

PRESTON RESERVOIR



SWIMMING CLUB

STRATEGIC PLAN

Introduction

This document outlines the goals and strategies of the Preston Reservoir Swimming Club. It provides its Committee of Management, its coaches and its members with a reference tool to guide its activities and tasks. This document was prepared by the Committee of Management through liaison with the club's coaches, its members and with other key stakeholders such as the governing body, Swimming Victoria. The club's strategic plan will be reviewed annually to ensure it is relevant to the needs of the club and its members.

About Us

Preston Reservoir Swimming Club is an amateur swimming club providing coaching, training and competitive swimming for swimmers of all levels in a friendly and supportive environment. As of July 2018, we have a membership of 43 swimmers which consists of 6 recreational swimmers and 37 competitive swimmers. The club is run by a volunteer committee consisting of 7 parents and a coaching team of 6 coaches.

Preston Reservoir Swimming Club formed from the merge of Preston Amateur Swimming & Life Saving Club and Regent Reservoir Swimming Club in 2009. It is one of the oldest clubs in the Darebin region with the original club beginning in 1927. At its peak in the 1960's and 1970's it had over 450 members. At that time the club boasted 2 Olympic Swimmers, Bruce Featherstone and Ken Scott, and many swimmers who have achieved Victorian Qualification times.

The club has a strong sense of community and prides itself in supporting swimmers of all capabilities to achieve their potential. Swimmers are encouraged to participate in a range of Club and District competitions to expose them to a healthy competition environment, including Winter Interclub, Metro North Aggregate, Metro North Proficiency, Metro North meets and other interclub meets and events.

In its endeavour to support swimmers to achieve their best, if a swimmer shows outstanding capability potential the Club will support the swimmer to find further competitive outlets, whilst supporting them at the local level.

The Club currently uses the La Trobe University Swimming Pool as a training venue.

Vision Statement

To inspire local swimmers to love the sport of swimming

Mission Statement

Preston Reservoir Swimming Club provides local swimmers the opportunity to maximise their potential in the sport of swimming. We are community club with community values of inclusiveness, encouragement and fun. We are committed to providing a safe and positive environment for all our swimmers.

Key Goals & Strategies

To establish a sustainable club now and into the future the following key goals and strategies have been established (as outlined on the next page)

| Goal | Strategies | Key Performance Indicators | Who | When | Financial Resource |
|---|---|---|---|---------|--------------------|
| Maximise the potential of all swimmers | <ul style="list-style-type: none"> • Develop individual performance plans for each swimmer • Conduct a formal annual review with each swimmer • Develop a competition schedule which provides variety and skill development for swimmers • Establish formal feedback processes for all swimmers • Recognise swimmer achievements with awards • Investigate flexibility in squad training nights and times • Affiliations with other clubs to participate in competitions | <ul style="list-style-type: none"> • Number of swimmers achieving personal best times per annum • Club performance in regional competitions • Retention rates of swimmers • Swimmer performance in Club Intraclub Event • Swimmer performance in Club Swim-a-thon Event • Attendance numbers at Annual Presentation Night | <p>Coaches</p> <p>Committee of Management</p> | Ongoing | Annual Budget |
| To have 70 competitive & recreational swimmers | <ul style="list-style-type: none"> • Annual member survey • “Recruit a friend” campaign • Links with local “Learn to Swim” schools • Allow “trials” for new swimmers to occur on application and new swimmers to join mid-term. • Use website to promote the club (its friendly environment for swimmers) • Use Family Fun Day Event as a recruitment event | <ul style="list-style-type: none"> • Annual membership numbers • Retention rates of swimmers • Number of new swimmers each year | <p>Committee of Management</p> <p>Coaches</p> | Ongoing | Annual Budget |

| Goal | Strategies | Key Performance Indicators | Who | When | Financial Resource |
|---|---|---|---|-----------|------------------------------------|
| Ensure coaches are appropriately qualified and trained | <ul style="list-style-type: none"> Establish qualification development plans for each coach Conduct annual review of all coaches Develop coaching mentoring program using experienced coaches from Metro North Region & Swimming Victoria. Develop culture of open and honest communication between coaches, swimmers and parents | <ul style="list-style-type: none"> Head Coach – ASCTA Bronze Coach (minimum) Other Coaches – AUSTSWIM Teacher of Competitive Strokes (minimum) & training of Swimmers with disabilities (Swimming Victoria) All coaches – First Aid, CPR, AUSTSWIM Teacher of Swimming and Water Safety and Play by the Rules (essential) Retention rates of coaches Coach attends a ASCTA Conference once every 2 years | <p>Coaches</p> <p>Committee of Management</p> | Ongoing | <p>Grants</p> <p>Annual Budget</p> |
| Develop club identity in local community | <ul style="list-style-type: none"> Develop facilities agreements (Memorandum of Understanding) with Latrobe Sports Centre and Reservoir Leisure Centre Investigate the establishment of a club room to display club memorabilia and hold club functions (includes lobbying MP for Preston for a facility) Links with local “Learn to Swim” schools. Develop relationships with local schools Develop relationships with local sporting clubs | <ul style="list-style-type: none"> Facility agreements (Memorandum of Understanding) with Latrobe Sports Centre and Reservoir Leisure Centre Establishment of club room Annual membership numbers Number of local “Learn to Swim” schools connected with Number of local schools connected with Number of local sporting clubs connected with | <p>Committee of Management</p> | 2018/2019 | <p>Grants</p> <p>Annual Budget</p> |

| Goal | Strategies | Key Performance Indicators | Who | When | Financial Resource |
|--|---|---|---|----------------|------------------------------------|
| <p>Provide a safe and positive environment for all our swimmers</p> | <ul style="list-style-type: none"> Establish policies and procedures that align with the Child Safe Framework Provide training to all coaches and committee of management regarding compliance with to Child Safe Framework Communicate policies to members Inclusiveness of children with disabilities | <ul style="list-style-type: none"> All coaches, Committee of Management and other volunteers – Working with Children Check and Play by the Rules (mandatory) Club child safe policies, procedures and checklists | <p>Coaches</p> <p>Committee of Management</p> | <p>Ongoing</p> | <p>Grants</p> <p>Annual Budget</p> |
| <p>Establish a sustainable and productive Committee of Management</p> | <ul style="list-style-type: none"> Employ administration assistant to deal with daily administration requirements Develop a budget that funds daily operations and club strategies Develop a recruitment plan to encourage members to participate in the Committee of Management Develop a succession plan for executive positions on the Committee of Management | <ul style="list-style-type: none"> Number of committee members Attendance numbers at AGM Compliance check of Club Policies Governance procedures Budget with variance analysis Service to members <ul style="list-style-type: none"> Timely response to queries Improve communication channels | <p>All members</p> <p>Committee of Management</p> | <p>Ongoing</p> | <p>Grants</p> <p>Annual Budget</p> |