



Life Membership – Assessment Criteria

Introduction

The following amendments were provided to the Board on 14 July 2019 and subsequently presented to Life Members at meeting on 5 January 2021. The amended criteria were supported by a majority of Life Members at the meeting. The most significant are the 3 new criteria for Life Membership based on 20 years of sustained service. The criteria for 15 years of service remain unchanged (other than some minor amendments to improve the clarity of the criteria).

Nomination Process

A completed *Life Membership – Nomination Form* must be submitted before the 31 March by a Club Member to the Club Secretary for evaluation by the Life Membership Committee.

Nominations are assessed by the Life Membership Committee on behalf of the Club and a recommendation made to the Board prior to the last Board meeting preceding the Annual General Meeting.

Successful nominations are announced at the Annual General Meeting and awarded at the Annual Presentation Night, usually held in the following season.

Nominator Responsibilities

A nomination must contain information that is sufficient to enable the Life Membership Committee to undertake a thorough and objective evaluation. This requires the nominator to obtain the necessary information regarding the nominee's contribution to Club and to provide the information within the relevant categories of Life Membership with reference to and evidence of their contribution. Although this may require the nominator to seek assistance to access the Club archives, the responsibility is upon the nominator to compile the information and to present it to the Life Membership Committee to assess against the criteria contained within the *Life Membership – Nomination Form*.

Life Membership Committee

The Life Membership Committee is a three (3) person Committee that is convened to assess nominations for Life Membership each year. The representatives are appointed annually after the Club elections have been completed and one representative is nominated from the each of following areas of the Club;

- a Life Member is nominated by the existing Life Members
- a Director is nominated by the Board
- a Club Member (who cannot be a Life Member or Board Member) is nominated by the Club President.

Should a representative of the Life Membership Committee be a nominee, nominated or have vested interest in a nomination for Life Membership (either the Club or Board representative) then the representative must resign their position and another representative be appointed by the appropriate area of the Club (i.e. the Club President for the Club Member or the Board for the Director).



Life Membership – Assessment Criteria

Assessing Nominations

Nominations are evaluated against four (4) main “categories” regarded as significant areas for the successful management and daily operations and provision of services by the Club. Within each category there are a range of “criteria” that are perceived as representative of the types of voluntary activities, behaviours and/or contributions for that category.

A rating scale is used to assess the overall level or extent of contribution within each “category” based on the individual’s level and period of contribution against the “criteria” within each “category” **of voluntary service** only.

Nominees must have:

- Been a Senior member (over 18 years of age) of the Club for at least 15 years;
- Made a “high” level of contribution (rating 3 or more) in at least 2 categories and a moderate level of contribution (rating 2 or more) in at least one other category.

Nominees must have:

- been a Senior member (over 18 years of age) of the Club for at least 15 years;

Nominees must fulfil one of the following criteria, based on years of service;

- Contributed to a “high” level (rating 3 or more) for the equivalent of **15 years** of their Senior membership in at least two categories and a moderate level of contribution (rating 2 or more) in at least one other category.
- Contributed to a “high” level (rating 3 or more) for the equivalent of **20 years** of their Senior membership in at least two categories.
- Contributed to a “high” level (rating 3 or more) for the equivalent of **20 years** of their Senior membership in at least 1 category and a moderate level of contribution (rating 2) in at least two other categories.
- Contributed to an “outstanding” level (rating 4) for the equivalent of **20 years** of their Senior membership in at least 1 category and a moderate level of contribution (rating 2) in at least one other category.

Assessment Categories

- A. Lifesaving Services
- B. Positions of leadership, administration and organisation
- C. Club development and support
- D. Competition



Life Membership – Assessment Criteria

Assessment Criteria

Below are examples of types of significant contributions required within each of the Assessment Categories. Please note they are not exhaustive. Additional contributions may be considered if they are representative or consistent with the criteria within the category by the Life Membership Assessment Committee.

A. Lifesaving Services

- Awards gained by nominee
- Patrolling history (years and hours of service)
- Positions of responsibility (see also Category B Leadership etc.)
- Development of others (groups or individuals trained or assessed for Surf Lifesaving Awards)
- Contribution to Life Saving in general (i.e. within and outside of club)
- Significant events or contributions to community (i.e. rescues, promotion of surf and water safety programs etc.)

B. Positions of governance, leadership, administration and organisation

- Board and General Committee positions or other non-Board or General Committee positions of responsibility, leadership or coordination held within the Club (including representing the Club)
- Administrative, coordination or related roles, duties or activities (voluntary)
- Significant contributions to general management or operations of the Club (excluding fund raising contained in Category 3)
- Significant contributions to social activities and/or events (such as organising or coordinating activities or taking on team leader roles).

C. Club development and support (membership, infrastructure and facilities)

- Fundraising (coordination and participation in fundraising events)
- Sponsorship and/or generation of sponsorship (including prizes, gifts etc for presentations and fundraising activities)
- Development of other members (involvement in Nippers/Junior Development/Life Saving Services etc.)
- Membership development (contribution to increasing or expanding membership diversity and engagement and/or member services and benefits)
- Development, improvement and maintenance of Club infrastructure, facilities and equipment.

D. Competition

- Standard and level of competitive achievement (award and competition outcomes)
- Club and regular carnivals participation (Club, Regional, State and National or International competition)
- Coaching and skill development of members (for the primary purpose of competition)
- Coordination, assistance and support of Club members at competition and carnivals.



Life Membership – Assessment Criteria

Rating Scale

The following Rating Scale is used by the Life Membership Committee to assess the overall contribution of nominees within each of the Assessment Categories and the period of voluntary service.

Rating 0

Individual has made little or no contribution in the area during their period of membership.

Rating 1 (LOW)

Individual has made some contribution in some areas of the criteria during their membership, but their contribution is regarded as ad hoc or minimal and inconsistent.

Rating 2 (MODERATE)

Individual has contributed within several criteria, although not necessarily on a consistent and regular basis for the entire period being assessed for Life Membership (minimum of 15 to 20 or more years). The individual contributes and assists, when called upon, but is not considered as an initiator or regular volunteer in most areas of the criteria within the category.

Rating 3 (HIGH)

Individual has contributed within the majority of the criteria within the category during the entire period being assessed for Life Membership (minimum of 15 to 20 or more years). The individual is regarded as a regular and consistent contributor and volunteer. The nominee will have either taken on roles of responsibility or leadership, initiated, or coordinated activities, events and/or functions and has contributed beyond what is expected of all Club members, for the duration of the period being assessed. Their contribution is widely recognised within the Club.

Rating 4 (OUTSTANDING)

Individual has been a consistent and “significant” contributor in most if not all criteria within the category over a sustained period of time and throughout the majority of their membership and for the entire period being assessed for Life Membership (minimum of 15 to 20 or more years). In doing so, the member will have exceeded the contribution outlined in Rating 3. The individual is highly respected as a leader, initiator, and significant contributor to the Club. Their contribution is widely recognised both within the Club and may also be recognised outside the Club within the broader Lifesaving community (such as within our region or by LSV or SLISA). Their contribution over time is regarded as having well exceeded expectations of all Club members.