

Sun City West Wood Club

Board Minutes

July 29th, 2022 - 4:00 p.m.

At the Wood Club

AGENDA

Board Members present: Merrikay Vidal, Gary Roberts, Jim Sloan, Ron Kolacek, Terry Barnard, Jeff Heffington, Jim Rowe, Bill Gentry, Ed Gallardo

Members Absent: Darlene Thompson

Meeting called to order at 3:57 pm

Also present at the meeting, The Focus Group for Club Monitoring and Volunteering Members: Chair Dick Rhoades, Ken Kirkland, Max Thompson, Craig Sanborn and Jerry Sheibly. (Their report is attached).

The group noted that this is not only our club's issue, many clubs in Sun City West face similar issues. The group also noted that the solution is a club culture issue and spans all facets of the club.

The summary was divided into six ideas (see details in the report below):

Communications:

Improve communications to members. This might be accomplished by a regular newsletter and weekly or updates from the President. These would include upcoming events, equipment statuses, announcements about volunteer opportunities and highlight a member of the club.

Documentation of Member Accountability:

Find a software package that will handle our needs for monitoring, credits. Eliminate the long standing "free day". Remodel club entrance.

Place Value In Club Participation:

Recognize members in the club and in the communication to the members.

Incentivize volunteering

Membership Skill and Interest Survey:

Develop ongoing skill and interest survey. This could be used to recruit volunteers. This might be in a data base the is maintained and can be sorted to find skills.

Refine Club Member Expectations:

Focus messaging to members that the club is THEIR club and requires THEIR help. "What have you done for the club lately?" Encourage ownership of the club.

Formalize New Memberships:

Have a Board member responsible for membership. Create a buddy system, strengthen and recognize monitor training. Develop opportunities and announce opportunities to volunteer.

Old Business:

Jump Saw Update: Bill Gentry reported that a manufacturer's representative will be in the club Tuesday, August 2nd to work through the issues experienced and find solutions. This has been a knotty problem that will hopefully be solved!

Library Update: President Merrikay reported that all needed forms have been submitted to the Rec Center. The Rec Center will pay for and install new flooring. The remainder of the work will be done by club members. Jeff Heffington is heading this project up.

Tee Shirts for Club: Bill Gentry proposed the purchase of club tee shirts with a logo on the shirt. With the purchase of 288 shirts, the price is \$5 per shirt, the club will sell the shirts for \$10. The proposed logo is a departure from the past shirts. It will be:

Property of

Sun City West

Woodworking Club

Est. 1979

The back of the shirt will be blank. The shirt will be available in sizes and colors.

The vote was unanimous to move forward with the purchase.

Equipment Proposal - VP Gary Roberts passed out a committee proposal – Equipment Retirement, Replacement, Rearrangement to the Board to read and will be placed on next month’s agenda.

Mass Production: There was Board discussion regarding member’s mass production being quiet for a time and is now back in full swing. President Merrikay appointed a three-member Board committee to monitor and inform members appearing to be violating the club policy. The committee is made up of: Bill Gentry, Jim Rowe and Terry Barnard. Members will be reminded of the policy and consequences for non-compliance. RR&P and Club Bylaws will be followed for disciplinary consequences, up to and including two week suspension and referral to the Rec Center General Manager.

The meeting was adjourned at 5:10 p.m.

EXECUTIVE SUMMARY

Task Force – Monitor Engagement

Sun City West, Arizona

July 29, 2022

4:00 PM

Tasks Force Members:

- Dick Rhoades
- Max Thompson
- Jerry Scheibly
- Craig Sanborn
- Ken Kirkland

INTRODUCTION AND CHARGE

The Task Force met on June 16, June 30 and July 25, 2022. President Merrikay Vidal opened the initial meeting with comments for “**ideas to help attract member who are willing to monitor**”. The Task Force goal was to focus on the objective and have viable and meaningful recommendations to be presented to the Board for the July meeting.

DISCUSSION

The issue on the table is very simply asked; **“How can we encourage more members to step forward and volunteer to monitor?”**

We very quickly learned the issue is not unique to the Woodshop and has very complex answers. Multiple other clubs are facing the same issue. It was strongly felt one of the primary reasons for shortage of volunteers for monitors is due to members not “invested” in the club, have competing priorities, think someone else will do it, do not feel qualified (floor managers), or just do not want to do it. The group unanimously concluded; what we are doing now is not working.

The Task Force identified multiple issues, including several overreaching issues thought to have immediate direct influence on the ability to attract and encourage members to become engaged in Woodshop functions.

The Task Force understands the distinction between the complex reasons that directly affect the willingness of our members to step forward and recommendations to improve specific areas within the Woodshop. Some overlap, but the intent of this document is to specifically identify ideas to encourage monitor volunteerism. However, other ideas fell out during the discussions, and we will present them at the end of the presentation. We encourage the Board to note them and deal with them as you see fit.

EXECUTIVE SUMMARY ATTACHMENTS

July 29, 2022

DIRECT CONTRIBUTION

I. COMMUNICATIONS

- a. Improve communications with members
- b. Create Quarterly newsletter
 - i. Social events, safety tips, member projects
- c. Monthly update from Club President
 - i. Equipment status
 - ii. Clearly identify club needs for volunteers

II. DOCUMENTATION OF MEMBER ACCOUNTABILITY

- a. Use existing data base to sort member visits and credits
- b. Review list to determine usage corresponds to credits
- c. Eliminate the “Free Day”.

- d. Enforce existing rules – equipment usage and abuse
- e. Repair main door, often it does not lock

III. PLACE VALUE IN CLUB PARTICIPATION

- a. Special recognition (i.e., Display board, stars, member of the month)
- b. Incentivize Members for volunteering

IV. MEMBERSHIP SKILL AND INTEREST SURVEY

- a. A critical management tool
- b. Must be maintained and used
- c. Deep talent pool.

V. REFINE CLUB MEMBER EXPECTATIONS

- a. This is YOUR club
- b. What have you done to help?
- c. Encourage “ownership” in the club

OTHER IDEAS FOR IMPROVEMENT

1) FORMALIZE NEW MEMBERSHIPS

- a. Formally assign a Board member responsibility of Member Services
- b. Not a superficial assignment
- c. Create “buddy system” for new members (i.e., six months)
- d. Strengthen and enforce the Monitor Training
- e. **HELP ME** Badge
- f. **Give them the opportunity to step up**