

Details of Ongoing Club Changes

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Club Structure

The club will have a more ore defined club structure with more detailed responsibilities. This structure is designed to allow effective running of our club without putting unrealistic commitments on any individual. This will clearly define role beyond those outlined in the club rules. Authority will be delegated to the lowest practical level to allow members and helpers to take action efficiently, this will clearly be documented in the new structure so volunteers can be clear on where their responsibilities end and when they can take action. Please see new club structure document for further details. The new organisational chart will be displayed in the club room.

The new structure outlines some current vacancies that need to be filled to ensure effective running of our club. It also outlines some future vacancies to account for some future growth.

The new structure will see the addition of a Facilities Manager and several positions under this person. The positions under the facilities manager already exist, albeit in a more informal sense. The new structure clearly defines the level of resource required and formalises these positions. The Facilities Manager will be responsible for organising these individuals or involving other members where necessary. A clear procedure for reporting equipment damage will be agreed with the facilities manager and outlined to members.

Participant/Squad Progression

We already have a system intended to track individual progress, but this will be expanded into a clear progression of how participants can progress from Learn to Row to High Performance or whatever squad they wish to fit into between these.

The progression system will be published on the club wall. New members will be given a new certificate to recognise their progression and level of achievement. This certificate will be filled in by coaches as each participant reached the defined level of competence/achievement.

There will be a clear stage in the progression system when members can have a key and they will be awarded a key automatically at this point.

We will be actively encouraging members to use the club outside of the existing supervised sessions and will be reviewing any barriers to this happening.

The progressions system will include details of how best to get involved with coaching and the Captain will act as a coach mentor to support coaches.

Coaching Structure

There will be a clear statement of coaching allocation, written into the club structure. The level required for participants to progress will be agreed and managed by the captain and vice captains.

The club will run a coaching workshop aimed at current coaches and anyone interested in getting involved with helping to coach. The workshop will look at the practise of coaching as well as review how we are to approach the practise coaching as a club.

As part of this workshop we will look at how to assess what participants want to get from their rowing on a more regular basis.

Assistant coaches as defined in the new structure will be flexible and will change in number or move between groups to meet demands. Although the aim is to try and keep them allocated to a specific group where possible so it is clear who they are responsible for helping. The flexibility of Assistant coaches will also help the club organise higher levels of intake typical of the summer months.

Club Equipment

Club equipment will be allocated to squads to ensure each group can have at least a small guaranteed amount of available equipment during all their regular training times.

The training times for each group will be agreed between the captain and the relevant vice-captain. For times when training sessions of different groups clash boats will be allocated by the captain to each squad. During the majority of the year each squad will have up to 1 quad, 1 double, 2 singles and 3 ergos allocated to them. All other equipment will be used on a first come first served basis.

No squad can use the equipment allocated to another squad without first gaining permission from that squad, although as noted above equipment is only allocated during overlapping training times.

In the 2 weeks prior to each groups national championships each group will have an increased equipment allocation. The allocation will also change to be around the clock and not just during overlapping training times.

The club will pilot a rental scheme for anyone who wants to have exclusive use of equipment for a period of time. Due to equipment limitations the scheme will not be automatic and will be by agreement with the captain. The details of the scheme will be finalised by the committee and will be published soon, what is outlines here are just some early thoughts. For anyone who wants exclusive use of blades may do so by agreement with the captain at a rental cost of around £5 per week. For anyone who wants exclusive use of a boat may do so by agreement with the captain at a rental cost of around £25 per week per seat.

Recruitment

It is the intention of the club that all officers will be involved in organising or running at least one fundraiser or recruitment initiative each year.

The committee will be reviewing the use of social membership. Our membership costs will also be reviewed in time for the committee to make recommendations to the AGM.

Training at queen street is currently included in club membership. As we now have regular participants who are not otherwise club members a new system will be put in place ready for next winter training season.

New trial participants each month will be reviewed at each committee meeting in order to take note of new members and retention rates.

A type of corporate membership was agreed to encourage adult members. Details of this will be finalised by the committee shortly. It will likely be along the lines of 20% discount for 5 members from the same place of work.

The need to retain members on a longer term basis has been recognised. One of the main changes to encourage this is to make a specific commitment to each group. The intention is not to split the club into sections, but to have specific areas of responsibility so there is none who is unsupported.

Fundraising

A fun/skills regatta, much like the scratch races will be run every year, likely at the start of regatta season. The dates will be agreed between the captain and social secretary.

The social secretary will set a calendar of social events.

There will be one fundraising event run every year that is to be organised and run by the junior members.

A position of Funding officer will be created to formalise activities already undertaken from time to time. This will focus a single person into this activity and will ensure the position is recognised as permanently required. This person will be responsible for involving other members where required.

Development

The club already has a draft 5-year plan. This will be updated and published to the membership. It will also be expanded to include some short term aim and long term aim and what needs to be put in place to achieve them. The club is looking at costing several options and will update the development plan based on these costs and realistic funding goals.

Some of the potential projects being investigated are as follows:

1. Build store room on end of balcony to allow us to free second shower and changing room.
2. Expand bar into corner of changing rooms.
3. Extend club room over the balcony and across the boathouse.
4. External building for training space
5. Building of launch shed.
6. New boat house.

The club has set a target of 150 active members. How this is achieved will be outlined in the development plan and will be monitored.

The committee has recently taken advice from a fundraising consultant. The recent survey was actually recommended as a good way to support grant application. We are now looking at putting an effective funding package together.

With fitness being identified as a key reason for people for taking part in rowing we will be focussing in particular in the improvement of gym facilities and training space. Possible areas for improvement and a realistic pathway for development will be written into the development plan.

The need for both improved and larger boat storage facilities has been considered and will be written into the development plan.

General

More specific budgets will be allocated. Responsibility over these budgets will be given to relevant officers who will be able to use them without the need to first attend a committee meeting. The budgets will include the following;

1. Coaching - Captain
2. Maintenance – Facilities Manager
3. New Equipment – Captain

A club newsletter will be produced by the social secretary. Amongst other things this will include details of development and fundraising items from the recent committee meetings.

All officers will contribute to communication, the club website, posts to social media, notifications to the paper etc. that are relevant to their role. Responsibility for certain areas of communication is written into the club structure under relevant jobs.