



Ultimate Victoria Strategic Plan (2016-2018)

Vision	That every Victorian has the opportunity to be regularly involved in Ultimate.
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Mission	Ultimate Victoria is passionately committed to providing an inclusive, healthy and active community and developing new opportunities to grow, through the sport of Ultimate.
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Values	Honesty & Integrity (Spirit Of The Game)	Diversity & Inclusiveness	Collaboration	Professionalism	Excellence
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Strategic Priorities	Increase Participation	Financial Sustainability	Workforce Development	Excellent Governance	High Performance Pathways
	1.1 Improve accessibility	2.1 Effective financial management	3.1 Maximise effectiveness and efficiency of people and resources	4.1 Commit to accountability and best practices to ensure sustainability	5.1 Raise the standard of state-level competition
	1.2 Provide clear pathways for player development	2.2 Improve financial position	3.2 Improve experience for staff and volunteers	4.2 Build effective working relationships with key stakeholders	5.2 Improve high performance opportunities
	1.3 Increase participation opportunities for youth	2.3 Offer financial support through Ultimate Victoria initiatives	3.3 Build capability for future expansion	4.3 Engage with our community in a fair and inclusive manner	5.3 Implementation of the worlds best elite youth program

Primary Strategic Targets	Increase Participation	Financial Sustainability	Workforce Development	Excellent Governance	High Performance Pathways
	1.1 Have 20 000 active participants over 3 years.	2.1 Operate to a financial budget	3.1 Recruit, educate, acknowledge and preserve appropriate candidates for all board positions, subcommittees, staff and volunteer positions.	4.1 Develop and implement best practice governance structures	5.1 Finish in the top two positions at all Australian national competitions.

Operational Initiatives	Increase Participation	Financial Sustainability	Workforce Development	Excellent Governance	High Performance Pathways
	1.1 Effectively maintain records of membership and participation	2.1 Implement best practice financial management procedures	3.1 Induction, education and training of new board members and staff	4.1 Improve governance through aligning with the ASC governance principles	5.1 Supporting the development of a state league
	1.2 Increase the number of localities which provide opportunities to participate	2.2 Develop robust reporting procedures between the board and the finance team	3.2 Introduce an online sharing system across all levels of the sport	4.2 Establish strong and sustainable foundations through continuous development of policies and procedures	5.2 Continued improvement of state championship events

	1.3 Develop school events and programs	2.3 Regularly review product pricing to produce sustainable outcomes	3.3 Meet legal and financial obligations relating to employing staff	4.3 Clearly document the subcommittee structure to increase the strategic capacity of the UV Board through delegation of operational initiatives	5.3 Organisation and implementation of annual Victorian elite training camp
Operational Initiatives (cont)	1.4 Increase participation at the grassroots level	2.4 Source commercial funding to support our youth program	3.4 Build accountability of staff and board members through regular meetings and reporting	4.4 Build effective relationships with stakeholders through effective communication and transparency	5.4 Effectively marketing and promoting our elite athletes and events
	1.5 Educate and train clubs to provide opportunities to youth and other social participants	2.5 Develop formal process for affiliated clubs to apply for funding	3.5 Robust handovers to new staff and board members		5.5 Train and educate universities to develop elite training programs
	1.6 Educate and train clubs to provide diversity of players and volunteers within the club		3.6 Recruitment of skilled personnel that complement existing skill sets	5.6 Development, implementation and evaluation of VicFlick Youth Development Program	
	1.7 Promote Ultimate to the broader community to increase involvement and participation		3.7 Developing and educating our volunteers by enhancing the health, well being and connectedness of our work force		