



STRATEGIC PLAN

2019 - 2023





INTRODUCTION

The Eltham Wildcats Basketball Club had humble beginnings from basketball activities within Eltham High School. After a series of informal games against various schools, the first two teams were entered into an organised competition, the Presbyterian Men's Basketball Association in the Winter season of 1965.

From these beginnings, the Club, as of 2019, has developed and grown to now cater for 5,800 players, both male and female of all ages. It has a turnover of \$2.2m and a team of paid employees working out of our offices at Eltham High School. This team is underpinned by a large group of casual employees and dedicated volunteers. We provide pathways for players, coaches, technical officials and administrators starting with our extensive range of beginner programs, our junior domestic Wildcat teams (playing in the EDJBA), our junior championship teams (playing in the VJBL) and our local adult competitions held Monday-Thursday nights.

At an elite level, the club has men's and women's team playing in the Youth (U23) competitions run by Basketball Victoria's 'Big V'. In 2018, the Eltham Wildcats were accepted as a foundation member of the inaugural NBL1 competition, the premier winter competition in Australia and supported by the National Basketball League.

The Club exists to serve the surrounding community through the provision of opportunities for recreation, enjoyment and the pursuit of excellence, for all those who wish to participate, irrespective of age, gender or ability. For these reasons, the Club runs a diverse programme to cater for the variety of interests of the members of the community.

We've hosted our annual January basketball tournament for over 40 years, in conjunction with Dandenong Basketball Association since 1996. It is the largest junior basketball tournament in the world with participants from all over Australia and New Zealand. In recent times, we've seen teams compete from the USA, China and Singapore. In addition, for the past 9 years, we have run an All Abilities competition alongside the mainstream competitions. The 2019 event had 13,714 players playing for 1,431 teams.

This Strategic Plan has been developed to ensure that the Club continues to grow as a predominantly volunteer based organisation but acknowledges that the Club also needs to run as a successful business in a competitive environment.

Peter Meehan
President,
Eltham Wildcats Basketball Club



PURPOSE

Enabling everyone associated with the Eltham Wildcats opportunities for growth through basketball.

VISION STATEMENTS

- To excel in providing opportunities, development and pathways for players, coaches, technical officials and administrators within a community club.
- To embed excellence, fairplay and pride within the Eltham Wildcats Basketball Club.



VALUES

Accountability

- Standing by our commitments and promises;
- Stepping up for both positive and negative outcomes, correcting mistakes;
- Taking initiative and personal accountability for driving decisions.

Child Safety & Wellbeing

- All children who are a part of the Eltham Basketball Club have a right to feel safe and to be safe;
- The wellbeing of the children in Eltham Basketball Club will always be our priority and our Club has a zero tolerance to child abuse;
- We will create a child safe and child friendly environment, where children feel safe and have fun and our Club's activities are always carried out in the best interests of the children.

Empowerment

- Acknowledging and celebrating strong performances;
- Encouraging learning, acting and leading;
- Removing barriers to enable others to achieve their objectives;
- Displaying an open approach to feedback on work and professional behaviour;
- Display courage to challenge norms.

Innovation

- Finding more efficient and cost-effective ways of doing things;
- Seeking out quality data and facts; considering risk;
- Using creative thinking techniques;
- Displaying an open approach to new ideas and experimentation.

Integrity

- Demonstrating constructive, honest and fact-based conversations;
- Seeking out and listening to ideas and contributions from all stakeholders;
- Putting the Club ahead of personal agendas;
- Acting as a role model, being genuine and "real".

Teamwork

- Supporting others to achieve the right outcomes;
- Sharing ideas, knowledge and experience;
- Pitching in to help others both inside and outside own team;
- Identifying and connecting to achieve a common goal.



STRATEGIC GOALS

Child Safety & Wellbeing

- Ensure that the club environment is safe, supportive and friendly for all children and young people;
- To empower children and young people to be safe, to develop and to be connected to our club;
- To work with all children and young people in our club so they can enjoy playing basketball and feel safe, valued and encouraged to reach their full potential.

Empower our People

- Fully implement newly endorsed structure and associated governance;
- Provide clarity of roles and development opportunities for staff and volunteers;
- Develop an appropriate succession plan.

Improve the quantity and quality of our facilities

- Ensure the new 3 court stadium at Montmorency High is constructed as promised;
- Continue updating and maintaining existing venues as deemed necessary.

Improve our Communication

- Review all avenues of communication (esp. social media) to ensure our messaging is timely and accurate;
- Improve communication between the various Club committees.

Increase Participation

- Consolidate current participants (numbers);
- Grow Senior Programs;
- New programs for people to get into or back into basketball (e.g. students, older people).

Maintain Financial Stability

- Continue to generate surpluses to fund the growth of the club from both a physical and personnel perspective;
- Reduce reliance on Junior Tournament surplus to generate most of the Club's yearly surplus;
- Improve financial reporting.

Provide Pathways

The Club will clearly define and align pathways for all participants to enter and develop to the level of their ability, including:

- Learn to play (introductory programs);
- Competitions, programs and activities;
- Inclusion;
- High performance.



WHAT WILL SUCCESS LOOK LIKE?

- A greater awareness and knowledge of child abuse, child protection and our child safety commitment throughout the club. There is knowledge and confidence within the club to take appropriate action when there is concern for the safety of a child.
- Continued sense of achievement and enjoyment for all our players at all levels from Kinder Club to Elite squads.
- Efficient operations driven by a combination of full-time staff, part-time staff and volunteers utilising up to date technology where appropriate.
- Excellent communication to all our stakeholders.
- Improved retention of our quality full-time staff, part-time staff and volunteers with effective succession plans in place.
- Increased and improved facilities for the Club.
- More people involved in the Club as players, participants, officials and volunteers with all being provided opportunities, development and pathways.
- Strong financial results, so we can continue to invest in our Club whilst keeping fees at an affordable level.
- Superior internal reporting with the appropriate levels of governance firmly in place.





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