

VERMONT SOUTH BOWLING CLUB SURVEY 2021

Summary of Responses.....

1. **Male Responses:** 57 **Female Responses:** 36 not all responded to this question
2. 0-2 years **(4)** 3-5 years **(16)** 6-10 years **(24)** 10+ years **(42)** not all responded
3. Age Group: 20-30 **(3)** 31-40 **(1)** 41-50 **(1)** 51-60 **(3)** 61-70 **(16)** 71-80 **(44)** 81-90 **(21)** over 90 **(0)** ...not all responded
4. **Please circle the days you play social bowls at our Club?**

 Summer/Winter Wed triples **(54)** Wed night **(5)** Thurs mixed **(18)** OR **None (13)**
 Winter only Mon pairs **(42)** Tuesday **(6)** Saturday **(29)** OR **None (6)**

What comments would you make about our social bowls program? How could we improve it?

1. Pairs is good, it works. Not my main game, prefer to play at different clubs for experience
2. Change game play, e.g. Jack attack format to give variety and make the game more interesting
3. Very enjoyable, maybe some different formats
4. Just coming back to it
5. Happy with days and formats available but would like to play more ladies only purely for enjoyment and comradery not prizes
6. The coordinators do a great job
7. Both days – very well – not having too many days of social
8. Happy with how it is
9. Get rid of Thursdays, Ask xxxxx
10. More variety required in the type of games played. The tournament committee should design each event and provide conditions of play to each convenor to run same
11. Pretty strong at the moment – many extra persons beginning to attend now due to Jack Attack/Try Bowls/Friends of VS
12. Can't attend due to Monday and Thursday training. Enjoyable and a way to meet others that you do not play pennant with. A time to welcome new members, support them in settling in. Invaluable in assisting skill development
13. More variety in format of game e.g., sets, ends scoring, more short games e.g., 5 x 4 ends
14. Good to see innovations such as "ladies only Friday" implemented. Should improve once we can play 24/7
15. I play darts, where are the darts questions
16. Not sure, people seem to be bowled out
17. Program is enjoyable, no need to change
18. I am happy with how they are run
19. Give social more recognition – used to publish results in newsletter – but don't now
20. All new bowlers are directed to Thursday as our "social bowls" day
21. Too many – should drop Monday and Friday
22. It works, leave it alone
23. More variation in the format, sets play

24. Once per month change format i.e., pick skips and draw names for other spots; gives players chance to play with other players and give some chance to win
25. Convenors generally do a good job
26. Plenty of options for members
27. We play any Sunday when we have bowls, we play mist social on our village bowling green
28. Where I am playing, very happy, no complaints summer and winter
29. Maybe on Saturdays, try Jack Attack sometimes
30. Happy with current program
31. It's great playing socially and I'm very happy with the program. My only thoughts are playing earlier in the day to avoid the heat of the day in summer
32. Well organized as is
33. Variety in format of games played
34. Only just starting back after pennant season
35. Single entry for Saturday works well. Maybe single entry for Wed triples too? (to eliminate or negate advantage experienced players have
36. All social bowls are very well run and successful
37. It is an enjoyable afternoon. Would like to have more ladies joining us
38. Maybe too many days involved
39. Very well run, fixed costs \$10 including raffle
40. I play bowls twice a week at Nellie Melba Ryman's
41. There is some concern re varying prizes and game fees between the program days I believe. Doesn't concern me unduly. Understand some participants don't automatically wish to have raffle involvements
42. Why not try a variety of games like the Jack Attack, BPL Cup philosophy i.e., less ends, more changeovers against different teams
43. The coordinators of the social bowls do a great job
44. Very good, excellent commitment by convenors
45. I think our social bowls program is very good
46. Ok for me, only play occasionally
47. Social bowls is a cornerstone program to the club for social engagement and contact
48. Social bowls seems to be operating well on all dates. There would not appear to be need for change.
49. Fix time, not too long
50. I like to play when the convenors choose the team and then you get to meet different people
51. Maybe change the format up a bit to appeal to a broader group of members/visitors. Perhaps once a month/? Do something different to the norm, which will indicate popularity or otherwise.
52. Love Monday 2-4-2 and play occasionally Tues and Sat

5. Do you play Pennant?

Yes 88

No 5

If no, can you tell us why?

1. Saturdays are family days
2. Medical issues kept me out last season; hope to be back 21/22
3. Moving to emergency; season commitment too long
4. Not interested in giving up my Saturdays. Could be interested in Tuesday pennant but I don't have a uniform
5. Played up until last 4 years and enjoyed playing but distances and parking became a problem. Covid is also a consideration
6. May not play pennant in 21/22 as I wish to spend more time watching grand kids play sport – particularly on Saturdays
7. Current work commitments prevent a consistent schedule to allow weekends free to play
8. Have other interest as well as bowls
9. Too hot

If yes, when do you play?

Tuesday (Midweek) (51) Tuesday night (17) Saturday (Weekend) (78)

What comments would you like to tell us about our Pennant Competition.

1. Before the commencement of pennant competition all players should be advised of what is an effective bowl. We should all be on the same page.
2. Better more realistic coaching sessions, focus on weakness, have sessions on running shots, drives, head building and reading, more skills development
3. More focused skills training program, pre-season drills and skills training
4. Good to have team/rink stability
5. Would like to see more shade available, temperature too high for older people 36degree
6. Selectors do a good job
7. Have a selector represent each division if possible. It would be good if each Div. could have their own club coach.
8. The strength and growth of Vermont's pennant sides over the last few years is unquestionable. The challenge is to foster an environment where we can continue to grow, whilst maintaining our strong culture
9. Enjoy playing pennant
10. Enjoy the competition plus the socialization – good clean fun, something you do which enhances your life satisfaction. Would like to see more players come on Thursday's night practice and have a drink afterwards – good for club spirit. Coaching may need to encourage lower grades to attend more. Enhance your game and a valuable social activity. Good chance to improve plus have a chat/drink socialize
11. Well organized. Engaging time. Great that there is less movement in Division 1,2,3, 4 on a Saturday. Challenging at times but feeling successful is "soul building" even at an older age.
12. Consideration should be given to a quicker version of the game i.e., 7 & 7 This may attract younger people to the game. Normal 21 end competition should continue
13. Like playing competitive bowls; its ok
14. Not flexible
15. More a Bowls Vic issue – change commencement time on Sat i.e., if weather forecast is 30degrees then start at 10 or 11am automatically across all competitions
16. Happy with how it is organized and understand it has to be balanced between merit/endeavour and ability. Could be more merit based
17. Too much emphasis on top team
18. More consideration going into who plays skip. Some have no idea what is required of them
19. The only complaints are with Bowls Victoria for gradings and travelling
20. Best results when teams can stay together
21. Leave teams as is, don't move the players around. Skips need to know their members well and what they can do

22. travel on a Tuesday is a major "turn off" to becoming involved. Previous years made sure I was not interested
23. Requires a long-term commitment. Maybe if VBA goes to separate comps pre xmas and after xmas this would not be such a factor
24. Not that fussed on being out in hot sun for hours on end. Maybe need to advertise the quicker pennant games being offered, from memory Thursday and Sat not as long. These were not plugged at all at our club
25. I would be more comfortable with a 10am start Saturday due to the high temperatures mid/late summer. 36 degrees probably breaches duty of care to players
26. Maybe earlier starting time on Saturdays (12:30)
27. Always been happy with selection
28. Like the competition
29. All teams are important; we are all equal and emphasis should be spread evenly no matter which team it is
30. To encourage better play
31. Being a strong competitive club with many teams enhance the club's profile and contributes to membership growth including young people (important)
32. You get out of it what you put in. Hopefully with improvements performances are rewarded. Bowling with like-minded players is very rewarding
33. Emergency last season but available 2021/22 if selected
34. Too many changes in Sat Pennant who come/go during the season without an acceptable, valid reason, shouldn't be allowed to return to the position/team they 'let down'
35. Not to constantly change the teams. I understand there are times its needed
36. Again well run
37. Teams are changed around too much in lower grades, just leave alone
38. We are a sporting club; pennant is a competitive comp and should be treated as such by club and its players
39. Prefer the shorter 14-week season
40. More women given a chance to play at the top level
41. Difficult last year due to Covid. Had to play #1 and #2 players in lower groups – not VS fault
42. None – teams reasonably well selected
43. Ok perhaps more info on team's makeup/progress
44. Pennant – is not lost to me that midweek and night pennant is forgotten and overlooked. Success is not celebrated or acknowledged with the same intensity. This needs to change
45. I believe there is no need for change. Both selection panels are now competent enthusiastic committee. The club is in a strong position to maintain its position as 1 of 3 successful clubs in our area. We should of course always be on the lookout to recruit new players at all levels
46. Need to continue to play at the highest possible level. Competitive – highest possible level – younger group within the club is a must. Tuesday night needs to be used more effectively for introducing of new players and to develop players with talent
47. For Tuesday – emergency is ok for me
48. Love pennant as like team sports

6. Do you attend the scheduled training sessions on:

Monday mornings? **Yes** (23) **No** (60)

Thursday afternoons? **Yes** (46) **No** (35)

If no, can you tell us why?

1. Do not play pennant – bowl on Thursdays
2. Greens Monday 7.10am; some Thursdays need team training not roll ups
3. Busy
4. Sometimes
5. Have attended in the past, but time and energy limits restrict me now
6. Driving to and from xxxxxx in peak traffic conditions is stressful
7. I practice enough – can only play a certain amount
8. I work a lot of O/T so I don't get a chance
9. Work on Monday! Speak strongly for Monday morning improving playing skills and Thursday focusing on team and pennant tactics
10. Have other commitments on Mondays
11. Monday is difficult due to other commitments. Thursday – had enough after social bowls. Sessions I attended in previous years seemed more emphasis on Teams 1 & 2
12. I didn't feel it was useful. I was given match practice which I already had from social bowls
13. Other commitments
14. New format required for non-elite
15. I only attend sometimes
16. Did not find them very useful – get more enjoyment/practice bowling at Thursday social
17. I bowl on Thursday, after 51 bowls, had enough
18. I prefer to practice on my own. I usually practice 2-3 times a week
19. Monday – other commitments. Thursday – social bowls acts as practice
20. Bowl Thurs afternoons
21. Have other commitments at these times
22. I am too busy to fit in training and bowl at the Balmoral village
23. On greens committee
24. Work on Mondays
25. I did attend Mon for many years and it was great. Sam, Barry, Ian and Clive did a great job. Thursday was a “sick” joke. 2 weeks of bowling to the ditch from 10m out while the “real” players were on the other rink turned me right off
26. I attended Monday skills for many years. Very good with a variety of ends and 4-5 very good coaches giving friendly advice. I attended Thursday at the start and spent an hour bowling to the ditch. No instructions
27. limited time for practice and prefer to spend an hour on my own and put down a lot more bowls
28. Monday other commitments
27. Geoff Bryant does an amazing job. Missed a lot with Covid. Really enjoyed it when it was structured with lots of activities set up. Don't like it when one activity or go play a game. Need activities we can practice
28. Sorry, have other commitments
29. Prefer morning training. If forecast is too hot, especially at 4pm I practice in the morning and miss training, more so later in the season
30. On Monday morning working on the greens
31. being a previous coach, ran Mondays for quite a few years, like to practice skills on my own
32. Cannot attend Thursday – family commitments
33. Work commitments Thursday. Monday skills I don't find I gain much from; doing skills snake drills I always feel pressured and that I have to hurry and don't have time to bowl
34. More than 3 times a week is grounds for divorce

35. Monday sessions have been well organized and challenging – well done Geoff Bryant. Thursday sessions – not enough focus on middle order sides and virtually very nil time with players in lower grades. In fairness attendance is poor beyond Sat sides 1 and 2
36. Current work commitments
37. Just like playing socially
38. Mondays, don't like the format
39. Other commitments at home village
40. Monday mornings not a good time for me
41. Monday mornings – gym class. Social bowls Wednesday, Thursday practice, Saturday pennant – enough bowls
42. Monday mornings aren't challenging enough for my skill level and there is better value in my time practicing on my own
43. A social player only
44. Other commitments
45. Still working Mondays
46. Usually pick up the grandkids from school but do attend when I can
47. Used to go Mondays. Covid impact. No doubt will try again next season
48. Monday mornings I work on the greens from 7.30 to 10am
49. Other volunteering commitments Mondays
50. Training required structure and goal orientation. This was not presented, it was random and haphazard
51. I have grandfather responsibilities on Mondays. I used to train Thursdays but no longer. As I play on Tuesdays, Wednesdays and Saturdays I feel no need at my age to practice on Thursday. I need a home life away from bowls
52. Monday mornings not a good time, would prefer later in the week, closer to Saturday
53. Looking after my grand daughter
54. I train separately on other occasions
55. Went to Monday twice, just practiced by yourself, no coaching. Thursday is only for the top teams
56. Forgo it for a private practice

7. The Bowls Club runs a Club Championship program each year.

Do you have any comments or suggestions about how these programs are run or how they could be improved? If you don't enter, can you tell us why?

1. Perhaps grading players
2. Suggest doubles events from February on, as the calendar for bowls is very busy in Dec, Jan for the elite bowler
3. Encourage more involvement (No Ladies Single Champion). Book a day for the first 2 games of each event. Organise to follow up on late games, get involved when the game is to be played.
4. I cannot play 2 days in a row
5. Have a registration and payment day, keep it well organized and run to a schedule, include triples and 4's. Do not allow us to not have a Women's Champion again.
6. Improve scheduling dates (if possible) so we don't end up playing 3-5 nights plus pennant in the week, I know this can be difficult especially when ERBR events also come into play
7. Other Commitments
8. Too old – don't need the pressure
9. I don't enter because most times they are played during the week or on Sundays
10. Multiple rounds on the same day. Greatest challenge is time. Bring back 3's and 4's and sponsor for prize money
11. Rounds 1 & 2 for the singles and pairs should be played on the one day for each event. The club coach should encourage all players from the 1st and 2nd teams to enter these 2 events as a minimum requirement
12. I have participated most years but most events are usually won by the same people or teams. Handicapping should be emphasized and graciously accepted by top players
13. Too drawn out and events clash across the same times (difficult to find the time). Suggest day 1 to encompass two rounds (am and pm). Perhaps use the time straight after pennant finals for some events. Twilight should also be considered
14. I didn't feel I had the skill to enter
15. Not promoted sufficiently; allow flexible scheduling; consider a full day where rounds 1&2 are played – needs to be compulsory, some flexibility? consider a first round losers consolation tournament; no entry, no cash prize (the honour is enough)
16. Competitors should play social or pennant with VSBC for a minimum number of games before they can enter any club championship
17. Other commitments
18. Not interested
19. Running of programs need to be over a specific and defined period that all participants must adhere to or forfeiture if they can't
20. Not interested, pennant and social bowls is enough
21. For me it was a confidence thing but now see it as great experience and will enter when I can
22. Do not enter anymore; always entered in early days
23. Programs are sufficient as is
24. Don't like the pressure of concentration; can't bowl too much as I have back problems
25. Suggestion – triples or fours
26. Have entered many times in the past
27. Too old to bother. It will not improve my game. Good for people on the way up.
28. Difficult to get teams together at the same time
29. Been there done that
30. Do not play, live too far away
31. Getting too old now
32. I realise programming is an issue but many of these events occur when there is a lot of bowls happening and time becomes an issue
33. Club championships are not really valued at our club. Selectors say that championships are a different game to pennant (2 bowls) but much can be learnt about people's game by watching these championships, how they react to stress, how they react to being down and sportsmanship etc. I think it is a valuable experience. Also observe how skilled people are at reading the 'head'. It's a shame that games are not valued. Great opportunity to see players in action as obviously, the selectors cannot watch while

- they themselves are playing. Good if possible, to publicise matches (particularly semis etc.) so people can watch. Clearly state rules about championships [particularly on given times to complete matches. How does Eastern Ranges and other competitions impact on our championships? Maybe shorter time span for competition. First Sunday maybe have 2 games.
34. Championships are run well. It is difficult to commit our time these days, family commitments. We used to enjoy entering
 35. I generally only enter one field, ladies' pairs as too much bowling affects my pennant game
 36. Strick time frames for games, too many can't play days, be firmer
 37. They seem to run well, great to watch. Back when I played, we, that's all ladies were all asked to play and we had a lot more going in these championships. (Try to talk them into playing was the key)
 38. Not interested
 39. I would prefer a clinic style e.g. How to drive, how to play second etc.
 40. I enter for the experience and support of the club
 41. More competitions would improve skill level and confidence
 42. no longer play as I need to manage back and knee issues. Can only play a limited number of games and practice each week
 43. Club championships provide an opportunity for competitive bowlers to pitch their skills against their peers and/or more experienced bowlers. We need to encourage greater interest AND participation in the club championship program by providing a well-advertised DEFINED (CoPs) and PROMOTED (via coaches and mentors) program. Male and female play Singles same time followed by high tea with all Champions, presentation
 44. I have played club championships over 30 years but now happy to watch, always with interest
 45. I have only ever entered the novice on 2 occasions and ladies singles and pairs – not for a couple of years though. I would like to see more structure and both men's and women's played at the same time.
 46. Just like playing socially
 47. Seeded draw
 48. Need conditions of play; must be played within 1 week of schedule – play them in March after season ends – on Saturdays and Sundays. Have a men's and women's singles for Div4 and lower; separate from open men s and women's
 49. I think that it is important that we have a triples and 4's championship. It should be a single entry and the teams get randomly drawn out from the pools of players (for example...each player gets categorized into 4 groups...and each of the teams must have 1 player from each of the 4 groups in their side to make it fair
 50. Would like to see more participants
 51. I think more women should be encouraged to enter the club championships
 52. Have been in "new players group" also "100 up" seems to be ok
 53. Competition is too great for players in lower grades
 54. haven't thought about it much
 55. I enter the club championships to compete against the more proficient bowlers – those who don't have the confidence may need a grading system to feel that they have equal footing and have a better chance of success
 56. Maybe make club champs a bigger deal, night games with crowd and tunes
 57. Should be run with multiple rounds on the same day instead of taking up several consecutive weekends. Not enough flexibility around times games are played by the Tournament committee. Consider running a major and minor singles and pairs (Div. 3, 4 and up – major; Div. 4 and below – minor
 58. I just want to see all the games finish on time. My suggestions are: only semifinal and final play the proper ends (18 ends for pairs, 25 shots for single etc.) but for early rounds make it shorter and play 2 rounds in one day
 59. There has to be a lot more info communicated; and starting dates and completion by dates must be adhered to. No exceptions – except!!
 60. Maybe have seedings in some events. 4 bowls pairs. Consistency at Tournament Committee level.

8. How do you rate the importance of employing a Coach (and/or coaches) to oversee development and improvement to all members of the Bowling Club – to improve Pennant performance / skills. (1 - not very important, 5 - very important) (please circle):

1 (6) 2 (7) 3 (8) 4 (20) 5 (47)

Please provide comments about your rating:

1. Any club performing in competition should have good coaching
2. Difficult for coach to improve skills for many bowlers, perhaps require different times for different divisions
3. To improve our standards, we need a good coach to keep our gradings; a good coach can highlight errors in our delivery
4. Skill theme nights are great – identify a weakness and develop the skills around that weakness into a game scenario using that skill. Talks on front end/back end. Talk about winning games.
5. Coaches are very important to the club to give guidance and help when needed
6. We need a coach with elite skills to improve our pennant performance
7. An experienced coach is a MUST
8. We have good coaches that are members
9. All sports need coaches to obtain the best from players
10. Coach must be available to coach ALL bowlers, not just top teams
11. Since we have had a paid coach most teams have improved and gone up divisions
12. Our club before a coach and after a coach is non-comparable. As other club's do our club thrives. For me a club coach is non-negotiable. 5 coaching positions been advertised by BV today alone. No coach – bye bye
13. It is very important for the club to succeed but the club coach needs to be more proactive than he was last season
14. Paid employment can lead to an emphasis of coaching to Teams 1 & 2. Coaches tend to travel from club to club without a commitment to the overall club operation
15. Coaching is not easy especially for a new member. CJ offers his assistance to all BUT lower grades do not avail themselves of this service – they just moan it is not for them. Untrue of course.
16. There is an impression that the lower grades don't get the attention of the upper grades. It is very difficult to get out of lower grades unless you are recruited. The younger coaches tend to mix with a few.
17. We need to be competitive with our higher sides in the highest possible competition in order to be seen as a progressive/successful club that can attract top players/younger players; our future depends on it
18. For our club to progress we must have a paid coach. If the individual does not partake in the training sessions offered or one on one sessions, that person, as it has been for years, isn't interested in progressing
19. Improve technique and rules knowledge
20. It's good to get professional advice and tuition
21. Basic methods essential; players move with coach
22. To be competitive in pennant coaching is essential
23. Important for Div. 1 & 2, not so important for Div. 3-6
24. A coach drives success, team bonding and commitment from players
25. Only top team members seem to benefit
26. Important for those players in 1st and 2nd Division. For the rest of us that do not aspire to top level bowls not vital at all as like many enjoy the pennant games without getting too serious as we do play for fun
27. Believe we have very good coaches already
28. They haven't done much good in the past – waste of club money. Our own coaches could take more interest and organize small groups or teams on a regular basis during pennant
29. I don't think the club should be paying coaches
30. The club must employ a coach. If we are to remain competitive.
31. To improve club image
32. A club coach can assess and develop players abilities and skills
33. I don't think it is necessary, it is up to the individual to practice if they want to be the best
34. Personal one on one improving technique
35. Needs to be shared equally among teams

36. The 'old' coaches did a great job (unpaid) and the club did well. I do not see any great leap forward with the current group. Most improvement has been by imported talent
37. Preference is to 1st and 2nd teams; others not important
38. Having been a coach I appreciate the value of training and repetition of shots. Club coaches do not have the time to set up training programs
39. Any successful sporting club has a coach; only people who would not agree are some social bowlers and those who play pennant and do not care if they win or lose. Also, I hope our coach does not read this question as he would think what does everyone think of me, should I stay if club thinks this way
40. Having practiced under 3 club coaches I find bowls drills too repetitive; not enough bowls delivered over specific time
41. Depends very much on coach. Thought Lloyd did a good job with being inclusive. Would like to see a coach for each level/2 levels. Too much emphasis on first team, not enough time spent developing home grown players. Need to evaluate top side and see all players are good enough to be there
42. Mixed feelings about employing a coach
43. Having a coach is very important – but only if people attend training. A coach needs to be pro-active across all levels not just top team. Geoff in particular, gives more time and expertise across all levels – Meryl too
44. If the correct person is willing to help all bowlers with their faults and a positive attitude
45. Can be very helpful if there's a little bowling problem
46. Very important for top teams, good for the club to have a section 1 as it brings others to our club
47. Very important, not only for the top sides but all the way down
48. I would prefer clinics that I could attend working on what I need assistance with
49. Regular review would be appreciated
50. It helps in upper divisions
51. With the number of pennant teams we must have a head coach. That person must utilize all available club coaches to ensure players from Divs 1-6 all receive the amount of coaching required to keep us a strong competitive club
52. If you are serious about improving your skills and knowledge you need a coach to lead the individual and teams to greater levels of bowls. Coaching needs to be provided but must also be sort after
53. Seemingly, time available/spent players are ad hoc because his available time at the club is limited and in the main, its spent with experienced players. More focus for ALL members on advanced (actual game) skills such as minimum length and jack off centre, weighted shot and playing under the head.... etc.
54. Going on last season. Thursday sessions were poorly organized and training focus was on Div. 1 bowlers while others had to do "their own thing" sometimes with just occasional guidance from the coach who should demonstrate interest and make time to spend with players who turn up
55. The coach gives the club an overall common playing direction. It also gives the assistant coaches and individual coaches a figure head, confidence and the ability to look after every player's needs – not just the upper sides
56. Not in a position to comment
57. For myself – to keep improving my game
58. Employed coach a 1 and volunteer coach a 5
59. Got a lot out of previous years coaching sessions, useful having accredited coaching staff wander around to take load off head coach
60. Very good for the up-and-coming people
61. An inappropriate question. A Division 1 or above presence is a must for club standing, longevity, attraction of members. There are no other Division 1 Clubs without a coach. My understanding is that VSBC stands by a Div. 1 presence as a 'must have'. We are not just a social club. Poor question in this context
62. Must have coach – brings younger group of people into club and will keep us in Div. 1 Saturday
63. It is the most important move a club can make, they are a crucial part of the club as they are the driver of the culture at the club, set and enforce the standards, identify what roles are important and take responsibility for the development of the club. They in my opinion are one of if not the biggest drawcards to a club as it demonstrates to the surrounding clubs that our club means business and are taking the game seriously whilst looking to develop the entire list of players.
64. Every successful club/team needs a coach for direction/leadership/development
65. Need to be shown to be a progressive club to encourage younger and also older new members. Advertise coaching for all bowlers especially after bowling for a time to retrain and eliminate bad habits that have developed
66. More attention should be given to the lower grades, then more people would be encouraged to attend training
67. That's what Mondays was about – good idea. Coaches cannot be expected to go to all social or comp games

68. A coach is very important for the improvement to members of the club provided it is run properly
69. The club has enough good coaches to maybe not employ coaches
70. The availability to coaching at all levels is a must. Training attendance and skill level should be considered in team selection
71. Feel it assists skills/strategies. Before a coach appointed Thursday training sessions had little or no direction in my view
72. A proficient coach is value for money at all levels within the club as should be the focus. Without that I'd question why we would have one employed
73. Where do I start. I have played in our top side for most of the past 8 years. During that time, I have been part of 4 successive losing semi finals WITHOUT a COACH. Then we employed Lloyd. In his 2nd year we won our section and went to Division 1. We won a semi final against Mitcham the following year. This year under CJ we have maintained Division 1 status. Any sensible thinking person would say a coach is an IMPERATIVE. So do !!!
74. Structure is necessary
75. Very important, vital for club success. Helps to attract new and younger players. Without a coach the club will die.
76. We cannot ignore the mental aspects of the game. Many talented bowlers will fail to reach their potential due to mental obstacles. A good coach will help them overcome any hurdles in front of them
77. In my own case – not so important. I have been a senior coach myself and have been in the game too long to learn new tricks
78. I believe our club coaches are the best help if you have a problem
79. Need a credible coaching system to attract experienced bowlers to our club and improve the skills, consistency of bowlers.
80. Very important to improve skills

9. **Would you attend a winter or spring skills program?** **Yes (52)** **No (33)**

Please provide comments:

1. Happy to social bowl only
2. Usually away for most of winter
3. Not here in the winter
4. Max's sessions prior to Covid were great and players had fun
5. Would not be able to commit to every week
6. Go north in winter
7. I bowl 2 or 3 days a week
8. Depends on weather and whether indoors or on greens
9. Need a break from bowls to pursue other interests
10. Too cold in winter and spring is one of the busiest times of the year
11. Improve skills in winter – summer is too late
12. Depends on time – day time only; 8pm at night – no way
12. Sessions should be short and sharp say Saturday or Sunday mornings from 9-10.30 and so they don't interfere with social bowls on the same day
13. Good lead in to pennant
14. I would like feedback from someone watching social bowls. Coaches could add to that improvement not just senior coaches
15. For a 6–8-week pre-season timeframe only (spring)
16. Other commitments
17. It has helped me to be a better player
18. I work, so if after hours or weekends bring it on
19. Prefer to practice on my own especially as I now use a bowler's arm
20. During pennant season
21. Sat morning would be ideal for all
22. Too old, past my best
23. have done so in the past and would do it again. Timing may be an issue if it conflicts with members going north
24. Unfortunately we go away to Qld etc. during winter so would not be a regular
25. All the better to iron out faults and prepare for season
26. Winter, probably not. Spring a possibility, not Monday or Friday
27. Don't like current format. Would like to see more one on one coaching e.g., for new skips or thirds; learn upshots or drives and reading heads
28. Maybe
29. I think this is a great idea
30. Perhaps
31. Depending on when it is held
32. No as we spend 3-4 months in Queensland during winter months
33. If our experienced coaches are prepared to help us
34. Dependent on work commitments
35. Winter no – I go away. Spring yes
36. Preferably around Spring time – 4 weeks before season starts
37. I would like both a winter and spring training schedule as it will keep me in form leading into the new season and allows us to develop players that may not get many chances once the season comes around
38. Spring would be ideal leading into pennant season
39. Would prefer it to be outside normal working hours
40. If weather permits attendance
41. Hard with social bowls on every day. They are good training for those wishing to improve
42. Provided they are run properly
43. Possibly dependent upon when it was held
44. If I thought it would provide me with measurable benefits

45. I rest during the winter. I have passed my prime and would not benefit from it

46. Development sessions are extremely important. Helps to develop skills and tips and to work out technique in the off-season

47. Depends on who coaches

10. Would you like to see the VSBC pennant shirts/uniform updated in the next 1-2 years?

Yes (27)

No (62)

If no, why?

1. Why keep updating at player cost
2. Cost
3. As mine is worn out – no bird on the back
4. They are ok and different from other clubs
5. I find the uniform style appropriate. The only change necessary is for a different fabric, not the uncomfortable synthetic we now have
6. Maybe, don't know how long VSBC has had the current uniform, could be time for a change
7. The club members do not need this additional cost at present
8. Happy with existing uniform
9. Pattern suits everyone and always looks "cool" on hot days. Visiting teams comment on colours and design.
10. Design is good signifying trajectories of bowls, darts and tennis. If anything, fabric could be cooler
11. I am happy with the current uniform and have former uniforms in my wardrobe I can no longer use
12. I like the shirts and too expensive to change
13. They were only designed a few years ago and further more I like the design
14. An additional financial burden on members for no gain
15. I am happy with current uniform. Looks smart and mainly white so cooler than most other clubs. Large expense for members just to accommodate a few who want change
16. longer time line needed so members can prepare (we currently have multiple items, plus pennant) I still like our colours but doubtful about "Eagles" being incorporated (age issue)
17. Keep colours; give plenty of notice to players
18. I like what we have. It was designed to identify Vermont South Bowls and there would be considerable cost involved
19. I think the current uniform is trendy and as good as other clubs if not better
20. The white ages and marks quickly. New colours and style will be inspiring going forward as a progressive club
21. Happy with current uniform
22. Nothing wrong with what we have, also costly
23. Apart from the cost involved we already have a great shirt. Always positive comments from other clubs
24. Unnecessary expense. They are expensive to buy, beside our own uniform gets praise from opposing clubs now. It is fresh and clean looking
25. Because many members who are nearing the end of their bowling days will not want to go to the expense of new uniforms
26. Existing club uniform is quite sufficient
27. I like the one we have
28. Yes, I would but not with eagle on it unless voted by club members
29. I like our current uniform and logo
30. If the 1st team want Eagles let them do it
31. The club is known by the uniform. Other clubs have commented on how attractive our uniform is
32. Too expensive. Remember there are a lot over 80s who may choose to withdraw from pennant or leave the club. Also, I like our uniform compared to a lot of others
33. Not at this point, cost for some bowlers
34. Have sufficient shirts/jackets, bit would not oppose change of uniform if majority requested it
35. Depends on the reason. If it is to move to a more comfortable fabric then maybe worth extra member expense. If it is purely a 'marketing' move then I am unsure if it is a club priority
36. I think the uniforms look fresh and quite smart. Colours are good and not too many colours. Some other clubs have too many colours and look like a real hotch potch
37. I like the uniform. We often get good comments on our shorts. How they look fresh and bright
38. Pennant shirts are looking very dated. I like the style of training shirts, but they are unsuitable for women as the "V" cuts right across the breasts. Suggest you consider only changing shirts, cut the costs to members by keeping the VS Blue "block" everywhere else

39. I like the one we have. Get good comments from other clubs
40. Because I have just bought 2 new shirts (in saying that, always nice to have a change
41. Happy with current uniform
42. Good enough
43. I don't like eagles! Would prefer better fabric
44. Quite happy with current design
45. Don't have a strong feeling either way. Probably yes if that's what a large majority of members want
46. Members have invested \$20,000 - \$25,000 on present Bowls Aust/Vic APPROVED apparel which is still serviceable, admired and recognized by other clubs/ERBR/BV. Maybe look to update in 5-6 years' time
47. Talking to many members the general census is that we enjoy and are proud of our current uniform. We are not the "Eagles" – Ringwood and Yarra Junction BCs use this identity – its not for us! I do not want to walk around with an eagle on my back – we are all different shapes and sizes and varying in age too
48. Possibly – maybe to a more modern and breathable fabric. Design needs to suit all shapes and sizes, and needs to be kept simple and classy as is on current design
49. Smart as they are
50. Keep us abreast of the times – looking smart and coordinated
51. Current uniform is satisfactory and would be an expensive burden on members
52. Nothing wrong with current uniform, unnecessary expense
53. Don't understand the rationale for change
54. People always comment how nice and fresh they look. Why change something when it is okay
55. Already own 2 sets of short and long-sleeved uniforms – plenty of wear left in them
56. 100% needs to be updated. It looks dated and needs a refresh
57. Needs to be updated urgently
58. Happy with current shirts
59. I think our current uniform is very good, they are clean looking, always look fresh and if you change them people will decide it is not necessary to purchase. "If it ain't broke, don't fix it"
60. Many clubs comment how good our uniform looks. Also, cooler colours for summer. I would hate to wear some others I have seen
61. Very satisfied with the present uniform. "Don't change it"
62. No preference
63. Definitely not! On playing other clubs and seeing their shirts I consider we have one of the best designed and colours around
64. Only if the club agree to a suitable update and modernization
65. I am happy with our current uniform. It is an improvement on the previous one. Other clubs often comment on it saying how good it is
66. Go with the blue-black uniforms
67. Current uniform is old and outdated. Fashionable and attractive uniform attracts attention and presents the club in the best light possible. Current material is non-breathable and very hot.
68. Not sure about it. Doesn't pennant shirts/uniforms update confuse the fans/spectators. We had already changed twice or three times????
69. I just paid a fortune for them
70. Like the uniform we have
71. I like our uniform as looks clean and smart – maybe look into fabric

11. What suggestions would you like to submit for future social events?

1. Trivia night
2. Extend the happy hours into Friday night dinner and drinks
3. Monthly dinner nights with a guest speaker
4. Happy with their efforts
5. The current social committee do an excellent job
6. Keep costs down
7. Cater for non-bowlers of a younger age
8. Sunday social bowls (Jack Attack format) on regular basis say between November and April
9. Bowls is a social event – not sure I can fit in more social activities that I already have outside bowls
10. Singers/entertainers with some dancing opportunities but not all of the evening
11. Current committee are trying new events which appear to be well received
12. RSL/Pub dine outs; club house sing-a-long
13. Quality entertainers – in house singers/performers, external group events i.e., Parliament, Winery, Theatre, Dinner & Show etc.
14. Movie nights
15. Bus trip to crown casino; indoor mixed games night, club trip away, bring back social Sundays
16. Committee is doing a great job; it is up to members to attend
17. Family days; Orange and Green; football days etc. do not seem to fit with our sporting club image
18. A wide variety of events provided already. No additional comments
19. Calcutta evening for club championship single events (creates a lot of interest in club championships. Club can take percentage of pool. More nights like Elvis night. Posh afternoon tea with good chins etc. Gambling night with paper money
20. Its not an easy position, but I've been happy with the past and present committee events, have been good in the past
21. Happy with social club events
22. Summer BBQs
23. BBQ
24. Happy with current events
25. Bingo night
26. Social committee does a very good job of providing a variety of social events. Don't believe I could add anything not already provided
27. We ran a very well attended (two greens full) 5 a side mixed gender Medley a few years back – maybe try again
28. Sub-committee doing a great job
29. Singers/performers in clubrooms; day bus excursions in Spring/Autumn
30. I think we could look into hosting more trivia nights as these are always great fun
31. Sportsman night; guest speakers
32. More musical inspired events; monthly or bi-monthly social bowls/meal days as were organised in the past; affordable movie nights/days
33. Some very good
34. No suggestions – present social events run very well
35. I would like to see Friday night food and drink available. Limited catering/food trucks
36. I do not attend many – there would seem to me to be a wide variety ok
37. The social calendar looks busy
38. None, I leave that to the experts
39. All social events should be targeted at barefoot bowls and new bowlers
40. Trivia nights; sports night with famous sports persons; trips away

12. The Bowls Club uses a number of ways to communicate information to members.

Please circle your preferred option/s to access and receive information about what is happening in and around the club:

E-news (84) Facebook (24) VSC handbook (47) VSC Website (29) Committee minutes (16)
Noticeboards (31)

The VSC website is currently being updated. What information would you like to be able to have access to on the new VSC webpage?

1. OK as is but never any report on Thursday
2. If you are having a website it needs to be up to date; committee minutes – copy on noticeboard
3. Ladders results, players tick scores, tournaments. Availability of the greens – calendar of booked events
4. The website needs to be kept up to date
5. It must be up to date
6. Events, committee minutes
7. E-News is my favourite
8. Booking for social bowls – able to check ladders for pennant
9. Awards and history
10. Entry to club events and pay on-line
11. An up-to- date website with all coaches and social bowls coordinators
12. On-line booking (social bowls, special events); member directory (phone, email)
13. It's our doormat, should be managed and updated regularly
14. Structure of VSC, primary responsibilities and functions, minutes of committee meetings, legislation, rules and by-laws; projects and achievements
15. Social calendar; member names and contacts
16. A list of members with their phone numbers as in the handbook
17. The ladder for overall competition
18. Do not know how, but would it be possible to do remote entry for social games
19. All information regarding club should be on the website. Have a look at other clubs e.g., Mulgrave. All results should be there Saturday night
20. personally I am happy with it as it is
21. Maybe minutes from VSC and Bowls committee meetings. Not sure, maybe website is open to people other than members
22. Enews is great and Facebook for photos. VSC handbook to phone and keep in touch with all members as required
23. Bookings for bowls
24. Make it easier to use
25. Book for bowls on-line
26. Current issues of Enews covers all I am interested in. But occasionally too much info. Don't use Facebook myself. Committee minutes should be posted on noticeboard but few read them
27. Number of games played. Pennant ladders
28. VSC statement of Rules, Bowls club Rules AND MINUTES of VSC/VSBC meetings; 5-year plans – VSBC and VSC
29. Website needs to be current and up to date
30. Up to date VSC news, pennant results and social events
31. Member's handbook online, a better and secure system to contact members (other than handbook) – although don't like the idea of members mobile phone numbers in handbook (hardcopy or online)
32. Website a shamble, as are the clubroom notice boards with haphazard placement of notices. Website painfully underutilized.
33. Must have a calendar of events; upcoming events if there is something to communicate
34. Having a members-only section of the website so we can open up avenues of submitting audits and other drills related information
35. Social events; pennant team info

36. Website needs to be continuously updated with current info if it is to be of use to members. Currently it is really just info for "outsiders". I only use it to check the teams during pennant season
37. Members only access to all members contact details – club schedules – announcements. Newsletter – maintenance requests – A contact us/suggestions – general access; upcoming promotions; general club information (contact us – location – history); sponsors
38. As is ok
39. Social activities, club members playing in outside bowls events, results of VSBC championships, secure portal for club calendar of events, forms, member information
40. AT this point of time I have no constructive thoughts on the matter
41. Weekend/Midweek/Night Pennant; Tournaments for season 2021-22
42. A members chat room
43. Don't look at it
44. Importantly our website needs to appeal to everyone who googles. A potential member needs to see how proactive the club is and how proactive the club is and have access to up to the minute news about the club, its success and activities

Can you suggest any improvements for communication with club members?

1. Better communications; more involvement in updating club rooms
2. Social Bowls advising all current news
3. Important news items being placed on the easel just inside front door
4. Regular updates from Chairperson Di
5. "Facts not Fake"
6. A more detailed and informative Treasurer's report
7. I trust our committee to know when to communicate and what to communicate
8. All committee communication to be frank and any suggestions provided to be acknowledged in a timely manner
9. Convenors to remind bowlers of any postings. Convenors would need to be prompted and supplied with information to disseminate
10. Hard copy handbook with telephone numbers very important. Meeting minutes should be more transparent and placed in obvious section of noticeboard
11. Keep noticeboards organized – up to date (green house and clubrooms). Convenors to regularly advise upcoming events
12. Information sessions on important issues e.g., infrastructure projects, tournaments plans. At commencement of pennant season, a better understanding of how selection committee's work, events and social calendar projections and updates
13. Ensure documentation is available on all matters especially for people without pc/tablet skills
12. Must have access to members phone numbers
13. I think enews is excellent but some members don't bother reading it. Nothing you can do for them. The website would be an extra form of communication
14. Imperative the bowling committee is well informed of matters arising and decisions being made. All members have a right to have all questions answered honestly and openly. There appears to be major problems in a huge lack of transparency, honesty and openness at present
15. Keep in mind many older members cannot/will not access devices
16. Happy with what we have
17. Note absentees – follow up
18. Glad to hear website is now being updated. Has needed that for some time. Coach could put in a weekly article/tip on coaching matters
19. Make hard copy of need-to-know documents available to members who do not have access to electronic documents – eNews, Annual reports etc. Tidy up and present well-arranged/ current Notice Boards
20. No I'm pretty happy with the weekly Enews/Facebook. I'm not at the club often so this is the most effective way to get news out to me
21. Website upgrade; email if that wasn't deemed intrusive
22. Noticeboard divided into pennant, social and upcoming events; general interest section
23. I would like the members to receive access to all bowls committee and VSC committee meeting minutes – could be delivered by a link in the Enews or by email and added to website
24. Announcements of upcoming events need to be given after ALL social and pennant bowls
25. Enews very good
26. Make all non-confidential information freely available (reduce rumours)
27. perhaps more individual communication between selection committee and bowlers e.g., when a player is scheduled to play in a lower grade team than they were, reason why should be discussed or somehow set out (although acknowledge time to do this may be a factor)
28. Communication is a constant task, open and transparent
29. Not at this stage
30. More regular Enews and special editions for special occasions; updating of the website
31. Use the coordinator of each position in VSC bowls section as a communicator with the club member
32. Consistency. One voice

13. Would you consider prepaying your “pennant green fees” at the start of the season? Yes (46) No (39)
Any comments:

1. Good idea if you are playing each week – what happens if not?
2. What guarantee is there that we will be chosen to play every week
3. May not play every week due to illness or rotation
4. We must adjust for games missed
5. Some people may not play all games
6. Because you may not play every week. Messy to give/get refund
7. Don't know how many games you will play during season, due to rotation, illness, family weddings etc
8. It would save team “seconds: trying to find change of \$20 notes on game days
9. I may not play all of the games
10. Absolutely – No cash on Covid
11. But if for some reason you don't play all pennant games then the balance should be refunded and/or carried over to the next season
12. I may not play all games in a season
13. This would be easier for players but perhaps more difficult to know who has to pay
14. Found it very easy this year
15. But mechanism for refund to be incorporated for missed games due to illness/injury
16. Why??
17. Prefer pay as you go. It would require another level of management and monitoring i.e., when games are missed for whatever reason
18. Yes, if refunds for not being available are done at end of season
19. Already have significant outlay with fees at that time of year
20. How would anyone know how many matches they will play in the pennant season. Some teams are on rotation.
21. What happens if you don't play
22. Not fair on members who are left out of teams (relegation)
23. Lower-level players are often on rotation and/or dropped out. Are you going to give refunds?
24. May not play all games
25. Prefer not to
26. Good idea but receiving credit if not playing some games i.e., sick etc
27. Will have problems with washouts/heat ruling?
28. Some issues here: emergency players, players missing games through illness
29. Maybe it's optional
30. I would rather the system we have now
31. Agree as long as refunds are available if member is out with injury/personal reasons
32. A lot easier for everyone
33. Don't mind when you want them (fees)
34. System used last season worked well. Happy to pay at start of season (or half way mark)
35. This may be a lot of money for some to outlay. It would be one less job to do on game day. Not that big a deal
36. I did like the half year option
37. Great idea, but what happens is for some reason you are unable to complete the season
38. May not be available for all games
39. Of course a means to refund members for missed games
40. Need to be 100% communicated to Team Managers who are faced with the weekly green fee collection and MUST have clear knowledge of who has paid “all season fees”
41. Provided that if more than 2 games missed a refund is promised
42. I did just that for this season just gone
43. Too complicated to administer. What happens if away or cannot play due to illness
44. Would like to see a refund policy for long term injury/illness
45. No good. What if you are unavoidably not able to play. Pay as you go
46. Happy with present system

- 47. If you are not available/selected – refund? Up front discount?
- 48. I have no real preference, whatever best for the club
- 49. I prefer to pay per week. I don't know if I will miss any games during the season and it is more appropriate for me to pay as I go. Perhaps an incentive could sway me
- 50. Great idea – reduce germs, reduce admin by Martin. Stop hassling around for money prior to a game – reduces stress (cash is obsolete almost)
- 51. Two stages: 1st half season and the last half season
- 52. Not fair on lower ranked players if they don't get a game every week

14. Would you be prepared to pay a single fee on a social bowls day that included money for the raffle?

Yes (67) No (18) If no, can you tell us why:

1. Not all people believe in raffles
2. Forces you to be in the raffle – sometimes leave early
3. Raffle money is a source of revenue, everybody pays
4. Indifferent for me, always buy a raffle ticket
5. \$10 including raffle – is much easier and ensures everyone contributes to the raffle
6. Either way for me
7. But don't call it a raffle (some people are anti-gambling); promote as social bowls with included lucky giveaways
8. Although if made mandatory it takes away choice which may deter some bowlers
9. Do not always go in a raffle. Should not be compulsory as many cannot afford to go in a raffle
10. Not fair to force members to buy raffle tickets
11. The existing system is quite sufficient and appears to work well
12. This has been used before. The inclusion of the raffle was absorbed as an increase then applied as an addition. It is fee increase by stealth
13. This has been tried before and the raffle money is just absorbed
14. Why should people pay for raffles; they pay yearly fees and green fees and some people may not afford extra
15. If we go this way then maybe combined fee is \$10. Removes need for coins and change. Prices could increase to soften "blow"
16. I always buy raffle tickets, but people should be given the choice
17. So much easier to count and collect money
18. Including cheese and biscuits
19. Not everyone like or is prepared to gamble – my preference is to have a choice
20. Some members buy raffle tickets from time to time – many like to have a choice
21. Raffle should be voluntary
22. Already occurring one day at least I'm aware of. Imagine members should retain option to opt out, not personally fussed
23. Much easier for convenors
24. The fewer transactions the better
25. I may not want to purchase a raffle on the day
26. Rarely buy raffles anywhere
27. However I do question if this would be fair on some members who might be struggling financially where 2 in family play
28. Refer to the Wednesday social comp just started. We pay \$9 (include the raffle) It is working well and I have heard no complaints. Most people pay for the raffle anyway. It makes the convenors job easier
29. Social bowls only
30. Yes and no. I suggest no raffle. Pull the name for the prize and the 1st, 2nd & 3rd winners announced after 10 weeks of \$10 games

15. Green fees increased to \$7 in 2016/2017. If there is to be an increase in overall fees, please circle your preferred option:

Reduced green fees + increase in yearly membership fees (15) OR

Increase in green fees + no change to yearly membership fees (59) OR Both (2)

What comments or other options would you suggest if you were advised that green fees are to be increased?

1. No change
2. Make sure we don't price ourselves out
3. None, keep the same – most club green fees are still \$5
4. Leave green fees at \$7 and increase membership fees. This ensure all members are helping the club. Increased green fees penalizes those who play social bowls as there are many members who do not play any social games
5. Undecided which option I would prefer but would go with the majority
6. We need to ensure that we do not price ourselves out of the market
7. Depends on how much. At the moment green fee, raffle, drink = \$10 each time. If you have a partner as well and play 2, 3 times a week, does add up.
8. Bowling is already good value for money, would not object to increase
9. Either/Or, treasurer's decision, increase is inevitable
10. Nothing gets cheaper over time
11. Membership fees should not increase and if anything could be reduced, with the green fees increased i.e., the user pays
12. Opportunity to pay green fees by credit or debit card
13. Large yearly membership discourages new members. \$10 green fee and raffle would be easier for convenors
14. Maintain current fee – certainly would not stop me playing
15. User pays model; we're definitely overdue for a rise in green fees
16. Increased fees are necessary for the club to progress. Such a fee increase will assist with infrastructure projects
17. Maybe do more fund raising
18. Specify the period i.e., 2,3 years etc.
19. I feel it's the death of 1000 cuts. Put the annuals up
20. Charge \$10 that would also include raffle
21. Stay the same
22. I suggest we increase yearly membership by \$10
23. Many pensioner couples are in the club. I believe it would result in less social games attendance. Pre Covid my wife and I played up to 3 games per week. with yearly costs in excess of \$2000. Some upper end players are good for \$400/year. Think how many players you will need to replace our group with when you get rid of us.
24. No increase. Many club members are pensioners and find increases difficult. Probably play less games
25. An increase in green fees affects only those who play social bowls. The rest of the members don't contribute
26. I believe user pay some may play only 1 day per week. Why is there a difference in green fees Monday \$10, Wed \$9, Fri \$5?
27. As a life member I would prefer increase in green fees to help club finances; also, members who don't play pennant should not be burdened with increased fees with increase in life members. User pays should apply
28. Complex issue depending on VSC needs for revenue. I favour "user pays" so option 2 but there may well be factors I am not familiar with
29. I think green fees should be increased. Membership fees should be increased each year (slightly). All expenses are increased annually
30. Ensure members understand that this ensures a "user pays" system. Much fairer
31. Once membership fees paid (extra) it's done. Collecting \$7 each game, could reduce to \$5 and pays yearly/half yearly
32. I would support increase
33. Happy to go along with committee decision (but user pay would be fair) (increase in green fees)
34. About time
35. CPI or inflation should be acceptable
36. Either ok with me provided that increased are kept to a reasonable amount
37. User pays

38. Its really the same in the long run for most. However, I was in a unique situation this year where although I didn't play, I had to pay full membership and no green fees. If I was to do this again – the increased green fees option would benefit me!
39. Depends on the amounts involved
40. \$10 is cheap for the 3hr entertainment
41. Fee increase must be justified financially by Treasurer – would be better to run Proshot Tournament annually - \$3000 - \$4000 profit to keep fees down – VSC/Bowl's budget?
42. Have an early bird special where if you pay the lump sum you get a 15% discount or something (this pays itself off over the season as people pull out for various reasons and forfeit their fees for that week)
43. I'm not sure we should be increasing green fees or membership at the moment – we should be concentrating on attracting new members/maintaining existing invoices/ and reducing costs
44. Increase member's fee
45. User pays
46. I have no real preference, however increase in green fees may be more appropriate to less financial members as they can choose amount, they spend per year more easily
47. If the club needs revenue post Covid 19 and fees of any sort need to be increased so be it. Members should be prepared to pay extra to keep our club operational
48. No change to yearly membership fees still makes the club membership price attractive to new, prospective members
49. No green fees and increase in yearly membership fees OR no green fees and no change to yearly membership fees and find the sponsor
50. Would be quite happy, fee always goes up

16. Do you have any suggestions or ideas that would encourage others to join our Club?

1. Improve culture of club and acceptance of new bowlers, improve division of club
2. Coaching programs, keep social events happening
3. Develop a stepping stone process to full membership
4. Very friendly club with lots of days to social bowl
5. Word of mouth and invitation to visit club
6. We currently have capable committees
7. Find other ways of encouraging members other than bowls – get them through the doors
8. We should be inviting people within close proximity (say within 2km radius) of the club to a free BBQ. I believe many people in the area wouldn't even know our club exists
9. Have an accurate and up to date website. Current photos and short committee reports to show the club's overall operation
10. Members should encourage acquaintances/friends to try bowls – especially once we have Friends of VS. Once tried – usually played
11. Revamp old "mentor" system
12. Work within our community – football club, cricket club, soccer club, netball clubs
13. We don't have any visual signage; locals don't know we exist
14. Chinese signage/mentor
15. Community awareness of the club, advertising, pop ups at local shopping centres
16. Larger street signage and more community-based advertising; we need a larger presence or profile
17. Contact health professionals to recommend low impact sport
18. Socialise with lower teams instead of class distinction in the club
19. Keep doing what you are doing, bare foot bowls etc.
20. Target Vets cricketers
21. All juniors should have no yearly fees, only green fees. I would have free day for all tennis players, bowls BBQ etc. Also, all families of junior tennis players
22. Try Bowls summer season Fri nights; publicity – local sports clubs/shopping centres
23. What is the optimal size for our club in terms of member; a younger member profile maybe more important than numbers
24. Word of mouth is one of the best. We used to set up displays at shopping centres which was reasonably effective. Most important we have a sign clearly stating Vermont South Bowling Club – all new members welcome
25. Keep up Jack Attack twice a year. Word of mouth. Hype up our club and friendship
26. Spread the word to friends
27. Push our club as the 'friendly' club – social activities. Social bowls. We must attract 50-60 age group – extend advertising to include Wantirna/Knox
28. Give to marketing people to investigate at Bowls Victoria level
29. Have a new website
30. Grow our image and exposure at local sporting clubs of all types; advertise on community radio
31. Contact local clubs i.e., netball/football – provide a fun day of bowls, sausage sizzle, bring your parents game
32. Every member has at one time or another had/will have the opportunity to be an emissary (sales person) for the club – we are recognized throughout the region and nearby clubs as a FRIENDLY, WELCOMING but competitive club – "Selling" to prospective members will be easier if we all work to maintain this envied reputation
33. Two separate pennant competitions (Sept to Dec) (Jan to April_ (as well as the normal pennant)
34. School and other sporting club's liaison. Program drawn up to target same
35. Social media and good website – lets promote our Jack Attack success – flyers in shops. New members 1 year membership deal \$60 fee, full membership features and welcome pack
36. More social functions after bowls matches
37. Monthly or bi-monthly social bowls days
38. I would like to see more opportunities for prospective players to get on the green outside normal working hours. Perhaps more regular Try Bowls or Sunday Barefoot bowls
39. Encourage school groups and different sporting clubs to play bowls
40. Try contacting many of the high schools in the area through their sports person. Start an inter-school comp. You'll get parents involved too
41. Hold family orientations, open days, get the local community involved – know who we are – what's available

- 42. If an ethnic population in area e.g., Chinese could a letter drop in that language to them – are people/parents involved in tennis club interested, perhaps personal approach to parents of children involved
- 43. VSBC needs to be an open, dynamic friendly club
- 44. Other than advertising, no. Not my area of expertise
- 45. Barefoot bowls and lots of it. One night a week guaranteed and advertise to run functions.
- 46. Stall at shopping centres; flyers to local businesses; flyers and people at local sporting clubs
- 41. Inform as much as possible of all our activities through local media (radio, local newspaper etc.)
- 42. Invite U3A groups or probus
- 43. An appealing webpage/site

17. If you joined in the last four (4) years, were you satisfied with: the induction process, the information and the coaching you received? Do you have any suggestions for improvement?

1. Current coaching not impressed
2. Very satisfied with the induction to the club, found it very welcoming
3. I felt the buddy system was good where an experienced member is allotted a new member to see he/she is "tucked into the club" – ensures they are welcome etc
4. Yes it was very good. Do the coaches have regular meetings with the senior coaches? I thought Lloyd had a different outlook to induction coaches
5. Yes, I was happy with the whole welcome package; the presentation folder and materials were a bit tired or photocopied
6. Been in the club longer when the club was more friendly
7. N/A From my observations this has not been done well (or at all)
8. Yes, I was happy, the induction and coaching has been fantastic
9. Having family members already playing, I was shown the ropes by them. Barrie was my initial coach and he was fabulous
10. Joined from another club and didn't need intro really! I enjoyed a really warm welcome
11. Very satisfied with the club and the induction process
12. Seemed very good to us
13. Joined 6 years ago – awaiting mentoring
14. I transferred from another club and no, there were too many presumptions made about what I already knew, and what skills I had gained as a new bowler
15. 100%
16. Not enough space, we can talk
17. Induction process? Didn't meet President of Bowls Club till about half way through the season

18. The Bowls Club cannot run or survive if we don't have members volunteering to assist in the running of the club. We really need your help. Please tick which areas you would be able to assist. We will be happy to talk you through the details of any of the roles:

Catering	8	Coaching	9	Gardening	21	Tournament Committee	6
Housekeeping	7	Umpires/Measurers	11	Jack Attack	5	Greens Committee	5
Corporate Events	15	Bar staff	19	Barefoot Bowls	9	Bowls Committee	7
Social Sunday	8	Try Bowls	15	Kitchen supplies		Social Committee	6
Tournament day organiser	3	Social game day convenor	10	Rosters for Pennant day breaks	7	Selection Committee	6

Do you have any other skills which may assist in the running of our Club? (Using specializes skills/experience or specific non-official tasks/roles)

1. Have used all my skills
2. I am involved a great deal now – getting/have a full plate of involvement
3. Zoom armchair travel – 800 destinations of your choice; can also be played on clubhouse TV; can run trials if required; these programs including video music was developed for a number of aged care and probus clubs
4. Raising funds; raffles
5. Organisational; maintenance
6. Can help with some small printing jobs
7. All new members should be approached and asked what area they could assist the club, also gives them chance to be part of the club and meet members
8. If I see a small job that needs doing, I do it
9. I have commitments now in the club. I volunteer when needed if I can for other things
10. To be discussed with President
11. Time for a break, spent years in different positions
12. Facebook
13. marketing ideas
14. Current involvement with coaching is all I can manage
15. Maintenance – happy to assist with repairs/painting
16. Event planning/public speaking
17. I am already committed in another area of bowls
18. I will help with Bowls committee administration; project management
19. Computer skills
20. Electronic tradesman; working with children certificate; previous working with the disabled
21. I am already engaged in offering my skill set
22. I am happy to assist in Wednesday social bowls. Both Denis & Alan will be absent at various times and OI have already offered to help
23. Long term experience on committees and coaching. I believe I have good organization skills

19. What improvements would you like to see in our facilities?

1. Instead of clubroom update, cover for green or shades for green
2. Take the advice of our greens committee – need SHADES; progressive clubs are having a green under cover to be able to run MORE EVENTS
3. Roof over the bottom green (Not the proposed extension). I like the ramp and garden outside the clubhouse. Don't like being cramped on the back of greens
4. Do not go ahead with clubhouse extensions, build a roof over the top green
5. Weather covers – shade and rain. Dome cover over one of the greens to allow more opportunity to play
6. Update kitchen facilities in general both in main clubhouse and greenhouse
7. Lockers
8. Any future developments – include better sound absorbent in the clubrooms
9. Weather cover – on hot days our sun cove is just not good enough. We have many elderly bowlers and shades are essential.
10. Rain cover would be good also but heat stroke can be fatal
11. Better shelters on both the east and west greens
12. A roof on the green please
13. A cover over one of our greens (this should be a no brainer due to global warming). Greenhouse replace with a Secretaries office/bowls storage room and workshop
14. Investigation into sound deafening/proofing in the clubhouse
15. I wonder do we really need a huge extension. Cover/roof over verandah and BBQ area
16. A roof over the verandah and extending high over the BBQ area. New carpet/painting
17. Happy as they are
18. Better use of BBQ area; outdoor lounge area overlooking west green with shade or shelter
19. Extensions are required to allow growth. Roof/dome is already on Council records as requested by us in Feb and April
20. Better shelters
21. Better outdoor facilities i.e., improved shade, scoreboards, BBQ improvement, roofing for greens
22. The proposed extension should be completed as soon as possible
23. Lights on both greens; bigger bar, better shelter from sun/rain; electronic scoring
24. Bigger club rooms
25. Shade cloth or shelter on street side of both greens
26. Top green needs attention
27. Rain protection – bottom green is very poor
28. Subject to extensions (1) Clean up of store room/cleaner's area (2) rubbish bins adjacent to water fountains (none at the moment) (3) some 2 tables removed from main area to give more seating space
29. Extension of clubhouse
30. Shade improvement with a long-term goal to provide a green undercover
31. Scrap the plan for extensions, look seriously instead at getting a covered green. Members are getting older; climate is warming and the volunteers are fatigued
32. Patio area extended over to the BBQ area. Weather proofed, good setting for summer drinks
33. Happy with all, except draining on top green could be improved
34. Improve sun shade on east side of both greens
35. Would love if we had a cover over a green. This is needed to encourage new members. If I was joining a new club, I would probably go to Dandenong because of the cover
36. Club sign on Livingstone Rd
37. Lighting on lower green
38. More shelters around green where practical to do so. Lights on the west green. Better club bowls storage facility in greenhouse
39. A sail over the outdoor deck in the summer time
40. Shading – E and W of West green
41. More shade on west green
42. The future extension will be lovely; however, I think our clubrooms/gardens/greens are the 'envy' of many at present

43. Better weather protection especially on the west green
44. Asset's register (keep better track of our high-risk bowls assets); Keycard access/security cameras (perhaps CCTV)
45. We have just had a function at the club this past weekend. There were a lot of comments about how good the club rooms and bar were
46. Roof over green/s. Clubroom extension. Facility for public to relax, snack, coffee etc. Nowhere in VS is there such a facility with its surroundings
47. Better shade for west green
48. Comprehensive IT and live streaming experience, marketing material development, photoshop and illustrator experience
49. Beer on tap
50. Better weather shelter particularly on the west green; roof over the clubhouse balcony (don't see the need for the proposed extensions. If we won tattslo to – a dome over the green
51. Covers at least one of the greens I think is a number one priority
52. Better shelter sheds around greens especially on west green
53. Improved kitchen and bar; improved shade
54. Feel facilities quite sufficient generally without costly improvements
55. The top green will need replacing in 3-5 years and drainage. I don't believe a significant clubroom extension is necessary now. A dome over the lower green is a long-term goal
56. None that I can think of. The club caters for all of my needs
57. Roof over the deck and beer on tap should be done now. Roof over the green should be priority in the next couple of years
58. New roof over green – dome – in preference to renovations; connection between top and bottom greens; improved parking for pennant days; electronic sign on Livingstone Rd
59. Toilets close to the green; bigger club house
60. Shade cloths on both greens

20. Do you have any fund-raising ideas?

1. More tournaments
2. Major raffle
3. Meals on Saturday after pennant
4. FREDDO, Bunnings, Anything with ford, I'm in
5. A "night owls" event similar to the one Blackburn BC ran. Invite businesses in the area to put in teams with the event run over a 6-8 week period. Collection point depot for 10c refund on bottles and cans (even the Tennis section of the Club could get involved)
6. Events that do not rely totally on members money. Bunnings's sausage sizzle
7. Re-introduce Sat night season raffle (increase entry fee to \$25-\$30 season); sell "eagle" iron-on badges for shirts/shorts/pants; special event social bowls e.g., cup day, Australia day, Queens's birthday etc.
8. Re-introduce Pro-shot tournament. Organising other tournaments i.e., police & emergency services challenges, transplant tournaments (those with heart by-pass, kidney, knee, hips etc., must be others)
9. BBQ raffles; \$1000 raffle good fundraiser
10. Bunnings BBQ, low-cost functions at clubhouse to attract numbers which will return high sales at bar, raffles etc. Elvis night was a good model. Maximise use of greens
21. Bowls Calcutta Day – "Buy a Player"
22. Reduce your paid staff
23. Critical issue for club as it restricts our ability to grow in terms of numbers and level of pennant competition. Does the club want these increases?
24. Sausage sizzle at Bunnings; sausage sizzle at Brentford Square outside Safeway
25. Bunnings's sausage sizzle
26. Keep the gala day going, it was a good fund raiser. Also, fun bowling day with mixed teams and lady skips
27. Small advertising on sleeve of uniform
28. Grow sponsorship base
21. Fines for hats and caps worn in clubroom (men and women = gender balance)
22. Last chance debutant "ball"!!!!!!! (bring back some fun to the club)
23. Manage better existing funds and assets; not bingo (a proposal was previously put forward and rejected); Better sponsorship deals e.g., Ringwood Mazda (I've bought 2 cars from Ringwood in last 5years – don't know what club received)
24. More tournaments e.g., Proquip
25. BBQ at Bunnings (\$1000-\$1500 profit)' Annual ProShot Tournament (\$3000 profit)
26. Weekly slab raffle (\$2 per ticket, 50 tickets and the winner takes home a slab of their choice)
27. Run monthly Sunday social bowls/meal; have a theme i.e., footy day, crazy hat day etc.
28. Christmas draw raffle (tickets available over 6 months); games day involving tennis, darts & bowls (players from each discipline in a team) – can open it up to non-members
29. Tournaments and social events bring money over the bar. (Add tap beer)

21. Do you have any other comments, questions, concerns or suggestions about anything to do with the Bowling Club or Bowls Committee?

1. Bowls committee to run all bowls events; all players to pay green fees and uniforms and membership fees; Saturday results too late, too long
2. The Bowls Committee should be able to tell members who are being paid, how much, who has been given free shirts, who do not pay membership and green fees and why not. Perhaps all committee members should be paid, over the past 11 years the greens committee have saved the club \$400,000.
3. Following Di's communication, looking forward to seeing how new committee settles in and communication improves
4. This club has had excellent administration since I joined. Maintain the standard
5. Saturday Pennant reports – continue with dim sims or some other snack. Division reports – keep to minimum and cut out going through the cards, just a team report and final result (Boring). Sometimes it is too late to go home
6. I think this committee is the best I've seen in 15 years. Have absolute confidence in the direction of this club. I'm here if you need me and although not in my former position, I'm here to help and WANT to help. Feel like that may not have happened in the last 12 mths. All you need to do is ask
7. Both the office and storeroom need an urgent cleanup. Club bowls boxes need immediate attention. New white jacks needed for night pennant the ones we had have disappeared
8. I am not in favour of new buildings such as new clubhouse or extensions, or for a greens canopy. Costs and fees will increase to pay for "improvements" when we already have a satisfactory and attractive facility (except for sound proofing). Ageing membership will not want extra fees. Other clubs have gone broke or not retained members with big building extensions, Chirnside, MCC, Kew, Burwood?
9. I am hopeful that with Di's expertise and time availability, members will become more involved in club activity. VSC committee seems to/appears to make decisions which are not communicated or achieved through approved channels
10. Bowls Vic/Aus should be approached by VSC Bowls Committee with the suggestion that their current policy to involve Asians in bowls is not working. They need to come up with a market guru to come up with a way to interest and enthuse Asians to join int lawn bowls
11. I enjoy being a member and hope to continue playing for many years
12. Transparency – communication with members on key committee plans/decisions; pro-active promotion of events (not sufficient to publicise and sit back waiting for members response); need to put greater effort into recruitment of members
13. We're all on the same page
14. Always known as the "friendly" club. Unfortunately, I have noticed a great decline in this area. We have 3 generations of bowlers and believe we all need to be more considerate towards each other. The "friendly" club has been built up over many years but has declined, especially over the last 12 months
15. MVP player award at the end of season should be shared – 1 winner per Division, not overall as it will always be a Div. 1 player
16. New bowlers for pennant – how many years should they be played as lead? Is 8 years too many?
17. I would like to see photos of our committee on a noticeboard somewhere. Most people have no idea who is on our bowls committee or what individual people's responsibility
18. membership is all important to all clubs. Beside considering extensions it would be wise to try and judge where the club will be in 2025. Should we lose Div. 1 status there will be an exodus of players. It has happened before and will probably happen again. Best of luck to all committee members

19. Our bowling club operates on a “volunteer model” with limited revenue options apart from bowling. Many of our founding volunteers are now winding back (deservedly) and modern commitment to volunteering is decreasing. To grow our bowling member numbers continually will severely test this model. Is it sustainable? Maybe we need to consider our prime objectives as a bowling club given our operational bowling model limitations e.g., a mixed social/pennant club with a membership of 200 – 250 or whatever..... Pressing to get bigger and better e.g., Premier Division may be outside the resources of our club (at least as I understand it). Happy to be convinced otherwise.
20. Would like to give the members greater input and explanation for decisions. Members should be informed as to what is going on/better communication, fully informed before making decisions. President of Bowls Committee to fully inform bowls committee on matters before a vote is taken and president votes at VSC on behalf of bowling committee. All bowls matters to be vetoed by bowls committee. Can we do something about the music? Dandenong Club play very soothing-different style of music. Morah Jones and some older type music
21. We need proper shade on both greens. It is a common complaint all summer, especially from visiting clubs. Summers are hotter, we are all getting older – it needs addressing again
22. Think the bowling club is in very good hands
23. Shade is a huge problem. I feel I am restricted in social bowls as if the temperature is high, I can't play. We need to be sun smart and we are far from it. I have to play pennant in the heat and hate it.
24. Committee has a busy and challenging job. Communication with members vital. Establish and maintain good working arrangements with VSC committee
25. what is our policy in regards to the consumption of alcohol during a pennant game on the green
26. Smoking – clearly identified are WELL away from greens and access gates needs to be provided for smoker's – Existing arrangements UNACCEPTABLE
27. Coaching sessions need to be purposeful and better managed to achieve, ideally by end of session, a sense of achievement, enhanced confidence/skill/knowledge/team play.... etc.
28. I just wish I could spend more time there
29. I feel we should be looking at better weather protection on our greens. I also feel that this should be a priority. I do not see the need for the proposed clubhouse extension especially as membership numbers are falling
- 30 Don't understand why we are called “Eagles”, hasn't really taken; The sponsorship deals with Mazda/Bekdon Richards/Rymans should include a % from their sales to members (rather than just a flat annual payment. A sponsor's handbook should be available for members to understand what benefits are available
31. More productivity and transparency, much less “we have never done that” or “we don't so it that way”. One assumes committee is fully committed to the role? If so wish them well
32. Concerned about VSC committee interference in running the bowls section without going through correct channels
33. I would like to see clear policies in regard to payments made to members/coaches/players. We need better communication of committee decisions/plans for the future to the general membership
34. Keep everything open and available to members
35. An open and productive relationship with the VSC committee
36. Can't think of any at this moment. It will be interesting with a new chairperson and committee what transpires. I am confident that we will remain a strong and vibrant club.
37. Place is awesome, slight upgrade to facilities and especially the bar and we'll bring in more money and more members which makes for better sides and performances across all events

38. Not enough space, we can talk. My question is: Since when did we become Vermont Sth Bowling Club (VSBC) not Vermont Sth Club – Bowls Section (VSC – Bowls section)

39. Consistent, unified messaging to our club members