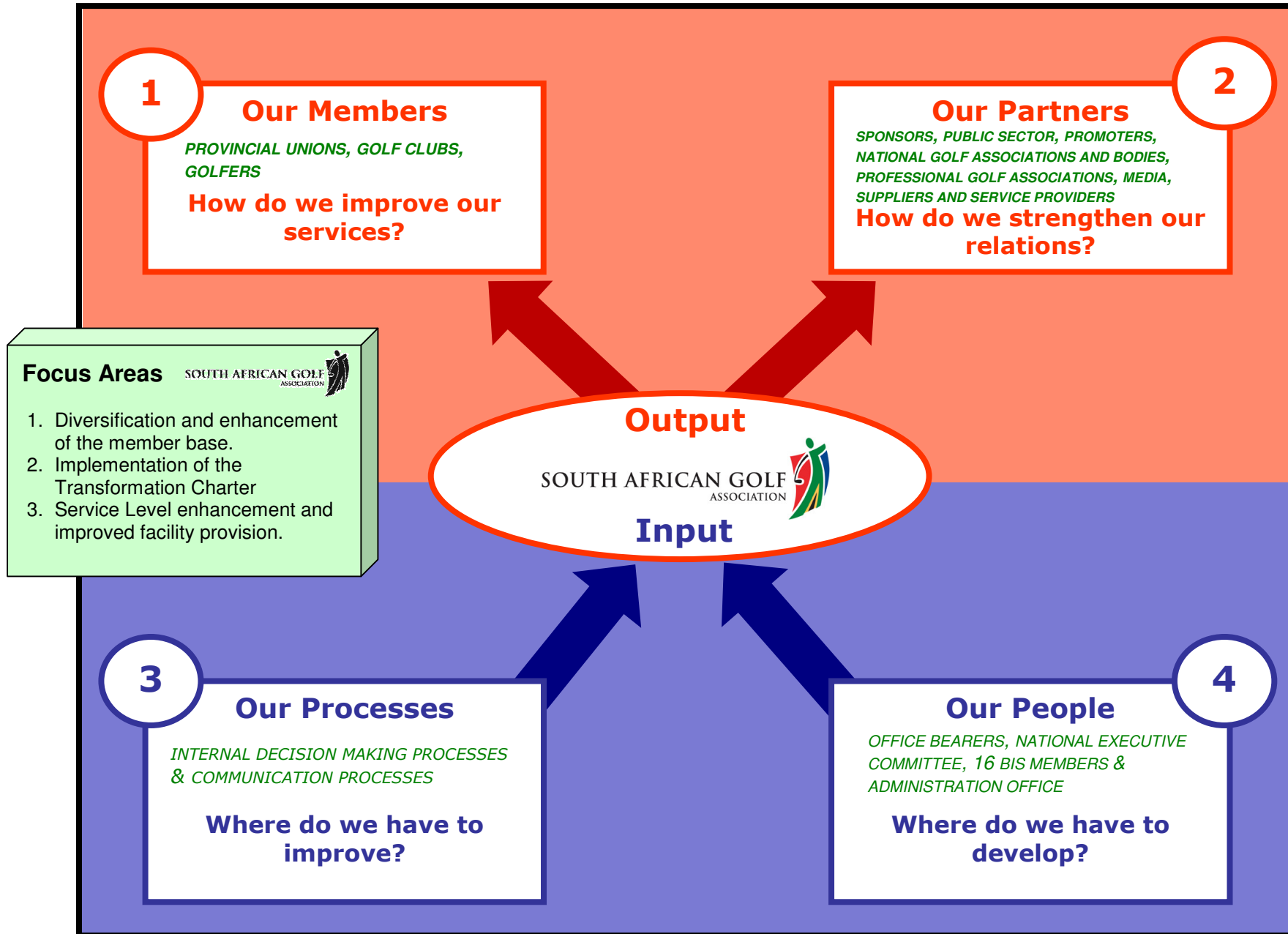




The Scoreboard





1

OUR MEMBERS – PROVINCIAL UNIONS, CLUBS, GOLFERS
FOCUS 1: DIVERSIFICATION AND ENHANCEMENT OF MEMBER BASE

No	Objectives	What do we measure	Value In # or %	By when	Actions
1a	Membership composition of PDIs increases by 20% within the next 5 years	Number of recruitment activities addressed to PDIs	1 per Club	6 months	Identify and document best practice examples Share best practice examples with clubs through meetings, workshops, brochures, website Track progress of implementation via unions on regular basis
		All unions to meet the growth target on a yearly basis	50%	1 year	Develop a commitment level agreement together with the clubs in workshops Communicate commitment level agreement through email, website, letters, workshops Clubs close contract (commitment level agreement) at executive level SAGA publishes and broadcasts the names of the unions that adopted the commitment level agreement Provide endorsement for the clubs that implemented the agreement

1

OUR MEMBERS – PROVINCIAL UNIONS, CLUBS, GOLFERS
FOCUS 2: IMPLEMENTATION OF THE TRANSFORMATION CHARTER

No	Objectives	What do we measure	Value in # or %	By when	Actions
1b	Each of the 14 Unions to have a Transformation Charter adopted and implemented by end 2010	All Unions plans of development programs to be clearly articulated.	50% (7)	September 2010	Allow Unions to build on the framework of the SAGA transformation charter Transformation & Development Sub-committee can deploy resources to assist Unions who need help with compiling the charters. Provide guidance within the structures of SAGA's nominated development vehicle, viz. SAGDB
		Number of action Plans of Union level initiatives to be instituted.	50% (7)	September 2010	Transformation & Development Sub-committee to visit Unions to observe plans in action Ensure that plans are realistic and sustainable through successful take-up by clubs as well as measurable objectives of their charters being met.

2

OUR PARTNERS – SPONSORS, PUBLIC SECTOR (GOVERNMENT AND ADMINISTRATION), PROMOTERS, NATIONAL GOLF ASSOCIATIONS AND BODIES, PROFESSIONAL GOLF ASSOCIATIONS, MEDIA & SUPPLIERS AND SERVICE PROVIDERS

FOCUS 1: DIVERSIFICATION AND ENHANCEMENT OF MEMBER BASE

No	Objectives	What do we measure	Value in # or %	By when	Actions
2a	Incorporate South African Senior Amateur Golf Association into SAGA by end 2010.	Memorandum of Understanding signed and agreed.	100%	June 2010	Establish which operations are shared and which operations retain autonomy.
					All legal and financial implications to be reviewed and understood.
					Issues and Risks to be documented and tabled to SAGA for resolution and mitigation.
					Adequate representation of SASAGA & SAGA to be spread on all shared representative interests and bodies.
		Implementation Roadmap established and executed.	1	June 2010	An implementation plan must be drawn up to represent the expectations as specified in the MOU.
					Tasks on the plan to be implemented, tracked and monitored.
Combined structure and shared resources implemented.	50%	Sept 2010	Relevant Constitutions to be amended to reflect the implemented structures.		
			Staffing, representation and resources split, rationalised and/or shared as per MOU. The agreed SASAGA resources are thus retained, shared, re-deployed or released.		
			Publish communication and media coverage to announce successful implementation (website, golf magazines, print media, radio and tv)		

OUR PARTNERS – SPONSORS, PUBLIC SECTOR (GOVERNMENT AND ADMINISTRATION), PROMOTERS, NATIONAL GOLF ASSOCIATIONS AND BODIES, PROFESSIONAL GOLF ASSOCIATIONS, MEDIA & SUPPLIERS AND SERVICE PROVIDERS

FOCUS 1: DIVERSIFICATION AND ENHANCEMENT OF MEMBER BASE

No	Objectives	What do we measure	Value in # or %	By when	Actions
2b	Incorporate South African Junior Golf Foundation into SAGA by end 2010.	Memorandum of Understanding signed and agreed.	100%	April 2010	Establish which operations are shared and which operations retain autonomy.
					All legal and financial implications to be reviewed and understood.
					Issues and Risks to be documented and tabled to SAGA for resolution and mitigation.
					Adequate representation of SAJGF & SAGA to be spread on all shared representative interests and bodies.
		Implementation Roadmap established and executed.	1	April 2010	An implementation plan must be drawn up to represent the expectations as specified in the MOU.
					Tasks on the plan to be implemented, tracked and monitored.
Combined structure and shared resources implemented.	50%	Sept 2010	Relevant Constitutions to be amended to reflect the implemented structures.		
			Staffing, representation and resources split, rationalised and/or shared as per MOU. The agreed SAJGF resources are thus retained, shared, re-deployed or released.		
			Publish communication and media coverage to announce successful implementation (website, golf magazines, print media, radio and tv)		

2

OUR PARTNERS – SPONSORS, PUBLIC SECTOR (GOVERNMENT AND ADMINISTRATION), PROMOTERS, NATIONAL GOLF ASSOCIATIONS AND BODIES, PROFESSIONAL GOLF ASSOCIATIONS, MEDIA & SUPPLIERS AND SERVICE PROVIDERS

FOCUS 1: DIVERSIFICATION AND ENHANCEMENT OF MEMBER BASE

No	Objectives	What do we measure	Value in # or %	By when	Actions
2c	Incorporate South African Student Golf into SAGA by end 2010.	Memorandum of Understanding signed and agreed.	100%	April 2010	Establish which operations are shared and which operations retain autonomy.
					All legal and financial implications to be reviewed and understood.
					Issues and Risks to be documented and tabled to SAGA for resolution and mitigation.
					Adequate representation of Student Golf & SAGA to be spread on all shared representative interests and bodies.
		Implementation Roadmap established and executed.	1	April 2010	An implementation plan must be drawn up to represent the expectations as specified in the MOU.
					Tasks on the plan to be implemented, tracked and monitored.
Combined structure and shared resources implemented.	50%	Sept 2010	Relevant Constitutions to be amended to reflect the implemented structures.		
			Staffing, representation and resources split, rationalised and/or shared as per MOU. The agreed Student Golf resources are thus retained, shared, re-deployed or released.		
			Publish communication and media coverage to announce successful implementation (website, golf magazines, print media, radio and tv)		

2

OUR PARTNERS – SPONSORS, PUBLIC SECTOR (GOVERNMENT AND ADMINISTRATION), PROMOTERS, NATIONAL GOLF ASSOCIATIONS AND BODIES, PROFESSIONAL GOLF ASSOCIATIONS, MEDIA & SUPPLIERS AND SERVICE PROVIDERS

FOCUS 1: DIVERSIFICATION AND ENHANCEMENT OF MEMBER BASE

No	Objectives	What do we measure	Value in # or %	By when	Actions
2d	Include South African Disabled Golf Association into SAGA by end 2010.	Memorandum of Understanding signed and agreed.	100%	June 2010	Establish which operations are shared and which operations retain autonomy.
					All legal and financial implications to be reviewed and understood.
					Issues and Risks to be documented and tabled to SAGA for resolution and mitigation.
					Adequate representation of SADGA & SAGA to be spread on all shared representative interests and bodies.
		Implementation Roadmap established and executed.	1	June 2010	An implementation plan must be drawn up to represent the expectations as specified in the MOU.
					Tasks on the plan to be implemented, tracked and monitored.
Combined structure and shared resources implemented.	50%	Sept 2010	Relevant Constitutions to be amended to reflect the implemented structures.		
			Staffing, representation and resources split, rationalised and/or shared as per MOU. The agreed SADGA resources are thus retained, shared, re-deployed or released.		
			Publish communication and media coverage to announce successful implementation (website, golf magazines, print media, radio and tv)		

2

OUR PARTNERS – SPONSORS, PUBLIC SECTOR (GOVERNMENT AND ADMINISTRATION), PROMOTERS, NATIONAL GOLF ASSOCIATIONS AND BODIES, PROFESSIONAL GOLF ASSOCIATIONS, MEDIA & SUPPLIERS AND SERVICE PROVIDERS

FOCUS 1: DIVERSIFICATION AND ENHANCEMENT OF MEMBER BASE

No	Objectives	What do we measure	Value in # or %	By when	Actions
2e	Merge with Woman's Golf South Africa by end 2010	Memorandum of Understanding signed and agreed.	100%	June 2010	Establish which operations are shared and which operations retain autonomy.
					All legal and financial implications to be reviewed and understood.
					Issues and Risks to be documented and tabled to SAGA for resolution and mitigation.
					Adequate representation of WGSA & SAGA to be spread on all shared representative interests and bodies.
		Implementation Roadmap is established and executed.	1	June 2010	An implementation plan must be drawn up to represent the expectations as specified in the MOU.
					Tasks on the plan to be implemented, tracked and monitored.
Combined structure and shared resources implemented.	50%	Sept 2010	Relevant Constitutions to be amended to reflect the implemented structures.		
			Staffing, representation and resources split, rationalised and/or shared as per MOU. The agreed SADGA resources are thus retained, shared, re-deployed or released.		
			Publish communication and media coverage to announce successful implementation (website, golf magazines, print media, radio and tv)		

2

OUR PARTNERS – SPONSORS, PUBLIC SECTOR (GOVERNMENT AND ADMINISTRATION), PROMOTERS, NATIONAL GOLF ASSOCIATIONS AND BODIES, PROFESSIONAL GOLF ASSOCIATIONS, MEDIA & SUPPLIERS AND SERVICE PROVIDERS

FOCUS 3: SERVICE LEVEL ENHANCEMENT AND IMPROVED FACILITY PROVISION

No	Objectives	What do we measure	Value in # or %	By when	Actions
2f	Develop 8 new facilities and mashie courses nationally to facilitate access by end 2012	Number of agreements established with Municipalities & Provinces that identifies land pockets for facilities.	3	mid 2011	Appoint a sub-committee to engage public land-owners around the needs, possibilities and options.
					Sub Committee must secure allocation of land for the facilities.
					The legal framework for land utilisation must be put in place.
					Maintain a log/register of land allocation at a National level.
		Number of agreements in place with relevant stakeholders (eg. Facility custodians, golf course developers, etc.)	2	Sept 2011	Source facility custodians in accordance with the nature of custodianship. (e.g. allocate to Unions vs tender to private entrepreneurs)
					Engage custodians with planning, development timelines, business plans and implementation plans.
Number of facilities and mashie courses developed	3	March 2012	Provide support to development/construction through expert consultants		
			Monitor and report on progress		

					Ensure that the operational planning and implementation facilitates the objectives of accessibility, transformation and development. Facility must be in reach of PDI's in terms of cost and access.
		Level of participation to indicate viable and sustainable utilisation of facilities.	100%	Annually	Monitor costs, participation levels and utilisation levels at the facilities.
					Endorse and assist with the promotion of facilities to the emerging and early entry golfer community via the mainstream media.
					Ensure that the facilities quality standards are being maintained to remain attractive through site visits and inspection.
					Link facilities to Clubs in area of influence to serve as membership feeders.

3

OUR PROCESSES – INTERNAL DECISION MAKING PROCESSES & COMMUNICATION PROCESSES

FOCUS 2: IMPLEMENTATION OF THE TRANSFORMATION CHARTER

No	Objectives	What do we measure	Value in # or %	By when	Actions
3a	PDI player representation in representative teams to be between 10% and 20% by end 2011.	Selection policy implemented at provincial level	100%	April 2011	Draft clear selection policy with implementation guidelines and timelines.
					Publish and distribute to all relevant stakeholders.
					Develop a commitment level agreement together with the Unions.
					Obtain commitment through signed commitment level agreements.
		Composition ratio of PDI's in provincial representative teams at U23 level	2 out of team of 8	August 2011	Monitor selection plans and assist Unions / Structures in achieving targets.
					Sanction national participation depending on selection criteria being met.
		Composition ratio of PDI's in provincial representative teams at junior level	1 per team	August 2011	Monitor selection plans and assist Unions / Structures in achieving targets.
					Sanction national participation depending on selection criteria being met.
Composition ratio of PDI's in specified league teams at club level	1 per team	August 2011	Develop viable proportional representation guidelines for club league teams with Unions.		
			Monitor implementation levels at Clubs through the Unions		

No	Objectives	What do we measure	Value in # or %	By when	Actions
3b	Implement a plan and approach for Over-18 golfers by end 2011	Level of completion of the conceptualisation & planning	100%	Dec 2010	Appoint sub-committee to take responsibility to develop the plan.
					Sub-committee to investigate options and develop proposal for ratification by SAGA Exco.
					After approval, an implementation roadmap must be developed.
		Level of rollout & implementation	50%	mid 2011	Communicate plan and approach to Unions for implementation website, emails and meetings.
					Assist Unions with promotion of the plan spelling out rationale and benefits.
		Level of implementation at Union level	50%	End 2011	Track and monitor levels of implementation through the Unions.
Track and monitor success levels of implementation through the Unions.					
Publish findings of results nationally and celebrate successes.					

4

OUR PEOPLE – OFFICE BEARERS, NATIONAL EXECUTIVE COMMITTEE, 16 BIS MEMBERS & ADMINISTRATION OFFICE

FOCUS 3: SERVICE LEVEL ENHANCEMENT AND IMPROVED FACILITY PROVISION

No	Objectives	What do we measure	Value in # or %	By when	Actions
4a	Establish a registered company to serve as the Administration Organisation to replace the current two-man team and absorb agreed responsibilities currently held by the SAGA National Executive Committee by end 2010.	Due diligence and financial planning completed	100%	end 2010	Perform the legal due diligence Carry out the Human Resource Planning with a Specialist Consultant. Perform pre-implementation communication with existing staff Compile detailed Job Specification for CEO Perform the Capacity and infrastructure due diligence Build the media and communications plan Review and recalibrate the implementation Plan
		Number of resources appointed and level of operation.	8	end 2011	Perform all internal and external communications Via formal correspondence to staff and via email, website, meetings with Unions and the golfing public. Advertise, Interview and Appoint CEO with contracts signed and appropriate media announcements.

No	Objectives	What do we measure	Value in # or %	By when	Actions
					Implement the legal Organisation (formation of company with registrations) Compile a comprehensive HR Manual Implement recruitment and appointment of remaining resources. Implement accounting and auditing systems and procedures

4

OUR PEOPLE – OFFICE BEARERS, NATIONAL EXECUTIVE COMMITTEE, 16 BIS MEMBERS & ADMINISTRATION OFFICE

FOCUS 2: IMPLEMENTATION OF THE TRANSFORMATION CHARTER

No	Objectives	What do we measure	Value in # or %	By when	Actions
4b	Implement 16 BIS at Union Level to ensure representivity at Executive level by end 2010	Level of representation of 16BIS requirements at Union level.	50%	End 2010	<p>Communicate to Unions the rationale and benefits of the 16Bis implementation with reference to the Transformation Charter via email and formal correspondence</p> <p>Ensure that Unions make the appropriate constitutional amendment to accommodate the 16BIS requirement.</p> <p>Utilise the Union structures as feeder to SAGA 16BIS structure.</p>