

Chairman

I have been a member of KKC since it began and it is a club I am extremely proud of. I have been its Chair twice and also Chair of the national Canoe Polo Committee. Prior to today's AGM I made clear the grounds on which I would stand.

Throughout the 40+ years I have been involved in canoeing there has been a declining number of people willing to support how both the club and the sport develops. Unfortunately that has meant that an increasing workload has fallen upon the few who are prepared to give their free time.

Many of these generous people are 'mature' and there is an urgent need to support and develop others so that the burden on paddlers, coaches, volunteer's and parents is more equal. Canoeing is not unique in this and only last week the Scouts explained how many young people they had on their waiting lists because of a lack of helpers.

What I propose is moving the KKC in a direction that will re balance effort so there is greater equity. Maximising opportunities whilst retaining the values and ethos of our past are important however I want to lead in an entrepreneurial way to add to the clubs collective resilience.

So what do I mean by resilience and why is it important; I believe it's the ability to anticipate, prepare for and respond to change in order to thrive and prosper. The recent challenge of meeting the increasing LA costs are a prime example of us responding in an inclusive but appropriate way. Why change its simply so we can offer more paddling opportunities.

There will be some willing to assist but don't know how to help or don't believe they have the necessary skills. It is important that we develop people so they can play a more supportive role, however that must include supporting them when its not gone quite as well as we might have hoped.

All those that currently make the KKC the success it is started from that exact position but they offered to help, gained experience and have become the mainstays of the KKC. So we will create structures that will support individuals to progress so that they can take a greater role in helping the club thrive. This will include effective delegated responsibility with a responsible and mature but less risk adverse way of operating.

I also will challenge those that I believe either are unprepared to help or have particular skill they that the club might require. In the near future there will be a simple 'jobs' list of tasks that need to be done, clearly we will facilitate access and materials so that these can be done at volunteers convenience.

Going forward it is important for continuity that we have succession planning for key roles. This won't happen immediately but over time we will have stronger club that delivers more canoeing and enjoyment for all.

Previously when I was Chair there was an expectation that the role of Chair could do anything and everything. That is an unhealthy position. In my view the role needs to be more strategic so that it can align the KKC correctly towards the future challenges it faces.

Over the next few weeks I intend speaking to as many members and interest groups in the club as I can, to see what you want from the club, so that we can collectively move forwards to another even higher level.

Dave Rawding

