

To all Clubs in Central Gauteng



TRANSFORMATION IN GAUTENG GOLF

There is widespread and common understanding and agreement by all stakeholders that golf in South Africa must be transformed. GolfRSA is the mandated custodian of the Transformation Charter in South Africa, and thus recognised as the catalyst and driving force to get all stakeholders united in common programs like capacity building, development, etc. in order to achieve the transformation objectives.

CGGU as the custodian of golf in the City of Joburg, Sedibeng and West Rand areas, is responsible for working with GolfRSA on a transformation strategy and objectives and ensuring that transformation is not only focused on National but also at Provincial and Club level.

It is envisaged that collective buy-in and alignment of this charter be adopted and embraced by all stakeholders in the golfing fraternity. All stakeholders must be active participants in the implementation, control and monitoring of the Transformation Charter.

We also understand that it is a complex and challenging subject and as such we would like to have a clear, focussed and truly meaningful program that is achievable, albeit with a concerted effort from all our stakeholders.

The full Golf RSA Transformation charter and CGGU charter can be downloaded at these links.

<https://www.golfrsa.com/transformation-charter/>

www.cggu.co.za

What we would like our clubs to focus on and report back on is simplified in the below Action Plan.

Have a formal Transformation Strategy in place based upon the GolfRSA and respective Union Transformation Charters	Governance	By end 2019
Transformation and Development reported in Club's Annual Report	Governance	By end 2020
BEE Compliance - all clubs to be at least compliant. BEE Compliance would cover all aspects of Transformation including management, procurement, CSI, Skills Development	Transformation	By end 2020
BEE Compliance - all clubs to have improved by one level, where applicable	Governance	By end 2024
Ensure minimum 20% representation at Golf committee level	Transformation	By end 2023
Representation at league as per CGGU's requirements	Transformation	By end 2024
Club % increase in PDI members by 10% annually	Transformation	Annually from 2020
Clubs to complete Annual Development Review	Transformation	Annually by 30 September

Our first Annual Development Review is attached and will be the benchmark for future measurement.

CENTRAL GAUTENG GOLF UNION:

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Below are some guidelines that may give you some guidance. We will hold regular meetings with all our clubs to assist you if necessary. If you for any reason think that your Club is not able to or needs to Transform I would love the opportunity to meet with your teams to discuss this.

Every club has a role to play and we sincerely hope that you will understand the importance of this and give it your club's full support. We cannot and are currently not required to force you to participate and should you decide your club will not participate then simply advise us accordingly and we will not contact you in this regard.

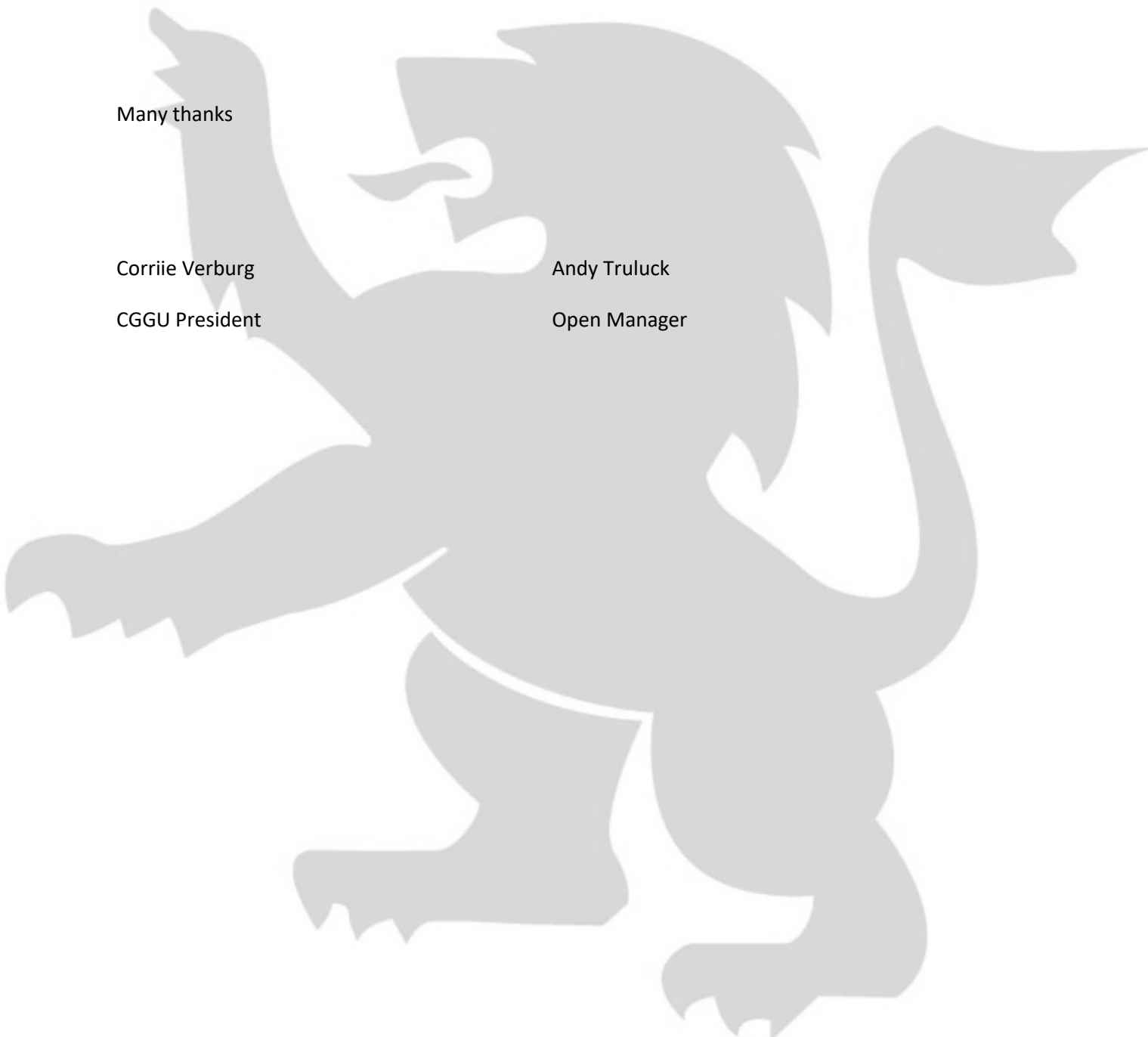
Many thanks

Corrie Verburg

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Guidelines for achieving your goals

Formal Transformation Strategy

As part of your club's overall Strategy, you should formalise a plan that will give you some clear goals to achieving your Action Plan. The Development Review will give you a good idea of what could be covered in your Transformation Strategy.

Reporting in your Annual Report

In your next Annual Report to members we would want every club to have a short report on and Transformation and Development activities in your club. Each year you will be able to increase your report so that members become more attuned to what you are doing or need to do.

Example of a simple Report in Annual Report

XYZ Golf Club is now truly recognised as a generous and caring partner in our community. The support that we have given to those around us seems to be never-ending. We are really proud and thankful to all of you that make a big difference.

Our charities for last year were ABC to whom we donated R20 000. Thanks must go to Janet Black, her charity committee and the golf committee who have done an enormous amount for our charity.

We also raised a further R20 000 by hosting some additional member charity golf days on Saturdays for The SA Disabled Golf Association and Cansa.

Our Management and members serve on so many charity and development boards giving up an incredible amount of their time.

We are also active in the local community park across the road from the Club and with our neighbours are making this area a place we can be proud of.

We are also really proud of our sports development programs with our academy in particular doing an incredible job with junior golf with SNAG and adult golf development programs. We interact with our local schools and ensure that golf is recognised as an accessible sport.

We are all making a big difference in our community - Thank You!

BEE Compliance

Being BEE compliant is important, and getting more important for all clubs. Many organisations require you to be complaint to host an event and your club and draft liquor legislation will also require that you are compliant. Small clubs have easier goals in order to be compliant but by being BEE compliant you are covering a lot of Transformation requirements like Skills Development, Enterprise Development and Procurement. There are consultants working in our industry and with the support of associations like CMASA we can assist in getting you complaint by the end of 2020. We would then want you to have improved your level by at least one by end 2024.

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Representation at Golf Committee level

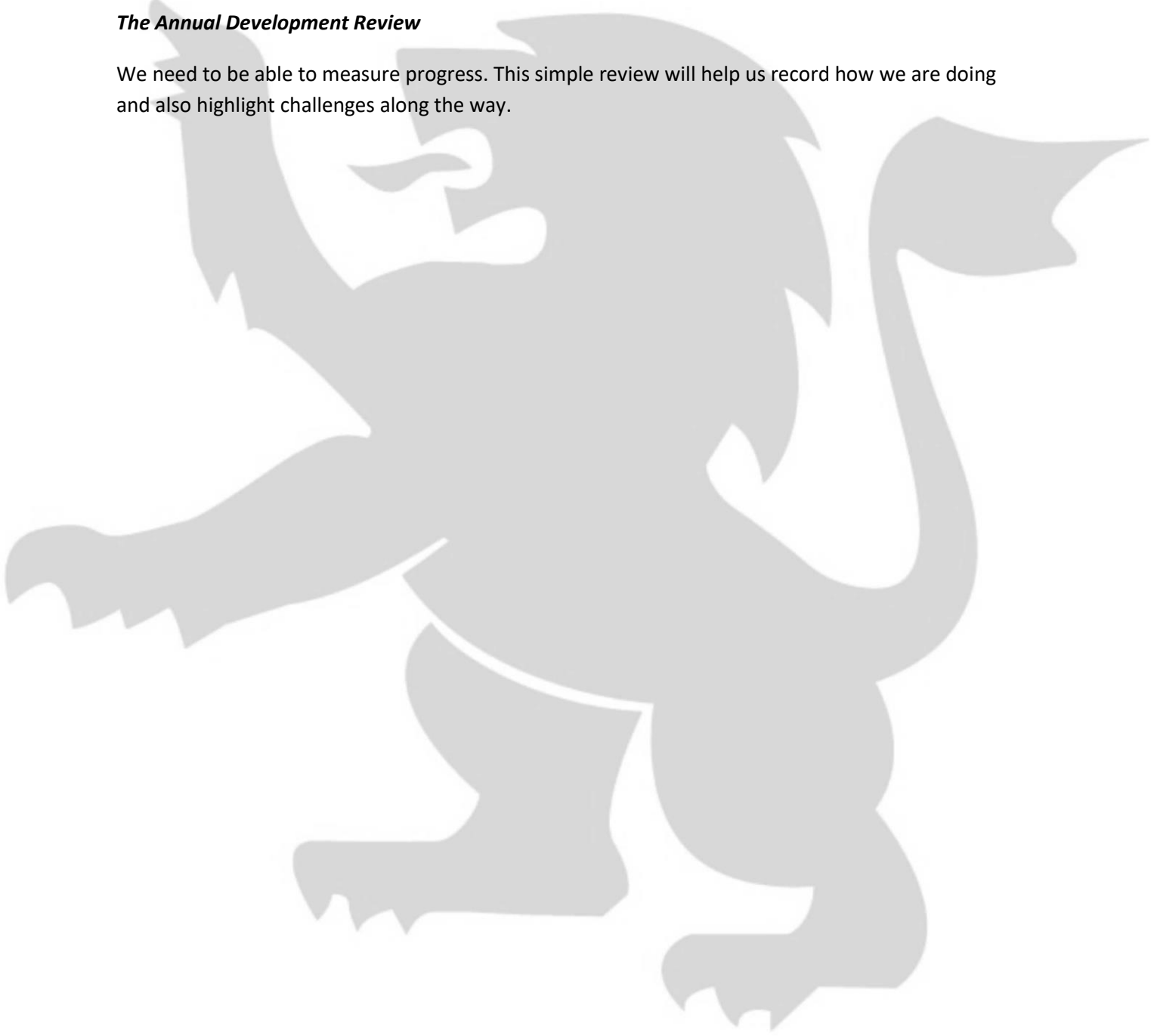
In order to grow your club and ensure Transformation flourishes we do need to get representation of PDI's at committee and decision making level in our clubs. This target should be a realistic goal by the end of 2023.

Increase in PDI membership by 10% annually

With a Strategy and some effort, and coming off a low base in the case of most clubs, we should be able to increase our PDI membership by 10% annually. If you currently have 50 PDI members, it only means another 5 each year.

The Annual Development Review

We need to be able to measure progress. This simple review will help us record how we are doing and also highlight challenges along the way.



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Club Annual Review for Development of the Sport

How many players of colour do you have in your club ?	As percentage of total membership			
	Yes	No	Will still do	Note
The club is committed to Development of Golf				
The club has a formal Golf Development Plan				
The Club does the following :	Yes	No	Will still do	Note
Hosts a school league team				
Has a good working relationship with local school				
Enters a Caddy League				
Permits caddies and staff to play in off peak periods				
Rules and Etiquette Training				
Complimentary Junior Golf clinics				
Ladies golf clinics				
Adult golf clinics				
Has a Charity Foundation				
Has an annual Charity Fundraiser				
Offers a program or assistance for Disabled golfers programs				
Offers reduced rates for Charity Golf Days				
Records discounts/ subsidies for Charity groups				
Offers the course up for walkers when not impacting golfers				
Offers free use of the clubhouse to community groups				
Communicates to members re Development initiatives				
Reports on Transformation initiatives in Annual Report				Please provide extract
BEE Compliant				Please provide certificate/ affidavit
PDI Representation in leagues				%
PDI Representation at committee				%

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