



Future Direction Workshop

A Shared Vision for the German Shepherd Dog Council of Australia

Summary of Outcomes & Talking points

Vince Tantaro

19, 20 & 21 October 2012

DAY 1 :

PARKED IDEAS

GSDL Club voluntary workers- how to develop

Membership aspirations- what do we offer the potential and member of Cubs- can these be shared.

GSDL Rescue service how it works.

GSDCV GSD rehoming service.

GSDC Responsible Dog Ownership.

GSDCV QNR too elitist- breed specific. General articles- sourcing material.

GSDCV Promotion possibly another pillar? Media packs-

GSDCV Breed affairs reinvigorate Breed survey.

GSDC Qld packages to be developed aimed at making responsible dog ownership a priority.

GSDC Qld: Review Breed Survey framework- consistency across all Clubs- QA system needed?

GSDC Qld: Strategic plan should fall out of the FDW

GSDC SA: caters for only Pedigreed GSD

GSDC SA: Sponsorship- can similar programs be shared. USE 1 SUPPLIER FOR RIBBONS/ bulk purchase

GSDC SA: Participate / get involved with AVA, Companion animal committees/ media packs/ information/info packs for vet.

GSDC SA: Promote inter breed Liaison / better relations with canine controls / ANKC interaction:

GSDC SA: Review comms to clubs members feel President withhold communication.



DAY 1 :

PARKED IDEAS

GSDA WA:

like GSDCV well established training program obed / show instructors, breeders / exhibitors do not participate in show training- socialisation a problem? Socialisation program. PR Officer on Exec- look at SV as example, Interpersonal relationship how committees are run/ people interact, QNR & BS on distributed via internet. Web page underutilised: Facebook to be investigated, That same rules applies, Character temp test- if does not progress at National level will be done at Club roles, GSDCA Voting rights- 1 club / 1 vote

New: Aim to make club Family friendly, Youth show, National Levy, Concerns cost with national costs interpreters etc, succession planning.

ACT GSDCA:

Conducts obedience training/ socialisation classes- ACT own instructors training course, accepts all GSD, article for over servicing by vets, very good relations with DogsACT, Structural Assessment Scheme. Retention of members- what works?, recognition / awards programs, puppy classes al as run by vet, communication between clubs, assist financial assistance fare averaging to attend council meetings, NBC runs itself without consultation to member Clubs (is the framework right?), 60 day rule use for emergency, GSDCA Achievement award, Notice in QNR for Breeders- re puppy purchasers contact Clubs, educating purchasers re vet. Ask Breeders to contact Club sec that pups have been purchased..

GSDC Tas:

Disillusioned- conspiracy theory. Interpersonal relations amongst hierarchy appalling, appoint mediators, dictating breed affairs by hierarchy , members only area be established on website, job descriptions need to be available. Same criteria for classification, stud dog register, no working classifications for show grading's?, no obedience training.

GSDC BH:

Small Club- made up of a few families, no obedience, in last 10 years only run shows, if it needs to continue- target GSD owners in region- plan, provide a family friendly environment, clarity transparency paramount. Executive and assistance with plan to resurrect focus in Broken Hill.

GSDC NT

Rebuilding stage numbers increasing (other breeds also train), offer Obedience training- show training to be offered, weather dependent-night training only,, again breeders contact club if sell to NT-) Defence activities- promotion of GSD- suggest Defence newspapers provide article. No dogs allowed in Darwin environs- public awareness- Clubs / council communication needs to be better/ interpersonal comms damaging to organisation,

Youth Group

What initiatives can we put in place? Ownership backed up by Mentoring and support , facebook.use employed – check policy, twitter, social media.



DAY 2 :

Does council work;

Review Constitution in first instance- any structural changes will be adopted post this. Working party.

FACE TO FACE contact with membership

Admin page on webpage- what is happening & when

Perceptions

Presidents are the voice of council at Club level- resident officers of council .

Flow chart- GSDCA

QNR- highlight club workers? Voluntary policy/ recognition

NBC Framework?

Has been questioned? Perception is that its autocratic when in fact many people contribute? Inconsistency BS, breed specific legislation, BS creditability, QA (from with in) - choice of surveyors?

Process of voting at NBC meetings- motions to be carried direct to AGM.

Ownership of decisions by Breed Surveyors! Solidarity!- How we cultivate that culture.

NBC Executive to be Judges, NBC, Obed Chair & President.

Judges Committee Framework.

Respect missing- what drivers- solidarity.

Democratic processes damage breed improvement

Breed advice lacks creditability-

Judges creditability lacking- how do we lift the reputation? Respect factor.

Update given by JC Chair. Methodology training scheme to be extended to BS appointment.

Obed Committee.

Take responsibility- responsible dog ownership: Educational material to be offered- to general members during training

Pool and share instructors.

Establish socialisation programs that can be shared.

Suggestion that Obed Committee members be included in communication on ALL Breed matters & vice versa.

Evaluation of mental instinct status, Working aptitude / test for show set up working party.

Ownership of schemes & titles- maker these GSDCA Specific just as Breed survey is.



DAY 2 :

Communication

See ppt

New structure will reflect ownership and integrated approach.

A first step- in moving forward by adding to what we have.

Advertise AGM in website-

Possible Plan

QNR step towards electronic distribution:

Time frame- 12 months

Allow post of current issue on website on delivery of hard copy;

Funding arrangements: could fund National communication program throughout Australia.

May reduce memberships/ grow membership

Can accounts be created etc member access.

Growing membership

Puppy pre school- marry with local government

Breeders sign up members-

Free training vouchers

Educational seminars – focus dog legislation, welfare etc.

Promotion

Piggy back to local community / state events

National

Banners

Marketing

Council logo to be copyrighted to be added to all member club websites/ letterheads

Clothing / dog toys by order system.



DAY 2 :

Collective Responsibility: is current structure correct?
Current structure works!

*Perceptions: More inclusive approach necessary?
Member Clubs own the decision and should act as on one.
Communication Initiative if right- flow on effects.
Utilise/Engage membership:
***Review work / duty requirements of ALL Committee

Vision- shared with common elements
Motto: My Shepherd, My Friend, My Responsibility

Officers of Council: Code of conduct?

Breed Affairs:
GSDCA BS Judges- put in place criteria to remain in that position.
Issue of accountability:
How active are you? If not option to be given to self nominate to be placed on inactive listed.
Re: certification every 5 years
Breed Surveyor status- what to do to lift reputation.
Further educational workshops / discussions etc



DAY 3 :

The role of Executive & 360'Feedback.

Handover consultation and check lists in addition: Check lists be developed for all Council officers to be distributed to member Club Secretaries

Position description be sent to be those as nominated.

Level playing field- promotion at all levels

Secretary:

See role as to administration & contribution to all issues.

Checks and balance with R&R and primarily constitution

Open line to and from communication- important that Clubs disseminate communication to their committees & members. Important that clubs respond in a timely manner.

Link to ANKC- SV communication via GSDCA Liaison Officer

Position descriptions continue to be developed and updated- to be distributed to member Clubs for information and possible adaptation for their use.

National awards – policy and call to be distributed to member Clubs with AGM Agenda

Council forms- Member Clubs link to Council Website for download and vice versa.

Treasurer:

Important that Treasurer is experienced / have appropriate skill sets & also are able to contribute on all issues.

Quarterly reports is important initiative- informing members.

Concerns raised with regard to falling income: What to do?

AGM costs: to be only held in State capital cities.

Eukanuba Sponsorship package aimed at national exposure / National not part of package due to club having own packages.

GST charges should be included Club charges where GST applies.



DAY 3 :

360° Feedback.

Future commonality re identity of position holders- Constitution - Administrator

President:
Level playing f

Secretary:

Treasurer:

Editor Review; aim for coming 12 months, Pet pages- aimed at ordinary members, Volunteer page
Youth Page

NBC Chair;

Happy with role and input as provided to date by current Chair- elements of peer group have raised concerns- these have been addressed in short term but still may be underlying functional rather than personal criticism of position holder.

Will introduce NBC Secretary- also BS registrar positions.

Value of personnel- question That the BS who resigned be allowed to return as Breed Surveyors ? Course of action to be driven by Membership..

Shared responsibility- but praise and criticism aimed at Chair- important to promote fact that position is one of administering but also one of leadership.

Obedience Chair:

possibly name change: National Training Chairperson:

Better utility of basic training methods for show training, socialisation of puppies and encourage dual training with emphasis on maintaining drive traits required for exhibiting in show.

Universal training approach

Judges Chair:

Not many Australian are appointed- do not get enough appointments; what can be done? Challenge for Judges Chair Committee:

Judges need to be less critical of each other and or openly criticise dogs- instil practise of respect: code of conduct

currency of knowledge- what are the measures? Involvement at Club level, National level, do they go to interstate shows? Should these factors be considered when appointing.

Judges appointments on website- sent to Clubs.

Noted that mentoring Scheme for aspiring judges offers better training- to be extended to aspirant BS.

New ways of dissemination of information.



DAY 3 :

Feedback on Workshop

GSDL

Enjoyed weekend, exceeded expectations, much achieved.

GSDCV

Worthwhile, reaffirmed that Council can work and made to work, more united in approach.

GSDC SA

Idea sharing , discussion provided clarity , raise awareness.

GSDC Qld

Enjoyed, essential that the future is served, essential that exec utilise expertise from wider membership.

GSDC WA

Enlightening, full participation, frank and open. Encourage debate

GSDC NT

Surprised, but enjoyable, shared direction- happy for support.

GSDC BH

Impressed at how weekend has gone- happy support received.

ACT GSDA

Disappointed that a professional facilitator, enjoyable

