Creating a
Successful Sporting Club

Outcomes from the workshop on Tues 7th March at LC.

Present: Adam Rolls, Adam Dickenson, Claye Mace, Simon Barnes, David Hugo, Jonathan Knox, David Bevan (note-taker).

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|  |  | **Importance of Improvement** |
| Leadership and Culture | Scored 1 to 5 |
| 1 | Clearly defined and measurable objectives | 2 |
| 2 | Planning and delivering objectives are delegated outside the Exec | 5 |
| 3 | Strategy and implementation plan exists for each objective. | 2 |
| 4 | The Executive Committee leads rather than does. | 5 |
| 5 | The Club structure evolves depending on the objectives | 2 |
| 6 | The wider membership and the broader community actively assist in achieving objectives. | 2 |
| 7 | There is a culture of volunteering. Everyone chips in. | 3 |
| Governance and Infrastructure |  |
| 8 | Group knowledge is collected and disseminated, for training of and handover to new committee members. | 4 |
| 9 | Clearly defined position descriptions for all roles. (PD’s include expectations, training and approx time commitment.) | 5 |
| 10 | Policies and procedures are documented and visible. | 2 |
| 11 | There is strong financial management and reporting  | 1 |
| Relationships and Communication |  |
| 12 | A welcoming and inclusive culture, creating strong sense of belonging. | 4 |
| 13 | Strong relationships with stakeholders* Members
* Schools
* Local council (staff and counsellors/Mayor)
* CanoeTas / AC
* Media
* State and Federal Members of Parliament
 | 2 |
| 14 | A clear communication strategy engages past, present and future audiences/members. | 3 |
| 15 | An up to date website (with a welcome message and the go to person for newbies).A social media presence An email newsletter (can be annual) | 4 |
| 16 | A positive reputation within the community (How is your group perceived?) | 2 |
| Pathways and Development |  |
| 17 | The social and development needs of all participants are met. | 4 |
| 18 | Pathways from school to junior to senior to masters. | 2 |
| 19 | A focus and investment in the development of all participants (players, coaches, referees, office bearers, volunteers). | 3 |

The highlighted characteristics got the highest scores for “Importance of Improvement”

## Resulting Draft Objectives - since adopted:

1. By 2017 AGM, prepare Position Descriptions and How-to Notes for all Exec Committee positions (including expectations, any training and an estimate of the time commitment required.)
2. By 2017 AGM, prepare Position Descriptions and How-to Notes for non-Exec leadership roles (Canoe Polo coordinator(s), Hadspen Race Coordinator, Hadspen Site Development Coordinator, Under 3 / Intro Trip Coordinator, PaddleOz Coordinator, MPIO.)
3. By 2017 AGM, identify the people who will fill the above roles in the coming and the following summer / winter seasons (as relevant)
4. By 2017 AGM, embellish the website to make it more user friendly (especially to newcomers wanting to find a contact person).
5. By 2017 AGM, contact members in person to find out what more they would like from the Club and how they would like to contribute more to the Club.