



April 2025

# ClubED

## Bite-Sized Learning

CEI Monthly Newsletter



Club Education Institute

### Welcome to the April edition of our Bite-Sized Learning newsletter.

When a club board gets a fresh batch of directors, it's a bit like a presidential transition—some folks want to keep things steady, while others come in with a wrecking ball and a dream. But here's the thing: consistency matters, especially when it comes to disciplinary actions. You can't just overturn past decisions because you don't like who made them—otherwise, chaos reigns and, suddenly, no one knows the rules (sound familiar?).

This case study serves as a reminder that upholding integrity means sticking to established precedents, supporting lawful staff decisions and not treating board history like a political football—because if every new board wiped the slate clean, you'd have more flip-flopping than a congressional hearing!

### Case Study Overview

A club member was suspended for six months due to intoxication. After returning, the member repeated the behaviour and abused staff, leading to a twelve-month suspension. A new board, led by the member's wife, who took on the role of President of the board, reduced the suspension to three months.

### Governance isn't a game of political ping-pong.

This decision had some pretty devastating impacts, which included some staff walking off the job in protest.

### Key Issues

#### 1 Ignoring Precedent:

Disregarding the established six-month and twelve-month suspensions undermines the club's disciplinary framework and sets a dangerous precedent.

#### 2 Undermining Lawful Decisions:

Revising the suspension disregards staff's lawful actions of following RSA guidelines, demoralising them and questioning the board's commitment to club regulations.

#### 3 Condoning Unacceptable Behaviour:

Reducing the suspension condones repeated misconduct, sending a message that such behaviour is acceptable and potentially encouraging similar actions from other members.

## Lessons Learned

- **Consistency in Disciplinary Actions:**  
Adhering to established precedents ensures fairness and consistency in handling disciplinary matters. It reinforces the club's commitment to maintaining order and respect among its members.
- **Support for Lawful Decisions:**  
Boards must support and uphold lawful decisions made by staff. This fosters a respectful and cooperative environment, ensuring that staff feel valued and empowered to enforce club rules.
- **Integrity in Governance:**  
Board members must act with integrity and impartiality, avoiding conflicts of interest. Decisions should be made in the best interest of the club and its members, rather than personal affiliations.

In conclusion, this case study underscores the importance of upholding precedents and supporting lawful decisions in club governance. By maintaining consistency, integrity and respect for established rules, clubs can foster a positive and orderly environment for all members and staff.

## Upcoming CEI Seminars Round 1

### Chair Masterclass

- Three two-hour sessions.
- Target audience - chairs, vice chairs, directors
- Session 2 commencing August 8, 22 and 29 - 12pm-2pm.

### Financial Decision Making

- Three-hour session on how to evaluate return on investment and make informed financial decisions.
- Target audience - directors, CEO's, operations managers.
- Monday, May 5, 2025: 9am-12pm.

### Finance for Non-Accountants

- Three-hour session on how to engage with financial information confidently.
- Target audience - managers, directors, and staff.
- Monday, May 19, 2025: 9am-12pm.

*We have scheduled face-to-face and virtual trainer-facilitated **Mandatory Director Training** (consists of all mandatory training) for all regions. Visit [www.clubsnsw.com.au/Services/CEI/Directors](http://www.clubsnsw.com.au/Services/CEI/Directors)*

# ClubLIFE PODCAST

The ClubLIFE Podcast tackles all of the burning issues within the NSW club industry, and features unique personalities and experts in their field. Listen to one of the recent episodes featuring Workers Lifestyle Group CEO Morgan Stewart.

**Take a listen [here](#)**



Audio

