



# Ballarat Cricket Association’s (BCA) Vision, Values, Mission, and Strategic Pillars 2022-2023

<b>BCA Vision</b>	To be the Country Victoria Cricket Association to aspire to, with a focus on development and enjoyment for all participants, and build a culture that aligns behaviours with our values and goals				
<b>BCA Values</b>	Fairness and Integrity, Diversity and Inclusion, Equality and Access, Inspire and Innovate, Passion for Cricket and Community, Respect for all facilities and contributors to the game				
<b>Mission</b>	Provide opportunities for all clubs within the association to thrive through supportive administration from the Board of the Association. Provide an opportunity for all participants to play in a safe, inclusive, family-friendly environment founded on the BCA values, whilst supporting all cricketers to develop their skills and respect the high standards of sportspersonship that the game of cricket demands.				
<b>Strategic Pillar</b>	<b>Administration</b>	<b>Clubs/Facilities</b>	<b>Community Participation/Diversity</b>	<b>Future Development</b>	<b>Culture ‘Everyone belongs’</b>
<b>Strategic Goal Interpretation</b>	Management/governance is efficient, inclusive, equitable, sustainable and task oriented. The structure and format of the game considering the needs of all stakeholders, allowing for participation and growth. Maintain financial viability to ensure long-term sustainability.	Providing clubs with the required tools, advice, and guidance to support growth and success. Work with clubs and LGA’s to ensure facilities are fit-for-purpose and provide support for upgrades and maintenance.	Increase participation and commitment to cricket for all people of all ages, genders, race and cultures. Create and build relationships with all stakeholders to strengthen the position of Ballarat Cricket within the community.	Promote the development of the junior arm of the competition. For long term sustainability, we need to have the structure, coaching and engagement aligned to build and maintain a thriving and inclusive competition for both boys and girls.	Foster an inclusive, safe culture across the BCA that upholds the spirit of the game, where any player feels engaged in the game and the broader association.



## Strategic Pillar: Administration

1. Maintain and improve responsiveness, ensuring communication with clubs is transparent and consistent.
2. Continue to build and review best practice governance structures, including board subcommittees and portfolios (Constitution, By-Laws, Policies and Procedures).
3. Annual review of competition structures across all senior and junior grades, male and female, to ensure our competition is aligned with best practices incorporating participation, competitiveness, and development.
4. Develop relationships with organisations within the region to maintain and increase sponsorship support.
5. Complete annual budgets, comply with relative statutory requirements, and ensure the association maintains financial viability.
6. Continue to foster supportive working relationships with City of Ballarat and other LGA's where member clubs are based, and with Cricket Victoria, Central Highlands Cricket Region and the VCCL



## Strategic Pillar: Clubs/Facilities

1. Offer opportunities for consultation with clubs through president's meetings, captain's meetings, subcommittee meetings (grounds, pennant, rules, junior and female), and continual e-communication. This will inform and assist board decisions around issues such as affiliation and competition structure.
2. Establish annual club feedback process to collate information such as participation demographic (juniors, females, membership numbers), club programs, future planning, membership numbers, financial viability. This will inform and assist board planning regarding affiliation and competition structure annually.
3. Create a flexible and adaptable environment to engage volunteers at club and association level.
4. Work with clubs to ensure a 'whole-of-club' approach that looks at the pathway from juniors through to seniors, ensuring a strong connection between players/coaches/juniors/seniors/club executive/past payers and officials is fostered.
5. Create a working document that monitors and prioritises clubs' grounds and facilities. Work with Local and State Government bodies to gain funding to maintain and improve cricket grounds, change facilities/clubrooms, and/or practice nets.
6. Support the increased participation in grassroots level cricket. In the short-term, the BCA will develop a centrally run BCA Junior and Master Blaster program, minimising the volunteer load on clubs, and creating a carnival-style program. This will be partially financially subsidised for individual participants. In the long-term, this may evolve to a different style or format.
7. Support the increased participation of females, allowing an 8-year-old female a pathway to play cricket with females from Under 11's through to senior women.
8. Offer administrative training support and assistance where required to assist clubs with their governance.



## Strategic Pillar: Community Participation/Diversity

1. Target all areas for growth, including junior, female, and intercultural.
2. Establish strategies to keep older-aged juniors playing the game.
3. Establish strategies to keep young senior players in the game.
4. Increase female participation across junior and senior grades.
5. Strengthen working relationships with key stakeholders such as Cricket Victoria, surrounding associations (Grenville, Gisborne, Maryborough, Grampians, Castlemaine, and Geelong), Central Highlands Cricket Region Board, Central Highlands and Ballarat Football and Netball Leagues, and schools to ensure we are casting our potential player and umpire catchment net as far as possible.
6. Continue working with the Ballarat Cricket Umpires Association to ensure umpire retention and recruiting is maintained from season to season. This includes holding Captain's meetings, supporting the BCUA when poor player behaviour arises and utilising our platform to advertise for new umpires across the association.
7. Develop and encourage umpiring skills and participation as umpires for current and past players.
8. Share information with clubs regarding avenues for participation eg. coaching clinics, 'come and try' days, and strategies clubs can use to recruit players.
9. Promote the Association's marquee games such as Women's Big Bash and Junior National Championships. This may also include senior and junior representative cricket games/tournaments.
10. Use social media platforms and local media to promote exposure of cricket within our association and beyond.



## Strategic Pillar: Future Development

1. Strengthen junior female competition from grassroots, increasing to an eight-team competition across Under 11, 14, and 17 age groups, right through to senior women.
2. Continue to strengthen the Junior Cricket Program through regular Junior Subcommittee meetings, consultation regarding junior fixtures and format, and broader communication pathways between board and club, and within clubs (ensuring good connect between junior programs and executive club and board members).
3. Drive a BCA-led Junior Blasters and Master Blasters Program, ensuring an increase in grassroots participation. This is outlined in item 6 in Clubs/Facilities Strategic Pillar.
4. Provide opportunities for clubs to access coaching clinics to educate volunteer coaches how to teach and develop junior players.
5. Ensure we have a consistent and fair approach to representative cricket regarding selection, training and playing.



## Strategic Pillar: Culture

1. Always promote the 'Spirit of Cricket'.
2. All clubs of the BCA must abide by the Cricket Australia's Policy for Safeguarding Children and Young People. Requirements must be met annually regarding all club volunteers and board members having mandatory WWCC and signing the 'Member Declaration Policy'
3. Ensure we are supporting the association's clubs in promoting volunteer's behaviour and conduct around children by supporting clubs to develop club culture and leadership.
4. Having a consistent approach to player and volunteer behaviour across all grades and competitions. This will be lived through updated documents such as BCA Policy 1 Code of Conduct as underlying procedures outlining processes if the Code is not adhered to.
5. Establish consistent captain's match reports (that are simple and easy to complete) with the aim of improving current player behaviour and self-regulating player behaviour during the game of cricket.
6. Establish best practice policies at BCA level for clubs to adopt and assist to govern by.
7. Furthering BCA's commitment to improving equality and access to training facilities and games for participants of all ages, gender, and cultures.
8. Help club administrators promote racial and religious tolerance by prohibiting any conduct involving vilification on the ground of race or religious belief or activity.
9. Help to create an environment within the clubs where participants feel safe to be listened to and believed, where players feel 'they belong' and not simply 'fit in'.
10. Help and educate club administrators to eliminate any form of discrimination, sexual harassment and victimization and simplify the complaint handling process.