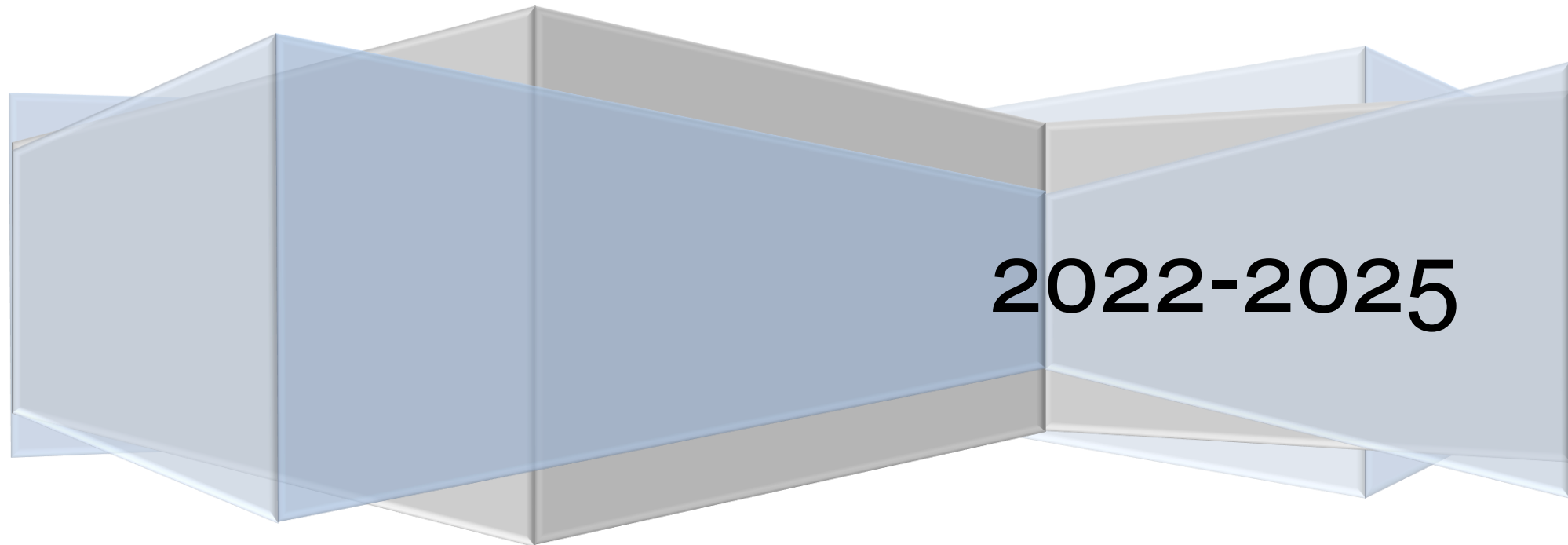


# **COFFS HARBOUR COMMUNITY MEN'S SHED INC**

## **STRATEGIC PLAN**

### **STRATEGIC PRIORITIES**

**Brendan Walsh**



**2022-2025**



# **COFFS HARBOUR COMMUNITY MEN'S SHED INCORPORATED**



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# Strategic Priorities for 2022 to 2025

**COFFS HARBOUR  
COMMUNITY  
MEN'S SHED  
INCORPORATED**

## Our Current Vision (from 2010):

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*“To advance the health and well-being of Shed members in the Coffs Coast region by providing a safe, happy and non-judgemental environment where skilled and unskilled members of all ages and abilities can, in the company of other members pursue hobbies, pastimes and interests, learn new skills, practice and pass on old skills, learn about their own and others health and well-being, and by their efforts contribute to their families, friends, the shed and the broader community”*

## Our Current Mission (from 2010):

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- *Be a place for overcoming isolation and loneliness and nurturing mateship and belonging*
- *Have a structured program for advancing member's health and well being*
- *Helping the disadvantaged*
- *Acquiring and passing on traditional skills*
- *Be a safe place to work and train*
- *Meet the needs of its members and member's families*
- *Be a valued community asset fully connected to the community*
- *Generate sufficient income to be financially independent.*

## Our New Vision (from October 2022):

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**Building a great Men's Shed and the most supportive men's community in Australia**

## Our Revised Values:

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Below is detail of the Values for the organisation, with a single word to summarise each statement

- **Determined** *Determination to improve the health of all Shed members*
- **Integrity** *Honesty and integrity in all dealings and activities*
- **Responsive** *Being responsive to member's needs, the needs of their families and the broader community*
- **Respectful** *Respect for teamwork and dedication to life-long learning*
- **Appreciative** *Appreciation of the value of contributions made to the Shed by members, partners, customers, suppliers and sponsors*
- **Generous** *Generosity in giving back to the community*

## Strategic Priorities for 2022 to 2025

**Our Vision: Building a great Men's Shed and the most supportive men's community in Australia**

Strategic Priority	Action Plan Items	Success Measures	Start	End	Owner
<b>1. Expand the services and offerings to Members</b>	1.1 Introduce additional social activities and learning sessions, supported by appropriate equipment (Computers, recreation equipment)	Members rate the new sessions as valuable to them	Aug 22	Jun 23	Social Committee
	1.2 Continue to expand the excellent range of equipment available to Members	Committee approved items are purchased, within available funds	Jul 22	Jun 25	Shed Committee
	1.3 Undertake a Member recruitment drive	Member numbers grow, 10% increase achieved each year	Jul 22	Jul 25	Working Group of Committee
<b>2: Build the skills of our Members and Committee</b>	2.1 Run annual governance training for Committee Members	At least two sessions run each year	Jul 22	Jun 25	Governance Advisor
	2.2 Develop a succession plan for engaging new Committee Members	One-page plan approved by Committee	Sept 22	Dec 22	Shed Committee
<b>3: Expand the range of partnerships with health and other agencies</b>	3.1 Committee explores potential partnerships with health and wellbeing benefits to Members	2 new partnerships undertaken each year	Sept 22	Jun 25	Shed Committee
	3.2 Explore partnerships where we can add to the impact of other organisations (Men's Sheds in our region, nationally; Women's Shed, etc)	1 new partnership where we add value to the other party	Feb 23	Jun 25	Committee, via Representatives
	3.3 Promote the good work of our Shed to the community and other organisations	6 to 8 presentations per year	Oct 22	Jun 25	Committee Representatives
<b>4: Future-proof the Shed through solid reserves and enhanced sustainability</b>	4.1 Committee explores required levels of reserves and viability of Shed and individual activities	2-page report approved by Committee	Jan 23	May 23	Treasurer
	4.2 Seek options/ funding sources to enhance environmental sustainability (Solar, wind, batteries, etc)	One-page plan is approved by committee and funds secured	Dec 22	Jun 24	Committee / Treasurer
	4.3 Explore options for driveway flooding with Council partners	Flood mitigation works completed	Oct 22	Oct 24	Committee

# Strategic Priorities: Implementation Plan Timetable: 2022 to 2025

Strategy Item	Sep 22	Dec 22	Mar 23	Jun 23	Sep 23	Dec 23	Mar 24	Jun 24	Sep 24	Dec 24	Mar 25	Jun 25
1.1 Additional social activities												
1.2 Continue to expand equipment												
1.3 Member Recruitment Drive												
2.1 Annual Governance training												
2.2 Succession plan for Committee												
3.1 Health and wellbeing partnerships												
3.2 Partnerships to enhance Impact												
3.3 Promote our good work												
4.1 Levels of reserves												
4.2 Enhanced environmental sustainability												
4.3 Explore driveway flooding												

## Suggested items and activities from Shed Members

During the consultation phase for the development of this Strategic Plan, all Members were invited to offer suggestions for additional activities, and additional equipment purchases. They are listed below. Members understand that not all desired items or activities may receive funding during the period of this Strategic Plan. Following the development of Suggestions from Members, the Shed Committee examined the list, considered an estimated value for the item or activity, and then assigned a priority for the spending of money. Items highlighted below have been completed.

Item	Suggested By	Estimated. Cost	Priority		
			High	Medium	Low
<b>Items actioned during 2022 – value \$26,250</b>					
Large Ceiling Fans	Ken R	\$4,000	\$4,000		
Spray Booth heating	Ken R.	\$650		\$650	
Small task lighting over disc sander etc.	Ken R.	\$320			\$320
Replace manual gating to dust extractor system.	Ken R.	\$3,000	\$3,000		
Lift for rear of ute	Peter J	\$1,800	\$1,800		
Cant hook for sawmilling machine	Robert H.	\$80	\$80		
Router Table	Ken Ryan	\$3,000	\$3,000		
Metal folder & guillotine for 3mm metal	Peter J	\$7,400	\$7,400		
Refurbish upgrade current ute	Alan	\$6,000	\$6,000		
<b>Items identified and priced (wish list)</b>					
Container storage x 2, Second Hand	Don L	\$10,000		\$10,000	
100w laser engraver 600 X 900	Robert H.	\$5,600		\$5,600	
Powder Coating Machine	Robert H.	\$600			\$600
CNC Router 600x1200	Robert H.	\$6,000			\$6,000
Computers for Member Lessons/use	Tony & Garth	\$5,000			\$5,000
<b>Items identified</b>					
Extension to Mezzanine to expand storage capacity	Robert H.	\$30,000	\$30,000		
Cover (roof) for the mill.	Robert H.	?			
Operational log for milling machine.	Robert H.	?			
<b>Community development funding</b>					
Items for Social / recreational area	several	\$12,000	\$4,000	\$4,000	\$4,000
Recruitment Drive	Ken R.	\$2,000	\$2,000		
Community Engagement	Ken H.	\$3,000			
Social activities – wellbeing / welfare etc.	Ken H.	?			
Sell / remove / dispose of shop items	Ken H.	?			
Review customer reception area.	Ken H.	?			
<b>Total Value of Requests</b>		<b>\$100,450</b>	<b>\$57,280</b>	<b>\$20,250</b>	<b>\$10,920</b>

# Analysis of Strengths, Weaknesses, Opportunities and Risks

## SWOR

(at June 2022)

CHCMS Strengths	CHCMS Weaknesses ...
<ul style="list-style-type: none"> <li>• 'Bloody Good' Shed, Tools and equipment we have (world-class!) ✓✓✓✓✓✓✓✓</li> <li>• Fellowship, personal support ✓✓✓✓✓✓✓✓</li> <li>• Guidance from Skilled / Experienced Members ✓✓✓✓✓✓✓✓</li> <li>• Excellent working Committee ✓✓✓✓</li> <li>• Committed and loyal Members ✓✓✓✓</li> <li>• Pride in completing our projects</li> <li>• Access 5 days per week</li> <li>• Lots of space for equipment, mezzanine, and nominal rent!</li> <li>• Members are treated as equals</li> <li>• Strong finances and no debt</li> <li>• Community of likeminded people</li> </ul>	<ul style="list-style-type: none"> <li>• Reception area / office messy ✓✓✓✓</li> <li>• Slab not high enough for major rain events ✓✓</li> <li>• Lack of land for future expansion / parking space ✓✓</li> <li>• Failure to follow Shed Rules and Procedures</li> <li>• Overly reliant on a small number of Members</li> <li>• Care of equipment</li> <li>• Too much emphasis on "finances" and not on welfare</li> <li>• Need area for men to gather and socialise (rather than there for 'working') E.g. Pool table, darts, etc</li> <li>• Difficult to find any weaknesses</li> <li>• Just one or two Members want women in the Shed</li> <li>• Lack of visibility / exposure in Coffs Harbour</li> <li>• Expensive to undertake our projects</li> <li>• Lack of cleaning up after finished</li> <li>• Lack of depth in governance skills of the Committee</li> <li>• Insufficient oversight of equipment use (not a criticism of those who offer this now, just need more)</li> <li>• Long time frames for some jobs</li> <li>• Price of manufactured goods too expensive</li> <li>• Ageing Membership base, along with health issues</li> <li>• Timber racks for milled slabs</li> <li>• Not enough Members</li> <li>• Need to make new Members feel welcomed</li> </ul>



CHCMS Opportunities ...	CHCMS Risks ...
<ul style="list-style-type: none"> <li>• Opportunity to meet socially with likeminded people, meet for a coffee and fill in time ✓✓✓✓✓</li> <li>• Expand range of activities available ✓✓✓✓✓</li> <li>• Utilise / get more benefits from the Shedmen Band ✓✓</li> <li>• Be more inclusive and accepting</li> <li>• Helping the Women's Shed Project</li> <li>• Sponsors</li> <li>• Provides and teaches skills required / machinery</li> <li>• Supporting women to establish their own Shed</li> <li>• New men's groups (like music group)</li> <li>• Better use of Shed and equipment</li> <li>• Less commission projects and more community projects</li> <li>• Strengthen finances</li> <li>• Lunchtime presentations on Members' areas of interest / expertise</li> <li>• Designated leisure area/s</li> <li>• Keeping Members</li> <li>• Museum of vintage woodworking tools</li> <li>• Connect with secondary schools on projects / training students</li> <li>• More exposure in Coffs could lead to more donations / tools etc</li> <li>• Consider games morning (cards, darts, etc)</li> <li>• Advise wider community that Shed accepts unwanted furniture in reasonable condition</li> </ul>	<ul style="list-style-type: none"> <li>• Failure to follow safety procedures / lack of experience / Supervision / Accidents ✓✓✓✓✓</li> <li>• Insurance / insurance costs ✓✓</li> <li>• Burnout / pressure on Committee Members / active Members ✓✓</li> <li>• Pricing (?)</li> <li>• Losing some Members due to emphasis on 'work' and not 'social'</li> <li>• Lack of Succession planning for the Shed 'Vital Rules'</li> <li>• 'Woke' thinking constrains what we do</li> <li>• Potential for 'power struggles in future (take steps to avoid this becoming a possibility)</li> <li>• Not attracting members with broader knowledge</li> <li>• Allowing women Members</li> <li>• Inability to attract new Members</li> <li>• Flood waters</li> <li>• Trying to turn it into a profit making 'business'</li> <li>• Staying entrenched with the current activities</li> <li>• 'Pie in the sky' thinking overtakes rational thinking</li> <li>• Storage problems from commission jobs</li> <li>• Shutting down due to lack of members / support</li> <li>• Members who are not regular participants</li> <li>• Inappropriate or loose clothing / inappropriate shoes</li> </ul>

# Comments from Respondents to Strategic Survey of Members

## Our Vision - Do the key intents of the Vision statement still hold true?

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- Yes (✓✓)
- Yes. However, need to define that better
- Yes. It is simple and concise

## Top 2 Strategic Priorities listed by Respondents

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- Expand range of skills / activities on offer ✓✓✓✓
- Projects and maintenance costs ✓✓
- Actively seek and consider Member's input
- Publicise opportunities available to Members
- Continue the current coursed, and add improvements slowly
- Make sure all facets of governance work
- Consider the next line of management (we may have to remunerate, but we may not always have quality voluntary Members)
- Solve the driveway flooding issue
- Enhance Membership Value, where possible
- Upgrade solar capability to be less reliant on the grid
- Tidy up reception and office
- Consider Multipurpose room for computers, counselling, social interaction, including visitors / visiting groups. Offer tea and coffee facilities.
- Increase exposure in Coffs
- Continue the excellent safety record in the Shed
- Get a good pool table (use funds from sales)
- Introduce 'Getting to know you' section in newsletter