



Life Membership & Club Awards Policy

REVISION HISTORY

Ver.	Date	Author	Comments
1.0	27 March 2018	Philip Mawkes (Secretary)	Final Version

HLSC Life Membership & Club Awards Policy

This Policy document is to act as Guidelines for the Board, as well as the newly created Life Membership & Awards Sub Committee, when considering a nomination for Life Membership of Hampton Lifesaving Club as well as the Long Service and Annual Club Awards. It is also designed to provide Nominators of a Life Membership Award with the background information necessary to help them complete the nomination form.

Background

Life Membership is an honour bestowed on an individual Club member whose long standing and exceptional service and contribution has provided considerable benefit to the Club over an extended period of time. It is the highest recognition that can be awarded to a Member and it should at all times retain its prestige and not be granted lightly.

Prior to 2010, the Constitution stipulated that a minimum 10 years of service to the club was a requirement for consideration of Life Membership. Currently however there is no minimum time requirement and the Hampton Lifesaving Club Constitution states at Rule 11.2 (a) that:

The Board may recommend to the Annual General Meeting that any natural person who has rendered distinguished service to the Association and lifesaving, where such service is deemed to have assisted the advancement of the Association and lifesaving in Hampton and its immediate surrounds be appointed as a Life Member.

It is this Board's belief, as demonstrated by the creation of this Policy Document, that Life Membership is based on individual merit and nominees must be considered on their personal attributes and achievements and not in comparison to others. While it may be inevitable that comparisons will be made with past recipients, direct comparisons should not be made.

Granting Life Membership is a balancing exercise. Criteria are provided as guidance, but it is the overall contribution of the nominee that must be evaluated. There is necessarily some subjectivity in the granting of Life Membership as each nominee brings differing strengths and weaknesses in relation to the various criteria.

Life Membership & Club Awards Policy

It is to this end, that the Board has created this Life Membership and Club Awards Policy.

This policy will be further enhanced through the establishment of a Life Membership and Awards Sub Committee to manage the awarding of Life Membership, Long Service Awards and Annual Club Awards (other than the President's Award).

The Life Membership and Awards Sub Committee will be managed by the Secretary, but the Members are to be appointed by the Board on a 5 year basis. The Members will consist of:

- Current member of the Board (cannot be the President or Secretary). However, as Board positions are on a 2 year rotation, this position may naturally not always be for the full 5 years
- Past member of the Board. This person cannot have been a member of the Board in the past 2 years
- Active Life Member. This person cannot be a member of the Board, but must be actively involved in the Club in a patrolling, administrative or other committee position during the time of their membership of the Sub Committee

Should a position on the Sub Committee need to be replaced, then that new member must meet the criteria as outlined above. The new member will, subject to eligibility, be able to sit on the Sub Committee for a full 5 year time frame.

All Nominations for Life Membership and the Long Service Awards are to be assessed by the Sub Committee in the first instance. These nominations will then be passed to the Board with a recommendation for acceptance or rejection, including the rationale behind their decision.

However, as per the Club Constitution relating to nominations for Life Membership, it does remain the sole discretion of the Board to recommend a Life Membership Nomination to the Club's AGM for a nominee to be voted on by the members. This may differ to the recommendation of the Sub Committee. In the event of a discrepancy, it is the Board's responsibility to communicate back to the Sub Committee its reasons for overturning their recommendation.

In all cases, it also remains the Board's responsibility, via the Secretary, to communicate back to the Life Membership Nominator, the Board's decision to accept or reject the Nomination and to forward it onto the AGM (or not) for members to vote on. The Board is not required to provide an expansive rationale to the Nominator as to why a Nomination for Life Membership has not been accepted, noting the subjective nature of the criteria and process.

However, with regard to the Long Service Awards and Annual Club Awards, the Board will, in almost all instances, simply ratify the Sub Committee's recommendation, unless there has been a gross oversight by the Sub Committee.

Life Membership Criteria

Without in anyway contradicting the HLSC Club Constitution, the following criteria and interpretative questions are designed to help the Board, The Life Membership and Awards Sub Committee, as well as Life Membership Nominators to understand the key items that will be considered in any nomination.

The criteria are not absolutes and/or provided as examples of what is considered when making recommendations for Life Membership. It is not necessary for a nominee to fulfil all of them and conversely, just because a nominee does meet all of the criteria, it does not mean that they will be automatically awarded Life Membership.

The criteria and interpretive questions are:

- Extensive and long standing concurrent Club membership
- Club Membership beyond the time of their children's initial involvement in the Club
- Long standing involvement in Club committees, coordinator roles, fund raising activities and or senior patrolling responsibilities
- Involvement in LSV or SLSA committees, training or assessor roles
- Involvement in local Council or other community groups that supports the objectives of HLSC and LSV more broadly
- Contributed to the Club through participation in LSV / SLSA carnivals as either a competitor, official, water safety or organiser
- Demonstrated valued and consistent Leadership around the Club and would be considered by general members to be a role model
- Demonstrated a general 'can do' demeanour around the Club and meets or exceeds the Club's values
- What distinguishes the member's service and contributions beyond that of other members?
- What makes this member's contribution unique amongst the HLSC membership?
- What contribution(s) are directly attributable to this member, apart from the contributions of others?

Life Membership Nominations are to be lodged on the form provided by the Board and for consideration at that year's AGM, they must be received by the 30th of April in that year. The Nominee cannot be the Nominator nor a family member thereof.

Long Service Awards

The Long Service Award is a new set of Awards implemented by the HLSC Board in 2018. This new set of Awards is a way of recognising Years of Active service, starting from 10 years with a medal and then every 5 years with the addition of a bar.

Unlike Life Membership, the Long Service Awards have set criteria based around years of Active Service (they do not need to be concurrent) to be achieved in order to be eligible for the award. They are as follows:

- from the time of gaining your Bronze Medallion (age 15 or above) you have, at the very least, maintained an active involvement at the club on regular patrols to a minimum of 16 hours per calendar year.
- If you joined the club as an adult member (age 18 or above) you have maintained an active involvement in the club by serving on the Board, Committees, as an age group manager, patroller, coach, official, trainer, assessor or other such contribution to the Club that can be readily identified.

A request for a Long Service Award is to be lodged on the form provided by the Board and for consideration for awarding at that year's AGM, and must be received by the 30th of April in that year. The form can be completed by the potential recipient, or any other member of the Club. The request for a Long Service Award will be reviewed by the Life Membership and Awards Sub Committee and their recommendations will then be presented to the Board to ratify.

It is important to note that there will always be a period of retrospectivity allowing members to lodge their Nominations for the Long Service Awards at any time after they have reached the relevant milestone (in other words the nomination does not need to be made in the year that they achieve the milestone to be eligible).

Life Members are not eligible for the Long Service Award, nor upon becoming a Life Member, to receive additional bars for any subsequent 5 years of service.

The approved Long Service Awards in each year will be presented at that year's AGM.

Annual Club Awards

The Annual Club Awards are presented at the AGM each year and they are as follows:

- Junior Lifesaver of the Year – Centenary Trophy
- Intermediate Lifesaver of the Year – Centenary Trophy
- Senior Lifesaver of the Year – Ted Reynolds Trophy
- Best Club Member – Margaret Straford Trophy
- Outstanding Services – RM Ivison Trophy
- Best New Club Member
- Long Standing & Conspicuous Service – Robert Leviston Memorial Trophy
- President's Award (not for consideration by the LM&ASC)

It is the responsibility of the Life Members and Awards Sub Committee to provide their suggested nominations for the above Awards (aside from the President's Award) to the Board by the 30th of April in the year of the AGM / Award. The Board will retain the right to consider additional nominations.

Attached

Life Membership Nomination Form

Request for Long Service Award Form