



Wellington Hockey Strategic Plan 2020 - 2022

Vision: Inspiring a life-long love of Hockey

Mission: Making great hockey happen

Outcome Statements:

- More people enjoying the whole hockey experience for longer
- Opportunities for all to participate, grow and excel
- Strong and sustainable hockey in Wellington
- A modern, technology-enabled, innovative and customer-focused organisation

Strategy Statement:

WHA is a strong, sustainable, transparent and professional organisation with good governance, strong financial management and clear priorities.

WHA is a trusted, reliable community partner. We are here to support our community.

Our Values

Hockey Whanau

We put people at the centre of our purpose, treating everyone, always, with care and respect. We're a family, a whanau, a team and a community.

Enjoyment

We love hockey and enjoy our involvement in the sport. We have fun and want others to have fun, to ensure a quality hockey experience.

Integrity

We're honest and truthful in dealing with others. We are open, transparent and real. We take responsibility for our words and actions and hold each other accountable.

Strive for Excellence

We bring our passion and commitment to the sport of hockey, and its people. We always strive for excellence and take genuine pride in everything we do and how we do it.

Inclusive

We can achieve so much more together, when we are united. We share our knowledge and successes, so everyone achieves more.

Strategic Goal 1: More people enjoying the whole hockey experience for longer

Strategic Goal	Achievements & Outcomes
1.1	15% increase in Primary School teams over three years
1.2	10% increase in Secondary School teams over three years
1.3	15% increase Open Teams over three years
1.4	30% increase in Summer Social Teams over three years
1.5	50 teams per year playing in modified, winter social leagues
1.6	6,000 children take part in introductory Hockey programmes over three years
1.7	2,000 children in targeted areas take part in introductory Hockey programmes over three years
1.8	2,000 children take part in a modified competition format over three years

Strategic Goal 2: Opportunities for all to participate, grow and excel

Strategic Goal	Achievements & Outcomes
2.1	Players - 15 players from Wellington in a Hockey NZ High Performance Hub
2.2	Coaches - 60 coaches introduced to Hockey Coaching over three years
2.3	Umpires - 60 new umpires recruited and trained over three years
2.4	Umpires - 12 umpires achieving NZ Level 1 or Level 2 Accreditation over three years
2.5	WHA post season surveys: reflect that Wellington Hockey is a positive, respectful environment for our umpires, players and administrators.
2.6	75% satisfaction rating from the Voice of the Participant survey: the volunteers of Wellington Hockey feel well supported and valued

Strategic Goal 3: Deliver strong and sustainable hockey in Wellington

Strategic Goal	Achievements & Outcomes
3.1	Financial reserves of \$200,000 achieved and maintained
3.2	Stakeholder/partner engagement plan to maximise partner relations and support
3.3	Leverage existing technology infrastructure to diversify commercial revenue streams
3.4	100% of draws accurate and released on time in all grades
3.5	100% of employees are performing "on track" or higher
3.6	Net Advocate Result (NAR) of between 50-70% indicating employees are very satisfied or extremely satisfied with the WHA environment
3.7	100% of Board members have completed the Governance 101 training from Sport NZ
3.8	All identified organisational policies in place and implemented by July 2020

3.9	WHA Constitution that is relevant and appropriate to the current requirements of to Wellington Hockey and the Wellington Hockey community
3.10	WHA Board recruitment and succession plan
3.11	In partnership with the WRHST develop and implement a Facilities Strategy

Strategic Goal 4: Be a modern, technology enabled, innovative and customer focused organisation

Strategic Goal	Achievements & Outcomes
4.1	Competitions, registration and turf bookings are full integrated by end of 2020
4.2	10% increase per year in social media engagement, year on year
4.3	WHA makes sustainable decisions that consider the environment
4.4	Leverage technology to engage with our community