

Glyde-In Strategic Planning Goals and Actions

July 2017 – June 2022

GOVERNANCE - Continue to build a skilled, resilient management committee who are actively planning for succession by recruiting, mentoring and training younger members and encouraging more women to take on management roles.			
Actions		Critical Dates	Responsibility
G1	All committee member committing to at least two conversations per year with identified 'potential' committee members, explaining the workings of the management committee and sub –committees. Seek opportunities to listen and discover what each potential member might need to enable him/her to take on a governance role.	Agenda item for committee 4 times /year Feb, May, August, November	Staff to pass on potential names to committee. Committee member to take responsibility
G2	Set up sub-committees in order to achieve specific tasks as they arise. Each sub-committee will be made up of 1 or 2 members from the management committee with the remainder recruited from the general membership. Report as required.	Ongoing	Chair
G3	At AGM, declare all committee positions vacant and call for nominations. Encourage all members to vote for 12 vacant positions. The top 12 candidates then become the committee for the following year. Continue to choose office bearers from the elected committee.	AGM 2017	Chair
G4	Ensure continuity in the committee by adopting a preferred 4 year term of office for each office bearer. 1 st year getting to know the job; 2 nd and 3 rd years contributing to the position and the 4 th year mentoring an emerging office bearer into that position.	Starting September 2017	Committee Members

Actions		Critical Dates	Responsibility
FINANCIAL - Continue to nurture the partnership with all sponsors, in particular our major sponsor, Town of East Fremantle			
F 1	Pro-actively engage with both elected members and council officers to maintain the profile of Glyde-In.	4/year March, June, Sept, Dec	Jono and Robert and Ann
F 2	Conduct a drive to seek more members from East Fremantle. Provide council with relevant information about the Glyde-in to include in welcome packs for new residents to East Fremantle.	yearly	Ann/Gordon Mac/Jono
F 3	Continue to look for opportunities to diversify funding for the Glyde-In.	Update Committee June and Dec each year	Ann
F 4	Investigate examples of other community based organisations who have taken steps towards self-sufficiency and bring relevant findings to the committee for information and discussion	Report prior to AGM 2018 and 2019 and 2020	Ali
OPERATIONAL - Continue to build on and enhance the unique culture of Glyde-In, by advocating for the centre to remain in its present location for the duration of this strategic plan			
O1	Support the planned refurbishment of the Art Shed with the aim to commence classes in a refurbished building by Term 1, 2018.	July 2017 – Feb 2018	Jono and Ann
O2	Continue to manage finances to ensure membership fees are balanced with course costs.	Ongoing	Treasurer

Actions		Critical Dates	Responsibility
SOCIAL ENGAGEMENT- Continue to build further engagement of members, especially those new to Glyde-In by including events to specifically encourage social interaction and opportunities to explain the Glyde-In ethos and culture			
S1	Hold a Glyde-In Morning Tea (or equivalent) twice each year in order to 'build community'. Use these occasions to reach out to new and/or less engaged members and explain why you do things the way you do.	August/Sept and April	All committee members to attend
S2	When appropriate, encourage speakers to remain behind after their talk as an opportunity for members to 'meet the speaker' and each other.	Ongoing	
S3	Promote the option for members to extend their involvement in the Glyde-in by featuring a ' <i>This Month's course or talk</i> ' highlight and actively encouraging more participation. Track the attendance and satisfaction level at these courses and develop a 'feedback' loop for new attendees – what they learned/enjoyed/would they do it again.	Trial for 6 months (starting Feb 2018?) and review	Ann Reeves
COMMUNICATION – Glyde In will continue to use both hard copy and social media to advertise Glyde-In events and activities until at least 2020. We will offer our members the opportunity to build digital competency by incorporating <i>Improving Your Social Media Skills</i> courses into all future programs			
C1	Set up and maintain a Facebook page for the Glyde-In	September 2017	Ann, Terry/ Marnie and volunteer
C2	<p>Committee and Staff: Status= Good</p> <p>A large part of the success of the centre rests on the exceptional skills, longevity and continuity of the office staff. Planning for post 2020 will require attention to building robust communication channels for the eventual transition and replacement of staff.</p> <p>Continue to maintain excellent communication with committee and staff and seek opportunities to learn from staff why they do things the way they do.</p>	Ongoing	Committee Member

Actions		Critical Dates	Responsibility
C3.1	<p>Members: Status= Okay – Could Be Better</p> <p>Publish a short Newsletter each term highlighting events, giving members updates of what's happening and keeping members in the loop about what's planned for the Glyde-In</p>	Term 3 2017	Pam - Ann and Marnie
C3.2	Erect a notice on the Art Shed to keep current members updated about the status of changes	July 2017– Feb 2018	Ali
C4	<p>Supporters: Status= Okay - Could Be Better</p> <p>Actively keep supporters in the loop about what is happening at Glyde-In by meeting at regular intervals Provide updates of '<i>Glyde-In News</i>' to supporters (Town of EF, City of Fremantle, Melville, other Councils, Fremantle Ports, Lottery West). Extract smaller articles from newsletter- send to city publications and websites for inclusion.</p>	2/year	Jono Robert Pam
C5	<p>General Public: Status= Could Be Better</p> <p>Build two closed flip top information box at the gate with brochures about 1) <i>What We Do</i> and <i>How to Join</i> and 2) <i>Course Information</i>.</p>	September 2017	Pam and Ann
C6	Send relevant information to all Councils who have members attending Glyde-In, informing them of the Glyde-In programs and that residents from their council area attend.	2/yearly	Ann