



Brisbane and District Ladies' Golf Association Inc

Strategic Plan 2021 - 2025

Mission Statement

In line with Golf Australia's Vision 2025: The Future of Women and Girls in Golf, the mission of the Brisbane and District Ladies' Golf Association is to welcome, nurture and empower female golfers of all ages to achieve their goals. The association aims to be engaging and accessible to all of its members.

Objectives

As in the BDLGA Constitution 2020 (Clause 2.1.1), the Association will:

- foster, encourage and promote golf for women and girls throughout the Association's District
- Affiliate with Golf Australia and other such bodies as the Association deems fit
- Abide by the rules regulating the conduct of golf
- Comply with course rating and handicapping systems as determined by Golf Australia
- Form and register zones within the Association as necessary
- Control and regulate Association Championships, matches within the Association and matches with other Associations
- Foster a safe, fair and inclusive environment, encourage a sense of community spirit and social interaction and ensure that all members receive equal treatment
- Do such things as are incidental or conducive to the attainment of any, or all, of these objects

Values

- The Brisbane and District Ladies' Golf Association will:
- Be transparent and accountable in its decision making
- Be honest and fair in its dealings with members and all stakeholders
- Be committed to ensuring a safe environment for all participants
- Promote good sportsmanship and keen competition
- Encourage members to have pride in their association, its history and traditions
- Efficiently manage the association's finances
- Ensure an atmosphere of friendship, civility and respect for all, whereby members enjoy and value their membership
- Provide quality communication with members and fellow stakeholders
- Develop and practice good governance which is based on current legislation



Vision





Management Committee

Current Practice

Hold regular Committee meetings and Delegate meetings, as stated in the Constitution

- Maintain and update the BDLGA website and Facebook page with information for all BDLGA members
- Keep accurate records of all meetings and correspondence
- Lease property to safely store Association documents and goods
- Respect the confidentiality of information gained in any BDLGA interaction
- Maintain a current Code of Conduct for all BDLGA events
- Are committed to attend all committee meetings
- Are committed to respond to all committee points of discussion, either face-to-face or via email and other IT, advancing the discussion where possible
- Respect the opinions and feelings of others at management meetings
- The President is an ex-officio member of all Association Sub-Committees
- Decide questions in dispute, relating to the BDLGA, submitted for its decision by a member of an Affiliated Club or a person impacted by a BDLGA event (eg parents at a Junior event)
- Organise Tournaments
- Organise Pennants
- Organise Junior Tournaments (Sarah Jane Kenyon, Katherine Kirk/Junior Jug) and Junior Championships
- Support and coordinate Special Events (Meg Nunn, Halcyon Cup)
- Liaise with Golf Australia and other Queensland District women's Associations
- Where possible, two Management Committee members attend the Women's Open Day of all of our member clubs, wearing their BDLGA shirts. Cost of fuel and entry fee recompensed by BDLGA
- Support Gold Coast District with administration of the Halcyon Cup



Future Strategies (as recommendations)

Each member is to be prepared to take an active role as a Chair, or as a support person, on a Sub-Committee (ie Tournaments, Pennants, Juniors)

- Recommend that all Management Committee members complete the online Certificate1, or higher, on The Rules of Golf. Develop a working knowledge of golf and of golf governing bodies in Queensland
- Each member, annually, contacts member clubs to encourage new membership on the BDLGA Committee
- Form a temporary Match Committee, of two committee members, to be present/available at each of our tournaments and Pennant matches. Advise players beforehand that any disputes will be handled by them
- Pay particular attention to our affiliated country clubs and have a committee member attend all country Open Days, if possible
- Have a mentor system for new members of the management committee
- Organise, and subsidise, golf clinics for members (including beginners and seniors)
- Include and Q & A session at all delegate meetings
- Identify “good news” stories from tournaments for website/Facebook and Golf Australia newsletter to promote the Association
- Draft a marketing/media/social media strategy



Tournaments

Current Practice

Establish, and maintain, BDLGA golfing Tournaments and Special Events

- Arrange courses, dates and cost
- Respect traditions of Special Events by communicating their meaning to members
- Arrange sponsorship and have
- a clear sponsorship policy
- Work towards a full field in all tournaments
- Organise prizes and results
- Oversee the BDLGA merchandise to ensure there is always sufficient for tournament needs
- Liaise with the Treasurer concerning Nomination Fees paid by members for all BDLGA events
- Oversee the BDLGA District Brooch, played at member clubs
- Ensure Standard Conditions of Play are up-to-date, for all tournaments
- Compile a proposed budget for all tournaments and have this budget approved at a Management Committee meeting

Future Strategies (as recommendations)

Investigate digital models of presenting and recording tournaments

- Offer opportunity for new, less-experienced golfers to participate in BDLGA event



Pennants

Current Practice

Arrange courses and dates

- Distribute information to clubs and call for nominations
- Compile Divisions and team numbers
- Prepare Draws
- Create email list of players
- Communicate with clubs throughout the season
- Arrange presentation of Pennants
- Oversee stock of Pennant flags and merchandise

Future Strategies (as recommendations)

Develop a sustainable model for Pennants, that remains mostly unchanged for 2-3 years



Juniors

Current Practice

Work with member clubs to encourage junior players in events and championships

- Ensure that player safety is paramount. This may involve dispute resolution with other stakeholders (eg parents)
- Ensure that Blue Cards are current, for all adults working with junior golfers
- Advise adults and juniors of the Child Safety requirements and policies, as listed on the BDLGA website
- Oversee Selection Criteria for junior players to form a BDLGA team
- With the BDLGA President, select players for BDLGA junior events

Future Strategies (as recommendations)

Create, and run, a Junior development squad

- Offer a “hardship” scholarship for Junior players, in conjunction with clubs – by Application process.
- Use this as a promotion and development tool for promoting BDLGA
- Liaise with Golf Australia on initiatives for Junior, female players



Finances

Current Practice

- Present Profit and Loss Report and Balance Sheet at committee meetings and be available to discuss these documents
- Monitor bank accounts and update financial software with bank transactions
- Reconcile Capitation Fee/Affiliation Fee income from Golf Australia and forward recipient-created invoices
- Reconcile bank accounts
- Liaise with the Tournament Chair for Nomination Fees paid to all BDLGA events
- Apply for relevant financial grants
- Keep a record of all incoming and outgoing expenses of BDLGA
- Present BDLGA budget, Treasurer's Report and Auditor's Report at the AGM
- Organise bank signatory paperwork
- Keep a record of all sponsorship amounts/product values
- Ensure there is an annual, external auditor compliance report
- Subsidise an annual golfing weekend, available to all members, to acknowledge their support throughout the year
- Ensure the BDLGA remains financially sound
- Provide 'goodie bags' for new members, upon their completing a Get Into Golf program and joining an Affiliated Club
- Provide 'goodie bags' for junior BDLGA team members
- Manage Honorarium payments for committee members

Future Strategies (as recommendations)

Advise the Management Committee of the financial availability regarding disseminating funds back to women golfers at our member clubs

- in the form of Grants or Scholarships
- Offer a Grant to women's Committees of Affiliated Clubs – by Application process. Use this as a promotion and development tool for promoting BDLGA



Policies

Current Practice

- Ensure that the constitution and By-Laws are up to date and comply with the current *Associations Incorporation Act of Queensland*
- Maintain a list of Affiliated Clubs and make it available to members
- Annually check on Blue Card status for all adults working with children, in golf
- Ensure all Working With Children policies are current and available on the BDLGA website

Future Strategies (*as recommendations*)

- Liaise with Golf Australia on new policies and procedures affecting BDLGA Affiliated Clubs



Communication

Current Practice

Communicate with all stakeholders regularly, via the BDLGA website, Facebook Page, email or by phone

- Advise members of all BDLGA tournaments and events before the end of the golfing season, for the following year
- Ensure all members are aware of the history and traditions of the BDLGA, such as the Junior Jug, Meg Nunn Salver, Sarah Jane Kenyon Challenge, etc
- Keep channels of communication open and transparent within the committee. Include all committee members in decision making processes, and record this communication (eg email, correspondence, etc)
- Keep contact with BDLGA sponsors and show appreciation for their sponsorship
- Advise all interested parties of any change in Management Committee membership
- Advise, via BDLGA website and Facebook Page, of winners and prize getters in BDLGA events
- Make BDLGA website available for Affiliated Clubs to add their Women's Open Days to the BDLGA calendar of events
- Keep a record of contact details of Women's Committees at Affiliated Clubs
- With the permission of participants, photograph and publish on website and Facebook, activities at BDLGA events
- Personally demonstrate the values of the BDLGA (as in Page 1 of this document)
- Uphold the integrity of the BDLGA by presenting as a professional, respectful and respected organisation
- Maintain a good working relationship with Golf Australia and Golf Australia (Queensland Division) and attend meetings and workshops, if applicable
- Maintain a good working relationship with the BDGA and attend meetings, when required
- Maintain a good working relationship with all Districts in Queensland and attend meetings, when required
- Keep the website current and remove all irrelevant items
- Speak clearly and succinctly, in oral and written texts
- Be impartial and objective
- Be approachable and tactful



Future Strategies (as recommendations)

Compile a Handbook for committee members, of all roles on the Management Committee, to be used for succession to a Chair, or in the event of an unexpected vacancy occurring in any Chair

- Divide the number of Affiliated Clubs and each committee member contacts them with the purpose of asking if the BDLGA can assist them in any way
- Run a workshop for members so that there is a greater understanding of the impact of gender inequality within sports clubs on members, their families and the broader community. Help to identify opportunities to create greater gender equality in golf, where female members are always a much smaller percentage of the golf club community. This may further help to stop the decline of female participation in golf.
- Engage with Golf Australia to become part of the Even Par program, which focuses on female participation in golf
- Be prepared to work with new IT practices and ways of delivering information