



MAREE TEST SPORT CLUB ACTION PLAN 2018

PURPOSE

Our club exists to provide sport and recreation to the community and create a fun atmosphere sport and a great social club

VISION

We want to create a family friendly club with high level participation and strong community links

SELECTED VALUES: Camaraderie, Enjoyment, and Integrity



PEOPLE

OBJECTIVE 1: Our club will provide regular feedback on performance to volunteers with the purpose of identifying professional development opportunities

Responsibility: Maree Jones **Due Date:** June 2019

Actions

- Identify professional development courses, mentor systems and other systems to provide workforce development
- Appoint a Volunteer Coordinator responsible for providing support, feedback and opportunities for volunteers to increase their knowledge and qualifications

OBJECTIVE 2: The club committee will annually review the club's performance against the club's plan

Responsibility: Rod Lillis **Due Date:** February 2019

Actions

- Identify committee member/s responsible for ongoing monitoring the club's performance
- Checking progress in relation to the club plan will be included as a regular item on committee meeting agendas with the responsible committee member/s reporting to the committee
- Modify the plan if it is not possible to achieve some of the goals that have been set

OBJECTIVE 3: The President will initiate a committee development plan prior to the season commencing

Responsibility: Maree Jones **Due Date:** April 2019

Actions

- The President will undertake a skills analysis of the committee members
- The President will source relevant training (including mentoring) opportunities



PERSONALITY

OBJECTIVE 1: Develop an annual strategy to attract and then reward our volunteers

Responsibility: Maree Jones **Due Date:** December 2018

Actions

- A volunteer coordinator will be appointed for the club prior to the season
- Develop and implement a volunteer recruitment strategy prior to the season

OBJECTIVE 2: Excessive consumption of alcohol will not be tolerated at any time

Responsibility: Rod Lillis **Due Date:** August 2019

Actions

- The committee will develop an alcohol policy and enforce a responsible approach to alcohol consumption at all times
- We will ensure food is served at our licensed events
- The committee will not tolerate drunken behavior at any time

OBJECTIVE 3: The committee will ensure the club behaviours and values are developed and implemented through out the year

Responsibility: Maree Jones **Due Date:** May 2019

Actions

- Values are developed with broad club input as part of the annual planning process
- Club values are posted on the website by the website coordinator and coaches demonstrate the clubs values through their actions at all times
- Where club members breach behavioural guidelines they will be disciplined in accordance with club policy

OBJECTIVE 4: The committee will survey members on an annual basis to ascertain the interests, aspirations and requirements of members in developing the club plans and activities

Responsibility: Rod Lillis **Due Date:** February 2019

Actions

- Online survey, focus groups, pre-season questionnaire etc will be undertaken to elicit member input into the alcohol policy
- Club member forums will be held at least once per year to engage members on key issues



PROCESSES

OBJECTIVE 1: A digital media plan is developed annually to engage with our members and supporters

Responsibility: Maree Jones **Due Date:** November 2018

Actions

- A digital media plan will be developed by the web manager
- Social media policies will be developed by the web manager and club members will be made aware of these policies

OBJECTIVE 2: The club will maintain a high standard of financial control at all times.

Responsibility: Rod Lillis **Due Date:** November 2018

Actions

- A Finance subcommittee is established to report to each committee meeting - profit & loss, cash flow statement, report regarding material variances from budget, assessment of financial risks.
- The Finance subcommittee will prepare an annual budget for approval by the Committee
- The club will present members at the AGM, a P & L statement, balance sheet, cash flow statement

OBJECTIVE 3: The committee will approve an annual technology plan

Responsibility: Unassigned

Actions

- The committee will budget for technology and implement according to the club's financial capacity

OBJECTIVE 4: The committee will ensure club policies are adopted throughout the season

Responsibility: Maree Jones **Due Date:** December 2018

Actions

- The club will compile a set of policies in accordance with best practice
- The policies will be placed on the club website
- A communication strategy will be developed to ensure club members are aware of the policies prior to the start of the season
- The President will hold the Committee accountable for the policy implementation



PROMOTION

OBJECTIVE 1: Our relationship with the venue manager will be first class - the club will adopt an annual strategy to develop a positive relationship with venue manager

Responsibility: Maree Jones **Due Date:** March 2019

Actions

- The executive will update the venue manager at least once per month
- The President will ensure venue representatives are invited to key club events

OBJECTIVE 2: The club will increase its membership annually

Responsibility: Rod Lillis **Due Date:** December 2018

Actions

- The membership subcommittee will develop a membership plan at least 2 months prior to membership renewals. The plan will particularly target partnerships (schools, junior clubs) a new market strategy will be developed (diversity) and a financial support scheme.
- The membership subcommittee will work to achieve 90% of membership renewals each season.

COACHING

Appropriate Behaviours

- Manage game day environment
- Encourage fun & participation
- Display control, respect and professionalism to all involved with the sport

Inappropriate Behaviours

- Targeting specific opposition players for physical aggression
- Aggression towards umpires
- Abuse and physical intimidation

COMMITTEE

Appropriate Behaviours

- Give all young people a 'fair go' regardless of their gender, ability, cultural background or religion
- Communicating with members
- Be consistent, objective and courteous when making decisions

Inappropriate Behaviours

- Undermining committee members
- Not following policies & procedures
- Grandstanding at meetings

GAME DAY

Appropriate Behaviours

- Reinforce messages of fair and respectful behaviour
- Adhering to behaviour standards & policies
- Abide by Code of Behaviour

Inappropriate Behaviours

- Making racist, religious, sexist or other inappropriate comments to players, coaches, officials or other spectators
- Assault/conflict
- Any threatening behaviour or physical altercation between spectators and players, coaches, officials or other spectators

PLAYERS

Appropriate Behaviours

- Team before individual
- Listen to and support the coach
- Be reliable

Inappropriate Behaviours

- Violence, over aggression
- Gender or cultural harassment
- Bullying

SOCIAL

Appropriate Behaviours

- Respect for people & property
- Promote safe alcohol practices
- Keeping premises clean & tidy

Inappropriate Behaviours

- Tolerating antisocial behaviour
- Serving drunk or under age patrons
- Allowing people to drive when over the limit

OFFICIATING

Appropriate Behaviours

- Respect all umpires & officials
- Provide a safe environment for umpires
- Accept officiating decisions, get on with the game

Inappropriate Behaviours

- Poor conditions for umpires
- Disrespecting officials
- Abusing umpires