## Yachting NZ club conference

May 24, 2025





### Welcome



# Strategic priorities 201 5-2028

#### David Abercrombie Chief executive Yachting New Zealand



**Greg Knowles** Chair



Sarah Bacon Deputy chair



Nik Burfoot



John Butcher



**Murray Brown** 



Jenna Hansen



Nicola Harrison



Bridget Winstone-Kight



#### The Yachting New Zealand team

#### Strategic priorities 2025-2028



**David Abercrombie** Chief executive



Hayden Whitburn RDM – Northern (North)



Angela Jordan Partnerships & events coordinator



Alisa Torgersen Education lead



**Raynor Haagh** National sport development director



Wayne Holdt RDM – Central



**Colin Rickett** Programmes coordinator



**Eduan Roos** Communication manager



Ian Stewart High-performance director



Ian Gardiner RDM – South Island



**Geoff Woolley** HP athlete development manager



Mel Kerr-Bell Office administrator



**Dave Smith** Finance manager



Kirsten Moratz Coach development manager



Sam Mackay HP youth and events manager



#### In attendance



David Kane VMG



Campbell Welson AON



Mike Rudling Radix



**Fiona August** MAST Academy Steven Joseph & Pranil Ranchod N3

n'

#### **Goodie bags**









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### YACHTING NEW ZEALAND STATEMENT OF STRATEGIC DIRECTION 2025-2035

#### PURPOSE

To grow sailing and boating and inspire more New Zealanders through our sport.

#### LONG-TERM STRATEGIC OUTCOMES

Participation

Sailing and boating has growing participation in NZ, through being more accessible, relevant and inclusive.

High-performance and pathways The NZL Sailing Team consistently delivers Olympic and world championship medals and inspires New Zealanders.

#### **ENABLING OUTCOMES**

Sailing and boating clubs and communities

Sailing and boating clubs deliver accessible, safe and quality experiences.

Yachting New Zealand leadership

Yachting New Zealand is a sustainable and trusted organisation that adds value to the sport in NZ.

#### **LONG-TERM OUTCOMES**

#### Participation

Participation-growth.

Interest in and following of sailing.

High-performance and pathways Olympic medals.

World championship medals.

Developing and retaining athletes and coaches.

Sailing and boating clubs

Clubs are capable and sustainable.

Clubs deliver quality experiences.

YNZ services add value to clubs.

#### Yachting New Zealand leadership

YNZ revenue growth and diversification.

Staff culture and engagement. Good governance.



### YACHTING NEW ZEALAND OUR COMMITMENT TO OUR COMMUNITY

#### FAIRNESS, RESPECT AND CARE

We treat everyone with fairness, respect and care. We create a **safe, inclusive environment** where people feel valued.

#### **A POSITIVE IMPACT**

From everyday actions to long-term impact, we leave people, places and our sport **better than we found them**.

#### **PURSUIT OF EXCELLENCE**

We pursue **excellence** through constant learning, innovating and adapting. **Curiosity, creativity and continuous improvement** guide us – because standing still isn't an option.

#### **COMMUNITY CONNECTION**

Together, we grow a stronger, more connected sailing and boating community.



#### Our partnership with Aon

- **Renewing** longstanding and successful partnership (12 years+).
- Benefits include **youth development** via pathway programmes, and decade-long commitment to clubs via **club scheme** (e.g. Taipa Sailing Club).
- Increasingly **challenging market** and impacts of climate change on placing insurance solutions within coastal environments.
- Aon have entered into referral arrangement with AMI, offering members best of both worlds commercial risk advice from Aon, and personal insurance from AMI.



#### Our partnership with Aon

- **Dinghy scheme impacted** by this new partnership from March 1, 2026, all renewals handled by AMI.
- How can we **maximise benefit to clubs**? Early discussion about enabling clubs to earn passive income through a **referral scheme**. If club members adopt Aon as their insurer, earn a share of commission.
- Also becomes **enduring** income generated for as long as the agreement is in place.
- Acknowledge the importance of early engagement with your broker have a chat with Campbell.
- Feedback welcome details to be communicated with clubs in due course.

#### **RDM programme restructure**





#### The rationale

- Based on desire to provide more value to clubs and is in response to feedback from clubs requesting more enhanced specialist support and expertise than currently offering.
- Collected through most recent club survey conducted in 2024, and feedback from various members of the sailing community across NZ.
- No extra cost to clubs. Two-thirds of affiliation fee spent on the RDM programme
- **Regional distribution** to remain unchanged requirement of NZCT funding.

#### The roles

Regional development and coaching manager



Regional development, sustainability and inclusion manager

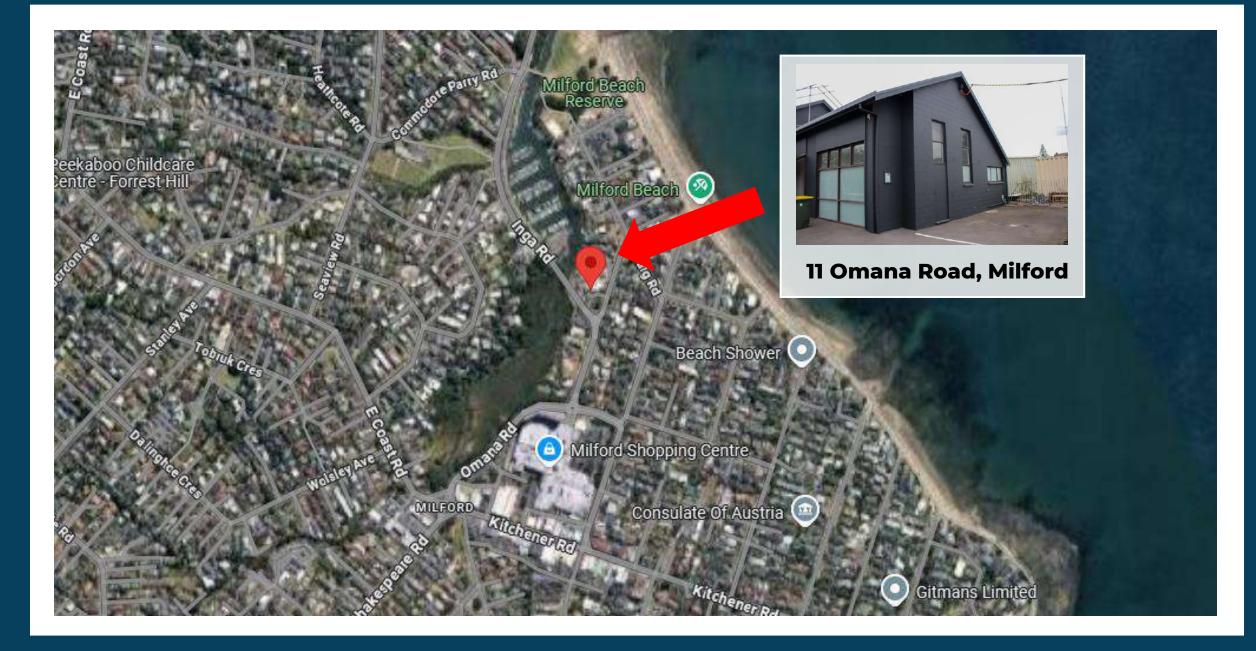


Regional development, governance and advocacy manager



Regional development, safety and compliance manager





## State of the nation: Club data



#### **Club membership**

#### State of the nation: Club data

#### Over the last 5 years:

Membership stable/increased = **56 clubs** 

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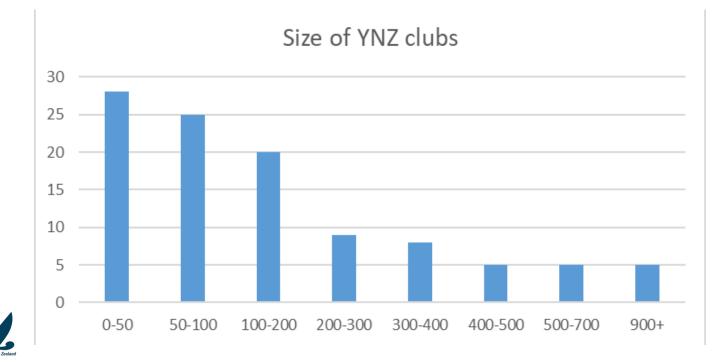
Membership decreased = **50 clubs** 

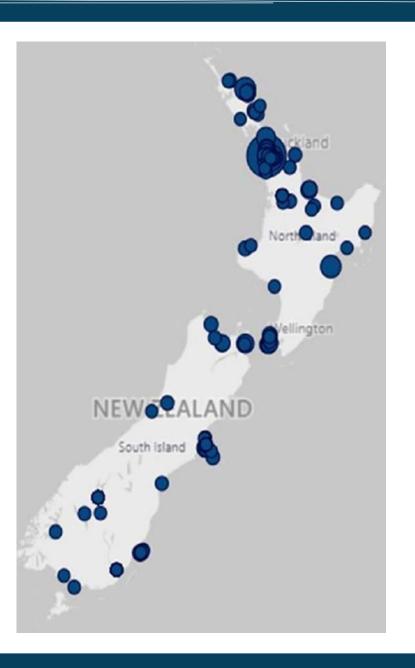


#### Club size

74 clubs < 200 members Total membership: 5,484

**32 clubs** > 200 members Total membership: **17,111** 





#### Club membership

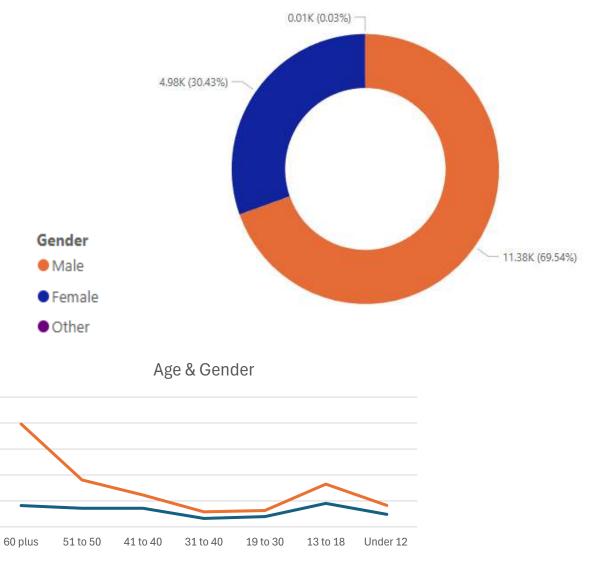


#### **Demographics – age & gender\***

Overall: 71% male, 29% female

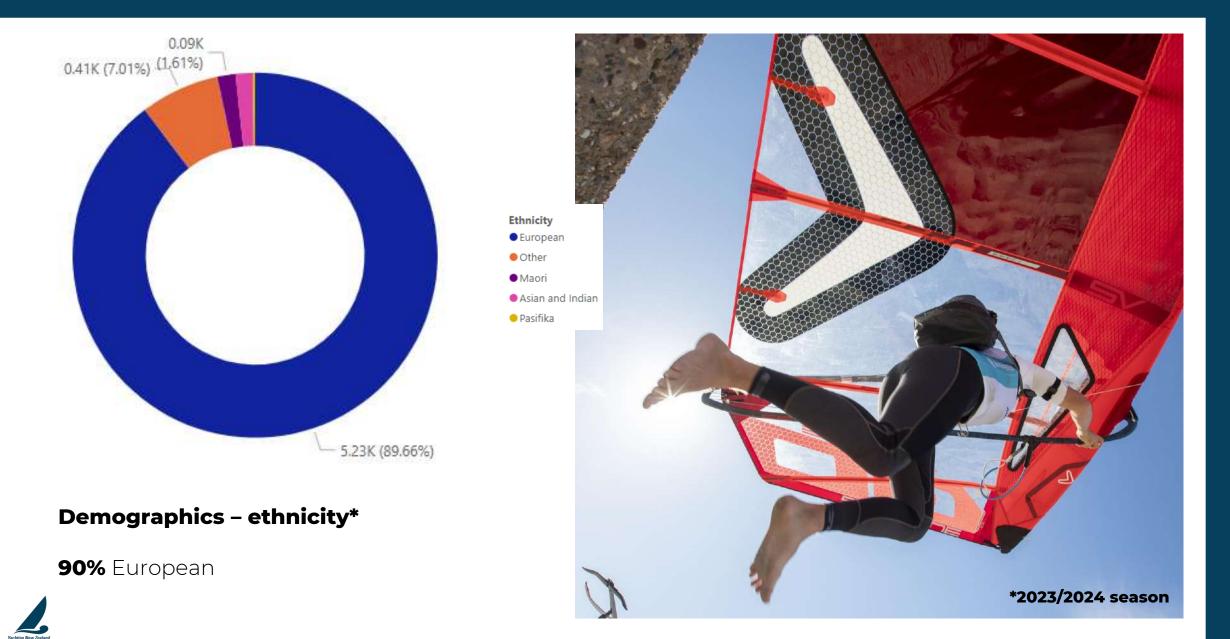
Under 18: 64% male, 36% female





\*2023/2024 season

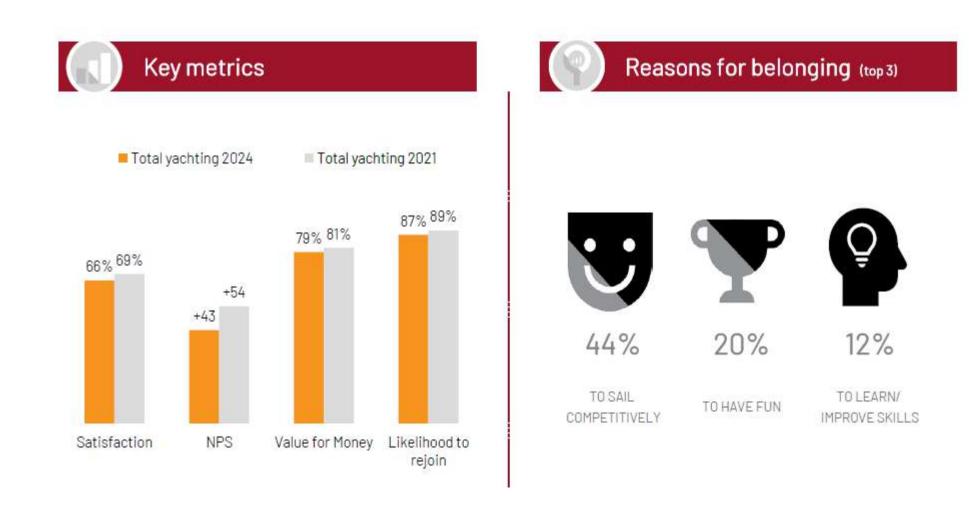
#### Club membership



#### Voice of the Participant 2024

- Survey conducted in **March and April 2024** in conjunction with Sport New Zealand with 828 respondents.
- Members asked to share views on the state of the sport in the country in several areas.
- Similar results to the last VoP survey in 2021, with club members **overall remain positive** about the club environment.

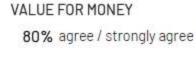






### Most important drivers





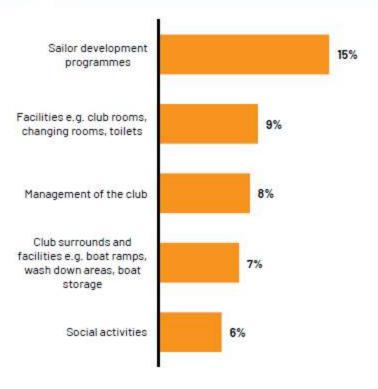
BEING FRIENDLY AND WELCOMING

69% very/extremely satisfied

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#### IS FAIR AND PROVIDES EQUAL OPPORTUNITIES FOR ALI 79% very/extremely satisfied

### Focus for improvement

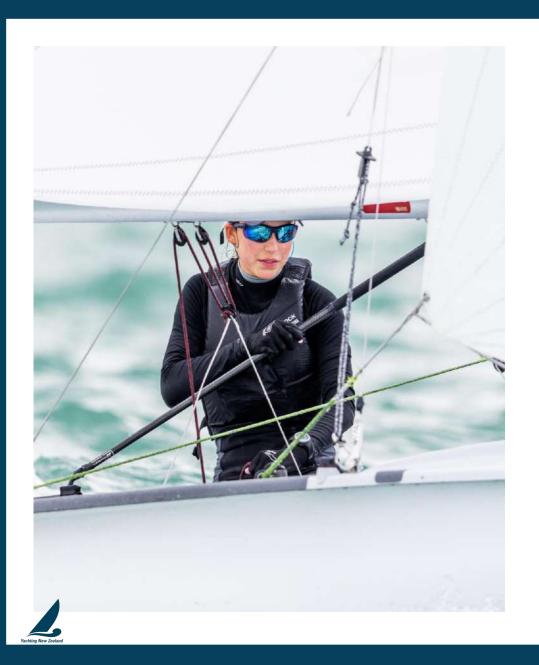




Club survey 2024

# 111111 WAIKAWA ATING CLUB ts Welcome Club survey 2024 Conducted between May and October 2024 with 102 of 106 affiliated clubs surveyed. This was done through with clubs. face-to-face meetings

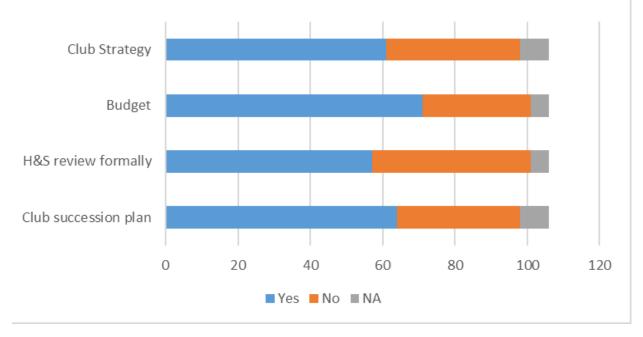
#### Club survey 2024



#### Club committee best practice matrix

Best practice = club strategic plan + budget

+ health and safety documents reviewed regularly + succession plan

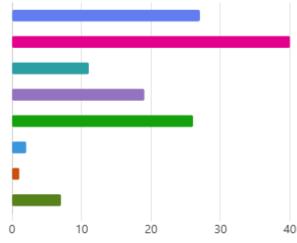


Club Matrix results 2024

34 clubs have all four best practices in place.



Club manager, administrator etc 27
Club coach 40
Sailing manager 11
Maintenance, cleaner 19
Bar manager or event staff 26
Honorarium 2
Runa Lead 1
Other 7



#### How well is YNZ meeting clubs' needs?

Promoters	7	
Passives	54	
Detractors	30	



#### By club size

- < 200 members, rating = **7.2 / 10**
- > 200 members, rating is = **6.2 / 10**





#### State of the nation: Club data

#### Club survey 2024



#### **Club strategic priorities**

- Growing membership 2. Coaching/sailor development programmes Resourcing supporting 3. operations (rescue boats, equipment, coaches) Resourcing clubhouse, 4. facilities, assets, storage rebuild etc. Training/upskilling 5. volunteers (ROs, club committees)
  - **53 clubs** have specific strategies in place to achieve their identified priorities.

#### Club survey 2024

#### What clubs want support with now and in the future



#### **Environmental and infrastructure support:**

Assistance with environmental issues, marina upgrades, and land lease renewals.

**Strategic advice:** Guidance on club strategy, including foiling integration and planning.

**Community engagement:** Help with building relationships with local schools and the community.

**Risk management:** Help with risk management and ensuring compliance with regulations.

**Online training:** Better and more accessible online training courses and qualifications.

**Media and communication:** Increased media focus and better communication through Briefings and social media.

#### What clubs want support with now and in the future

#### **Coaching and training:**

Continued support for coaching programmes, including LTS instructor courses, powerboat qualifications, and mentoring.

#### **Representation:**

Advocacy for non-Olympic pathways and better representation for clubs outside Auckland.

#### **Event support:**

Help with organising and promoting events, regattas, and major competitions.

**Volunteer management:** Strategies and support for managing and recruiting volunteers.

#### State of the nation: Club data



## **Gaming and grant funding**

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STHE LION

Samantha Alexander National compliance and grants manager The Lion Foundation

### **Funding Workshop**





## **Class 4 Sector in NZ**

Class 4 = gambling in pubs on electronic gaming machines

Multiple Class 4 Societies in NZ

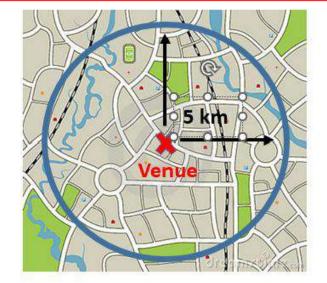
All these societies/funders operate differently, fund different things, have different interests, use different systems

Very advantageous to know what societies are in your area and the kinds of things they prefer to fund.

## Venues in area

#### LIKELY TO BE FUNDED

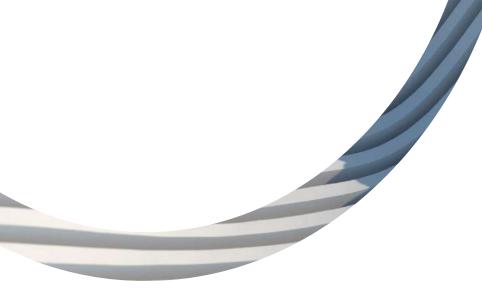
The Lion Foundation 2008	HORSE & JOCKEY INN	81 ARAWA STREETMATAMATAWAIKATO 2271	MATAMATA-PIAKO DISTRICT
MATAMATA CLUB INCORPORATED	MATAMATA CLUB INCORPORATED	WAHAROA ROAD EASTMATAMATAWAIKATO 2271	MATAMATA-PIAKO DISTRICT
The Lion Foundation 2008	Nottingham Castle Hotel	CORNER THAMES AND STUDHOLME STREETSMORRINSVILLEWAIKATO 2251	MATAMATA-PIAKO DISTRICT
Grassroots Trust Limited	Palace Hotel	165 Whitaker StreetTE AROHA 3320	MATAMATA-PIAKO DISTRICT
The Lion Foundation 2008	TAHUNA TAVERN	Cnr of Pioneer Road and Huia StreetTAHUNAWAIKATO 2250	MATAMATA-PIAKO DISTRICT
Pub Charity Limited	The Grand Tavern	81-83 Whitaker StreetTE AROHA 3320	MATAMATA-PIAKO DISTRICT
Grassroots Trust Limited	The Top Pub & Eatery	2618 State Highway 26MORRINSVILLE 3372	MATAMATA-PIAKO DISTRICT
Town And Country Club Incorporated	Town And Country Club	382 Thames StreetMORRINSVILLE 3300	MATAMATA-PIAKO DISTRICT
Aotearoa Gaming Trust	TRAC SPORTS BAR	38 BROADWAYMATAMATAWAIKATO 2271	MATAMATA-PIAKO DISTRICT
The Lion Foundation 2008	Waihou Tavern	4345 State Highway 26WaihouTE AROHA 3393	MATAMATA-PIAKO DISTRICT
UNLIKELY TO BE FUNDED			
0 Pub Charity Limited	BRIDGEHOUSE LODGE	16 ELIZABETH STREETWARKWORTHRODNEY DISTRICT 1241	AUCKLAND COUNCIL - RODNEY
1 Pub Charity Limited	HUAPAI TAVERN	301 STATE HIGHWAY 16HUAPAIRODNEY DISTRICT 1250	AUCKLAND COUNCIL - RODNEY
2 Pub Charity Limited	JT'S BAR & GRILL	168 RODNEY STREETWELLSFORDRODNEY DISTRICT 1242	AUCKLAND COUNCIL - RODNEY
3 We Care Community Trust Limited	KAIPARA TAVERN	88 Commercial RoadHelensville 0800New Zealand	AUCKLAND COUNCIL - RODNEY
4 Four Winds Foundation Limited	The Mates Bar	16A SHAMROCK DRIVEKUMEURODNEY DISTRICT 1250	AUCKLAND COUNCIL - RODNEY
5 New Zealand Community Trust	The Salty Dog Inn	242 MAHURANGI EAST ROADSNELLS BEACHRODNEY DISTRICT 1241	AUCKLAND COUNCIL - RODNEY
6 Warkworth & Districts Returned Services Association Inc	Warkworth & Districts RSA	28 Neville StreetWARKWORTH 0910	AUCKLAND COUNCIL - RODNEY
7 Pub Charity Limited	Warkworth Inn	18 Neville StreetWarkworth0910	AUCKLAND COUNCIL - RODNEY
8 Oxford Sports Trust Inc	WELLSFORD INN	184 RODNEY STREETWELLSFORDRODNEY DISTRICT 1242	AUCKLAND COUNCIL - RODNEY



To be funded by TLF – your organisation should sit within a 5 km radius of the venues highlighted in red .



### Criteria For Funding-TLF specific



To qualify for a Class 4 grant your organisation must be incorporated.

Charitable Trust - provide Charities Commission registration. Trust Board to be incorporated in terms of Charitable Trust Act.

All grants can only be made for Authorised Purposes.

Incorporated Society – must be not for profit, must provide IRD income tax exemption as proof (schools exempt).

Information about Income Tax Exemptions – see TLF website for one pager

Clubs should be affiliated to a regional/ national body.

One **successful** grant within a 12 month period (Funding received). If declined – reach out to Grants Advisor before applying again.



When are the cut offs for applications? There aren't any – but allow 8-10 weeks for decision.

What is changing – Constantly reviewing what we do. What was ok two years ago may not be today.

**Do you fund salaries? Please contact a Grants Advisor before applying - but probably NOT** 

How much can I apply for? No magic number

My event has been cancelled can I spend the money on something else? No

Do you fund capital projects? Yes – once consents issued.

What if we don't have income tax exemption? The grant will be declined

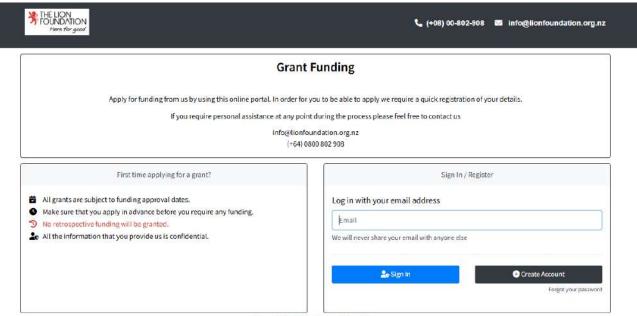
**Can I apply for individual expenses?** No – no community benefit

# New Grants Portal versus old - AUDITS





#### Grants January 2025 – COMs System



Privacy Policy | Grant Terms & Conditions

## **Common Mistakes made**



### Resolutions

Applicants submit a resolution that authorises applying to a different C4 Society;

Purpose of application doesn't match the actual propose in the paperwork;

Amount in resolution doesn't correspond to amount in paperwork. Competitive Quotes & Cost evidence

Just because you don't want to find a competitive quote doesn't mean that we will accept this

"We have a sponsorship arrangement – thus must use the supplier per the sponsorship agreement"

Competitive quotes that don't actually compare apples with apples.

Internal Budgets is not cost evidence/quote

Targeted application

Not just an information dump – which advisors have to spend a lot of time sorting through. Try to align previous successful grants with current application



Who benefits?

Main contact and Second contact cannot receive a benefit from the grant (DIA guidelines)-

Examples – contracted wages, salary, own supply shop



Retrospective/ Unauthorised spending

Applying isn't the same as receiving funding – wait to hear back from TLF before purchasing

Check what you can spend on – Authorised purpose is listed in your grant approval email- don't add items not listed



### Multiple applications in 12 month period

One successful

application per 12 - month period . The date that funding has been received should be your guideline.



# **Authorised Purpose**

- All grants can only be made for Authorised Purposes.
- Grants distributed must be used for the specific purpose it was applied for AND approved. This question below is therefore quite important and assists the Grant advisors in determining whether or not the purpose is an Authorised Purpose :

What is the primary purpose for this grant?	
What is the primary purpose for this grant?	Give us a brief explanation based on your resolution
New Operational Equipment ×	We are seeking funding to enable the Taranaki Academy of Brass to purcha
	100 / 100 characters

- Once a grant has been approved, it is very rare that Authorised Purpose can be amended. If you have asked TLF to amend the Authorised purpose and we are able to do this <u>please insist on a confirmatory</u> <u>email</u><sup>©</sup>.
- Unauthorised spending of grant funding will result in a request for a refund of said monies.
- Audit Adhere to the audit timeframe this is determined by the grants advisor when assessing your grant. If you encounter timing problems – communicate sooner rather than later. Insist on an email if we agree to change timeframes <sup>(i)</sup>.

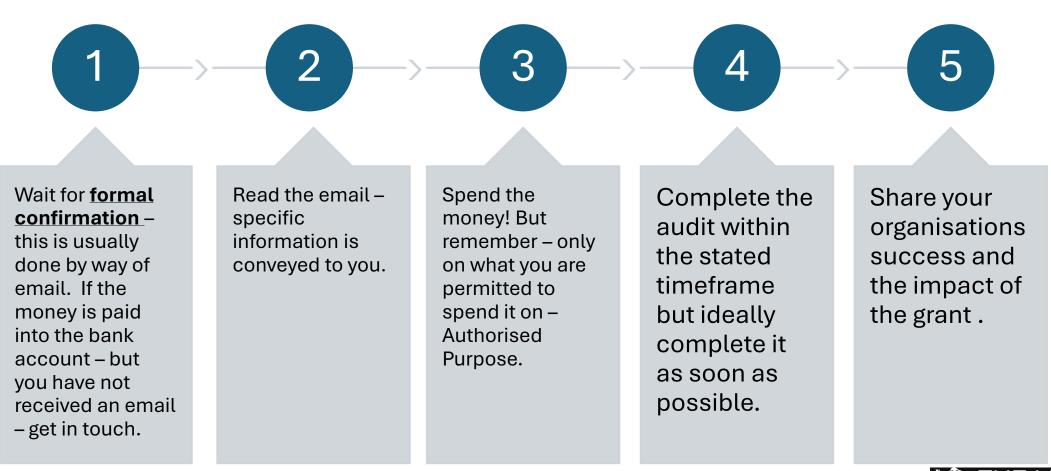
# What cannot be funded

### What we <u>cannot</u> fund – in terms of Gambling Act and TLF policy;-Not an exhaustive list Website – please note that it isn't fully comprehensive - cannot put all info in website.

- A grant cannot be given to you if you have already spent the money and want to be reimbursed. Where an event has occurred, or a purchase already made we cannot reimburse your expenditure.
- International Travel
- Fuel charges
- Alcohol; bar related expenses (eg: club room reno's that include your bar area)
- Koha; Food items; per diems
- Events with substantial prizes (over \$300) for 1<sup>st</sup>, 2<sup>nd</sup> or 3<sup>rd</sup> placings.
- Grants cannot be distributed to pay professional athletes; costs associated with professional sports
- Grants for individuals
- Grants which have already been funded by another funder "double dipping"
- Certain racing industry prizes; other cash prizes
- First Aid kits; footwear; training kit; warm up gear; socks; sports bags



# If You Are Successful





Level 11, AIG Building 41 Shortland Street Auckland 1010



## NPC MEETING SCHEDULE 2025

These NPC monthly meetings will be held in conjunction with the Board of Trustee meetings. Any changes to the scheduled meeting dates will be advised by the National Grants Manager.

Net Proceeds Committee (NPC) Meeting Dates	Communication of Grant Outcome
26 May 2025	26 – 27 May 2025
30 June 2025	30 June 2025
28 July 2025	28-29 July 2025
25 August 2025	25-26 August 2025
29 September 2025	25-26 September 2025
28 October 2025	28-29 October 2025
24 November 2025	24-25 November 2025
15 December 2025	15-16 December 2025

# Avoiding having to Refund a Grant

One of the most common reasons for having to refund grant funding is spending money before funding has been confirmed. If you have applied for funding, please be on the lookout for a **FORMAL** email confirming the details of grant approval. These emails can be expected after the meetings which will be held on the following dates:

	Accounts > Waikato Thames Yachting Assn Inc Grant Requests							
e	ns • Sort	ted by Grant Request N	umber • Updated a minute ago					
		Grant R 🗼 🗸	Authorised Purpose	Amount R 🗸	Created Date 🗸 🗸	Final Grant 🗸		
1		9029127	towards purchase of replacement safety boat (inc GST)	\$16,905.00	7/07/2020 9:12 AM	\$16,905.00	•	
2		9028353	towards purchase of replacement safety boat (inc GST)	\$38,305.00	30/01/2020 11:09	\$24,000.00	•	
3		9020228	towards purchase of x12 open BIC boats (incl GST)	\$20,000.00	18/01/2018 11:45	\$10,000.00	•	

Accounts > Wellington Youth Sailing Trust Grant Requests Is • Sorted by Grant Request Number • Updated a few seconds ago							
Grant R ↓ ∨	Authorised Purpose	Amount R 🗸	Created Date 🗸 🗸	Final Grant 🗸			
9017011	towards sail sets for Elliot 6m training boats (excl. GST)	\$47,195.00	22/03/2017 2:08 PM	\$5,000.00			
9011069	towards the purchase of two Elliot 6M training boats (excl. GST	\$96,230.00	11/09/2015 8:58 AM	\$0.00			
9008866	towards two Elliott E6 yachts (excl. GST)	\$123,000.00	14/03/2015 11:47	\$0.00			
9007142	towards Elliott 6 Sport training boats (GST Exc)	\$125,000.00	25/09/2014 7:57 AM	\$0.00			
9005069	towards replacing 4 Elliot 6m training boats (excl GST)	\$184,000.00	6/05/2014 8:15 AM	\$37,830.00			

Accounts > Ravensbourne Youth Yachting Trust Grant Requests							
ns • Sort	ed by Grant Request N	umber • Updated 5 minutes ago					
	Grant R 🗼 🗸	Authorised Purpose	Amount R 🗸	Created Date 🗸 🗸	Final Grant 🗸		
	9040733	towards the purchase of 2 RS Feva sailing dinghies (excl GST)	\$28,774.00	17/04/2023 8:28 PM	\$15,000.00		
	9019162	towards purchase of a rigid inflatable boat + engine + trailer (excl GST)	\$32,869.00	2/10/2017 11:25 AM	\$10,000.00		
	9012756	towards the purchase of 2x 29er yachts (excl GST)	\$15,000.00	18/02/2016 12:40	\$6,000.00		
	9002759	towards repairs for the 29er yachts (GST excl)	\$15,959.00	9/10/2013 2:37 PM	\$6,000.00		

#### Accounts > Milford Cruising Club Inc

### **Grant Requests**

is • Sorted by Grant Request Number • Updated a few seconds ago

Grant R $\downarrow \lor$	Authorised Purpose	Amount R 🗸	Created Date 🗸 🗸	Final Grant 🗸
9048406	towards Affiliation fees and Insurance for the club (excl GST)	\$45,000.00	12/07/2024 1:36 PM	\$8,000.00
9042189	towards replacing the roof of the clubhouse (excl GST)	\$53,475.00	25/07/2023 12:06	\$10,000.00
9017881	towards Stage 1 renovations for the Milford Cruising Club (excl. GST, margins and prelims)	\$50,000.00	19/06/2017 11:09	\$5,000.00
9005502	towards a RS Feva yachts for learn to sail programme (excl GST)	\$18,800.00	4/06/2014 8:52 AM	\$8,870.00
8005300	towards system upgrade (GST excl)	\$5,795.00	29/03/2013 11:24	\$3,229.00

#### Accounts > Waiuku Yacht Club Inc

#### **Grant Requests**

ns • Sorted by Grant Request Number • Updated a few seconds ago

□ Grant R ↓ ∨	Authorised Purpose	Amount R 🗸	Created Date 🗸 🗸	Final Grant 🗸	
9048347	towards purchase of two small Rigid Hulled Inflatable Boats including outboard motors (incl GST)	\$21,329.20	9/07/2024 1:50 PM	\$7,000.00	•
9001482	towards a new 4.2 meter rescue boat, motor and trailer (GST inc)	\$28,120.00	3/07/2013 2:36 PM	\$20,000.00	•

#### Accounts > Mount Maunganui Yacht Club Inc

#### **Grant Requests**

ms • Sorted by Grant Request Number • Updated a few seconds ago

Grant R↓ ∨	Authorised Purpose	~	Amount R 🗸	Created Date 🗸 🗸	Final Grant 🗸	
9047683	towards member subscriptions (incl GST)		\$13,750.00	17/05/2024 2:32 PM	\$0.00	-
9044412	towards Yachting NZ affiliation fees (incl GST)		\$12,489.35	5/10/2023 3:13 PM	\$5,000.00	•

# How Can You Say Thanks?

Contact us to talk about possible communications and engagementinfo@lionfoundation.org.nz or Gean.niu@lionfoudation.org.nz

- If practical, place the logos of TLF on what we funded and acknowledge the funding on your website
- Please send TLF photos of your project so that we can share on social media
- Follow us on Facebook/Instagram and like/share our posts.
- Tell your story on Facebook and how the funding helped and tag us in.
- There is TLF signage available to borrow free of charge for events. Can be booked through our website.



# **Any Questions?**

The Lion Foundation website is a great resource. If you are unsure of anything, that should be your first stop.

www.lionfoundation.nz

All your grants team contact details are there also.

Phone number 0800 802 908







**Mike Rudling** Co-founder, CEO & CTO Radix



### In attendance



David Kane VMG



Campbell Welson AON



Mike Rudling Radix



**Fiona August** MAST Academy Steven Joseph & Pranil Ranchod N3

n'

**Goodie bags** 











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# Morning tea



## The performance pathway



# Lunch



# Bringing sustainability to life



## **Supporting club volunteers**



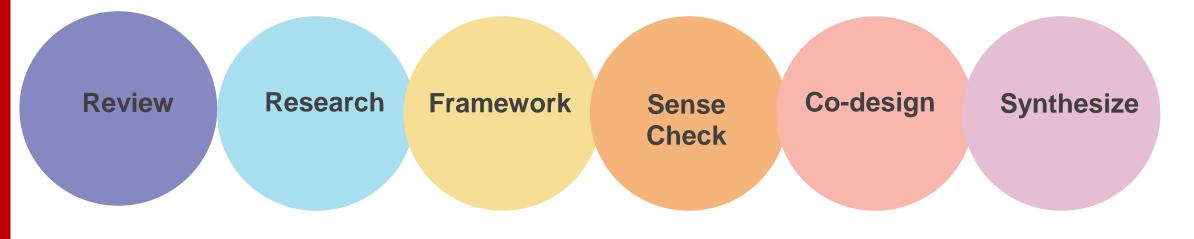
# Best Practice Guidelines Te Anga Whaitake

## An Introduction





# Development process



With thanks to over 300 people and organisations who contributed to creation of our guidelines



The volunteer life cycle

**Recruit and** engage Welcome volunteers and onboard volunteers **Exit volunteers** Volunteer Volunteer support, leadership and Tūao management Celebrate volunteer impact **Train and** grow volunteers Feedback and recognition

# **Using the BPGs**



Advocate for volunteers within your organisations

New and young volunteers know what good looks like

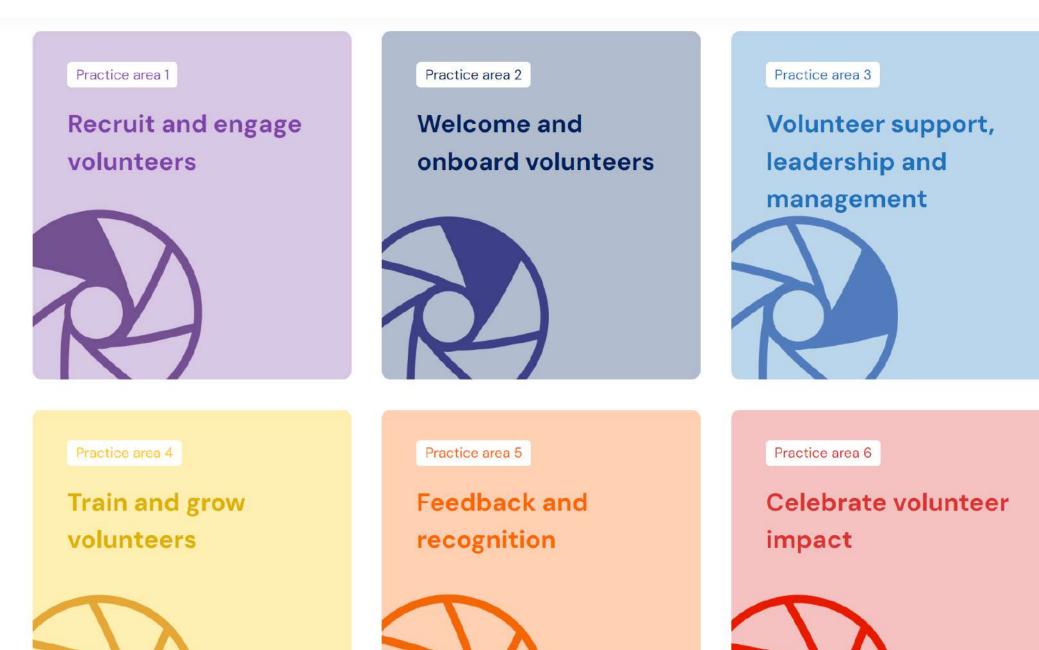
Dip in for some ideas

Design organisational volunteer strategy Design internal training for those working with volunteers

Easy access to tools and useful stuff

Key information and templates







# Practice area one Recruit and engage volunteers



## Practice area one Recruit and engage volunteers

### **Principles**

- A positive organisational approach to diversity, inclusion and equity is in place.
- A proactive approach to making volunteering accessible is in place (including removing any barriers to access).
- Volunteers reflect the communities that their organisations serve.

### **Volunteer needs**

- Easy to access information about the role, the organisation and recruitment process.
- To have a welcoming and positive recruitment experience.
- To feel like they can be their full selves within the organisation.
- To have their needs and interests understood (including volunteers with a disability).
- Clarity on what is required to volunteer with the organisation.
- A timely, seamless, and engaging recruitment experience.



# Before you start recruiting board volunteers

**Define roles and expectations** 

- Strategic board composition
- Clear role descriptions and documented expectations
- Clear information on time commitment.
- ► Have a clear and robust appointment process.





### Practice area two Welcome and onboard volunteers

### **Principles**

- Relationships are at the heart of volunteer engagement and involvement.
- Volunteers experience a warm welcome and a positive onboarding.
- Policies and procedures are in place to ensure volunteers are welcomed, trained and inducted appropriately.

### **Volunteer needs**

- To feel welcomed and appreciated for who they are and what they bring.
- To understand the organisation's kaupapa (purpose) and ensure it's a good fit for them.
- To have clear expectations of the role requirements and the skills and training required.
- To communicate their needs and preferences, including any access needs.
- To understand how to navigate the organisation, including organisational culture, and how its volunteer systems work.
- To feel socially connected with the organisation (whanaungatanga).
- To be assured of confidentiality/privacy as appropriate.



# **Onboard and retain volunteer boards**

- 1. **Onboarding process**: Steps from the recruitment to the first board meeting to make volunteer board members feel welcome.
- 2. Induction activities: Introducing boards to their roles and responsibilities, the key information about the organisations and operations team.
- 3. Create a welcoming and supportive environment: Maintaining volunteer commitment through effective communication and support.



# **Onboard to retain board members**

Starts from the moment you offer the role. It involves connecting with them, welcoming them and helping them feel like part of the team before their 1<sup>st</sup> day. Topics include:

- Your organisations culture and values.
- ► How they fit into the structure.
- What is expected from them.
- ► What support is available.
- ► How they stay connected.
- An induction and development plan.

The volunteer life cycle

**Recruit and** engage Welcome volunteers and onboard volunteers **Exit volunteers** Volunteer Volunteer support, leadership and Tūao management Celebrate volunteer impact **Train and** grow volunteers Feedback and recognition



# Practice area seven Exit volunteers



### **Principles**

- Volunteering is a choice, and a volunteer may leave at a time that suits them.
- Exiting is an important part of the volunteer life cycle journey and relationships can be maintained even when the volunteer leaves the organisation.

### **Volunteer needs**

- To know they can leave the organisation and will be supported to do this.
- To know their succession will be proactively managed.
- To have skilled volunteer managers to assist with the transition.
- To be kept connected with the organisation if they wish.
- If they are asked to leave, that there are good processes in place.





## What could you differently to make exits more positive and meaningful?

# **Engaging younger volunteers**

- 1. Make it purpose driven
- 2. Use social media and digital tools
- 3. Offer short-term and flexible commitments
- 4. Make it social and fun
- 5. Provide skills and career benefits
- 6. Empower them with leadership roles
- 7. Recognise and celebrate their contributions



# **Questions?**

Thank you for coming today! www.volunteeringnz.org.nz











# What can my club do to increase its membership?





What opportunities are there in the South Island for YNZ-supported sailing development - like more advanced courses for coaches and sailing clinics for youth sailors?





## What is the latest around the incoming Incorporated Societies Act changes and its impact on clubs' constitutions?





## What advice would you give to parents of young sailors who are just entering a competitive phase of sailing?





### **Questions from the floor**



# **Closing remarks**



# Afternoon tea

