

## PARTICIPATION AND PATHWAYS

Inspire more people to engage in boccia, to retain and develop athletes, officials and volunteers

Enhanced regional engagement, facilitating new club development and enhancing the capacity and capability of existing clubs / groups

An increased number of participants including:

- Increased engagement with tamariki and rangatahi
- Increased engagement with women and girls
- Increased engagement with Maori and Pasifika

Participation at sanctioned events is increasing annually

Clearly defined development pathways:

- Athlete, coach, classifier, referee, event

An increased number of accredited coaches and officials actively engaging in regional events and programmes:

- 60 accredited coaches
- 40 accredited referees

A volunteer recognition programme

Benchmarks for breakdown of numbers (participants, coaches, referees)

## PERFORMANCE AND PROFILE

Athletes, coaches, officials, the sport of boccia and Boccia NZ, are recognised in NZ and internationally

Build a performance framework fostering excellence

Build an academy programme fostering education, leadership and wellbeing

Accredited officials at regional and national sanctioned events

Surveys, show an increased awareness within the disability community of what boccia is, and what Boccia NZ does

Regular stakeholder (including clubs) surveys achieving continual improvement

Communications strategy

Marketing and branding strategy

Review and refine 2021-2028 High Performance Strategy

## FINANCIAL AND PARTNERSHIPS

Sustainable financial model and collaborative partnerships that facilitate organisational capacity and capability

Stabilise financial position post COVID-19, and resource annual budget forecasts

Build cash reserves – 6-months minimum

Sport NZ Investment:

- Disability Funding for 3 years
- Contestable fund investment for 1 project

Build partnerships, collaboration and resource sharing with ParaFeds to develop athletes, officials and volunteers

Build partnerships with tertiary providers to engage volunteers

Funding plan and strategy

## ORGANISATIONAL LEADERSHIP

Effective governance and strong leadership within and by the organisation

Board members with the appropriate skills, including financial, to provide strategic leadership

Staff with the appropriate skills, including financial, to deliver strategic goals

Staff performance, appraisal and professional development planning

Clear expectations and accountabilities of athletes, coaches, officials, volunteers, staff and Board

Effective internal policies, processes and systems, including wellbeing policy, which is clearly and consistently communicated and understood.

Legislative compliance, including constitution, health and safety, and risk management

A clear high performance (HP) purpose and direction

## OUTCOMES BY 30 JUNE 2024:

## OUTCOMES BY 30 JUNE 2028:

Regional clubs / groups are resourced and sustainable

Thriving regional events and programmes, providing choice and regular participation opportunities

Membership, and participant base, demonstrates diversity and inclusion

Participation at sanctioned events, demonstrates national representation

A capable network of accredited coaches and referees, actively engaging in regional events and programmes

A capable network of volunteers who feel valued

A measurable increase in benchmark numbers (participants, coaches, referees)

Podium finishes at minor world competitions

Athletes, coaches and officials, who are role models, and who's legacy inspires the next generation

Continuity of athletes with a confirmed national classification, achieving national performance standards

Coaches and officials at minor world and major world competitions

Surveys, show an increased awareness within NZ of what boccia is, and what Boccia NZ does, and Boccia NZ is recognised within the international boccia community

Clear and consistent communications, branding and marketing

Deliver a World Boccia sanctioned international competition

Sustainable financial strategy and revenue streams

Diversify revenue streams and decrease % of revenue from grants

Build cash reserves – 12-months minimum

A capable network of regional delivery partners

Sustainable partnerships / collaborations which enhance capacity, capability and profile

Partnerships and collaborations which provide member focused events, programmes and workshops, and that enhance organisational capacity and capability

Data, research and insights led

Strong strategic leadership, demonstrating transparency, diversity and inclusion

Annual Board evaluation and succession planning

Feedback and surveys, indicate standards, values and behaviours are embedded and demonstrated

Review internal policies, processes and systems, including updating wellbeing policy

Legislative compliance, including business continuity and risk management planning

Liaison with high performance stakeholders, including Paralympics NZ and Sport NZ, and a fit for purpose high performance network, structure and system

### COACHES AND OFFICIALS

Accredited coaches and officials, supporting players to reach their full potential as athletes and people

### TALENT IDENTIFICATION AND DEVELOPMENT

Continuity of athletes with a National Classification, achieving and elevating performance standards

### COMPETITION AND PERFORMANCE

Athletes, coaches and officials, performing in a safe environment which fosters education, excellence and wellbeing

## OUTCOMES BY 30 JUNE 2023 (to get us started):

A national coach framework, including structure, position descriptions and appointment policy

A coach development system, including accreditation and leadership group

A national referee framework, including structure, position descriptions and appointment policy

A referee development system, including accreditation and leadership group

Regional and national sanctioned events, providing national classification for athletes

A talent identification and development system, promoting education, leadership and wellbeing

Performance testing aligned to national performance standards

Accessible system to manage and monitor performance data

Clear expectations and joint accountabilities for high standards of presentation, behaviour and performance

An academy programme which promotes education, leadership and wellbeing, and fosters excellence in performance

Wellbeing policy is clearly and consistently communicated and understood

A performance pathway that educates, inspires and improves athletes, coaches and referees

## OUTCOMES BY 30 JUNE 2025 (because we can't do it all at once):

High performance coaching appointments, including roles, responsibilities and expectations

A coach leadership group, driving coach development

Continuity of accredited coaches, gaining regional and national experience

High performance coaches gaining international experience

A referee leadership group, driving referee development

Continuity of accredited referees, gaining regional and national experience

Supporting national referees to attain international accreditation, and gain international experience

Regional and national development camps and workshops

Increased diversity of athletes with a national classification competing at sanctioned events:

- Tamariki and rangatahi
- Women and girls
- Maori and Pasifika

Continuity of athletes with a national classification achieving national performance standards

Transparency within all accountabilities, appointments, communication, decision making, expectations and selection

Academy camps and workshops, including performance planning, education, leadership, performance evaluation and wellbeing

Feedback indicates wellbeing policy is embedded

Athletes with an international classification gaining international experience and world ranking points

## OUTCOMES BY 30 JUNE 2028:

High performance coach, performance evaluation and succession planning

Targeted group of world class coaches with major world competition experience

A sustainable coach development system, providing a capable network of accredited regional coaches

A sustainable referee development system, providing a capable network of accredited regional referees

A group of world class referees with major world competition experience

A sustainable national classification strategy, including succession planning

A sustainable talent identification and development system, integrated within an academy programme

Continuity of athletes elevating national performance standards

An annual youth sanctioned event

A culture which demonstrates transparency and joint accountabilities, and demands high standards of presentation, behaviour and performance

A sustainable academy programme which promotes education, leadership and wellbeing, and fosters excellence in performance

A performance pathway that facilitates qualification for major world competitions, including Paralympic Games, World Championships and Regional Championships