

Waratah Netball Club

Strategic Plan 2020 – 2022

Version 1.0

**Our Purpose is to empower our members to shine,
while enriching and connecting our community**

**Our Vision is to be a sustainable netball club that caters for
all levels of participation and competition**

Introduction

A Strategic Plan is a management tool that helps an organisation, in this case the Waratah Netball Club, sustain and improve their processes to enhance their members' experience. This is because the Plan focuses the energy, resources, and time of the members in the organisation in the same direction. The Plan provides the focus and direction to move from the Club **Vision** to setting **Objectives** and **Goals** and from there the **Plan** sets out the **Actions**.

Our Strategic Objectives, Goals, and Actions are underpinned by our Club **Values**.

Specific goals will be set for each year and articulated in the Club Annual Plan.



Aim

This Plan outlines the Strategic Objectives, Goals, and Actions by which the Club, in the one to three-year timeframe, will achieve the Club Purpose and Vision

Our Club Culture

Our Club is made up of individuals with shared interests, purpose and values. The culture of our Club is reflected in the values, beliefs, behaviours and expectations that the Club holds. A positive Club culture will:

- Create a positive image of the Club
- Attract new members and sponsors
- Make the Club a place where people want to spend their time
- Build respect across the broader community

Our Club Values

- Community
- Integrity
- Sportsmanship

Our Club Objectives

- OBJ 1. Develop a Sense of Community
- OBJ 2. Promote netball throughout the community
- OBJ 3. Foster sportsmanship in ourselves and others
- OBJ 4. Make the Club an attractive and positive environment for members
- OBJ 5. Grow to include teams in all age groups.
- OBJ 6. Develop our players, umpires, coaches and managers
- OBJ 7. Experience success
- OBJ 8. Maintain strong governance

Our Priorities

The Objectives above are supported by our Club Goals and Actions. The actions have been assigned a priority as follows:

- PRI 1 Must be a significant Club focus for this year
- PRI 2 Should be a focus for this year, as it supports the following years goals
- PRI 3 Should be a focus if resources (time, money, and people) are available.

OBJ 1: Develop a Sense of Community
Core Value: Community

	Goal	Action	2020	2021	2022
1.1	To have every team represented by at least four players at post game drinks	a. Coaches/Managers to actively promote Senior Drinks via social media and groupchat b. Coach/Manager/Captain to announce game results at Drinks c. Coach/Manager/Captain to announce the MolyCop Player of the Day d. Management Committee to budget for free drinks for Molycop Player of the Day	PRI 1	PRI 1	PRI 1
1.2	To develop internal community focussed events	a. Social Coordinator to plan Club spirit day, Crazy Hair Day etc	PRI 2	PRI 2	PRI 2
1.3	To have every team represented by at least two players for fundraising activities (eg Sausage Sizzle)	a. Coaches/Managers to create appropriate roster	PRI 2	PRI 2	PRI 2
1.4	To maximise attendance at Club events (eg Trivia Night)	a. Comms Officer promote Club events via Social Media	PRI 2	PRI 1	PRI 1
1.5	To have at least three players from each team showcased on social media through the season	a. Comms Officer, in consultation with coaches and managers, to organise a social media rollout at the start of season	PRI 2	PRI 1	PRI 1
1.6	To maintain regular team presence on Club social media	a. Managers to provide regular team news on social media	PRI 3	PRI 2	PRI 1
1.7	To establish Club community through a single Club training venue	a. Management Committee to set training day and venue b. Coaches/Managers to advise players of training details at start of season c. Management Committee to ensure budget includes both indoor and outdoor options.	PRI 2	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1

1.8	To have each senior team support one junior team at a training and game during the season	a. Management Committee to engage in Empower Play program or similar.	PRI 3	PRI 2	PRI 1
		b. Management Committee to set up "Big Sister" mentoring at junior training.	PRI 2	PRI 1	PRI 1
		c. Coaching Convenor to set up Coach to Coach mentoring	PRI 3	PRI 1	PRI 1
		d. Management Committee to set junior and senior training on same day to encourage mentoring	PRI 2	PRI 1	PRI 1

OBJ 2: Promote netball throughout the community
Core Value: Community

	Goal	Action	2020	2021	2022
2.1	To hold an external event to promote the Club	a. Management Committee to continue Sausage Sizzle event	PRI 1	PRI 1	PRI 1
		b. Management Committee to plan Cancer Council event or similar	PRI 3	PRI 2	PRI 2
		c. Management Committee to continue the bus trip to Suncorp Netball	PRI 2	PRI 2	PRI 2
2.2	To maintain strong network with other Clubs	a. Management Committee to plan and organise the Club Gala Day	PRI 1	PRI 1	PRI 1
2.3	To develop a strong social media presence	a. Management Committee to develop and sustain a Communications Officer position and Duty Statement	PRI 1	PRI 1	PRI 1

OBJ 3: Foster sportsmanship in ourselves and others**Core Values: Sportsmanship / Integrity**

	Goal	Action	2020	2021	2022
3.1	To have all members be aware of definition of sportsmanship	<ul style="list-style-type: none"> a. Management Committee to define sportsmanship b. Comms Officer to post examples of good sportsmanship on Club Social Media c. Comms Officer to upload a rule a week to Social Media d. Comms Officer to promote good sportsmanship programs such as "Shoosh" (a collaboration between Office of Sport and sporting organisations promoting good behaviour to Clubs, members and associations) 	PRI 1	-	-
			PRI 3	PRI 2	-
			PRI 2	PRI 2	PRI 2
			PRI 2	PRI 1	PRI 1

OBJ 4: Make the Club an attractive and positive environment for members**Core Values: Community / Sportsmanship**

	Goal	Action	2020	2021	2022
4.1	To enjoy our training, games, and Club activities	<ul style="list-style-type: none"> a. Coaches to incorporate fun activities in the training framework b. Coaches to plan combined training events as a squad c. Coaching Convenor to invite guest specialists to training events d. Social Coordinator to ensure Barefoot Bowls and other pre-season events be marketed as welcome event for new players e. Coaches to create a balance between winning and enjoyment (also see Goal 7.1) 	PRI 1	PRI 1	PRI 1
			PRI 2	PRI 2	PRI 2
			PRI 3	PRI 2	PRI 2
			PRI 2	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1
4.2	To ensure compliance with Netball NSW Inclusion and Diversity policies	<ul style="list-style-type: none"> a. Management Committee to ensure zero tolerance of bullying b. Management Committee to ensure members are aware of policy c. Management Committee to ensure compliance with Member Protection policies 	PRI 1	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1
			PRI 1	PRI 1	PRI 1

OBJ 5: Grow to include teams in all age groups.
Core Value: Community

	Goal	Action	2020	2021	2022
5.1	To grow from grassroots by increasing junior or sub-junior teams by two teams by 2021 season	<ul style="list-style-type: none"> a. Management Committee to run netball sessions at West Mayfield Out of School Hours (WMOOSH) care during Term 4 2019 and/or Term 1 2020 b. Management Committee to seek out new players and make that personal connection c. Management Committee to instigate a 3x3 program – each parent of current juniors tasked to talk to or pass flyers to three friends/neighbours d. Comms Officer to provide articles for Schools and community newsletters e. Management Committee to create and maintain structures to support emerging Club coaches 	PRI 2	PRI 2	PRI 2
			PRI 1	PRI 1	PRI 1
			PRI 2	PRI 2	PRI 2
			PRI 2	PRI 2	PRI 2
			PRI 1	PRI 1	PRI 1

OBJ 6: Develop our players, umpires, coaches and managers
Core Values: Community / Integrity

	Goal	Action	2020	2021	2022
6.1	To have each senior team support one junior team at a training and game during the season	a. Senior players to assist with pre-season Junior basic skills sessions b. Coaching Convenor to establish a 4 week preseason skills session c. Management Committee to engage in Empower Play program or similar. d. Management Committee to develop a "Big Sister" mentoring at junior training. e. Coaching Convenor to develop Coach to Coach mentoring f. Management Committee to set junior and senior training on same day to encourage mentoring	PRI 2	PRI 2	PRI 2
6.2	To have all coaches, managers, and umpires developed under the Netball Australia Pathways	a. Coaches, managers, and umpires to confirm qualifications and currency. b. Coaches to attend pre-season training c. Coaching Convenor to create structures to support emerging Club coaches & managers d. Coaching Convenor to promote and support attendance at Netball Conference, Insiders etc	PRI 1	PRI 1	PRI 1
6.3	To have at least five badged umpires in the Club by 2021	a. Umpiring Convenor to work with NNA and Club members to mentor umpires	PRI 2	PRI 1	PRI 1

6.4	To compete in the top grade	a. Coaches to develop players to be competitive in A Grade by 2021	PRI 2	PRI 1	PRI 1
		b. Management Committee to seek requirements from NNA re Greater Open	PRI 3	PRI 2	PRI 1
		c. Selectors to identify players for growth mindset and grit	PRI 1	PRI 1	PRI 1
		d. Coaching Convenor to offer high level specific coaching	PRI 2	PRI 1	PRI 1
		e. Coaches to mentor players on the requirements to reach that level – highly developed skills, fitness, commitment	PRI 1	PRI 1	PRI 1
		f. Coaches to offer training sessions separate to their team training	PRI 3	PRI 2	PRI 2
6.5	All players to have reasonable game time	a. Coaches and managers to ensure that players have reasonable and equitable court time	PRI 1	PRI 1	PRI 1

OBJ 7: Experience success**Core Values: Community / Sportsmanship**

	Goal	Action	2020	2021	2022
7.1	To experience success	a. Management Committee to define success	PRI 1 PRI 1	- PRI 1	- PRI 1
		b. Coaching Convenor to assist coaches to identify success outside of the score or winning a Grand Final	PRI 1	PRI 1	PRI 1
		c. Coaches lead teams to construct shared goals for the season	PRI 1	PRI 1	PRI 1
		d. Coaches and managers to encourage celebrating the development of skills and teamwork on court			

OBJ 8: Establish & Maintain Strong Governance**Core Value: Integrity**

	Goal	Action	2020	2021	2022
8.1	To develop annual Club Goals	a. Management Committee to present following year Goals at the AGM	PRI 1	PRI 1	PRI 1
8.2	To ensure procedures are consistent with Dept of Fair Requirements	a. Registrar and Secretary to ensure all Duty Statements and key policies and procedures are reviewed annually	PRI 2	PRI 2	PRI 2
8.3	To ensure Club corporate knowledge is retained	a. Secretary to develop Handover/Takeover paperwork and procedure manuals	PRI 3	PRI 2	PRI 2
8.4	To ensure succession planning	a. Management Committee to identify Club members with skillsets for roles within the Club	PRI 2	PRI 2	PRI 2
		b. Management Committee to encourage participation in Club management	PRI 1	PRI 1	PRI 1
8.5	To support our members by seeking and sustaining sponsorship	a. Management Committee to seek and engage sponsors, preferably before the start of the season	PRI 1	PRI 1	PRI 1
8.6	To ensure income is expended in the best interests of the membership	a. Treasurer to ensure sound budgeting presented to the membership	PRI 1	PRI 1	PRI 1
		b. Treasurer and Uniform Coord to develop options to provide shirts and/or hoodies at Registration	PRI 2	PRI 1	PRI 1