



# ICE SPEED SKATING NEW ZEALAND

Affiliated to the International Skating Union

## STRATEGIC PLAN 2014-2018

### **PURPOSE:**

To increase participation in Ice Speed Skating and to achieve excellence in the sport and its administration

### **VISION:**

To have all skaters, coaches and officials achieving their maximum potential.

### **VALUES:**

Honesty  
Integrity  
Trust  
Transparency & Clarity  
in Communication  
Teamwork

## **FOCUS**

Skaters, Coaches & Officials Development

Awareness & Growth of the Sport

Best Practice Governance & Management

Adequate Financial Base and Resources

# SKATER, OFFICIALS & COACHES DEVELOPMENT PROGRAMME

| Focus                                | Objectives   | Strategies                              | Action Plan   |
|--------------------------------------|--|---|---|
| <b>Increase in Skater capability</b> | <b>Provide more opportunities for skater development</b> | Develop the Speedy Skate Programme      | <ul style="list-style-type: none"> <li>• Encourage Clubs to use the Speedy Skate programme for all new skaters</li> <li>• Create a Speedy Skate page on the Website and in Newsletters</li> </ul>   |
|                                      |  | National Development Camps              | <ul style="list-style-type: none"> <li>• Hold two National Development camps annually</li> <li>• Invite other International Skating Union members to attend camps</li> <li>• Invite overseas coaches to attend camps</li> </ul>   |
|                                      |  | More opportunity to train overseas      | <ul style="list-style-type: none"> <li>• Continue to lobby ISU to recognise NZ as a development country and include in the ISU Development programme</li> <li>• Develop relationships with other ISU members to seek invitations to NZ to join their training camps</li> </ul>  |
|                                      |  | Greater opportunity to compete overseas | <ul style="list-style-type: none"> <li>• Through a robust Selection policy, identify skaters with the ability to compete at ISU and other International events.</li> <li>• Monitor the progress of skaters attending international events to assist with ongoing selection</li> <li>• Explore international competitions outside of the ISU World Cups and Championships</li> <li>• Continue to lobby the ISU to allow NZ to participate in ISU Development competitions</li> </ul> |
|                                      |  | Recognise Success                       | <ul style="list-style-type: none"> <li>• Encourage mentoring</li> <li>• Encourage mixed age groups and abilities in training opportunities</li> <li>• Acknowledge achievers of all levels in Newsletters and on the Website</li> </ul>  |

|   |   |   |   |
|---|---|---|---|
| <b>Increase in Coaches capability</b>   | <b>Provide more opportunities for Coaches development</b>   | Establish and promote development pathway and opportunities nationally and internationally    | <ul style="list-style-type: none"> <li>• All coaches to attend National Development Camps</li> <li>• Coaches to attend ISU training courses overseas</li> <li>• Coaches to attend ISU competitions overseas</li> </ul> <p>And support those skaters attending</p>                           |
|   |   | Coaches to continue to Develop their general coaching skills                                  | <ul style="list-style-type: none"> <li>• Coaches to attend Sport NZ Coaching courses to increase their knowledge and update skills in basic movements, injury prevention, recovery, mental preparation, nutrition and other sports related issues</li> </ul>                                |
|   |   | Establish and promote the development pathway for senior skaters to transition to coaches     | <ul style="list-style-type: none"> <li>• Identify skaters with interest and potential</li> <li>• Encourage and assist with mentoring</li> <li>• Skaters to attend Sport NZ Coaching courses</li> </ul>  |
| <b>Increase in Officials capability</b> | <b>Provide more opportunities for Officials development</b> | Establish and promote pathways and training opportunities both nationally and internationally | <ul style="list-style-type: none"> <li>• Hold Regional and National training courses</li> <li>• Officials to attend ISU courses overseas</li> </ul>   |
|   |   | Identify and Recognise Officials and Technical Support volunteers                             | <ul style="list-style-type: none"> <li>• Record and monitor the grading, both Nationally &amp; Internationally for all Officials and Technical Support volunteers</li> <li>• Update Clubs and Members with the list of all Officials and Technical Support volunteers</li> <li>•</li> </ul> |
|   |   | Retention of Officials and Technical Support volunteers                                       | <ul style="list-style-type: none"> <li>• Encourage mentoring</li> <li>• Recognise achievement in Newsletters and on the Website</li> <li>• Hold a data base of those available for competitions</li> </ul>  |

# AWARENESS & GROWTH OF THE SPORT

|                       |   |   |   |
|-----------------------|---|---|---|
| <b>Grow the Sport</b> | <b>Increase the awareness of Ice Speed Skating in the local communities</b> | Provide an updated ISSNZ Website  | <ul style="list-style-type: none"> <li>• Board and Committee members to personally update the website</li> <li>• Include a “Club” page to enable regular articles on members’ achievements, meeting times, competitions to be displayed.</li> </ul>   |
|                       |   | Promote and Support initiatives to introduce Speed Skating into schools | <ul style="list-style-type: none"> <li>• Olympians, International Skaters to take their story into schools to promote the sport.</li> <li>• Regional initiatives and programmes to bring ice sports into schools</li> <li>• Invite schools to bring along pupils to National and Regional Events</li> <li>• Develop Brochures to promote the sport</li> </ul> |
|                       |   | Promote the Sport through the Media                                     | <ul style="list-style-type: none"> <li>• Develop a network of media outlets to notify of any Speed Skating Event</li> <li>• Maintain a current file of photographs</li> <li>• Keep on hand current articles of skaters at competitions and National development Camps</li> </ul>  |
|                       |   | Maintain a current data base of member skaters, coaches and officials   | <ul style="list-style-type: none"> <li>• The data base is updated in a timely way to ensure all members can be kept informed</li> </ul>   |
|                       | <b>Increase the membership of the ISSNZ</b>                                 | All members are registered in a timely way                              | <ul style="list-style-type: none"> <li>• Provide Clubs with Registration forms for all existing members at the beginning of the year</li> <li>• Provide Clubs with a list of their Registered Skaters on a regular basis</li> </ul>   |
|                       |   | All new skaters are Registered within the required time frame           | <ul style="list-style-type: none"> <li>• Introduce an initiative to encourage all clubs to register new skaters early.</li> <li>• Make available an introductory booklet for each newly Registered skater</li> </ul>  |
|                       |   | Increased Adult membership  | <ul style="list-style-type: none"> <li>• Encourage Clubs to include Parents/Masters participation at Sessions, Camps and Competitions</li> <li>• Recognise achievement in Newsletters and on the Website</li> </ul>   |
|                       |   | All new skaters are registered within the required time frame           | <ul style="list-style-type: none"> <li>• Introduce an initiative to encourage all clubs to register new skaters participation in the sport at an early stage</li> <li>• Develop and make available an introductory booklet for each newly registered skater</li> </ul>  |

## BEST PRACTICE GOVERNANCE AND MANAGEMENT

| Focus  | Objective  | Strategies   | Action Plan   |
|--|--|--|---|
| <b>To have quality administration and governance based on best practice principles</b> | <b>Provide sound and effective policies and procedures</b> | All policies are up to date and communicated to members                      | <ul style="list-style-type: none"> <li>• Annual review of all policies and procedure</li> <li>• Publish all current policies on the website and promulgate their existence there to clubs, skaters and officials</li> <li>• Distribute all relevant policies to Clubs and skaters</li> </ul>  |
|  |  | The Constitution covers the appropriate Rules as required by the Association | <ul style="list-style-type: none"> <li>• The Constitution is reviewed to ensure it reflects the current needs of the Association</li> <li>• The Constitution is amended or rewritten to reflect the requirements of the proposed new Incorporated Societies Act</li> </ul>  |
|  |  | Rules and Regulations are current and appropriate                            | <ul style="list-style-type: none"> <li>• Annual review by the Technical Committee of the Rules and Regulations to ensure they meet current national and international requirements</li> <li>• All amendments are notified to members in a timely way</li> <li>• Ensure that there is full compliance of the Rules and Regulations by all members</li> </ul> |
|  | <b>That Board members are effective in their roles</b>     | Regular review and assessment of Board performance                           | <ul style="list-style-type: none"> <li>• Adopt self-assessment policy using Sport NZ models</li> <li>• Adopt regular performance reviews at Board meetings</li> <li>• Evaluate performance against Strategic plan</li> </ul>  |
|  |  | Stay up to date with ISU policy  | <ul style="list-style-type: none"> <li>• Ensure we are represented at ISU Congress</li> <li>• Work closely with other member countries</li> </ul>   |
|  |  | Stay current with Olympic qualification standards and requirements           | <ul style="list-style-type: none"> <li>• Attend NZOC AGM, winter sports and selection forums</li> <li>• Regularly update the NZOC of status of skaters competing at international level.</li> <li>• Maintain relationship with Sport NZ to ensure compliance with HPPNZ policy</li> </ul>   |

## ADEQUATE FINANCIAL BASE AND RESOURCES

| Focus                                       | Objective   | Strategies   | Action Plan   |
|---|---|--|---|
| <b>Ensure continued financial stability</b> | <b>Have sufficient funds to meet strategic objectives</b> | Maximise Grants obtained from Gaming and other Trusts                    | <ul style="list-style-type: none"> <li>• Keep an updated register of all organisations that support sports</li> <li>• Assist with the provision of quotes to ensure timely applications</li> <li>• Comply fully with all the requirements of grantee bodies</li> <li>• Sponsors are given priority positioning on website</li> <li>• Sponsors are always acknowledged in newsletters, programmes and protocols</li> </ul> |
|   |   | Actively look for other sponsorship opportunities                        | <ul style="list-style-type: none"> <li>• Apply for ISU Development funds for equipment replacement</li> <li>• Skaters to provide a cv and their Individual Performance Programs</li> <li>• Work with Regional Sports Trusts to find alternative funding</li> </ul>  |
|   |   | Have ongoing quality financial reporting                                 | <ul style="list-style-type: none"> <li>• Provide adequate financial software</li> <li>• Have ongoing and timely financial reporting</li> <li>• File accounts promptly with the Incorporated Societies Office</li> <li>• All expenditure is based on strategic objectives</li> </ul>   |
|   |   | Have sufficient retained earnings to meet current and future obligations | <ul style="list-style-type: none"> <li>• Prepare annual budgets</li> <li>• Ensure all projects are budget based and set at breakeven</li> <li>• Ensure budgets are carefully monitored and reported against in a timely way</li> </ul>  |