



**SQUASH**  
WELLINGTON

**ANNUAL PLAN 2018**

# CHARTER



On behalf of the key stakeholders, Squash Wellington is responsible for the stewardship and future well-being of the organisation.

## **Our Governance**

The exercise of leadership through the establishment and monitoring of necessary controls and strategic direction setting so that the organisation is equipped to respond to the changing circumstances and situations in the external and internal environments in order to meet its requirement in law and the expectations and requirements of owners (Members) and other key stakeholders.

## **Governance philosophy and approach**

- Serving the legitimate collective interest of the members and accounting to them fully for the performance of Squash Wellington and for the Board's stewardship of that performance.
- Developing a future focus rather than being preoccupied with the present or past
- Behaving proactively rather than reacting to events and others initiative's

# SNZ Five Strategic Outcomes

## **Participation Growth**

A significant increase in the number of people playing and participating in squash

## **International Success**

The high performance programme achieves podium success at pinnacle events

## **Welcoming Facilities**

The squash community improves the accessibility and utilisation of spaces and places.

## **Financial Health**

The governance and management of the sport regionally to influence sustainability.

## **Unified Delivery**

SNZ, Districts and Clubs are united to deliver squash nationwide.

# Current State of the Region

Sum of Declared No of Members	0	Year	0	0	0	0	0	0	0	0	0	0
Club Name	Active	Jun-07	Jun-08	Jun-09	Jun-10	Jun-11	Jun-12	Jun-13	Jun-14	Jun-15	Jun-16	Jun-17
Club Kelburn	Y	20	5	0	0	5	8	7	8	10	16	18
Fraser Park Squash Club	Y	105	122	151	128	110	92	88	92	78	82	88
Island Bay Tennis & Squash Club	Y	151	163	121	178	160	202	153	136	124	105	82
Kapiti Squash Club	Y	164	123	122	126	88	137	116	136	130	100	117
Khandallah Tennis & Squash Club	Y	191	179	189	174	225	181	176	152	152	141	131
Mana Squash Rackets Club	Y	123	116	119	172	142	109	101	155	180	197	187
Martinborough Squash Club	Y	57	44	73	95	83	101	101	96	84	74	76
Masterton Squash Club	Y	134	132	137	167	156	147	144	142	112	106	90
Mitchell Park Squash Club	Y	271	265	253	257	228	183	178	191	161	170	161
Otaki Sports Club	Y	21	0	43	34	30	23	17	15	19	13	8
Red Star Squash Club	Y	120	146	130	162	147	133	130	143	136	98	82
Squash @ Upper Hutt	Y	190	205	194	207	179	181	174	148	155	126	105
Tawa Squash Club	Y	298	358	294	323	356	325	285	284	256	272	267
Thorndon Club	Y	141	152	169	213	216	154	89	106	87	97	89
Waikanae Squash Club	Y	32	33	44	62	44	55	47	26	29	22	0
Wainuiomata Squash Club	Y	61	84	68	89	88	62	61	66	59	58	56
<b>Grand Total</b>	<b>0</b>	<b>2079</b>	<b>2127</b>	<b>2107</b>	<b>2387</b>	<b>2257</b>	<b>2093</b>	<b>1867</b>	<b>1896</b>	<b>1772</b>	<b>1677</b>	<b>1557</b>

# Current State of the Region

## Participation

- Membership has continued to decline (see numbers above).
- Female participation is still very low.

## Competitions

- Interclub, Superchamps – Good.
- Wellington Senior Open – Good.
- Wellington Junior Open – Average.

## Volunteers

- Diminishing. Mainly due to the changing nature of society i.e players more time poor, families mostly have both parents working, younger professionals are less likely to volunteer unlike their predecessors.

## Facilities

- Below average but with potential for improvement.
- Are hopeful that FPS will be a Tier 1 facility to host games to promote the sport.

## Financial Health

- Due to diminishing participation financial health is poor at club and District.
- Many Clubs do not have a sustainable funding plan.

## Unified Delivery

- We need to be more unified at regional level.
  - Annual Goals and collaborative support.

# 2018 Goals

Strategic Outcome	Current State	2018 Goal
Participation Growth	1,500 Wellington Players. Male : (S) 897 (J) 221 Female: (S) 328 (J) 111	Numbers to be determined by clubs at forum
National Success	Not enough enthusiasm within the district to support and celebrate our National Reps.	**SuperChamps Champions Regional Representative teams Celebrate our success together
Welcoming Facilities	Varying states from good to poor. NB: cost of building maintenance	Create risk matrix of facilities and determine benchmark Secure MOU with FPS
Financial Health	Only source of income is SEMs and heavily dependent on Grants	Ratify a sustainable funding plan.
Unified Delivery	We are not working constructively as a goal orientated community	Educate and acknowledge each other to achieve our sporting goals.

# 2018 Goals - Participation

Club Name	Declared No of Members	Courts	Benchmark	1 of 3 year growth	Mbrs @ Oct 18
Club Kelburn	48	7	<del>466</del>	155	
Fraser Park Squash Club	88	3	200	37	125
Island Bay Tennis & Squash Club	82	3	200	39	121
Kapiti Squash Club	117	3	200	28	145
Khandallah Tennis & Squash Club	131	4	266	45	176
Mana Squash Rackets Club	187	3	200	4	191
Mitchell Park Squash Club	161	5	333	57	218
Masterton Squash Club	90	4	266	59	149
Martinborough Squash Club	76	2	133	19	95
Otaki Sports Club	8	3	200	64	72
Red Star Squash Club	82	3	200	39	121
Tawa Squash Club	267	3	200	0	267
The Thorndon Club	89	4	266	59	148
Squash @ Upper Hutt	105	3	200	32	137
Wainuiomata Squash Club	56	3	200	48	104
<b>TOTAL</b>	<b>1,539</b>		<b>3,530</b>	<b>531</b>	<b>2,070</b>

# How we will achieve our goals

## Participation Growth

- **Squash NZ Marketing and Promotional Program to grow the profile of Squash**
  - SNZ to develop a major pre and post campaign for 2018 Commonwealth Games. Strong opportunity for medals with greater media coverage presenting a fantastic opportunity to leverage squash at multiple levels.
  - Promote the profile of Tier 1 national events with Try It Play It Love It branding
  - Live stream 8 events
  - Use the glass court at 2 events
  - Media Plan and engage Dave Worsley to deliver
  - Promote PC and JK at key PSA and international events.
- **Wellington Promotional initiatives**
  - Promotion plan created from Regional forum.
  - North Island Junior Age Groups possible media coverage in Wellington.
- **Introduce 700 & below (E/F) series for adult Women.**
- **Provide coachforce Teams Module for all clubs participating in Superchamps.**
- **Promote Superchamps including F/J Grade.**
- **Education / Culture / Evolution**
  - How the squash community supports each other.
  - Health of the region and how to succeed
  - Acknowledge the annual time table for the sport and unilateral adoption.
  - Membership lead generation and retention life cycle.



# How we will achieve our goals

## National Success

- **New Zealand Superchamps**
  - Preparation via Coach force Teams modules.
  - Coach the coach Sessions with professional coach.
- **Team Representation at National Events**
  - Podium Finish for Regional Representative Teams.
- **Individual Representation at Major National Events**
  - Educate and encourage Individuals to attend the Individual National Events
  - Deploy a coaching resource to support the Individuals attending these events.
- **Performance**
  - Identify and appoint key personnel to achieve milestones
    - Contract Coaches for District Teams and to facilitate Coach force training.
    - Team Managers (Superchamps and National)
    - Selectors and talent spotters.
  - Identify players in contention for selection and prepare IPPs
  - Monitor athlete performance against IPP's
  - Organize pre-event competition and training camps
  - Assume responsibility for event logistics.

# How we will achieve our goals

- **Welcoming Facilities**

- Identify and support a Tier 1 facility for the Region. This will help promote the sport via Premier and Major events.
- Revitalize Squash Wellington Web Site.
- Educate clubs how to develop a
  - Building maintenance plan.
  - Health and safety Plan to mitigate risk areas within the facility.
- Benchmark facilities to attract new members.
  - Facilities and members are welcoming
  - Clean and inviting

# How we will achieve our goals



## • Financial Health

- Seek guidance from Sport Wellington to Develop sustainable funding plan.
- Build and maintain relationships with funders
- Educate clubs to make best use of technology to budget and plan for each financial year.
- Targeted fund raising for pre determined goals.
  - Salary/wage contribution
  - Squads training (Rep and Development)
  - Coaching

# How we will achieve our goals



## Unified Delivery

- Supply and Confidence
  - Examine competition structure and agree priority participation and support.
  - Mutually support Promotion initiatives
  - Agree annual calendar and club life cycle for program delivery.
  - Pre and Post season seminar
    - Review / expectation of season
    - Education and support for Club health
    - Supply requests from clubs (coaching, Marketing, collaboration, Events)
- Governance structure
  - Educate clubs on how to manage and measure their own club.
- Financial
  - Support Regional sponsors
  - Support National sponsors
  - Identify and centralise preferred service providers for economic gain.
- Participation
  - Successful induction and playing programs for new members.

# Working Together

- Please convene with your club committee and discuss the annual Plan prior to the SNZ Roadshow, SW Forum and AGM on March 1<sup>st</sup>.
- Please provide your feed back to the DM Willie Bicknell and/or SW Chair Barry Ryan  
[william@squashwellington.org.nz](mailto:william@squashwellington.org.nz) 0274591941  
[barry.ryan0109@gmail.com](mailto:barry.ryan0109@gmail.com) 0273600299
- What can your club do to help all of us make our Annual Plan a success.