

Minutes

Membership and Leadership Development Council Meeting

VENUE: Lifeguards@200
Life Saving Victoria
200 The Boulevard, Port Melbourne

DATE: Sat, 13 October, at 9:00am

1. Preliminaries

Welcome – Meeting open 9:16AM

1.1. In attendance

MLD Executive

Director MLD	Angela Malan	Council Representative	Robyn Kaye
Council Chair	Yvette Costello	Senior Development Program Coordinator	Liam O’Callaghan
Junior Activities Coordinator	Sandra Madeley	Inclusion & Diversity Coordinator	Nick Abroms
Female Leadership Network Coordinator	Sophie Riddell	Volunteer Learning and Development Coordinator	Bruce Roberton

LSV Staff

GM – People	Emma Atkins	Volunteer Support Officer	Nicholas Foon
Coordinator - Membership and Leadership Development	Shelley Snow		

Club Delegate

Altona LSC	Aaron Hunt	Lorne SLSC	Paul McMaster
Barwon Heads/13 th Beach SLSC	Ashleigh Baker	Portsea SLSC	Emily Mellor
Black Rock LSC	Justine Birchall	Venus Bay SLSC	Robyn Kaye
Elwood LSC	Erin Damen	Waratah Beach SLSC	Natalie Ashdown
Fairhaven SLSC	Liam O’Callaghan	Williamstown S&LSC	Craig Logan
Gunnamatta SLSC	Bruce Roberton	Wye River SLSC	Anna Lennon

Club Delegates Proxies

None received



Observers

Inverloch SLSC	Peter Creswell	Torquay SLSC	Scott McCardel
Ocean Grove SLSC	Lyndie Freestone	Gunnamatta SLSC	Suki Siyant-Browne
Wonthaggi LSC	Alexandra Madeley	Elwood LSC	Georgie Parke-Beary
Wonthaggi LSC	Kate Hyde	Williamstown S&LSC	Veronica Treloar
SLST	Toby Whitton	Elwood LSC	David Rylance
SLST	Boyd Griggs	LSV	Trudy Micallef

Apologies

Chelsea Longbeach SLSC	Russel Davidson	Mentone LSC	
Inverloch SLSC	Lucy Chambers	Wonthaggi LSC	Mark Scott
Junior Development Programs Coordinator	Teagan Thom		

2. Minutes of the Previous Meeting

To confirm the minutes of the meeting held on 11 August, 2018.

First: Paul McMaster – Lorne SLSC

Second: Justine Birchall - Black Rock LSC

3. Business arising of the previous minutes/action items

3.1. Nil

4. Topics and Updates

4.1. Building Leaders Scholar Presentation - Caitlin Foot -Connelly 2018 BLS Scholar

The BLS program was very transformative for all the scholars, the program is based on leadership.

- Grace Lightfoot – Jan Juc SLSC
- Nick Murnane - Lorne SLSC
- Caitlin Foot-Connelly – Mordialloc LSC & Woolamai Beach SLSC
- Hannah Tzimokas – Woolamai Beach SLSC
- Rachel Fraser – Inverloch SLSC
- James Burt – Fairhaven SLSC

The BLS program started in 2011 with the Bronze Medallion award, and each year has built on previous years learnings. In 2018 the program focused on active patrol skills. The Scholars workshopped four values to help guide them through delivering the program. The four values respect, humour, growth, trust were established by the scholars.

Caitlin noted that the Sri Lanka lifesavers were great swimmers but couldn't read the water. Her teaching went back to basics to deliver how to read the water, rips, and the best place to enter the water for a rescue.

The Scholars also attended a tourism forum in Sri Lanka. LSV presented on what lifesaving looks like in Australia, highlighting our national standards and minimum requirements. This was contrasted with Sri Lanka with no minimum standards for lifeguards across the country. This was able to highlight the need for standardised lifeguard training in Sri Lanka. Sri Lanka Life Saving now have the backing of the government to make this happen. Sri Lanka as a country is similar size to Victoria. In the last year they had 800 drownings, Victoria had 45.

Leadership skills and the total experience will be taken back into the Scholars clubs, to further influence lifesaving's biggest resources (their people). Scholars will be sharing their growth with their clubs and networks to enhance lifesavers here in Victoria.

Caitlin strongly encouraged clubs to get their members involved in any programs they can.

4.2. FLN Update - Sophie Riddell

4.2.1. FLN Session 23 – Unconscious Bias

Was held on 18th September, this was a breakfast session and was open to other emergency services. Guest presenter Fiona Krautil, Founder and Principal of Diversity Knowhow presented on how to understand the unconscious biases in society.

FLN Session 24 – Diversity in Leadership

Will be held on 28th November. Guest speaker Dr Karen Morley will share her expertise in diversity in leadership. Karen will discuss the makeup of a diverse leadership, the benefits and will briefly outline strategies for increasing diversity in leadership, focussing on diversity on committees and boards. [Circular 096:10:18 FLN Session 24](#)

If any clubs want to host a FLN session please get in touch with the FLN Coordinator.

4.3. U14 Nipper Age Group – Angela Malan

Next council the M&LD Council will facilitate a workshop on club activities clubs at the U14 level. SLSA are establishing a National Youth Review Project Team to review Nippers and current youth program offerings. to will be starting a Youth Review. LSV will provide feedback on current youth offerings from Victoria.

From the floor

David Rylance commented from the floor – SLSA is modifying the SRC award to create a bigger difference between the Bronze.

Justine Birchall commented from the floor – good to have the workshop at the end of the season so clubs can present on how successful their U14 engagement programs were.

4.4. Member Engagement - Bruce Robertson

A letter has been sent to all club presidents outlining member participants numbers in MLD programs in previous years with the aim to see if there are any ways to reengage these members. Bruce will follow up with a phone call to clubs.

Emily Mellor – can clubs have the participant names on different programs?

How does LSV and clubs cut through to members to apply for MLD programs?

In the M2M Mentor program this year we didn't have enough mentors, so we tried another approach of calling individuals and asking directly. Now we have ample mentors.

Ideas from the floor

- Caitlin Foot-Connelly – Advertise with a clear target audience
- Sophie Riddell – encourage previous participants to find a suitable candidate to apply for the following year at the time of applications
- Emily Mellor – Have past participants in clubs present to their peers, it is important that club members can hear it from the past participants, not just club members.
- Yvette Costello - Get participants to present to potential participants and parents at information nights
- Aaron Hunt - Develop a member timeline for clubs and parents that spells out what opportunities are available at what age groups; including lifesaving awards and development programs, for ages 6+



LSV will be aiming to follow up after the programs to give feedback to clubs about the program objectives and how their participants went.

4.5. Season update – Emma Atkins

4.5.1. Nipper Resources

- Funding has been received to develop 'Bush Nippers' to help encourage all students leaving primary school to have the basic skills to swim. When the project is complete the aim is to be able to run a Nippers program on any waterway.
- Nipper resources have been developed and will be tested by 4 clubs this season for a review. In 2 years time LSV will have one resource for all Nipper programs.
- Trudy Micallef has joined the LSV team as Project Manager. She comes from the YMCA to help develop the Bush Nippers component of the resource.

4.5.2. Nipper App

LSV has developed an App., this will allow Nipper management on the beach, and remove the requirement to raise form 14s and wufoo forms for nipper award processing, saving time and frustrations. This app. will look simplistic in the first release with further functionality to be added in future seasons.

- Veronica Treloar Williamstown S&LSC – will the Nipper Resource have scope to include accessible nipper programs such as the starfish nippers program?

4.5.3. Virtual Reality

LSV Education have 3 google expeditions which are available online. These can be viewed via a Virtual Reality headset or on a web browser. <https://lsv.com.au/vr> .

4.5.4. Member Development Programs

Go to the following weblinks for information on the current Member Development Opportunities.

- Leadership Development Programs <https://lsv.com.au/clubs-members/leadership/leadership-and-development-programs/>
- Leadership Development Camps <https://lsv.com.au/clubs-members/leadership/leadership-and-development-camps/>

Focus of 18/19 season is improving efficiencies and reviewing current programs to make sure they are hitting the mark.

4.6. Overview to Preseason Forum – Angela Malan

3 streams; Member Welfare, Developing our Members, and Inclusion and Diversity.

4.7. Regional Workshops

Will be held at Eastern Area (Sale) and Western Areas (Port Fairy), open for all members to get along to. This will be a summary of information delivered at the Lifesaving Conference and Preseason Forums.

5. General Business

5.1. 2018 Lifesaving Pathways Guide

Lifesaving Pathways Guide has been updated for 2018/19. This document includes opportunities for your members. It outlines Lifesaving Awards, Membership Development Programs, Aquatic Sports, LSV State Roles and Career Opportunities. Available online <https://lsv.com.au/wp-content/uploads/Lifesaving-Pathways-Guide-2018.pdf>

5.2. Nipper Capitation Fees



As a reminder nipper capitation fees are \$13 per junior activity member. These fees contribute to new Nipper resources and the development of the nipper app. Fees will be held for 2 years.

5.3. LSV Organisation Update – Emma Atkins

LSV has been successful with funding for more staff to support our Volunteers. LSV recognises people are our biggest resource and also our biggest risk, so a key focus is developing our people. The current staff in the M&LD department include

- Shelley Snow - in current role as M&LD Coordinator
- Trudy Micallef – Strategic Projects will be focusing on bush nippers and other strategic projects
- Shelia Langley - Industry Coordinator, and to continue with BLS program
- Position Vacant: Member Development Officer
- Position Vacant: Recruiting a L&D specialist to review the programs available
- Lexi Hilgert - HR coordinator to support the 80 staff and 400 casuals

5.4. LSV AGM

Will be held on November 10th. The position of LSV President is up for election. The 3 candidates will speak to the M&LD Council Executive, the Council Executive will vote and then the council representative will put forth 1 vote on behalf of the M&LD Council.

5.5. Bin Not Bay

Marine Mammals Foundation has got funding to run the Bin Not Bay program support clubs again. The Program is designed to inspire appreciation of Port Phillip Bay's amazing marine biodiversity, while highlighting the impact of our litter to encourage action and create long-lasting behaviour change to protect our unique marine life. Bin Not Bay provides simple and effective take-home strategies to inspire and educate the current and next-generation to reduce the impacts of marine litter. Contact outreach@marinemammal.org.au for more information and to get involved.

6. Meeting Close

6.1. Meeting close 10:20AM

Next Council Meeting will be Thursday, 21 February 2019.



Membership and Leadership Development Key Dates

Date	Program/Event
13 October 2018	M&LD Pre- Season Workshop & Council Meeting
21 October 2018	Eastern Regional Workshop
28 October 2018	Western Regional Workshop
15 – 17 March 2019	U13 Development Camp
10 – 12 May 2019	U15 Leadership Development Camp

