



WODONGA HOCKEY CLUB

STRATEGIC

PLAN

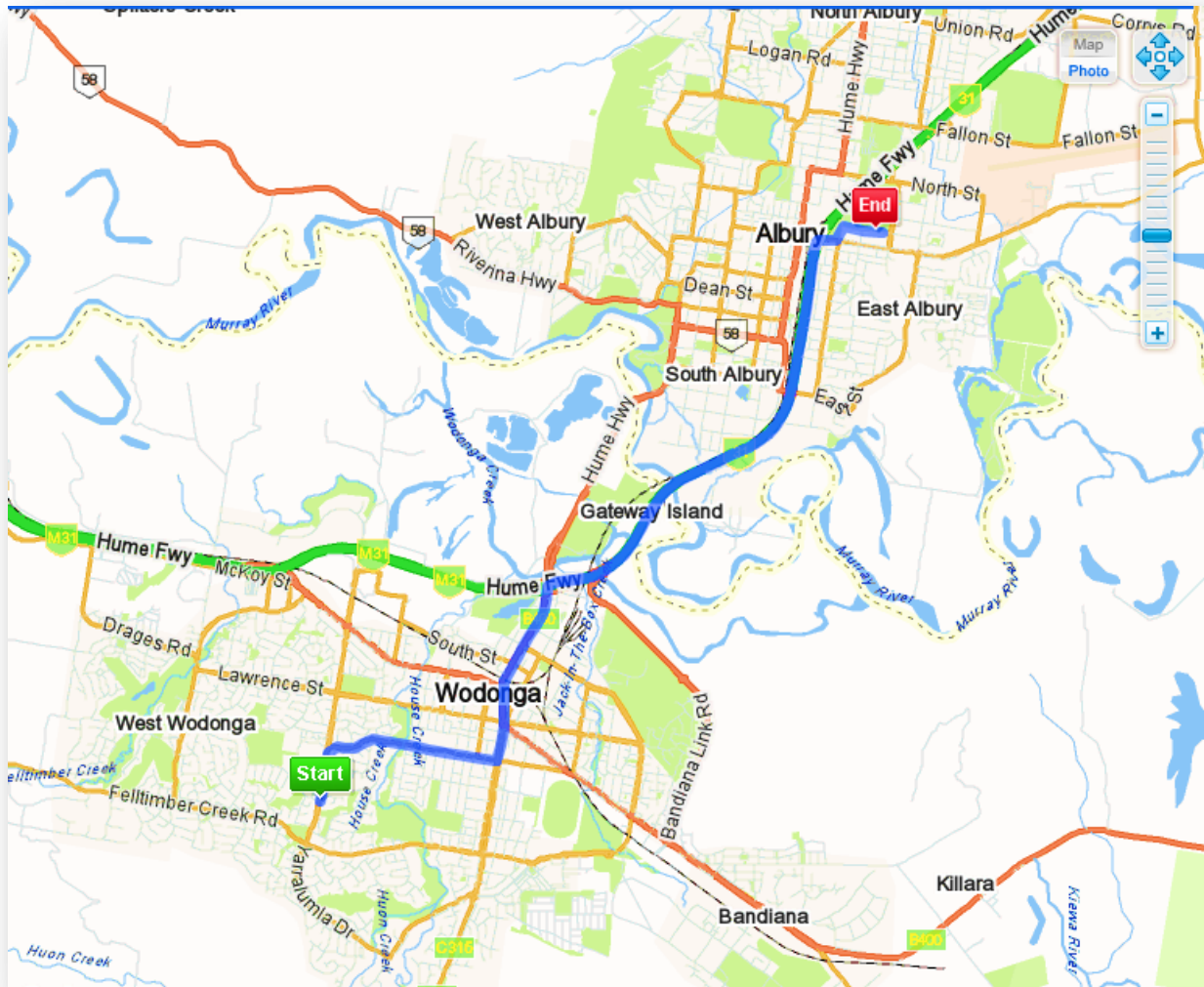
2012-2016

**PO BOX 652
WODONGA VIC 3689**

WODONGA HOCKEY CLUB (WHC)

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It's only a quick 8 minute drive between the Albury and Wodonga hockey fields via link road and freeway.

Contact Information and Location Map

Wodonga Hockey Club Incorporated

ABN: 66 061 460 248

P O BOX 652

Wodonga, VIC 3689

Email address: wodongahockey@gmail.com

Web address: www.wodongahockey.com.au

Location: West Wodonga sports precinct next to the BMX track and close to the Birallee Sports Park (Home of the Wodonga Raiders Football Club), Silva Drive, Wodonga Victoria 3690



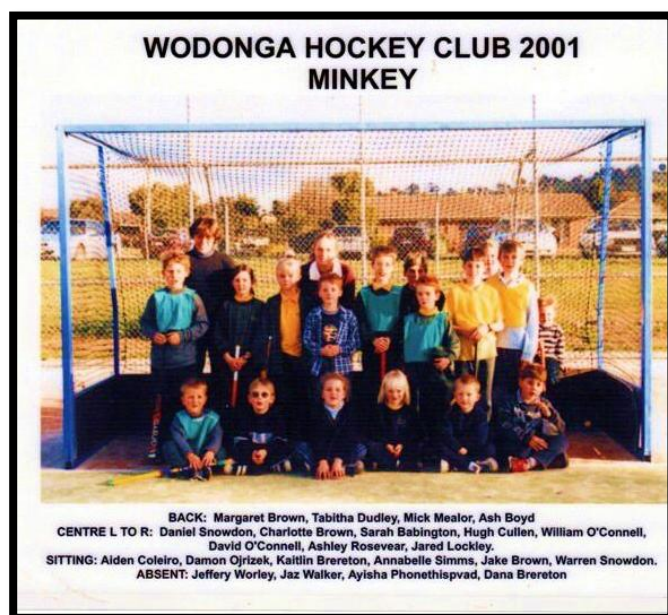
1990 Minkey



*2012 Minkey
Club Day*



2001 Minkey



Executive Summary

The Strategic Plan has been developed by the Wodonga Hockey Club (WHC) with contributions from all stakeholders; it is an extremely valuable asset in the future development and growth of our organisation.

Our appreciation extends to the Wodonga City Council, sponsors, parents, players, regional hockey affiliations and our community. It recognises that whilst there are and will always be individual needs, there is a much greater need and capacity to share common goals.

The Strategic Plan documents our past, the environment we live in, how we are perceived, current position and our Action Plan for a viable and sustainable future.

It is essential that the Strategic Plan remains a living document that is continually reviewed and refined to suit the changing environment in which we operate.

When fresh new ideas are suggested within the organisation, they will be checked against the Strategic Plan to see if they contribute to the key SWOT issues that have been identified.

Vision

Actively lead and cultivate the development of hockey in Albury/Wodonga and surrounds.

Mission Statement

Provide the best environment for community participation and partnerships to foster the game of hockey.

Objectives

1. To provide hockey for Wodonga and surrounding areas
2. To have a fun and safe family sport
3. To give opportunities to all club members
4. To be financial with good club facilities
5. To develop future leaders on and off the field

Background

The Wodonga Hockey Club has a rich and cultural heritage with its roots stretching back into the 1950s. In 1987 the then three local clubs united to establish what we now know as the largest and most successful club in country Victoria, the Wodonga Hockey Club. With home grounds over the years being located at Martin Park, Bandiana, Wodonga Race course and Kelly Park, the club found its permanent home at its current location, Birallee Park.

The club quickly grew and prospered which allowed it to develop and build two all-weather fields and then in 1996 it saw the construction of a synthetic field. From a humble beginning of just one men's team, now the club constantly boasts the fact of being able to field teams in every age group and Division. Our club also provides first class facilities in the way of new change rooms and amenities, excellent parking, ground lighting and a new canteen.



2012 'Dave Chandler Memorial Cup' Division 1 Men & Life Members

The Dave Chandler Memorial Cup began in 2004 following the passing of a well-respected player and past President. The cup is seen as an important recognition of the regard in which Dave was held by both players and committee. Wodonga Hockey Club uses this day as a major fundraiser with proceeds going to the Cancer Council for research.

Flo Joynson Memorial Club Championship Trophy

The Flo Joynson Memorial Club Championship Trophy honours a late Hockey Albury Wodonga Life Member. This trophy is coveted by all HAW clubs as it is awarded to the most successful club at the end of each season. Wodonga is only one of three clubs to have won this trophy more than twice.

1992

2011

2012

Achievements

WHC Strategic Plan 2012-2016

The WHC enjoys a very high standard of competition, the grounds are well utilised throughout most week days including regional competitions, training clinics, school carnivals. A large number of our players have gone on to represent the association, state teams, and we often rank very well in the Association best and fairest count.

The WHC has over the years won many championships, trophies and shields in most junior age groups and senior levels, culminating with the club retaining both the Dave Chandler Memorial Cup and the Flo Joynson Memorial Club Championship Trophy once again.

| Representative | Local |
|---|---|
| 13 juniors selected in representative hockey in 2012 | Division 1 Men finished 4 th in 2012 |
| 3 state based selections in 2012: <ul style="list-style-type: none">• Primary School team – U12 girl• Hockey Victoria team – U13 girl• Victorian Masters – Over 60s woman | Division 2 Men & Women in Grand Final in 2012 |
| 2 state (development) based selections in 2012: <ul style="list-style-type: none">• Victoria - U15 girl• NSW - U15 boy | Division 3 Men won the Grand Final in 2012 <i>Note: Division 3 Men & Women have been in Grand Final for 10 years running</i> |

WHC Committee Structure



WHC Committee of Management 2012

WHC Strategic Plan 2012-2016

| <u>Position</u> | <u>Name</u> | <u>Position Description-Responsibilities</u> |
|-----------------|-----------------|---|
| President | Michael Darmody | <p>The President is the leader of the Club. The President has direct responsibility for looking after the affairs of the Club. However, the overall responsibility rests with the Clubs 'management committee.</p> <p><i>Obligations;</i></p> <ul style="list-style-type: none">(a) Be well informed of all Club activities;(b) Be aware of the future directions of the Club;(c) Have a good working knowledge of the Club's constitution, rules and duties of all office holders and sub committees; preside over committees and or meetings to ensure all matters are discussed, the best decisions are made and the meeting doesn't last more than two hours;(d) Preside over the Club's Annual General meeting; represent the Club at local and regional levels; be the supportive leader for Club activities;(e) Act as facilitator for Club activities; and ensure that planning and budgeting for the future is carried out in accordance with member's wishes. <p><i>Qualities;</i></p> <ul style="list-style-type: none">(a) Unbiased and impartial on all issues;(b) Well informed about the purpose of meetings and items to be covered; active listener, able to summarize the main points;(c) Void repetition, arguments, interruptions and deviation from the matter being discussed;(d) Know the rules or procedure of the meeting;(e) Allow and encourage relevant debate; and delegate. |



Vice President Della Poppins



The Vice-President is the deputy leader of the Club. The Vice-President is responsible for his/her self-development so as to take on the role of President when necessary and when the President does not stand for re-election.

Obligations;

- (a) Assist the President in all duties as required; and take on the role of President when necessary.

Qualities;

- (a) Demonstrate the qualities required of the President

| <u>Position</u> | <u>Name</u> | <u>Position Description-Responsibilities</u> |
|-----------------|---------------|--|
| Secretary | Debbie Cullen | <p>The Secretary is the administrator of the Club. The Secretary has direct responsibility for looking after the administration of the Club. However, the overall responsibility rests with the Clubs' management committee.</p> <p><i>Obligations</i></p> <ul style="list-style-type: none">(a) Maintain Club records & registers including Club membership, all correspondence, Club |



| <u>Position</u> | <u>Name</u> | <u>Position Description-Responsibilities</u> |
|-----------------|-------------|---|
| Treasurer | Sally Innis | The Treasurer is the Trustee of Money. The Treasurer has direct responsibility for looking after the financial affairs of the Club. However, the overall financial responsibility rests with the Clubs 'management committee. |



Assistant Treasurer Kieran McQuilton

The Assistant Treasurer will provide support and assistance to the Treasurer as required.

Obligations and qualities for this position will be as for the Treasurer.



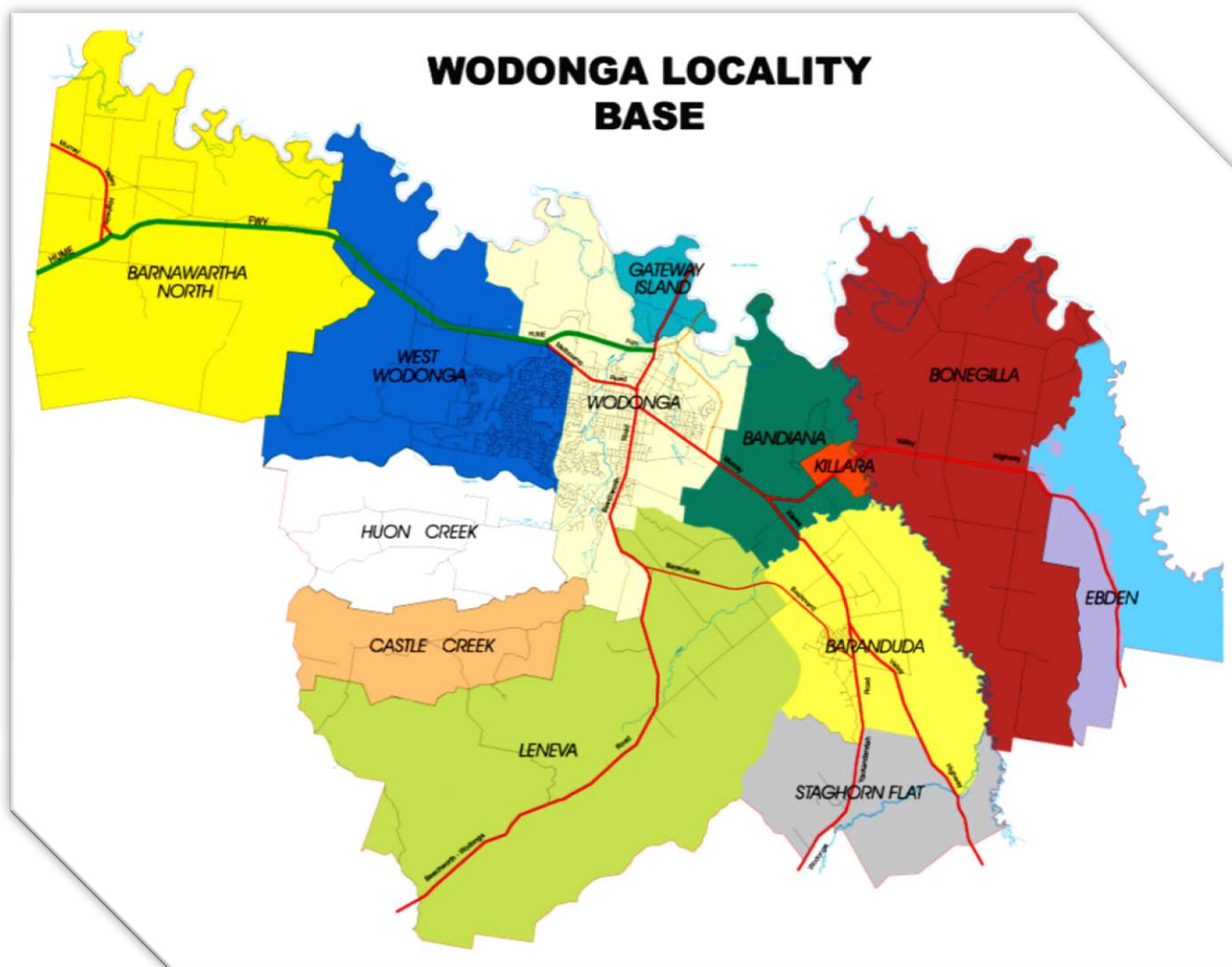
| <u>Position</u> | <u>Name</u> | <u>Position Description-Responsibilities</u> |
|--------------------------|----------------------------------|--|
| Child Protection Officer | Clinton Wilson/ Joanne Newell | The Club shall nominate a Child Protection Officer and make available the name of that officer and a contact number for that officer to all members via newsletters, the Club website or in person if requested. |

The Club's Child Protection Officer shall assist the Secretary to obtain and maintain the required documents from all Club members as required by State or Federal Legislation.

| | | |
|-------------------|----------------|---|
| Equipment Manager | Bryan Flanagan | Recommend equipment / merchandise / uniform purchases to the Treasurer for inclusion in the budget and as required throughout the season. Arrange a stock take of all Club equipment / merchandise / uniforms at the commencement and end of each season. Prepare report(s) for Annual General Meeting. |
|-------------------|----------------|---|

General Committee Members

| | |
|--|-------------------|
| | Don Cullen |
| | Vanessa Flanagan |
| | Dannielle McLeish |
| | Kieran McQuilton |
| | Brett Pontt |
| | Lee Scott |
| | Kristine Sonter |
| | Ross Williams |



This map shows the areas surrounding Wodonga from where players come to play for the WHC

Environment and Social Aspects

Local Area Demographics

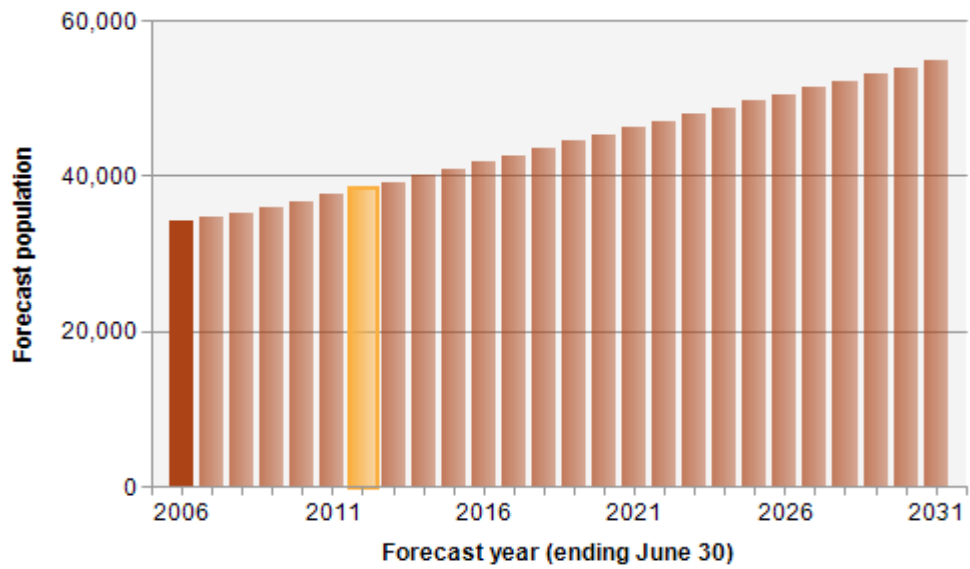
Wodonga is one of regional Victoria's leading cities.

- Regionally Wodonga services a population of around 170,000 people giving it critical mass.
- Wodonga has a land area of 430 sq. km.
- Wodonga has a current birth rate of 2.7 children per couple.
- Wodonga has a young population with growth in the 0-25 age group, a trend that is set to continue well into the future. This continual increase in young people provides employers with a secure future employment base.
- The City of Wodonga is located in Victoria's north east, about 300 kilometres from Melbourne. The City, along with its near neighbour, Albury in NSW, is located in a strategic location on the main Melbourne-Sydney freeway and railway.
- The City of Wodonga has had a slightly increasing population through the 1990s, with much of this growth sourced from migrants from the surrounding rural and regional Local Government Areas. Similar to most rural and regional centres, the City also loses persons to Melbourne in net terms, most notably young adults moving to study or to access employment.
- Wodonga is ideally situated on the Murray River with surrounding hills, rich agricultural valleys, adjacent wineries and historic towns.
- New areas such as White Box Rise, North Leneva, Baranduda and Riverside Estate are expected to attract a range of young and mature families seeking to upgrade their dwelling or establishing new households.
- The more rural parts of the City are also attractive to families seeking a rural environment and a new lifestyle.
- There is also development expected in the longer term in North Leneva and in the shorter term in Wodonga (West)-Federation Park, with a small amount of development in Melrose as the last development opportunities are exhausted. There are likely to be other green field, rural residential and most notably infill development opportunities throughout the City, albeit at lower levels than the major growth areas identified above.

Wodonga is particularly proud of its excellent range of top class sporting facilities, which include:

- High-standard hockey, cricket, football, soccer, bowls and athletics facilities. Australia's largest regional tennis complex with 30 grass courts & 22 hard courts.
- The YMCA Wodonga Sports & Leisure Centre with heated indoor pool, gymnasium, sports courts, aerobic and exercise facilities
- You can tee off on Wodonga's 18-hole championship golf course located on the outskirts of town; the club in Wodonga is a haven for golfers, with outstanding greens and fantastic views.

Forecast population, City of Wodonga



*Murray River between
Albury and Wodonga*

Recruitment Potential

| | | |
|---|--|--|
| Bandiana Primary School | Wodonga Senior Secondary College | Aspect Riverina |
| Catholic College | Wodonga South Primary School | Baranduda Primary |
| Melrose Primary School | Wodonga West College | Bethanga Primary |
| Mitchell Secondary College | Wodonga West Primary | Border Christian College |
| St Augustine's Primary School | Albury High School | Kiewa Primary School |
| St Monica's Catholic School | Albury North Public School | Frayne College Baranduda |
| Victory Lutheran College | Albury Public School | Glenroy Public |
| Wodonga Primary School | Albury West Public School | Holy Spirit Primary |

The above is just a small list of the potential recruitment avenues that WHC looks at. We also encourage Department of Defence members & their families to join. This helps them to integrate quickly into a new community.

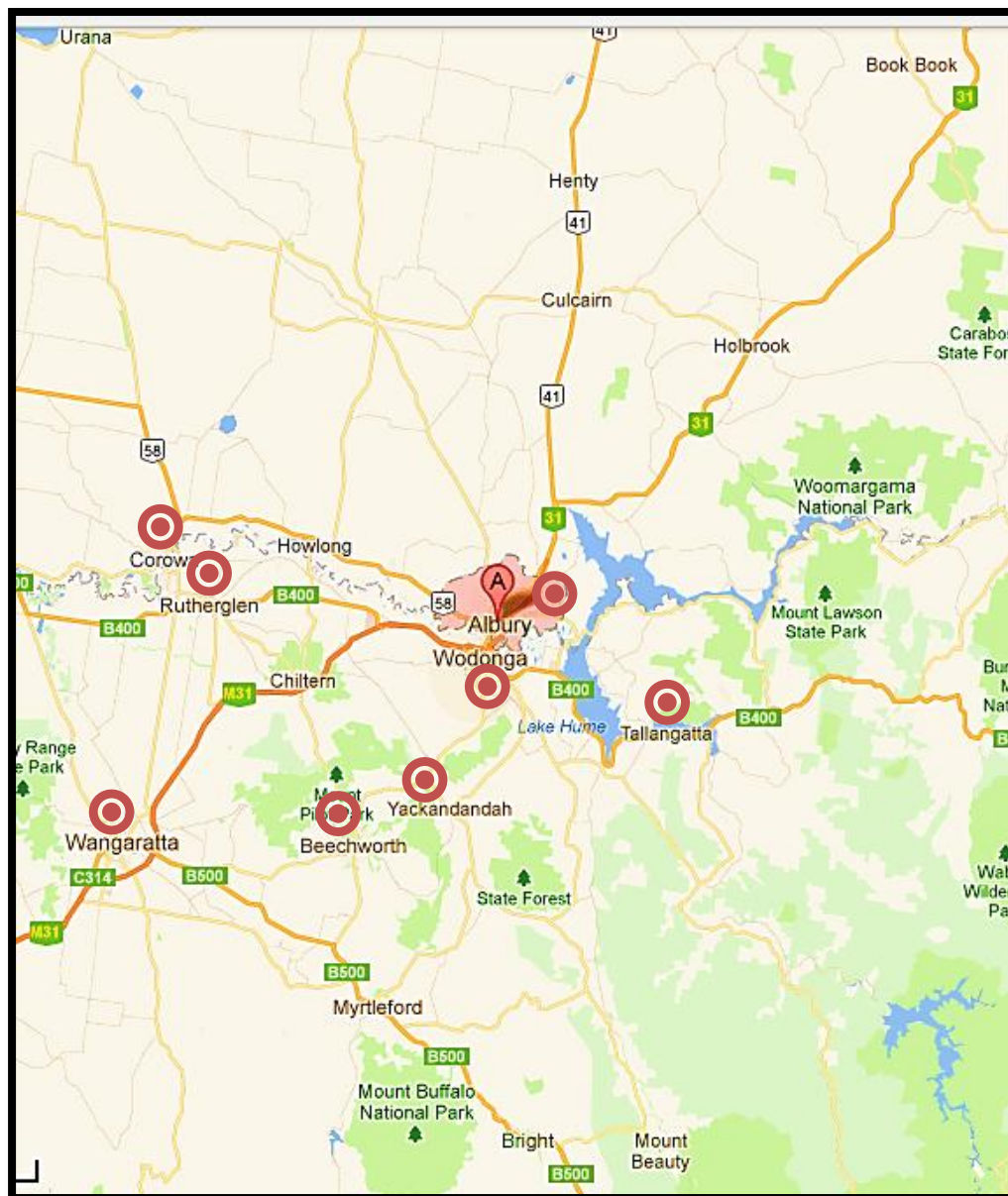



*Some
Young
Recruits*

Statistics

| Population | | | | | | | |
|-------------------------------------|--------|-------|--------------|--------|-------|--------------|--------------|
| Cities of Albury and Wodonga | 2011 | | | 2006 | | | Change |
| | Number | % | Regional NSW | Number | % | Regional NSW | 2006 to 2011 |
| Population (excluding O/S visitors) | 83,328 | 100.0 | 100.0 | 79,254 | 100.0 | 100.0 | +4,074 |
| Males | 40,574 | 48.7 | 49.3 | 38,660 | 48.8 | 49.4 | +1,914 |
| Females | 42,754 | 51.3 | 50.7 | 40,594 | 51.2 | 50.6 | +2,160 |
| Australian citizens | 76,089 | 91.3 | 90.8 | 73,388 | 92.6 | 91.0 | +2,701 |
| Eligible Voters (citizens aged 18+) | 57,226 | 68.7 | 69.1 | 54,339 | 68.6 | 68.3 | +2,887 |

The statistics emphasises the high priority for strategic approach to marketing and promotion of the game in the area and surrounding localities, to sustain the organisations future.



 = this map shows hockey grounds in Wodonga and the surrounding areas.

Past Registration

The committee identified the following as high priorities:

- Communicate & promote WHC activities in media & newsletters to primary, secondary schools, youth organisations and the youth council.
- Committee engagement with the Wodonga City Council & new families to the region, including defence families.
- Develop & commit to good working relationships with Hockey Albury Wodonga and Hockey Victoria to instigate and support regional hockey.



Graph 1 shows WHC registration numbers 2009 to 2012

WHC has been well supported in the past years by players in the region, Albury and its surrounds.

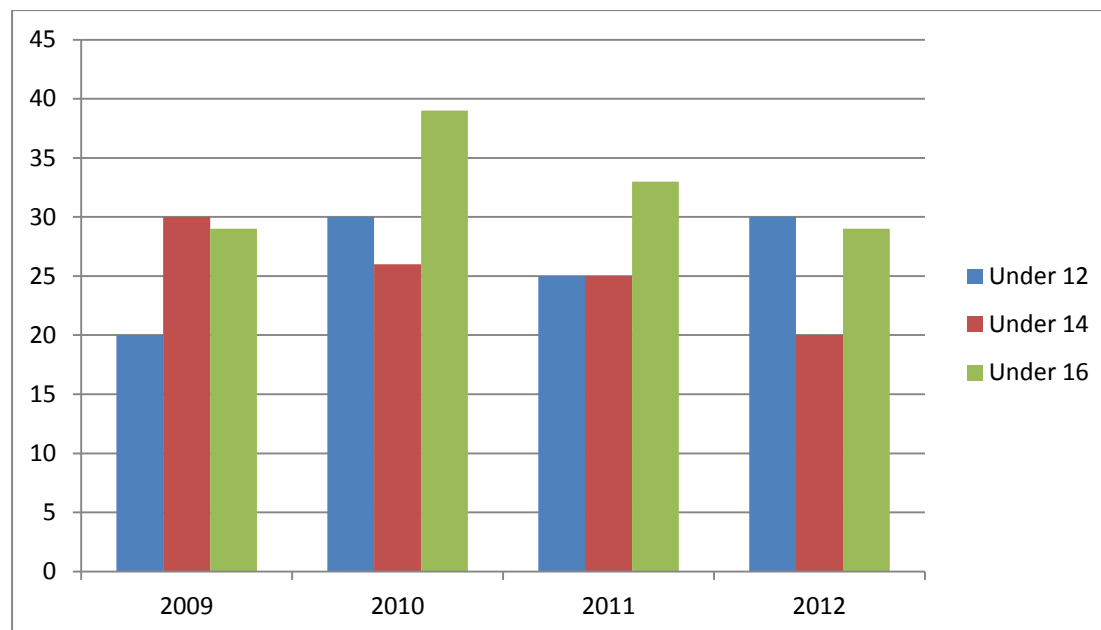
We have also relied heavily on the continuance of players loyal to the club coming back from locations well over 40km away, including Melbourne.

To improve opportunities for players the club needs to initiate the following:

- Embrace the Code of Conduct for community sport
- Training and leadership roles
- Consistent application of policy and process
- Develop and encourage junior, youth leadership roles within the club

Membership Status

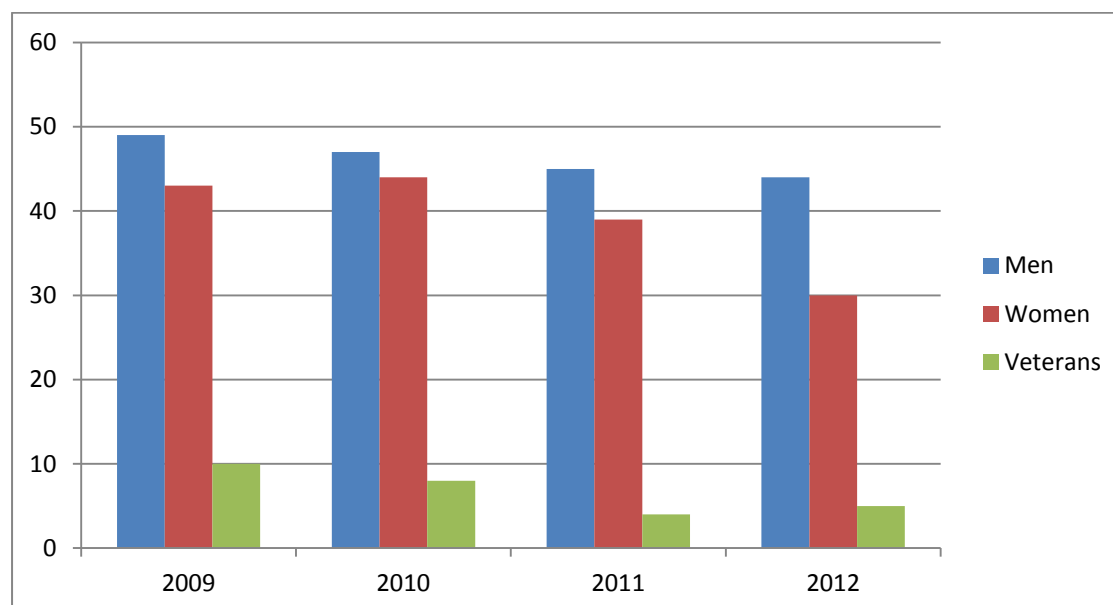
Junior Numbers



Graph 2 shows Junior Registration Numbers

WHC identifies a declining number of junior players to the game. It is noted that the Olympics and Champions Trophy gives maximum media coverage at the time and can help promotion and recruitment.

Senior Numbers



Graph 3 shows Senior Registration Numbers

The committee needs to have a targeted approach to recruitment in particular with senior women and Division 3 women and Veterans women.

Marketing and Promotional Evaluation

- To date WHC uses a website and Facebook to communicate. The website gets approximately 210,000 annually.
- Community events with the scope for further involvement are also used, such as Defence force open days.
- WHC utilises community news mediums (e.g. paper, TV, radio) to promote hockey in the area. Regular photos are in local newspapers and we frequently liaise with the schools to promote hockey to their students.
- The secretary produces monthly club newsletter for all members.
- Wodonga Hockey uses the online program “Teamer” to communicate and promote hockey.
- In addition to our current media marketing, we are involved in BBQs at Bunning’s and the ‘Show and Shine’ Car Club. This has a twofold effect for the community and the club, providing fundraising and promotional operation, as well as an opportunity to support a variety of charities.
- The development of the strategic plan will help with the marketing and promotional evaluation for our club.

Hookin2Hockey

- WHC runs a “Hookin2Hockey” program each year, which provides an avenue for young children to get involved in our club.
- Hookin2Hockey is Hockey Australia’s national recruitment program.



Refer to the Hookin2Hockey website for further details – <http://hookin2hockey.co/>

Financial Trends

Regular Financial Considerations

One of our objectives is to be financially viable and sustainable. To do this, it is responsibility to regularly assess how we are operating as a club. This involves tracking income and expenses on a monthly basis to ensure we are in line with the budget set.

Our risk as a non-profit organisation, with a tight budgetary stance, is that expenses consistently exceed the income that we generate. Therefore, we need to maintain a forecast sheet to effectively manage these expenses for the future.

Financial recommendations considered with the SWOT Analysis:

- The committee needs to investigate financial management and look at new computer programs for the Treasurer
- Lobby Hockey Victoria to assist clubs with reduced costs for operational and committee needs. This would greatly assist development in retainment and recruitment of players, officials and committee volunteers

Forecasts

| | 2012 BUDGET | 2011 ACTUAL | 2010 ACTUAL |
|------------------------|---------------|---------------|---------------|
| | \$ | \$ | \$ |
| INCOME | | | |
| Clubhouse Lease Rebate | - | 361 | 360 |
| Donation | - | 40 | 110 |
| Equipment | - | - | 60 |
| Fundraising | - | 4,315 | 7,831 |
| Grants | - | - | 1,000 |
| Interest | 2,700 | 2,776 | 2,125 |
| Minkey | 225 | 225 | 270 |
| Presentation - HAW | - | - | 30 |
| Presentation - Junior | 400 | 406 | 666 |
| Presentation - Senior | 2,200 | 2,290 | 3,398 |
| Sponsorship | - | - | 3,500 |
| Subscriptions | 25,685 | 22,861 | 21,364 |
| Turf Fees | 31,200 | 27,926 | 28,955 |
| Uniform Trading | - | (2,826) | (69) |
| | | | |
| TOTAL INCOME | 62,410 | 58,374 | 69,600 |

WHC Strategic Plan 2012-2016

| | 2012 BUDGET | 2011 ACTUAL | 2010 ACTUAL |
|---------------------------------|-------------|-------------|-------------|
| | \$ | \$ | \$ |
| EXPENSES | | | |
| Advertising | 550 | 549 | 385 |
| Affiliation Fees | 12,080 | 12,690 | 12,785 |
| Audit Fees | 132 | 110 | - |
| BBQ | - | 1,091 | 406 |
| Brent Livermore Training Clinic | - | - | 716 |
| Clubhouse Lease | 720 | 722 | 1,440 |
| Coaching | 2,000 | 2,000 | 2,000 |
| Development Coach Fee | 120 | 120 | 175 |
| Donations | - | 550 | 500 |
| Equipment | 1,400 | 1,552 | 777 |
| Family Trivia Night | - | - | 1,294 |
| Finance Lodging | 43 | 112 | 41 |
| Fitness Sessions | - | 750 | - |
| Hockey Stick Purchases | - | 100 | - |
| Insurance | 550 | 531 | 542 |
| Junior Social Evening | - | 675 | 627 |
| Meat Raffles | - | 280 | 804 |
| Member Expenses | 135 | 132 | 107 |
| Postage | 200 | 186 | 1,100 |
| Presentation - HAW | 520 | 512 | 80 |
| Presentation - Junior | 640 | 636 | 480 |
| Presentation - Senior | 2,650 | 2,639 | 818 |
| Printing/Stationery | 225 | 221 | 4,613 |
| Ray White Naming Rights | - | - | 135 |
| Senior Social Event | - | - | 724 |
| Training Fees | 10,800 | 7,970 | 8,040 |
| Trophies | 1,300 | 1,298 | 1,355 |
| Turf Fees | 22,200 | 20,885 | 21,925 |
| Umbrellas | - | - | 400 |
| Umpire | 5,900 | 5,592 | 4,026 |
| Uniform Competition | - | 50 | - |
| Website | 220 | 220 | 440 |
| | | | |
| TOTAL EXPENSES | 62,385 | 62,173 | 66,734 |
| SURPLUS/LOSS | 25 | (3,799) | 2,866 |

Official Documents

Without a well-documented system, it can be difficult to understand the tasks and documents certain people need to possess. Various members of the committee handle a portfolio or an area of management and their role is clearly defined. This is the easiest way to establish what individual is responsible for holding certain documents and what the reporting requirements are of that member. Benefits include:

- Ease of administration
- Assists handover process within the committee members
- Can be located at a moment's notice by appropriate persons
- Maintains a documented history for ongoing planning

The committee needs to have working papers up to date, which would include but not be restricted to these types of documents:

- Incorporation documentation
- Strategic Plan, master plan (Wodonga City Council) – pending
- Agenda and minutes
- Sponsorship package – pending
- Committee position descriptions, terms of reference and contact details
- Develop, review and update committee policy and procedure manual – conduct, WHC rules & regulations in addition to Hockey Victoria rules and regulations, Occupational Health & Safety (OHS) and Risk Management Framework (working document)
- Insurance documentation: Contents, Public liability
- Working with Children Safety checks – Victorian and NSW
- Player registration forms and documentation
- Annual General Meeting (AGM) Committee registration forms and documentation
- Coaching and Umpire agreements and other documentation (accreditation)
- Council Lease Agreement
- WHC newsletter
- Organisation promotion flyer
- Victorian Code of Conduct for Hockey Victoria – community sport documentation

Strengths, Weaknesses, Opportunities and Threats (SWOT)

The SWOT Analysis has enabled the committee to evaluate the internal and external aspects that influence and control us (Strengths and Weaknesses) and those we have little to no control over (Opportunities and Threats).

| <u>Strengths</u> | <u>Weaknesses</u> |
|--|--|
| <ul style="list-style-type: none">• A strong committee with a willingness to look outside the square• Leaders and visionaries• Longevity• Volunteers• Dedicated members• Short distance between venues.• Strong coaches• Location | <ul style="list-style-type: none">• Same volunteers• Lack of interest from schools• Resources spread thin with teams playing Friday-Monday at different fields• Lack of shelter and warm up areas• Communication within association• Lack of umpires and senior women• Burn-out of committee members• Not a high profile sport• Cost is high |
| <u>Opportunities</u> | <u>Threats</u> |
| <ul style="list-style-type: none">• Run clinics at local schools• Pathways for development• Coaching and umpiring clinics• Club rooms and second ground• Player development• Operating the canteen again• Develop Birallee sporting precinct• Veterans teams (keep older members engaged)• Sponsorship | <ul style="list-style-type: none">• Cost of hockey – Electricity, repairs & maintenance• Lack of players and umpires• Decreased numbers across the state• Limited funding/sponsorship avenues• Ability to gain volunteer resources going forward• Other sports |

The committee need to consider risk management and environmental needs when determining the key priorities.

Risk management and environmental needs

- Wodonga Hockey grounds
- Alcohol free area
- Club rooms for storage of club equipment

Club Goals

- Second ground
- Club rooms in Wodonga
- Children's play area – with equipment for younger members of the family
- Up-graded lighting
- Member development: committee, umpires, coaches, players, volunteers
- Sponsorship – long term

WHC Strategic Plan 2012-2016

Action Plan

| Objective | Project Tasks (What are the main tasks involved) | Action (How are we going to achieve this) | Responsibility (Who will be responsible) | Timeframe (When will this be done) | Resources (\$) | Progress |
|--------------------------|--|--|--|---------------------------------------|--|----------|
| Club Sponsorship | Secure a major sponsor for a minimum of three years | This will be achieved by: <ul style="list-style-type: none"> Identifying prospective sponsors Identify appropriate committee member who will be sponsorship liaison officer Sponsorship liaison officer to approach prospective sponsors with sponsorship proposal and strategic plan | Executive Committee Sponsorship Liaison Officer | Immediate 2012/early 2013 | Local community connections | |
| Second Field Development | To build a second field to cater for current club community and outer lying club use | This will be achieved through: <ul style="list-style-type: none"> Subcommittee working group formed Consultation with Wodonga City Council, Hockey Albury Wodonga, Hockey Victoria and local hockey community. On the ground work by the subcommittee through consultation, development and financial planning. | Executive Subcommittee working group | Immediate to five years | Available Funding Wodonga City Council Regional Sports Assembly-CARN | |

WHC Strategic Plan 2012-2016

| Objective | Project Tasks (What are the main tasks involved) | Action (How are we going to achieve this) | Responsibility (Who will be responsible) | Timeframe (When will this be done) | Resources ($\text{\$}$) | Progress |
|------------------|---|--|--|--|--|-----------------|
| Club Rooms | To build new multi-purpose club rooms for hockey and prospective user groups | This will be achieved by: <ul style="list-style-type: none"> • Form a subcommittee working group. • Liaise with Wodonga City Council to discuss proposed objective and discuss options. • Look at engaging an outside consultant to work with the subcommittee and Wodonga Council to develop an action plan and consultation plan for prospective user groups in achieving the overall goal of new multipurpose club rooms • Secure funding | Executive Subcommittee | Immediate to 3-5 years | Wodonga City Council Outside Consultant | |
| Play Ground | Build a play area for families of our local sporting club and outside community | This will be achieved through: <ul style="list-style-type: none"> • Form a subcommittee working group • Liaise with Wodonga City Council • Grant submission | Executive Subcommittee | Immediate | Wodonga City Council | |

WHC Strategic Plan 2012-2016

| Objective | Project Tasks (What are the main tasks involved) | Action (How are we going to achieve this) | Responsibility (Who will be responsible) | Timeframe (When will this be done) | Resources ($\text{\$}$) | Progress |
|------------------------------|--|--|--|--|--|-----------------|
| Increase membership | To increase membership | <p>This will be achieved through:</p> <ul style="list-style-type: none"> • Appoint a membership role within the committee who works with the marketing role to promote hockey. • Utilise local services such as Regional Sports Assembly CARN to promote hockey opportunities within the area. • Work with council to get articles in the council's active newsletter to promote the sport of Hockey. | <p>Executive</p> <p>Membership Officer</p> <p>Marketing Officer</p> <p>All Members</p> | Immediate and continuous | <p>Wodonga City Council</p> <p>CARN</p> <p>Hockey Victoria</p> | |
| Coach and Umpire development | To develop our coaches and umpires by providing mentoring opportunities. | <p>This will be achieved through:</p> <ul style="list-style-type: none"> • Appoint a senior qualified club member to facilitate programs for coaches. • Appoint a senior qualified club member to facilitate programs for umpires. • Develop a mentoring system to assist new coaches and umpires. • Explore funding opportunities for individual skill development. | <p>Executive</p> <p>Coach and umpire officer/ coordinator</p> | Immediate and continuous | <p>Hockey Victoria</p> <p>CARN</p> | |

Conclusion

Wodonga Hockey Club is proud that it promotes wellness and is an inclusive club that recognises, appreciates and celebrates diversity.

The club in 2012 reached a milestone mark of 25 years. This is a wonderful achievement in today's tough economic times.

With the continued efforts of this working document we would like to grow hockey for our local club 'Wodonga' and the wider community as a whole. We feel this is a good foundation for moving forward and increasing participation and will help the youth and older members.

Wodonga Hockey Club embraces a think outside the square policy. We are in challenging environmental and economic times. Sports clubs as a whole are facing higher costs and lower participation levels across the country and we are striving to reverse this trend.



WHC Strategic Plan 2012-2016

Strategic Plan Sub Committee:

Chair Person: Ross Williams
 Don Cullen
 Della Poppins
 Vanessa Flanagan
 John Watson

VERSION NUMBER: 1 (November 2012)

This document has been prepared for the purpose of the Wodonga Hockey Club. This is the property of the Wodonga Hockey Club and no manipulation or reproduction of this work should occur without the approval of the club.