



2022/23

ANNUAL REPORT

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APPENDIX A - Organisation Structure as at March 31, 2023

GRAHAM DODD – President

This past year has seen the Club face multiple challenges on and off the greens, yet its performance has been exceptional, bringing in above normal financial results with good on green performances. A record attendance was enhanced by the presence of Louise Miller-Frost Member for Boothby; Nadia Clancy MP for Elder; Dr Heather Holmes-Ross Mayor of Mitcham; and Pia George and Rod Moss Councillors for Gault Ward. Also in attendance were six esteemed Life Members who have contributed so much to the Club over a long time.

Reports were presented by the President, Vice Presidents, and members of the Board highlighting the great results from their respective portfolios. Thanks, and gratitude were given by each to the many members who make up the *HBC Army of Volunteers* who have given up their time to achieve the superb outcomes for 2022-23. It was a challenging year on many fronts.

Continuing to improve the Club's infrastructure was a major emphasis of the Strategic Plan and the following upgrades were reported as completed:

- Chair upgrades and interior plants in the Clubroom,
- Compressor replacement supplying the cold room,
- Square point of sale system installed for the bar and club functions with an associated laptop,
- The major project to replace LEDs on 8 poles,
- The purchase of exchange book library shelving,
- The purchase of new upright freezer.

Plans for future facilities improvements include:

- Southern entrance upgrade from the car park (now included in the MC budget),
- BBQ shed alterations to increase airflow and usefulness,
- Northern verge of C Green to be concreted (in the MC budget),
- Tree lopping on the western side of D Green (in the MC budget),
- Lattice fencing over the alley on the eastern end of the Clubhouse,
- Soil testing and Laser Levelling of B & D (possibly) Greens.

New Club Awards for best male and female skip, and most valuable players, were awarded to worthy recipients. They were well received, and the tradition continues.

106-year-old Lorna Rebonds was invited to the club as a much-cherished member of the Hawthorn Bowling Club family. A cake with candles, and birthday song heralded the admiration that was held for her.

FINANCIAL REPORT
TAIT JENKIN - Treasurer

Hawthorn Bowling Club Inc
Profit and Loss
April 2022 - March 2023

	<u>Total</u>
Income	
40000 Income	310,181.81
Services	<u>0.00</u>
Total Income	A\$ 310,181.81
Cost of Sales	
50000 Cost of Sales	<u>72,566.57</u>
Total Cost of Sales	A\$ 72,566.57
Gross Profit	A\$ 237,615.24
Other Income	
80000 Other Income	<u>0.00</u>
Total Other Income	A\$ 0.00
Expenses	
60000 Expenses	<u>213,295.35</u>
Total Expenses	A\$ 213,295.35
Other Expenses	
BAS Roundoff Gain or Loss	<u>-0.12</u>
Total Other Expenses	-A\$ 0.12
Net Earnings	A\$ 24,320.23

As of March 31, 2023

Total

HAWTHORN BOWLING CLUB INCORPORATED

COMMITTEE REPORT

In accordance with Section 35 (5) of the Associations Incorporation Act 1985, the Committee of the Hawthorn Bowling Club Incorporated hereby states that during the financial year ending 31st March 2023:

- a) (1) no officer of the Association.
- (2) no firm of which an officer is a member; and
- (3) no body corporate in which an officer has a substantial financial interest,

has received or become entitled to receive a benefit as a result of a contract between the Officer, firm, or corporate body and the Association except for the following:

NIL

- b) No officer of the Association has received directly or indirectly from the Association any payment or other benefit of a pecuniary value except for the following:

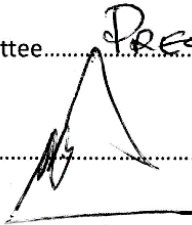
NIL

This report is made in accordance with a resolution of the Committee and is signed by **at least two** members of the Committee.

Dated this 4th day of May 2023

Signed by.....

Position held on Committee.....PRESIDENT

Signed by.....

Position held on Committee.....TREASURER

HAWTHORN BOWLING CLUB INCORPORATED COMMITTEE STATEMENT

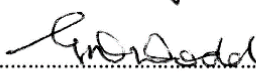
In the opinion of the members of the Committee of the Hawthorn Bowling Club Incorporated and in compliance with Section 35 (2)(c) of the *Associations Incorporation Act 1985 (the Act)*:

The attached accounts present fairly the results of the operation of the Association for the financial year ending 31st March 2023 and the state of affairs of the Association as at the end of the financial year.

The Committee has reasonable grounds to believe that the Association will be able to pay its debts as and when they fall due.

This statement is made in accordance with a resolution of the Committee and is signed for and on behalf of the Committee.

Dated this 4th day of May 2023

Signed by.....

Position held on Committee.....PRESIDENT

Signed by.....

Position held on Committee.....TREASURER

AUDITOR'S REPORT

To the Members,

Hawthorn Bowling Club Inc

Scope

I have audited the financial report of the Hawthorn Bowling Club Inc. for the year ended 31st March, 2023 comprising Income and Expenditure statement and Balance Sheet. I have conducted an independent audit of the financial report in order to express an opinion on it to the members.

My procedures included an examination on a test basis of evidence supporting the amounts and other disclosures in the financial report. These procedures have been undertaken to form an opinion whether in all material respects the financial report is presented fairly in accordance with Accounting Standards and other mandatory professional reporting requirements so as to present a view which is consistent with my understanding of the bowling club's position.

Qualification

As is common for some organisations, it is not practical for the Hawthorn Bowling Club Inc. to maintain a system of internal control over cash collections, fundraising and donations until the initial entry in the accounting records. Accordingly, my audit in relation to those activities was limited to amounts recorded.

Qualified Audit Opinion

In my opinion satisfactory accounting records have been kept and the financial report presents fairly in accordance with Accounting Standards reporting requirements for the year ended 31st March, 2023.

BARRY G. HANNA, FCPA

24th April 2023

SIMON HOWARD, Chair - Competition

OUR COMPETITION VISION

- To be recognised as a 'Club of Choice' for competition bowling and to be well recognised as the premier bowling club in the south eastern metropolitan area; **PROGRESSED (HBC now has maintained Premier League teams in all Wednesday & Thursday competitions and also has teams in Divisions 1,2,3 & 4 on Saturdays meaning HBC is on its way to be well recognised as the premier bowling club in the south eastern metropolitan area).**

- To participate in and provide interclub competitions that support all members in achieving their personal goals while representing the Club, whether that be at National, State, Pennant and Tournament level; **PROGRESSED (HBC fielded 6 Saturday, 5 Wednesday and 3 Thursday teams across many divisions as well as competing in State Tittles and other Clubs tournaments.**

- Continue to attract, retain, develop and grow the number and capability of the Club's competition bowlers. **PROGRESSED (HBC attracted 11 new Pennant players and had numerous Home Bowlers play Pennant Games as well as providing Club practice sessions and individual coaching and group coaching sessions).**

See results summary below:

- Team 1 Premier League – held division, finished 7th.
- Team 2 Div 1 – will be relegated.
- Team 3 Div 3 East – held division, finished 5th.
- Team 4 Div 4 East – Played Preliminary Final.
- Team 5 Div 4 South Central – held division, finished 7th.

- Team 1 Premier League – Played Grand Final.
- Team 2 Div 3 East – Played Grand Final.
- Team 3 Div 3 East – Played Preliminary Final.

► Saturday

- Team 1 Premier League – will be relegated.
- Team 2 Div 3 South – Won Grand Final.
- Team 3 Div 4 East – Won Grand Final.
- Team 4 Div 4 South – Played Preliminary Final.
- Team 5 Div 5 East – will be relegated.
- Team 6 Div 5 South – will be relegated.

OUR COMPETITION GOALS

To nominate sufficient pennant sides to give all bowlers the opportunity to play competitively. To recruit and support our Summer Triples competition and possibly include some Summer Triples Bowlers in our extra 10% player requirement for our Pennant sides. In addition, Summer Triples may be used to assist with our rotations on Saturday, Wednesday or Thursday Pennant. – **ACHIEVED (Filled 6 Saturday, 5 Wednesday and 3 Thursday teams with no games forfeited with minor rotations).**

► Saturday Open Pennant

- Premier League – finish in the top half of the division – **NOT ACHIEVED**
- Division 3 – play finals and provide solid support for the top side - **ACHIEVED**
- Division 4(s) - win more than 50% of matches and promote players with potential to higher divisions and achieve promotion to Division 3 within three years - **ACHIEVED**
- Division 5(s) - to maintain, recruit and develop players - **ACHIEVED**

► Thursday Ladies Pennant

- Play Premier League finals- **ACHIEVED**
- Division 3 - play finals and provide solid support for the top side - **ACHIEVED**
- Division 3 (3rd team) - play finals and maintain, recruit and develop players – **ACHIEVED**

► Wednesday Men's Pennant

- Premier - play finals- **NOT ACHIEVED**
- Division 1 - finish in the top half of the division and provide solid support for the top side – **NOT ACHIEVED**
- Division 3 - win more than 50% of matches and promote players with potential to higher divisions - **ACHIEVED**
- Division 4 - win more than 50% of matches and promote players with potential to higher divisions – **ACHIEVED**
- Division 5 - to maintain, recruit and develop players – **ACHIEVED**

OUR PLAN

In 2021-22 the Competition Committee aimed to support the HBC Mission and Competition Vision by:

► COMPETITION OPERATIONS

► Goals

- Conducting the 2022-23 pennant season- **ACHIEVED**
- Executing the 2022–23 annual plan of activities – **ACHIEVED**

► Highlights of the Year

- Div 3 South and Div 4 East Grand Final wins

► What Worked Well

- Both Chairs of Selectors fulfilled their duties admirably
- Women's Coach fulfilled their duties admirably
- Chief Games Official fulfilled their duties admirably

► What did not Work Well

- Selection guidelines were not adhered to by all Selectors
- The Selection panel format of one Selector per team

► Suggestions for Next Year

- A different approach for Selection Panel structure is required, such as a small committee of 3 to 4 Selectors that pick all teams, this is required to remove bias and selfish selections by selectors that play in that team as well as to provide more consistency in selection decisions
- Continue to improve and strive for consistent application of the Selection Guidelines

► SELECTION

Women's Chair of Selectors– Christine Keller

► Highlights of the Year

- Nothing provided.

► What Worked Well

- Nothing provided.

► What did not Work Well

- Nothing provided.

► Suggestions for Next Year

- Nothing provided.

Open & Men's Chair of Selectors – Brett Willcox

► Goals

- Back up last year's successful season with sufficient sides playing finals this year.
- Maintain our Saturday and Wednesday Premier sides.
- Promote our Div 3S Saturday side.

► Highlights of the Year

- Being able to fill all selectors positions
- Having a total of 7 Divisions playing finals
- Div 3 South and Div 4 East winning Grand finals

► What Worked Well

- Publication of teams on website
- Good numbers attending practice sessions on Tuesday & Friday
- Results board showing rink members and scores

► What did not Work Well

- Beginning of season with trials & practice sessions washed out
- Ability of some selectors
- Several selectors not providing adequate information on players performances to the chair
- Early selection of Saturday sides resulting in multiple changes before the game
- Saturday Premier Division performance
- Having our 2 lowest sides both in Div 5 after our lowest side from last season in Div 7

► Suggestions for Next Year

- Develop a coaching panel headed by Premier or State level Coach
- Change current selection panel setup for Wednesday & Saturday
- Return top side to Premier division

COACHING – Women's Coach - Anne Onto

► Goals

- Our ultimate goals for the season were to win the Pennant for the top side and the second side and for the third side to make the four.

► Highlights of the Year

- While we did not achieve the ultimate goal for the Premier side or Div 3 Red, both losing the Grand Final yesterday, the Div 3 white side did achieve their ultimate goal of reaching the four and winning the semi-final to play off in the Preliminary final. They did very well losing the Preliminary final to Kensington/M'ville at Kensington/M'ville. A tough gig in which they performed very well.
- Our Premier side and the Div 3 Red sides both finished on top of the ladder to get the home finals. The Div 3 white side ended up fourth. They were in the same Division as our second side which was unfortunate but gave us the opportunity for all three side to play at home in the semi final. We had a fabulous day at HBC on the 16th March with all three teams winning the semi final. HBC was presented very well and the visitors all complimented us on our club.

► What Worked Well

- Our Tuesday training sessions worked very well. I believe the ladies really enjoyed them and improved their bowling as a consequence. The attendance level was very high each week. .t

► What did not Work Well

- The only thing that did not work well for us was our Grand Final performance at Adelaide

► Suggestions for Next Year

- I would like to build on what we did this year and focus on becoming more aggressive bowlers. I think HBC prides itself on being professional and sportsman like but the suggestion yesterday after our loss was that we need more "mongrel" in us!!

OFFICIATING - Chief Games Official – Bob Wadsworth

► Goals

- To provide sufficient well-trained Umpires and Measurers to perform consistently at the highest level to meet the needs of the Hawthorn Bowling Club throughout the pennant season and through the finals where necessary. I believe we have been able to achieve that, save on two occasions where we had no-one available.

► Highlights of the Year

- We have had significant, and some quite large events post season and have been able to supply all necessary officials from within the club (despite some teams involved in finals themselves) What worked well: Whenever there were games allotted to Hawthorn, I believe the policy of appointing an overall Umpire of the day together with a measurer for each green in use has worked well. Also, the policy of selecting measurers from those playing lead or second (if possible) has been a good move.

► **What did not Work Well**

- The downside to that above is that those regularly playing third or skip suffer a lack of opportunity to hone their skills measuring and maintain their confidence.

► **Suggestions for Next Year**

- This year we had eleven Umpires and twelve Measurers which I understand is higher than most clubs. None-the-less, it would be useful to have a few more. In particular, our premier side needs a couple of Umpires and another Measurer or two. We need to be prepared that there may be a retirement or two or a change of club that would reduce our current panel. One Umpire and one Measurer are due for re-accreditation prior to the start of pennants next year. So, I would suggest that, prior to the start off pennants, we push for other members to become interested and involved to enlarge our panel a bit more. Furthermore, I think it is worthwhile running a “refresher course in house” particularly to go over measuring techniques for those that feel a little rusty. This could be done a few weeks into the next pennant season or at some other appropriate time.

► **FINAL COMMENTS**

- During the 22022-23 season the Competition Committee worked hard to realise the Competition Vision and bring it to life, despite some relegations it has been a successful year in achieving our goals and to continue to build HBC as a club of choice in the district.

RECREATION - Intraclub

TERESA HANEL, Chair - Recreation

This report covers the intra-club activities that took place in the 2022/23 season, including Nighthawks, Summer Triples, Winter Bowls, Tournaments, and the School Bowls program. We would like to thank everyone who participated and volunteered their time to make these events successful.

Schools program

We were pleased to have one school, Mercedes College, participate in the School Bowls program this season. With 72 students joining us for a five-week period, we would like to thank Jim Bell for his leadership in this area, and the patient coaches - Ian King, Graham Giles, Michael Allen, Dennis Crawley, Tom Rushton, Andrew Forbes, and Ron Zanker. Mercedes College is looking to return next year, and we look forward to working with them again.

Tournaments

The Men's Singles championship began on October 8, with sectional play leading up to the finals on March 19. Thank you to Elaine Deakin and Maggie Forbes for organizing the championships. This was the first time that both the men's and women's events were organized together, and having the finals on the same day was a great success. Bowls SA now holds the Clubs Super Challenge (formerly the Taylor's Cup), and we thank Bill Tonkin for running the program. We had one team in Silver (ended up 5th) and one team in Bronze South (also 5th). Seafood Classic - Thanks to Terry Onto and his team of helpers, the annual Seafood Classic was a success. Although we had to compete with gather round, we still managed to have 38 teams here for the day.

Winter Bowls

Despite the long-wet winter last season, we had tenacious bowlers showing up regularly on Wednesdays and Saturdays, enjoying heavy greens, good company, and most importantly delicious home-made soup. 10 days of bowling were missed due to the weather, but thanks to Adam for bringing the greens up to a reasonable bowling standard and of course to Marilyn, Trish, and Jill for their help in providing the soup. Over the season, we had 505 starters on Wednesdays and 619 on Saturdays, bringing in just under \$10,000. We thank Kerry Coggins and Peter Brooke-Smith for running Winter Bowls, and D&D Curators for sponsoring the event.

Summer Triples

Developed by Graeme Alder in 2020, there was an attendee list of 32 with 18 regulars, and throughout the season, many players were called upon to help out with pennant sides due to lots of illness. Tips on technique and etiquette were introduced to bowlers prior to playing, which was popular with the players and improved the standard of play. Over 70% took out recreation membership. We thank Graeme and his regular advisory group of Penny McTaggart, Cheryl Forbes, and John Rundle for this wonderful initiative, as it provides an alternative for players looking for a social game of bowls.

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Nighthawks

Nighthawks is a successful weekly bowling competition, made possible by the hard work and dedication of a large team of volunteers. Thank you to Ian Brown and Rob Geelen for their significant contributions to the Tuesday night event, without whom it would not be possible. Regular support is provided by Trish Cook, Jock Jarratt, Anna Byrne, Jenny Jablonski, Gill Scott, Paul Corrick, Leanne Owen, and Anne Onto, who help with tasks such as the desk, raffle prizes, raffle ticket sales, and money counting. Many others also help, including Di Peters, who organizes the raffle hampers, and Ken, Jim, Adrian, Anne, Tom, and Terry, who helped new bowlers at the start of the season. Simon Howard runs practice on Sundays, and the rostered bar staff are also appreciated. The BBQers, who took a break before Christmas, returned to duty when ARA stopped providing meals.

Nighthawks has received major sponsorship from FINDEX, Tanner Real Estate, Wine Direct, and the Torrens Arms, and Graeme Alder worked hard to secure these companies.

During the 18-week season, an average of 222 players participated each week, and the competition earned approximately \$2,350 per week. The competition has seen a 25% increase in participation since 2016, which is a significant achievement. The support of the volunteers has been instrumental in this outcome.

FACILITIES - Operation & Presentation

COLIN GRAVES, Chair - Facilities

I'm pleased to report that during 2022/23 I personally received a number of very favourable comments from visiting clubs about our facilities, both our greens and our clubhouse. Our greens have been in top condition, a credit to D&D Curators, particularly Nigel Ryan and Adam Strudwick. So good were they, we were invited to host several state events during the year (more later). New chairs and tables significantly improved the look and feel of the clubhouse and social interaction generally, not that our members need much more encouragement to have a chat or celebration, including the occasional brag.

Maintenance

Fixing, cleaning and presenting our extensive facilities is a major ongoing task, particularly with our growing numbers and expanding activities. Here I would like to give a special thank you to our volunteer facilities operations and presentation team who, every week, help keep things up to standard or better. In particular I'm referring to Jack Cronshaw, Alan Portlock, Rick Owen, and Adam Strudwick. Many thanks, your commitment is outstanding and most sincerely appreciated.

The magnificent roses, trees and pots have been attended by Sue Graves, whom I would also like to thank. The club looks a picture, framed with colourful flowers, thank you Sue.

Improvements

Over the past 12 months we upgraded our compressor and air conditioning vents and agreed to add new servery windows to the barbecue room to comply with current public standards. Fixing the subsidence in the lawn at the northern end of C green was also agreed to, as was a greens enhancement program over the next 18 months.

Our landlord, the Mitcham Council, has been very supportive in responding to and covering the cost of numerous maintenance requirements during the year. Many thanks. Council has also agreed to assist with upgrading the southern entrance in the new year. This will become our main public entrance and planning is well underway.

Hosting

As mentioned above, we were very proud to host a number of State finals and the SA Women's and Men's Country Championships at Hawthorn, testimony to our great facilities and organisation structure. Numerous companies and private groups also hired our clubhouse and greens for conferences, birthday parties and the like. Our excellent bar was an integral part of each hire and the greens added a difference to the many of the functions. Thank you to all those who volunteered to help out on these occasions.

Looking ahead

Thanks to our members, volunteers and the Mitcham Council, we have a great club and can look forward to the ongoing development of our facilities. The Board is currently working up a 10-year strategic plan and looks forward to input from all parties.

MARKETING

GRAEME ALDER, Chair – Marketing & Development

Our Objectives

We in the Marketing & Development 'department' of the Hawthorn Bowling Club strive to:

- *Recruit and retain MEMBERS*
- *Raise FUNDS*
- *Build the agreed BRAND*
- *Know our PUBLICS and respond to their expectations*

Our Team

In no particular order, the 'we leaders' for 2022/23 were:

- Marilyn Gerlach – Events Manager
- Jeff Lawton – Club Promotion Manager
- Brian Starr & Jenny Whittle – Uniform/Merch Co Managers
- Ian Oliver – Magazine Manager
- Ken Piggott – Social Media Manager
- and myself as Sponsorship Manager

We've had a great year and I say a giant and sincere 'THANK YOU' to each and every member of the M&D team. Well done, we've continued to raise the bar.

Our 2022/23 Goals

- Support and foster the agreed blend of CAMARADERIE and COMPETITION;
- Grow MEMBERSHIP and FUNDRAISING (Events and Sponsorship);
- Be more consistent with our BRANDING;
- Get some 'REAL' FEEDBACK from our pennant players.

The increased participation of Nighthawks and Summer Triples members in several of our events was encouraging, as was the pride and support for our Premier side. Our membership grew by 5% and we maintained our level of fundraising.

We now have a new 'strip' or logo for use on our flyers and signage and we've installed a 7-day, 24-hour phone line for membership enquires.

Pennant Players Satisfaction Survey

Perhaps the most rewarding M&D initiative for the past year was our Pennant Players Satisfaction Survey, conducted in March. Seventy-one players (50% of the cohort) completed the online survey, making the findings particularly robust.

The overall satisfaction rating for membership was 91%. This was also the rating for the likelihood of renewing memberships. Two-thirds of participants said 'Camaraderie' was what they liked most about the Club. Selection/Development and Social/Political Dynamics were the most disliked aspects of the Club. The following is a summary of questions and average ratings.

Pennant Player Satisfaction Survey, March 2023 - Rating Results		
Questions		Av. Rating
		%
A	Overall, how satisfied are you with your membership?	91
B	How would you rate our:	
	– B.1 Greens	82
	– B.2 Clubhouse	91
	– B.3 Bar	89
	– B.4 Camaraderie	88
	– B.5 Selection	All 72 Female 70 Male 74
	– B.6 Events	85
	– B.7 Communications	88
	– B.8 Coaching	All 71 Female 83 Male 67
C	How likely are you to renew your membership next year?	91
D	What do you like most about the Club?	Ind. Comments
E	What do you like least about the Club?	Ind. Comments
F	Any other thoughts?	Ind. Comments

As shown in the summary, 'Selection' and 'Coaching' (Male) are the areas in need of urgent attention. 'Greens', despite their rating of 82%, were criticised by way of 13 individual negative comments. Overall, a total of 170 individual comments were received on almost every aspect of the survey. These are currently being carefully evaluated by the Marketing and Development team.

The Board is now focussed on the above three areas of need and will be announcing some initiatives shortly.

Events - Both Fun & Fundraising

Also worthy of a special mention is the effort of our amazing volunteer events team, so ably led by our Bowls SA 2023 Volunteer of the Year, Marilyn Gerlach. The following is a summary of their gobsmacking achievements:

Club events:

- Alfred James High Tea Card Day - 13 tables, 44 attendees
- Burger in a box - 86 attendees
- Pulled Pork Burgers & Chips - 1st round match
- Meal & Movie Night - 84 attendees
- Wine Direct Wine and Cheese Tasting night - 125 attendees
- Adelaide Hearing Christmas Dinner - 97 attendees plus 20 band players
- Tanner Quiz Night - 122 attendees
- Seafood Day - 152 attendees, 22 volunteers
- Hawthorn Bowling Club AGM and lunch - 80 attendees

Hosting:

- Men's Country Carnival - 48 players, 10 visitors, 13 helpers
- Ladies Country Carnival - 92 attendees, 3 visitors, 12 helpers
- MBA Ladies Semi Finals - 96 players
- MBA Open Semi Finals - 120 players
- MBA Open Grand Finals, Div 1, 2, 3 and 4 - 128 players
- MBA Open Premier Grand Finals - 32 players
(400 visitors over the Grand Final weekend)

In addition, every Wed and Sat during the pennant season the events team made sandwiches for both our players and those from visiting clubs, raising almost \$8,000. Overall, the events team raised over \$25,000 (net) for the club during 2022/23, an absolutely outstanding result.

THANK YOU, THANK YOU

A big THANK YOU again to the whole Marketing & Development team. Your valuable volunteer support has again put a special edge on the experience that our members have told us they so thoroughly enjoy.

SPONSORS 2022/23

A big thank you to:

MAJOR

Torrens Arms Hotel
Wine Direct

www.tahotel.com.au
www.winedirect.com.au

PLATINUM

Adelaide Cemeteries
Alfred James Funerals
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GOLD

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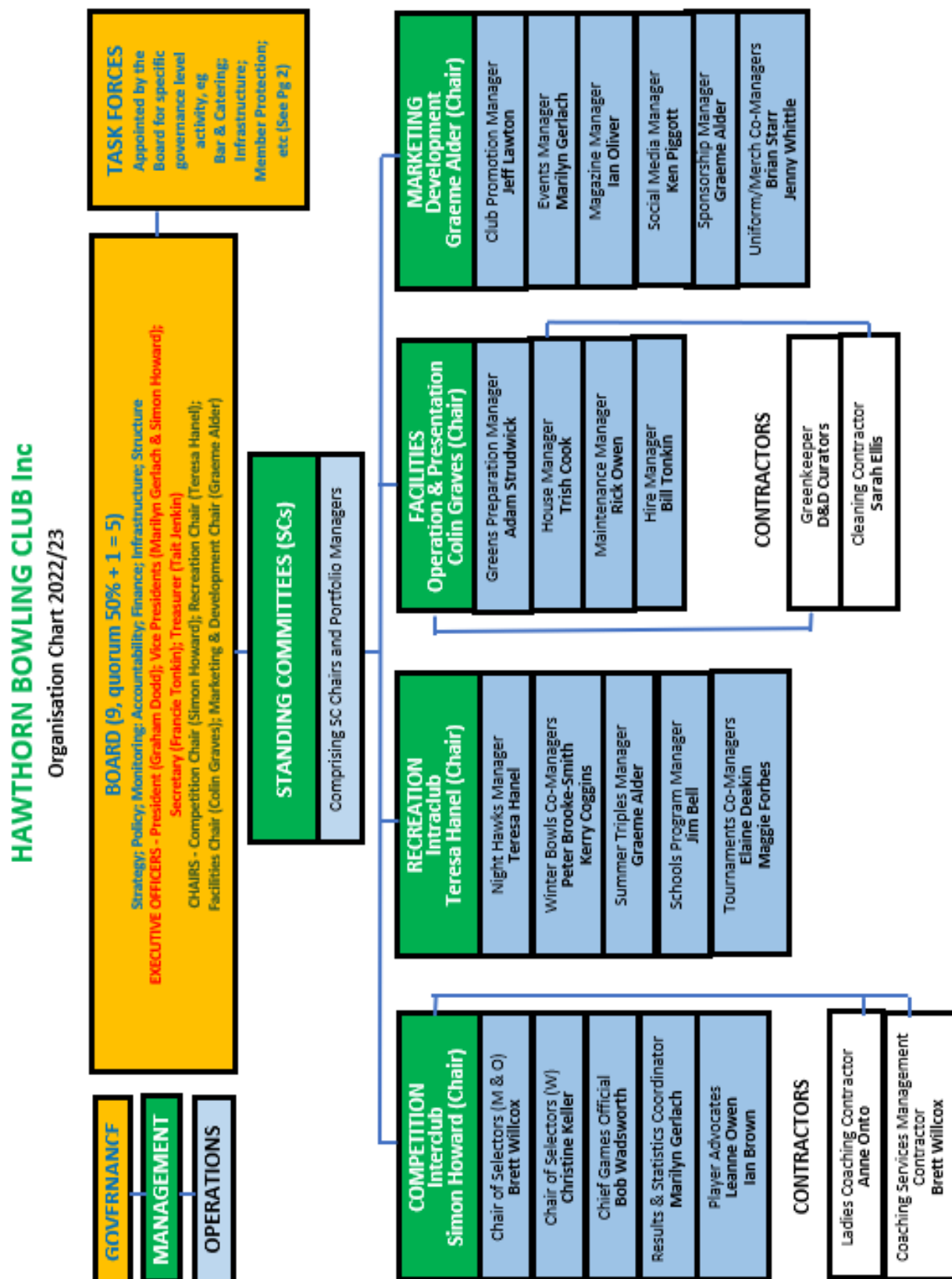
www.coopers.com.au
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www.bakersdelight.com.au/bakery-locator/mitcham/

VOUCHERS

Capri Cinema

www.capri.org.au

Appendix A - Hawthorn Bowling Club Inc Organisation Chart as at March 31, 2023



Appendix A - Hawthorn Bowling Club Inc Organisation Chart, refined for 2022/23

HAWTHORN BOWLING CLUB Inc Organisation Chart 2022/23 (Pg 2)

