The following members' resolution and supporting document was submitted by Tudor Jennings under Rule 23 and was supported by a further 16 current members (15 manual and 1 electronic signatories). A hard copy of the signatories is available for inspection from the DT Secretary if required.

"We instruct the Dons Trust Board to have a working Volunteer Database in place by the start of the 2013-14 football season: i.e. a database and associated Working Group collecting and compiling a database of human resources which can be harnessed by both Dons Trust Board and Football Club."

Preamble:

Firstly, we would like to make it clear that we all recognise the hard work put in by a succession of DT Boards over the past years. However, it is also obvious to all involved that the process of creating a CRM and volunteer/human resources database has stalled on numerous occasions. Therefore this resolution is designed to set a time limit on the goal that a number of us have already (re)started work on, along with David Growns on the DTB.

This resolution is merely a failsafe to avoid any more false dawns and to ensure all energies are fully focussed for the final push towards implementation of a <u>working</u>, if not 'perfect' database.

Why we need this resolution:

We have been missing the base of the pyramidal structure, vital for any organisation, for far too long.

A database and its associated <u>active</u> Working Group will not only provide day-to-day support to the DT Board and Club as a whole, but also help spread the workload of the individual DT Board members as well as Football Club Officials: in effect making everybody's life easier and allowing more effective expedition of all the other vital matters and issues facing us.
By gathering and nurturing our human resources and channelling them effectively, many of the other issues on the Board's plate start to become easier, allowing them to spread the manpower and workload over specific aims and objectives, rather than try to do it all themselves.

For the past ten years, too many people have tried to volunteer, only to be told "well we don't really need anyone like that at the moment" and then never called back, because there is no database for club or trust officials or working group leaders to refer back to when their assistance or expertise *is* needed.

We are also well aware that 'Volunteer fatigue' has set in, with a number of notable volunteers suffering from it. We can't rely on their continued health and loyal devotion to the cause forever and then hit the panic button when they do have to step down.

The support, knowledge and experience is out there. A working, nurturing 'Human Resources' database would add more experience and assistance to both Trust and Club. However, the reverse is the case, with the Trust actually suffering from a "Brain Drain" as more ordinary members step back - and in a lot of cases actually fail to renew membership altogether.

Therefore, unearthing and unlocking the latent skills and attributes within our fanbase - not to mention having a mechanism in place whereby they can register such skillsets - is vital for our

organisation's growth and development (especially as a Football League club; even more so to get or stay out of the Conference).

This should therefore be the number one priority for the Board.

The time is now:

A living, breathing Volunteer Database is vital for the club's survival, let alone its growth: encouraging not only supporters of our football club, but also, eventually members of the wider communities as we branch out and expand as a cherished community asset. We have done well so far, but all institutions need an injection of new blood and a deep pool of human resources on which to draw:

1. For getting involved in small, short-term projects - say, creating a survey or taking part in a fact-finding mission.
2. For the one-off, emergency position or situation - be it a lawyer, plumber, knowledge of public transport infrastructure, IT or logistics background.
3. For direct invitation onto a Working Group or specific project connected with the Trust or Club: for those happy to take part in a project charged with a specific goal or aim, say over six months.
4. Promoting medium term engagement for those able to spend more time on standing/ongoing issues.
5. Creating a strong "cadre", ensuring we don't end up unnecessarily burning a few individuals out and the Trust never hearing from them again.
6. Encouraging those who might not have the time to donate to a full Board membership, but would be happy to assist as Working Group Leader, or just an active group member.
7. Longer term - the "trickle-up effect" - encouraging those with the time and the skills to take up positions, first as Working Group Leaders, amassing the knowledge of the infrastructure for some to then decide to stand for the DT Board, clear experience shown via their efforts in the working groups, and eventual "succession planning" and successful election to the Board itself.

Whichever way you cut it, encouraging succession and smooth transition without a "human resources pyramid" is impossible.

Volunteers will find their own natural level, but only within an active database and "entry level" system: a concrete, well-advertised place where people can sign up to be called upon in the future.

We need to break this vicious cycle, find a way to get people to discover the joy of volunteering for our club, and encouraging more people to get involved, thereby spreading the workload and "gittin' 'er done". This is nothing to be afraid of, and nothing that together we can't handle.

With this resolution, fans and board members alike have a direction and a time-limit to finally get our "human resources" house in order.