

Advancing the Beat:

Perth Tango Club's Aspirational Improvement Goals for 2023-2024



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Introduction

In July 2023, the Perth Tango Club Committee conducted a comprehensive membership survey, unearthing five pivotal areas for improvement within our organisation. From these insights, we have honed in on five areas for improvement. Each area has four to six key improvement goals. Improvement goals are important because they provide direction, motivation, and a clear path to higher levels of skill and enjoyment. Most of these goals are achievable within the current financial year.



The five areas of focus areas for improvement with listed goals.

This document doesn't just outline our goals; it provides a structured roadmap for their achievement, employing the SMART framework to ensure precision and effectiveness in our pursuit of progress.

Club Background

Established in April 2005, the Perth Tango Club (PTC) is a non-profit social organisation committed to enriching the tango experiences of its members. Since February 2007, the club has found its home in the Lesser Hall, West Leederville. Our mission is unequivocal: to promote and nurture the art of Argentine Tango, offering a space for recreation, resources, and dance practice, all within a welcoming community.

With our sights set on leadership in Argentine Tango, we are focused in our dedication to cultivating an understanding of Tango culture, complemented by a commitment to inclusivity and affordability. Our standards are exacting, driven by a pledge to serve the best interests of our members. This involves creating an environment that embraces individuals from diverse backgrounds and abilities. Furthermore, we are actively engaged in giving back to the broader community through various fundraising endeavours.

Enriching our Tango Experience

Enrichment is about improving our tango experiences through creative event planning and promotions.

1. Tango Steam Boat

Host a nautically-themed Tango Steam Boat event on Saturday, February 17, 2024, accommodating 70-80 guests.

Specific: Host the Tango Steam Boat event on Saturday, February 17, 2024, with a nautical theme, aiming to accommodate 80 attendees.

Measurable: Successfully organise and execute the event, with attendance tracking to confirm participation of at least 80 guests.

Achievable: Allocate budget resources for the acquisition of a portable amplifier and speakers, ensuring the necessary audio equipment is in place for the event.

Relevant: The nautical-themed Tango Steam Boat event aligns with our mission to provide unique and engaging experiences for our members, while also accommodating a larger number of attendees.

Time-bound: Complete all event preparations, including equipment procurement and venue arrangements, in time for the scheduled date of February 17, 2024.

2. Outdoor Summer Milongas

There is a strong desire for PTC to have outdoor milongas during the summer.

Specific: Organise outdoor milonga events during the summer season, potentially at locations like Kings Park.

Measurable: Ensure the establishment of a dedicated subcommittee to plan and execute the events.

Achievable: Secure a portable amplifier and speakers either through lending or budget allocation.

Relevant: Address concerns about monopolising the tango calendar by considering outdoor events as a replacement for an existing PTC event, such as the Sunday practice.

Time-bound: Have all necessary arrangements in place for the first outdoor milonga event by Decemeber.

3. Live music events

Live music brings a refreshing change to the ambiance, offering a unique experience compared to DJ sets.

Specific: PTC will actively promote and provide robust support for live music events featuring performances by club members, as well as local, national, and international artists.

Measurable: Track the number of live music events organised and supported by PTC throughout the year, with a goal of increasing participation by 20% compared to the previous financial year.

Achievable: Allocate resources for event promotion and establish collaborations with local and external artists and musicians to ensure successful execution of live music events.

Relevant: This initiative aligns with PTC's mission to foster a vibrant and diverse tango community, enhancing member engagement and expanding the reach of the club's activities.

Time-bound: By the end of the fiscal year, demonstrate a notable increase in live music events and member participation, reflecting the success of PTC's commitment to promoting and supporting musical experiences within the tango community.

4. Once-in-a-year special offsite “wow” event

PTC will provide a once-in-a-year special offsite “wow” event e.g. in Perth Town Hall or Government House for a formal dance to be planned by a subcommittee. The event needs to be properly cost and managed and not a major drain on Club resources.

Specific: Organise an annual offsite formal dance held in Town Hall or Government House to be planned and executed by a dedicated subcommittee.

Measurable: Evaluate the success of the event by attendance and appreciation by pulse survey.

Achievable: Allocate resources and secure bookings for the event, while also establishing a comprehensive plan to ensure its proper management.

Relevant: This initiative aligns with the desire to offer a standout event for members, showcasing the Club's commitment to providing unique and memorable experiences to its members. Consider publicity opportunities and possibly invite a high profile guest speaker.

Time-bound: Have all preparations completed and resources in place for the offsite “wow” event by the designated date (e.g. Saturday, 22 June).

Building our community

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

1. PTC demographic

Our demographic is younger than 3 years ago with significant growth in the 40-50 year age group. When comparing Tango in the Eastern States and overseas with our Club, we are a very similar demographic. It seems that Tango is most attractive to the 40-55 age group which should be our target audience. We think at least half the Committee members should comprise this age group to ensure programmes are appealing to this age group, but mindful of the Club's mission, vision, and values that promote Argentine tango culture.

Specific: Increase the representation of members aged 40-55 in the club's demographic composition through targeted advertising for Basic Tango Lesson (which is our primary source of new members).

Measurable: Achieve a 10% increase in members aged 40-55 by end of this financial year (30 June 2024), as tracked by a pulse survey with demographic questions.

Achievable: Develop targeted outreach and engagement strategies to appeal to individuals in the 40-55 age group, incorporating Tango's cultural essence and values. Begin implementation for the next Basic Tango intake (e.g. 19 October, 2023).

Relevant: Focusing on this demographic aligns with the observed trend in Tango's appeal and ensures that the club's programs cater to the preferences and interests of this age group while upholding the mission, vision, and values that promote tango culture.

Time-bound: Assess the progress of this initiative after one year, making any necessary adjustments to further enhance the representation and engagement of members aged 40-55 within the club.

2. Performance Group

Encourage and promote a Club performance group comprising members who are keen to train and interact with the general public (e.g. arrange flash mobs and visits to community centres). The intent is to promote tango to the public. Proper advertising collateral needs to be prepared to be passed out. A performance group needs a dedicated and enthusiastic leader, a self-starter. The group should comprise our target group. The committee will support anyone standing up to this role.

Specific: Establish and nurture a Club performance group consisting of enthusiastic members dedicated to training and engaging with the general public through activities like organising flash mobs and visiting community centres, with the aim of promoting tango to a wider audience.

Measurable: Monitor the group's activities and public engagement efforts. Monitor if there is an increase in membership after performances.

Achievable: Requires a dedicated and proactive leader for the group. Develop and distribute appropriate advertising materials to effectively reach and inform the public.

Relevant: This initiative aligns with the Club's mission of promoting tango and expanding its reach beyond the membership base, while also providing members with an opportunity for performance and community engagement.

Time-bound: Have the performance group established and operational within the next three months (by 31 Jan, 2024), with regular activities and outreach efforts carried out throughout the year to achieve the set awareness and interest goals.

3. Collaboration with Perth's Tango community

PTC will continue to work with the Perth tango community and schools and local Tango Dance schools. The Perth Tango Weekend was a success and PTC will continue to sponsor the weekend with the other Tango Schools.

Specific: PTC will maintain its collaboration with the Perth tango community and local schools, building on the success of the Perth Tango Weekend, and will continue to co-sponsor this event with other Tango Schools.

Measurable: Track the level of engagement and participation in the Perth Tango Weekend compared to the previous year, with the objective of achieving a 20% increase in attendance and involvement in the workshops.

Achievable: Foster partnerships with other Tango Schools, allocate necessary resources, and facilitate effective coordination to ensure the continued success of the Perth Tango Weekend.

Relevant: This initiative aligns with PTC's commitment to nurturing the local tango community and promoting the art form in collaboration with other schools, creating a vibrant and inclusive tango culture.

Time-bound: Prepare and finalise all arrangements for the next Perth Tango Weekend a month before the event, ensuing time and space for promotions. Tentative date for Perth tango Weekend is 3rd weekend of April.

4. Concern about privacy

Although the hall is our Club "house" it is open to the public because our events are usually not members-only events. Therefore photography and videography are (legally) allowed. Video and photos are necessary for promotional purposes and friends want to photo or video their friends dancing. The committee will encourage those who are concerned about their image being recorded to approach a committee member to express that they do not want to be recorded on social media and the committee will endeavour to ensure their wishes are respected.

Enhancing our physical dance space (hall)

Our physical space is our hall. What can be done to improve the hall ambiance and music?

1. The hall climate

The hall is too cold in winter and/or too hot in summer! This could be partly addressed by installing curtains/blinds, adding another humidifier, and more heaters. Discussion favoured blinds (or curtains) and another humidifier. The current air curtain (hot and cold) needs to be serviced. Hall openers will be asked to turn the heater on as the first step to take the chill off the air, or air on to cool the temperature if necessary.

Specific: Improve the temperature regulation in the hall during extreme weather conditions by exploring and implementing measures such as installing curtains or blinds, adding an additional humidifier, and increasing the number of heaters.

Measurable: Monitor and record the changes in temperature and comfort levels within the hall during winter and summer seasons, aiming for a noticeable improvement in thermal comfort.

Achievable: Conduct a cost-benefit analysis to determine the most effective and feasible solution for addressing the temperature issues. Proceed with the installation of curtains or blinds, an additional humidifier, and extra heaters based on the analysis. This will be a subjective analysis.

Relevant: This initiative directly addresses the need to enhance the comfort and usability of the hall for members and guests, ensuring a more pleasant environment year-round.

Time-bound: Complete the installation of curtains or blinds, additional humidifier, and extra heaters by the start of the next extreme weather season, taking immediate action to service the current air curtain to facilitate more effective temperature regulation.

2. Multi-use of the hall

From time to time the PTC will consider using the hall for movie nights, Spanish lessons, yoga sessions etc. at member requests. Consideration will be aligned with the Club's mission, vision, and values. Some members have requested hall use for private practice. Private use was tried in the past but unfortunately, poor behaviour and lack of responsibility (e.g. clean-up and lock-up duties) resulted in this member's right being rescinded.

Specific: Periodically, PTC will evaluate the feasibility of utilising the hall for member-requested activities such as movie nights, Spanish lessons, yoga sessions, etc., ensuring alignment with the Club's mission, vision, and values.

Measurable: Keep a record of member requests and the corresponding activities hosted in the hall, aiming for a diversified program that reflects member interests while adhering to the Club's core principles.

Achievable: Assess the practicality and resources required for each proposed activity, selecting those that align best with the Club's mission, vision, and values.

Relevant: This initiative supports a more inclusive and diverse range of activities, in line with the Club's commitment to providing a well-rounded experience for its members.

Time-bound: Regularly review member requests and initiate appropriate activities in the hall throughout the year, ensuring that each selected activity aligns with the Club's mission, vision, and values.

3. Floor maintenance

The hall dance floor condition is variable depending on dance shoes and dust. It is currently cleaned weekly. Suggested improvements include a monthly "wet" mop. Suggest the first mop is with maintenance officers and subsequent mops by the cleaner under initial supervision. Furthermore, we will supply proper wire brushes for

cleaning dance shoes - with an education program informing members how to care for the floor and their own shoes.

Specific: Enhance the condition of the hall's dance floor by implementing a monthly wet mopping routine followed by subsequent mops by the cleaner. Additionally, provide wire brushes for members to clean their dance shoes and initiate an educational program to instruct members on proper floor and shoe care.

Measurable: Monitor the frequency and effectiveness of wet mopping through cleaner records. Monitor use of shoe cleaning efforts through (subjective) observation aiming for a noticeable improvement in cleanliness and quality.

Achievable: Procure the necessary cleaning supplies, including mops and wire brushes, and organise training sessions for the cleaner to ensure proper dance floor maintenance techniques are followed.

Relevant: This initiative directly addresses concerns about the variable condition of the dance floor, promoting a more enjoyable and safe dancing experience for all members.

Time-bound: Begin the monthly wet mopping routine immediately, followed by regular mops by the cleaner. Additionally, provide wire brushes and initiate the educational program within the next month. Continuously monitor and adjust the floor care routine as needed to maintain an optimal dance surface.

4. Sound system upgrade

There are concerns about our sound system, but these concerns were primarily about when the speakers were intermittently cutting out. This problem was fixed by replacing the speaker-to-amp ¼" jacks with speak-on plugs for a cost of \$40. Music from the golden age of tango (1935-1955) was recorded in what is regarded today to be substandard studios. This is why traditional music is not Hi-Fi (High Fidelity). Modern orchestras playing the golden age are Hi-Fi and sound great! However, the overall hall sound could be improved with 4 speakers. We can buy another two speakers matched with the current two and attach them to the rafters at each corner of the dance floor. This would give a "fuller" sound to the floor.

Specific: Procure quote for installation of two additional speakers, matched with the current set, and attach them securely to the rafters at each corner of the dance floor to achieve a "fuller" sound.

Measurable: Ensure that the entire project, including the purchase of speakers, installation, and any necessary additional equipment, falls within the pre-defined budgetary allocation.

Achievable: Obtain price quotes from reputable suppliers to ensure the purchase of speakers and related equipment remains within the budget constraints set for the project.

Relevant: This initiative needs to address the perceived need for improved sound quality in the hall, aligning with the overall goal of enhancing the audio experience during events.

Time-bound: Complete the entire procurement and installation process, including obtaining quotes, within 6 months.

5. Cover back door and men's toilet area

If our lease is renewed, consider a 3-year plan to build a cover over the back door and men's toilet area. With good design, this will protect the area from the elements, reduce winter rain/wind ingress into the hall, and make it safer (fewer steps and more security), and provide wheelchair access.

Specific: If the lease is renewed, develop a comprehensive 3-year plan to construct a protective cover over the back door and men's toilet area. This structure, with careful design, aims to shield the space from the elements, minimise winter rain and wind penetration into the hall, enhance safety (reducing steps and improving security), and establish wheelchair accessibility.

Measurable: Monitor the progress of the construction project through regular assessments, ensuring that the protective cover is completed within the designated three-year timeframe.

Achievable: Engage with the Town of Cambridge (ToC) and conduct a feasibility study with qualified contractors and architects to ascertain the

practicality, design, and cost of building the protective cover. Available ToC and LotteryWest grants must be considered for this likely to be expensive structural work.

Relevant: This initiative addresses the need to enhance the safety, accessibility, and overall usability of the back door and men's toilet area, aligning with the Club's commitment to providing a secure and accommodating environment for all members.

Time-bound: initiate the planning and design phase after lease renewal, aiming to commence construction within a two-year timeline to achieve the intended improvements.

6. Specific artwork

If and after the Hall lease is renewed, consider the possibility of adding or replacing some of the existing hall artwork (leaving the mural and associated window trompe). More creative ideas could be considered e.g. a tango mural on the East facing wall.

Specific: Upon successful renewal of the Hall lease, explore the potential for enhancing or replacing current artwork within the hall, maintaining the mural and its associated window trompe.

Measurable: Document the assessment of existing artwork and the introduction of new pieces, ensuring that any changes are implemented in alignment with the Club's aesthetic and artistic vision.

Achievable: After permission from ToC, engage a qualified artist or art consultant to provide recommendations and execute the chosen artistic enhancements within the established budgetary limits.

Relevant: This initiative addresses the aim to maintain a dynamic and visually appealing environment within the hall, promoting an engaging and vibrant atmosphere for members.

Time-bound: Following lease renewal, initiate the evaluation and planning process for potential art additions or replacements within the next four months, with implementation to be completed within the next year, as determined by the availability of resources and artistic expertise.

Developing skills and education

First and foremost, PTC is a tango social Club. We are not a dance studio with a curriculum for teaching tango dance. We do however facilitate teaching opportunities, both locally and nationally, and internationally through promotion and sponsored support.

1. Respect tango tradition while embracing its evolution

While tango schools and studios have a teaching philosophy focused on traditional or nuevo styles, the PTC has members who appreciate tradition and/or nuevo styles. The PTC therefore has a philosophy of respecting tango tradition while giving those interested in nuevo music style opportunities for expression. This is achieved through the differentiation of milongas and invites for teachers from the spectrum of styles. This philosophy gives all members choices.

Specific: Maintain a teaching philosophy at PTC that accommodates a diverse range of tango styles, respecting both traditional and nuevo approaches to cater to members with varied preferences.

Measurable: Monitor member satisfaction and participation levels in events and classes with pulse surveys, ensuring that the teaching philosophy effectively provides opportunities for expression in both traditional and nuevo styles throughout the financial year.

Achievable: Continuously engage a diverse range of teachers who represent various tango styles, ensuring they are invited to events and classes in accordance with the philosophy.

Relevant: This approach aligns with PTC's commitment to offering a comprehensive tango experience, respecting tradition while also providing avenues for expression in nuevo styles, thus giving members the freedom to choose their preferred style.

Time-bound: Implement and maintain this teaching philosophy throughout the

year, ensuring that each event and class adheres to the principles of accommodating both traditional and nuevo styles.

2. Practices

Our practice sessions are the primary regular vehicle for learning tango. Many comments ask for more structured practice sessions. PTC has 2 to 3 practices per week. Tuesday and Sunday are regular weekly events and two Saturdays per month. Improvements can be (1) themes practices where an hour can focus on particular music genre (e.g. vals, milonga, rhythmic tangos, etc.), (2) showing silent videos of past workshops on repeat as an aid to remember past professional lessons, (3) we can also invite local (or international) teachers to skill share.

Specific: Enhance the structure and effectiveness of PTC's practical sessions, which serve as the primary platform for tango learning, by implementing specific improvements.

Measurable: Evaluate member feedback and attendance records to track the impact of introduced enhancements on the quality and engagement level of practice sessions.

Achievable: Introduce themed practices, incorporating specific music genres (e.g., vals, milonga, rhythmic tangos, etc.), incorporate silent videos from past workshops for visual aids, and periodically invite local or international teachers for skill-sharing opportunities.

Relevant: These improvements cater to the expressed preferences of members for more structured practice sessions, enhancing their learning experience and providing additional avenues for skill development.

Time-bound: Implement the aforementioned enhancements within the next three months (31 January 2024), ensuring that each practice session incorporates elements of themed practices, silent video aids, and opportunities for teacher skill-sharing. Regularly review and adjust the approach as needed to optimise learning outcomes.

3. Floor etiquette

A surprising number of people mentioned etiquette. PTC will continue to educate members about the Tango code. But we believe that showing by example is better than implementing a “tango” police tactic. Education will be through newsletters, examples, and basic lesson classes. A more strict adherence will be “enforced” at traditional milongas (e.g. Milonga del cabeceo) and will more relaxed at the nuevo milongas (e.g. Milonga La Mariposa).

Specific: Enhance members' understanding and practice of tango etiquette within PTC's community, emphasising both education and leading by example as effective strategies.

Measurable: Monitor member feedback and observations of etiquette adherence during events.

Achievable: Implement educational initiatives through newsletters, practical examples, focusing on teaching and reinforcing the Tango code. Ask teachers to emphasise the importance of etiquette.

Relevant: Addressing the issue of etiquette aligns with the aim to create a welcoming and respectful environment for all members, promoting a positive tango experience.

Time-bound: Begin implementing educational initiatives and leading by example immediately, with a gradual transition towards stricter adherence at traditional milongas (e.g., Milonga del cabeceo) and a more relaxed approach at nuevo milongas (e.g., Milonga La Mariposa) within the next three months. Continuously assess and adjust the approach as needed to maintain a respectful and enjoyable tango community.

4. Encourage experienced leaders to “step up”

PTC will encourage our more experienced dancers to be more generous with their time sharing their love of tango with less experienced members. We were all beginners once. We are mindful that milongas are NOT for teaching but dancing one or two tandas with inexperienced dancers makes a big difference for developing

confidence skills. While it is entirely acceptable for dancers to choose their partners at milongas, PTC considers it a “duty”, as a member of a social club, to share time with less experienced members. “Sharing is caring”. PTC will also help members to find practice partners.

Specific: Cultivate a culture of mentorship within PTC, encouraging experienced dancers to generously share their love for tango with less experienced members.

Measurable: Increase the frequency of shared tandas between experienced and less experienced dancers, fostering improved confidence and skills among the latter.

Achievable: Facilitate opportunities for experienced dancers to connect with less experienced members (e.g. at practicas), offering guidance and support without formal teaching.

Relevant: Promote camaraderie and mutual growth in line with PTC's mission of building a supportive tango community.

Time-bound: Implement and promote mentorship activities immediately, aiming for noticeable improvement in confidence and skills among less experienced dancers within the next six months. Continuously assess and adjust the approach to maintain a supportive and inclusive tango community.

5. Consistency in tango teaching methods

The PTC caters to the full spectrum of dance and music styles: traditional through to nuevo. Therefore we will sponsor a range of teaching methods appropriate to the style. PTC will however endeavour to make clear what style or approach each teaching couple will take. PTC will carefully select visiting teachers to match membership demographics, desired teaching methods/approaches, and other factors while maintaining the traditional Argentine tango culture according to our mission.

Specific: Tailor teaching methods to cater to the diverse range of dance and music styles, from traditional to nuevo, ensuring clarity about the style and approach of each teaching couple.

Measurable: Evaluate member feedback and attendance records to gauge the effectiveness and alignment of teaching methods with desired styles and approaches.

Achievable: select visiting teachers based on factors such as membership demographics, desired teaching methods, and other relevant considerations, while upholding the traditional Argentine tango culture as outlined in PTC's mission.

Relevant: This approach aligns with PTC's commitment to providing comprehensive tango education that spans a spectrum of styles, while maintaining the integrity of the traditional Argentine tango culture.

Time-bound: Immediately implement communication of teaching methods and styles when promoting teachers.

6. DJ training

DJs are largely self-taught, often using online resources to refine their skills. They also dedicate significant time to curating their tango music libraries, considering factors like production year and tempo. It should not be surprising that popular DJs are attentive to their audience's preferences and develop a following.

Our PTC DJs are highly skilled and experienced, each with their own unique taste and following. This diversity is crucial for a club that caters to a wide range of tastes, from nuevo to traditional tango.

PTC will support all our DJs and offer help and guidance where necessary, but recognise that being a DJ is a self-filling endeavour. PTC will endeavour to bring guest DJs to Perth either physically or virtually. These will be world-renowned DJs and will allow PTC members to self-calibrate the meaning of a good DJ.

Specific: Enhance the skills and knowledge of PTC DJs, acknowledging their self-taught nature and dedication to music curation.

Measurable: Monitor the progression and development of PTC DJs through attendance numbers, while acknowledging the need to cater for different

tastes.

Achievable: Provide resources, workshops, and mentorship opportunities to support DJs in honing their skills. Organise guest DJ sessions, either in person or virtually, featuring world-renowned DJs to offer members and local Djs a benchmark for exceptional DJing.

Relevant: This initiative aligns with PTC's commitment to fostering a vibrant and inclusive tango community, ensuring that DJs are equipped to provide music that caters to diverse tastes.

Time-bound: Implement support initiatives for PTC DJs immediately. Organise guest DJ sessions within the next six months to provide members with exposure to world-renowned DJs and their styles. Continuously evaluate and adjust the approach to best serve the development of PTC DJs.

Volunteering

1. Cashless Desk Goal

Implement a door entry system with a cashless desk ASAP to reduce significant work and stress associated with handling cash for the treasurer and cashier, and minimising paper work and data manual entry for all concerned (Operation manager, Treasurer, and Cashier).

Specific: Introduce a door entry system with a cashless desk promptly to streamline operations, reduce workload, and minimise stress associated with cash handling for the treasurer and cashier. This will also alleviate manual paperwork and data entry for the operations manager, treasurer, and cashier.

Measurable: Decrease cash transactions by 80% within the next three months, tracked through financial records and transaction logs. Additionally, assess the reduction in manual paperwork and data entry for the operation manager, treasurer, and cashier.

Achievable: Research, select, and set up an efficient door entry system with a cashless desk that aligns with the club's needs and budget constraints within the next two weeks.

Relevant: This initiative directly addresses the current challenges faced by the treasurer, cashier, and operations manager, contributing to a smoother and more efficient operation of the club.

Time-bound: Establish the door entry system with a cashless desk as a short-term goal, aiming for full implementation within the year (2023), allowing for thorough implementation processes.

2. Implement a 1+1 reward scheme

The scheme will reward volunteers with a free entry to a regular event after contributing a volunteer duty (i.e. opening, cashier, or Dj), which is considered to be

the most equitable. The reward must be transparent, easy to manage and easy to administer. It will be called a 1+1 reward. The intention is to give an appreciation reward to volunteers, and perhaps draw more volunteers to help with the front of the house activities.

Specific: Introduce a "1+1 Reward" scheme, where volunteers receive a complimentary entry to a regular event in exchange for performing a volunteer duty (e.g., opening, cashier, or DJ), ensuring fairness and transparency in the reward process.

Measurable: Track the number of volunteers who participate in the 1+1 Reward scheme and evaluate their level of satisfaction with the program's transparency and ease of administration.

Achievable: Implement a straightforward and manageable process for administering the 1+1 Reward scheme, ensuring it aligns with the club's operational capabilities.

Relevant: This initiative directly addresses the need for a fair and transparent volunteer recognition program, motivating members to contribute their time and skills to the club.

Time-bound: Launch the 1+1 Reward scheme ASAP, with regular assessments of its effectiveness and adjustments made as needed to optimise volunteer engagement and satisfaction

3. Committee Process

Members want to know how our committee works, some want to join in on a casual basis, maybe on subcommittees. We could include a summary of committee decisions in the newsletter. Perhaps invited to join the subcommittee.

Specific: Create an engaging "Committee Insights" section on the club newsletter to demystify the committee's functions and decision-making processes.

Measurable: at least 1 highlights noted every other month.

Achievable: summarise interesting decisions from the minutes into a short paragraph or link to the minutes on the website.

Relevant: This initiative directly addresses the expressed desire of some members to understand the inner workings of the committee, fostering transparency and trust within the club community.

Time-bound: Launch the "Committee Insights" after the AGM, with monthly regular updates and assessments conducted over the following six months to measure its impact on member education and engagement.

4. Subcommittees

PTC will enable opportunities for volunteers to offer help for short-time specific jobs on a subcommittee, e.g. volunteers to run a gala event or a teacher visit. This will allow for temporary committee membership and a balanced work culture for all concerned.

Specific: Facilitate short-term volunteer opportunities, e.g. in subcommittees, such as organising gala events or coordinating teacher visits, to promote a balanced and inclusive work culture.

Measurable: Track the number of volunteers participating in short-term subcommittee roles and assess their impact on committee dynamics and event execution.

Achievable: Establish a system for volunteers to express interest in specific short-term roles, ensuring a seamless integration process within the subcommittee structure.

Relevant: This initiative aligns with PTC's goal of providing flexible and accessible avenues for members to contribute to the club's events and activities, fostering a diverse and collaborative work culture.

Time-bound: Implement the system for short-term volunteer opportunities within subcommittees within the next two months, with ongoing assessments conducted over the following six months to gauge its effectiveness in promoting a balanced work culture.