

Our Center of Gravity

We create a healthy, surf safe, community service hub with enduring friendships

Our Priorities:

Our Beach is ...	Our People are...	Our Community ...	Our Future is ...
Safe because of our commitment to excellence in surf lifesaving	Aligned in their vision of ONE club.	Has our clubhouse as its physical hub	Healthy as we increase our patrol participants, leaders, educators and surf sports competitors
Safe because of our effective patrolling	Growing through training, education and development	Gives a sense of belonging that extends to schools and other aligned community groups	Strong as we continue to grow our membership, our leaders and develop our junior members into seniors.
Safe because of our strong communications and leadership	Ready with energy and enthusiasm to contribute	Provides connections and opportunities for local businesses	Fun as we grow our social events calendar with a ‘one club’ focus
Well supported with equipment, support services and administrative support	Accepting and open with a strong sense of community	Gives back more than we take	Sustainable as we meet the needs of the present without compromising the ability of future generations to meet theirs.
A great place to be because of our delivery of beach programs aligned with club and community expectations	Respectful and appreciative of all our volunteers, coaches and educational trainers for the work they provide	Is based on trust and mutual respect	Bright as we continue to pursue opportunities to improve the lives of our members and our community
The center for our heath, fitness and wellbeing	Growing enduring friendships, leaders, role-models and mentors	Offers programs and services to support our community needs	

We are:

Our Values are:

NB PRIDE

Our Beach is ...	Key initiatives:	How we will measure success:	Who is responsible for this and when..
Safe because of our commitment to excellence in surf lifesaving	<ol style="list-style-type: none"> 1. Training and education 2. Development of training officers up to Cert IV (Training & Assessment) 3. Development of probationary trainers & assessors. 4. Ensure our patrolling equipment is maintained in a safe and workable environment 	<ol style="list-style-type: none"> 1. Create annual calendar to include essential life saving training opportunities (Bronze, SRC, IRB and First Aid courses) 2. Develop new Cert IV trainers/assessors/facilitators, Create CTO assistants – future CTO's, creating a trainers panel of +10 3. Develop 5 new Probationary trainers each year 4. Service and maintenance logs created and inspected, focus on funding to ensure equipment is replaced and repaired in a timely manner with funds budgeted appropriately. 	<ol style="list-style-type: none"> 1. CTO annually 2. CTO – June 2023 3. CTO annually 4. Director of Lifesaving – June 2022, and ongoing.
Safe because of our effective patrolling	<ol style="list-style-type: none"> 1. Increase minimum awards required on patrol with an aim to exceeding patrol standards set out in the SLSQ Patrol Service Contract 2. 250+ patrolling members (18 patrolling teams) 3. Necessary induction and resourcing of our Beach Managers (Patrol & Vice Captain) 4. Recognise Patrol members through the introduction of an annual recognition program for excellence on patrol 	<ol style="list-style-type: none"> 1. Patrol Gap analyses matrix, Create patrol attendance dashboard 2. Converting Nippers into Patrolling members- creating a junior club captain 15 18yrs and junior vice patrol captains. Increased surf sports competitors, create member driven programs through schools and universities 3. Patrol and Vice Captains mentor program- encouraging and providing focus on increasing the number of women who become Patrol Captains as part of the mentor program 4. Ensure recognition of patrolling members through the creation of a Patrol Group of the Year and Most improved Patrol Group of the year awards. Implement Set criteria and benchmarking patrol awards vs previous results 	<ol style="list-style-type: none"> 1. Director of Lifesaving - June 2024 2. Director of Lifesaving - June 2025 3. Director of Lifesaving - June 2022 4. Director of Lifesaving - September 2022

Our Beach is ...	Key initiatives:	How we will measure success:	Who is responsible for this and when..
Safe because of our strong communications and leadership	<ol style="list-style-type: none"> 1. Creation of North Burleigh specific checklist and documents to assist members in their patrol set up - Effective pre start patrol briefings, set ups and pack downs. 2. Establish regular patrolling content in monthly newsletter and information sharing within pre starts 3. Topical/relevant Tool Box sessions for Patrol Group 	<ol style="list-style-type: none"> 1. Office to review pre start signons 2. Patrol feedback surveys 3. Feedback from monthly Tool Box survey 	<ol style="list-style-type: none"> 1. Director of Lifesaving- September 2022 2. Director of Lifesaving- Bi annually 3. Director of Lifesaving- monthly
Well supported with equipment, support services and administrative support	<ol style="list-style-type: none"> 1. Provisioning and budgets to account for full cycle of all assets and ongoing renewal of all plant and equipment 2. Established and updated asset register for equipment 3. Regular maintenance checks program 4. Review office operations to ensure ability to deliver on strategic plan BOM strategic - office to be operational 	<ol style="list-style-type: none"> 1. Budget allocation 2. Annual audit signed off by BOM 3. Bi annual maintenance report signed off by BOM 4. Future staffing plan set up to ensure we can deliver on the strategic plan aligned with: JSC, check in template and weekly report 	<ol style="list-style-type: none"> 1. Director of Finance- Annually 2. Director of Administration- Annually 3. Director of Administration- Bi Annually 4. Director of Administration - Bi Annually
A great place to be because of our delivery of beach programs aligned with club and community expectations	<ol style="list-style-type: none"> 1. Lifesaving, Nippers, Surf Sports, Seahorse, Youth and Leadership programs. Build on any additional programs when ready and appropriate – eg NB surfing, drugs & alcohol awareness. 	<ol style="list-style-type: none"> 1. Report member numbers/activity across each new sector 	<ol style="list-style-type: none"> 1. President - Annually

Our People are...	Key initiatives:	How we will measure success:	Who is responsible for this and when..
<p>Aligned in their vision of ONE club.</p>	<ol style="list-style-type: none"> 1. Creation of a Strategic Plan to drive and execute the objectives of NBSLSC from a robust and transparent consultation period with members, key stakeholders and departments to write and adopt a strategic plan 2. Executing strategic plan Alignment of club culture and expected behaviours from members 	<ol style="list-style-type: none"> 1. Members adopting strategic plan, reviewing bi annually at general meetings to ensure on track. 2. Strategic plan to be a standing agenda item on the BOM meeting with necessary action items and dashboard to ensure measurement of objectives 	<ol style="list-style-type: none"> 1. President - ongoing aligned to timelines. 2. President - ongoing aligned to timelines.
<p>Growing through training, education and development</p>	<ol style="list-style-type: none"> 1. Refer to our Beach excellence in surf lifesaving initiative 1, 2, 3. 2. NBSLSC will use available information and statistics to better recruit and retain members – goal +1500 members <ol style="list-style-type: none"> a) Grow active patrolling members to 250+ b) Sustaining 500-600 juniors/ Setting the foundation at Grass roots level embodying our PRIDE principals of culture c) Grow senior surf sports squad to 75-100, then to 200 d) Growing a training and education team of 10+ e) Grow IRB teams in senior & U23 ranks 3. Surf Sports program Great coaches – continue to evolve and deliver across all sectors Being able to fund travel to competitions Potential craft scholarships/subs Top 3 in Junior State point score next 5 years Develop youth 14-19 yrs top 3 in QLD/top 10 in AUS Top 5 in Aussie point score– senior Succession plans to BOM and leadership positions 	<ol style="list-style-type: none"> 1. Refer to our Beach excellence in surf lifesaving success measures 1,2,3. 2. Membership growth will be reviewable at monthly BOM meetings, with the club focusing on member experience ensuring that all members have the opportunity for education, advancement, positions and information. 3. Surf Sports Coaching feedback survey Retention of grass roots members– fending off poaching Review point score results 4. Implementation of succession plans- living by our temporary custodianship... 	<ol style="list-style-type: none"> 1. Refer Beach excellence in surf lifesaving responsibility 1,2,3. 2. President - Monthly <ol style="list-style-type: none"> a) Director of Lifesaving b) Director of JAC c) Director of Surf Sports d) CTO e) Director of Surf Sports 3. Director of Surf Sports – ongoing, and top 5- 2027 4. President – June Annually

Our People are...	Key initiatives:	How we will measure success:	Who is responsible for this and when..
Ready with energy and enthusiasm to contribute	<ol style="list-style-type: none"> 1. Provision of supportive mechanisms to assist our members in executing their roles as volunteers 2. Increase the provision of events to assist members in socialising and interacting 3. Ensuring that our members are aware of and have access to peer support, MPIO and complaint procedures 4. Increase creation of emotive content sharing the NB story 	<ol style="list-style-type: none"> 1. Via our Bi annual member survey for points 1,2,3 & 4. 	<ol style="list-style-type: none"> 1. Director of Administration 2. Vice President 3. Director of Administration 4. Vice President
Accepting and open with a strong sense of community	<ol style="list-style-type: none"> 1. Provision of supportive mechanisms to assist our members in executing their roles as volunteers 2. Increase the provision of events to assist members in socialising and interacting 3. Ensuring that our members are aware of and have access to peer support, MPIO and complaint procedures 4. Increase creation of emotive content sharing the NB story 	<ol style="list-style-type: none"> 1. Via our Bi annual member survey for points 1,2,3 & 4. 	<ol style="list-style-type: none"> 1. Director of Administration 2. Vice President 3. Director of Administration 4. Vice President
Respectful and appreciative of all our volunteers, coaches and educational trainers for the work they provide	<ol style="list-style-type: none"> 1. Delivering on above 3 initiatives- will create the respectful and appreciative environment. 2. Club induction and welcome process 	<ol style="list-style-type: none"> 1. . 2. Via our Bi annual member survey, 100% Acknowledgment of induction process and club values – automated link to jot form 	<ol style="list-style-type: none"> 1. . 2. Director of Administration – June 2022

Our Community ...	Key initiatives:	How we will measure success:	Who is responsible for this and when..
Has our clubhouse as its physical hub	<ol style="list-style-type: none"> 1. Create redevelopment plans for members with a FIT for PURPOSE club that's sustainable, meeting the needs of the present as well as safeguarding future generations to meet theirs. 2. Facility upgrade aligned with a FIT for PURPOSE 'ONE CLUB' offering, creating a healthy, surf safe, community service hub with enduring friendships. 	<ol style="list-style-type: none"> 1. Endorsement of proposed redevelopment plans 2. Development of Member approved plans/road map 	<ol style="list-style-type: none"> 1. Director of Clubhouse– FY22 2. Director of Clubhouse– FY23
Gives a sense of belonging that extends to schools and other aligned community groups	<ol style="list-style-type: none"> 1. Member driven programs with key community, sporting and educational groups to drive membership and align our vision. 	<ol style="list-style-type: none"> 1. Analysis of school and community programs and their benefit to North Burleigh 	<ol style="list-style-type: none"> 1. Vice President – Annually
Provides connections and opportunities for local businesses	<ol style="list-style-type: none"> 1. Engaging with like minded organisations towards partnership, sponsorship, support and funding. 	<ol style="list-style-type: none"> 1. Partner/Sponsorship growth model sustaining 150-200k annually 	<ol style="list-style-type: none"> 1. Vice President - ongoing
Gives back more than we take	<ol style="list-style-type: none"> 1. Create and participate in community based programs attached to the ideals of NBSLSC. 2. Increase the provision of events to assist members in socialising and interacting. 3. Ensuring a minimal footprint on the environment with a focus on sustainable energy 	<ol style="list-style-type: none"> 1. Attendance and feedback surveys 2. Attendance and feedback surveys 3. Measuring our GREEN Foot print 	<ol style="list-style-type: none"> 1. President – ongoing 2. Vice President – ongoing 3. President – ongoing
Is based on trust and mutual respect	<ol style="list-style-type: none"> 1. Embedding an organisation first mind set with a focus on culture, values, leadership and engagement– One Club Creation of a ONE CLUB mentality aligned with Culture, values and Leadership. 2. Open, Honest and Transparent Communication with Members and Key Stakeholders Be respectful of our past to assist us in developing our future 	<ol style="list-style-type: none"> 1. Bi annual membership surveys seeking feedback etc 2. Bi annual membership surveys seeking feedback etc 	<ol style="list-style-type: none"> 1. President – Bi Annual 2. President – Bi Annual

Our Future is ...	Key initiatives:	How we will measure success:	Who is responsible for this and when..
Healthy as we increase our patrol participants, leaders, educators and surf sports competitors	✓ Refer holistic plan	✓ Refer holistic plan	✓ Refer holistic plan
Strong as we continue to grow our membership, our leaders and develop our junior members into seniors.	✓ Refer holistic plan	✓ Refer holistic plan	✓ Refer holistic plan
Fun as we grow our social events calendar with a 'one club' focus	✓ Refer holistic plan	✓ Refer holistic plan	✓ Refer holistic plan
Sustainable as we meet the needs of the present without compromising the ability of future generations to meet theirs.	<ol style="list-style-type: none"> 1. Financial Sustainable fiscal policy aligned with obligations and aspirations Strong financial acumen to ensure responsible management of the clubs finances 2. Create additional revenue streams to complement supporters club contributions/donations <ul style="list-style-type: none"> • Sponsorship growth model • Fundraising growth model 	<ol style="list-style-type: none"> 1. Refer budgets and account balances 2. Refer budgets and account balances 	<ol style="list-style-type: none"> 1. Director of Finance-ongoing 2. Director of Finance-ongoing
Bright as we continue to pursue opportunities to improve the lives of our members and our community	✓ Refer holistic plan	✓ Refer holistic plan	✓ Refer holistic plan