



Latrobe Basketball Association Inc.

ABN. 79 616 629 760
PO Box 53, Latrobe, Tasmania 7307

Strategic Plan 2022-2026

Reason for the Plan

The Latrobe Basketball Association Inc. (LBA) Board has developed this five-year Strategic Plan to provide direction for on and off court opportunities for the period 2022-2026.

The Plan has the following purposes:

- Give clear direction regarding the needs and priorities of the LBA with a strong Asset and Financial Plan.
- Provide the necessary training, facilities and equipment to enable the coaching staff to achieve the best possible performance of the teams and individuals.
- Encourage and support constructive communication between the Board, Coaches, Players, Members/Life Members, Volunteers, Sponsors and external agencies with the desire to ensure the needs of the LBA are identified and incorporated into annual and longer-term planning.

This Plan should be considered to be a 'live' document that will be reviewed annually and updated as priorities and circumstances change. The Plan is intended to provide a basic framework through which all sectors of the LBA can use for the ongoing development of the LBA.

Our Vision

To lead excellence in Tasmanian Basketball.

Our Values (Values are based on our beliefs - they guide our work and behavior)

- **Family Orientated:**
To promote character-building, healthy lifestyles, positive relationships in a family-oriented Association.
- **Consistency & Reliability:**
We will ensure that the commitments we make can be relied upon.
- **Accountability:**
We know and understand what is expected of us in our own individual jobs and are proud to be judged on this basis.
- **Competitive:**
Focus on both the physical and mental aspects of the game, we will work with every player to set achievable goals designed to increase their ability, confidence and competitive drive.
- **Professional:**
We will ensure that we will be honest, act with integrity and that the way we work and relate to each other is both legally and morally correct.

Our Culture

The LBA recognises our people as our greatest asset and commits to a culture of:

- **Unity/Family** – We work together with a shared purpose and vision.
- **Professional** – We are respectful and professional in all areas.
- **Inclusive** – Sport for everyone, we are stronger for our diversity.
- **Developing** – Strive to develop all players to be the best they can be.
- **Respectful** – To show respect towards team mates/opposition, coaches, we believe in fair play.

Our Mission

To successfully promote, manage, develop basketball for the benefit of the local community whilst maximising enjoyment and opportunities for all.

Together, we will achieve our vision by:

- Developing a strong sense of social and community values at club, team and individual level.
- Identifying community values, we want to adopt and support.
- Develop sound business policies and procedures.
- Developing in all players at all levels the virtues of fair and disciplined play.
- Developing tailored and long-term player development strategies.
- Maintaining high standards of behavior both on and off the playing court.
- Developing the potential of the entire club where the capacity of all participants, either paid or volunteer to contribute the LBA's continued growth is both encouraged and recognised.



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- Providing the best possible outcomes based on our unique levels of player and volunteer commitment.

Our Strategic Pillars & Goal Areas

Community & People

- Governance
- Service delivery
- Behaviours

Our Aspiration

LBA's governance systems reflect best practice at all levels, resulting in high quality, consistent service delivery and a robust positive culture.

Our Strategy

- LBA Board has the confidence of its members and the community.
- LBA wide unified culture embedded.
- Increased professionalism of basketball administration at all levels.
- Development and implementation of standards for the provision of basketball programs and services.
- Consistent high quality governance systems in place including policies and procedures embedded.
- Established consistent transparent communication.
- Clear standards and expectations across basketball organisations.
- Continuously improving and proactively working together.
- Investigate ways to increase utilisation of the facilities.

Measure

- Total compliance with all policies, governing standards and statutory regulations.
- Total compliance with all strategic goals.
- The Service Delivery Agreement with Latrobe Council has been renewed and complied with.
- CAM status maintained.
- Full compliance with the reporting, investigation and close out of all injuries and incidents and all incidents investigated.

Financial Viability

- 5 Year Asset and Financial Management Plans.
- Sustainable Annual budgets – Club and Senior teams.
- Ensure basketball is affordable both to the individual and families.
- Ensure that there is a CapEx reserve.

Our Aspiration

LBA's financial systems reflect best practice at all levels, resulting in high quality, consistent and affordable service delivery for the long-term sustainability of the LBA.

Our Strategy

- Develop 5 year Asset and Financial Management Plans.
- Develop sustainable annual budgets that align with the Strategic Plan.
- Liaise with Latrobe Council regarding their Capital Plan.
- Negotiate the Service Delivery Agreement with Latrobe Council.
- Liaise with Latrobe Council regarding their Operational and Capital Budgets.
- Source external funding (eg grants, loans, sponsorship).
- Generate entrepreneurial and corporate investment in basketball facilities.

Measure

- 5 Year Asset and Financial Management Plans.
- Approved Annual budgets and
- Appropriate rates of return – fees, canteen, bar.
- Adequate liquidity to cover liabilities.



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- Adequate reserves to cover recurrent costs and depreciation.
- LBA's accounts audited annually and approved at the Special General Meeting.
- Income from external sources
- Achievement of the financial goals

Places to play

- New & upgraded facilities.
- Other basketball venues (eg Latrobe High School).
- Access to other sporting organisations and facilities.

Our Aspiration

LBA have sufficient quality facilities to meet community and high-performance needs and Tasmanians have access to basketball at the level and in the format they desire.

Our Strategy

- Develop a long-term facility strategy for basketball in the Latrobe Municipality as per the Latrobe Council's *Latrobe Recreation Precinct Development Plan Update 9 November 2020*.
- Progress the Multi-Purpose Centre in conjunction with the Latrobe Council.
- Liaise with local schools and basketball clubs regarding the availability of suitable facilities.
- Create partnerships with relevant community organisations and all levels of Government.

Measure

- Modern facilities with corporate viewing area.
- Adequate court time for training and roster games.
- Capacity to conduct social rosters and tournaments.

Coaches & Officials

- Coaching
- Officiating

Our Aspiration

LBA's coaches and officials are trained, well supported, growing in quality and quantity and recognised for their expertise.

Our Strategy

- Develop and implement a coaching and officiating framework.
- Outline coaching and officiating pathways.
- Outline coaching and officiating accreditation requirements.
- Appoint accredited coaches, assistant coaches and officials.
- Increase the quality of coaching and officiating through a rise in the average accreditation level.
- Resource and expand the provision of training, education and professional development for coaches and officials.
- Recognise and celebrate coaching, playing and officiating excellence.
- Ensure Bar personnel have RSA accreditation.
- Ensure relevant personnel are accredited for Working with Vulnerable People

Measure

- Full compliance with the training program.
- Coaches, assistant coaches and officials have current accreditation.
- Performance reviews completed as per agreed timeframes.
- Bar personnel have their RSA.
- 100% compliance with Working with Vulnerable People accreditation.



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Participation & growth

- Inclusion & retention
- Entry level programs
- Competitions

Our Aspiration

Basketball participation is inclusive and reaches a retained membership of 400 registered members.

Our Strategy

- Define, understand and improve the reach of basketball in the community and reach out to outlying areas (e.g., Kentish, Port Sorell).
- Increase the popularity of basketball in Tasmania.
- Increase player registration annually.
- Increase retention of registered players annually.
- Increase average total registration period of women and girls annually (length of time in the sport).
- Deliver high-quality entry-level programs.
- Improve affordability of basketball.
- Instigate and manage social basketball programs and competitions at all levels.

Measure

- Target matrix

Target	2022	2023	2024	2025	2026
Membership	300	320	340	360	380
Registered Players	170	170	180	180	180
Registered female players	70	70	75	75	75
Aussie Hoops Participants (per year)	150	155	160	165	170
Social Rosters	1	2	2	2	2
LBA Costs	CPI	CPI	CPI	CPI	CPI

Athlete Development & Pathways

- Development
- High performance

Our Aspiration

LBA's programs and training environments are competitive, recognised as leading edge and LBA players, coaches and officials consistently achieve representative results.

Our Strategy

- Articulate and implement a talent identification framework.
- Outline the roles and responsibilities of LBA in identifying and developing talent.
- Increase quality of local basketball development programs.
- Increase quantity and overall intake capacity of local basketball development programs.
- Partner with affiliate player coach and official development programs.
- Support and increase opportunities for the 18–23 year-old player demographic.
- Increase retention of development players in the 15–22 year-old female demographic.

Measure

- Target Matrix

Target	2022	2023	2024	2025	2026
Aussie Hoops Participants (per year)	150	155	160	165	170
FDP & SDP players	16	17	18	19	20
One team in each age group	7	8	8	8	8



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Championship teams	4	5	6	7	8
Shield teams	8	8	8	8	8

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