

POLICY 21 - SUCCESSION PLANNING

Link: Committee, Starclub

Introduction

In order to ensure the long-term success of the Glenelg Bowling Club in terms of membership numbers, Pennant teams, administration and finance, it is vital that there is implementation of a succession plan. This is particularly so given that the club relies on volunteers and also given the age profile of the membership.

Actions

In terms of membership numbers and Pennant teams, all members should:

- Approach potential members from Night Owl players and social bowlers about playing Pennants;
- Promote the benefits of playing bowls to people who are currently playing other sports; to guests with greens and venue hirers and other programs that eventuate;
- Strive to expand the ladies program;
- Advertise or speak to members of other larger clubs about the benefits our medium size and friendly club.

In terms of administration, the following actions will be promoted:

- Encouragement of more recent members to be on a working party so that they start to be involved in the operations of the club;
- Encouragement of 2 or 3 new members to be on the Committee each election in order to introduce new ideas;
- Encouragement of existing committee members to take on more senior portfolio roles over time;
- Ensure each club role has a backup/succession option;
- Encouragement of more females to be on the Committee;
- Informing of members of the administration action needed to maintain the club's strong administrative and financial position.

In terms of financial stability, the succession plan will:

- Work on the most appropriate balance between capital improvements and providing a capital fund for the future;
- Continue to diversify the income source for the club so that it is not overly reliant on certain income avenues;
- Inform members and committee members of the need to build on the club's strong budget base.

Key Positions

Succession plans should include immediate options for the continuance of duties for the following positions and roles:

- President (Vice President to be appointed at first committee meeting after the May AGM);

- Secretary;
- Bar Manager;
- Treasurer (Assistant Treasurer to be appointed at first committee) meeting after the May AGM);
- Night Owls Manager.

While Administration Committee members should be flexible to take on roles on an as-needed basis, and club members with any skills in the roles above should be identified ideally also at the first meeting of a new committee.

Young Leaders

Introduction

As part of the club's succession planning and in order to bring new ideas into the operation of the club, the Glenelg Bowling Club has a youth leadership encouragement program.

Program

Younger members of the club will be:

- Asked to be on administration working parties in order to obtain a mix of younger and more experienced members;
- Encouraged to nominate for a committee member position as their experience grows.

Promotion of the Play by the Rules online training on the ORS website will also provide younger members with a greater understanding of what it takes to run the business of the club and to provide them with greater confidence to get involved.