

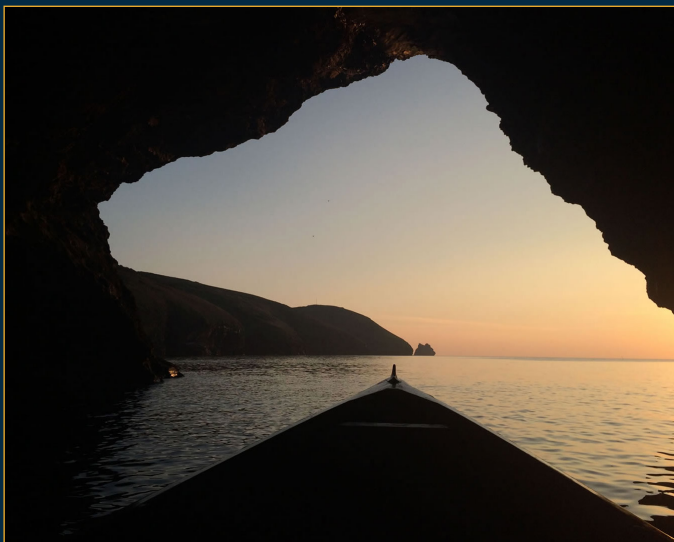
## Ethos & Declaration FAQs

Where do I find out about club structure, responsibilities and procedures mentioned here?  
*A 'Club Structure, Responsibilities and Procedures' document is now available to all members via the website. All members are expected to declare an understanding of the club ethos and attempt to follow it in all actions representing the club*

What if I disagree with the club ethos? *We are an inclusive club and any member struggling with the ethos will be given guidance, advice and assistance as needed. All members are part of our developing story and are welcome to suggest any changes through our formal and informal meetings*

What if I contravene the club ethos? *Any serious contravention of club values will result in a written warning and a reconsideration of the individuals' responsibilities. If deemed a breach of the club's constitution the issue would then be referred to the club's discipline policy*

Why do we need to set this out? *We share a great deal of time and effort within our club and it is an important entity. We need simple guidelines of what we expect from each other to ensure our energies are well focused. Our goals begin with effective club team work and a supportive atmosphere*



In 2005 the club was founded as part of the positive rebuild of our community following the floods that occurred the year previous.



Our first gig, built by Peter Williams, was named *Torrent* in honour of the floods that brought her. She was followed by *Rival* and then *Golden Gear*, both built by Ralph Bird.

### Successes of note;

1st in Great River Race 2007, 2008 and 2009

Jubilee Pageant London 2012

1st in Eddystone Challenge in 2007

The club has also taken part in all bar one of the Scillies World Championships since inception

### Queries & Suggestions

*If you have any related queries or suggestions please email [ethos@boscastlelegigclub.org.uk](mailto:ethos@boscastlelegigclub.org.uk) - queries will be addressed asap and we plan to update the ethos document periodically to ensure it continues to best serve the club and our members*



Club Ethos &  
Member's Declaration  
[www.boscastlelegigclub.org.uk](http://www.boscastlelegigclub.org.uk)

## BOSCASTLE & CRACKINGTON GIG CLUB ETHOS

### CLUB

**DEVELOP** Our every action must continually help to develop a positive club culture based on hard work, discipline, honesty & humility

**RESPECT** We must respect our fellow member & the club's structure, responsibilities & procedures

**SUPPORT** We must support & encourage every team & every member in any role, in & out of the boat

**CLUB, TEAM, ME** We must be selfless. Our every action, decision & motivation whether as teams or as individuals must be for the betterment of the club & in support of our ethos

**VALUE** Our running costs far exceed our membership fees - we must value the unspoken work that keeps us afloat

**INNOVATE** Boundaries are there to be pushed & we must all look for innovative ways to improve individually & as a club

**ACKNOWLEDGE** While new ideas must be embraced, our foundations were laid by those before us - we must respect the experience & knowledge of our long-term members

**FOCUS** We must focus on embracing strengths & only assisting the improvement of weaknesses

**LOOK FORWARD** We must all see the long-game, think 'club' & avoid quick fixes - truly great clubs are happy clubs

### TEAMS

**THE ABC** All teams, at all times must support & draw rowers upward for strongest A's, B's & C's respectively until all options exhausted (training & races) for long term betterment of club

**COMPETE** A healthy competitive spirit wins races & helps training. We must develop this, but our teams must never compete against each other

**EVOLVE** Pursue change & evolution - today's C crew rower may be tomorrow's A crew captain

**BE FLUID** Team line-ups will change frequently. If you find it hard, this may be the wrong sport. Be fluid, do not stagnate

**BE VERSATILE** Your best position today may not be your best tomorrow - you are a rower, not a barnacle - there is no gain to be made in clinging to a seat

**ENCOURAGE** Remember a day in the past you couldn't train, race or get a break - the next person you give a row to could be a future top rower

**UNITE** We must stand together as a club. There can be no 'them-&-us' mentality between teams or roles. Only 'we'

### CONDUCT

**BE POSITIVE** We must choose words carefully to ensure they are productive, respectful & positive - there is no place for anger, negativity, coercion or bullying

**APPRECIATE** All efforts made in the club's name, at any level, should be treated with gratitude

**CARE** We must show care & empathy for our fellow members, their families & their time

**PERSPECTIVE** As a club we must be determined & be competitive, but we must always remember we are at our core a sports club & must always maintain perspective in this respect

**HUMILITY** Every role in the club is a role of responsibility, never of power & must not be abused

### COMMUNICATION

**HONESTY** We must be open, honest & trusting in our communications at all levels and at all times. Evasiveness, gossip & blame destroys clubs

**CONSIDER** We must accommodate the needs of our busiest member. Keep club-related emails brief & functional. Address complex matters in person. Utilise club events/regattas for this

**GIVE** Give the benefit of the doubt wherever possible. We are all pushing toward the same goals & it is important to remember this - if in doubt, cut some slack

**BE TRANSPARENT** All of our actions must withstand full disclosure to any other member at all times

**EXPECTATIONS** We are all amateur & all volunteers. We can only 'ask' our fellow members, never 'tell'

**THINK BIGGER** Our actions should oil the wheels of progress & avoid conflict - be the bigger person whenever possible

### SPIRIT

**INCLUDE** We must treat all members equally, whether beginner, rower, vet, super-vet, cox or junior

**BOND** We must be happy to row next to every other rower. Personality difference is to be embraced & resolved positively

**SHARE** A win is borne from club efforts over time & should never be seen as a team-win alone

**CELEBRATE** Every step on the journey of any team is to be celebrated. Celebrate & support winners & runners up equally

**TRUST** Long-term success is possible only by our acting as a single cohesive unit where a spirit of trust, friendship & togetherness is encouraged

**As we grow there is an increasing need for clarity in our aims, principles and conduct, both in and outside the club**

The complexities involved in running the club expand as our number of members and teams increase, but the club we are part of today is the same club it ever was

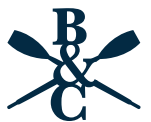
We are all benefactors-of and ambassadors-for the positive spirit and determination born from the days the club was founded

Our growth will continue to bring new and uncharted challenges - establishing a positive club ethos will assist us all, whatever our role, in navigating these waters

By declaring our understanding of this ethos we honour and respect the achievements and efforts of all that brought us to this point



## Member's Declaration



Name :

*I have read in full and agree to abide by this ethos to best support both the club and all my fellow members equally and at all times*

Signed :