



POLICY FOR SUCCESSION PLANNING

Recruitment of Volunteers

Recruitment of Volunteers to Midland Ski Club happens throughout the year on an as-needed basis to fulfill the requirements of the Club.

Recruitment is done through advertisements, mailings and referrals from Coaches, Committee Members and Club Members.

We recognise that satisfied volunteers are the best recruiters of new volunteers; we therefore encourage volunteers to be active in recruitment through their contact with club members, the community, family and friends.

Midland Ski Club is fully committed to the principle of multiculturalism and equal opportunities. We make volunteer opportunities available without regard to race, colour and place of origin, ethnic origin, gender, age, economic status or disability.

All members are encouraged to help in whatever way they feel able. This could be during a training session or at club nationals/schools races/social events etc. The club always needs parents to assist with schools races etc. They do not need to be experienced to help – **willingness is the greatest asset**. There is something for everybody to do in the club.

Recruitment of Committee Positions

It is important that key roles are filled at all times. Midland Ski Club holds an Annual General Meeting each year where people volunteer to fill the roles of Chairperson, Vice-Chairperson, Club Secretary, Club Treasurer, Welfare Officer, Race Secretary etc.

If the existing personnel resign from the position held prior to the Annual General Meeting then the club would first of all try and fill the post from the existing committee, failing this the position would be advertised as above

