

AGM May 2022 – Resolution “LBSC management procedures and culture”

Whereas Littlehampton Badminton and Squash Club has endured since 1937, it is no longer thriving as it once did but rather, is struggling to operate effectively as a modern, forward thinking, sports and social club.

At the core of the Club’s difficulties are its outdated management model and practises.

Particular problems are inherent in the Club’s historical procedure of electing a new Committee each year at its AGM, then giving sole authority for its management to the resulting collection of members, whose individual skill sets, and suitability for the work involved are unknown and who may or may not have the time required for what is a complex management task.

Most Committee members try hard to fulfil the roles inherent in managing LBSC. They often spend many hours each week on Club business and they frequently end up out of pocket from their attempts.

In today’s commercialised and competitive climate, continuing to rely on the good will and best efforts of a Committee of volunteers, to maintain resources worth hundreds of thousands of pounds; to organise and run activities and facilities that will satisfy hundreds of members; to motivate and lead a team of staff, to ensure the Club has sufficient revenue each year to remain operating and to plan the development of the Club for the future, is a recipe for failure. All the aspects of the Club mentioned above are in difficulty – now.

The many and various shortcomings of the management culture and procedures cannot be laid at the door of the current Committee. It should not be criticised now for attempting to utilise, in the limited time its members have at their disposal, the style and systems of management that were established many decades ago. Committees throughout the Club’s history have done the same and seen similar problems arise as a result.

A better approach to the management of the Club is needed, for the benefit of its current membership and if it is to fulfil its potential for those members it hopes to attract in future.

Many aspects of the Club have changed in the 85 years since its creation, but its management culture has not evolved, and the resulting problems can only get worse without some significant intervention.

Resolution.

The members of Littlehampton Badminton and Squash Club require the Club’s Management Committee to immediately commission a sub-committee with the remit to closely examine the Club’s management model and its suitability, and to report its findings and recommendations at a General Meeting to be held before 1st November 2022 following a full and extensive consultation with members.