

MONASH TENNIS PLAN - COMMUNITY CONSULTATION REPORT

The draft Monash Tennis Plan was developed in consultation with Monash tennis clubs and Tennis Victoria (via Monash Tennis Forum and Tennis Discussion Paper). At the 25 August 2020 meeting, Council agreed to publicly exhibit the draft Monash Tennis Plan for further community comment/feedback.

Community consultation on the draft Monash Tennis Plan included:

- **A community survey**, completed on Council's webpage www.monash.vic.gov.au/About-Us/Council/Have-Your-Say/Draft-Monash-Tennis-Plan, which was open from 4 September to 30 October 2020. The survey link was circulated to all Monash tennis clubs.
- **'Coffee catch up'** with Monash tennis clubs via Microsoft Teams on 22 September 2020.
- **Emails and phone calls** with tennis clubs that sought further information and clarification on key actions posed in the draft plan.
- **September 2020 edition of the Monash Bulletin** – an article in the Monash Bulletin, distributed to all households in Monash, encouraging broader community feedback on the draft plan.

At the completion of the seven-week consultation period, a total of eighty-seven submissions were received in response to the survey, however some responses were submitted several times as a reproduced response. Therefore, 50 unique submissions were received throughout the consultation period.

A summary of the survey responses is as follows:

Q1. Respondent Postcode

Answer choices	Percent	Count
3150 – Glen Waverley, Brandon Park & Wheelers Hill	48%	24
3149 – Mt Waverley, Pinewood & Syndal	14%	7
3166 – Hughesdale, Huntingdale, Oakleigh, Oakleigh East	8%	4
3167 – Oakleigh South	6%	3
3170 – Mulgrave, Waverley Gardens	6%	3
3147 – Ashwood & Ashburton	6%	3
3148 – Chadstone, Homesglen & Jordanville	4%	2
3141 – South Yarra	4%	2
3133 - Vermont	2%	1
3806 - Berwick	2%	1

Q2. Respondent User Type – What best describes you?

Answer choices	Percent	Count
- Tennis club committee member	38%	19
- Tennis club member for competition play	24%	12
- Tennis club member for social play	22%	11
- Casual tennis player (non-member)	10%	5
- Tennis club coach	4%	2
- Not involved in a tennis club, but wanted to have a say	2%	1
Total	100%	50

Q3. Overall, are you supportive of the draft Monash Tennis Plan?

Answer choices	Percent	Count
- Yes	52%	26
- No	48%	24
Total	100%	50

Q4. Summary of themes arising from positive/supportive feedback

Answer choices	Percent	Count
- Increasing public and casual use of tennis facilities	18%	9
- Support for clear financial obligations for clubs and Council as outlined in the draft plan	10%	5
- Support for exploring merger opportunities for smaller clubs	10%	5
- Support for inclusive and inviting tennis clubs	6%	3
- Supportive of facility improvements proposed in the draft plan	4%	2

Q5. Summary of themes arising from negative/unsupportive feedback

Answer choices	Percent	Count
- Too much onus placed on clubs to repair and replace tennis facilities in the proposed financial obligations	18%	9
- Belief that Council should not have a role in the strategic planning or management of tennis clubs/venues, but should be limited to providing suitable facilities for clubs	10%	5
- Concerned about the impact to court surfaces by increasing public and casual use of courts, especially at en-tout-cas facilities.	8%	4
- Ambiguity and lack of details in guiding principles and actions listed in the plan	8%	4
- Concerned about the consequences of not complying with elements of the Active Monash Clubs Framework	8%	4
- Small clubs/venues should be left as they are and continue to play a role in the Monash tennis community	6%	3
- Belief that mentioning a relative under-representation of female committee members in the plan is inappropriate and unnecessary	6%	3
- Concerns that the plan is biased against club-appointed coaches	6%	3
- Concerned that Council will sell land for housing developments in the event that clubs relocate	4%	2

1. Please list your postcode:	2. Please select the option that best describes you:	3. Overall, are you supportive of the Draft Monash Tennis Plan?	Why?	Which actions from the draft plan are you most concerned about and why?	4. Any other comments or feedback regarding the Draft Monash Tennis Plan?	5. Officer Responses
3149	Not involved in a tennis club, but wanted to have a say	No		Council spending on private sporting facilities.	Public/casual access should be a pre-requisite to council funds being spent. There should be an access guarantee for residents. Discussion should be incorporated as to the use of sites where tennis facilities are relocated from.	One of the key focuses of the plan is to optimise use of tennis facilities and seek to provide greater opportunities for participation including casual and non-member play.
3167	Casual tennis player (non-member)	Yes	Would like more facilities in Southern Monash. We live in Oakleigh South, but my Son takes lessons in Kingston due to the lack of suitable venues close to our home.			The plan acknowledges that there are less tennis facilities in the south-west of the City compared with other areas. Action 1.3 aims to address this by recommending Council explore the possibility of developing publically accessible multi-purpose court/s in the south-west of Monash.
3149	Tennis club coach	Yes	Clubs need support, particularly with updating their facilities. Prioritising lighting and the Book-A-Court system for clubs is an excellent way of increasing playing opportunities for members and the public. It's also a good source of revenue for clubs to remain sustainable. Prioritising larger clubs and investigating merging smaller clubs is a good idea.		Funding consideration should be given to porous courts also and not only synthetic courts. These courts are excellent for developing junior players and are more popular for advanced players. To retain these players in the sport, good porous courts are needed. If you need evidence for this then look at Tennis Victoria's Pennant Competition. It is the largest inter club tennis competition in Australia and the majority of teams play on porous courts.	Whilst the plan seeks to prioritise infrastructure that is easy to maintain and efficient to operate, we acknowledge that a diversity of court surfaces (including porous courts) throughout Monash is advantageous.

3150	Tennis club committee member	Yes	<p>APPENDIX A. The breakdown on the financial split between Club and Council will allow clubs to be able to budget short and long term. With the 50/50 split on Lighting costs we would like to see that clubs must have 25% and Council make available a low cost facility to finance the balance over 5 years. We agree that poorly run, smaller clubs should be merged to create bigger more vibrant clubs with in the same area.</p>		<p>We don't agree that Tennis Coaches shouldn't be on Club committees. Our coaches are very active members of our club committees and are involved across all areas of running the club. At no time would they ever try or be allowed to take control for their own financial benefit.</p>	<p>This plan stipulates that all Third Party commercial operator agreements, including club-appointed tennis coaches, are to be approved by Council and in accordance with Third Party Arrangement Principles.</p>
3166	Casual tennis player (non-member)	Yes	<p>It should be easier for a casual tennis player to play tennis.</p>		<p>Why are the tennis courts locked? In Vancouver, Canada where I am from there are multiple free tennis courts in each city to encourage participation. There is only one venue in Oakleigh that has two courts and is unlocked. The new courts by the Oakleigh pool are locked.</p>	<p>One of the key focuses of the plan is to optimise use of tennis facilities and seek to provide greater opportunities for participation including casual and non-member play.</p>
3150	Tennis club member for competition play	Yes	<p>I reckon the current Draft Monash tennis Plan was adequate to the needs of promoting community tennis in Monash Council area.</p> <p>You can add a strategy to alleviate abuse in Tennis Sport in court, clubhouses, and committee meetings. Tennis clubs should take inclusiveness seriously.</p>		<p>I have witnessed abuse and bad behaviour in tennis courts during my participation as a social and competitive Tennis player in the past 15 years or so. Please incorporate communication processes to report such matters directly to Monash Council. At the moment, the club committee members act with poor judgement or don't feel accountable for members' safety. I tried a lot and failed to welcome people of multi-cultural backgrounds or women to join tennis clubs. This is because of bullying, and abuse without limits from certain male players and lazy male members of the committee. For example, in the [CLUB REDACTED] has a committee run by bullying elderly males who are self-proclaimed, arrogant, and do not hear sincere feedback to improve for the future of Tennis within the local community. Some of those abusive players are visiting social players at [CLUB REDACTED] from neighbouring council suburbs such as [Suburb REDACTED], [Suburb REDACTED], etc. The club committee was sleeping at the wheel even though they witnessed it. This abuse in Community Tennis needs to STOP. One way is by introducing diversity within Tennis Club Committees. Diversity should include women of all ages and multi-cultural people to participate in the club committee within [CLUB REDACTED]. Some other Tennis clubs already do this inclusive strategy. [CLUB REDACTED] has fallen behind from several years.</p>	<p>This plan seeks to prioritise clubs that are best able to demonstrate a welcoming and inclusive environment in accordance with Active Monash's Capital Works Priorities Framework.</p>

3133	Tennis club committee member	No		My concern is in regards to a push towards hiring courts to non-members and general public/casual players. My club has en-tout-cas courts which are costly to maintain. Players need to water and bag courts before, during and after play especially in hot weather and playing on wet puddled courts is dangerous. Correct tennis shoes are required to play on this surface, not ripple soled running/basketball shoes that damage courts and often sold by sports/shoe shops as suitable for tennis. Clubs would already have adequate signage displaying these rules and requirements and members are aware of this but general public/casual players may not adhere or understand the importance of these requirements.	Nil	We acknowledge that not all court surfaces are the same. In the event that greater public and non-member access be generated at en-tout-cas facilities, clubs will have an opportunity to educate users about appropriate footwear and other important usage requirements. Casual users of club operated courts would also be expected to pay a casual court hire fee which could be put towards court maintenance costs.
3150	Tennis club committee member	Yes	No strategical plan from the council level, more activities need to be organized, more preparation and promotion.		Most tennis club has no family concession plan, which is not reasonable. And no good organizing from the council level.	This plan seeks to achieve inclusive and flexible participation opportunities by tennis clubs, in the interests of growing tennis participation in Monash.
3150	Tennis club member for competition play	No		2.3 - would not agree to my club moving location. I can walk to my club. If clubs are merged, how would the money our club has raised over the past 40years by OUR members be spent? Would not be prepared to lose control of OUR money to another club. I can see the benefit of a club merging with another with dwindling numbers, just not my club! I want to play on en-to us-cas, the best surface by far. Synthetic courts are not player friendly on falls or shins. Don't want clubs merged for council to subdivide land and make new housing estates.	Don't want the city of Monash to have any financial gains from selling off tennis clubs	No clubs will be forced to relocate or merge under this plan.
3150	Tennis club member for competition play	Yes	Tennis participation and membership seems to be declining and the plan should help to improve that situation.		Whilst I don't necessarily agree with the merging of tennis clubs, I do see a need for "something" to be done to help improve participation and membership numbers. Could repair (tree root removal, surface repairs, external fencing repairs, improved court lighting for night play, etc) will all go some way toward achieving that. One thing I noticed was lacking in the draft plan was a specific mention of improvements to clubhouse facilities. Some clubs need improvements in that area (larger kitchens, modernised kitchens, better toilet and shower facilities, better storage facilities, improved social areas for club and community members such as BBQ areas, etc).	No clubs will be forced to relocate or merge under this plan. This plan seeks to provide clarity and a way forward for surface repairs/renewals, tree related issues, fencing repairs and court lighting. Pavilion projects for all sports, including tennis, will continue to be prioritised in accordance with the Active Monash's Capital Works Priorities Framework .
3170	Casual tennis player (non-member)	Yes	Like the idea of improving access opportunities for casual play		Smaller clubs with less than 6 courts in suburbs with very few clubs should be retained	One of the key focuses of the plan is to optimise use of tennis facilities and seek to provide greater opportunities for participation including casual and non-member play. No clubs will be forced to relocate or merge under this plan.

3150	Tennis club member for competition play	Yes	It is high level and comprehensive. It needs some details of how to handle current club committees are elected and run to be effective to community usage of tennis facilities.		There is a high risk of this plan failing to be effective as the current club committees are run by the same members for decades without fair elections. In simple terms, most of the committee members in the tennis clubs are using the club premises as their own personal business space or kingdom. Some of them sell alcohol ruthlessly with their old habits to young ones to be addicted. This corruption within club committee needs to be curbed and encourage accountability with appropriate measures. Basically, it is good to see their operating and truthfulness to community tennis.	Action 1.1 calls out that all clubs will be required to participate in the Active Monash Sports Club Framework to build the capacity of clubs and improve broader community and social outcomes. This plan also stipulates that all Third Party commercial operator agreements, including club-appointed tennis coaches, are to be approved by Council and in accordance with Third Party Arrangement Principles.
3147	Tennis club committee member	Yes	It's fair.		I would sell the land and relocate four clubs to one location, namely Ashwood High School. I would build a larger indoor and outdoor Tennis Venue connecting to the Net Ball Association. By the already changing infrastructure of having a new intersection (High St) and street into the school, and by sharing a clubhouse within these venues - it's great consolidation of resources - it would be "The Jewel of the East" in Tennis and exceed you documented requirements and excel beyond all expectations.	One of the key themes of the plan is to prioritise bigger, sustainable and more vibrant tennis venues.
3149	Tennis club member for competition play	Yes	Improvements to tennis facilities with a transparent plan would be beneficial to the community.		The definitions of short / medium / long term action targets suggests the likelihood of delivering any change is low as the ETA is too long and there could be too many variables and risks. The RACI is unclear on the roles to deliver the change and the governance of failure. Residents should have access to summary progress reports and KPIs online.	Any actions in the plan that require a financial investment from Council are subject to adoption in Council's annual budget. Action 4.5 in the plan calls out that a report will be developed annually against the actions in the Monash Tennis Plan.

3149	Tennis club committee member	Yes	It is great that Monash Council has recognised the fact that too many clubs in the municipality cannot be sustained and therefore by merging/joining clubs together we will have better facilities for participants to use. I believe that the financial obligations that you have come up with are quite reasonable and understand why you have some at 100%, 50/50% and 0%. By offering the public better sporting options by combining different sports in Monash in one package, then this will be a good incentive for people to get out and be active!		Merging/joining some of the smaller clubs, redressing the courts and perhaps clubhouse, will in turn offer greater usage of the tennis facilities for both current members and the general public. It is always difficult to get people to assist in raising funds for any club (be it sporting or other) and mergers will also enable the committees to have more volunteers to assist with the running of the club. Some of the points on the Monash Tennis Plan could do with further explanation...such as: 1.2 and 1.3. Point 3.1 - Installation of Tennis Hit-up Walls is a fantastic idea! But I don't believe that we actually need publically accessible courts (which would probably be asphalt). If ALL courts within Monash have a Booking System (i.e. Book-a-Court or like) then the public can book a court for 1 hour or more, play on good quality courts, and pay a small price to do so. 3.3 Totally agree with this. Yes, as you will have found out from your surveys, there are clubs in Monash which are very under-utilised and the space/land they are situated on could be better used for something else - even sold so that the money can be used to upgrade other club's facilities. Regarding Court Surface Renewals financial obligations - as this is such a big ticket item, I do believe that Council should contribute something towards this - perhaps not a percentage as the costs of different surfaces vary quite a bit - but a fixed dollar value, say \$10,000 per court.	Action 2.3 seeks to explore suitable relocation and merger opportunities in accordance with the key principles listed in the plan. Recommended change to the draft plan: The tennis plan has been updated to reflect this request so that court surfaces will become a 50:50 split between clubs and Council compared to a 100% club responsibility. Note: subject to Council budget adoption
3147	Casual tennis player (non-member)	Yes	I was looking to introduce my daughter to the sport but found it hard to locate and access tennis infrastructure and activities in the suburb. Given the focus of the sport in Victoria, I think this is an excellent idea to increase availability of both the sport and its social & community benefits to Monash.		As above	One of the key focuses of the plan is to optimise use of tennis facilities and seek to provide greater participation opportunities for casual and non-member play.
3150	Tennis club member for competition play	No		Amalgamation not necessarily the solution - some clubs already have many members and it is not always easy to book a court/play.		No clubs will be forced to relocate or merge under this plan.

3150	Tennis club committee member	Yes	We believe that listing who is responsible for costs will ensure that Club committees will have to budget on at least a 5 year plan to ensure that they remain feasible and not just expect Monash Council to bail them out when major repairs are required.		We believe that the only percentage that should be reconsidered is the court surface replacement. This is a major cost for any tennis club whether a large or medium size Club. We would like this expense to be allocated on a 50/50% basis.	Recommended change to the draft plan: The tennis plan has been updated to reflect this request so that court surfaces will become a 50:50 split between clubs and Council compared to a 100% club responsibility. Note: subject to Council budget adoption.
3150	Tennis club coach	No		That only prioritise 6 court clubs? What about coaching business? I have 4 courts and run tennis 7 days a week and have a lot more people coming through my club then some bigger ones around the area! Who are you to make that judgment?		This plan seeks to prioritise bigger and more vibrant tennis venues in the interests of sustainable tennis venues that can accommodate high levels of participation. This was identified by clubs as a means to prioritise investment during the tennis forum.
3149	Tennis club committee member	Yes	Provides structure for committees and understanding of roles/responsibilities for Clubs, Council and TV.		Generally supportive of the intent of the Plan. Couple of comments/questions. Continued engagement with Volunteers to manage Clubs may have challenges as clubs are impacted by the Plan. Is already challenging. I can see that Clubs may need to employ admin staff to support which may impact membership cost/court hire fees. 1.4 Prioritise clubs that are best able to demonstrate a welcoming and inclusive environment. How is this intended to be measured? Is this set out in the Monash Active Sport Plan? I don't believe we currently have mechanisms to capture some of this data/information to make informed assessment. 2.2 All third party commercial operator agreements to be approved in accordance with principles developed by the Monash Tennis Working Group. Does this include Tennis Coaching Contracts?	Recommended change to the draft plan: Action 1.4 has now been expanded to encourage clubs to collaborate with Tennis Victoria and develop a Diversity and Inclusion Plan. Club-appointed coaching contracts will be considered as part of the Third Party Arrangement Principles.
3148	Tennis club committee member	Yes	Long term planning and financial investment is good. While general participation is good there should also be consideration for the high performance group of players that want to take Tennis more seriously. To only focus on participation numbers will not make full use of the facilities.		Better support to committees from Monash, with clarity about how to move forward. Not just overall ideas but actual outcomes that can be consolidated into action.	We understand that there is great benefit in having tennis offerings through Monash that cater to low intensity programming as well as more serious players. Action 1.1 calls out that all clubs will be required to participate in the Active Monash Sports Club Framework to build the capacity of clubs and improve broader community and social outcomes.
3150	Tennis club committee member	Yes	Lots of research has been conducted by Council and while not everyone will be happy with all components of the plan, nevertheless		It looks like you don't want much feedback, given this one question; poor design it seems to me. We have had extensive discussion with Council members, who have clarified a number of points. On behalf of the club I comment as follows: STRATEGIC PILLAR: SUSTAINABILITY 2.1 Sinking Fund	The Sinking Fund Framework is intended to give clubs direction and parameters to work towards and budget for accordingly.

			<p>the plan is sound and will meet the majority of club and community requirements. Congratulations.</p>		<p>Framework. This section did not communicate. After seeking clarification with Council, now know what it means and who controls the funds i.e. putting aside funds for future projects etc.2.4 3-10 years is a long time if 'poor condition' is already evident.COMMUNITY BENEFIT. 3.2 Given the push for "Book a Court", suggest an explanation as to how it works should be included e.g. a specific link to Tennis Vic or wherever it is described. This would help.ACCOUNTABILITY.4.2 Leases. Mention of long and short term leases, without clarification of the basis for each, causes angst.In relation to Leases, please ensure that the Lease document has a simple to read schedule of relevant points, so that volunteer committee members do not have to employ a lawyer to decipher what another lawyer has written (i.e. cut the legal jargon). 4.4 Historical evidence of requests for pruning have shown a large lag time for a response. One presumes with the new focus as in 4.4, this will improve.4.5 Annual Report - will clubs be given a copy? (prepare AND publish).FINANCIAL OBLIGATIONS. (Appendix A)Leased area perimeter fencing RENEWAL... Strongly feel that this should be 100% Council, since it is Council property and clubs are leasing. Reactive and programmed MAINTENANCE should be split into two points for clarity: 1. Fencing and 2 Book a court: - 1. Perimeter fencing maintenance (e.g. tree branch damage to fence due to wind), should be fixed by Council, not the club (as already pointed out). 2. Maintenance of 'book a court' system, while it should not be necessary, if issues arise, then expertise would be needed and clubs would not have that expertise. Should be managed centrally (and for all clubs) by council. Refer 3.2 Council requirement and cost. 3. What constitutes a 'major' re-development? Would this include court base renewal?4. The last point, seems unfair. If an 'underutilised site' is to pay for 50% of book a court, one questions their ability to pay their 50%. Suggest Council cover this 100% for consistency.The Tennis Plan is silent on what level of project (e.g. cost / type) that clubs might wish to undertake and need to inform council/seek council approval. e.g. 4.1 could be expanded to include projects, indicating value range, to be paid for out of the 'sinking fund' that should therefore be communicated to council. Thanks for the opportunity to provide this feedback.</p>	<p>It is noted that existing leases have been cause for confusion to clubs in the past. It is our intention that new leases moving forward will provide clear roles and responsibilities for clubs and Council. It is important that language in lease documentation is easily understood by clubs.</p> <p>Action 4.4 seeks to achieve proactive and timely identification of surrounding tree related issues at tennis clubs.</p> <p>Action 4.5 in the plan calls out that a report will be developed annually against the actions in the Monash Tennis Plan.</p> <p>Full reconstruction of court bases would be considered a major facility redevelopment.</p>
3149	Tennis club member for competition play	Yes	It makes sense		<p>Huge responsibility passed to committee members, which is of concern to me.</p>	<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.</p>

3150	Tennis club member for social play	Yes	Improve accessibility to tennis courts when smaller clubs merge with bigger clubs that have less members, note that merged clubs must be in 5 km radius of each other.			One of the key focuses of the plan is to optimise use of tennis facilities and provide greater participation opportunities for casual and non-member play.
3141	Tennis club member for social play	No		Do not want the council being involved in the management of the tennis club. The council should not require any fees or rates from tennis club.		It is a requirement for all sporting tenants in Monash that license or lease fees are paid for use of sporting facilities.
3150	Tennis club committee member	No		Extreme pressure on members, who are volunteers and not paid to run the club. Already spending extra hours and efforts to help with running the club and have great satisfaction in developing the club and attracting more members. DO NOT ANY MORE STRESS AND PRESSURES FROM THE COUNCIL WHO HASN'T HELPED AT ALL WITH ADMINISTRATIONS EXCEPT ALWAYS DENYING RESPONSIBILITIES WHEN APPROACHED FOR FUNDINGS. The plan is focusing in getting rid of smaller clubs and trying to amalgamate into a bigger premises. So how does it plan to accommodate all the members and to what capacity will it focus in participation of all age groups. There's no considerations of how members will feel. Are you only doing this to accumulate land in order to have more housing? And thus able to collect more rates. Over the years whenever the club approaches for help- there is always excuses.	Yes. Please do not pursue with your plans and depriving your constituents of their choices. Listen to them after all, you're elected by them.	Action 1.1 calls out that all clubs will be required to participate in the Active Monash Sports Club Framework to build the capacity of clubs and improve broader community and social outcomes. No clubs will be forced to relocate or merge under this plan.
3150	Tennis club member for social play	Yes	Fair to all residents in the entire Monash Council precinct, rather than only servicing Glen Waverley, Mount Waverley & Wheelers Hill. Would improve the running of the clubs to ensure they carry out their activities in a fair, equal-opportunity, legal, inviting way - thereby increasing member base & participation. Would provide an arms-length basis for determining where ratepayers funds are being spent (i.e. club performs well, they get funding).		No	Noted

3150	Tennis club member for social play	No		<ul style="list-style-type: none"> • There is a lack of detail/ambiguity in many of the requirements and what needs to be done to comply. • There is also a lack of detail in how compliance with the standards will be objectively measured and how this fits with reporting requirements. • The process that will be in place for how council will support, monitor and assess clubs on an annual basis and in a timely manner is not detailed • The onus appears to continue to be on clubs to comply e.g. a top down approach persists (as compared with the approach organisations like Good Sports take with Clubs to partner and improve). • The whole of the Monash Council area runs competitions through its local association – Waverley District Tennis Association. Their role for local, community tennis in Monash is more important than Tennis Victoria, yet they have not been consulted. • It is not clear to me why the action plan has adopted Tennis Victoria’s strategic pillars as compared with the 4 criteria for the Monash Council Plan – are we here to support the success of Monash Councils strategy or Tennis Victoria’s strategy? • The new framework for club performance management has concerning consequences for clubs that are evaluated as not complying with reduced lease and licence subsidies to clubs, effectively meaning costs will increase for Tennis Clubs who for the past 40 years or so have had little to no investment from council at all. Therefore, there is an obvious conflict of interest in Monash Council’s plan for Monash Recreation Services to assess each club’s performance annually, and any appeals to be handled by the Active Monash Manager, with subsequent disputes to be resolved through Council’s formal complaints handling process. 	<p>2.3 Key Findings These do not have any context with other benchmarks. For example:</p> <ul style="list-style-type: none"> • Is 4% reduction in participation in tennis since 2010 good, better or about the same as participation in sport in general? And how does it compare with tennis overall. It may be a fact, but the number is meaningless without this comparison • Similarly, court usage drops 40% during weekdays – how does this compare with other sports/recreation asset utilisation? Obviously peak use is at competition times, after school and evenings, but it would be expected that most facilities have similar utilisation trends. • The number and gender of committee members needs to be considered relative to participation. It would be great to have increased female participation and that has been a focus for many years for most clubs and tennis in general <p>3. Guiding Principles Tennis Australia’s recommended court to population ratio of 1:2000 will be adopted as a guide for distribution of tennis facilities.</p> <ul style="list-style-type: none"> • This needs to be carefully considered. Most clubs have been around a long time when populations and distributions were very different. Any plans need to consider what the population and distributions are likely to be 40 years from now. If courts are lost, they are very unlikely to be replaced. • We are local community clubs – many, many children can get to their local club by walking or cycling after school. The right balance needs to be reached to maintain local accessibility and minimise the needs for parents to drive to venues etc. (which works in direct contradiction to council’s sustainability goals). High quality and successful tennis venues. This aspect is very subjective – there are no specific measures or description provided against the following: • How will we judge that tennis facilities have been maintained to meet minimum standards? What are the standards and who will make that judgement? • Court surfaces – whilst synthetic grass court surfaces don’t need watering, they are not an approved competition surface and most definitely not a surface that supports development of nationally and globally competitive players. Monash clubs should collectively offer a range of surfaces so that players can choose to play on a surface that best suits their objectives e.g. social play, competitive play, junior development. Similarly, some surfaces do not support older players and can cause joint issues because the surfaces are too hard. 	<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.</p> <p>Whilst the plan seeks to prioritise infrastructure that is easy to maintain and is efficient to operate, we acknowledge that a diversity of court surfaces throughout Monash is advantageous.</p> <p>Comparing tennis court utilisation to other sports (e.g. football ovals) is not comparing apples with apples. Club-run tennis courts are typically locked for exclusive-use by club members whereas sports ovals are available for broader community use when organised sport is not being played.</p>
Vic3141	Tennis club committee member	Yes	Good to consolidate where practical some of the clubs in the total 16 clubs.		Nil	Action 2.3 seeks to explore suitable relocation and merger opportunities in accordance with the key principles listed in the plan.

3148	Casual tennis player (non-member)	Yes	Improving tennis participation amongst community is necessary. Generating interest and maintaining tennis as an exercise from school age is a great community initiative.		Free membership trials for local members, especially female school age children should be encouraged. I notice that girls are usually pulled towards netball but tennis can be as popular if given enough enticements especially given the new courts at Caloola Reserve.	One of the key focuses of the plan is to optimise use of tennis facilities and seek to provide greater participation opportunities for casual and non-member play.
3150	Tennis club committee member	No		<p>There is significant value in developing clear policies outlining the roles and responsibilities of tenant tennis clubs and council. We do however have significant concerns with the Plan in its current form.1. There is significant onus on clubs to repair and replace facilities that have reached or are soon to reach the end of their useful life. The long term lack of support and investment from council means many facilities are in poor condition, often not due to fault of the tenant club. This plan does seek to address some of these issues such as court root damage, however leaves out many other areas that need addressing such updating of facilities to meet community expectations and accessibility standards.2. As part of the planning and consultation process for the plan most courts within the City of Monash were deemed to not meet the relevant standards regarding court lighting, runoff areas and court dimensions. Installation of the assets in most if not all cases is managed by the City of Monash. The plan does not appear to urgently address these issues and through the changed funding arrangements (for example lighting) brings more of the onus onto tenant clubs to pay for rectification of these issues.3. There is a lack of detail from a timeline and budget perspective as to what has been budgeted and anticipated timelines to address these issues.4. There is a lack of detail/ambiguity in many of the requirements and what needs to be done to comply.5. There is also a lack of detail in how compliance with the standards will be objectively measured and how this fits with reporting requirements.6. The process that will be in place for how council will support, monitor and assess clubs on an annual basis and in a timely manner is not detailed.7. The onus appears to continue to be on clubs to comply e.g. a top down approach persists (as compared with the approach organisations like Good Sports take with Clubs to partner and improve).8. Most, if not all tennis clubs in the Monash Council area run competitions through the local association – Waverley District Tennis Association. Their role for local, community tennis in Monash is just as if not more important than Tennis Victoria, yet they have not been consulted. 9. With regards to lighting, the 50:50 club:council funding split is a change from the existing 20:80 split. This represents a significant extra cost for clubs. Additionally, there needs to be a policy regarding upgrading of existing assets to LED for vastly improved energy efficiency and lighting quality, including timelines and targets for implementation.10. The new framework for club performance management has concerning consequences for clubs that are evaluated as not complying with reduced lease and licence subsidies to clubs, effectively meaning costs will increase for Tennis Clubs who for the past 40 years or so have had little to no investment</p>	<p>1. There are no targets for court surface types. In my opinion a range of court types must be available in the Monash area. Every court surface has its advantages and disadvantages, and contrary to the belief of some the lifecycle cost of each surface type (excluding natural grass) does not vary significantly. As with Turf and synthetic wickets in cricket there must be tennis facilities of good standard and varying surface type for the development of players of all abilities and surface preference.2. There is no mention of clubhouse renewal or improvement, most are 40+ years old and are in need of modernisation, particularly in the change-room areas, clubs are not in a position to achieve this. For example, most, if not all clubs would not meet minimum accessibility standards in terms of grounds access and paths, clubhouse access, change and toilet facilities, this needs to be addressed urgently and I believe it is not reasonable for a tenant to pay for this.3. The financial position of many clubs will have changed significantly due to the effects of COVID-19. Memberships and other revenue streams of clubs is down significantly on this time last year, yet many costs especially for court maintenance have remained the same.The ‘Monash Tennis Plan’ should not be passed in its current form as it is far too vague, has no measures of success or failure, has no clear or binding targets and no obvious budgeted funding for implementation and is unlikely to achieve improved facilities for tennis in the City of Monash. It is not in the best interests for the tennis playing residents of the City of Monash.</p>	<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.</p> <p>Any actions in the plan that require a financial investment from Council are subject to adoption in Council’s annual budget.</p> <p>Action 1.1 calls out that all clubs will be required to participate in the Active Monash Sports Club Framework to build the capacity of clubs and improve broader community and social outcomes.</p> <p>One of the key focuses of the plan is to optimise use of tennis facilities and seek to provide greater participation opportunities for casual and non-member play.</p> <p>It is acknowledged that not all court surfaces are the same. In the event that greater public and non-member access be generated at en-tout-cas facilities, clubs will have an opportunity to educate users about appropriate footwear and other important usage requirements.</p> <p>Casual users of club operated courts would also be expected to pay a casual court hire fee which could be put towards court maintenance costs.</p>

				<p>from council at all. Therefore, there is an obvious conflict of interest in Monash Council's plan for Monash Recreation Services to assess each club's performance annually, and any appeals to be handled by the Active Monash Manager, with subsequent disputes to be resolved through Council's formal complaints handling process.11. The requirement for court maintenance and surface renewal to fall on clubs combined with a requirement that for all "major facility upgrades" to have book a court installed will result in the club paying for damage to courts caused by visitors they have little interaction with or ability to educate. The clubs (particularly En Tout Cas clubs) rely on constant participant education to minimise damage to the playing surface due to improper use, the only way to achieve this is to only allow members and their guests to use the courts, or to have a court supervisor for pre-determined times where non-members may access the courts. Further, the recent quote for our club to install book a court was roughly 33% more than the \$15,000 mentioned in the plan. While a fantastic option for many clubs book a court may not be a sound addition to all clubs/courts.</p>		
3170	Tennis club member for competition play	Yes	Good plan		no	Noted
3150	Tennis club member for social play	No		<p>There is a lack of detail from a timeline and budget perspective as to what has been budgeted and anticipated timelines to address these issues.</p>		<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.</p> <p>Any actions in the plan that require a financial investment from Council are subject to adoption in Council's annual budget.</p>

3150	Tennis club committee member	No		<p>1. The report and subsequent Monash Tennis Plan is, in fact, an anti – tennis plan and does not support clubs (just the opposite). The Plan now appears to be an economic document which aims to move the costs for renovating, updating, repairing and / or replacing council’s own ageing infrastructure as possible onto the Clubs themselves. 2. What have clubs have been paying leases if Council is not prepared to maintain its own infrastructure? 3. Government is rarely the answer. More often it is the problem. There are a number of associations – Tennis Australia, Tennis Victoria & Waverley District Tennis Association – who guide the future of tennis – nationally, state-wide and locally. To suggest that Monash Council’s role is to “guide the future of tennis” is ludicrous. The Council’s role should be limited to providing suitable tennis facilities so the tennis clubs who (as the report states) “are a key contributor to the physical activity being undertaken by the Monash community” are not hampered by ageing, out-of-date facilities when trying to encourage more community participation in the sport. 4. Burdening clubs with more red tape and targets to meet (such as the Sports Club Framework) does not “support” the clubs – it reduces the time they have to concentrate on promotion of the sport in the community. At the 10 June 2020 meeting Council officers admitted the Framework was developed because a few sporting (not tennis) clubs were not doing the right thing but Council did not want to call those clubs to order. Those same officers admitted that Council wants a ‘cultural’ change. 5. The report states that there are 100 council-owned tennis courts and 67 non-council-owned tennis courts in Monash. Therefore, council controls less than 60% of all the courts in Monash, so it CANNOT “guide the future of tennis in Monash” through this plan, but it can do significant damage to the affected clubs by forcing them to meet more council regulations, taking up more limited volunteer committee time and making the clubs less competitive than those who clubs will not be bound by the proposed Monash Tennis Plan. 6. The report states that the Plan is to “address important issues”. What issues? 7. The report states that 2 of its aims are to “Ensure that tennis is a sport that is available and accessible for the whole Monash community to enjoy” and to “Ensure that Monash tennis venues are places that support active participation and community health and wellbeing”. Council officers have failed to provide a single piece of evidence of any kind (even anecdotal) that this is not the case. Council officers have failed to provide any evidence at all of a single complaint regarding these issues having been received by any single club or the council. Without such evidence, these are baseless claims created to suit the report’s narrative. 8. The body under which tennis clubs in Monash operate and play competition tennis, Waverley District Tennis Association, was deliberately excluded from the council-run meetings and forums, even though their representation was requested by clubs. 9. The report’s language shows bias against tennis clubs. Instead of celebrating the number of courts available to the community at well-run clubs in Mount Waverley and Glen Waverley, the report states that a “key theme” was “there may be an over-supply of tennis clubs in this catchment, and that for the betterment of tennis more broadly,</p>	I agree that a Monash Tennis Plan is required but the current draft is so grossly deficient it cannot be supported.	<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.</p> <p>Any actions in the plan that require a financial investment from Council are subject to adoption in Council’s annual budget.</p> <p>Action 1.1 calls out that all clubs will be required to participate in the Active Monash Sports Club Framework to build the capacity of clubs and improve broader community and social outcomes.</p> <p>Gender equity on committees of tennis clubs is perceived as an issue on the basis that there is approximately 50:50 representation in participation.</p>
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				<p>it would be strategically justified to explore consolidation of clubs and facilities in this catchment”. Again, council officers have failed to provide any evidence of any kind for their ‘key theme’ or their conclusion¹⁰. Many of the questions asked in the report did not come from the clubs, and it is clear from these questions the direction that council officers are pushing this issue – get clubs to merge or relocate (to sell the land to pay for upgrades to remaining courts), force clubs to pay much more to upgrade council infrastructure, and place arbitrary performance targets on the clubs to force them to comply with one of the previous ideas. This is NOT supporting the clubs.¹¹ The report’s language also seems biased against coaches, implying that coaches make a lot of money from court usage. It does not appreciate the valuable VOLUNTEER work that coaches do in promoting clubs, organising teams, acting as Junior Convenors, performing court maintenance etc. Monash Tennis Clubs have been attending the 16 Community Forums (with workshops) that have been regularly run by Tennis Victoria since 2014, the subject of two which have been "Club-Coach Relationships", to learn ways to improve these relationships so both parties can succeed TOGETHER. NO council officers have attended these meetings to inform themselves of what steps the clubs have been talking to develop best practices in these areas, or to understand that for clubs to be successful and promote tennis to the wider community, they need their coaches to be successful as well, and coaches similarly work hard for their club’s success as well as their own. This is just another example of how little the report and plan understands what is required to support tennis clubs in Monash.¹² The report has the absolute gall and insolence to note that ‘110 male committee members across all tennis clubs, as opposed to 52 females’ as if to suggest that clubs are actively turning away prospective committee members because they are women. This is a perfect example of how little public servants understand a volunteer sporting club. At 26 October 2020 –Council 2 women so less than 20%Executive team 5 men and 3 women so 37.5%Managers 15 men and 6 women (with one position vacant) so 28.5% of filled positions.¹³ There is reference in the report to the Monash Tennis Working Group without any details of which clubs would be in this group, how those clubs would be chosen, whether WDTA would be included, what the terms of reference would be and what, if any, powers it would have. Not good enough</p>		
3150	Tennis club member for social play	No		<p>As recently as 2014, there was a clear model for the investment in new infrastructure at tennis facilities and other sporting venues, which was: Club 20%, Council 80%. The Monash Tennis Plan proposes that this should now be 50-50. Our club has had an application with council for around 5 years to put lights on our court on the basis of the 20/80 funding contribution. We would expect that to be honoured (and it would be nice to actually get some feedback and a status update on our plan, as it is not at all clear as to the process for considering our application and why it has been unsuccessful to date).</p>	<p>It is not clear how this plan fits with and contributes to an overall Active Monash strategy and how it fits with other sports and activities in Monash. It comes across as confused as to whether it is delivering Tennis Vic plans or Monash plans. Importantly, there are no measures included as to how success would be evaluated, and in the absence of such measures the plan in its current form cannot be supported.</p>	<p>The lighting contribution of 50:50 between tennis clubs and Council is consistent with the recently adopted Monash Sports Floodlighting Policy, where leased clubs are required to fund 50% of lighting installations in recognition of their higher capacity to raise revenue through their exclusive-use lease agreement.</p>

3166	Tennis club member for social play	No		<p>Tenants clubs having been paying council fees for decades. The council should maintain and upgrade its own infrastructure. The council's role is to manage infrastructure - not 'guide the future of tennis'. Focus on what council should. The plan saying 1/3 female committee membership is a joke coming from this council which has 2/11 female councillors.</p>	<p>The plan needs updating to take into account covid and what clubs are doing to reward loyal members. The council needs to step up not push their infrastructure burden onto NGOs.</p>	<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.</p> <p>When considering that tennis is broadly played at a rate close to 1:1 between males and females, there is a relative under-representation of females on Monash tennis club committees.</p>
3166	Tennis club member for competition play	No		<p>Although the original Monash Tennis Forums instigated by the then Mayor Shane McCluskey seemed well-intentioned, I CANNOT support the Monash Tennis Plan in its current form because:• The report and subsequent Monash Tennis Plan have deviated too far from its original purpose of supporting the clubs and helping tennis to flourish. Instead, its main aim seems to be shifting as much of the cost burden onto the clubs for renovating, updating, repairing and replacing council's own ageing infrastructure as possible.• Tenant clubs have been dutifully paying leases and maintaining their facilities for many years in accordance with their lease agreements, but with most of the facilities now 40-50+ years old, the clubs are limited in what more they can do, so it is time for Monash Council to takes responsibility for maintaining and upgrading its own ageing infrastructure.• The tennis clubs have been telling Monash Council for many years that the tennis facilities that they lease from council need updating, but the Tennis Plan seeks to offload as much of this financial burden onto the clubs as possible.• If Monash Council wants to change the way that the upgrading of infrastructure is funded and create a new "plan" where clubs are expected to pay much more to replace or maintain council infrastructure, council has an obligation to upgrade all this infrastructure to minimum currently-acceptable standards FIRST, so we can all start with a clean slate, and also to give clubs time to save funds to meet these future costs.• There are a number of associations – Tennis Australia, Tennis Victoria & Waverley District Tennis Association – who guide the future of tennis – nationally, state-wide and locally. Monash Council's role is NOT to "guide the future of tennis", but simply to ensure it is providing suitable tennis facilities so the tennis clubs who (as the report states) "are a key contributor to the physical activity being undertaken by the Monash community" are not hampered by ageing, out-of-date facilities when trying to encourage more community participation in the sport.• Burdening clubs with more red tape and targets to meet does not "support" the clubs – it reduces the time they have to concentrate on promotion of the sport in the community.• The report states that there are 100 council-owned tennis courts and 67 non-council-owned tennis courts in Monash. Therefore, council controls less than 60% of all the courts in Monash, so it CANNOT "guide the future of tennis in Monash" through this plan, but it can do significant damage to the affected clubs by forcing them to meet more council regulations, taking up</p>	<p>Clubs have enough work to do recovering from COVID-19 without being further hampered by a biased plan based on out-of-date information.The Monash Tennis Plan as presented does NOT support clubs, and should NOT be presented to council until all the above-mentioned concerns have been satisfactorily addressed.</p>	<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.</p> <p>When considering that tennis is broadly played at a rate close to 50:50 between males and females, there is a relative undersupply of females on Monash tennis club committees.</p> <p>Action 2.3 seeks to explore suitable relocation and merger opportunities in accordance with the key principles listed in the plan. No clubs will be forced to relocate or merge under this plan.</p> <p>The lighting contribution of 50/50 between tennis clubs and Council is consistent with the recently adopted Monash Sports Floodlighting Policy, where leased clubs are required to fund 50% of lighting installations in recognition of their higher capacity to raise revenue through their exclusive-use lease agreement. This policy was adopted by Council at the February 2021 Meeting of Council. A consultation process, whereby all Monash sporting clubs were invited to provide feedback, was undertaken in 2020. This process demonstrated that there was overwhelming support from Monash sporting clubs to proceed with what was proposed in the draft Sports Floodlighting Policy.</p>

			<p>more limited volunteer committee time and making the clubs less competitive than those who clubs will not be bound by the proposed Monash Tennis Plan. • The report states that the Plan is to “address important issues”, but does not provide a list of what “the important issues” are, that require a specific plan for tennis in Monash. This list should be at the start of the report. Without stating clearly what the issues are that require the development of a Monash Tennis Plan, the report has no validity. • As recently as 2014, there was a clear model for the investment in new infrastructure at tennis facilities and other sporting venues, which was: Club 20%, Council 80%. The inference from the Monash Tennis Plan is that this should now be 50-50. Has Council formally voted to change this model? If so, why was it changed? When was it approved? Why weren’t the clubs asked for their opinions on such a change? Were the clubs advised of the change? If so, when? • The report states that 2 of its aims are to “Ensure that tennis is a sport that is available and accessible for the whole Monash community to enjoy” and to “Ensure that Monash tennis venues are places that support active participation and community health and wellbeing”, but it does not provide ANY evidence that this is not currently the case, nor does it provide any evidence that complaints regarding these issues have been received by council, or if they have, that they have been passed on to the clubs involved, or if they have, any evidence that these complaints have not been satisfactorily resolved. Without such proof, these are baseless claims created to suit the report’s narrative. • The body under which all the tennis clubs in Monash operate and play competition tennis, Waverley District Tennis Association, was excluded from the council-run meetings and forums, even though their representation was requested by the clubs. • The data upon which the report and Tennis Plan was based was captured in July 2018, so it is now out of date. In the 2+ years since, council did NOT seek to update its information by asking the clubs provide current data in terms of memberships, financial positions, committee diversity or any other aspects of club health. Much has changed with many clubs in the past 2+ years, and without current data, the report’s methodology and subsequent plan are seriously flawed. • The report’s language shows bias against tennis clubs. Instead of celebrating the number of courts available to the community at well-run clubs in Mount Waverley and Glen Waverley, the report states that a “key theme” was “there may be an over-supply of tennis clubs in this catchment, and that for the betterment of tennis more broadly, it would be strategically justified to explore consolidation of clubs and facilities in this catchment”, even though NO clubs have ever stated that they wished to merge with other clubs, which would remove at least one club from its local community. The real theme that came from the forums was that clubs have ageing infrastructure that has been neglected by council for decades, and that in that time, council should have been contributing to its own “sinking fund”, so that at least once every 50 years, it can bring its own tennis facilities up to date. • Many of the questions asked in the report did not come from the clubs, and it is clear from these questions the direction that council is trying to push this issue – get</p>		
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				<p>clubs to merge or relocate (to sell the land to pay for upgrades to remaining courts), force clubs to pay much more to upgrade council infrastructure, and place arbitrary performance targets on the clubs to force them to comply with one of the previous ideas. This is NOT supporting the clubs. • The report's language also seems biased against coaches, stating it is concerned that coaches make lots of money from court usage and thinks this could be another source of revenue for them. It does not appreciate the valuable VOLUNTEER work that coaches do in promoting clubs, organising teams, acting as Junior Convenors, performing court maintenance etc. Monash Tennis Clubs have been attending the 16 Community Forums (with workshops) that have been regularly run by Tennis Victoria since 2014, the subject of two which have been "Club-Coach Relationships", to learn ways to improve these relationships so both parties can succeed TOGETHER. NO council officers have attended these meetings to inform themselves of what steps the clubs have been taking to develop best practices in these areas, or to understand that for clubs to be successful and promote tennis to the wider community, they need their coaches to be successful as well, and coaches similarly work hard for their club's success as well as their own. This is just another example of how little the report and plan understands what is required to support tennis clubs in Monash. • The report is also unjust in its criticism of the governance of clubs. It states "Another governance consideration for Monash clubs is female representation on committees, which currently sits at just 32%", which it labels as "disproportionate". However, prior to the 2020 council elections, only 18% (2 out of 11) Monash Councillors were female, yet council has never criticised its own "governance" on this basis, nor have any male councillors stepped down so a female could take their place to correct this imbalance, so any criticism on this point is sheer hypocrisy and shows bias against the clubs. As stated before, the report's data is over 2 years out of date, so it does not know what the current situation is with female representation on committees. Further, the report does not appreciate that clubs are incorporated bodies and are bound by their rules of incorporation, so they hold AGMs every year, and the members of each club vote to decide who their office bearers and committee members will be, and clubs do a lot of work to encourage females to nominate for committee positions. Council officers and councillors know (or should know) exactly what needs to be done to support tennis clubs, and what actions hamper clubs in their efforts to promote our COVID-safe sport in the community. Instead of trying to dictate to the clubs, council should be asking what clubs need, and providing it without adding to the clubs' financial burdens and workloads - if they are serious about upholding the original aims of the Monash Tennis Forums. Until that is the case, I CANNOT support the Monash Tennis Plan.</p>		
3147	Tennis club member for social play	No		<p>It appears that Council want to place more financial burden on clubs and maintenance & upgrades. I am concerned about reduced accessibility for the community and would like to see casual play encouraged. Hit up walls are a great idea.</p>	<p>Tennis is a big part of my life, helping with my fitness and general wellbeing and I have been playing in the City of Monash for 40 years.</p>	<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations</p>

						in the plan so that clubs can plan accordingly. One of the key focuses of the plan is to optimise use of tennis facilities and seek to provide greater participation opportunities for casual and non-member play.
3150	Tennis club committee member	No		I believe the objective in 1.2 and the four strategic objectives are worthwhile. But they are many issues within the plan. Point 10. Below is my main focus.	1. More thought needs to go into catering for non-member/casual play especially on en-tout-cas courts. 2. In guiding principles; does the recommended court ratio 1:2,000 mean the courts are distributed evenly or based on population density in each area. 3. How would the Active Monash Membership affect our fee structures and then in turn affect who is responsible for which financial obligations. More info is necessary before we can make a decision on this.4. Action Plan 1.4How does a club demonstrate a welcoming and inclusive environment and how is this then judged.5. Community Benefit 3.1. Great idea, especially if hit up walls are close to existing tennis courts, and more publically accessible courts should also be added to existing venues they must also be hardcourts.6. Sustainability 2.1 How much will be needed to start the sinking fund needed and how do we get this money, If we wanted a sinking fund to cover court replacement every 15yrs for 6 courts we would be looking at needing to put in \$16,000 per year or if going 50/50 with council \$8,000. Not sure this is achievable.7. Sustainability 2.2 not sure what this even means.8. Sustainability 2.3 more info needed9. Sustainability 2.3 and 2.4 seem to contradict each other.10. Financial obligations: My biggest point is the book a court system should be installed at all Monash tennis Clubs 100% paid by Council as this would provide the means to achieve all goals and objectives of community accessibility and club viability to earn more to support their own sinking funds.	One of the key focuses of the plan is to optimise use of tennis facilities and seek to provide greater participation opportunities for casual and non-member play. It is acknowledged that not all court surfaces are the same. In the event that greater public and non-member access be generated at en-tout-cas facilities, clubs will have an opportunity to educate users about appropriate footwear and other important usage requirements. It is not envisaged that the Active Monash Membership would increase membership fees. These fees would remain to be set by clubs. Instead, this model of membership could diversify and expand on services offered at recreation facilities. Recommended change to the draft plan: Action 1.4 has now been expanded to encourage clubs to collaborate with Tennis Victoria and develop a Diversity and Inclusion Plan.
3150	Tennis club committee member	No		1. In the interests of "helping" with the burden of club administration, Monash Council is looking to significantly increase the workload of those same volunteers - if they want to achieve Gold status. 2. Previous rules were 20% from the club and 80% from council, for major infrastructure. It's now 50:50, making it much harder to improve our facilities. 3. Monash Council is doing the right thing to make some clubs more compliant to community expectations, but why not target these clubs for improvement, rather than targeting clubs that already have Good Sports accreditation.	Frankly, this document looks more like a starting point for shrinking the number of Tennis Clubs and reducing the availability of community sport. And whoever came up with the idea of Tennis Clubs having to run a worm farm in order to get Gold accreditation shows how far out of touch with the work load of volunteers the council is (luckily the worm farm idea was scrapped).	Action 1.1 calls out that all clubs will be required to participate in the Active Monash Sports Club Framework to build the capacity of clubs and improve broader community and social outcomes. The lighting contribution of 50:50 between tennis clubs and Council is consistent with the recently adopted Monash Sports Floodlighting Policy , where leased clubs are required to fund 50% of lighting installations in recognition of their higher capacity to raise revenue through their exclusive-use lease agreement.

3150	Tennis club committee member	No		I attended tennis forum and no comment was made about clubs seeking to merge into super clubs. My understanding is clubs wish to remain as they are but would appreciate some support from council.		<p>At the Monash Tennis Forum, it was put forward by several clubs that we should consider striving towards less, but bigger and more sustainable clubs at bigger venues.</p> <p>Action 2.3 seeks to explore suitable relocation and merger opportunities in accordance with the key principles listed in the plan.</p> <p>No clubs will be forced to relocate or merge under this plan.</p>
3166	Tennis club member for competition play	Yes	It is great to see a comprehensive plan developed involving all stakeholders		Please provide regular updates (e.g. annually) against the progress of the plan	Action 4.5 in the plan calls out that a report will be developed annually against the actions in the Monash Tennis Plan.
3150	Tennis club member for competition play	No		What does any of this mean without any objective measures put in place?		The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.
3170	Tennis club committee member	No		<p>What many established clubs need now, some urgently, is financial support not the hurdles as expressed in the draft plan, which seems designed to force clubs to close or amalgamate. Very few clubs would be 100% sustainable. Amalgamation is not necessarily the solution. It would contribute to the need for more courts, more fencing and gates, and larger clubhouses - greater spending.</p> <p>Re accessibility at our club, casual play is currently available for anybody who joins as a social member at a lower cost than they would pay for several "Book a Court" sessions over a 12-month period.</p> <p>Community is benefited more by a club environment than by a system of book, play, and go for individuals with no social connection to the club.</p> <p>Tennis clubs provide people of all ages with the opportunity to play together socially, in competition and in coaching and development. Club members provide a community service by volunteering time and energy to support the running of club and social framework.</p> <p>Tennis clubs are made up of volunteers who look to their local council for assistance and not barriers to the maintenance and development of their club for the benefit of the local community.</p>		<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.</p> <p>Action 2.3 seeks to explore suitable relocation and merger opportunities in accordance with the key principles listed in the plan.</p> <p>No clubs will be forced to relocate under this plan.</p> <p>It is noted and appreciated that all sporting clubs, including tennis clubs, provide a great avenue for social connection.</p>
3806	Tennis club member for social play	No		All of it in its current format.	No.	Noted

3167	Tennis club member for social play	Yes	One needs active members to keep a tennis club viable and the draft tennis plan is heading in the right direction.		I think it is important to facilitate the ongoing social play of members. By this I mean ensure that members can get together at regular sessions during the week to mix and play social tennis. On weekends this is more difficult with coaching and competition events taking place but during the week sessions should be set aside to encourage members to mix and play doubles tennis.	It is noted and appreciated that all sporting clubs, including tennis clubs, provide a great avenue for social connection.
3150	Tennis club committee member	Yes	I think it is important that Monash is developing a plan for the future of tennis clubs in the municipality. Up to now, tennis clubs in Monash have largely been left to their own devices with little in the way of support (financial etc) coming from Council.		I consider that there are many deficiencies in the way that the Draft MTP has been put forward: 1.3 What does "publically accessible multi-purpose courts" mean? 1.4 Council should prioritise clubs that meet certain criteria e.g. sound financial management, well run/managed, meet Council requirements (re sinking fund, providing info etc to Council), are welcoming and inclusive. 2.1 No explanation as to what a "Working Group" is. 2.3 How come there is no lump sum budget to cover the expense in relocating a club? Or is Council really only interested in mergers? 2.4 Why are these 3 clubs being prioritised? Why are poor bases at some other good tennis clubs being ignored? 4.2 Why aren't all tennis clubs being put on long-term leases? SUMMARY OF FINANCIAL OBLIGATIONS: All tennis clubs should be assisted/supported by Council and given time to become financially sound before they are required to provide significant funds towards replacement of courts/new or upgrade of court lighting etc.	The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.

3167	Tennis club member for social play	No		<p>I am concerned about the following:</p> <ul style="list-style-type: none"> • The proposals shift too high a burden onto the tennis clubs for renovating, updating, repairing and replacing ageing infrastructure. • Clubs have been paying leases and maintaining their facilities for many years in accordance with their lease agreements, but with most of the facilities now 40-50+ years old, the clubs are limited in what more they can do and should be assisted by Monash Council. • The Tennis Plan seeks to offload too much of this financial burden onto the clubs. • Monash Council should allow tennis associations to take the lead role in guiding the future of tennis. This includes: Tennis Australia, Tennis Victoria & Waverley District Tennis Association. Monash Council's role should not be to guide the future of tennis. Rather they can ensure it is providing suitable tennis facilities so the tennis clubs can encourage more community participation in the sport. • Burdening clubs with more red tape and targets to meet does not "support" the clubs – it reduces the time they have to concentrate on promotion of the sport in the community. • The report states that the Plan is to "address important issues", but does not provide a list of what "the important issues" are, that require a specific plan for tennis in Monash. • A fairer allocation in new infrastructure at tennis facilities should be more along the lines of Club 20%, Council 80%. The inference from the Monash Tennis Plan is that this should now be 50-50 which is too onerous on tennis clubs. • The report seems to be biased against tennis clubs. The report highlights an over-supply of tennis clubs and concludes one should explore consolidation of clubs and facilities. Surely a contributing factor of the ageing infrastructure has been insufficient attention and funding given by council in the past. • Many of the questions asked in the report seem to be biased to the directions preferred by Monash Council. i.e. getting clubs to merge or relocate. 	<p>In my opinion the Monash Tennis Plan as presented doesn't support clubs. It should only be presented to council when tennis clubs endorse the proposals that are put forward. The most critical item is the ratio of funding required by Council : Tennis Club to support future infrastructure needs. 80% : 20% seems a more reasonable allocation target.</p>	<p>The plan seeks to provide clarity and a way forward for future investment into Monash tennis facilities. This includes clearly identifying financial obligations in the plan so that clubs can plan accordingly.</p> <p>Action 2.3 seeks to explore suitable relocation and merger opportunities in accordance with the key principles listed in the plan.</p> <p>No clubs will be forced to relocate under this plan.</p>
3150	Tennis club member for competition play	No		<p>It is not a once size fits all. For example: Court surface differs. For example, Sand Filled Artificial Grass courts may cost less to maintain but requires considerable funds when time to replace requiring a substantial sinking fund. En-tous-cas courts may cost more in annual maintenance but less in replacement.</p>	<p>I support promoting tennis. To have more tennis clubs in other suburbs would be wonderful but not to the expense of the local existing tennis clubs. Having a large tennis club does not always make tennis accessible. The big tennis clubs at Mornington and Hume works more as a business rather than a community feel club.</p>	<p>We appreciate that maintenance and renewal costs differ across different court surfaces. This will be a consideration in the development of the Sinking Fund Principles.</p>
3149	Tennis club committee member	No		<p>The language used in item 1.2 Background Objectives seems to be slanted towards tennis venues, rather than tennis clubs. The emphasis would appear to be a place to play tennis for all, rather than a place for people to play competition tennis. I have no objection to more playing tennis, far from it, but if it comes at the cost of a diminution in competition, due consideration has to be given to those who want to play competition tennis. Section 2.3 Key Findings has some statements made in the Forum section that give me some cause to query their figures. The October 2019 Discussion Paper in Appendix A shows the figures from some Forum Discussion Topics. Item 3b asked the question "What does local tennis look like in 10-15 years?" The response says 42% indicate "Less clubs but bigger clubs at bigger venues." The Discussion Paper item in 2.3 says "70% of respondents were supportive of working towards having fewer, bigger tennis</p>		<p>Tennis Club Forum findings have been presented as the views of Monash Tennis Clubs. 42% of attendees at the club forum prioritised working towards "less, but bigger clubs at bigger venues"</p> <p>The Tennis Discussion Paper findings that have been presented in the draft plan are the views of Monash tennis clubs and Monash community. The Discussion Paper was directly informed by the findings of Monash Tennis Forum and open to feedback from clubs and community. As part of the Discussion</p>

			<p>clubs.” I seriously question the basis of those figures. The discussion paper invited responses via an online survey. It was open to all, with no indications required as to the source of the response. It could not therefore be called a true and fair representation of the views of Monash tennis clubs. The same question about the accuracy of the figures can also be applied to the first finding noted under Discussion Paper, that “67% of respondents were supportive of clubs offering casual and non-member participation.” The statements made in item 3. Guiding Principles “Optimising use of tennis facilities” are also cause for concern, as they are both based on what I contend is questionable data. The “Inclusive and accessible tennis clubs” section states that “Tennis clubs will provide inclusive and flexible participation opportunities.” They want clubs to be used more, and possibly by people who are not club members outside of usual hours. As a club with en-tout-cas courts, this is a major cause for concern, as there is no guarantee that casual users will take the necessary care of this court surface. The next section of this page, “High quality and successful tennis venues” indicates that tennis infrastructure improvement priority will be given to synthetic court surfaces. The logic given is that it is more efficient for clubs to maintain and operate such a surface. It also means that the book a court system can be more readily implemented as there is less likelihood of court damage. This same paper also provides a Consultation Report at the end, which collates the online survey. Even given my suspicion of the value of this data, the figures noted in Q1.4 in answer to the question as to whether, where there is an “over supply” of courts, the Council should look to consolidate and/or relocate courts received a firm “Yes” from 40 out of 177 (23%) . Another 28 said “Yes” if the clubs were not viable (16%), and 56 said “No” and a further 10 said there wasn’t an oversupply. These latter 2 responses make up 37% of the answers. There doesn’t seem to be a basis for the Council’s assertion of 70% that clubs support moving to larger clubs at bigger venues. Question 1.6 also doesn’t provide a good basis for the minimum 6 court position. Only 43 (24%) said “Yes”, and 73 (42%) said “No”. The answers in Question 3 are quite definite in answering that there should be fewer, bigger clubs, 122 (69%) said yes, and 116 (65%) agreed to allow casual and non-member usage of the courts. However, the answers to Question 4 fly in the face of the answers in Question 3. When asked should clubs who “are willing to amalgamate or relocate in the interests of maximising participation be prioritised for investment by the Council?” Only 40 said “Yes” (23%), and 97 said “No” (55%). The next couple of questions were also indicative of clubs that consider they are financially sound and inclusive of all who wish to play. In summary, I would say that the figures that the Council are using and that form the basis of the Briefing Paper going to Council give inconsistent and non-conclusive results, in particular regarding the two items of club amalgamation and the need for inclusion.</p>		<p>Paper consultation process, 70% of respondents were supportive of “working towards having fewer, bigger tennis clubs”. It is important to note that this opportunity was open to clubs <i>and</i> the broader community and the Discussion Paper findings are not being presented exclusively as the views of Monash tennis clubs. Instead, they are the views of all respondents.</p> <p>One of the key focuses of the plan is to optimise use of tennis facilities and seek to provide greater participation opportunities for casual and non-member play. It is acknowledged that not all court surfaces are the same. In the event that greater public and non-member access be generated at en-tout-cas facilities, clubs will have an opportunity to educate users about appropriate footwear and other important usage requirements.</p> <p>Casual users of club operated courts would also be expected to pay a casual court hire fee which could be put towards court maintenance costs.</p>
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