



Coaching and Officiating Case Study

Mornington Youth Club – Gymnastics, VIC

‘Some of our young girls are fantastic. The initiative they take to get things done, above and beyond their paid job is amazing’ – Bronwyn Sanford (Mornington Youth Club)

Candice, one of the clubs young coaches realised the club was having trouble recruiting and retaining judges. As previous and more experienced volunteers were no longer with the club, there was no structure in place and no one to help the new judges with any problems or queries they had.

Realising that this was an issue the club needed to deal with, Candice took it upon herself to put together an induction manual for the judges so they felt like they were an important part of the club. As part of this manual Candice included things such as:

- a list of contacts and phone numbers for the club and Gymnastics Victoria
- a list of competitions for judges and the number of competitions judges had requested to do
- dress code for judges at these competitions
- venue addresses for competitions
- the amount of money required for travel
- training dates for courses judges may like to attend
- cost of these courses (which the committee covers)
- updating opportunities.

Candice also arranged a speaker from Gymnastics Victoria to visit the club for a training session, and to go over some of the questions the clubs judges had.

All of the judges are now part of an email network and Candice conducts meetings once a term for the judges to share information and discuss any concerns they have. They are also presented with a second manual that provides information on routines and skills that they will need to judge.

The clubs' head coach writes a newsletter to keep the judges updated on new information they might need to know. And Shari Bourke, a Level 2 Judge herself (who was nominated by her club and received an Australian Sports Commission's Recognition Reward) has also become a point of contact for judges when they first start at the club and also if they have any questions throughout the season.

In addition to this; parents of the gymnasts assist judges in getting to events so they are not out of pocket, the club supplies the judges with a uniform and they cover the costs for their technical membership and training days.

The club recognises that it is support like this and the commitment of coaches like Candice and Shari that will assist them in recruiting and retaining judges in the future.