

Purpose	Pillars/ Key Priorities	1. People “Engage”	2. Participation “Diversify”	3. Development- Pathways “Develop”	4. Communication “Inform”	5. Facilities and Equipment “Upgrade and maintain”	6. Governance and Administration “Manage and Sustain”
<p>To provide a range of opportunities for all people to participate in and compete at netball</p>	<p><b>Key Outcomes</b></p>	<p><b>An engaged and supportive community that enjoys participating and contributing</b></p>	<p><b>Increased number and diversity of participants</b></p>	<p><b>Well defined, documented and promoted pathways for all participants</b></p>	<p><b>Informed, responsive and committed clubs and stakeholders</b></p>	<p><b>Outstanding facilities and equipment</b></p>	<p><b>A well governed, managed and sustainable organisation</b></p>
<p><b>Vision</b></p> <p>To be recognised as the leading Netball Association in Western Australia</p> <p><b>Values</b></p> <p>Perth Netball Association will embody and promote the following values:</p> <ul style="list-style-type: none"> <li>• <b>Inclusivity</b> – We acknowledge and embrace the diversity within our community</li> <li>• <b>Respect</b> – We treat all people fairly and equitably</li> <li>• <b>Integrity</b> – We are open, honest and transparent in our dealings with others</li> <li>• <b>Sustainability</b> – we operate in a responsible and sustainable manner</li> <li>• <b>Accountability</b> – We own and accept responsibility for our actions</li> </ul>	<p><b>Key Strategies and Actions</b></p>	<p><b>1.1 Values</b> 1.1a Publish and promote agreed values and behavioural standards</p> <p><b>1.2 Volunteers</b> 1.2a Identify and implement opportunities to support club volunteers to contribute and ease their administrative burden</p> <p><b>1.3 Upskilling</b> 1.3a Provide education and upskilling opportunities for Club personnel</p> <ul style="list-style-type: none"> <li>• Coaches</li> <li>• Umpires</li> <li>• Administrators</li> </ul> <p><b>1.4 PNA Staff &amp; Committees</b> 1.4a Recruit and retain high quality and appropriately skilled staff and committee 1.4b Develop and implement a staff and volunteer engagement strategy 1.4c Review and update HR policies and procedures</p>	<p><b>2.1 New Competitions</b> 2.1a Implement new competitions that promote diversity and inclusion</p> <p><b>2.2 Retention and Organic Growth</b> 2.2a Maintain current participation numbers in traditional female competitions 2.2b Foster player pathway relationships between Primary School and Secondary/Open clubs</p> <p><b>2.3 Player Recruitment</b> 2.3a Promote Net Set Go opportunities 2.3b Assist new players to find a suitable club</p>	<p><b>3.1 Pathway Clarity</b> 3.1a Create, clearly define, document and promote pathways for all participants 3.1b Provide opportunities for all participants to develop</p> <p><b>3.2 Talent</b> 3.2a Provide talent development opportunities for players, coaches and umpires 3.2b Identify talented individuals to participate in high level programs/initiatives</p> <p><b>3.3 WA Netball League</b> 3.3a Identify and pursue opportunities to establish a relationship with a WANL Club</p>	<p><b>4.1 Communication Plan</b> 4.1a Develop and implement a comprehensive communication plan (who, what, when, how, and channels of communication)</p>	<p><b>5.1 Mathews Netball Centre</b> 5.1a Develop an Asset Management Plan in consultation with the Town of Cambridge</p> <p><b>5.2 Equipment</b> 5.2a Invest in equipment and facilities in line with best practice and member needs</p> <p><b>5.3 Traffic and Parking</b> 5.3a Consult with the Town of Cambridge on improving parking and traffic conditions at the Mathews Netball Centre</p> <p><b>5.4 Technology</b> 5.4a Explore and implement options for use of appropriate technology to improve efficiency and effectiveness</p>	<p><b>6.1 Governance</b> 6.1a Implement ‘best practice’ governance systems 6.1b Develop and implement a PNA Governance Charter</p> <p><b>6.2 Executive Committee Succession Plan</b> 6.2a Develop and implement a documented succession plan for the Executive Committee</p> <p><b>6.3 Systems</b> 6.3a Identify and distribute opportunities for Executive Committee personnel to “up-skill” in governance</p> <p><b>6.4 Financial Sustainability</b> 6.4a Diversify revenue streams to ensure PNA remains financially viable and sustainable E.g. Grants and Sponsorship 6.4b Develop and implement a Capital Reserves policy</p>
	<p><b>Key Performance Indicators</b></p>	<p><b>KPIs for Pillar 1 Strategies</b></p> <p>1.1 Values and Behavioural Standards published and promoted. 1.2 Opportunities identified and promoted to member clubs 1.3 Education and upskilling opportunities provided 1.4 All staff and committee positions are filled with engaged and appropriately skilled people</p>	<p><b>KPIs for Pillar 2 Strategies</b></p> <p>2.1 Competitions established for mixed/males, walking netball and No Limits with minimum of 4 teams in each 2.2 Numbers of traditional female registrations are maintained 2.3 NSG opportunities are promoted</p>	<p><b>KPIs for Pillar 3 Strategies</b></p> <p>3.1 Development opportunities for players, coaches and umpires at all levels delivered 3.2 Meet KPIs set by NWA for annual new coach accreditation and umpire badging PNA teams success , individuals in state teams and at WANL. 3.3 Relationship with WANL club established</p>	<p><b>KPIs for Pillar 4 Strategies</b></p> <p>4.1 Annual Communication Plan developed and implemented</p>	<p><b>KPIs for Pillar 5 Strategies</b></p> <p>5.1 Asset Management Plan implemented 5.2 Annual plan developed for equipment purchases and maintenance 5.3 Improved traffic and parking conditions (as determined by less complaints/member survey) 5.4 Contemporary technological initiatives implemented</p>	<p><b>KPIs for Pillar 6 Strategies</b></p> <p>6.1 Governance Charter is adopted 6.2 Succession plan implemented 6.3 Executive Committee members attend upskilling sessions each year 6.4 Decreased proportion of total income from registration fees</p> <p>Capital reserves policy implemented and communicated to members</p>