

## Club Induction and Mentoring

How Welcoming is Your Club?  
10.30am-11.00am

## First Impressions Count

The first impression an individual experiences when approaching a club often determines whether or not they will become a member. Therefore it is important that clubs recognise this and ensure they have “**Welcoming Initiatives**” in place.

## Sport Induction & Orientation Definition

Sport induction and orientation is defined as “programmes and initiatives that assist everyone involved (including participants/players, coaches, officials, administrators and spectators) to feel **Welcome** and **Informed** about the working of the club.”

## Benefits Of Welcoming and Inclusive Clubs

- Help to attract and retain participants/members
- Help to attract and retain volunteers
- Create a positive image of a club and assist with public relations
- Ensure everyone feels respected and valued, regardless of their ability, gender, cultural background or religion
- Are friendlier and safer places to be
- Enables more people to be involved in sport
- Junior participants are more likely to enjoy their sport and continue playing

## The 3 Categories of Induction and Mentoring

- Participation Beginner programmes
- Club Welcoming Initiatives
- Mentoring Programmes

## ONE: Participation Beginner Programme

- The aim of the programme is to introduce beginners to the game of squash in a fun and friendly environment
- The programmes goal is to develop coordination, basic racket skills, court movement fundamentals, and friendship.

## About The Beginners Programme

- The programme shall consist of 4 coaching sessions for new adult or junior beginners who wish to try out squash.
- The fee for the programme is \$X for 4 sessions
- A welcome pack will be sent to participants prior to the first session.
- The welcome pack shall consist of
  - Information on the rules of squash
  - What to wear on court
  - An outline of the programme and its activities
  - A list of club contacts

## TWO: Club Welcoming Initiatives

- New members are provided with a comprehensive orientation to the club.
- Orientation consists of:
  - Explanation of our overall missions and goals, and those related to membership
  - Tour of our venue and facilities
  - Introduction to paid staff , volunteers and selected members
  - Specific information related to their membership

## Orientation Kit

- Volunteers will be given a written orientation kit, which includes:
- Club Handbook
  - Contact details of club committee and members
  - Club policies and procedures
  - Code of Conduct
  - List of volunteer roles available in the club and how to apply for those roles
- Event programme and invitations
- Invitation to attend free coaching
- Customised training/participation programme

## THREE: Mentoring Programmes

By definition a mentor is a wise and loyal Advisor

## Mentor Purpose

- To teach the mentee to think and act independently.

## Club Action Steps

- Develop a process for finding enthusiastic club members who are interested in serving as mentors.
- Conduct training for mentors.
- Decide when, where, and how you will introduce the new member to his or her club mentor.
- Decide how you will communicate opportunities for family involvement to new members.