



# **Strategic Plan 2022-2025**

# Contents

Mission, Vision & Values

Defining our Values

Our Plan



# Mission, Vision & Values



To provide a family-oriented diamond-sports club that supports and encourages members to be the best they can.



To be the club of choice for diamond sports where everyone has a place to

- G**row
- L**earn
- U**nite
- E**njoy



- F**amily
- I**ntegrity
- G**rowth
- S**upport

# Defining our Values

## Family

More than just a community, Kalamunda Rangers provides a family environment, a place where our members feel not just welcomed but loved and accepted for who they are, a place where they are challenged to grow and develop to be the best they can be. We acknowledge that all families face challenges and are not always perfect but, at the heart of everything, we strive to work through our differences and support. We aim to be the family our members choose, not the family they inherit.



## Integrity

The core of being a Kalamunda Ranger and integral to our club's ethos. We build up, not put down ; we applaud effort, not just awesome plays and not just from our own team ; we question but don't undermine ; we recognise officials help us play and deserve our respect ; we understand everyone is out there to have fun not win at all costs.



## Growth

Our club embraces development, not just for our individual members but for the club as a whole. We provide multiple avenues for all our members to learn and challenge themselves, not just restricting these options to players but are available to all our members, including but not limited to Coaches, Umpires, Scorers and Administrators, both professionally and personally.



## Support

Our club recognises we're all human, we make mistakes and learn from them. Our members understand this and boost each other up rather than pull others down.

# Our Plan

## Membership

Goal	Strategies
Nett increase of playing 10% by end of 2024 and 15% by end of 2025. To include <ul style="list-style-type: none"> <li>10% pa growth in female participation at Teeball (25-30 players per year)</li> <li>2.5% per year growth in female participation in baseball, 7.5% by 2025</li> <li>Softball competition to rebuild and strengthen, maintaining current 2 senior teams and reintroduction of subjunior summer competition</li> </ul>	Preseason come-and-try days in August – Teeball and MP and LL baseball
	Machine pitch for last 2+ weeks of Teeball
	Winter participation options – including U13 softball ; winter clinics July-August (theme to be determined on performance requirements)
	Encourage local schools to participate in Sporting Schools during Term 2 and 3, selecting either Softball or Baseball (incorporating Teeball)

## Performance

Goal	Strategies
All graded teams qualifying for finals	Appointment of head coach processes to commence May and finalised by July
	Divisional policies for player/team selection to be enforced
	Dedicated junior training night to focus on player development
	Facilitate transition to higher level competitions without depleting current club/charter player pool
Representation on All-stars charter teams – 50% of membership to trial, 25% of final team	Encourage increased game experience at higher competition levels (dual registration LL/JL, JL/BL, Saturday LL)
	Additional training made available for representative team coaches – Thursday Q&A ; coach the coaches clinics
	Financial support/encouragement for successful players (assisting fundraising ventures, discount vouchers for next season fees)



## Competition

Goal	Strategies
Wider competition with surrounding clubs	Lightning carnivals ; interclub Teeball competitions as part of usual teeball program
	Further refine subjunior teeball program, with dedicated coordinator
Player retention	Documented Transition and Development Plan detailing transition – Subjunior to Teeball and Rookieball (Teeball to Baseball/Softball)
	Bootcamps to facilitate transition programs of Rookieball
	Support for Coaches, Umpires and Scorers to develop skills with regular Q&A discussion sessions
Skills development	Throwing program ; batting clinics ; 1-on-1 training options

## Administration

Goal	Strategies
Succession Planning	Induction pack for Committee ; further refine handover procedures
	Welcome/Induction pack and templates for new Coaches (general club information, can be further added to for sport-specific needs)
	Exec plan for 3-year commitment ; each role minimum 15 months (to facilitate handover and not ending immediately at end of season/AGM)
	Regular subcommittee meetings to facilitate communication within divisions, aid in succession planning
Communication	Best processes to include multiple forums for all general communication to members – email/newsletter, Meta (Facebook/Instagram), chat groups (Messenger/WhatsApp)
	Focus on the why of events, not just the what
	At least bi-monthly meetings

## Facilities

Goal	Strategies
In line with Master Plan	Upgrade to Clubrooms and toilet/change facilities with dedicated liaison team
	Relocate and upgrade batting cages ; flip Diamond 2
	Initiate planning for lighting AMF and D2

