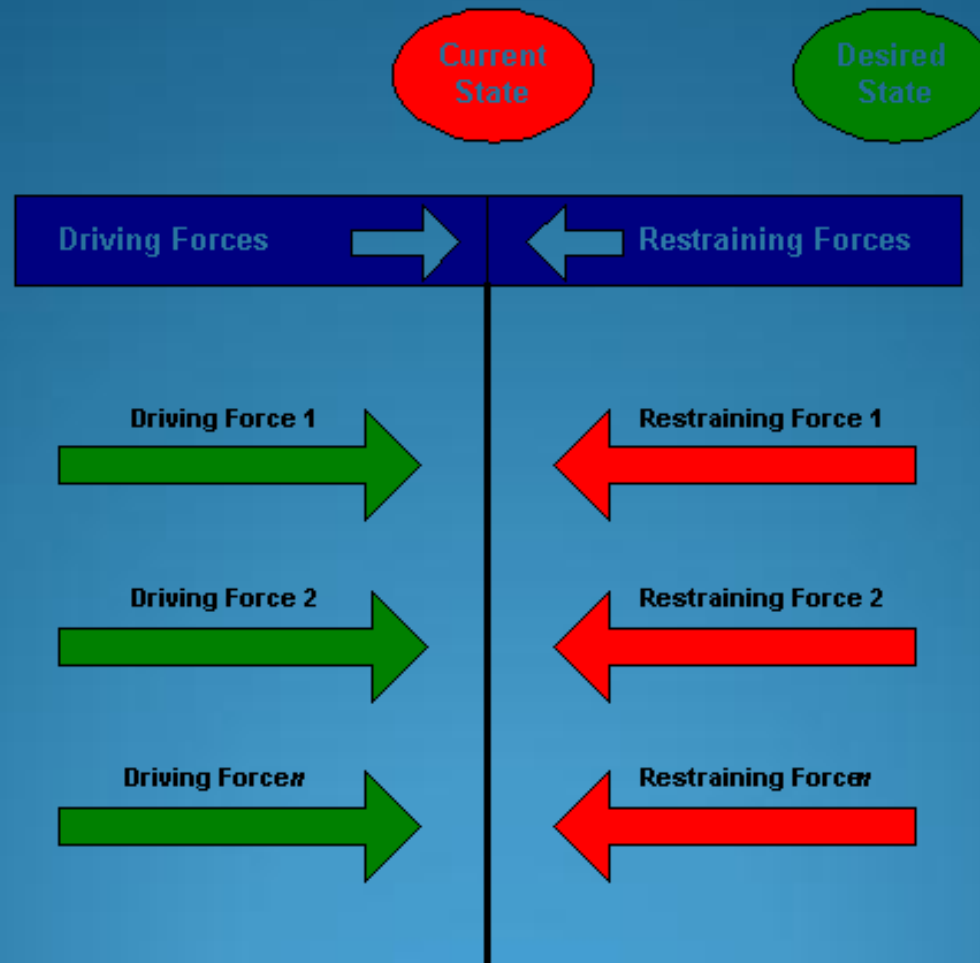


The Forces of Change



Working against club progress

- Recession
- Shortage of good leaders
- Reduced membership
- Reduced volunteer base
- Shortage of capable administrators
- Poor operating processes
- Increased operating costs
- Reduced sponsorship
- Reduced funding grants

The Choices ...

- **‘The Old Way’ = Ad Hoc = Decline of clubs**
...reliance on transient role holders, loose systems, variability and inconsistency, one man bands, seat warmers, poor communications etc
- **‘Taking Charge’ = Structured**
... leadership, vision, clarity of roles, plans and targets, ownership and accountability, communication, momentum and persistence, reporting, achievement/recognition/celebration

Bowls NZ resources/templates

- Strategic and operational planning
- Job descriptions
- Financial models
- Pay for Play ... MIB, HAG,
- Revenue generation .. S'ship, M'ship, Hire
- Sample Operating Procedures
- etc etc

Club Plan Example

Effective Administration Systems

Year 1

- job descriptions developed
- conveners appointed and JD's being used
- volunteer coordinator appointed
- subcommittees in place and supportive
- health and safety plan completed
- admin processes reviewed
- data collection processes in place
- risk assessment completed
- website developed
- performance of paid employees reviewed

Year 2

- club constitution updated
- policies and procedures manual documented
- clubcheck award achieved
- website features expanded
- backup conveners identified

Year 3

- Gold clubcheck award

..... Bowling Club Operations Plan 2011 –2012

Outcome	July 2011 – June 2012	Action	Measure of success	Responsibility
<p>-</p> <p><u>Effective Administration Systems</u></p>	<ul style="list-style-type: none"> - job descriptions developed - conveners appointed and JD's being used - volunteer coordinator appointed - sub-committees in place and supportive -health and safety plan completed - admin processes reviewed -data collection processes in place - risk assessment completed - website developed - performance of paid employees reviewed 	<ul style="list-style-type: none"> - customize available templates - monitor and mentor key role holders - establish database of people, skills and interest areas - identify 'can-do' people and monitor approach - customize available template - arrange peer review from credible administrator - develop databases and info controls as necessary - adapt available template - engage expertise and define internal maintenance/updating responsibilities - assign responsibility and conduct reviews 	<ul style="list-style-type: none"> - completed by August 2011 - all conveners in place by 31 August 2011 - all volunteer roles filled - active and capable sub-committees making progress - by September 2011 - review completed by September 2011 - participation data available by Oct 2011 - completed by Oct 2011 - operational by Sept 2011 - all employees reviewed by May 2012 	

Club Development

Club Plans

Implementation ... in conjunction with CDO

ClubCheck ... periodic assessments of progress

Continuous Improvement

ClubCheck ... re-assessment

ClubCheck Best Practice Award

All very well but ...

- Most clubs are **NOT** using the Bowls NZ Development Officers/Resources
- Most clubs which have done plans are moving far too slowly to make a difference

Discussion

- What are the benefits to the centre in having stronger, more sustainable clubs?
- What can centres possibly do to help make clubs stronger?
- What specific actions will your centre take?