

The Forbes Shire COMMUNITY STRATEGIC PLAN 2013 – 2023





The Forbes Shire community is committed to:

Sense of Community Prosperous Enterprises Viable Infrastructure Respected Leadership Sustainable Natural Environment Pride in our Places

Our community wants to feel:

Safe Connected Sustained Harmonious Equal Successful

The Community Strategic Plan can be accessed on the Forbes Shire Council website at www.forbes.nsw.gov.au

Further information or feedback on the Plan can be made via email to: forbes@forbes.nsw.gov.au

Alternatively, comments can be made in writing to:

Feedback on Community Strategic Plan Forbes Shire Council PO Box 333 FORBES NSW 2871

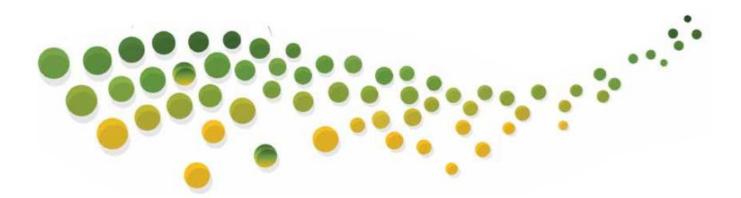


TABLE OF CONTENTS



INTEGRATED PLANNING AND REPORTING	4
REPORTING ON PROGRESS	
INTEGRATED PLANNING AND REPORTING FRAMEWORK	4
UNDERLYING PRINCIPLES	5
QUADRUPLE BOTTOM LINE	5
FORBES SHIRE VISION	5
BUILDING THE COMMUNITY STRATEGIC PLAN	5
What we heard at Forbes:	6
What we heard at Ootha:	
WHAT WE HEARD AT WIRRINYA:	
What we heard at Bedgerabong:	7
COMMUNITY	8
ENTERPRISES	
INFRASTRUCTURE	.11
LEADERSHIP	
NATURAL ENVIRONMENT	.15
PLACES	

COMMUNITY STRATEGIC PLAN



Integrated Planning and Reporting

Integrated Planning and Reporting is the framework for planning and reporting by Local Governments across New South Wales. The aim is to integrate the various plans of Council with the strategic objectives or aspirations of the community. The key element in the framework is the involvement of the whole of the community in the formulation of the Community Strategic Plan.

The principal components of the integrated planning and reporting model are:

- Community Strategic Plan is a high level document that identifies the main strategic goals or aspirations and priorities for the future of the Forbes Shire over the next 10 years and to plan strategies for achieving these goals. This plan must be reviewed every four years, and always have at least a 10 year outlook. The goals from this plan need to translate into actions for the Delivery Program and Operational Plan. It is important to note that whilst Council is the custodian of the Plan, it is the community's plan the community was instrumental in forming the plan via Council's community engagement program.
- Delivery Program Under the Delivery Program, Council is accounting for its stewardship of the community's long-term goals, outlining what it intends to do towards achieving these goals during its term in office (four years) and what its priorities will be.
- Operational Plan annual plan detailing Council's activities and budget for each year of the Delivery Program
- Resourcing Strategy brings together Council's key planning strategies for the utilisation of the resources available to Council to fulfil the community strategic objectives.

Reporting On Progress

Council is then required to report periodically to the Forbes Shire community on the progress of the activities undertaken by Council in achieving the strategic objectives. Key accountability reporting points are:

- Council's Annual Report which is prepared after the end of the financial year and reports the results and achievements for the year against the Operational Plan and Delivery Program, and
- Every four years tied to the Council election cycle, the Community Strategic Plan must be reported upon by the outgoing Council and the incoming Council must undertake a review of the Plan. At this time the Community Strategic Plan has to be rolled forward four years to maintain a minimum long term 10 year strategic focus.

Integrated Planning and Reporting framework

'Local Government Planning and Reporting framework - NSW State Government'



COMMUNITY STRATEGIC PLAN



Underlying Principles

The Community Strategic Plan has been developed and based on two sets of guiding principles, those of social justice and sustainability.

Social justice principles in particular underpinned the Forbes Shire community engagement strategy in the formulation of the community strategic plan. The four social justice principles are:

- **Equity** there should be fairness in decision making, prioritizing and allocation of resources, particularly for those in need. Everyone should have a fair opportunity to participate in the future of the community. The planning process should take particular care to involve and protect the interests of people in vulnerable circumstances
- Access all people should have fair access to services, resources and opportunities to improve their quality of life
- Participation everyone should have the maximum opportunity to genuinely participate in decisions which affect their lives
- Rights equal rights should be established and promoted, with opportunities provided for people from diverse linguistic, cultural and religious backgrounds to participate in community life.

Quadruple Bottom Line

The Community Strategic Plan and all Council plans and reports under the integrated planning and reporting framework consider the four key areas under what is known as the quadruple bottom line – namely: Social, Environment, Economic and Civic Leadership (or governance).

Forbes Shire Vision

Forbes Shire Council's vision is for a prosperous rural shire for the whole of the community to grow, whilst enjoying a clean, safe environment, sustainable services and economic development enhanced by our unique heritage and country lifestyle.

The vision for the Community Strategic Plan is that as the plan is implemented, Forbes Shire Council will be a thriving rural centre with a strong sense of community and sufficient level of services to maintain our health and wellbeing.

Building the Community Strategic Plan

The development of the Community Strategic Plan commenced in 2011, when Forbes Shire Council undertook a community consultation process which focused on identifying the values we hold for our town and district, developing a vision for Forbes and surrounds, and determining actions to address our key challenges, so that our values and vision are realised and respected.

Consultation activities included information stands, workshops with Councillors and staff members, the establishment of Steering Reference Group made up of community members, workshops with specific interest groups, public workshops held in Forbes and the villages of Bedgerabong, Wirrinya, Ootha and Corinella and finally a community survey sent to every household in the shire.

All the feedback received was collated and presented at *Forbes Futures Forum* - a large scale public meeting where the community considered and adopted the values, visions and actions which underpin the final *Forbes Shire Community Strategic Plan.*



Whilst Council is the custodian of the Community Strategic Plan, Council will not always be the key agency to implement an objective - other key stakeholders have been identified for each objective and Council will strive to facilitate or advocate, within its sphere of influence, with other stakeholders to achieve our community's goals and visions.

During the community engagement process many issues where identified that are the core function of other stakeholders (eg. NSW State Government); these issues will not form part of the Forbes Shire Council's Delivery Program or Operational Plan but will remain a high level strategic objective of the *Forbes Shire Community Strategic Plan*.



What we heard at Forbes:

	Council needs to support new and existing business in town
	Reopening the abattoir would create more jobs in Forbes
Economic Development	Public and private sectors need to work together to develop and improve local businesses
	There is too much emphasis on agricultural development – industry needs to be improved to increase economic development
	Build a truck stop with restaurant and accommodation facilities for truck drivers who pass through the Newell Highway
	Council is lacking in their communication with the community and
	does not know how to listen to community needs
Communication between Council and residents	• Council should explore new ways of engaging with the community -
	for example Facebook, Twitter, regular letter box flyers
	Council needs to be more transparent in decision making
Service Improvements	• Council needs to support the medical centre and employ more doctors - the waiting list at the medical centre is often so long that residents drive to neighbouring towns to seek medical advice
Service Improvements	The Aboriginal community would like Council to assist in employing a specific doctor for Aboriginal residents
	More public toilets need to be built in town
	Council need to improve its marketing approach and properly promote Forbes to NSW
Tourism	There needs to be proper coordination between the Council employed tourism officer and the volunteers who work at the Tourist Information Centre
	• The Tourist Information Centre is not in the right location - it should be relocated to the centre of town
	Council should take advantage of the fact that Forbes is situated on the Newell Highway and there are frequent travellers that drive through the town
	Council need to invest in more services for youths
Youth	• TAFE campus is an asset to the community but is underutilised
	Council need to create more jobs for young people so that they will not leave Forbes once they leave school. They need to be able to return to Forbes after studying and from studying
	Wiradjuri Dreaming Centre needs more maintenance, water access and public toilets
	• There is strong support for the development of an Amphitheatre near the Wiradjuri Dreaming Centre
Aboriginal	• Strong support for the Youth Centre to be drop in based and open during the evening and on the weekend
	Council need to promote and showcase Aboriginal Culture
	An Aboriginal Youth Worker should be employed at Council
	There is not enough affordable housing for the Aboriginal community.



What we heard at Ootha:

Communication	 Ootha residents feel neglected by Council Council should organise quarterly meetings in Ootha Prior to elections, Ootha residents would like to receive information about Councillors running for election
Roads	 The dirt roads need upgrading, especially around the Utes in the Paddock The grass along the side of the road need slashing more frequently
Water	 The water is untreated, however residents are charged as if its treated water The water tanks need cleaning more frequently The river is infested with carp
Garbage Collection	 Council need to implement a recycling program - currently there is no opportunity to recycling
Railway	• The railway line is used by trains frequently as it is the main thoroughfare between Sydney and Perth, however there are no lights at the rail crossing.

What we heard at Wirrinya:

	 Council are unresponsive to Wirrinya resident needs Council should conduct meetings in Wirrinya
Council	Currently the mail is only delivered 3 days per week
	Strong sentiment that Council waste money
	The Forbes Advocate is delivered 1 week late
Roads	 Battery Hill Road needs to be upgraded, it is currently an 8 kilometre dirt track
KUdus	Single lane roads are unsafe
	• The grass along the side of the road need slashing more frequently.
Garbage Collection	 Council need to implement a recycling program - currently there is no opportunity to recycle
Railway	 The railway line does not have any lights at the highway crossing - it is dangerous to cross at night time.

What we heard at Bedgerabong:

	Bedgerebong holds 3 large events every year with little support from Council
Council support	• The showground costs \$15,000-\$20,000 each year to maintain. This comes from the local community
	 Bedgerebong community would like ownership of the local cemetery
	• There are too many dirt roads, including part of the school bus route
Pro la	The roads need to be double lined
Roads	The Straney's Bridge needs to be expanded to 2 lanes
	 The grass along the side of the roads needs more frequent slashing.
Garbage Collection	The Bedgerebong tip is almost at capacity.



COMMUNITY

Forbes Shire Community is seen as the interaction between our community members, our wellbeing and happiness, satisfaction of our cultural, social and learning needs and recognition of all our ages, backgrounds and diversities.

What the Community said should be our strategic goals:

- Improved healthcare services
- Youth training, employment and activities/recreation
- Social challenges and services
- Child care
- Aged care
- Volunteers
- Public safety

Other Key Stakeholders

- CENTROC
- Committees of Council
- Community
- Forbes Interagency Group
- Forbes medical and health providers
- Local Emergency Management Committee
- Neighbourhood Watch
- NSW Government Health
- NSW Police Lachlan Area Command
- NSW Rural Fire Service
- Schools
- State and Federal Governments
- State Emergency Services
- TAFE NSW
- Youth organisations

OBJECTIVE C:

The Forbes Shire Community of people is happy, safe, vibrant and well catered for.

STRATEGY C1: SUPPORT THE PROVISION OF MEDICAL AND PUBLIC HEALTH SERVICES TO THE COMMUNITY

ACTIVITY:

- C1.1 Partner with the Forbes general practitioners to deliver sustainable health and medical services
- C1.2 Provide support to healthcare providers to improve their ability to plan and deliver services to the community
- C1.3 Advocate for the development of Forbes Hospital
- C1.4 Assist in the maintenance of public health

STRATEGY C2: ENCOURAGE AND SUPPORT THE DEVELOPMENT OF A DIVERSE COMMUNITY

ACTIVITY:

C2.1 Cultivate a community that is welcoming, inclusive and connects with all sectors of the community

STRATEGY C3: CULTIVATE A CAPABLE AND LEARNED COMMUNITY

ACTIVITY:

- C3.1 Develop capacity of community groups to achieve their goals
- C3.2 Ensure the library is a cultural, recreational, learning centre for the community
- C3.3 Partner with stakeholders to provide opportunity for young adults to remain in the Shire

STRATEGY C4: FOSTER COMMUNITY PRIDE

ACTIVITY:

C4.1 Celebrate valued contributions to our community



STRATEGY C5: PARTNER WITH GOVERNMENT AND OTHER AGENCIES TO RESPOND TO, AND MITIGATE, COMMUNITY AND NATURAL DISASTERS

ACTIVITY:

- C5.1 Support the provision of emergency response services to the whole of the Shire
- C5.2 Partner with NSW Rural Fire Service
- C5.3 Ensure emergency aircraft landing facilities are maintained in accordance with regulatory and safety standards

STRATEGY C6: FACILITATE A SAFE COMMUNITY WITHIN THE FORBES SHIRE

ACTIVITY:

C6.1 Strengthen community safety and crime prevention partnerships with other stakeholders



ENTERPRISES

Forbes Shire Enterprises comprise the diversity of business, agricultural and economic life within the Forbes Shire, enabling the development of Forbes Shire community to advance their business and vocational skills and achieve their desired lifestyle.

What the Community said should be our strategic goals:

- Thriving economy
- Attract new industries
- Employment and training opportunities
- Financial sustainability of Council

Other Key Stakeholders:

- Business operators
- Central New South Wales Regional Tourism Organisation
- Committees of Council
- Forbes business associations
- Parkes/Forbes Business Enterprise Centre

OBJECTIVE E:

Forbes Shire Enterprises are successful, sustainable and support the Forbes Shire community.

STRATEGY E1: CULTIVATE A VIBRANT AND ROBUST ECONOMY SUPPORTING THE CREATION OF JOBS AND BUSINESS OPPORTUNITIES

ACTIVITY:

- E1.1 Strategically market Forbes Shire
- E1.2 Attract new and promote expanding enterprises to foster growth and benefit the community
- E1.3 Ensure profitability of Council's enterprises
- E1.4 Attract value-add, diversified agricultural industries

STRATEGY E2: VISITORS AND TOURISTS ARE WELCOMED AND MAKE A POSITIVE CONTRIBUTION TO THE COMMUNITY AND ECONOMY

ACTIVITY:

- E2.1 Market Forbes Shire as a destination of choice and support events with a tourism focus
- E2.3 Support a unified approach to tourism across the Forbes shire



INFRASTRUCTURE

Forbes Shire Infrastructure comprise the public and private Assets that support the Forbes Shire Community and Forbes Shire Enterprises.

What the Community said should be our strategic goals:

- Water supply and security
- Management of transport network (roads, bridges, footpaths, cycleways, lighting)
- Stormwater and flood mitigation
- Improve and develop waste management
- Improve and develop freight network

Other Key Stakeholders:

- CENTROC
- Committees of Council
- Lachlan Catchment Management Authority
- Lachlan Shire Council
- Lachlan Valley Weed Advisory Committee
- National Broadband Network
- NetWaste
- NSW Government Office of Water
- NSW Government Road & Maritime Service
- NSW Government Transport
- Parkes Shire Council
- Telecommunication providers

OBJECTIVE I:

Forbes Shire Infrastructure supports the community's quality of lifestyle, enterprises and future needs in a sustainable manner.

STRATEGY I1: DELIVER A SECURE AND QUALITY WATER SUPPLY TO THE COMMUNITY

ACTIVITY:

- I1.1 Manage the Shire's water supply in line with best practice requirements
- 11.2 Ensure the security of water to Forbes Shire to meet the needs of the community
- 11.3 Provide quality treated water to Forbes Shire to meet the needs of the community
- I1.4 Facilitate a secure and quality water supply to village areas

STRATEGY 12: DELIVERY OF QUALITY SEWERAGE MANAGEMENT SERVICES TO THE COMMUNITY

ACTIVITY:

- I2.1 Manage the Shire's sewerage network in line with best practice requirements
- I2.2 Maintain efficient and effective operations of the Sewer Treatment Plan in accordance with licensing requirements.

STRATEGY I3: DELIVERY OF STORMWATER MANAGEMENT SERVICES TO THE COMMUNITY

ACTIVITY:

I3.1 Manage the Shire's stormwater network in line with best practice requirements



STRATEGY I4: MANAGE FORBES SHIRE'S ROAD ASSETS

ACTIVITY:

- 14.1 Manage the Shire's urban, rural, regional and state road and bridge network
- 14.2 Provide and maintain footpaths, cycle ways and ancillary road facilities
- 14.3 Remain a core service provider to Roads & Maritime Service on state main roads
- I4.4 Initiate and implement road safety programs

STRATEGY I5: PROVIDE AN EFFICIENT WASTE MANAGEMENT SYSTEM PROMOTING MINIMISATION AND RECYCLING

ACTIVITY:

- I5.1 Provide a waste and recycling collection service
- I5.2 Improve waste reduction and recycling practices
- I5.3 Manage the operation of Council's waste landfill depots
- 15.4 Provide disposal options for non-landfill or recycling waste

STRATEGY I6: MANAGE AND MAINTAIN COUNCIL'S CORE BUILDINGS AND PROPERTY

ACTIVITY:

- I6.1 Manage Council's buildings
- I6.2 Maintenance of Council's buildings

STRATEGY I7: FACILITATE A PUBLIC TRANSPORT NETWORK THAT MEETS THE NEEDS OF COMMUNITY

ACTIVITY:

- 17.1 Partner with government agencies and other stakeholders to maintain the public transport network
- 17.2 Create freight facilities in the existing road network to meet the community's needs

STRATEGY I8: COMMUNITY IS CONNECTED TO THE WORLD

ACTIVITY:

18.1 Facilitate access to contemporary information and communication technology.



LEADERSHIP

Forbes Shire Leadership comprises the abilities within the community for good governance, civic understandings, strategic planning and growth of our community leaders.

What the community said should be our strategic goals:

- · Council needs to be well managed, responsive, accountable and transparent in it decision making process
- Council needs to improve community consultation with residents of the whole shire
- Succession planning and support upcoming leaders

Other Key Stakeholders:

- CENTROC
- Committees of Council
- Community
- Mid Lachlan Alliance

OBJECTIVE L:

Forbes Shire Leadership is sustained throughout the community and into the future.

STRATEGY L1: COUNCIL'S DECISION MAKING PROCESSES ARE OPEN, TRANSPARENT AND BASED ON SOUND INTEGRATED PLANNING

ACTIVITY:

- L1.1 Develop and maintain a framework of plans and policies than ensures open and transparent operations
- L1.2 Embed corruption prevention and maladministration practices into Council's operations

STRATEGY L2: COUNCIL COMPILES WITH KEY LEGISLATION GOVERNING LOCAL GOVERNMENT

ACTIVITY:

L2.1	Compile with statutory obligations for the administration of local government
L2.2	Compile with statutory obligations for development control, environmental health and animal control
STRATEO	GY L3: COUNCIL'S OPERATIONS ARE EFFICIENT, EFFECTIVE AND PROVIDED IN A PROFESSIONAL AND TIMELY MANNER

ACTIVITY:

L3.1	Support Councillors in discharging their elected duties
L3.2	Manage Council's corporate service responsibilities
L3.3	Council's information, communication and technology systems meet the needs of the organisation
L3.4	Participate in regional resource sharing initiatives which provide or improved delivery of services to the community

STRATEGY L4: COUNCIL IS A FINANCIALLY SUSTAINABLE ORGANISATION

ACTIVITY:

L4.1	Undertake long term financial planning
L4.2	Provide financial services for the Council in an accurate, timely, open and honest manner
L4.2	Effectively manage and maximise returns from investments



STRATEGY L5: COUNCIL IS RECOGNISED AS A EMPLOYER OF CHOICE IN THE REGION, SUPPORTED BY A COMMITTED, WELL TRAINED AND ADAPTABLE WORKFORCE

ACTIVITY:

- L5.1 Develop a workforce that supports our corporate values and meets the organisations present and future skill needs
- L5.2 Create a positive performance culture that encourages learning
- L5.3 Provide an environment that promotes workplace safety, health and wellbeing

STRATEGY L6: COUNCIL MAINTAINS SOUND SAFETY AND RISK MANAGEMENT PRACTICES TO PROTECT THE ORGANISATION, OUR EMPLOYEES AND THE COMMUNITY

ACTIVITY:

L6.1	Ensure corporate risk management mechanisms are in place
L6.2	Ensure that mechanisms are in place to minimise disruption to Council's operations

STRATEGY L7: OUR COMMUNITY IS CONSULTED ABOUT COUNCIL DECISIONS AND INFORMED ABOUT COUNCIL ACTIVITIES

ACTIVITY:

- L7.1 Provide opportunities for the community to contribute to Council's decision making
- L7.2 Council is committed to keeping the community informed of its decision making



NATURAL ENVIRONMENT

Forbes Shire Natural Environment are the natural resources and environment within and surrounding the community of the Forbes Shire.

What the community said should be our strategic goals:

- Management of all public recreation open spaces
- Environmental sustainability
- Enhance lakes asset
- Develop aquatic areas
- Find alternatives affordable energy sources

Other Key Stakeholders:

- CENTROC
- Committees of Council
- Community

OBJECTIVE NE:

Forbes Shire Natural Environment is managed and sustained in a responsible manner.

STRATEGY NE1: USE LEGISLATION, PLANNING CONTROLS AND REGULATIONS TO PROTECT THE ENVIRONMENT WITHIN COUNCIL'S SPHERE OF INFLUENCE

ACTIVITY:

- NE1.1 Provide planning provisions that minimise the impact on the environment
- NE1.2 Comply with Council's environmental management statutory obligations

STRATEGY NE2: SUSTAINABLE USE AND MANAGEMENT OF OUR NATURAL RESOURCES AND OPEN SPACES

ACTIVITY:

- NE2.1 Manage the community's open spaces in accordance with Open Spaces Asset Management Plan
- NE2.2 Control and promote noxious weed eradication
- NE2.3 Develop and maintain a Roadside Vegetation Management Plan

STRATEGY NE3: ENHANCE NATURAL WATER COURSE AND LAKE FORBES

ACTIVITY:

NE3.1 Manage the beauty, natural environment and attraction of Lake Forbes and Forbes aquatic areas

STRATEGY NE4: REDUCE CARBON FOOTPRINT

ACTIVITY:

NE4.1 Actively pursue reduction of carbon footprint from energy consumption within Council's sphere of influence

STRATEGY NE5: RECOGNISED AS ENVIRONMENTALLY CONSCIOUS COMMUNITY

ACTIVITY:

NE5.1 Community involved in environmental initiatives through the Environment Advisory Committee



PLACES

Forbes Shire Places comprise the, facilities, buildings and open spaces of the physical amenities provided for the benefit and enjoyment of the community.

What the community said should be our strategic goals:

- Improve and develop cultural, recreational, community and sporting facilities
- Support facilities in the villages
 Protect and enhance our historic buildings and heritage sites

Other Key Stakeholders:

- Australian Rail Track Corporation
- Committees of Council
- Community
- NSW Government Office of Environment and Heritage
- Parkes/Forbes Urban Landcare
- Sporting groups

OBJECTIVE P:

Forbes Shire Places are well maintained to the community needs.

STRATEGY P1: COMMUNITY FACILITIES ARE WELL MAINTAINED AND UTILISED

ACTIVITY:

- P1.1 Manage and maintain community facilities for the benefit of all community members and visitors
- P1.2 Manage and maintain Council sporting facilities for the benefit of all community members and visitors

STRATEGY P2: PRESENT A CLEAN, ATTRACTIVE AND ACCESSIBLE TOWN

ACTIVITY:

- P2.1 Ensure that public places are clean and well maintained throughout the year
- P2.2 Mobility access in Forbes Shire is maintained to meet the community's needs
- P2.3 Encourage partnerships other stakeholders to promote town pride

STRATEGY P3: SUPPORT FACILITIES IN VILLAGE AREAS

ACTIVITY:

P3.1 Partner with village community groups to support smaller district community assets.

STRATEGY P4: SIGNIFICANT HERITAGE SITES TO BE PROTECTED AND MAINTAINED

ACTIVITY:

P4.1 Partner with other stakeholders to protect and maintain significant sites

STRATEGY P5: ATTRACT NEW ENTERTAINMENT AND RECREATIONAL FACILITIES

ACTIVITY:

P5.1 Partner with key stakeholders to encourage development of new facilities



During the community engagement process many issues where identified that are the core function of other stakeholders. These issues will not form part of the Forbes Shire Council's Delivery Program or Operational Plan but will remain a high level strategic objective of the *Forbes Shire Community Strategic Plan*.

Safety:

- 24-hour fully manned Police Station more police, faster response.
- Retain Road Safety Officer and all their activities.

Youth:

• Encourage more volunteering; education - wider selections; engagement, inclusion, mentoring-particularly with disengaged groups.

Public Health:

- Forbes Hospital more nursing staff.
- Special needs services mental, respite and disabled.
- More doctors and other medical services; accommodation and facilities for specialists adjacent to medical precinct.

Education and Training:

- Employment and training opportunities; liaise with universities/TAFE in regard to training opportunities; run courses in conjunction with schools; more TAFE courses available locally.
- Focus on other industries besides agriculture eg economy- make Forbes the "Call Centre" capital of rural Australia.

Enterprise and Industry:

- Value-add agriculture industries eg. ethanol plant, composting.
- Attracting industry and manufacturing tax incentives, affordable housing, rates incentive.

Environment:

- Use bags that are "fantastic not plastic".
- Alternative energy sources produced in Forbes Shire ie.solar panels/wind farms that are affordable.

Community:

• Volunteers - main current high level of volunteerism - always need more; broaden volunteer base; cultivate volunteer culture; promotion and encouragement to join service clubs and organisations.