

# ST PATRICK'S HOCKEY CLUB

## Canberra



## STRATEGIC PLAN 2020-2024

### PHILOSOPHY

To sustain a club environment that promotes the opportunity for its members to:

- be involved in the game at the level they desire;
- be coached and trained by appropriately qualified people;
- enjoy the game and fellowship of club members and the ACT hockey community;
- be respected and recognised by the hockey community at large; and
- to participate in a safe and caring environment.

### CLUB VALUES

- To maintain the history and traditions of the St Pat's Hockey Club;
- To promote fair play and sportsmanship across all elements of the Club;
- To recognise the contribution and achievements of all Club members;
- To maintain and enhance the community and family culture of the Club;
- All components of the Club to be open and accountable to one another;
- To provide a diversity of opportunities for Club members to be involved in Hockey.

### FOCUS AREAS

1. Club Management
2. Player Development
3. Coaching and Officiating
4. Competition
5. Communication

**FOCUS AREAS OBJECTIVES****1. Club Management**Club Administration:

Ensure proper administration of the Club.

- Basic operation of the Club
  - Policies, procedures and checklists
- Committee structure
- Change management
- Records management

Finance:

Provide and promote excellent financial management and services for the Club.

- Budget
  - Fee structure
  - Fee collection
- Sponsorship
- Fundraising
- Asset management

Risk Management:

Undertake policy development and review of existing policies as necessary to support Club operations, meet government requirements and ensure safety of Club members.

- Legislative and incorporation requirements
- Insurance
- Equipment and facilities

Relationship building:

Ensure engagement with stakeholders, hockey community and Gunghalin community.

- Hockey ACT
- Sponsors
- Other Clubs
- Community
  - Target schools
  - Other community organisations

Strategic Management:

Set and co-ordinate strategic direction and planning to cover all major aspects of Club operations.

- Feedback loops
- Action on feedback as appropriate
- Manage change process

**2. Player Development**Recruitment and retention:

Develop and implement recruitment and retention strategies to ensure sustainability of player numbers.

- Recruitment activities
- Retention strategies

Player pathways:

Provide and promote a diversity of playing options to ensure all players have a pathway to their desired level.

- Minkey to juniors linking
- Junior progression/options
- Junior to senior linking
- Senior options

Development programs:

Provide pathways and support for elite/high performance players.

- Scholarship program
- Academy program
- Mentoring program

**3. Coaching and Officiating**Recruitment and retention:

Recruit and retain qualified and enthusiastic coaches and officials for all levels.

- Appoint Director of Coaching
- Appoint Director of Officiating
- Coach identification program
- Recognition of coaches and officials

Support:

Provide a support framework for coaches and officials.

- Education framework (Development programs, Forums/seminars, Mentoring)
- Equipment and facilities

Quality control

Ensure a high standard of coaching and officiating at all levels of the club.

- Accreditation program
- Club coaching and officiating philosophy

#### **4. Competition**

##### Competitive representation

Maintain competitive representation in ACT hockey competitions

- CL1, CL2, U18/1 boys and girls
- As many grades as possible/required

##### Season preparation

Ensure proper preparation for each hockey season

- Team selection processes
- Hockey ACT deadlines and requirements
- Coach appointments
- Pre-season training arrangements
- Training equipment and facilities

##### Pathways:

Ensure competitive pathways are available to all players at all levels.

- Elite/high performance
- Representative
- Social

#### **5. Communication**

##### Stakeholders

Ensure appropriate communication mechanisms in place for all stakeholders.

- Club members
- Sponsors
- Hockey ACT

##### Community engagement

Effectively engage with a range of external organisations, especially those within the Hockey and Gungahlin communities.

- Target schools
- Regional areas
- Other clubs
- Gungahlin community

##### PR/Advertising/marketing

Effectively advertise the club as required, take advantage of media opportunities and develop and implement marketing strategies for specific targets.

- Target schools
- Regional areas
- Gungahlin community