

How We Operate at Black Scorpion Karate CIC

At Black Scorpion Karate CIC, we are driven by our commitment to community, excellence, and the growth of our students. Here's an overview of how our organization operates and the roles that make it all possible:

1. Leadership: Volunteer-Driven, Professionally Supported

Our **Board of Directors** is made up of dedicated volunteers who guide the strategic direction of our club. These roles are filled by individuals passionate about fostering a vibrant community and ensuring the long-term success of our club. Here's our current board:

- **Kieron Aitken** – Parent Representative
- **Sally Edwards** – Squad Development Lead
- **Paul Selby** – Chief Instructor/Founder
- **Becca Selby** – Club Manager
- **Vacant** – Community Champion Director

While these director roles are voluntary, some directors also hold professional, paid positions within the club. For example, Sensei Paul is paid for his work as Chief Instructor, a role separate from his voluntary governance duties. This structure ensures that our club maintains the highest standards in both leadership and instruction.

2. Looking to the Future: Growth and Opportunities

As we continue to grow and evolve as a Community Interest Company, we aim to create more paid roles that will benefit both the club and the wider community. Our goal is to not only provide top-notch karate instruction but also to become a beacon of employment and development in Wigan, St Helens, Rainhill, and beyond.

3. Advisory Panels: Supporting Our Mission

To ensure we remain responsive and effective, we are establishing three advisory panels. These panels will provide specialized input to guide key areas of our operations:

Operations Panel

- **Purpose:** Oversee the day-to-day running of the club, ensuring smooth operations and high-quality instruction.
- **Members:** Chief Instructor, Club Manager, Senior Instructors, Licensing Officer, Squad Coaches, Trainee Instructors, and optionally, Parent Representatives.

Community Engagement Board

- **Purpose:** Strengthen our connections with local communities, gather feedback, and ensure our activities meet community needs.
- **Members:** Community Champion Director (Future Role), Parent Representatives from each dojo/area, Event Volunteers, and optionally, Local Community Leaders.

Squad Development Panel

- **Purpose:** Support and develop our competition squad, ensuring members receive the training and opportunities they need to succeed.
- **Members:** Squad Development Lead, Squad Coaches, Squad Parent Representative, Senior Squad Members, and Fundraising Coordinators.

4. Community and Student Engagement: Your Voice Matters

We believe that continuous engagement with our student body and their families is key to our success. We encourage regular feedback through informal channels like our Facebook group, as well as more formal consultations via surveys and suggestion boxes. Whether you have day-to-day concerns or big-picture ideas, your voice is always welcome. You can also reach out to any of our directors directly via email or messaging.