



VERMONT SOUTH BOWLING CLUB
(A Member of Vermont South Club Inc. ABN 60-896-828-957)

Minutes of Committee Meeting Tues 8 March 2022

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| Venue | Bowls Section clubroom | Meeting opened at 7.33pm |
| Present | <i>Di Agius (Chair), Keith Horlock (Secretary) Chris Holland, John Ispanovic, Pam Barnhill, Mal Walker, Pam Janssen, Mike Petty</i> | Visitor: Nil |
| AGENDA <i>Di welcomed everyone</i> | | |
| 1) Apologies | <i>Ray Evans</i> | ACTION |
| 2) | Confirm minutes: <i>Moved: Mal Walker Seconded: Pam Barnhill: That circulated minutes of meeting held 7 Feb 2022 be taken as presented and adopted as a true record of proceedings – Carried</i> | |
| 3) Business arising from previous meeting | | ACTION |
| a) | <i>Honour Board Update –</i> | <i>John Ispanovic has been waiting on Tennis information to proceed. If not provided within the next 2 weeks we will go ahead with all the updating required by the Bowls Section</i> |
| b) | <i>Membership/new mentors/promotional</i> | <i>Mentor Program will be reviewed by Ian Heatley and then the Bowls Committee will determine the strategy to progress</i> |
| c) | <i>Scoreboards</i> | <i>VSC has provided approval for the renewal of the West Green scoreboards. John I. is liaising with Henselite to progress</i> |
| d) | <i>Club success</i> | <i>3 of the 4 scheduled forums have been completed. On Monday the coaches, selectors and umpires met with the Bowls Committee for a “thank you for your contribution” dinner and workshop. A lot of valuable information and feedback was collected during the forum and an action plan has been developed and will be attached to these minutes. The Social convenors thank you dinner and review of the social bowls program will be held on Monday 21st March.</i> |
| e) | <i>Membership categories and entitlements</i> | <i>Ken George is progressing the membership review. Damien has submitted a discussion paper, so we hope to have it finalised at next VSC meeting</i> |
| f) | <i>Covid Safe – compliance update</i> | <i>Latest advice from Council is that members and visitors still have to QR code in and people behind the bar and serving in the kitchen have to wear masks.</i> |
| g) | <i>Anne Staley – assisting Sec - progress</i> | <i>Library of Job Descriptions is progressing well.</i> |
| h) | <i>Facebook handover</i> | <i>Mike Petty is now an administrator as well as Pam Janssen.</i> |
| i) | <i>2022 AGM</i> | <i>Planning and preparation is on track. Committee has a vacancy for the Secretary role. Tuesday selection panel has vacancies. All other sub-committees have indicated they will continue.</i> |
| j) | <i>Roll up</i> | <i>Frankie Hocking from BV did a lot of work contacting schools on our behalf and using social media but unfortunately we did not have anyone attend.</i> |
| k) | <i>National Volunteer week planning</i> | <i>Di to raise again at VSC level</i> |

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| I) | Managing umpires/measurers database and coordinating training and accreditations | <i>Keith has put together an e-document with links to the BV resources and relevant support information for umpires. He is also working on developing it into an Umpires resource folder. The Bowls Committee would like to hear from anyone that would be interest in being the Umpires Co-ordinator – please talk to Di.</i> |
| 4) | Chairperson / VSC Report | <p><i>Minutes still to be formalised.</i></p> <p><i>Approval for West Green scoreboards</i></p> <p><i>Approval for 4 sets of Henselite XG club bowls</i></p> <p><i>Approval for \$50 promotion offer until 30/9 for Try Bowls new member's nights.</i></p> <p><i>Discussion about finances.</i></p> <p><i>Sub- committee structures for building extensions and sponsorship to be set up.</i></p> <p><i>Potato chips price reduced</i></p> <p><i>Heating system for the Tennis club discussed.</i></p> <p><i>All section to work collaboratively around the use of the Tennis clubrooms while the extensions are being undertaken.</i></p> |
| 5) | ERBR Delegates Report – (Keith / Pam B) | <i>Mary and Angela still to play the final of the pairs championships</i> |
| 6) | Reports (Highlights and/or issues noted/addressed) | |
| | Finance (Ray E) | <i>Ray circulated his report prior to the meeting. VSC is exploring the higher insurance costs.</i> |
| | Social | <p><i>Faye Blundell provided report to the committee – all on noticeboard</i></p> <ul style="list-style-type: none"> <i>• Cracker Jack movie night on Fri 8th April</i> <i>• Whitehorse performing arts; Fever 27th August – 30 tickets \$55</i> <i>• Christmas party – Sunday 4th December</i> |
| | Housekeeping - (Meg Ware) | <i>Nothing to report</i> |
| | Pennant - (Selection chairs) | <i>No reports although there has been regular reporting in Enews.</i> |
| | Tournament- (Mal Walker) | <p><i>Club championship events are underway. It is planned to host most, if not all, finals on 26th Mar.</i></p> <p><i>Gala Day will run on 18/11 but will be held in the Tennis Clubrooms if the extension has started – Di to talk to Damien.</i></p> <p><i>May Tournament still needs sponsorship – Mike Petty following up an option as well as Di exploring Ryman Healthcare.</i></p> |
| | Social Bowls | <i>Review of social bowls program will be held on 21/3 – the flyer with details of our programs will be finalised after the review is completed. Mike has received feedback to be incorporated into the reviewed flyer. All changes will be implemented from the Winter program onwards.</i> |

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| | <p>Corporate, Try and Schools (Mike, Di and Pam)</p> | <p><i>Try Bowls –Geoff Parry provided a comprehensive report to the committee. 18 attendees over both nights with 4 signing up as new members under the promotional offer and others flowing into the barefoot bowls night. Further meeting to be held with all the convenors from the avenues for new membership (Try, Jack Attack, Barefoot). Thank you note to be sent to Geoff.</i></p> <p><i>Corporate function scheduled for 20/3 and 1/4</i></p> <p><i>Banners are finalised, Try Bowls will be placed on the Vermont Footy Club fence and Barefoot Bowls on the Tennis Fence on Livingstone Rd</i></p> |
| | <p>Facilities (Ken George, John I and Trevor Holland)</p> | <p><i>Some machinery has been sold which might create some room for some of the chairs from the clubhouse to be stored</i></p> <p><i>Exploring putting a shed on the concrete base beside the greenhouse.</i></p> <p><i>Gardening and clearing work was undertaken and a lot of garden waste taken away. Water tank area cleared.</i></p> |
| | <p>Membership (Keith)</p> | <p><i>Adult bowls members from BowlsLink – 183 – Neil Cameron has re-joined (65 female and 118 male) + 4 from Try Bowls (2 male 2 female) = 187</i></p> |
| | <p>Secretary Report (Keith Horlock)</p> <ul style="list-style-type: none"> • Bowls Vic • ERBR • Bowls Link Admin: Graeme Durrant - Data Entry:: J Ispanovic, K George, J Cull, G Jackson, R Carver, J Strybosch, Di Agius • Incident Reports • Wellbeing - | <ul style="list-style-type: none"> • Bowls Vic – Proposed BV Constitution Improvements circulated • ERBR – Our club’s singles champions have been advised to ERBR • Routine BowlsLink entering and finalising results • Nil • Bill Jones (skin cancer) recovering after a week in hospital and hopes to be back soon |
| <p>7) General Business</p> | | <p>ACTION</p> |
| <p>a)</p> | <p><i>Hensalite Business Manager visit</i></p> | <p><i>Hensalite are working to improve their relationships with clubs so we are in discussions about discount offers. They may want to hold an open day here at the club.</i></p> |
| <p>b)</p> | <p><i>Defibrillator – refresher training and CPR</i></p> | <p><i>Pam to contact Joy Smith to progress (include the coaching group)</i></p> |
| <p>c)</p> | <p><i>Deakin Cup</i></p> | <p><i>Michael Sukkar sponsors the Deakin Cup where the top players from the 7 clubs in Whitehorse compete against each other (5 in a team – triple and pair).</i></p> <p><i>Notification came in between committee meetings and Di asked the Chairs of the Selection Panels to identify the players to participate each week. Currently 2 weeks have been completed.</i></p> |
| <p>d)</p> | <p><i>Presentation Night</i></p> | <p><i>Presentation night will be held on Sunday May 1st – details to be advised</i></p> |
| <p>e)</p> | <p><i>Lapel microphones</i></p> | <p><i>John I to follow up cost</i></p> |
| <p>f)</p> | <p><i>Yearly Planner</i></p> | <p><i>Di wants us to create a timeline of events for members prior to the start of the next season with as many events being advised to members as possible. Review each meeting</i></p> |
| <p>g)</p> | <p><i>Pennant – Heat Rule (36 deg limit too high?)</i></p> | <p><i>Noel Bennet has requested that we contact Bowls Vic to ascertain if the 36 degree temperature for Pennant can be reviewed and lowered. Keith to follow up.</i></p> |

8) **Items to be Referred to VSC – ongoing and/or noted in “ACTION” Column**

- **National Volunteer Week**
- **Sponsorship group/Sponsorship for social and tournaments/May tournament**
- **Writing to reciprocal members**
- **Reimbursement of green fixing costs**
- **Use of tennis rooms for Gala day and setting up the night before**
- **Master Key List**

9) *In closing the meeting, Chair Di thanked everyone*

Next VSCBc Meeting Monday 4/4 prior to AGM on 11/4

Meeting Closed – 10.30pm

Approved by Di Agius (Chairperson).....

Date:

Attached Summary of Forum (5 pages)-Ref item 3d (club success)

Thank you forum and workshop for Coaches/Selectors and Umpires with- Bowls Committee members:

Di Agius, John Ispanovic, Keith Horlock, Mal Walker, Mike Petty, Chris Holland, Pam Barnhill, Pam Janssen – March 2022

| +What do you personally like about volunteering in the club? | How do we get others involved in volunteering? | What are we doing well and should continue? | What actions do we need to put in place to continue to improve and move forward? |
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| <ul style="list-style-type: none"> • Satisfaction with results achieved/contribution • Networking with other members • Enjoy assisting in running a successful club • Coming up with new ideas • Feeling of doing something valuable for the club • Being part of introducing new people to bowls and a socially interactive group of people • Rewarding to be able to assist non-members/prospective bowlers • Helping the club by taking on a role • Talking bowls to people • Assisting others in the club • Companionship • Being a team player • Sense of achievement • Comradeship | <ul style="list-style-type: none"> • Ask them • Point out benefits • Ask/encourage others to get involved • Involve them in an enjoyable experience that gives them a feeling of contributing • Ask directly • Incentivise • Increase membership fees and then employ someone to run an event or?? • Clear leadership and direction • Encouragement to be involved • Ask them • People will do what they can • Ask directly, they can only say NO • Talk to others, encourage • Good lobbying • Speak with and encourage others • Lead by example and make some personal approaches • Rostering – clever • Ask personally • Point out the need and ASK personally | <ul style="list-style-type: none"> • Enews • Facebook • After match reviews • Selection process • Coaching of new recruits • Jack Attack • Greens Maintenance • Running Jack Attack • New marking system for Pennant • Providing a place where people get a sense of belonging and making a contribution to the club • Jack Attack program • Wyn’s \$1000 raffle • Limited social events run really well • Have these forums continue • Providing positive leadership • Develop better interaction between team to ensure they feel equal partners in the bigger picture • Communicating • Social activities • After games reviews using managers • Active committee minutes • Being friendly towards each other and be more welcoming to new members | <ul style="list-style-type: none"> • Relationship with Tennis Club – improve recruitment from their section • Communication with other sports clubs • Retention of ‘retired bowler’ • Tournaments – inviting outside bowlers • Better social bowls options • Make use of floodlights • Be more creative at all events especially social bowls • Major review of Pennant/Social relationship offerings/ratios • Bowls Committee to come up with new events and provide conditions of play to the convenors to run events. • Computer system to enter into bowls events and pay on-line • Build our membership back to where it was 5 years ago – promote and grow the club’s image to the wider community and local sporting clubs/organisations • Clear leadership • Involvement of all team members • Develop strategy for equal feeling and membership – and not a them/us philosophy • Introduce tennis members into club • Have an Asian night • Commitment to getting younger players into the club |

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| <ul style="list-style-type: none"> • Seeing people develop as bowlers • To be part of the club • To share some of my knowledge • Being able to assist fellow bowlers • Sense of achievement and help to others • Promoting and helping others • Coaching the lead bowler • Contributing to operation of the club • Making a contribution that hopefully adds value to the club in its progression – helping with the overall effort/improvements • Social interaction • Community sport • Make a lot of friends • Feeling of challenge and satisfaction • Contributing • The need to be involved • A sense of belonging • Community spirit • Many hands make light work | <ul style="list-style-type: none"> • Ask new members to get involved (Identify suitable candidates) • Personally invite • Ask personally rather than a general call for help • Mentor interested people • You need to approach people, very few will put up their hand | <ul style="list-style-type: none"> • Open communication • Friendliness • Friendly oriented • Social games, gardening and the best green • Welcoming readily available coaches • We are better structured now with good direction and communications from the Bowls Committee and various sub-committees • Leadership has vastly improved • Being one club – unity • Greens enormous commitment • Inclusive club • Try Bowls • Welcoming people • Making people welcome • Jack Attack • Face book page • Gardens are great • Engaging members • Care for members • Social bowls program • Welcoming new bowlers • Coaching program • Bounced back from difficulties | <ul style="list-style-type: none"> • More visibility in selections – who’s playing well or not, how do members know. The ticks give a better understanding on how the game went. The second recording the length of ends, up after 2nd bowls, up on x-over • Someone needs to record stats and post it each week on noticeboard • Selectors & Greens committee should talk to each other – when to change greens, when to water, to maintain home ground advantage • Coaching practice nights needs more involvement from members, Thursday nights is a waste of time • Our skill levels aren’t what is required for their positions being played • Social bowls need to advertise around other clubs, we need to know what happens here. This gives an opportunity for other club players to look at our club (possibility to poach them). Can it be on social media? • Need a Head Coach urgently (playing coach) • Employ a coach • Selectors to meet with players, especially skips • Not have social functions on Friday night • Have a list of duties for teams on duty • Social bowls – selection of teams • Advertising • Bar times open longer • Happy hours • Do what you think is best for the club • Female on weekend selection |

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| <ul style="list-style-type: none"> • It's our club, we need to keep it viable • Making friends • Opportunities to gain new skills • Community involvement in a great club • Involvement with others • Sense of purpose – satisfaction and achievement • Sense of belonging • Meaningful involvement • Meeting more members and establish connections • Putting back rather than taking | | <ul style="list-style-type: none"> • In the past – Gala Days – external comps • Mentor/coach – new player pack • Annual trip (time for another big event) • Greens/Gardens people • Committees all have good intentions • Very good Facebook page • Running bowls socially on all days • Running Pennant • Social events • A feeling of welcome and belonging • Facebook • Greens team | <ul style="list-style-type: none"> • More, bigger, better social activities (Covid permitting) • Friday nights?? • Community involvement • Whole of club functions • Improve food choices – dim sims??!! • DOME!!!! • Selectors to spend more time with players – maybe 1 of the 5 rotate out and watch a match • Less paper voting – more about people • Continue with good leadership • Keep working on communications • Focus on inclusion for ALL members regardless of playing ability • Encourage club participation in social events • Co-ordinated leadership • All on the same page • Raising more income – off field • Improving bowling techniques on field • Better promotions • Get more people involved in volunteering – spread the load • Effective mentoring • Effective coaching, not just Mon/Thurs • Asking member in a personal approach to help in some ways • Give back to members e.g., sausage sizzle after Pennant once per month • More opportunity for training (specific skills, shot making) |

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| | | | <ul style="list-style-type: none"> • Follow up new members with opportunity to bowl in a social context that leads to competitive context • Mentors • Individual skills development in position skill groups • Coaching • Social events on Friday • Selection needs to be more transparent • Rinks must work together • Clubs like Heatherdale have stopped monthly smorgasbords – we need to fill the gap for many local clubs • What about skips and Team Managers for each rink emailing a team report that night. SWOT analysis in brief • Enrico VS Soccer Club – 500 families – talk to Allan Lamb • Anglican Church – speak to Martin Haines • Better communication about what is happening with competitions so players don't miss out that want to enter • More umpires needed • More knowledge about CofP – each year we see changes • Yearly measuring refreshers • Yearly umpire briefings |

Thank you forum and workshop for Coaches/Selectors and Umpires with- Bowls Committee members:

Action Plan Outcomes

RECRUITMENT (skilled and unskilled)

(Bowls Committee to progress strategy with stakeholders) – needs to be all year round

Bowls Committee Reps, Di, Mike and Pam will call a meeting with Try Bowls, Jack Attack and Barefoot Bowls Convenors ,Social Media (Pam and John) to progress a all round recruitment strategy.

SIGNAGE (including mobile)

(Bowls Committee/VSC to progress with stakeholders)

Banners to be used for publicity....current signage being updated and Council to be approached for new street signage along with the extensions

SOCIAL MEDIA

(Pam Janssen will progress and identify further opportunities) – reports through Bowls Committee minutes

VSC website to be: reviewed, updated and improved by John Ispanovic. Pam Janssen is responsible for Facebook and will explore other social media avenues

COACHING & TRAINING

(Including positional training, development squad, skills audit, coaches and experience players, in-house coaching session, guest coaches, outcome of Head Coach advert)

Di to call meeting of coaches at the end of the Pennant finals

PERFORMANCE SYSTEM REVIEW

Note comments in this document.

John Strybosch to progress review of performance rating system consulting with stakeholders at end of Pennant season as well as the feedback provided by this forum.

Umpiring forum, measuring refresher and Team Manager forums to be held prior to each Pennant season.

MENTORING

Bowls Committee to review the club mentoring documentation and program consulting with stakeholders.

Ian Heatley has volunteered to review this documentation and then strategy will be progressed.

SOCIAL BOWLS PROGRAM REVIEW

Bowls Committee to review the social bowls program at a forum on 21/3 with changes to be implemented from the winter season onwards

HOW WE STAY CONNECTED TO OUR RETIRED MEMBERS

Bowls Committee to explore a strategy with stakeholders

Bowls Committee members, Keith Pam and Chris will progress