



Policy Document

Pennant Selection and Management Policy V1

Background

The Match and Course Committee has been asked to develop a set of selection guidelines for the club's pennant teams as per the following criteria:

That any guidelines developed for subsequent Pennant seasons:

- a. seek to ensure a clear collaborative process that encourages men and women to be involved in Pennants, clarifies decision-making roles and in the event of a disagreement a mechanism to resolve such concerns in a harmonious and transparent manner
- b. consider consistency between both Women's and Men's Pennant team selection processes, including
 - (i) Team managers to be nominated and approved by each of the Women's Committee and the Match and Course Committee well in advance of each Pennant season
 - (ii) initial selections to be made by team Managers
 - (iii) a review mechanism by the relevant captain
 - (iv) in the event of a selection dispute between the Manager/Captain a referral mechanism to a selection panel to resolve any such selection issues and
- c. Women's Committee and the Captain will review its governance charter to provide advice to the Board for any amendments required to the governance charter because of any amended guidelines.

Proposed Pennant Selection Process

1. The Club Captain will propose managers for the men's pennant team (and sub-teams within the team) and the Women's Captain will propose managers for each women's pennant team representing the club.
 - a. While the men's pennant team all play as one team, there are sub-teams (Opens, Masters, Juniors) within the team, each of which would have a manager
 - b. Women's pennant teams play separately and will each require a manager
2. The Match and Course Committee (men's team) and Women's Committee (women's teams) will sign off on the proposed pennant team managers well in advance of the commencement of the pennant season.
3. At an appropriate point well before the commencement of the pennant season, the relevant captain will initiate a process to identify members who are interested in being considered for pennant selection for that season.

- a. This process will involve a communique to members who potentially meet the criteria for selection asking for them to submit an expression of interest
 - i. Men's criteria – any player with handicap under 4 (may be altered at the discretion of the Club Captain)
 - ii. Women's criteria – to be determined by Women's Captain in conjunction with Women's Committee to maximise availability of players
- b. The expression of interest may be submitted in any form (e.g. written or verbal). Captains/Managers may also directly approach members who have previously played or anyone else who they feel meets the selection criteria to invite their participation.
4. The relevant captain, working with the managers of each team, will determine a process to select an overall playing squad for the season.
 - a. If there is any dispute between the captain and any manager regarding either the selection process or specific selections, the dispute must be raised with the Match and Course Committee (men's team) or Women's Committee (women's teams) who will then make a determination to break the deadlock.
 - b. It is expressly intended that captains and managers will work collaboratively to achieve the best possible outcome for the club and the best experience for members involved in pennants, and that disputes should reasonably be able to be resolved without escalation.
5. Once team squads have been selected, each pennant manager will nominate a playing captain for their team. It will be the responsibility of the manager and team captain to make player selections for each pennant match.
 - a. In the case of a dispute between the manager and player captain over selection/s, the relevant Captain will be consulted and will vote to break the deadlock.
 - b. It is expressly intended that playing captains and managers will work collaboratively to achieve the best possible outcome for the club and the best experience for members involved in each team, and that disputes should reasonably be able to be resolved without escalation.
6. All other aspects of the pennant season program will be the responsibility of the Club Captain (men's team) or Women's Captain (women's team).
 - a. It is anticipated that each captain would form a pennant leadership group comprising the relevant vice-captains, pennant team managers, and playing captains.
 - b. Each captain will, in consultation with the relevant pennant leadership group, prepare an overall project plan and budget for the pennant season considering elements such as (but not limited to):
 - i. Squad identification process, including any trials
 - ii. Launch activities/events
 - iii. Team uniforms
 - iv. Squad training activities
 - v. Away practice matches
 - vi. Caddy squad
 - vii. Ancillary items (eg. Balls)
 - viii. End of season events
 - c. Each captain will submit their project plan and budget to the Match and Course Committee for approval prior to submission to the CEO for incorporation into the club's budgeting and planning processes.



Proposed Changes to the IGC Governance Charter

In order to remove any confusion and/or conflicting statements from the IGC Governance Charter, the following changes are recommended for consideration by the Board.

1. The new Pennant Selection and Management Policy (above) be included as a new policy in the member's handbook.
2. Section 10, bullet 16 of the IGC Governance Charter (referring to the role of the Club Captain) to be amended to read: "Oversee the organisation and selection of all Pennant and Social teams representing IGC, including the implementation of the IGC pennant selection and management policy outlined in the member's handbook"
3. The Women's Committee Terms of Reference be amended, so that bullet 4 under the description of the Women's Captain role reads: "Oversees the implementation of the pennant selection and management policy for women's pennant teams as outlined in the members handbook"