

# **DRAFT**

## **Policy Document:**

### **Club Committee Members Holding a Zone Councillor Role**

#### **Purpose:**

This document outlines the advantages and disadvantages associated with club committee members simultaneously serving as Zone Councillors in their Zone.

This was one of the recommendations submitted to Geographic Boundaries Area Project team and endorsed by the Governance Project Working Group.

#### **Advantages:**

##### **Enhanced Communication:**

- Dual-role members act as a direct link between the club and the zone, ensuring timely and accurate information flow.
- Reduces communication gaps by aligning club activities with zone priorities.

##### **Improved Co-ordination:**

- Dual roles foster better alignment of goals and initiatives between the club and the zone.
- Simplifies the process of co-ordinating events, projects, and resources.

##### **Leadership Development:**

- Provides opportunities for members to develop leadership skills on both local and regional platforms.
- Encourages the growth of well-rounded leaders with diverse experiences.

##### **Resource Optimisation:**

- Leveraging the expertise of experienced members in both roles can be efficient for smaller clubs with limited members.

#### **Disadvantages:**

- Dual-role members may face difficulties in prioritising the needs of the club versus the zone.
- Potential for perceived or actual bias when making decisions that affect both entities.
- Risk of underperformance in managing tasks and responsibilities.
- Dual roles may limit opportunities for other members to take on leadership positions, potentially stifling new ideas and perspectives.

- Other club or zone members may perceive decisions as biased or self-serving when the same individual holds roles in both entities.

### **Conclusion:**

This policy aims to support members who wish to contribute their skills and expertise to VIEW Clubs, while promoting sustainable leadership, fostering inclusivity, and preserving the organisation's collaborative spirit.

While having club committee members serve as Zone Councillors may offer clear benefits, the associated challenges must be carefully managed to ensure both roles are fulfilled effectively.

Clubs and zones should adopt a balanced approach, prioritising the organisation's goals and the well-being of their members when making decisions regarding dual roles.

### **Recommendations:**

- Clearly define the responsibilities of each role to minimise overlap and avoid conflicts.
- Provide resources, training, and assistance to help those holding dual roles manage their responsibilities effectively.
- Promote leadership role rotation to offer others the opportunity to contribute and prevent burnout.
- Maintain transparency in decision-making and actions to foster trust and avoid perceptions of bias or favouritism.
- Regularly assess the impact of dual roles on individuals, the club, and the zone, making adjustments when necessary.
- Encourage members to assess their ability to effectively manage dual roles before committing.
- Dual role members are able to serve under the existing limits of each role, eg. Committee roles are one year term and Zone Councillor roles are two year term.

The preferred VIEW position on holding the dual role of club committee member and Zone Councillor would emphasise balance, inclusivity, and effective governance and that holding dual roles should only occur when there are no other suitable members available to fill the Zone Councillor or club committee position.

In summary, VIEW would prefer that dual roles are undertaken sparingly, with safeguards in place to balance responsibilities and prioritise inclusivity. This approach ensures sustainable leadership and the fair distribution of opportunities within the organisation.