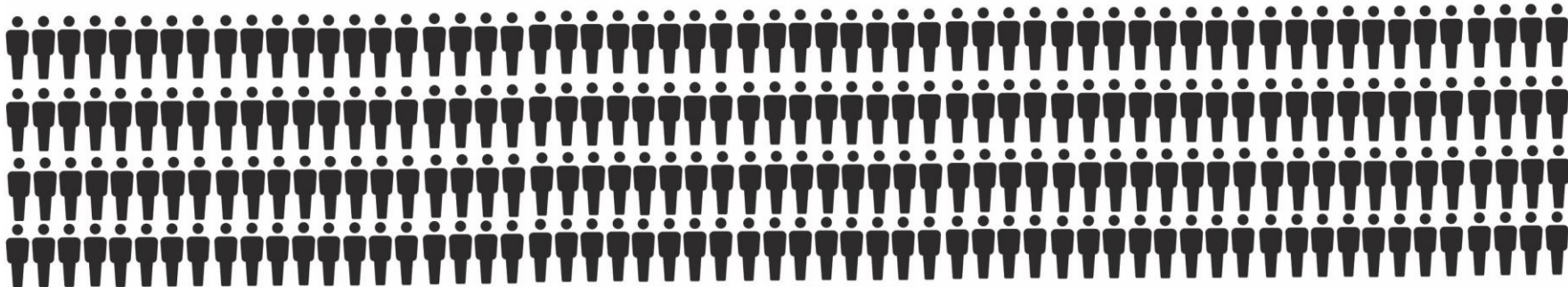
- A poor structure is one which does not allow your organization to flourish and prosper
- Bereft of relevant skillsets
- Internal fighting within the organization
- Politics
- Non-Compliance with your constitution
- Weak management
- Poor Governance
- Self service
- Theft
- Taking unnecessary Risks in all aspects

# Two Levels of Governance Streamlined Structure

BOARD



MEMBERS



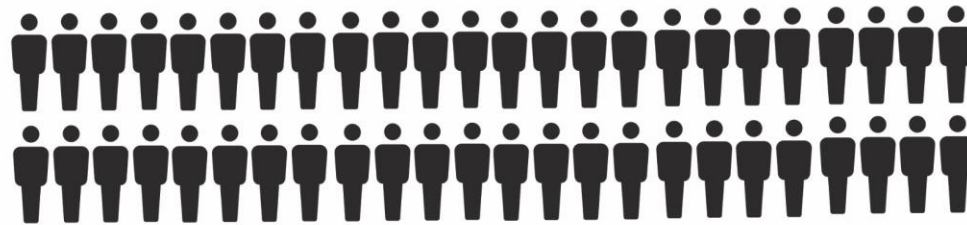
# Three Levels of Governance

## Cumbersome Structure

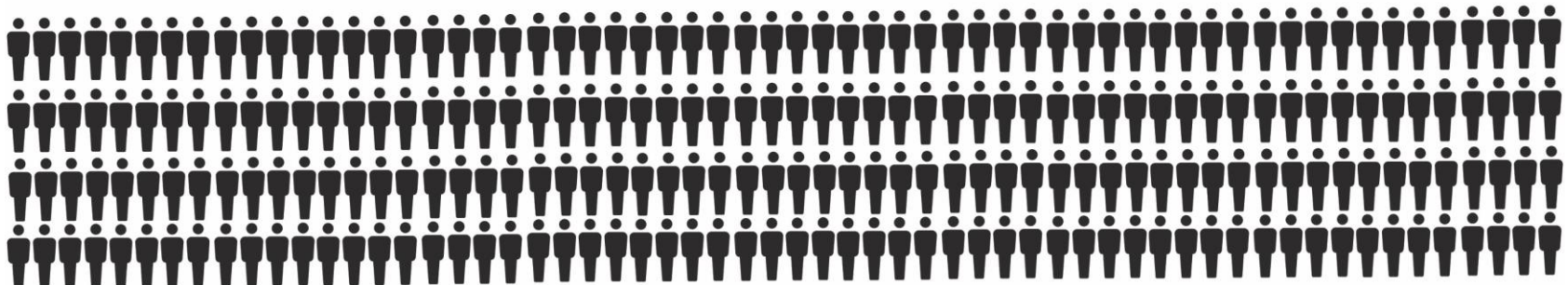
EXECUTIVE



COMMITTEE



MEMBERS



# Show Societies are a Siloed Business



# Structure and Situation Analysis

- Conduct a SWOT Analysis.
- Gather information on Existing non-compliance
- Determine the best structure to suit your show society. ALWAYS keep the best interests of the Show Society in mind with all decision making
- Seek Advice on constitutional changes and how to effect them. New? Change?.
- Plan carefully and engineer to enact the change



# Strengths and Weaknesses

- What does Your Show Society do well?. What does it do poorly?. **Strong Sectional competitions**
- Qualities that separate you from your fellow show societies? Good and bad. **Marketing**
- Internal resources such as skilled, knowledgeable members and staff? **Veterinarian**
- Tangible assets such as tenure, cash reserves, annuities. **Limited access to Grounds.**
- Resource Limitations, what is lacking. **Accounting,**
- Risk management, Compliance. **Legal**

# Opportunities and Threats

- Show Patronage, Exhibitors, Weather. **Local Celebrity**
- Competition for the mighty \$\$\$\$\$. **Diversity Businessman**
- Entertainment, Media and marketing. **Event Staging, Journalist**
- Sickness. **Doctor**
- Workplace incident. Calamity. Legal challenge, insurance. **Lawyer**

# New Structure

The new structure should include the following

- Determine if the new structure will operate as a Board or Committee or a mix of the 2.
- 2 tier of governance. Members, Board
- Board, No More than 11. 9 is optimum
- Patron, President, 2 X Vice presidents, Treasurer and Assistant. Secretary.
- Patron should be external to the organization but have an interest in the organization
- Finances are tightly controlled

# Skills Matrix

From our SWOT analysis, select candidates with the following skills. All should be community minded

- Sectional Coordinator,
- Marketing
- Legal, Lawyer or Solicitor
- Doctor or Veterinarian
- Asset manager, Jack-of-all-trades
- Successful Business person
- Accountant or book-keeper
- Event Management
- Journalist
- Local well known personality
- Governance, Risk management, WHS

# Avoid.....

The Persons appointed to the Committee or Board from the membership. AVOID the following

- Current or budding politicians
- Person of bad or obnoxious character
- Focus Group Obsessive
- Untrustworthy
- Involved in Risky Behavior
- Argumentative
- Unreliable, Let you down
- Lazy. Seat warmer
- Only in it for their personal benefit. Take take take

# The Big Challenge

Now that we have identified the required skills, how do we find the people to match those skills who would be willing to join the organization?.

Search the following within your community

- Canvass people in other NFP organizations
- Invite Business leaders to be part of a new team
- Engage with known Community leaders

**ALWAYS** explain the situation, as you will find the majority will understand what you are trying to achieve and will want to help.

# Engineering the Outcome

Legal advice is a must to engineering how you will achieve the new structure as it will require a vote by the organization members.

It is often easier to introduce a new constitution

You **MUST** follow the law and the existing constitutions requirements as to how it may be changed. *Plan the change Carefully, Decisively*

Introduce new members to facilitate if required

You will get 1 chance.... Don't blow it.

# Prosperous Shows

- Strong Board or Committee with good, complimentary skillsets.
- Flexible operating structure, with good governance.
- Modern constitution, in sync with the operating structure.
- Board or committee members who connect with their community on all levels

Your foundation is set and is strong, ready to show into the future.



# SHOWING INTO THE FUTURE

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