



## **Mintaro Manoora Sporting Club Inc**

### **STRATEGIC PLAN 2024 - 2029**

#### **Forward**

The Mintaro Manoora Sporting Club (MMSC) Strategic Plan was developed by reviewing the previous plan in 2023. The process included a workshop with all stakeholders, an on-line survey and an Action Planning Meeting with committee members. The inclusive approach was intended to ensure everyone had an opportunity to contribute and the Plan is representative of the entire club membership.

#### **Purpose Statement**

The Mintaro Manoora Sporting Club aims to be successful on and off the field while providing a safe, friendly and community-orientated environment for its members.

#### **Vision**

Success as a team and as a Club

#### **Values**

Friendly - kind, welcoming

Family

Respect - openness, accountable, effective communication

Inclusive - equality

#### **Guiding Principles**

- To promote and encourage the sporting games of Australian Rules Football and Netball equally at the Mintaro Manoora Sporting facilities.
- To organise Football and Netball of various grades (junior and senior) to play competitively according to the rules of the North Eastern Football League and North Eastern Netball Association.
- To provide members general sporting, recreation and social activities in a safe, friendly and affordable environment.
- Focus on junior development and player retention through to senior grades.
- To foster co-operation with other Clubs and bodies whether sporting or otherwise in the interests of the club.
- To provide the best possible facilities for the regular training, playing and coaching of players.
- To give appropriate support to the Mortlock Park under Mintaro Progress Association (MPA) and Centenary Park Committees for the development of the Mintaro and Manoora ovals, courts and associated facilities.
- To facilitate optimum player development, in accordance with the MinMan Player Protection Policy.
- To promote a culture of the pursuit of excellence, development of sporting leadership skills and social responsibility.
- To uphold good stewardship of the environment and develop an environmental action plan for the facilities under its jurisdiction.
- To promote the responsible use of alcohol.

#### **Implementation and Monitoring**

The Plan will be tabled at meetings of the Executive Committee to ensure that it is implemented throughout the year and that specific timeframes are met.

MMSC will also hold an annual planning review workshop in line with the AGM to ensure that the action plan is updated each year.

## Key Stakeholders

Mintaro Manoora Sporting Club will consider the following groups and individuals within the planning process

- North Eastern Football League (NEFL)
- North Eastern Netball Association (NENA)
- Mortlock Park Committee (MPA)
- Centenary Park Committee
- Football Operations
- Netball Operations
- Sponsorship

## Membership Profile

Club membership is made up of the following categories:

1. Senior Playing Member is deemed to be a player not attending primary or secondary school.
2. Junior Playing Member is deemed to be a player who attends primary or secondary school of the first day of scheduled competition in any given season, or did not turn 18 in that calendar year.
3. Honorary Life Member is deemed to be either playing or non-playing member as described in the Constitution and Life Membership Policy.
4. Club Member is deemed to be any other financial member not covered by any of the other membership types.

**Table 1: Membership Profile**

<b>Membership category</b>	<b>Membership Numbers</b>
Senior Playing Member	93
Junior Playing Member	168
Honorary Life Member	56
Club Member	40

## Achievements

The following achievements were identified at the Review Workshop.

### *Facilities*

- Improvement of facilities
- Both ovals have developed their facilities
- Everyone worked together to improve both grounds
- Continued minor upgrades

### *Financial management*

- Financial strength and stability
- Accurate financial recording
- Finance of club is fine
- Financial ability

### *Club success - Premiers*

- Club success - premiers
- Every 2022 team in the finals
- Netball success - individuals and teams with player resilience and low numbers

### *Hosted Grand Final*

- Hosted a successful Grand Final - profit, teamwork, great vibes
- Running successful Grand Final

### *Teams*

- Introduction of female football
- More senior players
- Filling all teams - netball and football
- Good junior development
- Individual player success through player development
- Junior carnival
- Good skilled trainers

### *Club processes*

- Junior teas
- Thursday night teas at both grounds
- Improved nutrition
- Updating merchandise
- Rosters

### *Success in running the club*

- Club inclusive of all ages - young to old
- Family friendly
- Accepting of new people
- Volunteer numbers
- Communication
- Being aware we can always improve
- Welcoming approachable committee

# Club Structure



Netball Director	Football Director	Finance Director	Executive Officer	Marketing Manager
<b>Netball Operations Committee</b>	<b>Football Operations Committee</b>	<b>Reporting Bodies</b>		
<b>Assistant Netball Director</b> <b>Netball Secretary</b> <b>Junior Coordinator</b> <b>Senior Coordinator</b> General Committee Reporter Player's rep Equipment Officer Umpires Coordinator Membership Coordinator	<b>Assistant Football Director</b> <b>Football Secretary</b> <b>Junior Coordinator</b> <b>Football Operations Manager</b> General Committee NEFL Delegate x 2 Equipment Officer Player's rep (A&B grade captains) Parks Coordinator General Committee x 2	Accounts Administrator MMFF Convenor Canteen Convenors Bar Convenors Club Treasurer Gate Convenors (Mintaro/Manoora)	HSW Officer Centenary Park Rep Mortlock Park (MPA) Rep	Membership Convenor Merchandise Convenor Communications Convenor Saturday Night Teas Convenor Thursday Night Teas Convenor
<b>Non-Committee Roles</b>		<b>Sponsorship Committee</b>	<b>Strategic Planning Committee</b>	<b>Social Committee</b>
Games Recorder	Match Day Secretary Games Recorder Female Football Coordinator Trainers' Coordinator Umpires' Coordinator	Sponsorship Convenor	Centenary Park Rep Mortlock Park (MPA) Rep MMFF Rep Football Director Netball Director Club Chairperson Executive Officer	Social Convenor

## SWOT

The SWOT was reviewed at the workshop and on-line. Both sets of results are shown in this table.

Strengths	Weaknesses
<ul style="list-style-type: none"> <li>● Club leadership</li> <li>● Junior development</li> <li>● Two facilities spreads workload</li> <li>● Sporting club structure</li> <li>● Financial position</li> <li>● Positive about change</li> <li>● Willing to try new things</li> <li>● Current image of club attracts new members from all over</li> <li>● Family friendly</li> <li>● Strong volunteers</li> <li>● Sponsorship</li> </ul>	<ul style="list-style-type: none"> <li>● Function facilities - change rooms</li> <li>● Succession planning</li> <li>● Not enough volunteers</li> <li>● Facilities standards</li> <li>● Low numbers - retaining players</li> <li>● Transparency - understanding the plan, communication &amp; decision making</li> <li>● Number of players</li> <li>● Ability to keep juniors into seniors</li> </ul>
Opportunities	Threats
<ul style="list-style-type: none"> <li>● Improve facilities</li> <li>● More social events</li> <li>● Consider Mintaro to be developed as a sporting facility 2nd to Clare</li> <li>● Fundraising</li> <li>● Promotion of the club</li> <li>● Access to grants</li> <li>● Player development</li> <li>● Keeping life members engaged</li> <li>● Attract new families</li> <li>● Umpire courses</li> <li>● Junior player voice</li> <li>● Marketing of the club</li> </ul>	<ul style="list-style-type: none"> <li>● Burn out</li> <li>● Maintaining sponsorship</li> <li>● Changing landscape of sport</li> <li>● Outside opportunities interference options</li> <li>● Continued cost of everything</li> <li>● Club members getting older</li> <li>● Player engagement - staying on to support the club after the game</li> <li>● Not as many opportunities in netball</li> <li>● Standard of play</li> </ul>

## Action Plan

### Engaging and retaining players

Goal	Actions	Key performance indicators	Responsibility	Timeframe
<b>Keeping local players - moving through from junior to seniors</b>	<ul style="list-style-type: none"> <li>⇒ Opportunity for juniors to gain experience in more senior grade</li> <li>⇒ Buddy system</li> <li>⇒ Senior players involved in coaching juniors</li> <li>⇒ Active encouragement from coaches to continue with sport</li> </ul>	Number of players that stay in the club and progress through from junior to senior sport	Junior football coordinator	
<b>Retaining recruits as long as possible</b>	<ul style="list-style-type: none"> <li>⇒ Be flexible with attending training if coming from Adelaide</li> <li>⇒ Setting clear expectations with recruits - plan in place for fitness and skills if not at training</li> <li>⇒ Social events to encourage people to stay</li> <li>⇒ Welcome families of recruits to come along to games</li> <li>⇒ Following up with previous players to assess reasons they leave</li> </ul>	<ul style="list-style-type: none"> <li>▪ Retaining for longer than 3 years</li> <li>▪ Training plans for recruits</li> <li>▪ Families of recruits attend games</li> </ul>	Football Operations	
<b>Increase the age bracket participating in netball</b>	<ul style="list-style-type: none"> <li>⇒ Buddy system</li> <li>⇒ Actively inviting past players to come back to netball</li> <li>⇒ Flexibility with training particularly for mums with young children &amp; boarding school students and players choosing to play in an Adelaide league club</li> <li>⇒ Updating the <i>Inability to Train</i> form to reflect changing circumstances</li> <li>⇒ Following up with previous players to assess reasons they leave</li> </ul>	<ul style="list-style-type: none"> <li>▪ Filling full teams</li> <li>▪ Wider age bracket</li> <li>▪ Coming back to the team following breaks with babies</li> </ul>	Netball committee Players themselves	

### Wellbeing

Goal	Actions	Key performance indicators	Responsibility	Timeframe
<b>Be proactive to encourage wellbeing and acceptable use of alcohol</b>	Looking after your mates - discussion about drugs and alcohol Guest speaker			
<b>Respectful behaviour especially around younger people / children</b>	Review the policy around drugs and alcohol Expectations communicated to senior players - zero tolerance to drugs		Committee and Leadership group	

## Club Culture

Goal	Actions	Key performance indicators	Responsibility	Timeframe
<b>Sharing the workload</b>	<ul style="list-style-type: none"> <li>⇒ Encouraging people to take on the roles - if on the roster swap if unable to attend.</li> <li>⇒ Ability to roster yourself on - choose what and when they want to be on the roster</li> <li>⇒ Add to membership register - a question about how would you like to volunteer and support the club</li> </ul>	<ul style="list-style-type: none"> <li>▪ People turn up and do the job</li> <li>▪ People put themselves on the roster</li> </ul>	Secretary	
<b>People feel part of the club, they enjoy being there and they contribute</b>	<ul style="list-style-type: none"> <li>⇒ Welcoming new players and families.</li> <li>⇒ Allocate a committee member/ member to a new family to ensure they meet people and know how the club works</li> <li>⇒ Players rotating and doing the meals</li> <li>⇒ Maintain the number of social events - worry less about the fundraising and more about the welcoming environment</li> <li>⇒ Thursday night junior teas teams rostered on</li> </ul>	<ul style="list-style-type: none"> <li>▪ Families stay on Saturdays</li> <li>▪ Well-attended Thursday and Saturday night dinners</li> </ul>	Social club Marketing role Junior coordinators	
<b>Respect for the people who are volunteering for roles</b>	<ul style="list-style-type: none"> <li>⇒ Coaches - focus on respect inc Cleaning up after ourselves</li> <li>⇒ Helping out - people offering even if not rostered on</li> </ul>	<ul style="list-style-type: none"> <li>▪ Reduced time cleaning up</li> <li>▪ Number of volunteers helping out</li> </ul>	Committee	
<b>Values are reflected within the club</b>	<ul style="list-style-type: none"> <li>⇒ Define the meaning of the values and the behaviours that we will see</li> </ul>		Committee	

## Facilities

Goal	Actions	Key performance indicators	Responsibility	Timeframe
<b>To provide financial assistance to both Mortlock Park (MPA) and Manoora Centenary Park</b>	<ul style="list-style-type: none"> <li>⇒ Provide \$80,000 to Manoora Centenary Park for Sporting Change rooms and Wellness Centre</li> <li>⇒ Provide \$80,000 plus CPI to Mortlock Park (MPA) for a facility.</li> <li>⇒ Provide support letters for grants</li> </ul>	<ul style="list-style-type: none"> <li>▪ Improved facilities for members - Manoora</li> <li>▪ Plan and begin funding design - Mintaro</li> </ul>	Manoora Centenary Park Committee Mortlock Park Committee (MPA) Club Exec	2 years 5 years As required
<b>Lights upgrade</b>	<ul style="list-style-type: none"> <li>⇒ Apply for grants</li> </ul>	Upgrade Lighting at both ovals	Parks	When available

## Leadership

Goal	Actions	Key performance indicators	Responsibility	Timeframe
<b>Continue to evolve Management Documents for role descriptions.</b>	⇒ Work towards all roles having a description to support succession.	Having working role descriptions	All members with club elected positions	ongoing
<b>Keep communication lines open</b>	<ul style="list-style-type: none"> <li>⇒ Stack App</li> <li>⇒ Streamline roles and lines of communication</li> <li>⇒ Open and transparent</li> <li>⇒ Advertise Thursday night teas to all members</li> <li>⇒ Have the team and social announcements on Thursday nights and Sat nights.</li> </ul>	Members are informed and activity engaged	All members	ongoing
<b>Training</b>	<ul style="list-style-type: none"> <li>⇒ Continue to promote succession of younger players on committee</li> <li>⇒ Actively promote training courses</li> <li>⇒ Financially support appropriate training courses</li> <li>⇒ Support young leaders</li> <li>⇒ Look into Youth Leadership program</li> <li>⇒ Actively mentor younger members</li> </ul>	Leadership positions filled	Exec + All	