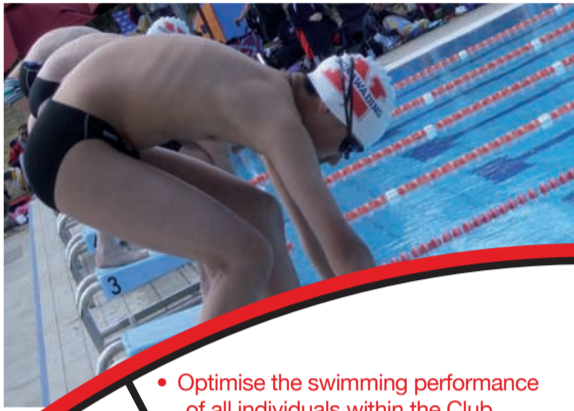


# TARGET 2012

## Nunawading Swimming Club STRATEGIC PLAN



### OUR SPORT

- High level of performance
- Strong networks with peak bodies for the sport
- Governance structure that is strategy & performance focused

- Appointment of Board member to initiate network contacts.
- Actively seek leadership roles within appropriate Sports Management Industry Networks.
- Develop sustainable & mutually beneficial alliances with other sporting clubs

- Maintain sound financial regulation & control
- Preserve & encourage a strategic focus at Board level
- Ensure strict control of financial, legislative & reporting requirements

- To provide quality coaching & management of swimmers
- To develop the brand for the Nunawading Swimming Club
- To clearly communicate expectations for swimmers & parent members

### OUR COMMUNITY

- A culture of success
- A consistent membership
- Strong linkages with the community

- Establish processes & programs to retain swimmers through all age levels
- Implement a comprehensive Swimmer Support & Welfare Program
- Attract & target new swimmer & parent members at all squad levels of the Club

- Lift the profile of Nunawading Swimming Club in the community
- Identify & seek commercial & community partnerships
- Conduct liaison with other sporting agencies and organisations from the surrounding community

### STRATEGIES

- Provide an induction process for new members, including a new member package
- Establish a handbook of volunteer position descriptions & role expectations
- Encourage participation & involvement at all Club activities & events

- Maintain a succession plan & a resourcing plan in the event of a change in key personnel
- Provide appropriate training programs to enhance skills of key personnel
- Develop relationships with training institutions to identify prospects for the future

- Implement innovative & responsive remuneration packages to reward & recognize outstanding performance
- Provide continual mentoring & learning & development opportunities for the coaching team
- Identify & develop emerging coaches

### OUR RESOURCES

- Consistent financial resources
- Access to swimmer support facilities
- Access to best practice facilities

### AIMS

Establish Nunawading Swimming Club as a centre for high performance swimming in Australia

Welcome and involve all members of the Club

Provide ongoing stability of administration for the Club.

Secure & maintain key coaching personnel

Build & maintain a strong financial base to support swimming programs

Develop access to best practice swimmer support facilities

### TARGET

Performance

Involvement

Administration

Coaching

Support

Facilities

Provide access to high quality facilities for training and competition

- Investigate the possibility of a new 25 metre or 50 metre pool on the Nunawading site
- Negotiate a secondary main swimming facility within the swimming club catchment
- Establish and maintain close relationships with owners across all venues used for training purposes

TO BE THE MOST RECOGNISED & SUCCESSFUL SWIMMING CLUB IN AUSTRALIA

Networks

Governance

Success

Membership

Linkages

Maintain a governance structure that is strategy & performance focused

To emphasise & enhance a "culture of success" in all activities of the Club.

Retain an optimal level of membership that enables the Club to service all members

Develop & maintain strong linkages with the community

Maintain regular liaison with peak bodies of elite swimming & other sports networks

Optimise the swimming performance of all individuals within the Club

- Provide all necessary resources & expertise towards a strong high performance swimming program
- Recognise & foster the junior and age group squads within the Club

