

## DRAFT ACTIVE MONASH SPORTS CLUBS FRAMEWORK

### Summary of Community Consultation & Engagement

The community consultation and engagement program for the Draft Active Monash Sports Clubs Framework included:

- **A community survey** which was available online at 'have your say' from the 1 June to 10 July 2020. In total, 118 people completed the survey.
- **Zoom forums** specifically for sports clubs were held on the 10 June and 25 June. An additional forum was held with sporting associations on the 10 July.
- Ongoing promotion of the survey was provided to clubs via email from the Sports Club Liaison and Development Officer.
- **Written submissions** – 23 written submissions were received.
- **Promotion** of the draft framework through Council's website, publications and social media e.g. article in the June 2020 *Monash Bulletin*.

### Public Exhibition of the Draft Framework

Council sought community and sporting club feedback on the draft framework via a public exhibition process. The draft framework was exhibited online at [\*Have Your Say\*](#) from 1 June to 10 July 2020.

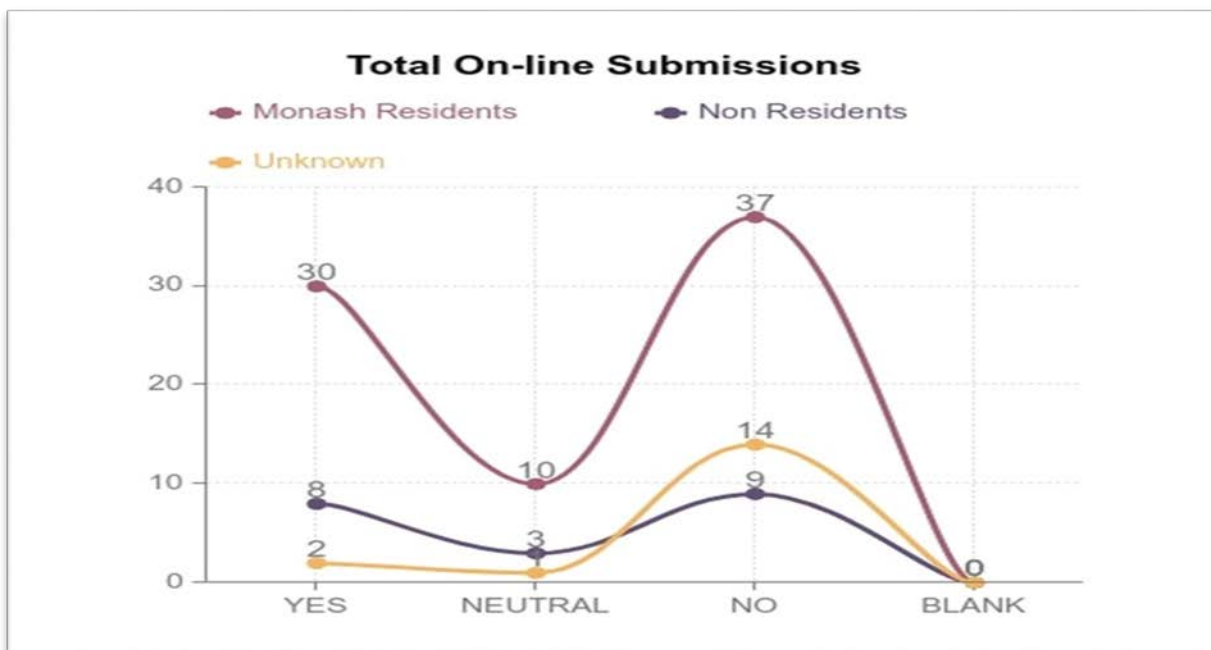
At the close of consultation, 118 online and 23 written submissions had been received. Of the 118 on-line submissions received 51% voted 'no' they did not support the framework, 34% voted 'yes' they supported it, 12% were 'neutral' and 3% 'didn't respond' to the question.



Of the written submissions, the results differed a little in that 22% voted 'no' they did not support the framework, 30% voted 'yes' they supported it, 48% were 'neutral'.



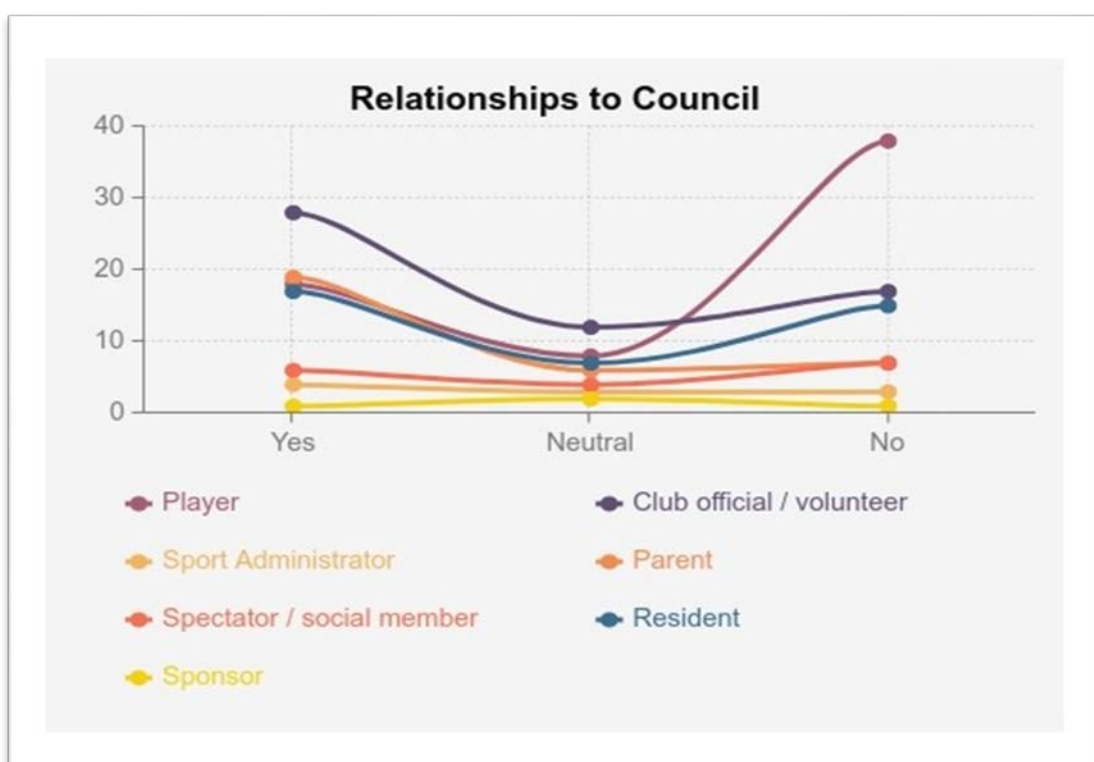
The below table shows how residents and non-residents voted.



### Relationship to Council

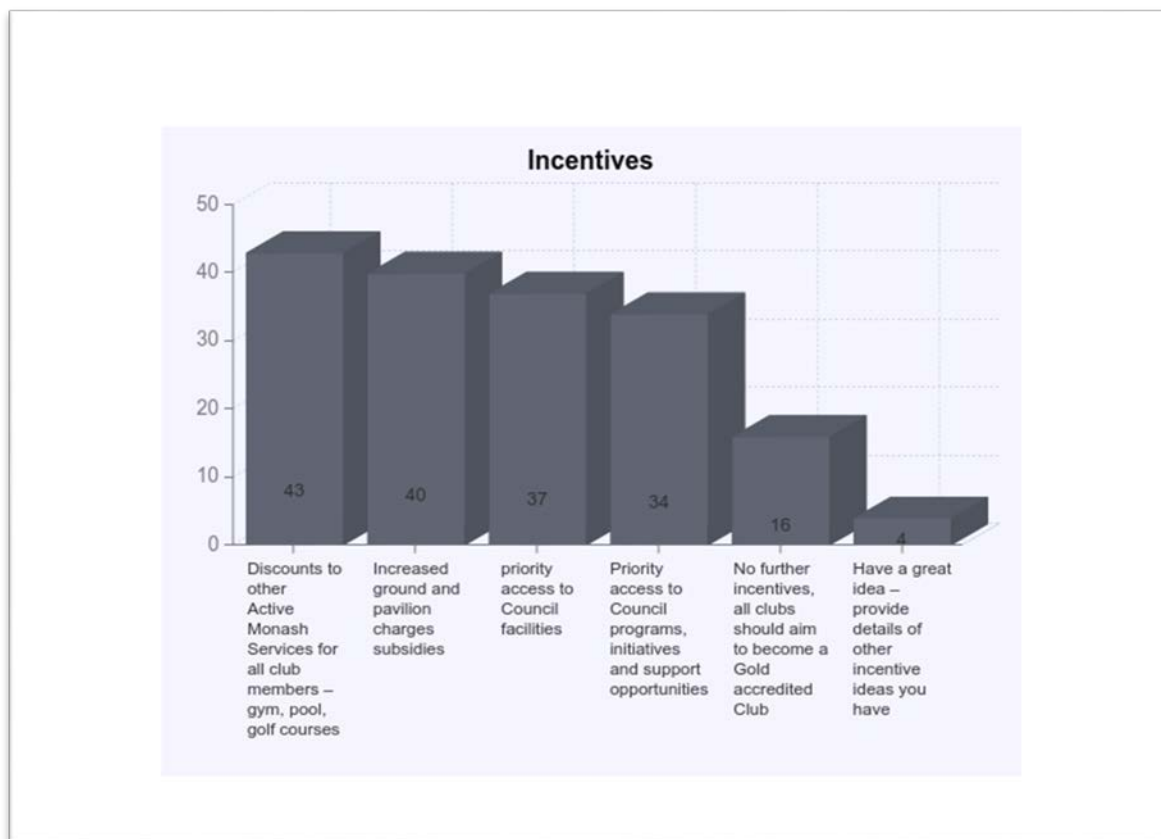
Respondents were asked to indicate their relationship to Council as either a player, administrator, spectator, sponsor, volunteer, parent or resident.

In general, players and spectators were least likely to support the Framework, whereas, volunteers and parents were more likely to support the framework. From the responses received, players themselves were the most vocal and least likely to support the introduction of a club Framework. Most other categories were evenly split.



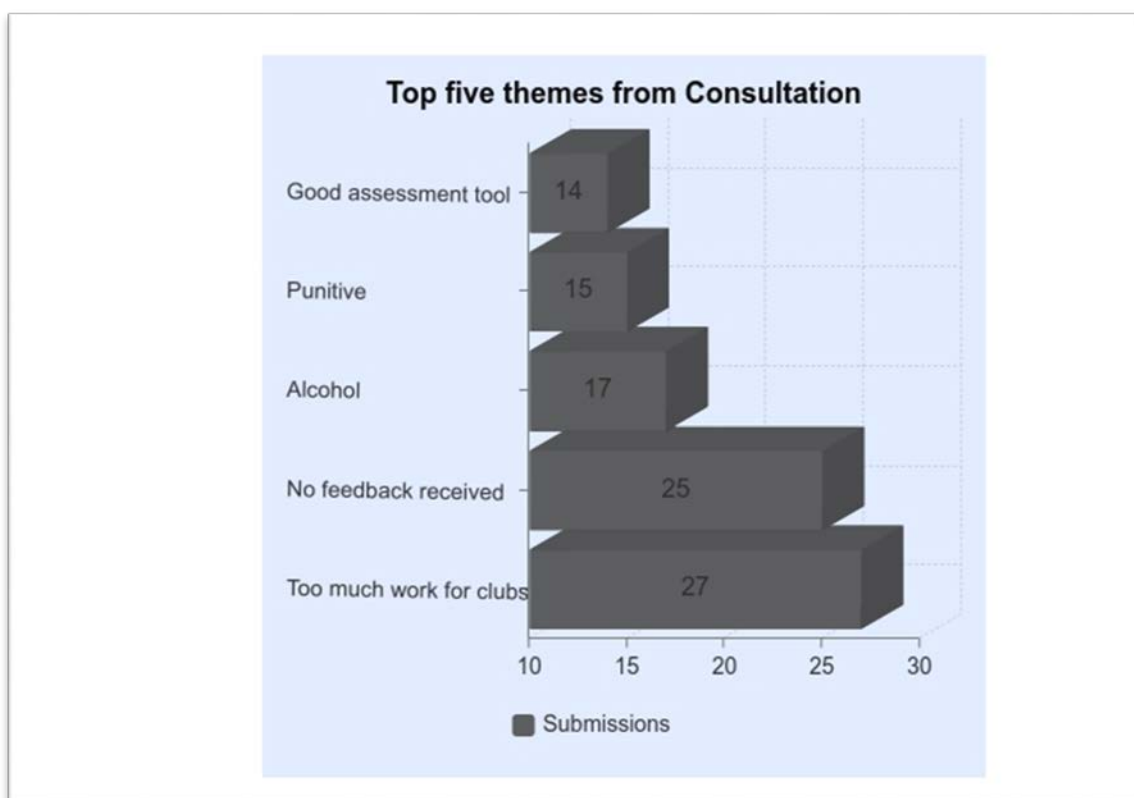
## Incentives for Clubs

Discounts to other club facilities was the most nominated incentive Council should provide members and clubs according to the feedback. Reduced fees or greater access to facilities also featured prominently.



## Themes from the Community Submissions

All submissions were reviewed and placed into a theme which identified keys areas that were positive and negative about the framework.



All themes are listed below.

Key Theme/Issue	No. of Submissions	Key Theme/Issue	No. of Submissions
Too much work for clubs	27 submissions	No feedback at all	25 submissions
Alcohol	17 submissions	Punitive	15 submissions
Assistance tool	14 submissions	Fee subsidies / increases & discounts	13 submissions
Not needed / not required	11 submissions	Not obtainable / Unrealistic / Unachievable	7 submissions
Development programs / Opportunities / Planning	7 submissions	Bureaucracy	7 submissions
Equitable	7 submissions	Lose & Limited volunteers	7 submissions
Collaboration b/w council and club	6 submissions	Diversity	6 submissions
Over reaching & clubs shouldn't have to report to Council Officers have conflict, Assessment conflict	6 submissions	Incentivise, (Clubs, Volunteers)	5 submissions
Inclusive of all (ages, family, non-members, gender)	5 submissions	COVID impact	4 submissions
Punishment on clubs	3 submissions	Mental health	3 submissions
Essential	2 submissions	Acknowledgement of Accreditation - Clubs can promote this	2 submissions
No tangible benefits	2 submissions	Better facilities	2 submissions
Retain existing practice	2 submissions	Facility accessibility	2 submissions
Privacy	1 submissions	Club benefit Councils support	1 submissions
Compliance alignment	1 submissions	Equality v's equity	1 submissions
Club viability	1 submissions	Too restrictive	1 submissions
Club Support	1 submissions	Impact social welfare	1 submissions
improved community outcomes	1 submissions	Alignment it to other accreditations	1 submissions

Overall, feedback on the draft framework was more negative than positive, however it is anticipated that changes made to the draft Framework will mitigate the majority of concerns and make it more feasible, achievable and realistic for clubs to achieve. The following comments are highlighted below:

1. I think the framework is an ideal policy benchmark that Monash clubs need to strive for.
2. I applaud the efforts to increase the potential for attracting more participants to local clubs
3. I think we will definitely be seeking your assistance to achieve
4. It is hoped that the final framework will contain realistic and achievable standards for clubs to aspire to fulfil.
5. Totally support the Framework
6. Maybe some sections could be expanded on
7. Council officers could assist clubs with reporting and auditing and provide recommendations
8. Financial penalties for non-compliance with unachievable standards will result in local sporting clubs going under
9. One major concern is that the framework penalises clubs that are not alcohol free
10. Measures such as Alcohol free are ridiculous
11. Although I do believe certain mandatory standards need to be maintained and encouraged and although I believe my club is already close to a Gold Standard, I feel it is a gun to the head strategy by threatening a club's finances if they fail to achieve a certain standard by a set date.
12. Reaching gold standard would be considered impossible for clubs due to the promotion of Alcohol
13. To get gold category we don't want to give up our bar sales

**Community Submissions Received**

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
Yes	So long as <b>clubs are provided with the support</b> to achieve the standards I believe this is an opportunity to lift performance across the board.	Safeguarding of Children and vulnerable people would be my #1. Comment: it is difficult to rank these fields - each is important in its own way.	I think Safeguarding Children and Vulnerable people is deserving of its own field. Comment: each field is equally important.		Acknowledgement as best practice (gold standard) in publications; and displayed at the venue.	3147
Yes	Diversity is lacking in most organisations, especially sports. Clubs are usually run by volunteers and not necessarily those that have the best skills so a framework for success that is easily followed is great.					
Neutral	Although I do believe certain mandatory standards need to be maintained and encouraged and although I believe my club is already close to a Gold Standard, I feel it is a gun to the head strategy by threatening a club's finances if they fail to achieve a certain standard by a set date. I agree we should shoot for the best but don't agree with threatening possibly already struggling clubs financially if they can't comply.	Fairplay standards so a good time can be enjoyed by all.			Recognition of standards achieved on the Monash Council website which will attract more members to the club as we will be seen as a top-quality facility.	3148
Neutral	I think it is a great idea, but will lead to an increased work load on the committee.					3150
No	I think the Monash Council is very out of touch if it thinks that local clubs can be sustainable without alcohol sales. There is no logic to the suggested benefits that this would result in: -Increased membership potential - the opposite would occur. This would act as a deterrent to members of the club who enjoy coming down to share a sensible drink with their friends/local community members. Senior football/cricket club players would almost certainly go to somewhere else where they can enjoy this privilege. -Increased pool of potential volunteers - not likely if membership numbers are almost certain to decrease. -Increased access to revenue streams or sponsorship opportunities - again, nonsensical given the most likely outcome is a reduction in senior members, therefore offering less for sponsors. I would also ask what the Monash Council think the other revenue streams are that could be accessed more now that alcohol is not served. The clubs I have been involved in have been GoodSports clubs for a number of years, some at the highest level and have seen no increase in membership as a result and no increased access to revenue streams.				Its hard to believe the choice Monash Council have chosen in order to incentivise compliance with the framework is financially punishing clubs when there are other good ideas on the list above.	3167

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
	<p>The underlying theme of the framework seems to be an opportunity to reduce the funding provided to local sporting clubs on the basis that it would be impossible for the majority of clubs to rely on other streams of revenue outside of alcohol service. Not to mention, the fact that this would likely result in a severe hit to senior member numbers across all clubs that operate bars.</p> <p>I also question the logic of the council being involved in funding and building a number of local pavilions with bars when their intention in the not to distant future was to apply a premium to clubs using these bars.</p> <p>I'm supportive of a number of the initiatives put forward but I fail to understand why local clubs are being punished for the sale of alcohol when most do it responsibly. I think the Monash Council should also acknowledge that most clubs in the council region will not be able to meet the gold standard because it would result in a significant reduction in the size and potential collapse of their club.</p>					
No	<p>A sports club framework would be amenable if it took into account the needs of the clubs. Significant revenue for clubs comes through responsible service of alcohol. Without this, not only will clubs have less revenue but social events will be limited and less likely to further generate revenue. This will have a significant impact on club spirit and community interaction, social members will be non-existent. This will put pressure on clubs to increase fees for members, putting sport out of reach of some people.</p>					3167
Neutral					<p>Please remember that most clubs are run by volunteers and it would seem that this proposed framework will greatly increase the work load put on club administrators. Why have a framework that most clubs will not be able to achieve.</p>	3167
Neutral	<p>Too much work for volunteer organisations. council need to send representatives to look over all of the clubs and assist</p>				<p>Need a paid member to sit in with the volunteer committee and ensure items and policies are achieved. It is too much work for a volunteer group</p>	3148
Yes	<p>Reservedly our response is based on the understanding we will receive more information as planning progresses</p>	<p>Socially we believe all would be rated with equal importance, however we have responded based on our particular sporting environment.</p>				3149

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No	<p>I do not support a Sports Club Framework in the way it has been presented because it overreaches, it does not include sufficient detail of every requirement that must be achieved (laws, policies, acts, guidelines etc.) which should already all be in the ONE place on council's website for easy club reference, and the language used is misleading. It claims to "support" clubs and talks of "benefits", but there are no tangible benefits offered by council (the only benefits described could be achieved without the framework), but there are severe financial /access penalties for clubs who do not comply fully.</p> <p>Little respect is shown for club volunteers (who also have full-time jobs and are already stressed with COVID-19 issues threatening their clubs' existence) by the lack of time allowed for clubs to read, contemplate, discuss and respond to this complex issue.</p> <p>It places extra burdens on clubs (i.e. volunteers) over the next 5-6 years.</p> <p>Most clubs are primarily concerned about offering sporting opportunities to ANY and ALL members of the community (without any discrimination), as stated in their Rules of Incorporation, but this framework assumes we do otherwise.</p> <p>The burden of proof should be on council to show where clubs are falling short, not on clubs to "prove their compliance (innocence)" every year.</p> <p>It requires clubs to pry into and interfere in areas of their members' private lives that are outside the club's authority to do so, unless specifically asked for assistance by a member.</p> <p>Assessment of the performance against the standards and any appeals MUST be performed by a NEUTRAL judge. Council staff CANNOT perform this role, as they have a conflict of interest - the council will save money of clubs fail and have subsidies reduced.</p>	<p>I disagree with having to rank the above with DIFFERENT levels of importance. I put all = 1, but the survey wouldn't allow this!</p>	<p>#1 - Satisfying the sporting requirements of our members. Our obligations are set out in our Rules of Incorporation.</p>	<p>Note that #1, #3 &amp; #4 would all be part of a strategic plan anyway.</p>	<p>The "above minimum" Bronze, Silver and Gold accreditations are not just "aspirations" if the council is going to financially penalise clubs for not achieving them - they are rules with punishments.</p> <p>Why were ALL the above incentives not offered in the report that will go to council?</p> <p>So far, the framework offers nothing to clubs, except LESS PUNISHMENTS for total compliance.</p>	<p>confidential, but in the Monash Council area</p>
Neutral	<p>As a club president residing over 20 plus teams and nearly 200 plus members, you have an aspirational framework and the timing could not be worse with people already struggling with covid 19. participation and costs to clubs and members to participate in sport are at all time highs. The burden on volunteers running clubs is enormous and trying to mandate a gold standard in 5 years would make me reconsider mine and the other volunteers positions on holding club posts, as the level of compliance to run organised sport from governing bodies is almost at the point of ridiculous. You want</p>	<p>Does this mean council will apply these standard to all businesses within their municipality that sell drinks not in line with their framework or McDonalds , yes we want to aspire to these things I agree but this is over reaching the role of council</p>	<p>Legal accountabilities are the most important but without community engagement you don't have a relevant club</p>	<p>Without members who can affords to play the clubs die slowly</p>	<p>You should not penalise clubs who are doing a great job as it will be counter productive if you achieve a gold standard or silver standard but you still sell alcohol and this is deemed to not be a gold standard despite it being legal and also Monash endorsing licenced venues within the municipality and worse gambling. I am all for nudging and encouraging positive behaviours and change but it needs to be sustainable for overstretched volunteers and is an overstretch for</p>	<p>3148</p>



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	<p>to cut of clubs revenue streams of a bar/ sponsorship is going down and costs are going up, how do you run off good will?? Has anyone who developed this framework actually run a local sporting organisation recently?</p> <p>Many of the principles we do anyway but to penalise clubs financially will soon drive them out of existence unless the gold standard is achieved as we already operate on fine margins as it is. When the City of Monash ahas 15 licenced pokie venues where the harm on the community is so great then they should perhaps address these things we have no control over yet council does before they start attacking the fabric of communities with imposed lifestyle choices and unrealistic targets. Will this standard be upheld in pokie venues and licences clubs across Monash also are they exempt?</p>				<p>council when there are so man other pressing matters within the council, I would remove myself from administrate a club if I were tasked with trying to achieve this or just be a parent with a kid playing sport and if my club dies because it cant pay the rent then I move to another club and join a super club in the area that can comply. Just provide access to sport, make it cheap, that's what councils and rates are for , don't overcomplicate the work of volunteers please I beg you. Don't financially drive clubs into the dirt further</p>	
Yes	<p>From what I heard, it seemed like a great framework if it comes off. We are a small club competing with clubs in the area that have extremely large junior programs, and who have had redevelopments and advantages in recent years. Our pitch is causing all sorts of issues and may be something that could be addressed. We also are in a close proximity to the Mayfield Park Tennis Club which could create opportunities for collaboration.</p>				<p>It should be expected that clubs adhere to certain standards when they have the resources in place to do so.</p>	3163
No	<p>It is an extra load of work on hard working but scarce volunteers. My Club is fortunate in having a large proportion of our members (50+%) willing to help out but I am not confident that anyone would volunteer as compliance officer. I will add that I expect our Club to meet the Gold standard in most areas.</p> <p>Also the scale favours large clubs over the smaller clubs</p>		<p>Question is not really logical - key compliance documents will include complying with legislative and council requirements</p>			3150
Yes	<p>Our soccer club has not supported girls, not offered them opportunities available and driven some teams away, we are down to two teams from having teams in most age groups. The argument from the president is that girls are not interested but there has been close to zero promotion of the club to girls, no person actively looking after interest of girls and I know teen girls who cannot find teams to plan in.</p>					3133



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Neutral	<p>I support the introduction of a Sports Club Framework insofar as it sets out Council's expectations for clubs in the municipality, and provides guidance for helping clubs be successful. The current framework in a number of areas goes beyond that and seeks to impose on clubs, by threat of reduction in subsidies (i.e. fee increases) and loss of venues, obligations that are not related to sport and the undertaking and encouragement thereof.</p>	<p>*Inclusive of all ages - encouraging active youngsters provides a guide to a future life long active lifestyle; keeping active in older age is crucial to well being. A club that encourages a spectrum of ages is likely to be one that casts a wide net over the community.</p> <p>*Family involvement - the more members of a family that are involved the greater the level of participation by the individual family members. The policy should provide a focus on family friendly environments.</p>	<p>All of these categories are important, although the annual health check is a strategy not an ends in itself,</p>	<p>Growing membership is a misguided objective. I suggest "Encouraging new members". Growth for the sake of growth is pointless. If facilities are limited then having an excess number of members will produce a sub-optimal result for all. The focus should be on encouraging non-members to become involved.</p>	<p>This is a very limited survey. It is of limited use if real feedback is wanted by Council. It does not deal with, in any way, the 50 standards that are set out in the draft Framework. These standards, related as they are to the "incentives"/punishment for non-compliance, are the critical issues in the framework.</p> <p>The following comments therefore are provided:</p> <ol style="list-style-type: none"> <li>1. Council needs to be cognizant that clubs are primarily or substantially run by volunteers. As a rule of thumb only 10%-20% of club members have the time and inclination to be involved in a club's administration. This appears to be a worsening problem. Therefore Council should not be unnecessarily seeking to add to the obligations of club volunteers, e.g. "participate in IWD"; "participate in .. Clean up Australia Day, native planting day". The focus should be on best enabling the functioning of the clubs as sporting clubs.</li> <li>2. Alcohol free club: Alcohol is a legal product. Millions of Australian adults enjoy it in moderation. Many of them enjoy it in a social and sporting environment. There appears no basis for the council to seek to ban alcohol.</li> <li>3. "People from ... are actively participating on and off the field". While the theory might be admirable that proof of encouraging wide involvement is best shown by having such target people in the club on and off the field, this has 4 problems: <ul style="list-style-type: none"> <li>(i) it becomes a tick the box, "we have x CALD people as players, job done";</li> <li>(ii) what number of people meets the standard? Two? Twenty?</li> <li>(iii) it requires the club to categorise members based on their "CALD" status or background. Our club does not identify members by their background. Once they join they are all members of our club.</li> <li>(iv) Clubs should not be chasing particular members just to meet the requirements of a council standard: "we need 2</li> </ul> </li> </ol>	3124

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					<p>disabled members this year".</p> <p>The standard should be met by evidence that the club is encouraging membership from the entire Monash community taking into account the nature of that community.</p> <p>4. Club facilities play a significant part in attracting and keeping members to a club. As an example our council provided facilities have limited and dated female facilities. Furthermore they are not wheelchair accessible. Both of these are factors beyond our control which impact on our ability to attract and keep members.</p> <p>5. The references to LGBTIQ+ in the document - sexual preference is not a gender and should not be included under the gender equity head. If in as a separate head, we do not wish to enquire of the sexual preferences of our members. All are welcome at our club, irrespective of their sexual preferences.</p>	
Yes	I think it's good to have a list of standards to meet so that we can focus on improving our club where we need to					3147
No	An unnecessary burden on clubs run by volunteers. I see lots of flowery words that effectively mean nothing and provide no tangible benefit to our club.	All are important (gender, disability, cultural - how can you possibly say one is more important than another?). All are an expectation of our members already.		11	<p>Which elected councillors supported this waste of time and money?</p> <p>There is not a football or cricket club in Australia who can survive without alcohol sales. Without alcohol there would be no food sales because no-one would stay for a meal if they can't have a beer or wine with it, we would just be sending them off to the pub. I can have a meal at our club with my wife and our friends while our kids are running around and playing in a safe environment.</p> <p>Compost bin or worm farm? Seriously? To do what with it? Put it on the overgrown weeds the council has around the place?</p> <p>Waste free events? You mean let's get together and have fun but don't eat or drink anything?</p> <p>If you really want to help clubs, let them</p>	3147

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					get on with doing their best to run a club while holding down jobs and running households instead of creating endless hours of work on tokenism.	
Yes	A plan to support growth and stability of existing and new sports clubs is an essential part of the community				Need to retain social capacity of sports clubs for informal gatherings	3167
Yes	In Principal we support the proposal except the section related to Alcohol which will be very difficult for many clubs that have liquor licences. In our club's case based upon 2017/18 financial reports it will affect the GWHCC's income by \$3500 approximately. If this prevents clubs from achieving Gold level it will be further compounded by Council's reduction of subsidy. There is an understanding in the BHRDCA that the home team offers a drink to the opposing team at end of days play.					3150
Neutral	Neutral because the key component for any SENIOR football club's survival is money. It's as simple as that. An amateur football club needs as much financial support as possible. Taking away roughly 30% of an annual revenue stream (with the introduction of the no alcohol policy) is nothing short of crippling. The other components of the policy are to be commended and all football clubs strive for those standards and policies to be met but taking away a key revenue stream of such importance is, frankly, ludicrous. Not that what the majority of people think matters.				How about more SERIOUS engagement between council and clubs at a regular and mutually accommodating time rather than token lip service and continual let downs. Yes I'm bitter.	3150
Neutral	I feel the objectives are good, but I am very concerned about the use of punitive measures to achieve the objectives. It would be much better to use positive incentives to clubs to meet council's desired outcomes, e.g. discounts on fees. The framework proposes using increased fees to effectively "punish" clubs who don't/can't get to the highest level of compliance, this has the potential to push many clubs to the wall and it makes me wonder, is this really about revenue raising?		As volunteers with busy lives, the last thing we want is an increase in paperwork/data gathering.		Provide clubs discounts on their fees if they meet these standards, it doesn't have to be massive, maybe 20% for gold, 10% for silver and 5% for bronze. It's still something worthwhile for the clubs to aim for, but it won't put them out of business if they can't get there. For example a club that runs a bar can never get to gold, but they can get everything else right and get to silver. Or a very small club that doesn't have the capacity to meet the compliance requirements, would continue paying today's fees (plus CPI) so they could survive, without having to fold up or merge.	3156

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					As someone who has performed volunteer roles within Monash for over 30 years, I would be saddened to see sporting clubs hit with greatly increased fees, it just seems very wrong and not in the spirit of where we want to be in terms of encouraging both young and old to be involved in sport. I'm also concerned that increased compliance measures could discourage people from volunteer roles, it's hard enough today.	
No	<p>Most clubs are already achieving most of the framework requirements without formalising procedures etc.</p> <p>The requirement to meet every aspect of every standard and formalise policies, procedures etc. will increase the pressure and workload of committees for no purpose or measurable gain.</p> <p>Some requirements of the Framework are simply impractical –</p> <ul style="list-style-type: none"> <li>- How is a club to determine the socio-economic background of every member? Can the club request details of income in the previous financial year as part of the membership renewal process? What about junior members? Are we required to assess the socio-economic status of them or their parents?</li> <li>- How does a club achieve gender and LGBTIQ+ balance and inclusivity? How is a club to determine the sexual orientation of a member? Is it allowed to ask members and potential members? A club cannot force people of any grouping or background to join the club or onto the club Committee. Some clubs would participate in competitions which are restricted to a single gender. Are clubs to be prevented from playing in such competitions?</li> </ul>				<p>(1) The term 'incentives' here and in the Framework document appears to have been deliberately used in an incorrect and misleading manner. Increased ground and pavilion charges are a penalty not an incentive.</p> <p>(2) In regard to the intention to ban alcohol. I assume that the Council, council offices, official events councillors and / or staff attend and all council staff social events are completely alcohol free.</p> <p>(3) I note that under two categories (Engagement and Environment) you are stipulating what clubs must include in newsletters and other communications. Somewhat authoritarian.</p> <p>(4) Where did this framework originate?</p>	
Yes						3150
Yes	Clubs will benefit from support in achieving sustainability, accountability, and health and resilience.	Not sure whether education around mental health will get taken up in the above categories. Should certainly be on the list.	Might be useful to have some programs that assist with the development of strategies for informing members about club accountability, policies, etc. What do members most need to be informed about. What are the most effective methods for informing them? Etc.	Perhaps there should be some linkage between strategic / operational planning in clubs and strategic / operational planning at 'higher' levels (associations, governing bodies, councils, etc.). Not sure exactly what that would look like. We don't need more tick-box	It is reasonable to incentivise achievement of accreditation. It is reasonable to trial ground and pavilion charge subsidies.	3150

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				exercises. But we do need to be making proper alignments.		
Yes	I do support it - but the extent and some of the parameters being asked for clubs to reach are just unrealistic for volunteer led clubs. A framework is great - but it needs to be far more realistic in what it looks to achieve.	I personally don't like the above request to list your preferences on the above as many of them are equally important and should not be prioritised over the other.			I am very hesitant on the bronze, silver and gold program. The pressure in workload this will place on already stretched club volunteers I believe is excessive and a far more simplified system that I believe would produce better across the board results from clubs. Many clubs will see much as just simply too hard and not have the resources to achieve the levels - and the council may in the end actually be penalise the very clubs that need the most assistance. I take council back to their image on page 6 of Equality v Equity in how they treat the clubs.	3148
Yes					Be careful not to make it hard for a sport in the decline that may have limited volunteers. It should not be about making extra work for volunteers and making it more expensive for the clubs members because the club doesn't have the capacity to grow but can sustain itself.	3150
Neutral	Don't know that it is necessary. Will add more work to sporting clubs which in the main, are run by volunteers - not paid staff/employees. Why start something like this in the middle of a Pandemic? All our attention is taken up with trying to get our clubs up and running again following the re-opening, making sure that we follow the COVID-19 health and safety guidelines so that our club members and visitors feel safe when they come to the club.	At our club, we feel we are already opening and welcoming to people of all ages, gender, race, abilities etc. My sport is tennis and much as our club would love to have more female members (to even up the males/females imbalance), the fact is I just don't see that happening. There are other sports/interests/activities that females like better than tennis.			Council should prioritise their funding efforts to those clubs that are well run and are financially sound.	3150
Neutral	Every sports club is different and to lump them all in the one box is very unfair There are very large, medium and small clubs and all play an important part in the community - the framework is very much focused on the young - there is nothing relating to the older sports people in the community	where is the inclusiveness for the older generation? And for council to give incentives for those clubs which provide this	To comply with all in this Accountable field a club would probably need a full time officer - remember, most importantly. that most clubs are run by VOLUNTEERS		there should be no distinction between clubs -large or small - we all are trying to serve the community in the best way we can - but by distinguishing between Bronze Silver Gold only creates division between clubs and council favouritism to those who can afford to be Gold Or Silver with priority given to these clubs by way of priority access to facilities. programs etc., capital works	3166
Yes	it will allow both club and council to work together to achieve better outcomes for its facility and sports					3150

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Yes	We believe that the Sports Club Framework will help guarantee the following: Long term viability of our TENNIS CLUB. Continue the growth of memberships (Participation) Maintain the excellent facilities and enable us to continue the maintenance program (council funding). Keep abreast of Government and Council regulations.					3150
Yes	I think its an important aspect of a thriving community i.e. providing easy options for physical health thus creating mental health				Swap out leadership team of club if they fail to reach gold within 3 years.	3125
Yes						3170
Yes	This will enforce clubs to align with the council vision of equitable sports for all.					3150
No	My first reading of this framework shows that this Council is completely stepping outside of their role in having Clubs having to be accredited each year, that will create an environment of mistrust, misuse of their authority and potential threaten the entire framework of volunteers working for clubs within this council area. And then if the clubs do not toe the Council line their financial viability will be in jeopardy as Council fine clubs for not meeting Council's mandatory steps each year and threats of withdrawing the club's ability to access Council facilities	Council have combined Alcohol and other drugs in the same box - so wrong as drugs has become the number one issue in our community Council is showing a complete misunderstanding of what a club's social environment is all about. Without social interaction and this can include social alcohol consumption the whole existence of a club is potentially not sustainable.	Committees of clubs should be focused on ensuring their members have the best opportunity to excel at their chosen sport and to do that Committees need to professional and forward thinking and focused on their members needs, not having to spend valuable time meeting red tape requirements and really at the end of the day allowing ratepayers money to be used to have councils build empires of inspectors to ensure compliance	Clubs will not be sustainable with their volunteers being made to use their valuable free time meeting council's compliance red tape. Less and less people will volunteer knowing what lies ahead for them having to be held to ransom by Council officers Think about it - who wants to be waste time on red tape when they should be working on the strategy to make sports more entertaining, enjoyable and more rewarding at an affordable price for their members		3170
Yes	I support framework that clearly defines expectations, but i do not support the particulars of the detail within this framework	Sports Clubs are run by volunteers that have time, they are not professionals in the fields of Alcohol and Drug education nor food and drink habits across cultures. These areas of engagement in our community needs to be dealt with by professionals			the incentives framework will create a greater divide between the capabilities of Clubs, to penalize a Club that is already struggling with Management rather than developing management assistance packages, will work if the aim is to reduce the number of clubs and the social value impact that they deliver. This is too much Stick, not enough Carrot and no rationalization strategies in regards to the onus of managing a club with new governance requirements	3150
No						3133
No	Keep fees low and encourage sporting activity					
No	Much ado about nothing. More and more bureaucratic interference with a system that already works.	Nil			Please use council time and money for more important issues than this.	3149



Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
No						
No	Too restrictive					3106
No	Too much work for committee. Don't want fees to increase if we choose not to meet a standard such as no alcohol					3150
No					We need a better club house; more spacious for distancing	3150
No	There is a risk of reduced subsidies if the framework is not met, which in turn will result in higher membership fees. The framework will likely be costly to implement, which again will impact on membership fees. I don't see the benefits for us as a family who just wants to play tennis.					3150
No						3150
No						3150
No	The club committee should have the autonomy to operate the club within the individual sport's national body's guideline and regulation and allows governed and monitored by the general members And the wider community. The framework will create more work for the committee which is composed by most volunteers.					3150
No	Depending on the type of club it is some of the requirements would be almost impossible to achieve to get a gold level due to the nature of the club					3150
No	Nothing wrong with the way the framework we currently operate under.					3150
Neutral						3150
No	Not broken no need to fix					
No	Our committee has put in place strict rules to be followed by members. Covid protocols are followed by members who cannot access the courts unless they have booked and are a paid up member. We are compliant and do not require another level of bureaucracy to have healthy and happy members. We are multicultural and mix seamlessly without the need for interference.					
Yes						3152
No	More layers of bureaucracy for no meaningful gain.					3170
No	So many frameworks and in the end it s just another way to charge more money - sick of paying such high fees					
Yes	I think that the Mulgrave Reserve is due an upgrade, as a successful sports club, and the rooms and facilities need to be upgraded accordingly, and this will bring an increase in numbers amongst the community.					3175



Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
No	Clearly dreamt up by non sporting people possibly from a communist state.					
Yes	Provided the Framework takes into account the needs of community clubs the principle underpinning such an initiative is sound. HOWEVER, this proposal is NOT ACCEPTABLE.	physical health and well-being - 1; mental health - 2; illicit drug abuse (not including alcohol) - 3.			Huge potential increases in fees, with nothing in return. Nothing! Extra red tape and administration for club committees putting them under undue pressure, season after season. To be a Gold Level the club must be alcohol free - is alcohol now illegal in the City of Monash?? I don't recall councillors telling us that before the last election? The council officers need to go back and start over again. At the very least not pursue this big stick approach and without the monetary fines that follow if the club does not conform to councils policy and requirements. NOT over-charging a community sports club is NOT an acceptable incentive, that is a big stick approach, and it is a monetary fine system in disguise. This is a DISGRACE.	3150
No	Given the effort and work that is required to achieve gold accreditation may not be successful as our sports club is run by a committee that are all volunteers who may not have the capacity to perform this extra workload. As a result the club will be financially penalised by the council and in order for the club to continue to maintain and improve our clubs facilities membership fees will increase to cover this financial penalty. Our club is a not for profit club and serves the community, it is a place for my children to meet and develop friendships with other members in the community in a safe environment. I think this framework will result in our club losing the committee who donate their time and knowledge to run our club and in turn our club will lose members ultimately breaking up the community.					3178
No	It seems that it will be much more work for the committee, who are all volunteers, and I fear we may lose their support					3149

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
No	<p>The key success of running a non-profit sports club is the skills and experiences of our volunteers who offer their time to be a committee member. The framework demands more time and efforts from these volunteers to achieve a gold standard. This framework can easily become a “rat race”. More pressure on volunteers equates to losing valuable and rare volunteers which lead of sports clubs to struggle and becoming less compliance with this framework. It is a lose-lose framework for all parties involved.</p> <p>These clubs are a non-profit organisation. Therefore, it does not make sense to penalise non-profit organisation. Sports clubs contribute a lot to the communities. It helps to shape younger members of the communities to be more resilient, goal achiever, strive to succeed in life challenges. Through their participation, they are friendly, kind and healthy among their fellow players. Parents are more united and socialise more among themselves. Overall, we have a better, healthier and safer community. The Council should look at alternative ways to work and grow the clubs together. For example, having regular meetings with committee members and attends the club’s AGM. Develop a business plan together with clubs. Provide training resources to improve volunteer’s skill sets. Working in partnership with clubs to deliver a “win-win” between the communities and the Council where the clubs act a bridge between these two parties. The greater the diversity of people and cultures, the greater the need for cooperation. This framework penalises rather than incentivises sports clubs. It has a negative connotation where it instils fear and frustration for non-compliance, create burden both clubs and volunteers and the communities will be worse off as the increase of lease cost will lead to an increase of memberships cost. This leads to the question if this framework could lead to all-inclusive membership and with high participation rate? Moreover, this framework is said to be a “tool” for clubs to use. A tool with penalty clauses is not a tool. It is a disciplinary cane which does not promote the spirit of cooperation and unity.</p>				<p>It makes sense that clubs should complete the mandatory requirements. The rest of the framework criteria should be optional or best effort.</p> <p>The framework has no ground for repudiation process. The Council compliant process which has a lot of red tapes, lack of independence (as they are work and paid by the Council), lack consistency and slow to respond. There is no go-to person for clubs committee members to work and engage with the Council. Different people tell different stories within the Council.</p> <p>Not every criterion in the framework is achievable based on existing infrastructure. For example, there is some clubhouse have not disability access or toilet. Council will need to give clubs exception here. Otherwise, this framework will deem unachievable to certain clubs instantly. If an exception is given to certain clubs then there is no equality and equity here between clubs. Another way of saying this that a goal standard in one club has a different meaning to a gold standard on other clubs.</p> <p>I believe this framework should be dropped. The Council should approach each club and work with them on regular basis. The Council can then promote themselves as an all-inclusive Council, showing their support to the communities, increase their popularity and support from the communities and work together to achieve common goals and visions. Sports clubs are always keen to work together with the Council if they can make themselves available.</p>	3150
No	<p>I think the amount of work expected of volunteers to achieve a gold standard is excessive. Volunteers will be disheartened by the extra workload and pressure and most likely resign from committees. People are very reluctant to volunteer now, but I can see small clubs, especially tennis clubs, struggle to meet the criteria set out by the council’s</p>				<p>To be inclusive of people with disabilities, most clubs would need council's help financially to make their premises wheelchair friendly. While our club does not promote or sell alcohol, members should be able to have a social drink in the evening when there are no juniors</p>	3156

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
	framework. With fewer volunteers they will fail to meet the necessary criteria to avoid the fee subsidy penalty imposed by council in this framework. It is a vicious cycle and an unfair framework for clubs, especially non for profit clubs to have to meet standards above the mandatory level.				around. Others should be allowed to celebrate special occasions or grand final success. Governments and councils are turning Victoria into a "nanny state". The zero alcohol policy of Gold status is unrealistic and going to upset a lot of members.	
Yes	A sports club is a useful resource keeping all clubs working together for a common cause					3178
No	too early top ask without knowing what is proposed in detail.					3106
Neutral						
Yes	<p>The concept of a Sports Club Framework provides one avenue to enable Monash Council's expectations of clubs to be consistently met, standards to be consistently upheld, and all clubs to play their part to achieve better/desired outcomes.</p> <p>Provided the Framework appropriately takes into account the needs of community clubs, the many volunteers involved in the operations of these clubs, and their time and resource constraints, the principles underpinning this initiative appear sound.</p>				<p>The Draft Framework presents several potential barriers that will create significant challenges to community sporting clubs and their committees of management. In no particular order, serious concerns are raised by the Framework as follows:</p> <ol style="list-style-type: none"> <li>1. The magnitude of penalties applied to non-compliant clubs and/or clubs that are not continuously evolving to higher levels of accreditation.</li> <li>2. The onerousness of compliance requirements including processes, monitoring, reporting and improvement activities.</li> <li>3. The push to develop alcohol-free clubs and the resultant impact on financial management and viability/sustainability of community sporting clubs.</li> <li>4. The apparent lack of consideration of the essence of community sporting clubs and their memberships already being highly social environments, collaborative and communal by nature, engaged and positively focused on providing a community hub that attracts and engages the community. This essence is what has sustained these clubs for decades past and will sustain them for decades to come.</li> </ol>	3150
Yes	I think it is a great idea for council to be more involved with helping local clubs become more sustainable etc.					3131

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
No	<p>In my opinion: Our Tennis club has been very well run for many years by the club committee which is elected by members. Our Tennis club is very culturally diverse and all are welcomed. I play social tennis at the club with a regular group, many of us have played together for years. A big part of it for me is socialising afterwards which may include an alcoholic drink or cup of tea with cheese and biscuits etc. I have been playing and been a member at the club for over 30 years, my children, adults now, played in the Junior competition up until 18.</p> <p>From my observation all players follow the club rules, which of course would include any council requirements.</p> <p>I believe it is unfair to penalise a club financially due to some members, for example wanting to have an alcoholic beverage, or clubs not been able to achieve some of the other criteria outlined in the Monash Sports Club Framework.</p>					3150
No	Everything at our club is working fine					3147
No	<p>Sporting clubs can manage their clubs.</p> <p>The City of Monash is not a good manager of clubs.</p>					3141
Yes	Sport is a healthy activity for all					3167
No	<p>I believe the Council's intention with the framework are positive, however more support, planning and resources will be required to successfully implement the framework project. I would suggest that a staff member with a current Certificate IV TAE document each assessable competency and outline what is required to prove competency. The majority of sporting clubs are self funded with limited financial and volunteer resources.</p> <p>Volunteers are difficult to find and adding a significant burden to volunteers could see their numbers drop. This would be a great loss to the City of Monash, and some sports may disappear. The loss of income from alcohol and snack foods, and sponsorship from organisations like the Mulgrave Country Club will further harm some sporting clubs. This could have a dramatic impact on recreation within Monash.</p>				<p>So much support and education is required for this framework to be successful. Failure to properly plan and support this project could have a detrimental impact on recreation in the City of Monash. This could have a significant impact on social welfare.</p> <p>I would suggest a training and assessment process with the appropriate stationary and templates being supplied to club participating with the framework. Frequent and ongoing training events dealing with implementing each criteria must be provided for this project to have any chance of succeeding.</p> <p>If this framework is successful, recreation could be significantly improved to the residents of Monash. Good luck.</p>	3150
Neutral	In its current form, it seems to penalize Clubs who cannot achieve a Gold level. Our Club who is GoodSports, Level 3 compliant is NEVER going to				The framework is a good idea, and gets Clubs thinking about their own Strategic Plans.	3195

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
	achieve a gold status with the requirement for No Alcohol at the Club!! We have just had Clubrooms built which incorporate a substantial bar and Cool Room infrastructure, and now we would be penalised for having such a set up.					
Yes	I believe there is room for improvement in some areas. However, I would urge caution applying all measures to all clubs, and then linking it to funding. I believe this may have a large impact on some smaller clubs.					3150
Yes	Great initiative however, it will take a considerable amount of work by club volunteers at achieve/maintain a higher standard.					3802
Yes	Provides Clubs & Council with a clearly defined pathway to achieving an outcome that will benefit the Club, Council & Community					3150
No	Our club is purely voluntary and I think it would put an added burden onto the committee. Occasionally we might have some wine when celebrating a birthday or final. I do not agree with alcohol free policy.					
No	Not required					3150
No	It's working now.. if it ain't broke don't need to be fixed.					3941
No	I disagree with using a club's financial position as a differentiator of perceived "status" - this facilitates the rich clubs getting richer, and the poor ones get poorer. The financial qualifier should encourage club spending on the right things, rather than how much capital a club has. I also disagree with many of the items included just to be seen to be "politically correct".	The benefits of alcohol, when managed appropriately, far outweigh the negatives. It benefits our social and inclusion goals, and banning alcohol altogether from a club will negatively affect this. Physical and mental health should be treated the same.				3150
No	I believe my club is managing its own affairs adequately without a framework.					3166
No	If its not broken don't change things for a possible better out come					3150
No						3150
No	no need to fix					
No	Current status should not be altered					3149
No	due to the excessive amount of work by hard working volunteers, this is just simply not sustainable.				clubs should be able to run independently and with as little bureaucracy as possible, however I firmly believe in transparency and accountability. I do agree all clubs need to comply with safety of children and all peoples. Our club's courts are shocking and I personally would hope for increased subsidies to re do the court surface. As a 60 + year old I have had several falls on our courts, fortunately no serious	3150

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
					injuries. Please note its just a few volunteers who work incredibly hard, and I would hate to see extra burdens place upon these good people. My personal resources are stretched as I have a large family and busy volunteering elsewhere.	
No	Our tennis club has been run very well for the last 10 years. We have been enjoying the facilities n friendship among our limited members . I would like to see the club remaining as it is with some funding support from the Monash Council.					3150
Yes	Yes, we must have some sort of framework to ensure that clubs are well managed but we must not throw the baby out with the bath water.					3150
Yes	We support the thrust of the Sports Club framework. We believe it will give all sporting club a good understanding of how their club should operate and know the key areas of responsibility for the management of their sporting club. The framework will also give sporting clubs a clear understanding of what the Monash Council expect clubs to behave when using Council facilities.	Mount Waverley Bowling club maintains a Bar. It has been in place for many years and meets all liquor licensing conditions. Our Bar provides a least 30% of our yearly revenue and is used on many social occasions by our Bowlers, local business and community groups. Our Bar operates on restricted hours,(usually afternoons and evenings 3/4 times a week. Our Greens are available for Schools to use during the morning. We would not be able to meet the Gold Standard should this requirement (Alcohol free environment be required.) We have rated Healthy food and Drinks last on our list. We have a commercial rated kitchen however no regular meals are serviced from our Kitchen. A small sample of soft drinks are available. Therefore for Mount Waverley Bowling Club Healthy Foods and Drinks are not seen as a priority for us.	We see each of these fields as equally important . Engaging with the local community is where we can increase our Membership. Meeting all Council and Legislative requirements sets a basis for a well run community sporting club.	Strategy Plan sets the direction of a sporting club. (vital) Growing membership and running a viable financial club runs a very close second.		3149
Yes						
Yes	Provide a consistent benchmark policy for all Monash sporting clubs to achieve and to progress by. The framework provides steps and a process in line with the environment of current society issues and equalities. It will encourage active participation in sports and communities that ensures council facilities are optimised properly.					3150
Yes	Equity is important for everyone hence the reason to support the framework.					3170



Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
Yes	It's important that all clubs from the different sports have a framework in which to operate but it is also important that the framework reflects the functions and needs of the different sports. i.e. the framework must be customised for each sport and their clientele.	Some of these are not relevant to some sports.	Council policies should align with legislative policies.		Some of the incentives to reach Gold are not relevant to all sports e.g. some sports will never attain Gold because, generally, they do not provide food. Where appropriate, members bring their own afternoon tea etc. and they should not be directed as to what to bring.	3150
No	I am happy with the current arrangements.					3150
No						
Yes	I am in support of the Framework as it will make all club users equal. In many cases the requirements are what clubs should be aiming for				At the 25th June seminar it was proposed to develop a Platinum grading above Gold and adjusting the subsidy accordingly. I felt this was a good idea however the proposal related to Alcohol and the proposal to not allow same until an hour after training or matches is not a good idea. Clubs already have to be a Good Sports Club, have a liquor licence - which is also approved by Council - and a red line area. If the above related to Juniors etc. is adopted what stops any one bringing there own and consuming same. Clubs miss out on funds and cannot control the issue.	3150
No	Little or no benefit to our tennis club					3150
No	<p>The Framework imposed will have dire consequences for the club and cause undue stresses for the committee who through the years are managed by volunteers alone without the support from the Council. They're the backbone of the club, who devotes their time and energy to maintain viability of the club. Perhaps your proposal will be more conducive for bigger clubs/venues whose committee or part of whom are employed and paid for their services.</p> <p>To pursue with your proposal will only cause mass exodus of committee volunteers. Some of whom are still in the workforce and to expect them to maintain your framework's expectations to achieve Gold standard and be accreditation are too far fetched.</p> <p>Engagement with the community, whether young, elderly, culturally diversified, gender equality has always been the focus of the club.</p> <p>It has always been an uphill battle to request for funding from the Council and the proposal to increase the lease cost for failure to achieve and be accredited, will have negative impact for memberships. Participation of members will definitely decline. Is that the Council's goal?</p>				<p>Agreed that all clubs should complete mandatory requirements, but optional for others as it is a task to follow. What is set out is a deterrent rather than encouragement. Some bigger clubhouse has disability facilities unlike smaller clubs, an accordingly it's unachievable for the latter. So how's it a gold standard then?</p> <p>I sincerely believe that the proposal framework should be dropped. It's discriminatory especially for smaller clubs. The Council should approach. Individual clubs regularly, to support and advise and work together to achieve common goals and visions.</p>	3150



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	Ultimately there won't be any sport participation from the community. As a result , health and wellbeing of the community will be gravely affected.					
No	An excessive amount of work by Club Committees to comply with regulations and high fees subsidy rates make this untenable.					3150
Neutral	The Sports Club Framework is yet to reach its final form, and so until the final version is known, it is not possible to support or not support the Framework.				The reasons for the introduction of the provision of incentive to change behaviour has to be firstly fully examined. The consideration that incentive should be used for matters that are yet to be agreed upon, does not support the premise that those matters are acceptable.	3166
No						3805
Yes	Because					3150
No						
Yes	The Framework should help lead to better managed and governed clubs that are more in tune and aligned with the needs of our community. At the same time our clubs are run by volunteers, so without sufficient support the framework could lead to increased administration demands on already stretched volunteer resources.					3149
No	We have a social competition one night per week. It is a get together of friends which has been going for over 20 years. We enjoy our get together.					3149
No	Due to the excessive amount of work required by club committees to achieve a Gold accreditation and the highest fee subsidy rate.					3150
Yes						3178

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
No	<p>The framework is generally driven by a State Government policy and does not respect existing policy frameworks created by State Sporting Associations (SSA) and National Sporting Organisations (NSO) that target similar outcomes. From this perspective the framework disrespects the existing systems that are in place and effective. An example of this is the Cricket Victoria ‘Proud 2 Play’ partnership for LGBTQI communities and the Access All Abilities program. These programs only achieve Bronze or Silver accreditation under the framework, yet are viewed by the industry as best practise.</p> <p>The framework does not appear to consider the duplicated effort of itself or its participants. This approach that Monash has taken increases its own effort to assess clubs to a valid level as it does not strongly emphasise the benefits of seeking external or partner organisations accreditation. A reasonable assumption is that it would take a club an hour to demonstrate to a Monash Officer the achievement of Gold, per Standard. That is 16 hours or two whole working days. With approximately 100 clubs in Monash that is a full time position just to accredit clubs in this framework.</p> <p>The framework does not appear to consider the existing options that are currently available for participants. The Sport Australia &amp; VicHealth research shows the growing demand for unorganised sport and the barriers created by the club and compliance structure. There is a massive amount of unorganised sport in Australia that is arranged on social media alone (two examples are Park Run and Last Man Standing). They operate without formal Council approval, without oversight of an Incorporation nor achieves any State Government health and well-being targets. These sports are currently the biggest threat to organised sport as they play with almost zero cost to players. Organised sport in Monash is a costly exercise. For this framework to be successful in achieving its aims there must be resources and genuine training for clubs and participants to take advantage of the benefits. I fear that inadequate resources on delivered for each standard will result in many clubs not achieving the standards and the aims and policies that drive the framework will ultimately not be implemented.</p> <p>The cricket club I am heavily involved with has a cost base of around \$30,000 per year for 50 members (\$600 per year per member) with</p>				<p>The framework and its standards do not appear to fully take advantage of existing accreditation systems. For instance, the Good Sports Accreditation system is dismissed as mandatory only. It does not take into consideration the graduated performance of a Level 1, 2, or 3 club and the policy and implementation requirements of that well respected system. This reduces any incentive for a club to become a Good Sports Level 3 club, as Level 1 is the only requirement under this framework. A much better framework would integrate the high integrity Good Sports Accreditation as Level 1 =Bronze, Level 2=Silver and Level 3 = Gold.</p>	3170

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	<p>approximately \$20,000 independent of the amount of the sport being played due to Insurance, Association fees, utilities, Council fees, other licensing. The framework proposed by Monash is not a 'carrot and stick', it is only a stick. The drive towards removing club income streams (bar and food sales) only increases subscription fees to members and thus reduces the attractiveness compared to the unorganised sport that is ALWAYS played on Council venues without permission. Whilst a Gold standard club is certainly thriving from a compliance perspective, for participants that are the target of this framework (CALD, disabled) still have very attractive options available to them such as disability centred leagues such as blind cricket and religious based cricket leagues. The framework strongly encourages clubs to move towards healthy eating options and towards environmentally friendly means of storage (not individually wrapped). This results in a shift away from packaged food and towards fresh and perishable foods. This almost certainly requires clubs to have a Class 3 food delivery classification, which by definition, presents more risks during food storage and delivery and additional compliance obligations on clubs. Non-compliance in that environment has higher food safety consequences than the simple Class 4. If the framework could accommodate the simple clubs that do not sell large quantities of food and thus contain themselves to Class 4 operations and still achieve a gold standard that would be an excellent solution. The support requirements from Monash could be better articulated for the standards that require external parties to become involved. For instance the Gold standard for CALD groups requires a club to be "Linked in with community leaders or has partnerships with community groups". This is rather difficult as EVERY sporting club within Monash will be targeting the same community groups and leaders. Monash will need to be able to assist with the introductions and framework to measure success of this requirement. The framework does well to articulate the outcomes desired, however it needs to be scalable with the size of the target organisations. The measure of success for small clubs needs to be well articulated to assist the workability of the framework for all club types and sizes. If the framework cannot be scalable, the most likely outcome is that clubs will fold and merge simply to</p>					

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	<p>overcome the large cost burdens imposed of 300% increase in Council costs between Mandatory and Gold.</p> <p>The framework and its language assumes clubs only meet the mandatory standard and does not incentivize clubs to improve as a matter of gaining anything, rather than a matter of reducing the level of punishment (reduced subsidy) from not demonstrating improvement that its members and future members may not be seeking. This approach is a function of the lack of consultation with clubs and their struggle to maintain membership when faced with unorganised sport. An example of the struggle is when the club I am involved with had an entire team of players (11) leave the club due to subscription fees compared to non-organised cricket.</p>					
No	<p>Community sports clubs are usually run by a small group of volunteers who do 90% of the work. Instead of loading them up with more requirements why not incentivise/help them to run the clubs well?</p> <p>A council nominee should be attending meetings to assist clubs in good governance/due process and playing a role of actually doing or supporting the running of the club in a tangible way. Maybe provide incentives for people to volunteer in the running of the club e.g. reduced rates/cinema passes, car parking, etc. To just throw more work at them is not supportive or helpful especially in these stressful times when it is getting more and more difficult to get volunteers to give give up time and effort for these clubs.</p> <p>It is also shameful/disingenuous on the part of the Council to delegate responsibility to a bunch of volunteers for the promotion of facilities for disabled/LGBTQI community without money or resources to do so. This is clearly something that needs the backing of govt/council not just throw</p>					3150

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
	responsibility to someone else and wipe your hands of it.					
Yes					<p>There are community sport clubs that do not receive any support from council or have access to any council facilities, relying instead on the support of local schools whose facilities are already under extreme stress with the rapid growth of the school population. The current pandemic and associated restrictions make this even more difficult.</p> <p>It would be appreciated if council engaged with these smaller clubs as we form an integral component of community sport and would welcome the opportunity to partner with council to assist us in the challenge presented with the growing demand on the clubs with limited access to resources.</p> <p>For example, the Pinewood Netball Club is not associated with Pinewood Primary School but has a strong association with the school through the membership base &amp; senior coach who is also a teacher at the school. With the school population doubling in the past 5 years it has become extremely difficult to train 7 netball teams on the school courts which are also used by the after hours school program &amp; Kelly Sport. In an ideal world, some of the open space at Pinewood Reserve would be developed into a minimum of 2 netball courts (potentially multifunctional netball/basketball courts) and the club provided with access to the bathroom facilities and a small storage area. In the meantime, Pinewood Netball Club would welcome contact from council to further understand what support may be available.</p>	3149

Do you support the introduction of a Sports Club Framework?	Please explain your response to the above question:	Other – please list:	Other – please list:	Other – please list:	Any further comments/feedback:	What is your postcode?
Yes	<p>We support the general principle of the framework but believe there should be changes to the structure and question the timing. Clubs will be in a very different and difficult position post the COVID-19 pandemic so we think the introduction should be timed appropriately after consideration of the impacts of the pandemic and the requirements should be re-considered in light of the new operating environment. For example, there is no comment in the framework about the health and safety of members apart from general legislative requirements. Should this be highlighted more after recent events?</p> <p>In addition, some other general comments are:</p> <ul style="list-style-type: none"> <li>- We disagree with including requirements that are stricter than the large nationally accredited programs for sporting clubs, e.g., Good Sports. The prime example of this is the requirements around alcohol</li> <li>- We disagree with needing active members of all diverse groups to meet certain criteria. For example, current approach is that you need a person with a disability working on and off the field to get a gold rating. We think the design of appropriate programs and availability of roles for people with a disability should be the criteria rather than always needing a disabled person. In addition, just because you have a person with a disability participating doesn't mean you have good programs and opportunities for people with disabilities. This comment applies for all diversity requirements</li> <li>- Some areas need further clarification. For example, the term "healthy financial position" is very vague</li> </ul>					3167
No	A lot of work for small clubs.					3152
No	I would support a framework if it appeared useful. This one is not	Since each item has to have a unique rating I have refused to answer. Why cannot the same rankings be used for multiple items	Again will not be forced to give unique values		Work closely with clubs to achieve desired outcome I do not believe that this framework is at all useful. I fail to see how the 16 measures help achieve the desired vision. This is a poorly constructed and draconian document that will do more harm to sports club than good	3150

**Written Submissions (NB – all written submissions have been reproduced verbatim)**

	Written Submission
no	<p>To Whom it may concern, I am writing in response to the “Active Monash Sports Club Framework”, “Draft”. Forgive me for being obtuse, however, I feel this reads as something that has been written by an academic, with zero experience or involvement in the day to day running of an actual grass roots sporting organisation. It has been written as a blue print which will kill off grass roots sporting clubs, not to help grow and improve them as it masquerades. Reaching the gold standard of this framework would be considered impossible for 80% of “Clubroom” based sporting organisations that I know of in the area. Achieving silver would be a stretch for our club based on “No promotion of alcohol or licenced premises” and achieving gold would be impossible for our club based on “Alcohol free club”. Our club receives next to zero financial support from local, state or federal government in regard to upkeep and maintenance on the current building in-situ. As it stands our club is a very dominant, visual local amenity that is enjoyed by the entire community at large. Whether it be bowling, socialising, weddings, parties or any social, club or group gathering, our club continually supplies the space at an affordable price for these important social gatherings to take place. I will admit that council has recently provided some much-needed maintenance works at the club on our community hall ceiling and outdoor locker rooms. This was much needed and equally appreciated, however these works are few and far between. I recall recently that our fence facing directly on to North Road had been vandalised with graffiti and it was the councils ruling that the fence was part of our building, therefore it was left up to our volunteer members and the clubs own funds to rectify. The source of funds to provide all of the afore mentioned community amenity and subsequent maintenance of these amenities comes solely from our bar takings throughout the year. The “Draft - Active Monash Sports Club Framework” as it stands, does little more than mark one more “death knell” to grass roots sporting organisations such as ours.</p>
no	<p>To Alexa and Belinda, I am responding to your survey on the Sports Club framework. Do you support the introduction of a Sports Club Framework? No. Not if it applies to all clubs. Maybe there should be some help given to clubs who are not financial or have an inadequately functioning committee. We are a private club. We have both men and lady members, junior members and students. Our membership is open to anybody who would like and is physically able to play, and is increasing each year. We have membership fees and fees for playing competition during the day and at night. Our fees are at different amounts depending on the type of member. We have professional coaches to teach the game to those just learning or who want to improve their skills. We have a bar for the sale of alcohol. The bar is restricted to adult players and is responsibility controlled. Money raised from bar sales greatly help assist the club finances. We have an active and responsible committee and have an AGM each year with audited accounts. To get into the GOLD category we don't want to have to give up our bar sales or to construct a worm farm. I could not continue with the survey. The lists of items where you were forced to rank from 1 to 6 or whatever, I did not like the options and there was nowhere you could disagree with the options or to say were not applicable. I hope that you do not proceed with this framework. It is so difficult to get people to run a club (all are volunteers) at anytime, and then to burden them with these ‘over the top’ new regulations. It will force clubs to fold, especially if you deem them to be in the lower categories and reduce council funding to them.</p>
neutral	<p>Dear Andi, I am writing to you on behalf of a number of sports clubs who have raised concerns about the draft Active Monash Sports Club Framework. I have attached one of the letters I have received, which reflects the broader feedback I have received from other local clubs. Specifically, clubs are concerned about: A. The increased burden on club volunteers to comply with regulatory requirements; B. The imposition of penalties for clubs that do not become alcohol-free by the end of 2026; and C. The punitive approach adopted in the framework. More broadly, I have conducted a number of virtual forums with local sports clubs recently to hear about their experiences with COVID-19. I think the feedback from those sessions adds some additional context to the clubs' concerns. In these sessions, they have stressed to me the financial impact of the pandemic on their operations. Many clubs told me of their dependence on social activities (the bar, events etc.) for their viability. This is consistent with both my experience with sports clubs - and what they've implored on me - that the sport is actually secondary to social aspects. This feedback is particularly relevant to understanding their concerns about Item B above. Secondly and as you'd be aware, clubs are generally run by a small but committed team of volunteers. These individuals donate a significant amount of their time to manage the day-to-day operations of the organisations, while balancing this against the demands of other commitments. This provides some greater context to club concerns about increased regulatory requirements and the punitive approach adopted in the framework. The strategic approach and aspirations of the draft plan should be commended. Targets around gender equity, diversity and respect, environmental consciousness and sustainability and social responsibility are all commendable. Clubs have not expressed to me an opposition to those underlying principles, but they have clear concerns about what this looks like and how it is achieved. I understand that the framework must give thought to a broad range of objectives and stakeholders. However, I would appreciate it if you could take the concerns raised with me into consideration as part of this process.</p>
Yes	<p>Hello Belinda, The Mazenod Panthers have spent some time reviewing the Framework. On behalf of the Panthers I would like to offer the following feedback: * generally speaking we are very supportive of the ideals/aims of the framework * in some areas we believe we have a natural advantage and rate quite highly - especially the diversity and inclusiveness categories and the alcohol category * flexibility - we appreciate the council is giving plenty of time to meet the objectives in the framework, and flag that we are at the mercy of a volunteer workforce and would be keen to ensure that there was leniency if we found ourselves in future unable to respond to all areas * we endorse the comments around worm farm removal - it was a bridge to far for a sporting club in our humble opinion * within each level of each category there are a number of points mentioned - we are keen to understand how accreditation would work in this scenario - does each point have to be achieved? Do you have to meet a majority of points? Hope this helps. Regards</p>



	Written Submission
no	<p>Comments on Draft Active Monash Sports Club Framework 2021-2026 Dear Ms Lloyd We as a club are concerned that this framework will cause unnecessary additional work for volunteer committee members who run our club. We have several questions and comments on the framework. General Is this a City of Monash council initiative or is it something that is proposed by all councils? For the rating to be of any value to the clubs it must be universal and mean something to the community at large. It needs to help clubs to either attract funding or attract new members. If this is only a council initiative, it will mean little outside the council. How will the council promote the rating system so that we can use it to promote our club? Will the rating for instance help us to qualify for government or other grants? Can we use it to attract new members? Does the council need clubs to actively compete for funds? The council has carried out a very comprehensive review of our courts and others. This report clearly indicates what is needed at our club. Even though the council has this information it needs to develop some assessment process. The council has simply sat on these reports. Why? With the implementation of the "Framework" it looks like there will be a lot of work required on the part of volunteer committee members for extraordinarily little gain. It must be remembered we are a sporting club run by ordinary people not full-time employees. In the past the council has required us to attend meetings, provide feedback in the form of questionnaires. We have cooperated fully, often with little warning and difficult deadlines. When council help has been requested in the form of funds, assistance if we need something (for instance approval as the owner of the land for grants we may be applying for) has been poorly lacking and in fact on occasions hindered our chances of success applying for grants. We have an issue now with damage to our courts from root damage from council trees outside our courts that is a danger to players, we have had little action from council on this matter. We see this system as another way for council to procrastinate and do nothing rather than help clubs to survive. We need to recruit new committee members adding further work that would be needed to comply with the star system would be somewhat off putting to new committee members. The framework involves training of committee members. We do not have permanent staff but volunteers. Even if one or some of our committee members can attend training, which for many would be difficult, we presume that they will remain on the committee, even so their position on the committee is transitory. If they were to leave the committee the training offered would be of little value to the club. We are concerned that the implementation of framework will result in our committee-attending training sessions, preparing reports and filling in forms for council and that our main reason for being part of the tennis club is to play tennis and enjoy the game. Addressing specific aspects of the framework: Alcohol and Drugs We have a liquor licence for consuming alcohol on the premises. This forms an important part of our social interactions after tennis. Going alcohol free is not an option. There is no active promotion or emphasis on the provision of alcohol at our club. Healthy Food and drinks We do not supply food at our club. We do have a refrigerated coin in slot dispenser for drinks and limited food. We could easily have healthy options in the dispenser. We are not going to supply food to members. Costs and Flexibility We already have a number of different grades of membership and have in the past looked carefully at those who need some form of assistance. Culturally and Linguistically Diverse (CALD) Groups We have never limited our membership in any way. If a person wants to become a member CALD has never been an issue. Disability we certainly comply with legislative requirements. We have not actively sought members with disabilities. Again, if a person wants to become a member disability is not an issue. Club Health Check Do not know what this entails - Please provide details Council policies We comply with relevant Policies Legislative Requirements Meet legislative requirements. All committee members have carried out the working with children checks Key Documents no but if council can provide what they require we will look at it. Decision making and leadership we have specific roles for committee members, convenors etc. our coach is professionally accredited. Engagement All decisions of committee are available for all members if they require it. We have AGM's every year and all members are invited. Without council assistance it is difficult to develop a strategic plan. Once we know how council are going to assist, in development. This mainly revolves around how we finance major expenses such as court surfacing and court lighting. Financial we provide financial reports to council and our members each year. At our AGM we decide on plans for the year and years ahead. Environment We certainly already carry out the mandatory requirements. Most of the other items in terms of sustainability is the responsibility of members. Even so we would welcome car pooling to club and competitions in council could advise on the responsibilities put on the provider of the carpooling. We are happy to promote cycling to the club and already several members cycle to the club. Growing Membership We have two membership and welcoming officers. We are already active in the other actions proposed. Conclusion We consider that the framework will impose an unreasonable strain on volunteer committee members. We are carrying out most of the doing most of the action points in the framework. We have a large membership already and mean to maintain it. We don't believe the framework will be of much assistance in getting more members. Our members are happy with the way the club is run. Why do we need this framework?</p>
neutral	<p>To whom, it may concern, My name is (Removed) and I am the current secretary for the Oakleigh Community Sporting Club (OCSC). The OCSC manages the facilities for and oversees the governance of four separate sporting bodies at Scammell Reserve South Oakleigh. The Oakleigh Amateur Football Club (O AFC), The Oakleigh Youth Club Football Club (OYCJFC), The Emmanuel South Oakleigh Cricket Club (ESOCC) and The Oakleigh Cricket Club (OCC). I have recently received notification of the "Draft" Active Monash Sports Club Framework from members of the sporting clubs. Not surprisingly this did not reach me via Monash Council who have never really recognised the importance and significance of the OCSC. Even though the OCSC fundamentally runs things down at the Scammell Reserve Pavilion, holds the liquor license, pays the electricity bills, looks after all maintenance, etc. Council has always shown scant regard for the OCSC. I've actually tried to get the OCSC officially endorsed and recognised by council for several years but alas this has not come to fruition. I think the last communication I got from council was that someone was going to contact me "shortly" to discuss. That was back in November last year. But I digress. This is not the reason for my communication today. Today, I am here to comment on this "Draft" framework under the encouragement of my peers. Personally, I think it is a waste of my time but fortunately things are a bit slow at work right now so I have some capacity. I found that the first 8 pages of the document effectively validating what everyone that volunteers for a sporting club already knows. From a football club perspective, we all know the benefits and the role our clubs play with providing a sporting avenue for the community. Nothing to see here. Clearly part two of the documentation is the key area of discussion. In the main, I'm not against the principles in the framework in theory, but largely against the financial penalty to clubs that do not comply with the Gold standard and more specifically the "no alcohol" protocol. This a requirement which I challenge anyone who is currently involved in a sporting club in achieving. The reality is that alcohol sales are a significant revenue stream for all sporting clubs. Given that this alcohol-free scenario forms a significant part of the Gold standard in the framework it is, without question, unachievable. I doubt that any club would be able to survive if they were to install this standard. It has me scratching my head when further on in the document the benefits listed of the framework are as follows; Increased membership potential I don't think so Increased pool of potential volunteers Definitely not. Without the revenue generation the clubs would cease to exist. Increased access to revenue streams or sponsorship opportunities Really? How? Quite the opposite I would think. Better image in the community Perhaps, but as per my previous point this benefit would be mute. Decreased risk from improved practices I'm not sure that is true. Let me put forward this as a scenario. Say a club was somehow able to initiate the no-alcohol situation AND SURVIVE. After a game of football or cricket, do you really think anyone that wanted to have a beer wouldn't? Do you not think that individuals wouldn't circumvent the restriction by wandering out to their car and partaking? Would the club then be required to police this? It is not going to happen What the council is trying to achieve is well documented but, as I suggested previously, it really is not in touch with the realities of what challenges are currently faced by sporting clubs. I would suggest that the drinking culture has changed significantly, in a positive way, from when I was playing football. Rather, I think, we have seen a significant increase in illicit drug taking and restricting alcohol at a social club level will no doubt exacerbate that situation. No doubt. As for the other requirements outlined in the document go, and I can only speak for the football clubs here, we are constantly striving for inclusion of any and all types of individuals to join. We don't discriminate on race, colour religious or sexual persuasion. Frankly, if anyone has a pulse we'll take them. At the same time, while I'm not aware of people with a disability having been part of any of our playing groups, we welcome any person regardless of their affliction (if that's the politically correct term). It just astounds me that, in respect to the Scammell Reserve Pavilion, it's taken well over a decade of extremely hard work from individuals within the sporting club to realise a vision of a state-of-the-art facility with significant investment, both financially and in kind, from members and individuals associated with the clubs and we're being asked to accept a significant burden for the good of the community?? How can it benefit the community if the clubs cease to exist? I can only assume that the document was formulated by someone with a doctorate of sports at some university here in Melbourne, but I refuse to accept that someone who has been a volunteer at a truly amateur sporting club would have come up with this. I think the document, with all its complexities, is difficult to understand and would best be served to merely outline what the financial impact is to each club <b>specifically</b> and the clubs can then assess what they will need to do, if they can, to absorb the increase in costs, because alcohol revenue is a nonnegotiable. Also let us not forget to take into consideration the effects of COVID-19 on the bottom line of sporting clubs moving forward. I have no doubt that every club will be starting in the red next year due to the impact of the coronavirus. Like it's not an easy enough job right now for the volunteers. In closing, I'd rather not receive anything in a response from council regarding this communication. I've received a fair amount of this in the past and, if I could be quite blunt, it's just lip service as far as I'm concerned. At this stage I was planning to participate in the zoom session this Thursday night but the link I received (via a forwarded email) does not work, but I will attempt to get there.</p>

	<b>Written Submission</b>
Yes	Hi Belinda, Thank you for considering an alternative framework for the associations, we are all very different and all run on different agreements, structures and memberships. Coming up with one framework that is relevant to every club or association we appreciate is very difficult. We see that there are 4 different groups council are applying this to: Clubs with license to use City of Monash venue/ground Associations with license to use a City of Monash venue/ground Associations with lease agreement with City of Monash Clubs linked to associations with license / lease agreement with the City of Monash It is Waverley Night NA's belief that with a lease agreement, the framework should be customised as part of the lease agreement reviewed together annually. We believe the criteria within the Framework could be applied differently to each group so that all groups are able to achieve a gold / platinum level. My overall thought is that this should not create extra work for a club or association volunteer base or be an extra cost to associations with employed staff to achieve the gold/platinum level. Could there be bonuses in other ways for the clubs that go above and beyond a certain level? The framework should be something that is already happening or a legal requirement and should not penalise a smaller sport or club who is struggling to survive through circumstances beyond their control. It should not stretch a club or become a burden to volunteers to achieve the gold level and achieve full possible discount. Examples Environment: We could achieve everything up to and including the silver level through decisions and advertising easily completed by staff and volunteers. To achieve gold level requires extra work from someone. We can advertise Clean Up Australia Day or create a worm farm, but to actually participate or look after it requires the next level of commitment, time and resources. Growing membership is important, as an association the criteria may change because we need to support the players to find a club or team and support clubs to run programs to build membership. Gender equality: We are located at the Waverley Women's Sport Centre, we run a sport dominated by females, we offer programs, but you can't make people participate. When people are nominated from membership and voted by members this is not always possible. The Framework headings could be the same for each group, but the way it is applied / achieved criteria could be different for each group. Associations can act as a link to Clubs within their association, communicating programs and events through to them. Regards,
neutral	Active Monash Sports Club Framework Feedback. The aim of the various standards is admirable and I believe my Club would score well on most measurable standards. My concern is the amount of additional administration that will be involved in reporting. Clubs are already required to report to their regional, state and national organisations, the Good Sports organisation, our sponsors, Liquor Licencing Commission, ATO and extensively for any grant application. Our Club has a remarkable volunteer rate ( certainly over 50%) but they volunteer to maintain and improve our facilities or to assist in the administration of events. There is little appetite for reporting to outside organisations. It is essential that the reporting requirements of the Council are a simple format and rely on the other organisations such as the Good Sports. A Level 3 qualification should be the only detail required. My impression at the 25th June club consultation session was that a majority of those attending were not convinced that this programme will assist them. Although they might not have expressed it that way, it is likely that the additional administration was a major concern. It is also important that the standards are easily measurable and not subjective. Comments on the individual standards: Alcohol & Drugs. Gold. There is a danger that aiming for total prohibition will drive members of sports organisations to clubs not governed by the Council or to clubs in other municipalities- For example to clubs with gaming/gambling facilities. They are our strongest competition for membership. There is also a danger that members and clubs are being restricted because of a few bad apples. The behaviour of my members is exemplary Healthy Food & Drinks Not a major item at the Club. Tea , coffee and, of course water, are available without charge at all times. Costs and Flexibility. We give an age based reduction – Juniors and over eighties. Our fees are very affordable. Culturally & Linguistic. We have members of east & west Asian, east central and north European birth but we do not record this detail. We would like to have more members from these groups and are actively striving for success in this area Disability Club Champion. Bowls is a sport for all abilities and a wheel chair member has been Club Champion Gender Equity. This is another attribute that we do not record. I do not believe it is fairly assessable Club Health Check. I suggest every two years should be the timetable. Council policies , Legislative requirements , Key Documents We comply will all these items Decision making and leadership Engagement, Strategic, Financial We rate Gold in these areas Environment Gold. We maintain our facilities to a high standard and already make compost. Membership Our procedures are Gold standard but we still have falling membership Kind regards,
Yes	Thank you for that forum and chat, I believe it was much more productive and appropriate for associations compared to the first framework webinar I joined online for clubs. It was great to hear what everyone had to say at this level and I was pleased to contribute as well. On behalf of WBA, we support the framework for Monash clubs, and WBA would only have four clubs in this category. As discussed today, I believe a parallel program could be very beneficial for all sports at the association level. I haven't completed the form but I hope this email is sufficient as supportive from Waverley Basketball. Thanks and look forward to catching up again soon. R
neutral	Hi Alexa, Before submitting the feedback from the Waverley Baseball Club could you please provide more insight on a couple of areas. What difference is there between "emphasis on provision of alcohol" & "promotion of alcohol"? Why is it a concern to promote meals with a drink whether it be soft drink/sports drink and/or water? In the section sub-titled Culturally And Linguistically Diverse it is mentioned completing cultural awareness training or other sessions - can you expand as to where & when these will be held? Also on the same topic it mentions under the Silver category "linked in with community leaders or has partnerships with community groups" - our Club is culturally and ethnically diverse with players of Greek, Macedonian, Italian, Sri Lankan, Indian, Chinese and Japanese heritage. Doesn't that highlight this area?
neutral	Hi Stuart, Belinda & Alexa, Firstly, thanks for extending the opportunity for the Waverley Baseball Club to be included in such a discussion. WBC, as you will appreciate, is one of the biggest 12-months a year sporting Clubs in the Monash municipality. We believe we have increased the profile, appeal and attractiveness of the Council through our well documented achievements on and off the baseball diamonds for decades. WBC is a welcoming, engaging and diverse Clubs that is open to everyone, regardless of color, sex, age or religious beliefs. It has been a cornerstone of the Club since its inception more than 60 years. WBC has earned a reputation as 'owning' THE best junior program in the State, if not the country. It is a reputation built on all the above mentioned principles - it is a Club where people want their children to play & they do so because of the safe, health and happy environment as well as all the best practice standards that are entwined in the Club. Such philosophies flow through to the Senior arm of the Club. Not once have we had an issue involving prejudice of any level. It is simply not tolerated. Everyone is made to feel part of our Club. WBC is run on the back of a dedicated volunteer structure. Apart from our respective Summer & Winter club coaches everyone else offers their service free or charge. And, that factor the Club feels is not included or not given enough recognition or weight in the proposed Active Monash Sports Club Framework. While the WBC supports all the tenants of every sub section of the framework the challenges of a volunteer-based Club are considerable. And, those challenges have become even greater given the sad arrival of COVID19. Many of our volunteers have been forced to wind back or withdraw their support because of time constraints of their work or their work has changed or they no longer have work. While things ideally sound great and are indeed to be applauded, but in practice they are simply not all possible. They are not possible because our Club is diametrically opposed to them, but purely because there is not the volume of people to activate all the desired changes. Sponsorship is always a tough grind, more so now because of the incredibly tough economic climate we find ourselves engulfed. The Club relies heavily on the sales generated by canteen & bar sales to sustain itself. It should be noted that such money is redirected to provide the best possible coaching and playing conditions for aspiring players, whether they be junior or senior. As an isolated example, the WBC would never be able to obtain the "Gold" status in the Priority Area: Healthy & Resilient. We feel this is grossly unfair as our Club abides by all the rules set out by Good Sports in the responsible serving of alcohol. There has NEVER been an alcohol related incident that has reflected badly on the Club or required police intervention or action. Our Club does provide healthy options in its canteen and they are readily evident, but again the nuances as well as the availability of people to solely provide what is considered a Healthy Eating plan is not viable. So, once again under this framework, the WBC would not be able to achieve Gold Status. While we continually strive to provide best services the effort required under the prevailing volunteer backdrop makes that night on impossible. Also, eating and drinking are personal choices - you can provide the best dietary meals, but people may simply prefer a hot dog & can of cola. The Club does not feel it should be disadvantaged because it offers such a choice. WBC provides free uniforms for most of its junior players at the entry level (T-Ball and Rookie Ball), but the cost of this continues to increase and it can not always be carried by the Club. There is a supply of second hand tops and trousers available to all players, but again these costs in terms of repair and replacement are constant. WBC does provide a tiered fee structure that accommodates students, families with multiple siblings. Players who fall on hard times are always looked after - the Club treats every player as part of its extended family and if that means reducing fee costs or implementing payment plans it is something we do without hesitation. As previously mentioned WBC is an all inclusive Club - no one is ostracised because of their personal preferences. As the sign says at the entrance to our club, WBC is a Club "Where everyone comes to play". We have men & women's teams, we have girls and boys playing together in our Juniors; we actively encourage it when we go into schools & send out fliers. The Club doesn't believe, however, that it should be disadvantaged in obtaining Gold status in this category if we haven't a LGBTIQ person involved through zero fault of the Club. It would seem to us that many of the Gold Status tiers are unobtainable through no fault of the Club. WBC looks forward to working with the Monash Council in achieving a fair, reasonable and balanced Sports Club Framework that benefits everyone involved without being

	<h2>Written Submission</h2>
	<p>disadvantaged through no fault of its own. Unfortunately, my current personal situation, which is known to both Belinda &amp; Alexa, will not allow me to participate in tonight's web hook up. I'm more than happy to expand or discuss all of the above points. Again, thank you for providing the WBC the opportunity to discuss the Sports Club Framework within Monash Council.</p>
yes	<p>Hi Belinda, Just passing on a note of thanks for hosting last Thursday, and the way you handled and responded to a couple of obnoxious and ignorant questions. I think the document and framework is an ideal policy benchmark that Monash clubs need to strive by, though achieving all levels by all clubs may be a bar to high that they council is striving for, despite the best endeavours of clubs. Maybe some sections need to be expanded - Im still perusing the document and submit feedback. But I think we will definitely be seeking your assistance to achieve.</p>
No	<p>Dear Stuart, Thank you for this email. I have now read the proposed framework and am not surprised that you have had strong negative feedback. The goals and aims for council in the active Monash framework are fine, but how you purport to support clubs in Monash is not helpful at all. Further the measures by which the various status levels are achieved are not appropriate as they do not reflect how clubs currently operate or how they fund their operations. Measures such as alcohol free are ridiculous – people can go anywhere they like for a drink, so are you trying to shift a problem, and how is it a problem for a tennis club that earns around \$1000 from its bar each year, of which at least half is the cost of the drinks to sell??? Or are you just lumping everyone in together because it's easier for council to manage that way? Who came up with the measures in the framework? I can't see that much in the way of consultation with clubs has been used as an input to this, as the framework comes across as a mechanism for council to make everyone else do their work, so council staff can sit in an office, get reports in, tick things off as done and meet their KPIs. Where are the measures around growth in participation and the connection to councils role in supporting clubs get new members (e.g. coordinated marketing to the Monash community about what is actually available to them in the community). You state you want to encourage diversity in participation but council is not recognising the diversity of clubs and their operations in Monash. I have years of pent up frustration here as the former club secretary that had to make tennis club reporting to council fit a framework that was designed for cricket and footy and does not reflect the different teams and structures of competition tennis, which runs year round and has multiple competitions running concurrently. Similarly, council has to be more accountable for managing clubs that don't give it the reporting that is requested. I didn't even get asked for it one year, we are still operating on a previous lease agreement because no-one could find the signed copy of the new lease, and we do not have an asset register for the club. There are many, many basic governance requirements that council does not have a handle on that are probably underpinning the reponses you have been getting. The document states that council wants to capitalise on their investment in sport and recreation. In over 15 years council has not invested anything in the Whites Lane Mulgrave Tennis Club (and in fact we have had to use club funds to repair damage caused by council contractors on the site). You have basically created more work for volunteers - yet another reporting framework that increases the paperwork that clubs already have to do. If council wants to be helpful then it should: Be working on behalf of clubs with the various agencies that clubs have to report to (such as Community Affairs Victoria, Good Sports the relevant sports association, annual reports to council, annual reports to members) to harmonise data capture and reporting requirements so that only one set of reports has to be prepared that meets ALL reporting requirements. Any framework should integrate all the existing reporting requirements/obligations that clubs currently have to do – to streamline their reporting obligations and make it EASY for them to provide the necessary information in a form that can be used to analyse what is happening and trends. Council should also be more clear and transparent about available funding and projects – for example, for over 5 years our tennis club has had an application in to get our last 2 tennis courts under floodlights – haven't heard a thing about this for at least a year (and then all I head was that a nearby club had got funding) – no feedback ever, so that would be nice. I am sorry to make your job more challenging, but frankly I have spent years with strategic and business planning and performance evaluation and review. This includes supervising executive MBA students at Melbourne Business School for major business plans. What I know from that and other executive coaching and support is that when things are really bad, it is very difficult (and time consuming) to provide useful, structured feedback. What you need to understand from that, is that what has been shared is so far away from what is needed you need to go back to the drawing board. The goals and aims of the framework are not clear – you go from a high level of abstraction in the overarching aim of Active Monash, you explain well why sport and participation in the community is beneficial (preaching to the converted, so a lot of dross to get through to get to the real content), you do not put any measures out there around what you would be seeing if “active Monash” was achieved”, you don't describe all the facilities/activities that have a role in achieving those outcomes (and what their respective roles are), you don't then clearly explain the role and contribution that community clubs have in achieving those outcomes, and you don't clearly describe the role that council plays in supporting clubs to achieve those outcomes. You simply propose a framework (like health insurance) that will make everything magically active and participatory if you shake a stick at everyone if they don't do the things in the framework and become “gold” standard, ignoring everything they do governance wise already. You also make a comment about this not being a fait accompli – maybe it is and maybe it isn't, but I have participated in quite a few of the consultations about sport (more specifically tennis) over the past few years, and I can say that I am struggling to see a connection between any of that consultation and the framework that has been proposed. So, overall it is not surprising that you have had some pretty strong feedback. As I mentioned, I do a lot of work in standards, framework strategy and review and evaluation. One of the things that stands out quite strongly to me is that you do not have any alignment across the clubs and key stakeholders that you need alignment with to get successful outcomes, around what a successful Active Monash looks like. You need to consult with the community specifically on this (possibly for each sporting code/type of club) and then agree on the measures that would be used to evaluate performance. Performance measures should be agreed before you start designing solutions, as they are a key input into evaluating whether certain things should or should not be done (on the basis of their ability to support successful achievement of desired outcomes or not). I highly recommend the text below – Bernard Marr is probably the best author I have come across for KPI's and in particular the section where he talks about how to go about measuring performance of a portfolio of activities (e.g. a limited bucket of money available that has to be allocated across more activities than can be funded, which is typically the case for government). I am sorry this email got so long in the end, but I am happy to talk this through if you have any questions, but hopefully it helps you with some insights into why I think you have received the response you received and some ways you might want to think about moving forward. I have copied in Robert Davies as he has been helpful with our tennis club in the past and thought he might be interested!</p>



	Written Submission
neutral	<p>RE: Sports Club Framework 2021-2026 Summary: Whilst I applaud the efforts to increase the potential for attracting more participants to local sports and clubs and raising the bar of which they currently are being used, I however see many factors to this proposed framework that will do the opposite. The bars that are set, how are they judged, by whom and by what criteria of result ie: it was tried but achieved no result. Our clubs are run by volunteers, they aren't paid, they donate a lot of time for their part on the committees or other volunteer roles that are required to run a sports club and not only Rovers but from all accounts all do a fantastic job under what can be very stressful, and time consuming roles. Getting volunteers onto a committee isnt easy and whilst it's personally rewarding, advertising these roles and attracting new volunteers comes with the flip side of everyone knowing how much work is involved and required, and all in private time away from family or in business hours. Our League Delegate meetings always table Volunteers both new and retention as an issue. Adding to the responsibilities within this proposed framework, if aren't met will be punished in terms of punitive damages only adds to the discouragement of joining a committee which is contrary to "Benefits to Clubs" second point : "Increase pool of volunteers" Not to mention the stigma to a club that may say..... miss a date to submit some criteria.... a far reaching punishment for something easily re prioritised by a volunteer that may have more important issues to attend to at that point in time in their lives. The punishment, and that's how the few of us that have discussed it see it, far outweighs any enthusiasm to be a part of a committee under such scrutiny. I think there are things to improve on and do better, but there are already many things covered in the criteria which are set by Monash and the Leagues we are affiliated with and play under that we currently abide by. I would be more than happy to discuss what we do currently. Points of concern: Alcohol and Drugs GWRJFC already have Drug and Alcohol sessions facilitated by SALT funded by the club and we have a 100% no drug policy. The 100% banning of alcohol if not implemented across the whole of Victoria will only drive social families to other municipalities that do allow it, or will detract from the friendly socialising type environment we currently have. We don't want football to become like basketball where there is very little if any community bonding and socialising. Like it or not alcohol not only helps with financial support but it is a huge social mechanism. We already abide by the Serving of Alcohol and have RSA personnel doing so. Having a drink on a Sunday night after all games have concluded is part and parcel of socializing. By the strong numbers that turn out on a cold Sunday night and alcohol sales support this socializing. Furthermore i can't recall any issues whilst i have been at the GWRJFC which is 8 years now that has been a result of alcohol on a Sunday night post match socializing. I actually think its discriminatory to ban alcohol from such events without any factual negative reasoning to do so. Environment Bronze and Silver are already for the most part under way, what can be done better is having specific designed and coloured wheelie bins for Glass, Recyclables and Rubbish. Gold, again more organizing by someone, as a league we already have 6 of our 14 rounds specific to a cause that requires special organizers and that's just for the rounds. In addition we hold fundraisers, attend schools and fetes, hold a round at the MCG for Auskickers, do school incursions to mention but a few things. Adding more activities in gold is more work required with pressure for results. Worm or Compost Farm: something else requiring regular attention, not secure, easily vandalised, it will be overloaded in no time, not really a Gold prerequisite in our book. How about some picnic type benches around the grounds with some native vegetation and soft Sails for cover. Growing Membership A Membership officer is essentially the registrar and the Welcoming Officer is really the committee and or coaches and or team managers which cover all of the Bronze. Silver and Gold whilst offering inclusivity will vary pending the sport, so how will that be measured, we offer and cater to all but only get A typical demographic so how is that judged. I trust this feedback is constructive and helpful, and am available by direct email or phone contact to discuss anything further. I look forward to hearing how the forum goes and ask for the minutes to be sent when available so we can share all this with our committee. Best regards,</p>
neutral	<p>I took part in the Zoom meeting held on Wednesday 10th of June representing Glenburn Tennis Club. I must confess from the outset that I am not a big fan of this type of interaction but I understand there is not an alternative at this time given the pandemic. Putting aside the technical problems on the night and losing contact for some time, it seems that the council is trying to kill us with bureaucracy and red tape. Over the past 2 years we have been subjected to numerous audits , surveys and filled out umpteen questionnaires and taken part with the other 16 tennis clubs in the forums organized by the council. I feel the council knows more about us than we do. The tennis club has survived for 40 years with minimal help from the council but a tremendous amount of help and work from our local tennis club volunteers. During the 12 years I have been involved with the Glenburn Tennis Club we have never refused membership to any person of any religious belief, nationality, gender or age and we welcome everybody as equals. With regards to the chart with Bronze, Silver and Gold rankings I for one don't understand how to interpret. Perhaps given all the information the council already has on file on our club you could work out our ranking for us? Maybe an alternative to all these KPI and colourful charts the council officers could actually visit the clubs and talk to its members and find out what's important to them or put out a chart and ask them to rate the council as either Bronze, Silver or Gold ? Best Regards</p>

	Written Submission
neutral	<p>The Waverley Park Hawks Junior Football Club (WPH) is delighted to have the opportunity for input and feedback on the draft framework on behalf of our players and families. We value our partnership with City of Monash and look forward to that continuing with our players, families and the community benefitting from and contributing to a fair and equitable framework. As a strong and vibrant junior club and Auskick centre, we believe in building a strong, diverse and inclusive culture. As with many sporting clubs and organisations, we rely heavily on volunteers and parental assistance and any assistance from Monash Council in relation to the operations of our club and facilities and future sustainability is most welcome. <b>Current Status</b> In digesting the proposed framework, we are confident that in many if not most areas, WPH either meet or are progressing towards meeting the criteria for elements within each of the 'Priority Areas'. It is hoped that the final framework will contain realistic and achievable standards for clubs to aspire to fulfil. We are sure it is appreciated that the running of a sports club at a junior level has its challenges at the best of times. The current Covid19 environment has provided new and different challenges of its own, some of which will be far reaching and long term. Fee relief for clubs for 2020 has been most welcomed and appreciated, but also understood as a likely 'one off' occurrence. WPH continues to hold a strong financial position but we are mindful of remaining vigilant in maintaining sustainability and opportunity. What flows from the current Covid19 environment for clubs in the short term is not completely known, but needs to be considered in the context of the proposed framework. <b>Observations</b> Participation Levels: The AusPlay data illustrates a situation in junior sport that has been of some concern for WPH for some time. Whilst the amount of teams fielded by our club in recent years has been somewhat stable (albeit in slight decline), the number of male players has seen a noticeable drop, girls on the other hand have had major growth. Club Subsidy Eligibility Scale: While we are generally supportive of the timeframes described and find them reasonably placed, we would request that they be pushed back one more year to allow us to manage through the COVID 19 environment, which has significantly impacted the club this year and is expected to do so next year also. One clear goal of any club is to reduce costs on an ongoing basis. Whilst 'Gold' standard would be the common aim, falling just short to any of the lower levels, despite potentially working at capacity to achieve 'Gold', results in a significant increase in fees at all lower levels. At almost double, we see the differential in fees between levels as too great and disproportionate to the difference in level requirements. We also see that despite best efforts to obtain and hold Gold level if this is not reached, the increase in fees will subsequently mean WPH will have no choice but to increase in membership to cover the difference. This will then have an opposite effect to what the framework is trying to achieve which is an increase in participation. Elements within 'Priority Areas': It appears largely a good mix of elements listed as indicators within the framework, spanning administrative, social and cultural aspects. There are some elements though that we would like to see differ from the draft. Some examples would be the requirement to have a compost or worm farm, which we imagine would be more problematic than productive in the case of seasonal user licensee club. A more suitable request might be to have the club participate in something like clean up Australia day activities etc. A balance needs to be struck between food and drink options offered at a canteen that are both appealing, but responsible in nature as far as good health and nutrition is concerned. Incorporated in this area would be some diversity according to culture in respect of food offerings and we are developing that currently. This overall is an area our club is particularly interested in exploring further. To be a completely "alcohol free club" in theory is noble, but not practical. Served responsibly, alcohol and the social nature in which it is consumed forms part of the social fabric and also adds to the ability for volunteer clubs to raise much needed revenue. Our club for instance, recoups approximately half the cost of fielding teams on a per player basis from membership fees on an annual basis. <b>Recommendations Fees</b> It is our firm view that the scale of rise in fees over the notional 5 year period is excessive and disproportionate to any intended and tangible incentives. If a club reaches 'Gold' level, they maintain their current level of fees, but falling one level short results in a doubling of fees. <u>Recommend revisiting of fee increases.</u> <b>Level Elements</b> Whilst committed to environmental sustainability, the problematic nature of compost and worm farm approach suggests that even if achievable to establish, difficult to maintain without associated issues. <u>Recommend alternative means of enhancing environmental sustainability.</u> Nutrition and sugar reduced offerings definitely worth pursuing. Perhaps coupled with increased buying power (league/Council facilitated) for usually more expensive but healthier options for clubs to explore, could be education via community health organisations. <u>Recommend investigating collective actions as leagues/competitions with assistance from Council sport and recreation staff.</u> For the majority of clubs, the ability to responsibly offer alcohol as an option contributes to the social fabric of clubs, but more importantly, a key revenue source in trying to establish and maintain viability. Recommend replacing the alcohol free club element with regular education and responsible service programs. We would encourage not only a continued focus on gender equity and respect, but more opportunities for clubs to develop in that space further. <u>Recommend continuing of current and further programs.</u> Overall, whilst we consider the proposed framework to be an excellently motivated piece of work, a noticeable omission or lack of focus is what is offered by way of incentive(s) compared to what is levelled in the event clubs can't reach any meaningful level during the next 5 year period. That is, clubs are encouraged to aspire to a high level (Gold, Silver, Bronze) by virtue of the threat of vastly increased fees, rather than reward for what will be considerable effort for clubs and their members and families. <b>Summary</b> Proposed fees modifications are too high and have a reverse impact on the club with a requirement to increase membership fees if gold level not achieved despite best effort. A number of the elements proposed would reduce the ability for the club to maintain required levels of income via fundraising events which again would result in a requirement in increase fees to our members. We believe there should be more tangible incentives to achieve the gold status, as opposed to penalties for not achieving them. Assistance from the council in accessing the diverse cultural communities of the area needs to be considered. Having it as part of the framework is one thing, but from our experience (we have been trying) this is easier said than done.</p>

	Written Submission
no	<p>Dear Stuart, Paul and Steve, I am writing to you today on behalf of the Emmanuel South Oakleigh Cricket Club ("ESOCC") to voice our concerns regarding the draft sports club framework proposed by the Monash Council Recreation Department. We understand this is in it's draft phase and we appreciate the fact that feedback is being sought from clubs in the community. However, on the back of our attendance at the Zoom meeting on Wednesday 10th June, we are concerned that some aspects of this may progress to the final version. This would be detrimental to not only ours, but all local sporting clubs. One major concern is that the framework penalises clubs that are not alcohol free. Bar sales at ESOCC are a contributor to revenue, however, they are not our main or only source of revenue. The financial results for the 2019/20 season showed that bar sales only offset the cost of keeping the lights on and gas running in the clubrooms! Our club is proud of and advertises the fact that we have the top level of Goodsports accreditation in liquor management (Level 3) and serve alcohol responsibly, we even have a Goodsports Award for each of our teams for a player that shows the true spirit of fair play and sportsmanship. The main concern for us is the impact of removing the bar from our clubrooms would have on the social side of our club. There is no doubt in our mind that this would result in members leaving the club. Initially this would likely be senior members and then subsequently junior members that choose to play elsewhere due to the better senior opportunities. Players, parents and members of ESOCC see the bar as part of the social dynamic of the club. It is the facilitator for players to catch up and debrief after training or a match, families to come down and feel a part of their local community at our Sunday night match reports and all members to enjoy themselves at social functions. We may be in the business of playing cricket, but we see ourselves more as a social club. In an era where the prevalence of mental health issues is at an all-time high, particularly on the back of COVID-19, the importance of having an outlet, a support network and a sense of inclusion couldn't be more important. ESOCC and other local sporting clubs are more than a place to play sport, they become part of a person's life and what many look forward to during the week. Testament to this is the volunteers at our club that have been there for 10+, 20+, 30+ years and continue to give their time with no expectation of anything in return. It is this reason that we cannot understand why clubs should face financial penalties for not meeting what is an unachievable standard for most sporting clubs. And one that would not be healthy for the City of Monash. A standard that would drive members of Monash clubs to other councils to play their sport. Increasing the fees that Monash clubs pay seems incredibly counter intuitive when comparing this to other encouraged standards such as offering membership options that cater to more disadvantaged community members (which our club does) and maintaining a healthy financial position with diversified income (which our club does). <b>Financial penalties for non-compliance with unachievable standards will result in local sporting clubs going under.</b> How this then translates to the benefits outlined in the framework that include increased membership potential, increased pool of volunteers and increased access to revenue streams and sponsorship opportunities is ridiculous. This is just completely at odds with what will be the reality. It paints a picture of a Recreation Department within the Monash Council being completely out of touch with it's local clubs. Something that we certainly hope the Monash councillors are not. The idea that encouraging clubs to operate without a bar and financially penalising clubs that cannot reach an incredibly high standard of governance will result in an increased number of members, volunteers, revenue and sponsorship opportunities is just nonsense. Following on from this, the suggestion made by Recreation Department staff that this will result in less work for volunteers is just blatantly wrong. The mandatory level of the framework in itself requires two new positions to be created. Following on from this, the club would need to find an environmental champion and someone to actively coordinate a communications strategy. We completely agree that a basic level of compliance must be adhered to for all clubs in the Monash Council. However, it has to be acknowledged that almost every aspect of the framework will result in more work for club volunteers. Already, the number of hours our committee has put into this is showing a strain on all of us. We also agree that some of the other standards would be beneficial to us in working towards being a more inclusive and resilient club. One of our goals in previous years has been to establish junior girls' teams within the club. With the assistance of positive incentives such as association fee reductions and grants, we now field two junior girls' teams and hope to see this one day translate into a senior women's team. The positive outcomes here have been achieved without the "big stick" approach. We understand that the framework is a draft proposal. However, we think that some aspects of the framework are incredibly dangerous to the viability of local clubs and participation rates of sport in Monash. This is why we have chosen to not only provide feedback to the recreation department at the Zoom meeting, but to also write to you. When the framework and those that drafted it preach that they want to work with community clubs to strengthen clubs and sport in the Monash region, but then threaten to penalise clubs for not reaching unachievable targets, it's a real kick in the guts for the members and the volunteers that devote so much time to their clubs. We embrace certain aspects of this framework and would like to work with council to achieve a shared vision, anything that increases participation in sport throughout the whole diverse community has got to be good for all, the big challenge is finding the right way to make this happen.</p>
Yes	<p>Sorry, I meant to do something about this yesterday. This WFH just seems to make life very busy. First, totally support the Monash Sports Club Framework. THink it is a great idea. (I have registered for the session tomorrow night.) Just a couple of questions/comments. Will you add links to the document for all the mandatory items? E.g comply with legislative requirements. There is a lot listed and this would help. Cost &amp; Flexibility. Mandatory - Has concession membership available. As an association, we have a team fee, not an individual fee. How do you envisage this working? Playing fees are collected by our CLub and then the club pays the team fees. There is an FAQ that talks about an appeals process but it doesn't really say what it is in the event that council rejects us. Benefits to clubs section, Compliance with Council's Club Framework is expected to have a range of benefits for clubs including: • Increased pool of potential volunteers • Increased access to revenue streams or sponsorship opportunities Just wondering how you think this will work. Is there a cost for the Annual Club Health Check? And what does it look like? Has Council considered the increased costs to comply with this? Whether it be financial or volunteers time to implement this plan I am sure more questions will come out of tomorrow night.</p>
neutral	<p>Hi Stuart , Thank you for your email to all clubs, My name is (Removed) and I'm currently President of Ashwood Cricket Club, which is part of the Ashwood Sports Club running football cricket and netball, we have around 400-500 Members . Personally I have no doubt you are very genuine, I want to thank you for reaching out and for your words. I think everyone agrees that we would love to improve and be aspirational, hold sporting clubs to a high standard , walk hand-in-hand with council in the city of Monash. There are a lot of fantastic clubs, I can only speak about mine that run great community programs for the locals and schools and putting this within a framework that makes clubs and council accountable is not a bad thing. I think that you can uniquely speak from experience if you have resided over sporting clubs and local competitions, out of interest what clubs were you president of and what boards and sporting organisations have you been a part of just to give me context ? This should provide you with a unique insight into the challenges that community sporting clubs in 2020 face. I think one of the challenges and I am happy to be honest as you have, is that the timing of this is sub optimal. Winter clubs are currently grappling and summer clubs will be also with how on earth we get sport up and running and comply with government guidelines, Council regulations, association guidelines, peak sporting bodies recommendations. Once we have an understanding of this, then need to engage with stakeholders including parents, committees, coaches and the multitude of other volunteer workforce that we have at our disposal. We do this whilst also working our own jobs , provide for families, our kids , partners . This does not leave a lot of spare time, in fact I know that the stress levels of committees of trying to get this going will have an impact on our already thinning volunteer workforce. Although I suspect I am telling you stuff given your experience that you already know. I would absolutely love to be able to attend and contribute to the community consultation forum, however I have a meeting every night already over zoom engaging club stakeholders , I have another one with the supplier Thursday morning, then a meeting with the bookkeeper Friday all related to a sporting club, so trying to prioritise and balance things is again difficult. So in principle I am supportive of what council is trying to achieve, I also believe we are doing many of these things already at my club. To answer your question about what support the clubs need from council: Immediately would say they need help and practical support ranging from doing audits and assessments of sporting clubs to ensure they comply with the multitude of requirements in returning clubs to sport. This help could come in the form of a council officer auditing and providing recommendations , doing risk assessments of clubs facilities, what to do if your outbreak occurs within your club, Signage club should be using bulk sanitiser suppliers through council to help with purchasing options would then ensure that the pressure on volunteers is alleviated and there is continuity across the whole city of Monash. I apologise if such a program is already on offer and I'm not aware of this, if it is then I applaud the support in place . The above are just examples , I know a lot of this information is available on government websites for the summary from local government on how to implement I think would be helpful for Monash clubs to receive the latest communications and changes regarding this which are weekly . Trying to focus on long-term projects when clubs are literally fighting for their survival, fighting to retain relevance and members, volunteers and committees will just walk away because of the stress of it all if we're not careful. To then ask the same volunteers to invest energy into another program like the Monash framework is difficult, despite the programs aspirations aligning with our own. I sincerely hope the above has been helpful, I am writing it as I do care about the health and well-being of clubs and I also respect that you are trying to achieve the same thing. Again thanks for taking the time for reaching out, it's always appreciated and so is the direct communication. Regards</p>

Written Submission	
neutral	Hi Stuart It would be really helpful if you could just confirm one thing for me as I read through the document. What do you mean by 'fee subsidies'? This is not something I've ever heard of in relation to our tennis club so I'm not sure if it's relevant to us. Thanks
Yes	totally support the Monash Sports Club Framework Just a couple of questions/comments. Will you add links to the document for all the mandatory items? E.g comply with legislative requirements. There is a lot listed and this would help. Cost & Flexibility. Mandatory - Has concession membership available. As an association, we have a team f There is an FAQ that talks about an appeals process but it doesn't really say what it is in the event that council rejects us.ee, not an individual fee. How do you envisage this working? Playing fees are collected by our CLub and then the club pays the team fees. Benefits to clubs section, Compliance with Council's Club Framework is expected to have a range of benefits for clubs including: <ul style="list-style-type: none"> <li>• Increased pool of potential volunteers</li> <li>• Increased access to revenue streams or sponsorship opportunities</li> </ul> Just wondering how you think this will work. Has Council considered the increased costs to comply with this? Whether it be financial or volunteers time to implement this plan Is there a cost for the Annual Club Health Check? And what does it look like? I am sure more questions will come out of tomorrow night.
Yes	Just passing on a note of thanks for hosting last Thursday, and the way you handled and responded to a couple of obnoxious and ignorant questions. I think the document and framework is an ideal policy benchmark that Monash clubs need to strive by, though achieving all levels by all clubs may be a bar to high that they council is striving for, despite the best endeavours of clubs. Maybe some sections need to be expanded - Im still perusing the document and submit feedback. But I think we will definitely be seeking your assistance to achieve. Kind regards
neutral	Trust you're well, and continuing to stay safe. Thank you for last night's forum. This is a significant shift in the structure of operating pillars for Community-based Clubs, in the CoM. That does'nt mean it is unacceptable. Should the Framework retain the majority of its thrust, it means that Community-based Clubs in the CoM will have to 're-shape' the way we operate. And therein, lies the challenges.....some will be able to adopt and adapt, others will struggle. As Council know better than anyone else, and Tony mentioned last night, the diversity in the composition of Community-based Clubs, in the CoM is vast. I sense it will be difficult to apply a 'one-size fits all' because of that, and variations of the core ethos will probably have to be determined. Interesting times ! We look forward to the next forum, and now the ice has been broken, I think it will be great to be able to submit enquiries prior to the next discussion. We look forward to the instructions on how to go about that, in due course. Thanks again.