

North Brisbane Water Polo Club

Strategic Plan

2012 - 2016



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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 North Brisbane Water Polo Club.

This document has been developed as a result of consultation and input from our Stakeholders incorporating the needs and wants of North Brisbane Water Polo Club members.

The focus of this Strategic Plan is to set strategies on how to improve the North Brisbane Polo Bears in the areas of Management, Governance and Planning, Volunteer Management, Operations and Development.

This plan represents **(Insert what the plan is achieving)**



North Brisbane Water Polo Club Vision

North Brisbane Water Polo Club Mission Statement



North Brisbane Water Polo Club Stakeholders

Ultimately achieving this Strategic Plan depends largely upon full engagement of our stakeholders in partnerships which return a meaningful value to each party.

Listed below are the stakeholders with whom North Brisbane Water Polo regularly consults in the development and delivery of the Strategic Plan.

Key Partners

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Affiliates

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Key Performance Targets

1. Management

2. Governance and Planning

3. Volunteer Management

4. Operations

5. Development



Key Result Area 1: Management

Sub-Category	Outcomes	Broad Strategies	Timeline
<p>Financial</p>		<ul style="list-style-type: none"> • Treasurer & Assistant Treasurer <ul style="list-style-type: none"> • System for accounts • Signatures for cheque signing <ul style="list-style-type: none"> • Change bank • Collection of fees • Management of pool hire – funding for Referee’s, Coaches and incentives 	
<p>Sponsorship</p>		<ul style="list-style-type: none"> • TV add at the Albany Creek Gym • Create a sponsorship package to offer potential sponsors • Target local business’ and current members 	



Sub-Category	Outcomes	Broad Strategies	Timeline
<p>Advertising/Marketing</p>		<ul style="list-style-type: none"> • Advertise in local schools and newspapers <ul style="list-style-type: none"> • New school at Warner • Attend local school Fete's • Coaching Clinics – E.g. Water Polo Star during winter school holidays <ul style="list-style-type: none"> • LED notice board • Update Polo Bears Web Page weekly 	



Sub-Category	Outcomes	Broad Strategies	Timeline
<p>Assets</p>		<ul style="list-style-type: none"> • Membership – players, coaches and volunteers <ul style="list-style-type: none"> • Shed • Equipment – time clocks, goals, caps, balls • Conduct regular stock take <ul style="list-style-type: none"> • Albany Creek pool • BBQ equipment • Merchandise 	



Key Result Area 2: Governance and Planning

Sub-Category	Outcomes	Broad Strategies	Timeline
Grants		<ul style="list-style-type: none"> • Identify grants on annual basis • Identify what we need grants for • See assistance for Water Polo Queensland Club Coordinator when applying for grants 	
Sponsorship		<ul style="list-style-type: none"> • Develop Sponsorship package • TV add at the Albany Creek Gym • Create a sponsorship package to offer potential sponsors • Target local business' and current members 	
Fundraising		<ul style="list-style-type: none"> • Set fundraising target for upcoming season • Use funds for coach/referee remuneration 	



Sub-Category	Outcomes	Broad Strategies	Timeline
<p>Policies/Procedures</p>		<ul style="list-style-type: none"> • Displaying Procedures • Workplace Health and Safety policy • Develop Team Selection Policy <ul style="list-style-type: none"> • Financial Policy • Complaints Policy • Constitution 	



Key Result Area 3: Volunteer Management

Sub-Category	Outcomes	Broad Strategies	Timeline
Recruitment		<ul style="list-style-type: none"> • Involving new volunteers into Come'n'Try days. (Target parents of Come'n'Try participants). • Involve current players and parents to volunteer at Come'n'Try days. (Learn new skills) • Target older age groups of players to help younger age groups 	
Retention		<ul style="list-style-type: none"> • Volunteer of the month award • Non-Volunteer levy. (Different plan for seniors/juniors). • Break jobs down into smaller manageable parts. (More people involved = less work). 	



Sub-Category	Outcomes	Broad Strategies	Timeline
<p>Position Descriptions</p>		<ul style="list-style-type: none"> • Implement position descriptions for committee and officials • Water Polo Queensland Club Coordinator to supply templates 	
<p>Up Skilling Volunteers</p>		<ul style="list-style-type: none"> • Access to courses • North Brisbane Polo Bears to pay for members to attend courses • Succession plans for outgoing committee members. (Potential person to shadow for 1 year) • Up skilling volunteers for future years 	



Key Result Area 4: Operations

Sub-Category	Outcomes	Broad Strategies	Timeline
<p>Communication</p>		<ul style="list-style-type: none"> • Keeping current media (website, Facebook, Newsletters) up to date and factual. • Create a communication page on the website to display club handbook, policies, constitution, meeting minutes, etc. • Targeting emailing lists and communications to specific members • Effective management of current documentation for future committees 	



Sub-Category	Outcomes	Broad Strategies	Timeline
Risk Management		<ul style="list-style-type: none"> • Implementing a Risk Management plan • Liaise with Albany Creek pool to work out their Risk Management procedures • Have Risk Management as a set agenda item for each meeting • Ensure one team official has CPR/First Aid certificate 	Start of the 2013/14 season
Retention/Recruitment (Participants)		<ul style="list-style-type: none"> • Advertising within local papers, schools, Water Polo Queensland Website, Polo Bears Website, Gumtree • Developing Pre-Season programs and In-Season clinics for new members 	



Sub-Category	Outcomes	Broad Strategies	Timeline
<p>Facility</p>		<ul style="list-style-type: none"> • Optimise use of pool space • Protecting/maintaining existing infrastructure • Protecting/maintaining equipment • Centralisation/De-Centralisation • Cost of Facilities • Management of the facilities cost 	



Key Result Area 5: Development

Sub-Category	Outcomes	Broad Strategies	Timeline
<p>Players</p>		<ul style="list-style-type: none"> • Advertise for players – target areas • Player pathway – Flippa ball to seniors and Breakers • Maximise participation in E.A.P. and state teams • Coordinated skill development <ul style="list-style-type: none"> • Calendar of events • Develop junior (U13) competition 	
<p>Referees</p>		<ul style="list-style-type: none"> • Pathway for referees • Minimum of 8 referees on roster • One level 2 referee accredited 	



Sub-Category	Outcomes	Broad Strategies	Timeline
Coaches		<ul style="list-style-type: none"> • Accredit a minimum of 1 level 2 coach • Appoint Coaching Coordinator <ul style="list-style-type: none"> • Coaching Coordinator to implement a coaching plan across all the club • All coaches to be accredited at level 1 within first year/maintain a database • Have an assistant coach for each tam (parent/player of an older age group) <ul style="list-style-type: none"> • Advertise for coaches • Have a Coach remuneration package 	



Sub-Category	Outcomes	Broad Strategies	Timeline
<p>Team Management</p>		<ul style="list-style-type: none"> • Minimum of 1 Manger and 1 Coach per team • Position Descriptions and tools to help manage teams 	



Current Club Committee

President: Phil Pettifer

Vice-President: Tony Dal Bon/Jennifer Plate

Treasurer: Jo Caferra

Secretary: Michael Mac Ginely/Helen Arbon

Registrar: Karilyn Milliken

Grants & Sponsorship Officer: Jennifer Plate

Publicity Officer: Jennifer Plate

