



## FencingWA Strategic Plan 2022

Strategic Priority	Strategic Focus	Objective	Measures
<p style="text-align: center;"><b>Governance</b></p>	<p>Have a high level of good governance, communication, structure, and diversity within WA.</p>	<p>Maintain compliance with all the WA Child Safeguarding standards.</p> <p>Have governance structures in place to assist the Board with decision making and compliance.</p> <p>Increase the level of human resources to implement the FWA Operational Plan.</p>	<p>Completion and implementation of;</p> <ul style="list-style-type: none"> <li>- Child Safeguarding Policy</li> <li>- WWC Check Policy and Procedure.</li> </ul> <p>Governance</p> <ul style="list-style-type: none"> <li>- Five policies reviewed in 2022</li> <li>- Update and maintain a Policy Register.</li> <li>- Implement a Board Current Schedule of Matters.</li> <li>- Governance Charter applied.</li> <li>- Completion of a Workforce Plan for employees, contractors, and volunteers.</li> </ul> <p>Appoint an Administrator to assist the EO with the Operational Plan Actions.</p>
	<p>Continue to improve financial management and budgeting.</p>	<p>Regularly provide financial reports to the Board.</p> <p>Transparent financial reports to Members, including Annual summary.</p> <p>Explore other options for project grant funding.</p> <p>Identify and implement strategies to be to increase the level of DLGSC IIP funding.</p>	<p>The Board are provided quarterly financial reports in 2022.</p> <p>Yearly Financials are provided as part of the Annual Report.</p> <p>Develop a grant list of all possible grants suitable for FWA.</p> <p>Apply for community/participation grants.</p> <p>The sport develops a strategy to increase the current level of funding received by the DLGSC.</p>



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<b>Pathways and High Performance</b>	Provide a pathway program that is athlete focused on developing skills and is holistically supported.	<p>Implement the FencingWA High Performance Plan.</p> <p>As part of the High Performance Plan, develop an athlete pathway plan for Brisbane 2032.</p> <p>Build communities across weapons, clubs, coaches, and athletes.</p>	<p>A High Performance Plan is developed and actioned.</p> <p>Liaising with the AFF, develop an athlete pathway for identified athletes for Brisbane 2032.</p> <p>Three Training Camps will be held in 2022.</p> <p>Coaches and clubs engage in the camps and develop opportunities for athletes, coaches, and clubs.</p>
	Deliver high-level satisfaction for event attendees.	<p>Continue to maintain a comprehensive state competition calendar and HPIS Athlete payments.</p> <p>Improve the quality of identified events.</p>	Event satisfaction is high.
	Enhance and deliver a quality Coach Support program.	Increase the number of coaches in WA	<p>Two FWA meetings with head coaches from all clubs in 2022.</p> <p>Develop and action a coaching pathway that is relevant to the community and support coaches on the pathway.</p> <p>Each club has one accredited coach.</p> <p>Plan for a minimum of one coaching course per weapon</p>
	Deliver a quality Referee and Development Managers Program.	Increase in the number of state and national accredited referees.	<p>Appoint an Officiating Director</p> <p>Two Referee Courses per year.</p> <p>One DT Training Course per year.</p>



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		Engage with the National Referee Sub Committee and with referees within the state.	Develop a DT Policy and Resources.  Mentoring is available for national accreditation.
<b>Development and Marketing</b>	Enhance and deliver a quality Club Support program.	Increase the value of being a FWA Member Club  Increase in membership	Three President Meeting per year. Develop and implement a Club Support Program Plan 2022 – 2025. Individual Club Support Plans are actioned. 10% increases membership.
	Increase communication strategies to members.	Enhance the delivery of communication to state member athletes.	Increase the level of communication to the Under 17 State Team <ul style="list-style-type: none"> <li>- Update Travel Guidelines and Codes of Behaviour</li> <li>- Update the Parent Information Pack</li> <li>- Host an information session.</li> </ul> Develop and implement a State Member Pack for athletes.
	Increase the profile of the sport.	Identify and develop our Fencing story in WA.	<ul style="list-style-type: none"> <li>- One FWA event is selected to become a showcase event in 2022. <ul style="list-style-type: none"> <li>o Showcase Event Operational and Marketing Plan implemented.</li> </ul> </li> <li>- The showcase event will include strategies to engage people outside the current member base.</li> </ul> Develop and implement of a Marketing and Social Media Plan. <ul style="list-style-type: none"> <li>- Increase social media engagement by 10%.</li> </ul>



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			- Develop and implement a Welcome to FWA Members Pack.
	Increase the use of digital technology to support the sport.	Digital technology solutions are utilised to improve club and membership satisfaction and assist with membership growth.	Explore opportunities using software / CRMs to streamline current systems.
	Support diversity and inclusion within FWA	Wheelchair Fencing Apply for a grant from Healthway / Demonstration at AFC#3	Grant application successful and remaining wheelchair fencing equipment purchased.  Wheelchair fencing training running regularly.