

WHY WE ARE HERE

To foster a Game for All,
For life.

OUR VISION

Hockey Victoria will create an environment that delivers quality lifelong hockey experiences, social connections and opportunities for all Victorians.

OUR PRINCIPLES

1. **Adaptable** - proactive, agile and flexible- ready to adjust

2. **Innovative** - introducing new ideas and new ways of thinking

3. **Collaborative** - working together with mutual respect and trust to find solutions and deliver agreed outcomes

4. **Respectful** - building respectful relationships, and being fair and equitable when making decisions, providing opportunities and resources.

WHO WE ARE HERE FOR

 **Participants**
Players, Coaches, Umpires, Supporters & Officials

 **Clubs & Associations**
Administrators and Volunteers

WHO WE WILL WORK WITH

 Clubs/Associations
Hockey Australia and Member Associations
Federal/State/Local Governments

 Commercial Partners
Schools
Peak Industry Bodies & Statutory Authorities

WHAT WE WILL BE KNOWN FOR		
<div>Quality Quality Competitions, Programs & Events</div> <div><div>1. Deliver participant focused competitions, quality events and engaging products and programs for people of all ages, abilities and stages of life.</div><div>2. Partner with Clubs/Associations and LGA's to maximise usage of facilities.</div><div>3. Establish Hockey Hub recruitment models across identified Regional Victorian Associations and outer suburban areas.</div><div>4. Deliver quality school recruitment programs that link successfully to club/association programs and products.</div><div>5. Provide a clear pathway for athletes, coaches and officials to achieve their full potential at the State, National and International levels.</div><div>6. Support clubs/associations with player and coach development opportunities and best practice case studies to ensure our local competitions remain strong, competitive and allow elite talent to prosper.</div><div>7. Provide relevant and contemporary training and education opportunities for coaches, umpires and officials.</div><div>8. Deliver a variety of playing offerings: (e.g. Midweek Competitions, Hockey Sixers, Indoor, Hookin2hockey, All Abilities Hockey, Masters)</div><div>9. Enhance the hockey experience by providing high quality competitions that are administered effectively and efficiently.</div><div>10. Increase the presence of hockey through a variety of marketing initiatives.</div></div>	<div>Inclusiveness Safe, Equitable & Welcoming Environments</div> <div><div>1. Continue to implement & promote Hockey Victoria's Gender Equity & Diversity Strategy.</div><div>2. Implement & Adhere to the National Child Safety Standards and Hockey's Safe Hockey Framework.</div><div>3. Be informed, be visible and be part of the solution to ensure HV and its affiliates are inclusive of the LGBITQ community.</div><div>4. Champion inclusivity and diversity through advocacy, education and training, proactive engagement, digital campaigns and targeted programs.</div><div>5. Collaborate with Clubs and LGA's to support the development of accessible, safe facilities.</div><div>6. Develop and Implement Hockey Victoria's Disability Plan.</div><div>7. Continue to monitor hockey environments to ensure members are free from harassment and discrimination and feel safe, with all precautions taken to minimize injuries.</div></div>	<div>Sustainability Good Governance & Financial Management</div> <div><div>1. Increase member revenue through growth in participation and retention of players</div><div>2. Build non-member revenue through increased sponsorship, membership, ticketing and programs associated with Hockey One.</div><div>3. Generate increased revenue through maximizing new and existing products.</div><div>4. Maintain government funding levels</div><div>5. Use livestreaming and other broadcasting opportunities to promote the game, and build the profile of hockey.</div><div>6. Support clubs in achieving good governance and financial sustainability</div><div>7. Provide training and education to HV's workforce to build staff capability</div><div>8. Utilise the Revolutionise digital platform to increase engagement, deliver commercial growth and achieve business efficiencies.</div><div>9. Review Regional Hockey Associations competitions & governance</div><div>10. Develop Hockey Victoria's New Affiliate Growth Strategy that outlines preferred locations for new clubs.</div><div>11. Develop Hockey Victoria's Digital Capability Strategy.</div><div>12. Work collaboratively with Hockey Australia to maintain and safeguard the integrity of sport.</div><div>13. Work collaboratively with Hockey Australia as part of the Hockey Co-op project.</div></div>

WHERE WE WILL GROW

Midweek Opportunities

More midweek games (outdoor & indoor) & greater facility access.

Female Leadership

More women on boards, as leaders, coaches, umpires & officials.

Recruitment & Retention

Innovation in participation & ways to play.

Diversity

More reflective of Victorian communities & their needs.

Game Education

Increased participation & capability of coaches, officials, umpires and game educators.

Digital Capability

Increased accessibility & efficiency.

Hockey Club Melbourne

More members and an increased profile.

KEY PERFORMANCE INDICATORS						
MEASURE	Participation Numbers	Team Entries (Metro & Regional)	Retention Rates (Metro & Regional)	Inclusiveness & Gender Equity (Index Score)	Member Funds Reserves	Team Performance (National U18, U21 & H1)
2019 BASELINE	22,000	764 M 750 R	75%	37 / 56	\$440,000	3 Podium Finishes
2024 TARGET	22,500	809 M 787 R	77%	56 / 56	Financial Resilience	6 Podium Finishes