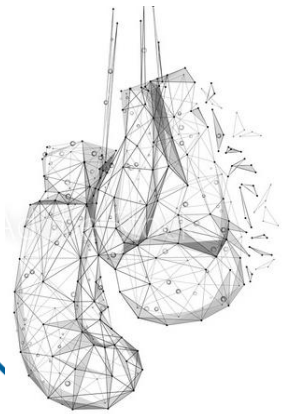




"Striving To Inspire"

STRATEGIC AND OPERATIONAL PLAN

2020 - 2025





Our Vision

To be the Association of choice for those participating in boxing in Tasmania.

To grow and diversify our operations to inspire growing participation, health and well-being.

Our Purpose

To lead and support our Boxing community to grow and thrive in a safe and well-regulated environment.

To have strong Clubs and increase participation and community engagement.

Values & Behaviours

INCLUSIVE

We are an inclusive community for everyone and all are treated equally in a positive environment.

LEADERSHIP

We aspire to excellence and are committed to open and accountable leadership in the interests of all members and participants.

INTEGRITY & RESPECT

We play fair, take ownership of our actions and all participants are treated with respect and dignity.

WELL-BEING

The safety and well-being of participants is the highest priority. We conduct activities in a safe manner complying with government and BAL requirements.

COLLABORATION

The boxing community is committed to working together and with external stakeholders in the best interests of the sport.



FOREWORD

Boxing holds a special place in the hearts of many Tasmanians, given the rich history of our sport being played across the state in both regional and metropolitan areas. Boxing has a proud history of delivering a wonderful sporting experience at community and elite levels, helping to forge a positive and inclusive pathway for the sport in Australia.

Boxing Australia (Tasmania) Inc is the governing body representing Boxing Australia Limited in Australia (BAL). BAL is the national federation for amateur boxing in Australia and administers Australia's Olympic representative boxers and develops the sport throughout Australia.

There is no doubt that boxing contributes in many ways to the health and social well-being of the people who participate in it.

Participating as boxers, coaches, judges, referees or administrators has given the opportunity to many people to learn skills not only in boxing, but life values nurtured by our quality people.

Over a long period of time our boxing community has 'made do', largely based on the goodwill of our volunteers and scarce resources, holding the belief that our sport adds in many ways to the lives of the people who participate in it.

We have learnt to be very resourceful and we have seen the delivery of some wonderful sporting experience for people of all ages across the state

We are active participants in the changing world of sport and will continue to embrace opportunities to be at the forefront of change that improves participant diversity and program delivery.

With our collective focus and energy, we

believe that the sport of boxing can will

continue to evolve and lead the way for boxing in Tasmania.

We are excited about the future and proud to share our Strategic and Operational Plan with you.



Allison Ritchie
President

Delivery of the Plan



This Strategic Plan outlines how we will go about the business of boxing in Tasmania over the next five years.

The plan has been developed over many months and contains deliverables structured in accordance with our resources and budget.

Successful delivery of the strategy is reliant on mutual effort, collaboration and interdependence between all stakeholders.

The Committee, Clubs, Boxers, Coaches, Referees, Judges and volunteers all form part of one big team spanning the entire State.

Success in any endeavour rarely evolves in isolation and we must all strive to become elite in the work we do.

With the clearly articulated targets presented in this Strategic and Operational Plan, the future for Boxing Australia (Tasmania) Inc looks bright!



Strategic Pillars

1.

**Governance
and Culture**

2.

**Community
Boxing**

3.

**Competitions
and Pathways**

4.

**Branding and
Awareness**

5.

**Capacity and
Capability**

1. Governance and Culture

GOAL	KPI	Timeframe
Develop and update Constitution, Policies and Procedures to ensure they are relevant, effective and aligned with BAL and relevant Government regulations.	<ul style="list-style-type: none"> • Register BAT Constitution with DOJ. • Implement and Review Strategic and Operational Plan. • Enhance best practice corporate governance structures and systems that reflect our operations. 	2020 - Ongoing
Build a positive culture across all areas of boxing.	<ul style="list-style-type: none"> • Reinforce integrity in all aspects of boxing and continually promote respect within the boxing community. • BAT and affiliated Clubs maintain mutual values and behaviours. • Policies and processes are transparent. • Decisions are made on a well-informed basis with full compliance to policies and a commitment to good conduct. • BAT and affiliated Clubs work towards common objectives. • Development of Child Protection Policy. 	2020 - Ongoing
Open and transparent reporting/operations.	<ul style="list-style-type: none"> • Ensure all regulatory reporting is completed in line with deadline requirements (including annual reporting to regulatory bodies such as DOJ, the ACNC, etc). • Committee papers and minutes are circulated promptly. • Regular review of governing documents. • Development of Board Handbook and staff induction manual (if applicable). • Effective management of financial systems. • Smooth induction and transition for Committee members. • Utilisation of volunteers where required. • Minimum of bi-monthly Committee meetings. 	2020 - Ongoing
Understand who we are and what we do.	<ul style="list-style-type: none"> • Align our culture to be an organisation that listens, empowers, supports and connects with our people and the boxing community. • Create a sustainable brand and develop a database of members, participants, officials and stakeholders. 	2020 - Ongoing

Know our audience.	<ul style="list-style-type: none"> Identify and expand relationships with key stakeholders and identify preferred communication methods (i.e. social media, email, direct mail, etc) 	2020 - Ongoing
Develop functional communication chains.	<ul style="list-style-type: none"> Hold regular Committee and stakeholder meetings. Participate in monthly MA meeting with BAL. Establish a Communications protocol and develop efficient communication documents to maximise opportunities for long-term growth of the sport. 	2020 - Ongoing
Engage our Committee, members, Clubs, participants, officials and volunteers.	<ul style="list-style-type: none"> Ensure our Committee Members, officials and volunteers are aware of their roles and responsibilities with the development of a Committee Handbook and position descriptions. 	2020 - Ongoing

2. Community Boxing

GOAL	KPI	Timeframe
As a boxing community, embrace opportunities to make boxing more inclusive and welcoming.	<ul style="list-style-type: none"> Provide confidence to current and potential members and participants with the development of BAT Child Protection, Inclusion, Privacy and Data Breach Policies in addition to existing BAL regulations/policies. Provide opportunities for the boxing community to interact with BAT. 	2020 - Ongoing

Grow, foster and retain members and participants.	<ul style="list-style-type: none"> • Increase number of registered participants each year. • Provide clear and accessible information around participant registration processes. • Support Clubs to increase participation of diverse groups. • Build awareness/advertising campaigns promoting amateur boxing clubs, coaching, officials and volunteer opportunities. • Provide information around financial supports such as Ticket to Play to Clubs and individuals. • Collect participation data from Clubs. • Expand registration process to include boxers participating at all levels (i.e. not only elite/competitive). • Explore opportunities for new participation programs such as the development of a junior boxing programs. • Work with Clubs to improve understanding of and ability to address barrier to participation. 	2020 - Ongoing
Collaborate with affiliated Clubs.	<ul style="list-style-type: none"> • Host annual Club forum. • Consult affiliated Clubs on key strategic decisions. • Notify Clubs on information relevant to their operations. 	2020 - Ongoing
Attract and retain qualified coaches and officials.	<ul style="list-style-type: none"> • Provide regular access to Coaches/Judges courses and ongoing training opportunities to enhance capabilities. • Provide clear information around coach and official registration processes. 	2020 - Ongoing
Target school and community networks to enhance linkages to the boxing community and enhance participation.	<ul style="list-style-type: none"> • Align our culture to be an organisation that listens, empowers, supports and connects with our people and the boxing community. • Create a sustainable brand and develop a database of members, participants, officials and stakeholders. 	2020 - Ongoing
Utilise technology, data and digital solutions to share information and optimise the delivery of boxing.	<ul style="list-style-type: none"> • Develop Social Media Policy. • Review BAT website and social media pages to increase online engagement. • Develop online access to BAT registration process. 	2020 - Ongoing

Develop functional communication chains.	<ul style="list-style-type: none"> • Hold regular Committee and stakeholder meetings. • Establish a Communications protocol and develop efficient communication documents to maximise opportunities for long-term growth of the sport. 	2020 - Ongoing
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3. Competitions and Pathways

GOAL	KPI	Timeframe
Peak performance outcomes achieved at key tournaments/events.	<ul style="list-style-type: none"> • Appointment of State Coach • Access to State Training and Futures Camps • Access to national coaching staff. • Ensure event staff arrangements in place. • Improvement in event performance outcomes. • Correct athlete categorisation and increased number of boxers participating in high-level/elite competition. 	2020 - Ongoing
Provide exposure to state, national and international competition across all categorised athletes.	<ul style="list-style-type: none"> • Support local clubs to host successful local tournaments and increase number of competing boxers. • Work with interstate and international boxing associations to host and/or participate in tournaments. • Review BAL Competition strategy. 	2020 - Ongoing

Mechanism are in place for participation in all levels of competition.	<ul style="list-style-type: none"> • Ensure all BAL procedures are up-to-date and compliant with BAL regulations. 	2020 - Ongoing
Develop clear and transparent selection policies that align with BAL's performance policy.	<ul style="list-style-type: none"> • Improved athlete performance. • Reduced levels of athlete selection complaints/appeals. 	2020 - Ongoing
Delivery of timely coaching courses.	<ul style="list-style-type: none"> • Increase the number and level of qualification of coaches registered with BAT. • Lobby BAL for allocation of at least 1 additional coach presenter in Tasmania. • Increase number of female coaches registered with BAT. 	2020 - Ongoing
Increase number of officials.	<ul style="list-style-type: none"> • Increase the number and level of qualification of officials registered with BAT. • Participate in proposed BAL education program scheduled for 2020/21. • Support eligible persons to complete AIBA courses and work with BAL to provide domestic and international official development. • Participate in the BAL annual R&J Conference. • Strengthen relationships between officials and coaches and boxers. • Increase number of female officials registered with BAT. • Increase the number of Ringside Doctors. 	2020 - Ongoing



4. Branding and Awareness

GOAL	KPI	Timeframe
Positively position boxing as an attractive sport.	<ul style="list-style-type: none">• Increase media exposure.• Greater engagement with community leaders.• Support affiliated Clubs to better promote tournaments.• Increase promotion of interstate/BAL events.	2020 - Ongoing
Raise Brand Awareness.	<ul style="list-style-type: none">• Establish a BAT Sub-Committee tasked with the role of evaluating BAT's current brand and exploring opportunities for increased awareness.• Educating boxers, coaches and officials about brand cohesion.• Being active on social media and encouraging participants and followers to share stories and BAT news and images.• Recognising and capitalising on the relationship between brand awareness and revenue generation.	2020 - Ongoing
Provide the opportunity for the boxing community to interact with BAT.	<ul style="list-style-type: none">• Ensure regular engagement with affiliated Clubs across the State.	2020 - Ongoing
Provide the opportunity for the non-boxing community to interact with BAT.	<ul style="list-style-type: none">• Participate in community events and provide promotional material to all attendees.	2020 - Ongoing

5. Capacity and Capability

GOAL	KPI	Timeframe
Develop contact register and network for sharing information with Clubs.	<ul style="list-style-type: none">• Develop and maintain Club Contact Register.• Increased number of Clubs registering each year.	2020 - Ongoing

Efficient, collaborative approach to Club development.	<ul style="list-style-type: none"> • Implement Annual Planning session. • Implement Annual Club recognition system. 	2020 - Ongoing
Become a financially stable SSO and explore new commercial opportunities.	<ul style="list-style-type: none"> • Develop and implement Commercial Strategy. • Ensuring boxing is a highly regarded stakeholder of government and their agencies, and that they remain a committed partner of our sport. 	2020 - Ongoing
Optimise and diversify income streams.	<ul style="list-style-type: none"> • Building traditional boxing membership. • Actively seek Government funding opportunities. • Increase non-government investment. • Conduct annual pricing review of operating costs. • Compile fees and charges document. 	2020 - Ongoing
Improved facilities.	<ul style="list-style-type: none"> • Supporting our boxing affiliates to operate in quality sporting facilities. 	2020 - Ongoing
Valuing People and Providing Access.	<ul style="list-style-type: none"> • Providing the necessary tools and resources for our community to ensure they have access to good practice and shared learning. • More volunteers are in our sport sharing the load. • Developing the capacity and capability of people in our sport to help meet the ever-increasing needs of our community. • Demonstrating appreciation of our volunteers. • Developing leaders and celebrating role models at all levels. 	2020 - Ongoing
Valuing Our History.	<ul style="list-style-type: none"> • A shared connection to our heritage and traditions. • Bringing the boxing story to life. • Celebrating and respecting our heritage and traditions. 	2020 - Ongoing



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