February Committee Meeting held on: 6/02/2025 18:30

## Attendance

Cherie Theyers Rachel Morgan

Ian McKinnon Rebekah Brown

Ian Crawford Caitlin Slack

Kirsty Lewis Melissa Adams

Sangay Dorji

Meeting was a general committee meeting held through Teams.

1. Apologies
   1. Angus Crawford, Tycho Neumann, Byron Boucher
2. All Committee Brief – Vice President
   1. Following is the address to the committee provided by the VP
   2. Thank everyone for attendance
   3. value your time and appreciate the opportunity to get the integral members of the club together to build towards a better future. Hopefully the teams link has made it easier and more accessible for some to attend
   4. I’ll just take 15 minutes of your time, we won’t be stopping for questions or comments here, so make notes to shoot to me in an email at the end if needed.
   5. We’re getting close to 6 months into this committee’s tenure and I’ve been watching (in the non-creepy way!)
   6. I want to start by saying we are all volunteers. Many of us have paid employment, families, lives, health conditions and just day to day battles that are the joys of life. We are all human. We all have our limits. We all make good and bad decisions. We are all (minus Lizzie) legally recognised as adults.
   7. As I’ve watched, read, listened and compiled resources and information, I’m extremely heartened by some things and a bit flabbergasted at others.
   8. Am I perfect, no. Do I understand absolutely everything that happens at the club, absolutely not, am I willing to learn and have a genuine interest in everything you all do? Absofreakinglutely. I am human which means I am imperfect and I’m not afraid to say to any of you – ‘I don’t know, please explain that to me’ or ‘I don’t think I have all the information – I’ll get back to you’. I hope all of you feel comfortable enough to do the same. This is not a make stuff up (MSU) operation. If you don’t know, ask, if you’re not comfortable to ask the relevant person, come to be and I’ll do it for you or with you.
   9. I trust (as does Cherie) that each of you are doing your duties as committee members whether as volunteers in the extended committee or those who hold positions they were voted into. You all have expertise in your area. You are all legal adults. You have all signed up for your membership for archery Australia and ticked the ‘I agree to the Terms and Conditions’ box which, when you actually read it does say you’ll abide by all the AA Policies in addition to the Assemble terms and conditions of use statement.
   10. Ticking that box means you accept you will act in a way in which represents yourself, the club and the sport as good human beings.
   11. What I’ve seen a demise in recently is the embodiment and expression of these respectful behaviours.
   12. Cherie provided Committee members with their duty statements back in October, seeking input so that the executive committee could shape their positions and work with all of our extended committee members to truly capture what each of you does for the club and so we could streamline our efforts. Cherie got no documents back.
   13. I asked the Committee to contribute to the club values and behaviours statement after liaising with their groups and others at the club. I received nothing back.
   14. So, I’ve updated all of them. You will now all be provided with (after this meeting) a copy of your Role Description and the Values and Behaviours statement for Tuggeranong Archery Club. You will need to provide your signed Role description back to Cherie or myself prior to the next committee meeting (electronically is fine!)
   15. This is we all have a transparent, specific, measurable role description and we can hold each other accountable. It is also acknowledgment that as committee members, you are expected to be exemplars for the club in your behaviours and values. This will be rolled out to all members of the club, but take this as me, communicating to you – you will be held to these standards.
   16. I’ll read you the expected values and behaviours document now (hopefully also on the screen).
   17. Where we have breaches of the values and behaviours, we will be dealing with them swiftly and with the support of AA and Sports Integrity Australia as needed. We are all equal, no position is higher than any other when it comes to accountability for your own actions.
   18. We remain open to feedback and improving our processes, procedures, support and functional business practices to improve the club and this includes supporting you.
   19. If you are struggling, PLEASE REACH OUT. I’ll accept communication in the form of spoke and written words, phone calls, emails, messages, interpretive dance, smoke signals, morse code, paper aeroplanes and carrier pigeons.
   20. We cannot help you if we don’t know. We cannot support you if you don’t share. Let’s build our embarrassing moments and knowledge gaps into points of strength rather than use them to inflame situations or place shame on others.
   21. I’ve been part of this club on and off since I was 13 shooting in a paddock at Rose Cottage. I have been given opportunities as an archer, coach and human being at this club that I will never be able to express my thanks for and I want every person that comes through those gates to walk away from this club thinking ‘geez, that was actually kind good’. We are all united by our somewhat bizarre love for archery in all its forms. Let’s keep that at the forefront of our minds, no matter what kind of archery you do or support.
   22. I’ll stop taking up your time now and let those who need to jump off disappear, we won’t have questions or comments now, but please put your thoughts into writing, read through your role description and the values and behaviours and get your responses back to us. We’re open to feedback on them if you feel you do more, less or don’t understand something on your role description, please get in touch.
   23. We appreciate all you do, we see the great potential in all of you and in turn the club through your dedicated volunteering and ongoing support to myself and Cherie. Thanks for your time.
   24. 2 minute pause for all to jump out if needed.
3. Previous Minutes.
   1. January accepted without additions
4. President’s report
   1. Youth Nationals, meeting last week with Technical Director
      1. Currently 110 registrations.
      2. Medals being organised
      3. Another meeting being organised
      4. Food vendors organised
      5. Logos done
      6. Compound faces required
      7. Tee shirt sample printing next week
      8. Tobas Archery to be contacted
      9. Tim Allen AA paid sponsorship
      10. Entries close 28 February
      11. Most teams in
      12. Some officials waiting
      13. Signage is back
      14. Presentation dinner booked, caterer, photo booth, MPs
      15. Welcome to country organised
      16. Map and Club Open times to be distributed
      17. Bhutanese have moved an event that would have clashed
   2. ACT field currently has 25 registrations
      1. Unmarked field maps to Judges, Range check next Friday
   3. Invictus Day 22 March, email to go to ACT coaches
   4. Supported Duntroon Family Open Day, about 300 kids and TAC coaches
   5. AA fee increase from 1 February
   6. Some fees were incorrect in Assemble, AA has remedied
   7. All fobs being turned off day after membership expiry
   8. All fobs not registered have been turned off
   9. Mens Shed meeting next Thursday
   10. Looking for new Hall Manager: Cherie currently looking after computer, Bek may be available from March
5. Treasurer’s report
   1. Some hall users behind, will send out reminders.
   2. Need to check some bookings
   3. Our targets were not damaged at Nationals, other club’s were
6. Registrar’s report
   1. Suggested that Registrar and Recorder need to be the same person due to Assemble
   2. One of the Duntroon families joined on the following Sunday
   3. Some discussion about “Beta” mode versus “Original” mode in Assemble
7. Decisions between meetings.
   1. Covered in President’s report, no other decisions
8. Youth Nationals covered in President’s reporting
9. Expected values covered in VP Report
10. Working Bee
    1. Cherie can set up info session via email and facebook for helping in events
    2. Outstanding Items list to be created and prioritised by Cherie and Kirsty, including field and club target butts
    3. Bunning’s Card needs to be re-issued, was in Steve’s name
    4. Tractor to go to Botar for repairs?
11. General Business (around the table)
    1. Caitlyn, Masters Games
       1. 20-24 October this year
       2. AACT + 3 clubs
       3. TAC Marked Field, Thursday night indoors, Weston clout
       4. Registrations are open
       5. Fencing being held in the hall
       6. Facilities check, trying to reschedule from April to May
       7. Organising staff asked to come to come-and-try: good idea
       8. Masters as per AA guudelines, different to previous, causing some backlash
       9. Check calendar
    2. Melissa
       1. nothing
    3. Ian C
       1. Asked about who is maintaining club calendar: Phil Ledger
       2. Will contact about some issues: Monday nights, Invictus, SCA
       3. One of the fans inside hall is not working
       4. Outside lights not working
    4. Rachel
       1. Glen looking at something
    5. Cherie
       1. Electrician coming to look at outside power, will look at lights, and maybe fan
       2. Get some solar lights in the interim
       3. Multiple alarm resets have been needed recently
       4. Potential trophy for club monthly handicap shoot
    6. Kirsty
       1. Perhaps security signage needed for work room?
       2. Include in induction process, add laminated sheet to canteen sign-in book perhaps
       3. Update sign in book
       4. Perhaps a more organised walkthrough when handing out fobs
    7. Bek
       1. Nothing more
    8. Sangay
       1. 15th Feb working bee to replace carpet and safety improvements (clash with state field)
       2. Parking issues: notify of events
       3. Ask about Bunnings discount card: advised staff discounts are normally more
       4. Traditional Archer has sent thanks for support for new range
       5. All memberships/fobs reactivated after holidays
       6. 1-2 March event
       7. Extra Toilet needed for Hybrid event 15-16 March
       8. Difficulty meeting on Thursdays, but that is best for rest, consider sending another rep along
       9. Reminder to members it is a non-smoking range
12. Next Meeting first Thursday of March: 6th @ 6:30pm
13. Meeting Close 7:57pm