

In accordance with the provisions of Rule 62 of the constitution it was moved, seconded and carried at the Board of Management meeting held on Monday, 29 September 2020 that a by-law be made to read:

## ***By-Law No. – Seventeen (17).***

### ***GUIDELINES FOR LIFE MEMBER NOMINATION & SELECTION***

Club Constitution Rule 11 allows for up to ten Life Members. The Constitution requires the Board to appoint a committee of four (4) members to submit recommendations to the Board of Management for consideration of a new Life Member to fill any vacancy. The Board is not compelled to fill a vacancy unless there is a candidate who meets certain criteria.

Following are guidelines to inform the Boards and any selection committee it appoints.

#### **SELECTION COMMITTEE**

The selection committee appointed by the Board should comprise:

- the Club President
- The Club Secretary
- two Life Members

#### **CRITERIA**

Essential criteria in the Constitution include:

- minimum period of membership of Somerton Bowling Club Inc. - ten (10) years
- minimum period of service to the Club – seven (7) years

The following supplementary criteria also apply:

CRITERIA 1	Contribution to the <b>leadership, coordination and management</b> of the club through Board/Committee or other formal roles
CRITERIA 2	Contribution to the <b>establishment and maintenance of physical club assets</b> (external and internal)
CRITERIA 3	Contribution to <b>club services and support</b> (eg generation of funds, sponsorship, well-being of members, coordinating Night Owls and social bowls activities, bar volunteer work, etc)
CRITERIA 4	Contribution to <b>club sporting performance and endeavours</b> (eg coaching, playing, selection, etc)
CRITERIA 5	<b>Standing and reputation</b> within the club (reputation, loyalty, integrity, personal conduct)

## EVALUATION PROCESS

The preferred method is for the selection committee to:

1. Scan potential candidates from a full up-to-date list of all members who meet the minimum period of membership criteria described above
2. Shortlist up to five candidates for evaluation against the supplementary criteria described above
3. Each selection committee member independently ranks each of the shortlisted candidates, from highest to lowest, under each criteria. Highest rank is number of short listed candidates (say 8 if there are 8 candidates) through to the lowest rank being 1. Under this scoring method the highest score indicates the highest-ranked person and therefore the most successful in each category. It then follows that the candidate with the lowest total score across all criteria is the least successful. Equal ranking is allowed where two or more candidates are inseparable (eg two people could score a second ranking).

It is possible that several of the leading candidates scores may be close. It is advisable for the selection committee to then conduct further discussion to finalise the selection. To break any deadlock, preference should go to a candidate who has held a high-level official club position (President, Secretary, Treasurer) particularly having regard to length of service in that role.

It is also important that any Life Member candidate should meet a high benchmark score. The position does not necessarily have to be filled simply because a vacancy arises. Indeed, candidates need to achieve a high benchmark for elevation into the Life Member ranks. This will ensure quality candidates are consistently appointed and the value and standing of the Life Member position is optimised within the club. Any successful candidate should therefore achieve a benchmark score in the vicinity of 17 or above. The discussion phase of the scoring process allows some inbuilt flexibility around this but a candidate falling well short of the benchmark score should not be elevated, simply by being next on the list short-list.

Brian Trout

Secretary