

Hillians Netball Club Inc

Strategic Plan 2026–2030



Document status

This Strategic Plan establishes the agreed direction for Hillians Netball Club Inc for the period 2026 to 2030. It is informed by member consultation conducted at the conclusion of the 2025 season and is intended to guide committee decision- making, annual operational planning and governance continuity.

Committee Adoption Statement

This Strategic Plan was formally adopted by the Hillians Netball Club Inc Committee following review, discussion and endorsement.

Date adopted: *[insert date]*

Committee resolution: *[insert resolution number]*

The Committee commits to implementing this Strategic Plan in good faith, reviewing progress annually, and ensuring the principles, priorities and actions outlined remain central to decision- making throughout the 2026–2030 period.

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President's Foreword

Welcome to Hillians Netball Club's Strategic Plan for the period 2026 to 2030.

Each season provides an opportunity to reflect on where we have come from, recognise the effort of those who contribute behind the scenes, and prepare carefully for the years ahead. This Strategic Plan has been developed during that reflective period between seasons, allowing the Committee time to listen to members, consider our operating environment and plan deliberately for the future.

Hillians continues to thrive because of the commitment of our volunteers, coaches, umpires and committee members. Their willingness to give their time, often quietly and without recognition, underpins the positive experience our players and families enjoy each season. Strong communication, collaboration and shared understanding have been central to the development of this plan.

As a Committee, we remain mindful of the ongoing challenge of balancing affordability for families with the increasing costs placed on community sport by external governing bodies. Decisions around fees and resourcing are never taken lightly. Our focus remains on keeping participation accessible while ensuring the Club operates in a financially sustainable and responsible manner.

This Strategic Plan reflects what our members have told us they value most: inclusivity, enjoyment, development and community connection. It provides a clear framework to guide decision-making over the next five years, while supporting continuity and confidence for future committees.

I would like to thank our members, volunteers, coaches and committee for their continued support of Hillians Netball Club. I look forward to the next chapter of the Club's journey and the opportunities this plan will help deliver.

Narelle Gielingh

President

1. Introduction and Purpose

This Strategic Plan sets the direction for Hillians Netball Club Inc for the period 2026 to 2030. It is intended to guide committee decision- making, inform annual operational planning and provide continuity across committee transitions. The Plan brings together the Club's history, values, governance framework and the views of members into a single, coherent reference document.

The Strategic Plan does not replace annual operational plans. Instead, it establishes the long- term context, principles and priorities within which yearly decisions are made, ensuring consistency and alignment over time.

2. Club Overview

Founded in 1972 at Gooseberry Hill Primary School, Hillians Netball Club Inc is one of the longest- established netball clubs within the Kalamunda district. The Club is affiliated with the Kalamunda & Districts Netball Association (KDNA) and competes in winter competitions primarily held at Ray Owen Netball Centre, Lesmurdie.

Hillians provides opportunities across NETSETGO, Junior, Open, Masters and Premier League competitions, supporting participation at all stages of the netball pathway. Training occurs across Ray Owen Netball Courts, Maida Vale Netball Courts and selected local primary schools.

The Club is volunteer- led and strongly connected to its local community, with a long- standing reputation as a family- oriented, inclusive club.

3. Operating Environment and Challenges

Hillians operates in a strong participation environment, particularly across junior age groups. Demand for quality participation experiences continues to place pressure on volunteer capacity, coaching consistency and access to suitable facilities.

Key challenges over the life of this plan include:

- Reliance on a volunteer committee, coaches and managers
- Limited and shared access to competition and training facilities
- Increasing affiliation and participation costs from Netball Australia, Netball WA and KDNA
- Balancing inclusivity with competitive development aspirations

Recognising these challenges allows the Club to plan realistically, manage risk and prioritise sustainability.

4. Purpose, Vision and Values

Purpose

To provide inclusive, enjoyable and development- focused netball opportunities that foster lifelong participation and community connection.

Vision

To be a leading community netball club in the Perth hills region, recognised for a positive culture and strong development pathways.

Values

- **Inclusivity:** prioritising enjoyment, friendship and belonging
- **Community:** fostering strong family and local connections
- **Respect:** promoting positive behaviour and sportsmanship
- **Development:** supporting growth for players, coaches, umpires and volunteers
- **Integrity:** acting transparently and in line with governance obligations

5. Member Survey Baseline – 2025 Season

An all- of- membership survey conducted at the conclusion of the 2025 season provides the evidence base for this Strategic Plan. Results demonstrated:

- High satisfaction with team placement (83.33%)
- A strong preference for playing with friends for both players and parents
- A significant minority seeking competitive development opportunities
- Strong satisfaction with uniforms, merchandise and digital team photos

These results confirm that Hillians is largely meeting member needs while highlighting areas for refinement rather than wholesale change.

6. What We Heard – What We Will Do

What members told us:

- Enjoyment, friendships and inclusion are central to the Hillians experience
- Competitive opportunities are important for some members
- Current placement processes are broadly trusted and supported

What the Club will do:

- Retain a friendship- based and inclusive team placement philosophy
- Improve the capture of competitive and development preferences during registration

- Offer optional development opportunities rather than mandatory grading
- Continue to seek and respond to member feedback through regular surveys

7. Strategic Pillars 2026–2030

The following pillars guide strategic focus, investment and decision- making for the life of this plan:

1. **Participation and Retention**

Supporting sustainable growth while prioritising enjoyment and inclusion.

1. **Player, Coach and Umpire Development**

Providing pathways that support skill development and confidence without compromising inclusivity.

1. **Club Culture and Community**

Maintaining a welcoming, respectful and family- focused club environment.

1. **Governance and Volunteer Sustainability**

Ensuring strong leadership, shared responsibility and effective succession planning.

1. **Facilities, Equipment and Growth Capacity**

Advocating for reliable access to safe, fit- for- purpose facilities and equipment.

8. Governance and Committee Portfolios

The Committee governs Hillians in accordance with its Constitution and Western Australian incorporated association requirements. Core portfolios align with standing committee agenda items, including leadership, finance, uniforms, equipment and coaching.

Clear role definitions, shared responsibility and documented handover processes support continuity, reduce volunteer burnout and provide confidence for incoming committee members.

9. Financial Sustainability and Value for Members

Hillians operates as a not- for- profit organisation, focusing on delivering value to members rather than generating surplus. Financial sustainability enables the Club to invest in equipment, coaching development and quality administration.

The Club will:

- Maintain transparent, cost- based fee setting
- Seek grant and funding opportunities to offset participation costs

- Retain modest operating reserves to manage risk and cashflow variability

10. Policies, Behaviour and Member Expectations

The Club's Constitution, Code of Conduct and supporting policies establish expectations around behaviour, safety and respect. These frameworks apply to all players, parents, coaches, officials and volunteers.

Policies are applied consistently to protect a positive participation environment and to ensure fairness, safety and accountability across the Club.

11. Strategic Action Plan

The following strategic actions provide accountability and review discipline while remaining flexible through annual update.

Participation and Retention

Objective: Maintain at least 85% member satisfaction with team placement

Accountable: President

Review cycle: Annually (post- season)

Development Pathways

Objective: Capture competitive and development preferences for all players during registration

Accountable: Coaching Coordinator

Review cycle: Annually (registration period)

Club Culture and Community

Objective: Maintain an inclusive, respectful club environment

Accountable: President and Committee

Review cycle: Ongoing, with annual review

Governance and Volunteers

Objective: Maintain coverage of all key committee and volunteer roles

Accountable: President

Review cycle: Annually (AGM cycle)

Financial Sustainability

Objective: Maintain affordability while achieving balanced budgets

Accountable: Treasurer

Review cycle: Quarterly and annually

Facilities and Capacity

Objective: Advocate for secure and reliable court access

Accountable: President

Review cycle: Annually or as required

12. Monitoring, Review and Continuous Improvement

Progress against this Strategic Plan will be reviewed annually by the Committee, supported by annual operational plans. Member surveys will be repeated using consistent questions to enable trend analysis over time.

A full review of the Strategic Plan will occur at the conclusion of the 2030 season, or earlier if required.

13. Conclusion

This Strategic Plan reflects the collective values and aspirations of the Hillians community. By embedding governance, evidence and member voice into a single document, the Club is well positioned to continue delivering positive, inclusive netball experiences through to 2030.