



# Arawang Netball Association

## Strategic Plan 2022-24 (DRAFT)



### **Arawang Netball Association Acknowledgment of Country**

The Arawang Netball Association acknowledges the traditional custodians of the land in which it stands, the Ngunnawal People. We pay our respects to their Elders past, present and emerging.

The Arawang Netball Association recognises the outstanding contribution that Aboriginal and Torres Strait islanders make to netball and the wider community. Today, and always, we walk together - listening, learning and promoting reconciliation through the game we love.

# INTRODUCTION



We are pleased to share with you Arawang Netball's Strategic Plan 2022 to 2024.

This document was developed through consultation, and we believe it captures the essence of all members (players, committee, coaches, parents, supporters and officials) who look to our humble association for fun, family and fitness.

Further to our Strategic Plan, Arawang has invested in developing a Masterplan capturing a blueprint for our future focus. Development and growth costs money, so we have started conversations with Netball ACT, local government and peak bodies to drive opportunities.

In a competitive environment, our mission is to remain focused on being a successful community organisation whilst providing enjoyment, participation and performance pathways for our members.

We invite you to review and provide feedback via the Arawang Development Action Plan group at [arawang.adap@gmail.com](mailto:arawang.adap@gmail.com)



# FOREWARD

Arawang has a proud history in netball in Canberra and we want to ensure we are in the best position possible to continue to grow in our success, both on and off the court.

There is no doubt that netball contributes in many ways to the health and wellbeing of people who participate. Being a part of a team as players, coaches, umpires, or administrators provides personal and professional growth – not just in the game, but in life itself.

Over time Arawang has heavily relied on the goodwill of volunteers holding belief that our game adds in many ways to lives of the people that participate in it. As we continue to face challenges, we have evolved delivery of our game to make it an enjoyable experience for all. We are aware the sporting world is quickly changing. We need to continue to embrace change and evolve with the times to enable development, growth and sustainability at all levels.

Our sport is stronger when it is united. Within this Strategic Plan lies our key focuses for the future, we have outlined the foundational behaviours to drive our culture, goals and success. With our collective focus and energy, we believe we can drive our mission of *‘a positive community, focused on having fun and growing together’*.

Our vision to be *‘a successful community driven by people and passion’* cannot be reached without the hard work and contributions from across our community. We welcome everyone - together we are the Arawang Army.



# OUR HISTORY

## 1975 - 2021

Did you know Netball has been played in and around the ACT since 1942?

For almost three decades, netball in the ACT was operated under the NSW Netball Association.

In 1970, with participant numbers increasing, Netball NSW approved the division of the ACT District Association into two - the Canberra Netball Association (CNA) and the South Canberra Netball Association (SCNA).

By 1973 Netball was thriving in the ACT, CNA and SCNA decided to strike out alone and form a Netball Association separate to NSW. The Australian Capital Territory Netball Association and a Constitution were adopted, and an Interim Executive Committee elected, to take up office in 1975.

In 1974 and 1975 a Sub-Association of SCNA was launched, initially playing on courts at the Duffy Sports Ground.

In 1975 the Arawang Netball Association (ANA) was born. The first initial colours were blue and brown, with blue representing the sky and brown representing Mt Arawang.

In February 1976, Netball ACT admitted Arawang to full membership, with its headquarters at Stirling. ANA's Inaugural President, and Life Member, Judy Eastwell worked exhaustively in the development years of the new District.

We later moved to jade (and more recently teal) and black given the availability of the pleated skirt in the colour brown and to distinguish us from other associations who had similar colours.



# OUR HISTORY

## 1975 - 2021

From 1982 - 1985, Tuggeranong Netball Association (TNA) played at Kambah under the guidance of Arawang. With ever increasing numbers of women and girls from the Tuggeranong Valley registering to play, TNA was formed and granted membership of Netball ACT in 1985.

From October 1984 - 1995, Netball for the intellectually disabled was started by Lorraine Perks of SCNA and run at ANA with the assistance of Judy Eastwell and Robyne Houston. Participants were both male and female (8-18 years), mainly from Malkara School.

Today, ANA is one of five member districts of the ACT Netball Association and has been providing netball facilities and competitions for over 45 years.

We continue to run competitions for players of all ages, including NetSetGo, juniors, intermediates, cadets and seniors (open women & men). We still call the Arawang netball courts in Stirling, home...and Robyne Houston is still one of our biggest contributors.

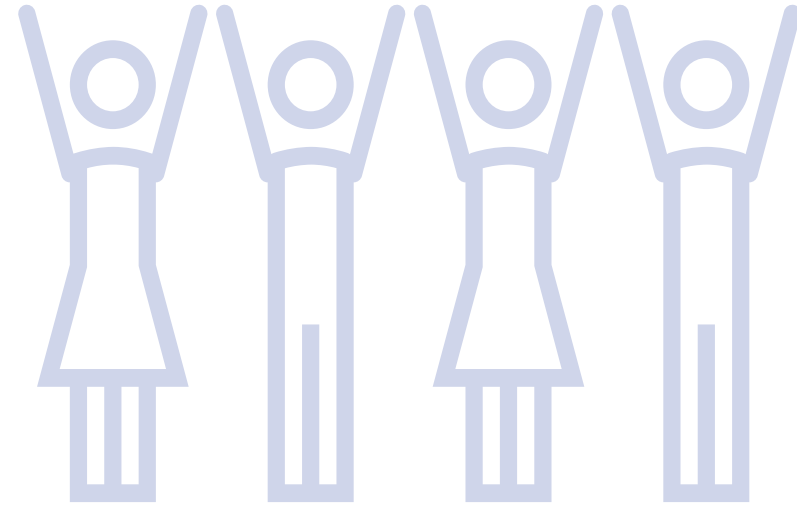
From participation to elite level, Arawang has a proud history of players, coaches and officials representing our state and our nation, including ACT State Teams, Canberra Darters, Capital Spirit, ACT Griffins (mixed and men's), the Australian Mixed Netball team, and other Australian sporting teams separate to netball.

Into the future we are looking to integrate our history as well as the deep heritage and culture of our people and the land on which we play, Ngunnawal Country.



# OUR VISION

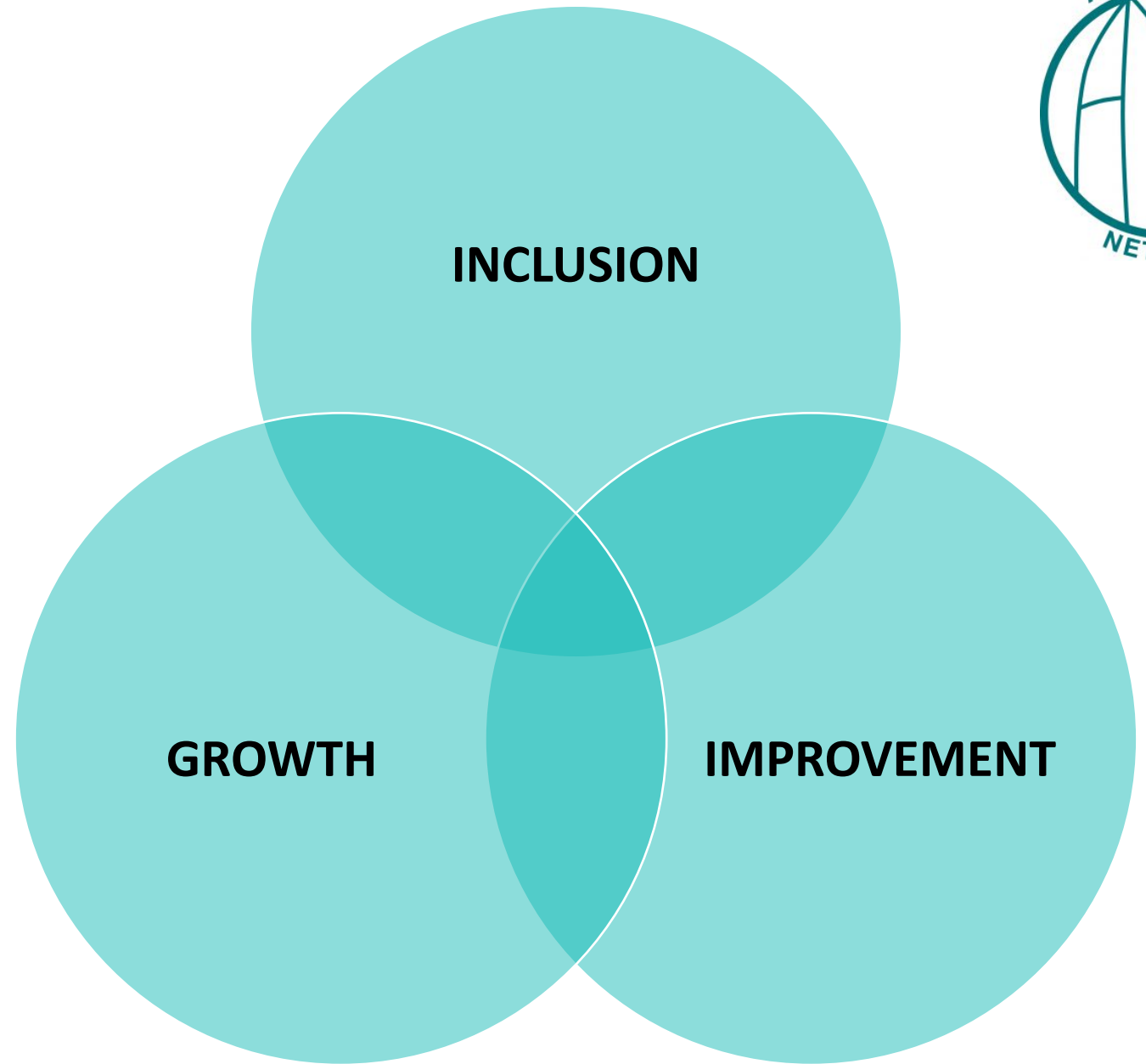
A successful community driven by  
people & passion.



# OUR MISSION

A positive community, focused on having fun  
and growing together.

# OUR VALUES





## ARAWANG ARMY

A SUCCESSFUL COMMUNITY DRIVEN BY  
**PEOPLE & PASSION**

**INCLUSION – GROWTH - IMPROVEMENT**

### Community Netball

Connect with community at all levels to drive an inclusive culture where everyone can enjoy the game of netball.

### Growth & Sustainability

Continue to grow participation across all areas of the game with healthy, vibrant clubs and representative teams providing back to competitions.

### People Development

Develop engaged people with opportunities to strengthen our community and competitions.

### Performance & Culture

Create performance pathways for players, coaches and officials focused on being competitive at representative levels.

**A POSITIVE COMMUNITY, FOCUSED ON HAVING FUN AND GROWING TOGETHER**



# What Success Looks Like

## Community Netball

- Strength in community involvement (volunteers)
- Greater social media presence; number of users
- Visibility - increased accessibility of Arawang merchandise and community activities
- Successful competitions open to everyone

## Growth & Sustainability

- Retention (or growth) of numbers of clubs/school participation in social competitions
- Growth in inclusion through creating a pathway for men/boys including with the introduction of men's/boys' leagues & mixed competitions
- Provide opportunities for more vulnerable groups of our community to participate
- Grow finances through fundraising, partners & sponsors
- Be open to opportunity - options to grow entity and participation
- Seek every opportunity to upgrade facilities

## People Development

- Training opportunities for administration and operational roles – creating transparency and accessibility
- Increased skills and confidence in leadership roles.
- Commitment to development and improvement achieved through exposure; (i.e., players provided opportunities to grow through participating in squads, & clinics & provided opportunities to play in higher divisions)
- Developing the capacity and capability of people through training, exposure and learning opportunities to help meet the ever-increasing needs of our community
- Demonstrating appreciation of our volunteers

## Performance & Culture

- Strong foundation of our values evidenced at all levels in our association
- Operating with a positive & inclusive culture
- Competitive competitions at our association and representative teams are competitive in the Netball ACT environment
- Increased engagement through all year performance development; home programs, tips, mentoring, etc.
- Recognition (ie. Trainer of the week, player/coach/committee profiles)
- Consistent energy and attitude across organisation
- High performance athletes and officials give back to our community
- Celebrate and respect our heritage and traditions



ACCOUNTABILITY

RESULTS

ATTITUDE

GROWTH

ACHIEVE

RESILIENCE

WELCOMING

The background of the slide features several large, concentric teal circles that create a sense of depth and movement. A dark grey rectangular box is positioned in the lower half of the slide, containing the text.

# Recommendations & Activity Outcomes

- Consultation Process | Senior State League 2021
- *Slides from this point on will not be used in the final strategic plan*

Examples only pictured



# Recommendations for Inclusive Culture Rebranding

## Rebrand Arawang Merchandise to;

- enable all members to wear with pride; i.e. remove references such as '*Representative Player*' under the ANA logo.
- include a patch on all ANA merchandise to promote 'one community' culture'.



# ACTIVITY

## Values Discovery

- *Why do we play netball?*
- *What do we want from our community?*

connection  
success  
identity determination  
encourage communicate  
fairness visibility perseverance  
trust inspire flexible  
accountability teamwork drive  
passion inclusion support  
culture  
engage growth fun commitment  
integrity respect  
involvement loyalty pride positivity  
honesty resilience leadership  
enjoyment hardwork  
participation dedication  
sportsmanship

# ACTIVITY

## Vision Discovery

- *Who do we want to be?*
- *What is our role in netball?*



# ACTIVITY

## Mission Discovery

- *What do we want to be good at?*







THANK YOU

Please send all feedback to  
[arawang.adap@gmail.com](mailto:arawang.adap@gmail.com)