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| Tritons Water Polo Club |
| Strategic Plan |
| 2016-2021 |





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**Summary**

This Strategic Plan sets forth the vision, missions, key performance targets and result areas, the outcome and broad strategies to achieve those outcomes by the Tritons Water Polo Club.

This document has been developed to better meet the needs and wants of Tritons members and should align with that of our state water polo body’s (Water Polo SA’s) own strategic plan.

The focus of this Strategic Plan is to set strategies on how to improve Tritons Water Polo Club in the areas of: Management, Governance and Planning, Volunteer Management, Operations and Development.

**Vision**

To facilitate and encourage participation in the sport of Water Polo throughout South Australia; for the enjoyment of all levels and to foster lifelong participation in the sport.

**Mission**

To be recognised and accepted as a successful sporting club and to increase participation in the sport of water polo through responsible management of resources and the delivery of water polo at all levels of participation.

**Values**

* We believe in and are committed to a culture of fairness, respect and inclusiveness in our sport
* We will ensure we operate with integrity and good governance, providing a safe and ethical environment for all to participate in
* We believe in making water polo an enjoyable experience for all those involved in the sport, no matter in what capacity

**Key Performance Indicators**

1. Governance & Management

2. Volunteer Management

3. Operations

4. Development

**Key Result Area 1: Governance & Management**

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| **Sub-Category** | **Outcomes** | **Broad Strategies** | **Timeline** |
| Financial | Develop a finance model to support core business | * Generate income to support all water polo activities
* Diversify income streams
* Increase/grow revenue through increased participation
* Maximise benefit of resource utilisation (money and people)
* Apply appropriate costs to participation
* Management of pool hire
 | 2016-Ongoing |
| Advertising/Marketing | Promote water polo as a desirable and exciting sport | * Grow school based participation with improved access to quality coaching
* Develop promotional material to be used in engaging targeted audiences
* Seek to develop events that engage a wide range of the community and is media worthy
* Regular updates on the Website and Facebook pages
 | 2016-Ongoing |
| Grants/Sponsorship | Maintain financial stability of the club by reaching at least $2,500 per year from grants and donations | * Identify available grants
* Identify what we need grants for
* Target local business’ and current members
 | 2016-Ongoing |

**Key Result Area 1: Governance & Management**

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| **Sub-Category** | **Outcomes** | **Broad Strategies** | **Timeline** |
| Strategic Planning | Strategic plan developed in line with Water Polo SA’s | * Implement strategic plan and report quarterly to Tritons Board on progress against strategic goals
* Conduct an annual review of strategic plan and update if required
* Seek annual feedback from Board and more broadly from the membership base via AGM on Tritons strategic plan and vision for the future
 | 2016-2021 |
| Constitution | New Constitution to be developed in line with Water Polo SA’s | * Review and update Tritons’ Constitution to align with Water Polo SA’s Constitution
* Upload new Constitution to website and issue link to Tritons’ membership base
 | 2016-2017 |
| Structure | Develop a structure that supports effective governance | * Align with AWPI and Water Polo SA governance structure
* Ensure all Tritons members are aware of AWPI, SAWPI and Tritons governance guidelines
* Identify opportunities to improve Tritons’ operating practices
 | 2016-Ongoing |

**Key Result Area 2: Volunteer Management**

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| **Sub-Category** | **Outcomes** | **Broad Strategies** | **Timeline** |
| Recruitment | To recruit new volunteers for coaching, and other roles | * Involve new volunteers into Come ‘n’ Try days
* Target parents of Come ‘n’ Try participants and young players
* Involve current players and parents to volunteer at Come ‘n’ Try days and for matches
* Target older age groups of players to help younger age groups whether through helping at practice or coaching
 | 2016-Ongoing |
| Retention | To keep volunteers  | * Volunteer of the year award
* Give acknowledgement for work done
 | 2016-Ongoing |
| Training | Having skilled volunteers | * Providing access to training opportunities
* Paying for members to attend courses
 | 2016-Ongoing |

**Key Result Area 3: Operations**

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| **Sub-Category** | **Outcomes** | **Broad Strategies** | **Timeline** |
| Communication | Professional, effective and efficient social media platforms that enhance member satisfaction and usage | * Keeping current media up to date and factual (Facebook, website)
* Communicating on web page the policies and the Constitution
* Targeting emailing lists and communications to specific members
* Providing all relevant information such as policies to new members through introductory email
* Develop communications plan
* Build relationships with stakeholders
 | 2016-Ongoing |
| Risk Management | All risks are identified, analysed, evaluated and managed by Tritons Water Polo Club and members | * Implement the risk management plan
* Assign a Child Safety Officer
 | 2016-Ongoing |
| Retention/Recruitment (participants) | To increase participation | * Advertise at Schools and in papers
* Hold Come ’n’ Try events
* Provide skilled coaches
 | 2016-Ongoing |
| Facilities | Optimum utilisation of facilities | * Management of the facilities cost
* Optimise use of pool space
 | 2016-Ongoing |

**Key Result Area 4: Development**

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| **Sub-Category** | **Outcomes** | **Broad Strategies** | **Timeline** |
| Players | Increase participation and skill of players | * Encourage participation of people of all standards and ages in water polo
* Engage with Water Polo SA to find out about any development opportunities
* Offer Come ‘n’ Try events
* Player pathway U12/14 to seniors
* Develop junior (U12/14) teams
* Advertise for players-target areas such as Schools
* Encourage players to try for the State teams
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| Coaches | Clear coaching career pathways supported by continual professional development, reward and recognition | * Providing access to training courses
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| Volunteers | Clear strategies delivered to ensure effective recruitment and retention of volunteers | * Provide recognition of volunteers with gifts at end of season
* Provide support through an experienced member of the Club helping teach Table duties
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