

CARINE CATS BALL CLUB CLUB PLAN 2019

	PURPOSE	VISION
	The Carine Cats Ball Club purpose is to provide a place for community where everybody has the opportunity to belong and a pathway to develop.	Carine will be the club of choice for local community, operating in top class facilities with the best coaches.
SELECTED VALUES	Community, Enjoyment, and Teamwork	

PILLAR	OBJECTIVE	STRATEGIES
PEOPLE	<p>Objective 1: A coaching plan will be produced and reviewed annually by the management committee.</p>	<ul style="list-style-type: none"> ● A Carine Cats Ball Club Development Committee will be established with representatives from the 3 divisions of the club (This will also look after athlete development). ● The Development Committee will issue a coaching structure & development plan prior to the start of each season. ● The club will annually budget for coach development. ● The committee will undertake a mid-year review in order to prepare for the next season.
	<p>Objective 2: All coaches within the Carine Cats Ball Club will undergo an agreed minimum induction program, including the values and policies of the club.</p>	<ul style="list-style-type: none"> ● All coaches will undertake the induction session prior to the beginning of the season. ● The Development Committee will develop a one hour induction session for all coaches within the club. ● a
		<ul style="list-style-type: none"> ● A Volunteer Coordinator will be appointed for the club prior to the season. ● Develop and implement a volunteer recruitment strategy, including a strategy to transition volunteers between divisions.

	<p>Objective 3: An annual strategy will be put in place to attract volunteers to the club.</p>	<ul style="list-style-type: none"> ● Actively promote the community value of the club via local school newsletters and community newspapers. ● Place "Volunteers Update" item on each centre/club meeting agenda.
	<p>Objective 4: The club structure will be reviewed annually to ensure it meets the needs of our plan.</p>	<ul style="list-style-type: none"> ● The club plan will have clear responsibilities assigned for tasks. ● The committee will annually review the roles and responsibilities of sub-committees. ● The centre/club will conduct performance reviews of the committee annually.
	<p>Objective 1: A close working relationship will be developed between the club and the Council at executive and officer level.</p>	<ul style="list-style-type: none"> ● The Management committee meet with the local Council members at least twice per season. ● Positive communication will be maintained by the club with the Council's maintenance officer ● The Management committee will meet with key Stirling officers at least once per season
	<p>Objective 2: A Facility Plan for the club will be developed and reviewed annually by the management committee.</p>	<ul style="list-style-type: none"> ● A Facilities Committee with representatives from all divisions will be established prior to the start of the season. ● The committee will liaise with the SSA/Governing body to obtain guidance if required. ● The Facilities Committee will prepare a Facilities Development Plan which will be reviewed annually by the committee. ● A Capital Raising Committee will be established for any projects that require major funding.
	<p>Objective 3: Excessive consumption of alcohol will not be tolerated within the club at any time</p>	<ul style="list-style-type: none"> ● The committee will support an alcohol policy that encourages a responsible approach to alcohol consumption at all times. ● Our leaders will ensure the policy is implemented at all times ● We will ensure food is served at our licensed events ● The committee will not tolerate drunken behavior at any time
		<ul style="list-style-type: none"> ● A Marketing and Communications sub-committee will be appointed and produce a communications plan.

PERSONALITY	<p>Objective 4: Prior to the start of the season the committee will endorse a marketing and communications plan.</p>	<ul style="list-style-type: none"> ● A Sponsorship and Fundraising target for each division will be set with achievable outcomes. ● The Marketing and Communications sub-committee will ensure that the brand of the Carine Cats Ball Club is positive in the local community.
	<p>Objective 5: The club facilities receive at least a good rating in member surveys.</p>	<ul style="list-style-type: none"> ● The Club's Facilities Committee will include in their brief a requirement to oversee general maintenance of the facilities. ● The club will budget for facility maintenance. ● A risk assessment will be undertaken annually.
	<p>Objective 6: The committee will survey members on annual basis to ascertain the interests, aspirations and requirements of members in developing the club plan and activities.</p>	<ul style="list-style-type: none"> ● Online survey will be undertaken to elicit member input into the club plan. ● Member forum will be held at least once per year to engage members on key issues.
	<p>Objective 7: The President and committee will annually create a healthy social program for the enjoyment of all members.</p>	<ul style="list-style-type: none"> ● A social activity calendar will be developed by the divisions prior to the start of every season ● The committee will publish an activity calendar on the club website by the start of the season and update monthly. ● Club activities receive an average quality rating of 7/10 or better from those that attend them.
	<p>Objective 8: We will develop a Volunteer Management plan to support our volunteers in performing their tasks.</p>	<ul style="list-style-type: none"> ● Develop a Volunteer Management Action Plan for the club. ● Ensure all members and volunteers are made aware of volunteer roles and opportunities at the club through posting on social media, website and newsletters. ● The club will develop a Volunteer Recognition calendar for its volunteers and ensure the club recognises all volunteers and rewards them throughout the season and at end of season events and award presentations. ● The annual budget provides funding for volunteer resources as required.
	<p>Objective 1:</p>	<ul style="list-style-type: none"> ● A digital media plan will be developed by the IT manager in conjunction with the Marketing and Communications Committee

PROCESSES	A digital media plan is developed annually to engage with our members and supporters.	<ul style="list-style-type: none"> • Social media policies will be developed by the IT manager and members will be made aware of these policies.
	<p>Objective 2: The club has a clear set of policies that are effectively communicated to members prior to the commencement of the season.</p>	<ul style="list-style-type: none"> • The club will compile a set of policies in accordance with best practice that align to our constitution and values. • 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.
	<p>Objective 3: The committee is to establish a schedule of roles and responsibilities to be provided to volunteers by the commencement of the season.</p>	<ul style="list-style-type: none"> • Develop clear job descriptions for tasks at the club at least 3 months prior to the season commencement. • Develop a volunteer training & induction process at least 3 months prior to the season commencement. • The Volunteer Coordinator to identify areas for improvement and professional development opportunities annually.
	<p>Objective 4: The committee will ensure club policies are adopted throughout the season.</p>	<ul style="list-style-type: none"> • The centre/club will compile a set of policies in accordance with best practice. • The policies will be placed on the centre/club website. • A communication strategy will be developed to ensure members are aware of the policies prior to the start of the season. • The Committee will hold all members accountable for the policy implementation.
	<p>Objective 5: The committee will ensure that an annual planning process is undertaken and the plan is adopted throughout the year.</p>	<ul style="list-style-type: none"> • A planning session date is locked into the committee calendar each year. • The plan is reviewed by the committee and updated annually. • The meeting agenda incorporates the review of the performance relative to the annual plan as a key agenda item.
	<p>Objective 6: The committee will ensure the club behaviours and values are</p>	<ul style="list-style-type: none"> • Club values are posted on the club website, regularly referred to on our social media and are visible around the club. • Committee members, volunteers and coaches demonstrate these values through their actions at all times.

	developed and implemented through out the year.	<ul style="list-style-type: none"> Where members breach behavioural guidelines they will be disciplined in accordance with club policy.
	<p>Objective 7: The President will ensure members will be kept informed of the club performance.</p>	<ul style="list-style-type: none"> An annual report will be produced for presentation at the AGM. The website will be used to advise progress of the annual business plan.
	<p>Objective 8: The President will ensure the committee members annually review and demonstrate the club behaviours and values.</p>	<ul style="list-style-type: none"> The committee participate in the development of the values and behaviours at an annual review. The values and behaviours are clearly promoted to members via social media, membership sign up and at social events. All of the committee will hold each other accountable to the adherence to the values and behaviours under the leadership of the President.
PROMOTION	<p>Objective 1: Our relationship with the Council will be first class - the club will adopt an annual strategy to develop a positive relationship with Council.</p>	<ul style="list-style-type: none"> The club will communicate with the local council on a regular basis. The President will ensure Councillors are invited to key events. The executive will update the mayor or CEO when appropriate.
	<p>Objective 2: Prior to the start of the season the Committee will endorse and then implement on an ongoing basis a strategy to create a positive image in the community for the club.</p>	<ul style="list-style-type: none"> The Marketing and Communications committee will ensure that there is at least one positive story from the club highlighted on social media every month. The Marketing and Communications will ensure that at least two positive stories about the club are in the local media during the season. The media liaison person will seek to coordinate stories for the local media. The media liaison person will invite the media to events.
	<p>Objective 3: The Management Committee will endorse a grants & sponsorship plan at least 2 months prior to the commencement of the season</p>	<ul style="list-style-type: none"> A Marketing and Communications Committee will develop a sponsorship plan to include a portfolio of opportunities, targets & strategies The Management Committee will assist in the sale of the clubs properties
	<p>Objective 4:</p>	<ul style="list-style-type: none"> A communication plan is developed by the committee prior to the start of the season.

The Marketing and Communications Committee will ensure members will receive at least monthly communications regarding activities and issues.

- Each division is supported to create appropriate communications forums as required.
- The website manager will ensure that the website includes a list of activities, news and a discussion forum for members only.

COACHING

Appropriate Behaviours	Inappropriate Behaviours
<ul style="list-style-type: none">• Encourage fun & participation• Display control, respect and professionalism to all involved with the sport• Communicate to athletes & parents.	<ul style="list-style-type: none">• Lack of planning for training & competition.• Complete focus upon winning at all costs• Abuse and Physical Intimidation

COMMITTEE

Appropriate Behaviours	Inappropriate Behaviours
<ul style="list-style-type: none">• Place the safety and welfare of the participants above all else• Implement consistent behaviour standards• Communicating with members	<ul style="list-style-type: none">• Undermining committee members• Not following policies & procedures

COMPETITION DAY

Appropriate Behaviours	Inappropriate Behaviours
<ul style="list-style-type: none">• Supporting the officials.• Members helping out around the centre/club.• Abide by Code of Behaviour	<ul style="list-style-type: none">• Making racist, religious, sexist or other inappropriate comments to athletes, coaches, officials or other spectators.• Any threatening behaviour or physical altercation between spectators and athletes, coaches, officials or other spectators.• Abuse/swearing at own or opposition athletes, supporters or officials.

ATHLETES/PLAYERS

Appropriate Behaviours

- Centre/club before individual.
- Be reliable & compete primarily because you love being involved in the sport.
- Appreciation for volunteer coaches, officials and administrators

Inappropriate Behaviours

- Violence, over aggression
- Verbal abuse of officials and sledging other athletes.
- Bullying

SOCIAL

Appropriate Behaviours

- Respect for people & property
- Providing healthy food options
- Promote safe alcohol practices

Inappropriate Behaviours

- Tolerating antisocial behaviour
- Serving drunk or under age patrons
- Leaving a mess

OFFICIATING

Appropriate Behaviours

- Welcome & support the officials.
- Provide a safe environment for officials.
- Accept officials decisions, get on with the competition.

Inappropriate Behaviours

- Abusing or disrespecting officials.