

## Recovery Year 2021

On 7 July 2020 the Strategic Plan 2021-2025 Working Group were asked to consult with stakeholders including office-bearers, state coordinators, project leaders, regional directors, and regional secretaries to develop an interim plan for a Recovery Year. Input from State Coordinators has now been added, with the aim of aligning this plan and the 2021/22 budget.

On 15 February 2021 Council endorsed this plan for implementation in 2021.

The status of actions from the plan to date is as follows:

Issue / goal	Strategies	Who	Status	Outcomes and activities 2021	When
1. Stem decline in member numbers / support connections with members Noting that <ul style="list-style-type: none"> <li>about 300 members have dropped out since the end of Feb. About 200 have joined, but membership has dropped by 110.</li> <li>international research has demonstrated that retention costs about 1/5 of recruitment</li> </ul>	Maintain contact with individual members	Clubs	Almost all Regional Directors have contacted clubs asking how they are maintaining contact.	Not originally proposed for 2021. Clubs have now re-opened. Some metro members still concerned about play / social contact. Use social media, Malletsports, posts to secretaries, to report levels of engagement and to encourage clubs to maintain contact with members who are still not attending. Club Development Officer to support struggling clubs.	Quarterly updates.  Starting February
	Develop online resources	State Coordinators	State Coordinators contacted. Zoom training undertaken by State Coordinators of Association, Golf and Ricochet Referees, to connect with referees during 2021. One session included current referees for practice of delivery.	Online activities and resources developed by state coordinators Resources to support referees wishing to become referee tutors or examiners  Templates available for membership renewal / application Template for Malletsports submissions Photo permission forms Tournament flier template. [Pres, Sec; T&F] – in process Entry form inc permission for photos / videos [Sarina, Jim, T&F] Template for nominating a Croquet Victoria life member	Referee coordinators plan to continue Zoom sessions in 2021. GC refereeing queries on social media to continue. <b>No proposal as yet from other coordinators.</b>  Mid-2021  Feb: Ask clubs if they have a useful format. Jan: Attach to Managing a Tournament page. January Pres, Sec, T&F before Christmas; publish February. ? link as part of the tournament flier.  President. February.

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	Support retention and recruitment	Regional directors Regional secretaries Club Development Officer Marketing and Publicity sub-committee	Regional Directors have reported on clubs concerned with numbers. Club Development Officer has contacted all clubs nominated. Secretary has written to all regions asking what support would be useful. Funding for marketing and publicity under consideration.	<p>Support club membership officer / recruitment / publicity via monthly newsletter from Secretary.</p> <p>Zoom workshop for publicity officers to support their efforts in recruitment.</p> <p>Ask clubs for examples of how they have solved problems which led to members deciding to stay rather than go. Use Sarsfield story. Jim Clement. <del>November 2020</del>. February 2021.</p> <p>Wayne to write up MCC practices inc hamper. Sarina to write up Twin City. Feature recruitment/retention issue in Malletsports.</p> <p>Encourage clubs to designate someone for contacting members who are missing out on playing. Welfare officer / Almoner. Collect info from clubs.</p> <p>Provide recruitment material: video clips for use online and in presentations; new flyers targeting young players and families; targeted posters</p> <p>Provide information for local government highlighting value of croquet as a sport. Publicise croquet in mainstream and social media including livestreaming via Fox Sports if possible. Collect photos and bios for this purpose. Support incidental costs of live streaming.</p>	<p>Monthly</p> <p>April</p> <p>March Malletsports</p> <p>February Malletsports</p> <p>February Malletsports</p> <p>Ongoing</p> <p>February</p> <p>From March</p> <p>February check / March send.</p>
				Ask Mignon Johnston, Eileen Gough to comment on how each of the claims in the Advantages of Affiliation is achieved. Amend sheet as necessary. Distribute amended sheet for use in induction packs.	

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2. Help clubs encountering difficulties with finances or financial management	Identify clubs reporting financial difficulty Help clubs wanting support with grant applications	Clubs reporting difficulties, current or expected	Regional directors have identified clubs reporting financial concerns. CDO has cross-checked with SRV list of clubs obtaining COVID survival grants. Secretary has forwarded email from Lyndsay Neilson offering help with grant applications to vulnerable clubs who did not obtain first round COVID survival grants. Secretary is providing support letters for clubs applying for grants.	All clubs reporting financial concerns in 2020 have been contacted. No clubs are reporting current difficulties. Club Development Officer to monitor situation.	Quarterly contact, to be reported in Malletsports.
	Share information about support available from local authorities Investigate possibility of helping clubs to approach their local authority		Three LGAs have recently engaged with Croquet Victoria along with local clubs and their regional CA. All have used the croquet planning docs and Facility Guide as references.	Update Croquet Facility Guide with lighting standards; send to LGAs to bring croquet into view in their planning.	February 2021
3. Rebuild tournament calendar and recruitment to tournaments where tournaments have been cancelled or rescheduled	Identify blockages / difficulties in resuming competition – local, regional, open, state	Office-bearers – Vice President State coordinators – GC, AC, Ric, Gateball, T&F	Indications are that there is a drop-off in participation levels; some tournaments have recently been cancelled.	Office bearers to provide periodic reports on situation, including comment on blockages.	Quarterly beginning in February 2021
4. Maintain and develop sport of croquet and gateball	Demonstrate ricochet across state and generate interest in ricochet competition. Goals in other codes?	Coordinator Ricochet	AC and GC coordinators allocated \$2000, Ric coordinator \$4000 to support travel and development work. Funding being considered to support recruitment work by Gateball.	Visits to 12 clubs planned by Coordinator Ricochet. Tournament envisaged.	Throughout year

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<p>5. Support introduction of new coaching system (delayed by barriers to crossing state boundaries)</p> <p>6. Encourage member and clubs to engage with new coach training system</p>	<p>Circulate information about timeline for training and certification in the new coaching system</p> <p>Publicise benefits of coaching to members and clubs</p>	<p>State Coordinator Coaching; Coordinators AC GC Ric GB depending on what is proposed.</p>	<p>Dates provided for initial rollout of training in March.</p> <p>Recovery Year Plan received from State Coordinator of Coaching via message to Treasurer:</p> <p>Can you please leave [budgeted amount] as \$8,900. Waiting to get the quote on the printing of manuals so sorry cannot be exact on that outgoing as no idea number coaching that will recertify in the ACA national coaching programme being rolled out in the first quarter of next year.</p> <p>Travel expenses: with fuel, accommodation and food will be higher.</p>	<p>Croquet Victoria is providing manuals for certified level 1 and 2 coaches.</p> <p>Initial certification program being conducted by national coordinator coaching.</p> <p>Visits and training are planned.</p>	<p>March 2021: coaching conference and activities led by national coordinator coaching.</p> <p>April to December 2021 (funded to March 2022)</p>
<p>7. Reschedule Player Development Project (PDP)</p>	<p>Advise interested clubs and members of the likely timeline for decisions on the PDP</p>	<p>TMA Player Development Project coordinator; Coordinators AC GC depending on what is proposed.</p>	<p>Update sent to clubs in October.</p> <p>Croquet Victoria has formally applied to repurpose the grant to start in July 2021.</p> <p>Depends on Council having 40% female Directors (not currently the case).</p>	<p>Plans have been updated to run project from July 2021 for two years.</p> <p>Awaiting advice from SRV on funding.</p>	<p>Depends on funding decision.</p>
<p>8. Prospective introduction of new AC laws</p>	<p>Updates from State Coordinator Refereeing (AC)</p>	<p>State Coordinator Refereeing (AC)</p>	<p>State Coordinator AC Refereeing has conducted Zoom sessions for current referees.</p> <p>WCF has now endorsed the new AC Laws.</p> <p>Awaiting decision from Croquet Australia on implementation date.</p>	<p>Plans from State Coordinator Refereeing (AC):</p> <ul style="list-style-type: none"> <li>• Resumption of in person referee refreshers in metropolitan and country areas</li> <li>• Training and accreditation of new referees</li> <li>• Introduction of new laws and subsequent training of all referees in the changes</li> <li>• There is little monetary cost other, than some printing costs in the metro areas, but the country areas involve travel and accommodation. Some of the training is done in conjunction with other events such as the country regional tournaments.</li> </ul>	<p>Implementation date is 1 July 2021.</p>

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				<ul style="list-style-type: none"> <li>I estimate that for a full normal season, the required budget would be \$400 for the year.</li> </ul>	
9. Extending activities for Under 21s	Identify and connect clubs with plans for encouraging junior play: <ul style="list-style-type: none"> <li>working with schools</li> <li>running inter-school competitions</li> <li>inter-generational competitions</li> <li>family days</li> </ul> Establish network of Under 21 players.	Clubs Coordinator Under 21s Coordinator Coaching: support for juniors Coordinators AC GC Ric re events for juniors Regional Directors Regional Secretaries	Advisory group established, comprising members from clubs which are already active with schools. Meets monthly. Club survey from early 2020 revised and sent to 58 clubs who had not responded. 36 clubs indicated interest in connecting with juniors/schools. Monthly network meetings held for under 21 players. Under 21s Facebook page "Croquet: the next big hit" established and active.	Follow up interested clubs to find out their plans for 2021. Tournament and coaching weekend planned for 24/26 September, involving selected school students from club / school programs.	January 2021.  Planning has started. Ongoing to September.
10. Review of governance required by SRV as condition of COVID survival grant.  11. Ensure each gender are 40% of Council membership [Sport Australia principle]	Review governance against new Sport Australia Sports Governance Framework and Principles.	President, Secretary, Treasurer	Governance review completed by President and Secretary. October Council Meeting discussed items from above review. Council Charter endorsed December. Compliance calendar done. Conflict of Interest protocol agreed. Finance subcommittee established and active. Council has currently fallen below 40% women members.	Manual to be reviewed in light of charter. Board performance review for consideration February 2021. Risk framework to be developed by President.  Finance subcommittee examining practices. Council to discuss remediation pathway.	Prior to June elections.  February  April  Ongoing.  February.

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12. Ensure new Child Safety requirements are met	Establish Council sub-committee to monitor requirements, advise and support clubs	Convenor, Child Safety Sub-Committee	Sub-Committee Terms of Reference adopted at October Council Meeting. No members nominated. Previously active Council members have withdrawn from this task.	Council to consider as a matter of urgency. Subject to advice from relevant members: Secretary to remind clubs that review is needed in the light of new requirements.	February Council meeting  When committee has been established.
13. Maintain activity at VCC	Establish VCC sub-committee	Convenor, VCC sub-committee	<p>VCC sub-committee terms of reference approved, members appointed. Sub-committee is meeting weekly.</p> <p>Ongoing responsibility for managing VCC (including safety issues); coordinating volunteers; scheduling events at VCC; increasing participation in social events and club play; seeking external support and income events.</p> <p>Volunteers have been maintaining the grounds and cleaning the building.</p>	<p>Brian Reither communication to Treasurer:</p> <ul style="list-style-type: none"> <li>As State Coordinator AC, Deputy T&amp;F Chair and soon to be appointed to VCC Committee, I believe I will be fully committed to promoting the use of Cairnlea. This will involve working to increase participation in tournaments, arranging more social days and events. Organising Tournament Managers. Continue my AC CO role of "ASK BRIAN HE WILL KNOW".</li> <li>I feel that your proposed budget will be adequate for what I may be incurring.</li> <li>Two other items we may need to discuss with Lester for next spring are possible part time Green Keeper and Spraying Contract.</li> </ul>	Sub-committee is required to report to CoM and Council quarterly, is currently reporting more frequently.
				Consider training for tournament managers including support roles at VCC.	Refer to Brian Reither / Tournaments and Fixtures for consideration – February 2021
14. Maintain and develop expertise on GC Rules via referee training and updates			State Coordinator GC refereeing has been running fortnightly Zoom sessions	<p>Message from State Co-Ordinator GC Refereeing to Treasurer:</p> <p>\$400 is reasonable. The expenses for this position are mainly for travel and accommodation to run Rules courses and refresher days and to examine candidates. Obviously, at the moment, I am not doing any such travel, but there could be some next year if the Covid situation improves.</p> <p>As you know, I am doing zoom meetings, but I don't expect reimbursement for my time, ink, paper or electricity.</p>	As indicated: continued Zoom sessions plus local courses and examination of referee candidates.

