



Perth Tango Club

What you told us!

2023 Improvement Survey Results

19 October 2023

Adriaan Bal (President)

Rosa Papparini (Marketing Manager)

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Introduction

In June - July 2023, the Perth Tango Club (PTC) conducted a survey with its members to help develop a Club Improvement Plan. We had very good response rate with 89 of about 220 members responding. Their ideas and suggestions have helped to shape the Club's guiding principles, approach, vision and key focus areas.

With reference to the previous 2020 Club survey, this report assesses our progress and identifies areas for improvement. The contributions have directly helped to shape the direction of the PTC for the next 1 to 3 years.

Our primary focus is to enrich members' tango experiences while staying true to our mission, vision, and values.

- Mission: Encouraging Argentine Tango's art and culture in Perth, providing a vibrant space for tango dancing, recreation, and practice.
- Vision: To lead as the premier social club for Argentine Tango, inspiring high dance standards.
- Values: Embracing inclusivity, supporting member enjoyment with emphasis on low costs, and giving back to the community through donations and tango presentations.

What you told us

The bullet points below provides a summary of what you told us.

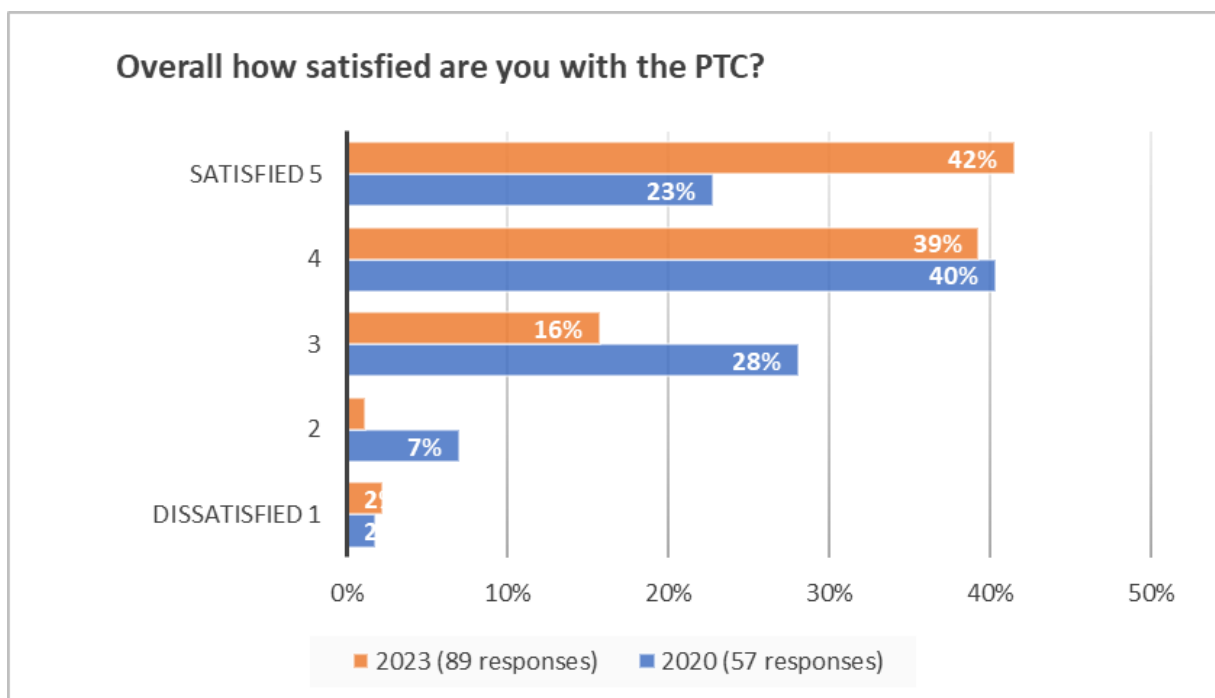
- While there have been achievements based on the previous survey outcomes, more needs to be done.
- Over the past 3 years, PTC members' satisfaction has significantly improved, with the proportion of satisfied members almost doubling with a significant reduction in dissatisfied members.
- In the past three years, the club's demographics have changed significantly, with a notable decrease in member age. The 40-49 age group has shown the highest growth rate.
- The majority of club members began their tango journey after joining us, presumably after our "Basic Tango Classes".

- The majority of club members (78%) prefer attending milongas, followed closely by practicas (47%) and classes/workshops (45%). About 40% of respondents attend practicas at least once a month. And 26% of respondents attend occasional events, e.g. Gala events.
- Members rely on multiple sources of information, but the newsletter remains the primary go-to source (53%), with about a quarter (25%) relying on Facebook. The Club website has a smaller following (14%). There is also some reliance on announcements during milongas and practicas, and brochures.
- Members were asked where the Club should direct resources (i.e. time, effort, and money). The preferences were divided more-or-less equally between *"Everything is currently in good balance"* and *"More international/interstate teacher visits & workshops"*. There was also a desire for *"More live music."* And less interest in *"Refurnishing"* and *"Galas away from the hall"*.
- Your free text comments identified five areas to concentrate resources: (1) enriching our tango experience, (2) building our community, (3) enhancing our physical dance space, (4) developing skills and education, and (5) volunteering.
- The majority of of volunteers say they are feel appreciated (78%, 38 pax) while some did not (22% ,11 pax).

Members satisfaction level

The overall satisfaction levels of PTC members have shown significant improvement over the past 3 years. The proportion of satisfied members has nearly doubled during this period. Moreover, there has been a considerable reduction in dissatisfied members (levels 1-2) from 9% (5 individuals) to 3% (3 individuals).

This notable enhancement in satisfaction strongly indicates that the committee has proactively addressed past concerns, resulting in positive and meaningful outcomes.



Club demographics

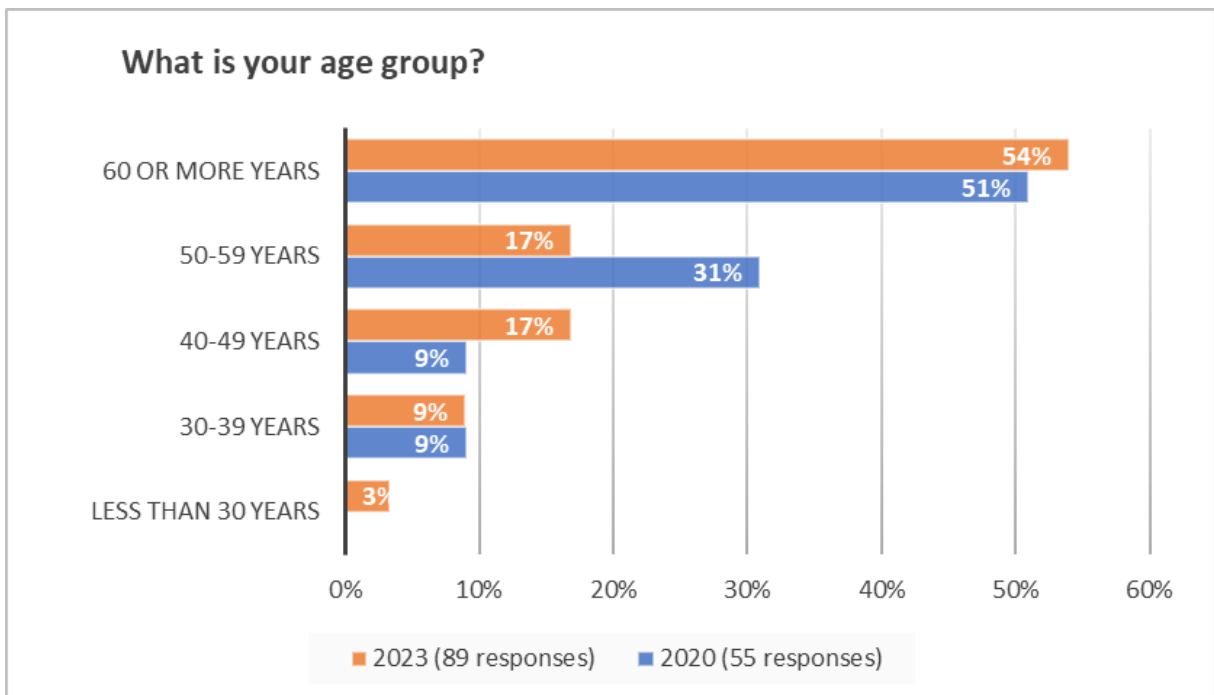
The club's demographics have undergone significant changes compared to three years ago, with a noticeable decrease in the overall age of its members. Notably, the 40-49 age bracket has shown the highest growth rate, indicating a rising number of members within that age range. Additionally, the club has achieved a new milestone by attracting members below 30 years old.

As expected, there has been some growth in the 60+ age bracket, as members from the 50-59 age group transition into the next category. However, this growth only

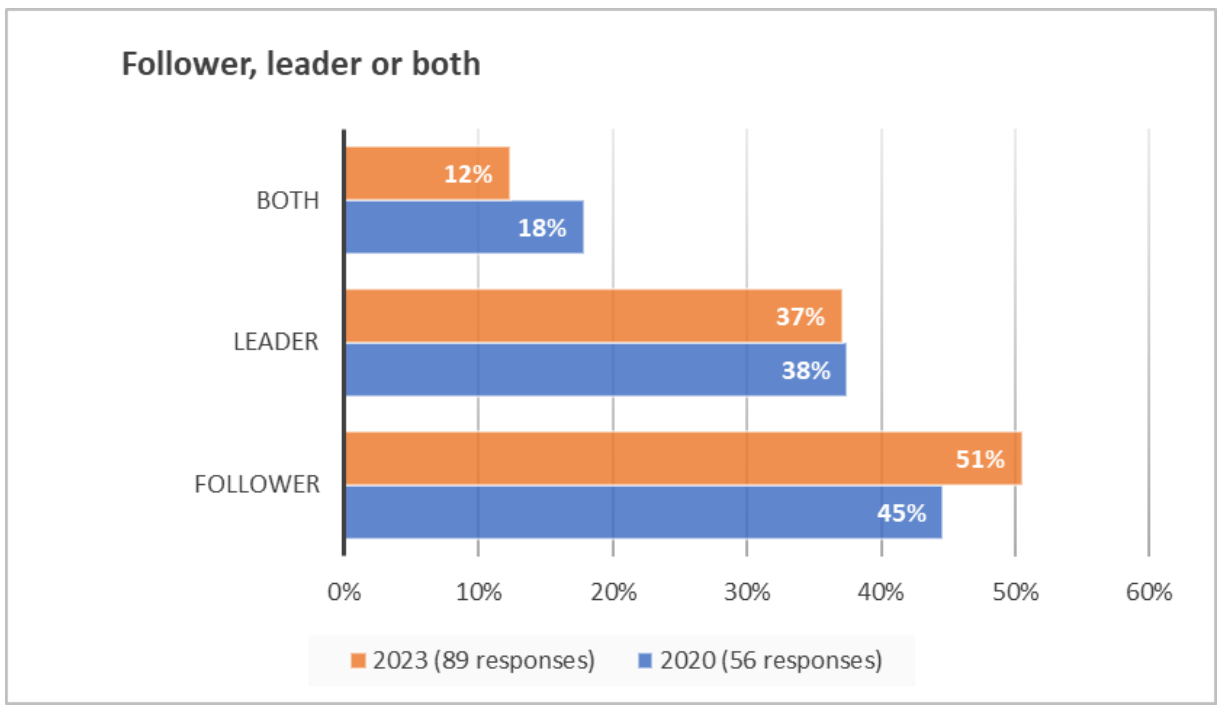
represents 3% of the total membership. On the other hand, there is a noteworthy attrition rate of 17% in the 50-59 age group, suggesting that some individuals may have moved into the 60+ age bracket, while others have chosen to leave the club.

When analysing the distribution of members in terms of their identification as followers, leaders, or both, there has been a minor rise (+5%) in the number of individuals identifying solely as followers. Meanwhile, the proportion of members identifying as leaders has remained relatively consistent. However, there has been a decrease in the number of members who identify themselves as both leaders and followers.

Combining the "both" category with the leader category, we find that approximately 50% of the club's members identify themselves as either leaders or followers, highlighting a balanced representation of both roles within the club.



Distribution of age group and membership duration						
Years as Club member <input type="button" value="v"/>						
Age Group <input type="button" value="v"/>	< 1yr	2yrs	3yrs	4yrs	>5yrs	Grand Total
Less than 30 years	2	1				3
30-39 years	2		2		4	8
40-49 years	8	3	2		2	15
50-59 years	3			3	9	15
60 or more years	4	1	1	4	38	48
Grand Total	19	5	5	7	53	89



Experience level in the Club

When comparing the number of years of tango experience with the duration of club membership, it becomes evident that the majority of members likely began their

tango journey after they joined the club. This suggesting a stable and cohesive membership.

On the other hand, a small percentage of respondents (15%) bring prior dance experience to the club, with six of them having five or more years of dance experience outside of the club before joining the club. Among these six individuals, five express a high level of satisfaction (rating 4-5), while one remains moderately satisfied (rating 3). This suggests that their positive experience with PTC compares favorably to their past tango experiences.

In the next survey, it would be advantageous to include questions about members' participation in tango events or their willingness to travel outside of Perth. Exploring experiences beyond the local tango scene can provide valuable insights and serve as a benchmark for the club's members in Perth.

Number years PTC member vs years dancing						
Experience level -> <input type="text"/>						
Years as a PTC member <input type="text"/>	< 1yr	2yrs	3yrs	4yrs	>5yrs	Grand Total
< 1yr	12		2	2	3	19
2yrs		2		2	1	5
3yrs	1			2	2	5
4yrs				7		7
>5yrs				1	52	53
Grand Total	13	2	2	14	58	89

Preference & participation in Club events

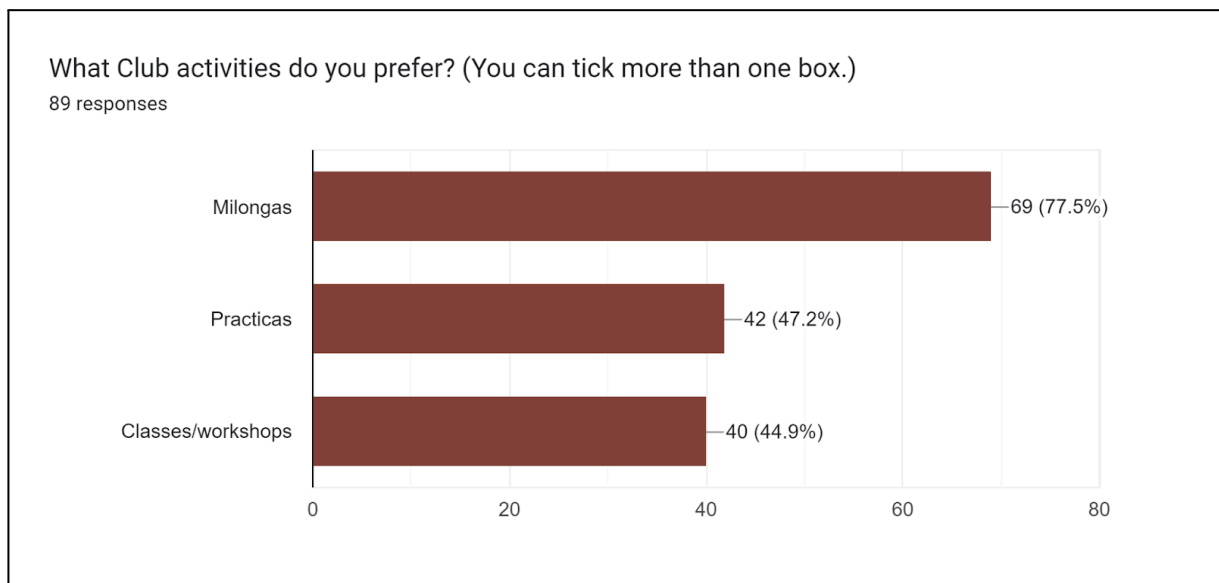
The majority of club members (78%) have a preference for attending milongas, followed closely by practicas (47%), and classes/workshops (45%) with nearly equal enthusiasm.

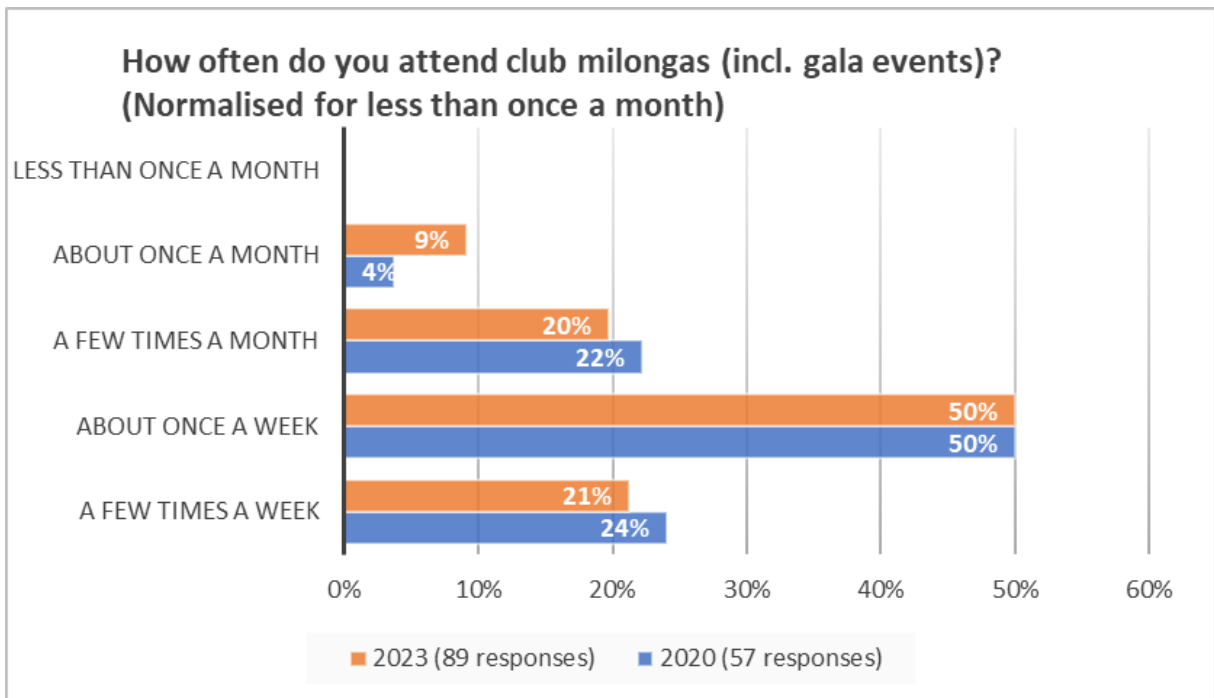
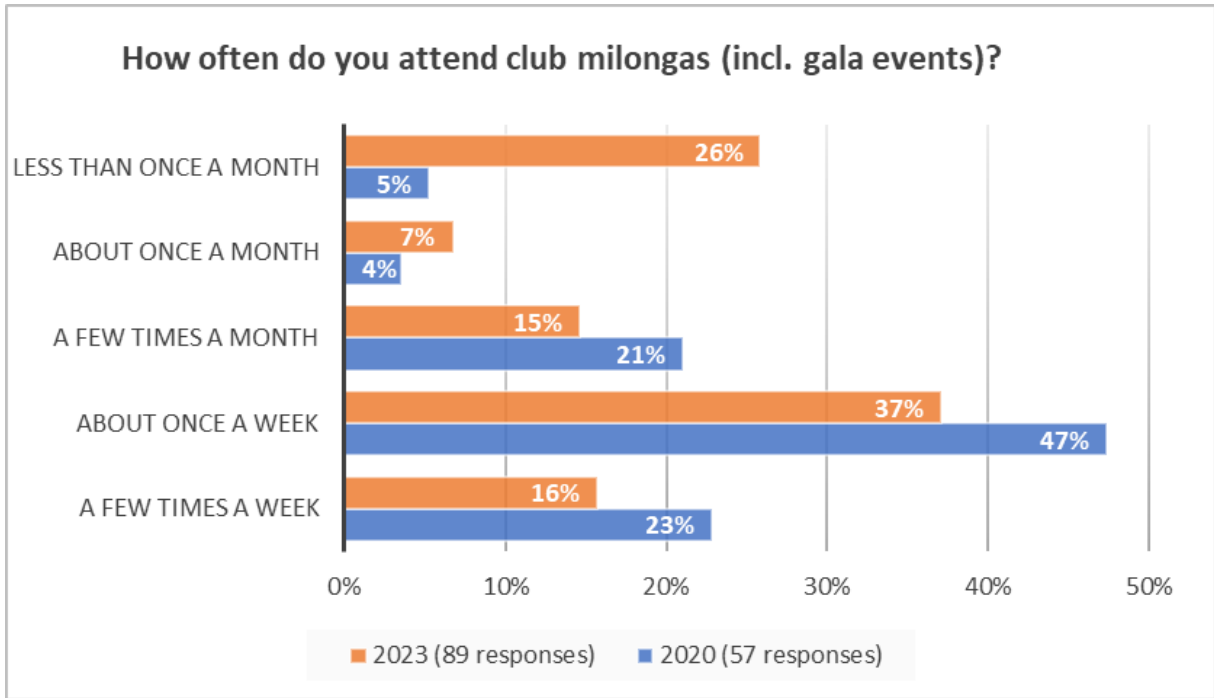
A notable portion (26%) of respondents indicate that they only attend occasional events, which are likely to be the Gala events. If we adjust the data by excluding these

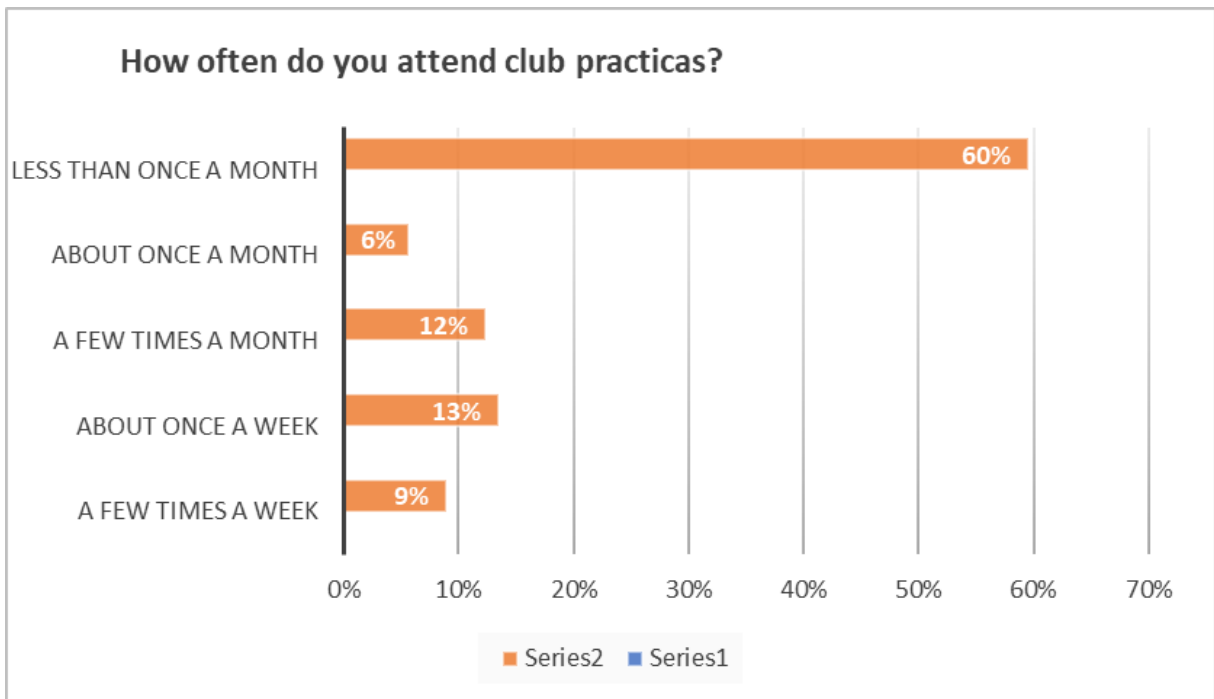
occasional attendees from the analysis, the attendance frequency for 2020 and 2023 appears to be quite similar.

In this 2023 survey, for the first time, respondents were asked about their attendance at practicas. It is worth noting that a relatively high proportion (40%) of respondents attend practicas at least once a month.

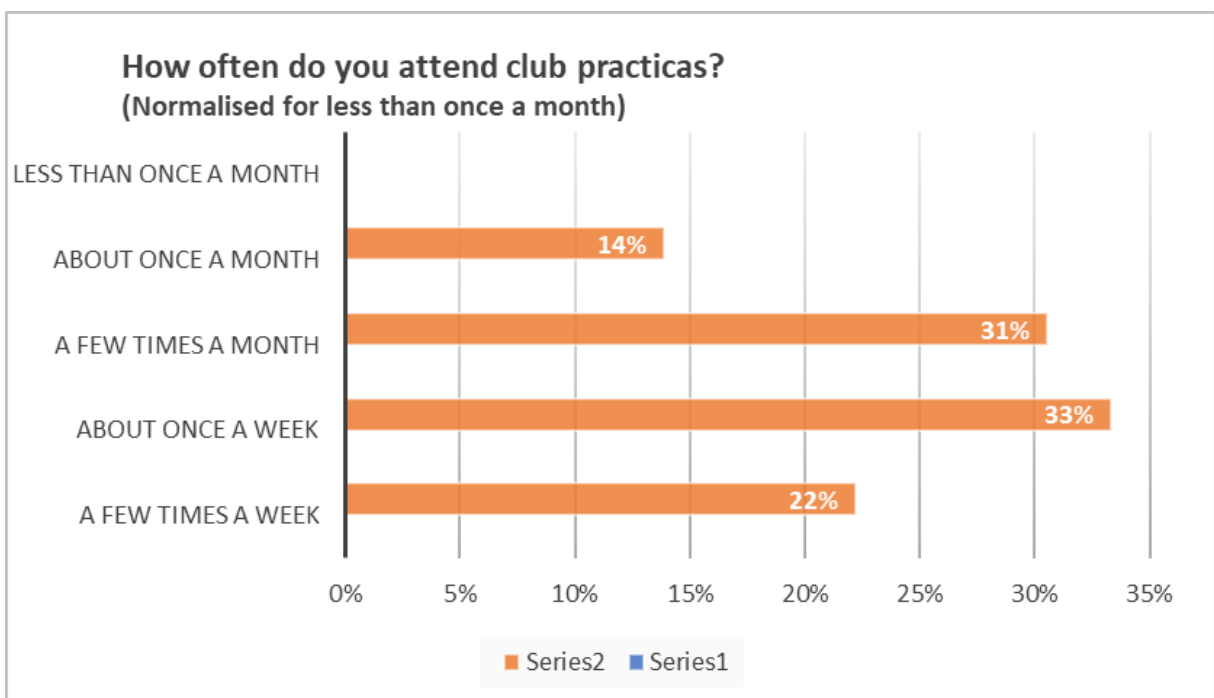
Clearly, practicas and classes/workshops hold significant importance as part of the club's services to its members. However, there are suggestions for improvement that have been identified.







(a new question and therefore no comparative previous survey results)



The group with the highest level of participation consists of respondents with 4 or more years of dance experience, closely followed by newcomers with less than 1 year of experience in tango.

There is a significant decrease in attendance among individuals with 2-3 years of experience, likely due to some members dropping out after realising tango is not their preference. However, the few who persist tend to be deeply passionate about tango and eventually join the group of dancers with 4 or more years of experience as the

years pass. This results in a bimodal attendance distribution, with one peak in the cohort of experienced dancers and another in the cohort of beginners.

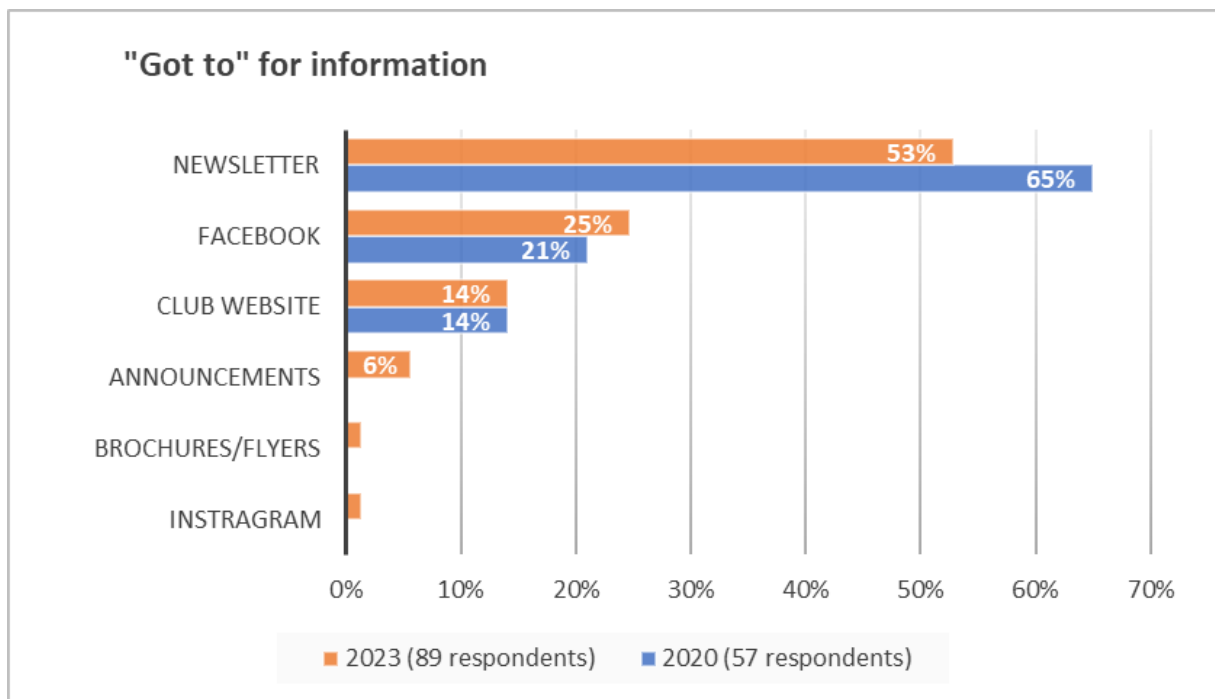
Count of How often do you attend club events?						
[Milongas + Galas]						
Years that I have been dancing tango	A few times a week	About once a week	A few times a month	Once a month	Less than once a month	Grand Total
< 1yr	2	2		1	8	13
2yrs				2		2
3yrs		1			1	2
4yrs	1	5	3	2	3	14
>5yrs	11	25	10	1	11	58
Grand Total	14	33	13	6	23	89

Count of How often do you attend club events?						
[Practicas]						
Years that I have been dancing tango	A few times a week	About once a week	A few times a month	Once a month	Less than once a month	Grand Total
< 1yr	1	2	4	2	4	13
2yrs				1	1	2
3yrs	1	1				2
4yrs	2	3	3	1	5	14
>5yrs	4	6	4	1	43	58
Grand Total	8	12	11	5	53	89

Communication

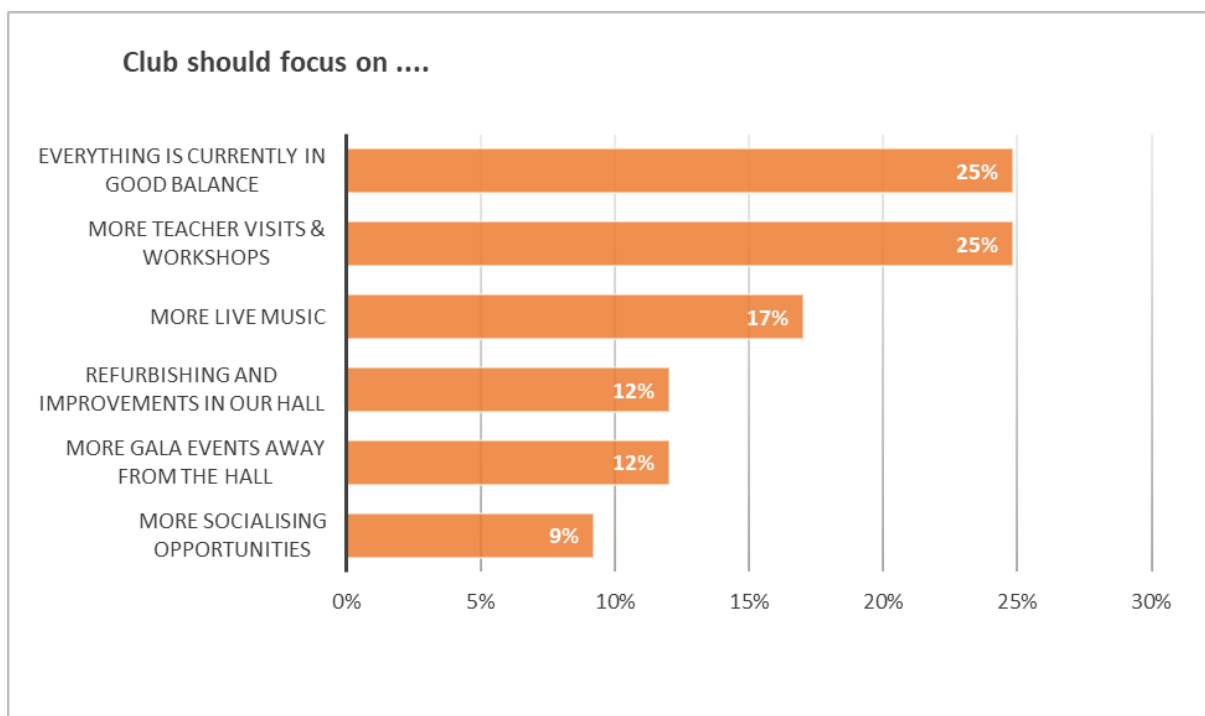
In this year's survey, there were some changes in the presentation of the question. Firstly, respondents were allowed to select multiple options, resulting in 89 respondents providing a total of 142 selections. This indicates that members rely on multiple sources of information rather than just one. Secondly, we introduced additional options such as announcements, brochures, and Instagram as sources of information.

Although the primary go to for Club information is by far the newsletter, more than 50%, there is a drop in preference for this source with a marginal increase in Facebook compared with 3 years ago. The Club website has a small following (14%). There is also a small reliance on announcements. A number of respondents specifically comments that they enjoyed the newsletter.



What should the Club focus on?

This question seeks members' input on resource allocation, including time, effort, and money. The preferences are evenly split between *"Everything is currently in good balance"* and *"More international/interstate teacher visits & workshops"*, followed by a desire for *"More live music."* Overall, the membership is content with the current resource distribution. The committee could prioritise visiting teachers and live music, while also considering the preferences of those who find the status quo satisfactory.



Respondents were also offered a chance to express their wishes in free text formation. Their comments are grouped into 6 themes (Appendix 1) that reflect the recurring sentiments expressed by the members.

1. Enriching our tango experience,
2. Building our community,
3. Enhancing our physical dance space,
4. Developing skills and education, and
5. Volunteering.

These themes highlight key focus areas for improvement and are listed below with member suggestions for improvement.

1. Enriching the tango experience

Enrichment is about improving our tango experiences through creative event planning and promotions. The comments offer various ideas and suggestions for event planning and promotion in the tango community.

Some positive comments advocate for enhancing New Year's Eve Tango events, making them more grandiose and enticing. There is also enthusiasm for an annual Tango River Cruise.

Multi-use of the hall is also suggested e.g. tango movie nights. There is a desire for more live showcases, both from members and local instructors. A suggestion to increase entry fees is motivated by a desire to subsidise bringing in esteemed interstate and international instructors, as well as accomplished tango musicians.

The idea of occasional events in unique spaces like historical venues or outdoors, for socialising and dancing, is also suggested.

On the other hand, some negative comments mention the need to reduce the number of events to avoid conflicts with other Perth organisers and suggest reviewing pricing upwards for events to align with other tango events.

The overall tone of the comments is a mix of excitement, appreciation for existing events, and a call for improvements to attract and engage different demographics while promoting tango to a broader audience.

Ideas for Improvement:

- Repeat the Tango River Cruise with a different theme.
- Introduce a regular Outdoor Milonga in summer promoting it as a social gathering with family and friends event.
- Improve communication by announcing important events during milongas/practicass and using flyers to lay out on tables.
- Arrange performances by interstate/overseas orchestras/dances to expose dancers to new tango music and dance.
- Set up a subcommittee to explore and propose an occasional alternative dance venue to add variety in surroundings.
- Random flashmobs included in the annual calendar
- Review pricing (in light of PTC values for low cost events).
- Buy portable sound system for outdoor events.
- Review promotion strategies.

2. Community building

Community building is about fostering a welcoming, respectful, and engaging community that addresses concerns about behaviour, privacy, and communication.

The comments reflect a mix of positive and negative feedback. Some positive comments express appreciation for the acceptance of new members and feeling welcomed. There were also positive comments about the collation with Perth Tango teachers during the Perth tango Weekend. Others suggest organising free community events to promote tango and attract more people. There is also comments for healthy food options at the club.

There are concerns regarding privacy and photography, and the need for more transparent communication from the club (eg about memberships fees being for the Financial Year). One member expressed concerns about comments that may come across as, unintentionally, disrespectful.

There is a call to think creatively to engage younger members (and reward regular volunteers). Additionally, past suspended members are mentioned, with a desire to invite them back and address issues related to their suspension.

The overall tone of the comments is a combination of appreciation, constructive criticism, and a desire for improvements in creating a welcoming and inclusive environment for all members.

Ideas for improvement:

- Highlight the importance of respecting tango's tradition while embracing its evolution to appeal to younger generations.
- Develop and implement strategies to attract and welcome new members, especially younger dancers.
- Make an effort to create a welcoming and inclusive atmosphere for younger dancers. This can be achieved through targeted advertising, showcasing younger individuals in promotional materials, and organising events that cater to their preferences.
- Re-run the Perth Tango Weekend.
- Provide options for more private members to opt out of marketing collateral.
- Reconsider the term for past members suspended for bad behaviour.

4. Enhancing the PTC dance environment

Some comments express appreciation for the current hall setup and suggest adding artwork on the walls. However, there are negative comments about the hall being cold in winter and issues with the sound system, including outdated equipment that causes disruptions during milongas. The need to upgrade the sound system with quality speakers and sub-woofers is emphasised to improve the ambiance and enjoyment of dancing.

There is also a call for a DJ training program to improve the quality of playlists and attract more dancers. Some commenters feel that the current level of DJ capabilities is poor and inconsistent, leading to early departures from milongas. The overall tone of the comments is a mix of appreciation for existing aspects of the dance environment and concerns about specific areas that require improvement.

Ideas for improvement:

- Consider adding new artwork to the tango venue to create a visually appealing and inspiring environment.
- Improve Sound System: upgrading the sound system to enhance the audio experience, eg install two more speakers so there is a speaker at each corner point facing into the dance area.
- Consider taking steps to address concerns about the hall's temperature: buy another portable humidify or air consider and portable heaters.

5. Skill development and education

There is a desire to improve floor etiquette and musicality knowledge to enhance the dance experience. Some comments focus on the need for consistency in teaching methods and inviting experienced teachers to lead classes and guided practicas. Other commenters suggest offering more structured music during practicas and creating themes for skill development workshops.

However, there are negative comments concerning inexperienced dancers teaching and the lack of proper instruction in codes, social dancing, and floor etiquette. Additionally, concerns are raised about disruptive behavior on the dance floor and the need for improved floorcraft and respect for others.

The overall tone of the comments is constructive, with a focus on elevating the skill level and education of dancers in the community to create a more enjoyable and respectful dance environment.

- Organise more guided practicas led by experienced teachers.
- Structured Practicas: Introduce more structured practicas with specific themes or focuses to enhance the learning experience.
- DJ Training and Consistency: Provide training programs for DJs to ensure consistency in music selection and DJing skills.
- Teach Social Dance Etiquette: Emphasise the importance of social dance etiquette, codes, and respect for personal space.
- Promote regular workshops and discussion focused on tango musicality and floor craft.
- Think about ways to motivate skilled dancers, particularly leaders, to volunteer as "taxi" dancers or practice partners. Establish a system to recognise these dancers and make them accessible during practicas or other events.

6. Volunteers

While some respondents express concerns about burnout and the need for improvements, there is a prevailing sense of enthusiasm and commitment to making positive changes. Respondents provided various suggestions to attract more volunteers.

To enhance the committee, they suggested creating a balanced work/life culture, allowing temporary committee membership, and providing clear role outlines. They also recommended showing appreciation through an end-of-year meal and publishing meeting dates.

For volunteering in general, they proposed offering payment, rewards, or free access to events.

Personal approaches, individual recognition, and simpler processes were encouraged to engage volunteers effectively. Emphasising personal will and valuing volunteers while avoiding micromanagement were also highlighted.

Suggestions related to the Committee:

1. Create a well-balanced and accepting committee culture to prevent burnout.
2. Allow temporary or casual committee memberships for specific projects with a defined timeframe.
3. Provide a non-exhaustive list of duties for committee roles to outline the responsibilities.
4. Consider organising end-of-year meal or catered thank-you events for committee members.
5. Publish committee meeting dates to promote transparency and engagement.
6. Consider setting a clear annual goal for the club to attract individuals who align with that mission and can actively contribute.
7. To prevent burnout and attrition, focus on fostering a committee culture that embraces diversity, balances commitments, and allows for breaks.

Suggestions related to improving volunteering in general:

1. Consider offering payment, vouchers, or rewards for volunteers and committee members to recognise their time and effort.
2. Offer incentives other than club membership, such as free access to milongas or gala nights, to volunteers.
3. Approach individuals individually to encourage them to volunteer.
4. Continuously acknowledge and appreciate volunteers' efforts.
5. Simplify the volunteering process to make it more accessible.

6. Emphasise the personal aspect of volunteering and encourage personal will.
7. Explore ways to increase rewards or benefits for regular volunteers.
8. Value volunteers and avoid micromanaging their efforts.
9. Consider offering compensation for door volunteers, such as a private lesson.
10. Have private conversations with potential volunteers to discuss their interests and roles.
11. Ensure clear communication of volunteer expectations and time commitments for specific roles.
12. Offer an option to decide if names are published online, enhancing privacy and online safety.
13. Create a brief list of tasks to give an overview of the role's responsibilities.
14. Introduce additional rewards beyond club membership. Simplify cash management to attract youth volunteers.
15. Simplify the process for one-time volunteering.
16. Explore ways to enhance incentives for consistent volunteers/helpers.

Volunteer Appreciation

Volunteers (49 respondents) were asked if they felt sufficiently appreciated for their past couple of years' efforts at the Club (e.g., DJ, opener, cashier, other). The majority (78%, 38 pax) felt appreciated, while 22% (11 pax) did not. The unappreciated members are all in the +60 age group and have been Club members for over 5 years. Those feeling appreciated represent a wider demographic. It's possible that some unappreciated feelings stem from those recalling experiences from some years ago. Future questions should focus on recent volunteer experiences.

Some free text comments:

"It makes you really feel a part of the club when you volunteer."

"Have not volunteered in the past couple of years except maybe a skill share, but I used to DJ and was definitely not valued by organisers but was by people attending."

"Suggested improvements always seem to be avoided, and little or no action taken."

"Not always I feel that my efforts are appreciated, and it is why I limited my time as a volunteer."

Cashless desk and treasurer

The treasurer's biggest workload involves collecting, counting, and depositing cash at the bank once or twice a week. To make the position less burdensome and more appealing to volunteers, we are considering implementing a cashless desk.

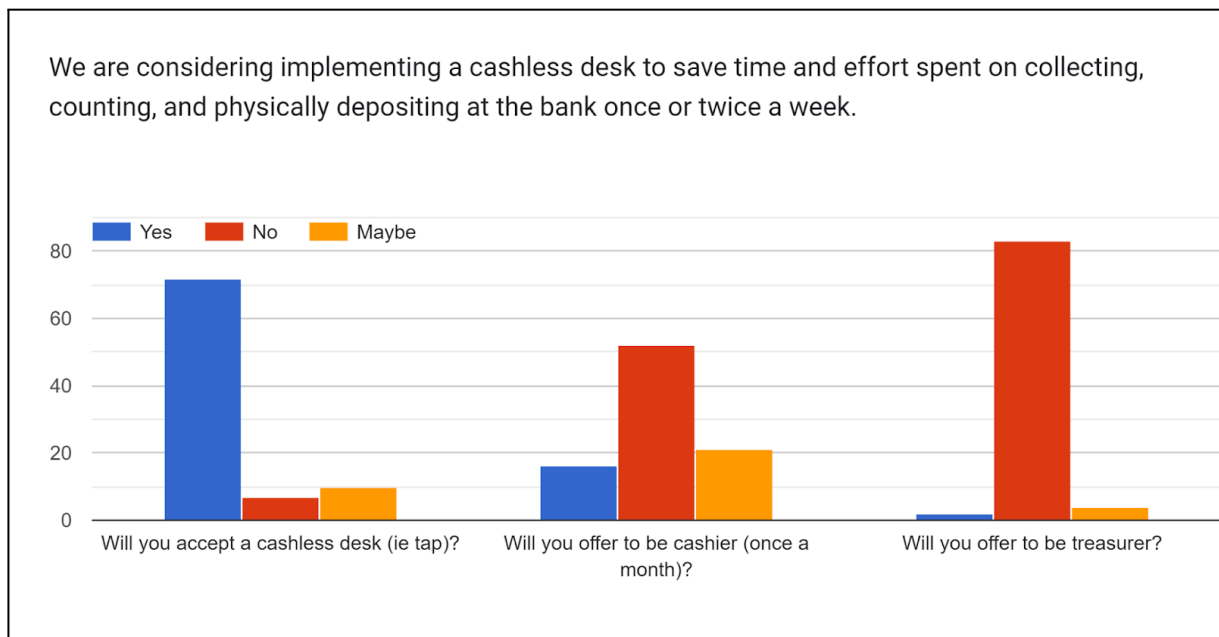
An overwhelming majority (81%, 72 pax) are open to the idea of a cashless desk. 7 pax (8%) are against it, and 10 pax (11%) responded with maybe.

Regarding door duty, 16 pax are willing to cashier at least once a month, 21 are undecided, and 52 said no.

A free text comment *"Younger people would volunteer if there is less paperwork and more easy to manage cash. That responsibility of handling paper notes is discouraging for new volunteers"*, suggests handling cash is a disincentive for many.

For the treasury role, only 2 respondents would consider taking it on, and 4 pax responded with maybe. However, the majority (93%, 83 pax) said no.

In summary, most members are in favor of a cashless desk, but many are not willing to take on cashiering or the treasury role.



Appendix 1: Members Comments

Enriching the tango experience & event planning/promotion

31	New years eve should be a more special Tango event, a bit more grandiose, an opportunity to bring all of the Tango community across all clubs together, make it enticing, a Special event that we cannot say no to, an event that everyone wants to come to and introduce family & friends to the community, a place where we can appreciate a view and some fire works, indoor & outdoor space, providing opportunity to interact, chat as well as dance, it is summer & it is only once a year after all- We could value & honour ourselves a bit more and indulge our senses a little more than the usual community hall... Make it special and whoah factor once a year! :) All year round PTC does an amazing job of keeping prices extremely low... With heads up, people have time to raise their standards and save \$\$\$ for an unforgettable night of Tango like no other!
13	Annual Tango River Cruise
35	5. There are too many PTC events and some of these could be reduced, to allow others to run their events without conflict. Many prime times and days are all effectively taken by PTC events. 6. Pricing for events, particularly Milongas, should be reviewed to align with national and international standards.
19	Something in the space of promoting dancing generally.
33	Occasional event/Milonga in a different interesting space ie historical space, cafe, outdoors (seasonal) - also assists promoting Tango and the Club, we used the hall in the past also for tango movies - could be popular in winter ie Sunday afternoon coupled with afternoon tea.
55	Performance Night Event: Have an annual event night purely for Tango couples to perform in front of a crowd. Could be any type of tango eg. Stage, Salon, funny skit, etc... Not a competition but more as a fundraiser event with the money used to attract/pay for interstate/international teachers to do workshops at the club.
22	It would be fun to have some random flashmobs included in the annual calendar.
26	It was good to start the year with a Perth weekend before taking on visiting teachers. It was a good move
30	... and a regular outdoor milonga in summer e.g once a month over summer
55	Performance Night Event: Have an annual event night purely for Tango couples to perform in front of a crowd. Could be any type of tango eg. Stage, Salon, funny skit, etc... Not a competition but more as a fundraiser event with the money used to attract/pay for interstate/international teachers to do workshops at the club.
60	Promote at community halls, shopping centre boards, lifestyle villages etc. As I've said before the more mature members like traditional channels for finding out things.

9	Please show photos of younger people in the foreground or at first sight on the website or when you publish events. So people don't think the PTC is only attended by retirees/pensioners (no offence). To improve connection with younger people and the perception of tango by advertising differently
59	The new facebook group requires access through Facebook to view its content. Believe it or not, there's people out there without a FB account..
24	We felt short-changed not bring informed the 'membership'fee was only valid for a matter of weeks. There should have been this transparency by the club prior to people signing up. This would have been really appreciated so we could have made an informed decision as our funds are limited.
69	I wasn't getting emails/newsletters even though I paid for the membership
60	Promote at community halls, shopping centre boards, lifestyle villages etc. As I've said before the more mature members like traditional channels for finding out things.
79 Perth population should be exposed to our wonderful tango and their tango teachers at free community events that the club could be organising and facilitating a few times a year, to promote the Argentine Tango for the growth of tango in Perth.

10	I would suggest increasing the entry fee with views to bring more interstate and international teachers and performers such as proper tango musicians)
51	The online event with the band from Argentina was wonderful.
60	Would like to see more live performances either from our members or local teachers.
30	I'd like to see more live music from interstate/overseas orchestras
16	Perhaps visiting teachers would be a positive
31	Progress involves raising our standards. Being more progressive in our ways as we respect the tradition, evolution, i.e., change is inevitable
57	Would prefer to hear much more modern tango music.
37	I would like to see alternate venues used other than our hall, this may require a transportable sound system. This was done in the past and my recollection of this is that it was often done on a Saturday night (as a pop up event) with success. Some of the halls used included Floreat and Manning community halls, all of which had excellent dance floors. ;Encouragement of new members and dancers.
49	More live music
60	Also, would like to see more live performances either from our members or local teachers.

Fostering a welcoming community

23	My friends attended the beginners course but stopped when the instructors joked that the women were donkeys led around by the men and made whipping sounds. I wish the club was more respectful about the dancing relationship.
8	As someone who took a break from tango, seeing the current community accept new people has been fantastic!
79	In addition, Perth population should be exposed to our wonderful tango and their tango teachers at free community events that the club could be organising and facilitating a few times a year, to promote the Argentine Tango for the growth of tango in Perth.
18	Not take so many photos - privacy of the people being photographed maybe their permission should be sought. I am not happy about a photo being posted of me online.
32	Consider new ways to increase the Reward to the few/ regular volunteers / helpers
38	I love the club, returning old member, very impressed!
49	Healthy food
60	We need to think more out of the box for getting new members esp. leads. The age group seems stuck at 50+, I don't see young members staying long - they have other dances to interest them. Promote at community halls, shopping centre boards, lifestyle villages etc. As I've said before the more mature members like traditional channels for finding out things.
76	Feedback ignored Even though feedback was given about lack of transparency of membership fee length the latest newsletter still does not state this for potentially new members.
84	Past suspended members should be invited to officially re-join. Only limited suspension periods should be imposed for members who break the rules. Past members who are senior and more advanced dancers than most members, have been poorly dealt with and forgotten, and they have not been re-invited to resume club membership. It seems that no one has taken the initiative to re-visit this issue and the consequences have been, that other good dancers have also left the club membership, in support of these suspended members.
85	New member. Feeling welcome.

Enhancing the PTC dance environment

60	Hall can be a bit cold at the start of Milonga in Winter.
10	I like the way the hall is set up.
33	Adding artwork on wall with windows
21	Speakers need to be updated
68	On top of this we could have a display book of the 20 tango orchestras so people can have a read. Besides this maybe a few broomsticks for warm up exercises and hoola hoop gymnastics rings for partner exercises
35	The PTC has sufficient funds to consider the following: 1. New 4 speakers and sub-woofer speakers, and sound equipment This will significantly improve the ambience and pleasure of dancing Tango. 2. Replace Aircon with reverse cycle refrigerated Aircon.
84	Upgrade Sound system - recent milongas have highlighted the antiquity of current equipment and continues to fail on a regular basis, which is embarrassing for all DJs and frustrating for dancers. For example: Music stopping mid-stream, music overlaying into the next song and speakers with with interference, or distorted sounds. There is an urgent need for an upgrade to a quality sound system, including speakers & sub-woofer (like Mackie, which is a well-respected brand in the professional audio industry) and update mixer/amp for improved ambience and quality sounds, since quality of music is the quintessential element for Tango dancing.
67	The sound system seems to cause problems at times. Sound is important and it would be good if the club upgraded the sound system to a music sound system instead of the current PA system.
79	Replace sound system for better quality and better ambience of the music.
35	1. With the exception of 3 DJs, there needs to be a good DJ training program with a mentoring and DJ buddy system for all new DJs. The current level of DJ capabilities is very poor, inconsistent and frustrating.
80	I feel the club needs to keep some kind of standards with the DJs and should provide a program of education for tango DJs including mentoring for a period of time, until they learn to create quality playlists for our dancers to enjoy. Some of the current DJs have no idea of proper programming of playlists to provide good energy and ambience and I feel it is the reason why many of our tango dancers leave Milongas early and why we dont attract interest from interstate tango dancers.
85	Love to dance tango to non-tango music occasionally
59	Train DJs
56	Train more local DJs please

84	2. As good Tango playlists are the essence in attracting dancers to attend Milongas, it is essential that inexperienced DJs must go through a suitable program to be educated on the principal standards to follow and be guided by an experienced DJ mentor, until they are good enough to do it on their own. The PTC has lost some very popular and progressive DJs in the recent years and really needs to support and promote good DJ practices. A small reward would also go a long way for good DJs.
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Skill development and education

35	<p>2. Argentine Tango teaching should only be performed by experienced Argentine Tango teachers and not by the club. The PTC should offer to facilitate teaching programs of instruction, by these experienced teachers, on a cyclical basis.</p> <p>3. Classically untrained and inexperienced dancers, and dancers with less than 10 years of Tango, should not be instructing or guiding newbies.</p> <p>4. The hall should be made available to members for private Tango training up to max of 2-3 hours on a reservation basis and fairly offered, so that everyone has opportunity to use it when no events are running.</p>
79	The club itself should not be a teaching tango dancing, as it is not a teaching school, it is just a club. Instead the club should be helping to grow the tango community by providing an opportunity for the real tango teachers in Perth to share their magic with the Perth community. Therefore, if the club wants to run tango classes, these classes should be run by proper tango teachers, at the clubs invitation, and not by non-teacher volunteers who do not run classes outside of the club. This could promote bad tango habits, which are not at all in the benefit of the members and the whole tango community.
59	<p>keep consistency in the teaching and guest teachers you invite to the club as they all have different and inconsistent ways of teaching, which is confusing esp.to newbies. if you keep mixing different styles and teaching styles this will create a mess in the milonga.</p> <p>please make sure you instruct properly about the codes, how to dance socially, respect the spaces, avoid back steps and acrobatics if you don't have space to move around.</p>
68	I would love to see the music at practica more structured. Simple Rhythmic music in the beginning(great for beginners as well). Then maybe one composer for 20 min Followed by blocks of Vals (maybe 20 min as well) to get used to / understand the music and milonga. Not sure how this can be put together.
34	I believe that practicas should be guided by experienced teachers to achieve better results.
44	guided practicas with established teachers, maybe even same subject covered by different teachers
15	Practicas and workshops are frustrating sometimes because people tend to dance with the same person, so for a leader without a partner you are limited.

29	Important to teach floor etiquette in the beginner classes and in every other opportunity to instill in our dances the need to care for the safety of each other. Also it would be amazing if our more experienced dances would be prepared to give of their time to help others develop their dancing skills. For people to be more open to share their expertise and knowledge of Tango.
53	I believe, without ability to listen and understand tango music, it is very difficult to achieve a good 'dance floor communication'. Such knowledge as well as 'informed' behaviour in a dance traffic will make PTC more safe and enjoyable, as well as prepare our dancers for tango interactions outside of Perth. Several maestros commented on the ignorance in musicality, dance meaning and also - chaotic traffic at ptc, unfortunately. Therefore, extra sacadas, planeos or embellishments (what visiting maestros usually offer) seem to be rather secondary. I have done tango musicality teaching in small groups and would be happy to discuss my possible involvement with the club.. Regular workshops/skill shares on Tango musicality and floor craft.
55	Milonga Floorcraft & Etiquette: The PTC teaches beginner classes and advises students to go elsewhere to develop their weekly tango. This is done by promoting teachers external to the PTC. Since we are relying on this methodology of learning then the PTC needs these external teachers to reciprocate and to continually instruct respectful social Milonga floorcraft and etiquette to align our Milongas with how the rest of Australia and the world dances at Milongas.
81	Improve dancers' behaviors. There are dancers who show no respect for other dancers. They don't follow the line of dance, push past other dancers and dance like they are performing in the world tango championships. They spoil the dance experience for the majority of dancers.
61	Ability to use/ hire the hall for personal practice or private lessons would be fantastic.
62	Ability to use/hire the hall for personal practice or private instruction would be very useful
77	the only thing I think would make I better is having the opportunity to practice after workshops . I have now attended a number of workshops and do not feel anyone is getting the benefit . My suggestion is some of the tango teachers then use the practicas to consolidate and practice learning maybe using the videos . As a follower I don't feel I am getting the best experience . Would it be possible to have men who would be willing to be taxi dancers on a particular night somehow make that known or men who would be available for practica even ad hoc
82	I would attend more practicas if they were at least partly structured with themes. For example a session vals, or a session with lyical orchestras. Themes could be for the first hour followed by the usual free format. Also its hard to practice a ronda becasue too mnay people are standing still (e.g. practicaing a step). We could divide the hall in half and have one half for people wanting to parcgice a ronda aof stpes and another half for those wanting to be stationary.

84	<p>Facilitate and invite local experienced and classically educated Argentine Tango teachers, to teach on a rotational basis, utilising the club facilities. This will promote and improve the output of well educated Argentine Tango dancers in the community.</p> <p>Similarly for guided practices or skill shares, should only be supported with experienced and classically educated Argentine Tango teachers/assistants. This may help curtail the current obvious withdrawal of some good dancers from the club.</p>
88	Milonga etiquette and floor craft improved by the whole tango community

Appendix 2: Members Comments Concerning Volunteering

Suggestions to attract more volunteers and committee members are:

1. Create a well-balanced and accepting committee culture to prevent burnout.
2. Consider offering payment, vouchers, or rewards for volunteers and committee members to recognise their time and effort.
3. Allow temporary or casual committee memberships for specific projects with a defined timeframe.
4. Provide a non-exhaustive list of duties for committee roles to outline the responsibilities.
5. Offer incentives other than club membership, such as free access to milongas or gala nights.
6. Approach individuals individually to encourage them to volunteer.
7. Continuously acknowledge and appreciate volunteers' efforts.
8. Ensure online safety and respect individuals' privacy when posting their names online.
9. Simplify the volunteering process to make it more accessible.
10. Emphasise the personal aspect of volunteering and encourage personal will.
11. Explore ways to increase rewards or benefits for regular volunteers.
12. Maintain affordable membership fees and milonga entrance fees to encourage more membership.
13. Engage committee members to talk to members about volunteering at events.
14. Welcome new members and explain the importance of volunteering in the club.
15. Consider offering compensation for door volunteers, such as a private lesson.
16. Consider organising end-of-year meals or catered thank-you events for volunteers.
17. Value volunteers and avoid micromanaging their efforts.
18. Consider offering free entry to milongas for volunteers as an incentive.
19. Have private conversations with potential volunteers to discuss their interests and roles.
20. Ensure clear communication of volunteer expectations and time commitments for specific roles.
21. Consider publishing committee meeting dates to promote transparency and engagement.