



Archery Victoria^{inc}

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Revised structures and roles within Archery Victoria

As part of an ongoing discussion in relation to the organisational structure of Archery Victoria there has been much discussion on the merits of paid employees, the workloads involved in the running of a modern, competitive sporting organisation, the legislative requirements expected of a sporting organisation, the financial and performance viability of a volunteer run organisation, current trends in society in relation to volunteering, the need for diversity in thoughts and opinions which form strategic directions, the role of the Archery Victoria Board, the ways in which the operational aspects of archery in Victoria can be managed and many, many more. It is a complex discussion with, as yet, no definitive, clear outcomes.

What is clear to the Archery Victoria Board is that the workloads involved at both the strategic and operational level of our organisation are high and growing exponentially as sporting organisations are asked to meet the same or similar requirements for governance and performance as businesses. More and more legislation, plus the expectations of our stakeholders, require us to have in place effective governance for aspects of our operation which may, in the past, have been felt to be unnecessary. Sporting organisations are not exempt from workplace safety requirements, harassment, discrimination and bullying legislation, child safety legislation, member protection requirements etc. One small example is the expectations which have been placed on sport in relation to the latest COVID19 pandemic crisis. Like businesses, our sport has been required to have COVID Safe Plans in place, to comply with all aspects of the Restricted Activity Directions, has been treated in the same way as businesses for grant funding and support and has more and more been evaluated in relation to the value we bring to the community and the economy.

All of these are a significant impost on a very small number of volunteers and it is clear that some changes need to be made to ensure our continued successful operation into the future.

Whilst there is an argument for the consideration of employed staff at the Archery Victoria level, this is a piece of work which requires careful consideration, particularly the economic sustainability of such a workforce. It has been estimated that archery in Victoria would need in the vicinity of 5,000 members to be able to sustain an effective, paid workforce and lessen our reliance on volunteers. Our current Strategic Plan has that as a goal but we know that isn't going to happen overnight.

In the meantime – and perhaps for the considerable future – it has been determined that we need to continue to diversify those involved in the work of the organisation and to spread the workload. We are already doing some of this with the use of officials within the organisation – e.g. State Badges Recorder, State Recorder, State Officials Co-ordinator, State Coaching Co-ordinator, Online Presence Manager and a number of others. We have also delved into committees and working groups with our State Team Selection Committee being a notable example.

Over the next 6 – 12 months, Archery Victoria, in line with our Rules of Association, will be putting in place a more inclusive organisation structure which will involve more members in important roles and sub-committees. This will ensure that there is a broader and more relevant input into the running of the sport in Victoria and provide strength and succession within Archery Victoria as a whole. A strong, diverse and coherent structure will ensure that we continue to grow our sport and introduce many, many more to the sport we love. Most importantly we want to retain members in our organisation, help them to reach their potential in our sport and continue to show the rest of Australia how strong and successful archery is in Victoria.

The backbone of the structure will be a series of sub-committees and officials who will provide input and recommendations to the Archery Victoria Board. The Archery Victoria Board will continue to drive the Strategic Direction of the organisation and will benefit from the more diverse and specialist input which comes from such a structure.

For the moment we will retain our current officials and sub-committees but will grow these in number. We will start with a small number and build them up as we identify needs etc. Some of the initial work of the new officials and sub-committees will be the more granular definition of their roles and responsibilities. Getting this structure set up will require commitment but we believe it will be beneficial to the overall success of our organisation.

As a starting point we are looking to work with volunteers who would like to input to three pivotal roles or committees.

Attached are Expressions of Interest to:

1. Athlete Development Officer
2. Sponsorship and Marketing Committee
3. IT and Online Activity Committee

There will be a number of other opportunities for you to be involved, so, if these don't suit your needs or interests there are more to come. All of these committees and roles will be seeking input from members so you may wish to be involved in surveys or submission of ideas rather than commit yourself to a specific role.

The decision re appointments to these roles/committees will sit with the AV Board. Continuing guidance will also be provided by the AV Board.