



WARRANDYTE CRICKET CLUB STRATEGIC PLAN



VISION

To be the most successful and respected Club, both on and off the field everywhere we compete

MISSION

Warrandyte Cricket Club will...

1. Provide cricketers of all ages, without discrimination, the opportunity to play and enjoy cricket
2. Increase participation and field competitive sides at all levels and consistently be a top performing Club, representing Warrandyte with distinction
3. Ensure that the Club's reputation are of the highest order by attracting people of outstanding qualities to the Club
4. Ensure our image, playing conditions and hospitality arrangements for players, supporters and guests are of the highest order
5. Ensure that the Club is sustainable, financially viable and that good governance practices are implemented

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Warrandyte Cricket Club Strategic Plan

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1. EXECUTIVE SUMMARY

The future success of the Warrandyte Cricket Club depends on strategic planning and developing an understanding of what success means for a community based club.

On-field success is important to a club's ongoing existence however other factors can be equally important.

These include: the development of young players into mature, responsible adults with the community and the impact that the Warrandyte Cricket Club can have as a genuine community partner.

The Warrandyte Cricket Club Strategic Plan has been developed by an appointed Sub-Committee in conjunction with both Executive and Committee Members and in consultation with club members and key stakeholders.

The Plan will be frequently reviewed and updated and all members of the Warrandyte Cricket Club are encouraged to contribute to its ongoing development.

The Plan is:

- Intended to represent the aspirations, views and understanding of all members and stakeholders of the Warrandyte Cricket Club;
- Subject to ongoing assessment, review and updating;
- A driver for behaviour and performance of Warrandyte Cricket Club;
- Consistent and complimentary to the extent practicable with the plans of the Warrandyte Sporting Group (incorporating the Warrandyte Football Club, Warrandyte Netball Club, Warrandyte Junior Football Club), Cricket Victoria and the Ringwood & District Cricket Association

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2. CLUB HISTORY

Established in 1855, the Warrandyte Cricket Club is located in the eastern suburbs of Victoria (Australia) and is the 3rd oldest active cricket club in the state.

Social games were played at the Recreation Reserve in Andersons Creek (now Warrandyte) against neighbouring suburbs until the club entered the Cameron Cricket Association, playing its first game in competition on 11 November 1905 against Christmas Hills.

The club won its first premiership in just its second season in 1906/07, and then joined the Box Hill Reporter competition 2 years later. Since then it fielded mostly 1 or 2 senior sides, until the boom decade of the 1970s, where we started with just 1 senior and 1 junior team, and by the end of the decade we had 6 senior, 5 junior and a women's team.

1979/80 was the most successful season on the field, claiming 3 senior and 2 junior premierships.

In 1981/82, the club achieved its greatest success, winning the top grade RDCA Chandler Shield for the first time, and repeated the feat again 2 seasons later.

Season 2010/11 was the club's 100th in competition and during that time over 1,400 people have played in either juniors, seniors, women's or veterans grades.

In 2014/15 the club won its first 1st X1 premiership in 31 years and now again competes in the highest level in the RDCA, Trollope Shield. Since 1905, Warrandyte has won 53 premierships combined. 31 in the seniors (10 in the 1st XI), 17 in the juniors, 3 in the veterans, and 2 women flags.

The club Seniors and Juniors currently compete in the Ringwood and District Cricket Association (RDCA), whilst the Veterans compete in the RDCA (40's), the BHDRCA (50's) and VOSCA (60's)

In 2016/17 the Warrandyte Cricket Club will field:

- 6 Senior Teams
- 1 Womens Team
- 8 Junior Teams – Under 10's through to Under 16's
- 3 Veterans Teams (40's, 50's & 60's)
- Milo in2Cricket Program

The club has a sound working relationship with other key stakeholders, including Manningham Council, Warrandyte Sporting Group, Warrandyte Football Club and the local cricket competitions. In particular the tenant clubs at Warrandyte Reserve have worked very closely to improve the facilities for members and supporters. This cooperation has ensured that the facilities have been kept to a standard acceptable to all users of Warrandyte Reserve and led to the opening of new clubrooms and member facilities in June, 2014

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3. VISION

- To be the most successful and well respected Club, both on and off the field everywhere we compete

4. MISSION & PURPOSE

- Provide cricketers of all ages, without discrimination, the opportunity to play and enjoy cricket
- Increase participation and field competitive sides at all levels and consistently be a top performing Club, representing Warrandyte with distinction
- Ensure that the Club's reputation are of the highest order by attracting people of outstanding qualities to the Club
- Ensure our image, playing conditions and hospitality arrangements for players, supporters and guests are of the highest order
- Ensure that the Club is financially viable and that good governance practices are implemented

5. CLUB GUIDING PRINCIPLES

- a. Honesty and transparency
- b. Inclusion of all groups
- c. Family orientated
- d. Community minded
- e. Personal development

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6. VALUES & EXPECTATIONS

a. Sportsmanship

- i. Encourage your teammates, but don't sledge opposition
- ii. Accept the umpires decision at all times
- iii. If umpiring, if it's out... then give it out
- iv. Know the rules and play by them
- v. Play hard, but play fair

b. Determination

- i. Train and play hard – get the most out of it
- ii. Work on your weaknesses and build on your strengths
- iii. Seek advice from your teammates
- iv. Work hard until the final ball is bowled
- v. Always give your best for yourself and the team

c. Respect

- i. Yourself and your teammates
- ii. Opposition and their supporters
- iii. Umpires & officials
- iv. Club facilities
- v. Warrandyte Cricket Club and your teammates
- vi. Always show loyalty to your teammates and the Club

d. Teamwork

- i. Team orientated players
- ii. Team performance is more important than individual performance
- iii. We work in partnership with each other
- iv. We encourage our teammates and we don't backstab
- v. Help out around the club... and don't wait to be asked

e. Commitment

- i. Commit to play all games
- ii. Be punctual to training and matches
- iii. Text or phone if you cannot attend
- iv. Always prepare to perform at your best
- v. Encourage your teammates to do the same

f. Enjoyment

- i. Embrace the "One Club" culture
- ii. Attend post game match reports
- iii. Support the Club by attending Club organised social functions
- iv. Support the juniors and the club development plan
- v. Play to win, but have fun

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7. SITUATION ANALYSIS

a. Strengths

- i. Long and proud history
- ii. Strong sense of community
- iii. Generally good facilities with first class new clubrooms
- iv. Good representation in Milo, Juniors, Seniors & Veterans
- v. Strong and growing Junior Program
- vi. Good representation of young members in leadership roles (captains, committee etc)

b. Weakness

- i. Limited Senior involvement in the Junior program
- ii. Inconsistent coaching standards across Junior ranks
- iii. Training facilities (nets) not the best standard
- iv. Warrandyte Reserve No 1 “run-ups” need improvement
- v. Warrandyte Reserve No2 needs improvement – rabbit proof fence and heighten fence
- vi. Inconsistent engagement in the local community
- vii. Maintaining strong relationships with partners and sponsors
- viii. Engagement with past players and club members is limited
- ix. Club social activities not generally well supported by members
- x. Limited engagement opportunities for women
- xi. Lack of “One Club” recognition and approach from all members

c. Threats

- i. Loss of Junior talent due to a lack of development opportunities
- ii. Inability to attract and recruit players
- iii. Lack of sufficient playing grounds to meet growth requirements
- iv. Inability to attract and retain sponsors
- v. Rising cost due to new clubrooms and our ability to maintain financial sustainability

d. Opportunities

- i. Further develop a stronger coaching and training regime
- ii. Strengthen development pathway for Juniors transitioning to Seniors
- iii. Appoint a Junior Coaching Coordinator who is aligned to the Senior Club
- iv. Initiate pre-season Junior Coaching Clinic
- v. Explore opportunity for a Women’s Team
- vi. Create opportunities to better involve women in club activities
- vii. Develop a long-term Community engagement plan
- viii. Develop and implement an annual Social Event calendar, incorporating member feedback to ensure all events are relevant to all club members (and partners)
 - i. Develop and implement plans to secure and upgrade grounds and training facilities
 - ii. Develop a “Sponsorship / Partnership” program to more effectively manage our supporters
 - iii. Install club memorabilia in club change rooms
 - iv. Optimise relationship with Warrandyte Sport Group and use of new clubrooms

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8. STRATEGIC PRIORITIES

Strategic Priority 1: Increase Participation

What we want to achieve	Tasks to be undertaken	Responsible
Field 8 Junior Teams Under 10's – 16's	<ul style="list-style-type: none"> Retain existing players Recruit new players Market WCC in local schools, WJFC, WNC, WBC 	Junior Coordinator
Field 6 Senior Teams	<ul style="list-style-type: none"> Retain existing players Communicate with lapsed players Transition eligible Juniors into Senior sides Recruit new players Market WCC in local community 	Cricket Operations
Field 3 Veterans Teams 40's, 50's & 60's	<ul style="list-style-type: none"> Retain existing players Communicate with Seniors eligible to play Vets Recruit new players Ensure Team Managers in place to coordinate program 	Veteran's Coordinator
Conduct a strong Milo in2Cricket Program	<ul style="list-style-type: none"> Communicate with existing in2Cricket Families Market program in local schools, Auskick, WJFC Market program in local community paper 	Milo Coordinator
Make T20 a major event	<ul style="list-style-type: none"> Maintain sponsors for the team Market across the Warrandyte Sports Group Market the first home game in the local paper 	Cricket Operations, Communications
Women's Team	<ul style="list-style-type: none"> Explore feasibility Advertise locally Recruit and appoint a Team Manager and Coach 	President
Assist Juniors transition into Senior Teams	<ul style="list-style-type: none"> Club Senior Coach to be involved with Junior coaches Senior cricketers to attend Junior training (rostered) 6th X1 to be used to give Juniors their "first taste" of Senior cricket "Buddy" Program – pairing a Junior with a Senior 	Junior Coordinator, Cricket Operations, Coach
Ensure a high level of player enjoyment	<ul style="list-style-type: none"> Achieve success Provide all players with opportunities Honesty and transparency in selection process Ensure players understand their role and responsibility 	Cricket Operations, Coach, Captains
Achieve on Field Success	<ul style="list-style-type: none"> Structured training programs throughout the club Selection of competitive, well balanced teams Improve individual performance Improve player commitment 	Cricket Operations, Coach, Captains
Display a high level of respect	<ul style="list-style-type: none"> Respect teammates Respect umpires & officials Respect opposition Respect spectators Respect equipment 	Cricket Operations, Coach, Captains
Display a high level of presentation	<ul style="list-style-type: none"> Wear clean uniforms Wear club apparel Wear club caps 	Cricket Operations, Coach, Captains
Ensure Player safety & injury prevention	<ul style="list-style-type: none"> Participate in warm ups pre-game Ensure that we are Sun Smart Ensure that we provide adequate hydration Ensure that we comply with fielding restrictions Make available: First aid kits for all teams; easily accessible defibrillator (s) at home ground; display a list of emergency contacts in club and change rooms Ensure the we comply with guidelines for Juniors playing Senior Cricket Ensure the captains, coaches have Working with Children accreditation 	Cricket Operations, Coach, Captains,
Display a high level of hospitality to opposition clubs	<ul style="list-style-type: none"> Welcome opposition and other visitors to ensure they know location of facilities Provide cold cordial and water at designated drink breaks Provide a good afternoon tea in sufficient quantity – offer to opposition first Invite opposition to stay post game and enjoy a drink 	Committee, Captains, Club Members

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Strategic Priority 2: Player Development & Retention

What we want to achieve	Tasks to be undertaken	Responsible
Improve coaching standards across the club	<ul style="list-style-type: none"> Re-appoint Senior Coach for 2016/17 Re-appoint a Fielding Coach for 2016/17 Appoint an Assistant Coach for 2016/17 All Junior Teams to have a specific coach All coaches to be accredited Coaching clinics for high potential juniors and young seniors 	Cricket Operations, Coach, Junior Coaching Coordinator
Improve training standards across the club	<ul style="list-style-type: none"> Coach to implement structured training program Pre-Season indoor training to commence August Outdoor training to commence 4th September Practice matches to occur 18th & 25st September Seniors to train Tuesdays and Thursdays Under 16's to train on Thursdays and then join Seniors Juniors to train Monday and Wednesdays Veterans to train Fridays 	Cricket Operations, Coach, Junior Coaching Coordinator
Increase player motivation & commitment	<ul style="list-style-type: none"> Players are expected to train at least 3 out of 4 training sessions Players are expected to train with intensity Absences from training to be personally advised to coach or captain 	Cricket Operations, Coach
Representative Cricket	<ul style="list-style-type: none"> Encourage and support individuals to participate in Representative cricket Nominate high potential players 	Cricket Operations, Coach, , Junior Coaching Coordinator, Junior Coaches
Improve team leadership	<ul style="list-style-type: none"> Provide role and responsibility clarity for Captains and Vice Captains Appoint Vice Captains for all teams Conduct pre-season Captains / Leaders meeting Conduct pre-season "Umpires Training Session" 	Cricket Operations
Develop leaders within the club	<ul style="list-style-type: none"> Encourage cricketers to take an active role in club roles (not just cricket) Appoint young cricketers with potential into leadership roles within teams (e.g. vice captains, committee) Identify and make available Leadership Training program for your leaders Encourage participation and make available Youth Mental First Aid Training for coaches and captains 	President, Vice President, Committee
Improve process and transparency of team selection	<ul style="list-style-type: none"> Implement Team Selection Policy and Process Policy to be accessible to all cricketers 	Cricket Operations, Chairman of Selectors, Coach, Captains
Encourage teamwork across the club	<ul style="list-style-type: none"> Team exercises Encourage all Senior cricketers to participate in joint training sessions (not always segregated by team) 	Cricket Operations, Coach, Captains
Encourage all players to respect umpires and officials	<ul style="list-style-type: none"> Team leaders (captains and vice captains) to set the standard Poor behaviour to be dealt with promptly 	Cricket Operations, Coach, Captains
Junior v Veteran Match	<ul style="list-style-type: none"> Young Guns versus Legend annual match Chance for kids from 14's & 16's to play against men Play for a perpetual trophy Engage families to support and make a fun day for the kids 	Junior Coordinator, Veteran's Coordinator
Adhere to the Club Code of Conduct	<ul style="list-style-type: none"> Ensure all players are aware of the Club Code of Conduct and their responsibilities Ensure that any breaches of the Code of Conduct are acted upon in a timely and appropriate manner Club Code of conduct to incorporate an appropriate appeals process 	Committee, Coach
Conduct a post-season annual player survey	<ul style="list-style-type: none"> Utilise "Survey Monkey" to solicit feedback regarding: <ul style="list-style-type: none"> What club members felt worked well What club members felt we could improve Club members ideas and thoughts Summary of survey to be tabled at AGM 	Committee

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Strategic Priority 3: Community Engagement & Club Profile

What we want to achieve	Tasks to be undertaken	Responsible
Develop and implement external communications plan	<ul style="list-style-type: none"> Develop a partnership relationship with the Diary Develop a monthly calendar of stories for the Warrandyte Diary Incorporate significant milestones into news articles Submit articles to the Diary by the due date 	Communications Manager
Develop and implement a Digital and Social Media communications plan	<ul style="list-style-type: none"> Maintain WCC Website and ensure that it is regularly updated and relevant Develop a plan to get the entire club using Facebook Increase our followers and Likes on Facebook Utilise Facebook for: <ul style="list-style-type: none"> Team Selections Grand Hotel Senior Player of the Week Quinton's IGA Junior Rising Star 	Communications Manager
Market Club Events in the broader community	<ul style="list-style-type: none"> Advertorial for major events (e.g. T20 comes to Warrandyte) in the Diary Flyers for major events displayed in local businesses (Seniors, Veterans & Juniors) Social Media Utilise Team Managers in Juniors & Veterans 	Communications Manager
Strengthen relationships with all key stakeholders	<ul style="list-style-type: none"> Regular updates Invitations to major club events Include: <ul style="list-style-type: none"> Council Sponsors Life Members WSG Member Clubs Past Players The Warrandyte Diary Stop... One Punch Can Kill 	President, Vice President
Stop. One Punch Can Kill	<ul style="list-style-type: none"> Conduct annual Awareness event (jointly with WFC & WJFC) to help educate our members about senseless violence in the community Raise funds through donations to support SOPCK 	President, Vice President
Develop and implement a School Engagement Plan	<ul style="list-style-type: none"> Target Primary and High Schools Advertorial in school newsletters Conduct coaching clinics in Primary Schools 	Junior and Milo Coordinators
Club Branding	<ul style="list-style-type: none"> Ensure consistency of club branding across all collateral <ul style="list-style-type: none"> Playing gear: shirts and pants, caps, training shirts, training singlets, training shorts, tracksuit pants, Club polo shirt, hoodies Signage Website Social Media Stationery 	Communications Manager, Merchandise Manager

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Strategic Priority 4: Financial Sustainability

What we want to achieve	Tasks to be undertaken	Responsible
Annual Operating Plan	<ul style="list-style-type: none"> Development & implementation of an annual operating budget Project annual revenue Projected annual expenses Manage financial reconciliation and payment to WSG, Council and other suppliers 	Treasurer
Achieve 100% Payment of Player Subs	<ul style="list-style-type: none"> Maintain existing levels of player subs Provide incentives to pay early (\$30 discount for Seniors) Provide incentive for new players (shirt and cap) Drive to have all subs paid by November Follow up invoices to be sent to any players who have not paid by November 	Treasurer
Fundraising	<ul style="list-style-type: none"> Implement Club Annual Raffle Implement IGA Sausage Sizzle x 2 	Treasurer Junior Coordinator
Effectively Manage Club Social Events and optimise income	<ul style="list-style-type: none"> Develop and implement a club Event Calendar including: <ul style="list-style-type: none"> Season Launch Club Social Events x 2 (1 pre-Christmas and 1 post Christmas) Ladies Day Christmas Breakup T20 Matches (WCC, Young Gun v Legend's, Vet's) Annual Award Night (Stevie P Night) Note: Not all events will be "profit generators", but they all need to be planned and budgeted effectively 	Social Events Manager
Increase Bar and Canteen Revenue	<ul style="list-style-type: none"> Ensure we optimise operating hours Ensure that we have sufficient, trained staff to operate at all trading times Ensure that we cater for all events both large and small Ensure that we maintain RSA and Liquor Licence compliance Ensure that we comply with cash handling procedures Ensure that we effectively manage inventory ordering 	Social Events & Bar Managers
Increase revenue from sponsorship	<ul style="list-style-type: none"> Develop and market a Sponsorship Program <ul style="list-style-type: none"> Premium Package T20 Package Player Sponsorship Social Membership Identify & develop an engagement plan for sponsors Increase participation and effectiveness of the WCC Directory 	President, Committee Vice President
Increase revenue from Grants	<ul style="list-style-type: none"> Identify all possible grants available Develop and lodge submissions Maintain a register of all grants – applications, reporting etc 	Treasurer
Club Merchandise Management	<ul style="list-style-type: none"> Effectively manage inventory, orders and payment Playing shirts and pants, caps, training shirts, training singlets, training shorts, tracksuit pants, Club polo shirt, hoodies 	Merchandise Manager

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Strategic Priority 5: Grounds & Facilities Plan

What we want to achieve	Tasks to be undertaken	Responsible
Develop a ground contingency plan	<ul style="list-style-type: none"> Develop a grounds plan to cater for the forecast growth of the club and increased ground requirements Develop a longer term view regarding what we may require in 5-10 years (grounds and facilities) Explore alternative ground options including Warrandyte High School 	President, Council Liaison Manager
Ground Allocation	<ul style="list-style-type: none"> Retention of existing grounds including Stintons Reserve Develop case to go to council to support WCC remaining at Stintons Reserve 	President, Council Liaison Manager
Improve run-ups and wicket surrounds on Warrandyte Reserve 1	<ul style="list-style-type: none"> Engage local Council Develop Council proposal Obtain quotations 	President, Council Liaison Manager
Improve playing surface on Warrandyte Reserve 2	<ul style="list-style-type: none"> Ground is potentially dangerous due to the large number of "rabbit holes" <ul style="list-style-type: none"> Ground should be repaired prior to commencement of the season Ensure ongoing maintenance of ground throughout season to repair any future damage 	Ground Manager
Replacement and upgrade of training nets	<ul style="list-style-type: none"> Develop a council proposal Develop scope of works for new nets and training area Look at increasing to 4 nets <ul style="list-style-type: none"> Phase 1: add fourth net and storage lockers Phase 2: implement flexible internal netting 	President, Council Liaison Manager

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Strategic Priority 6: Administration & Compliance

What we want to achieve	Tasks to be undertaken	Responsible
WCC Club's Strategic Plan	<ul style="list-style-type: none"> Update and maintain the WCC Strategic Plan Publish and communicate club short-term goals 	President, Executive Committee
Cricket Association documentation	<ul style="list-style-type: none"> Ensure all paperwork is submitted to the RDCA, BHRDCA and VOSCA within time Comply with all affiliate association reporting and compliance requests with the view to completing a "fine free" season at all levels 	Secretary
Club Website	<ul style="list-style-type: none"> Ensure that club website has up to-date contacts at the commencement of each season Ensure the Club website is updated on a monthly basis Ensure that Strategic Plan, Code of Conduct and all relevant Club Polies are displayed on the website 	Communications Manager
Club Facebook	<ul style="list-style-type: none"> Drive to get all club members accessing Facebook Communication to all players about their responsibility with social media and that inappropriate use will not be tolerated by the club 	Communications Manager
MyCricket database	<ul style="list-style-type: none"> Ensure all junior, senior and veteran's scores are entered into the MyCricket database within the timeframes required during and following the completion of a match 	Communications Manager
Umpire Reports	<ul style="list-style-type: none"> Ensure umpires reports are completed and submitted within the specified time 	Secretary, Captains
Representative player nominations	<ul style="list-style-type: none"> Ensure that potential players are nominated for representative matches as applicable 	Cricket Operations, Coach, Secretary
Committee Meetings	<ul style="list-style-type: none"> Ensure that monthly Committee meetings are scheduled Ensure that minutes are taken, circulated and retained Ensure that all statutory requirements are achieved 	Secretary
Club AGM	<ul style="list-style-type: none"> Successfully hold the WCC annual AGM (late May) Ensure that reporting compliance is maintained in terms of requirements Associations Incorporation Act within 60 days of AGM 	Secretary
Responsible Serving of Alcohol	<ul style="list-style-type: none"> Ensure that at all times of operation, the club has a member with RSA certification overseeing bar operations Ensure RSA Training Register is maintained and kept at Club Bar Ensure that Club Alcohol Policy is on display in clubrooms 	Social Event & Bar Manager
Training	<ul style="list-style-type: none"> Conduct pre-season training in relation to: <ul style="list-style-type: none"> Bar Operations Scoring Junior Team Coaches & Team Managers responsibilities Senior Captains and Vice Captains responsibilities Veterans Captains and Team Managers responsibilities Umpiring 	Cricket Operations, Junior Coordinator, Veterans Coordinator, Social Manager
Effective representation on WSG Board	<ul style="list-style-type: none"> Ensure that the WCC is well represented on the WSG Board WCC WSG representatives to be part of WCC Committee WSG representatives to be well briefed in relation to WCC requirements WSG representative to ensure WCC is aware and compliant regarding any agreements with the WSG 	President, WSG Representatives

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9. CLUB GOALS – Season 2016/17

a. Participation

- i. Field 6 Senior Teams
- ii. Field 8 Junior Teams – with increased participation from girls
- iii. Field 3 Veterans Teams
- iv. Field a T20 Team
- v. Further develop Women’s Program
- vi. Increase participation Milo in2Cricket program – both children and parents

b. Performance & Development

- i. All Senior teams to be competitive
 - a. Lowest grade is a development team and more focussed on participation
 - b. 50% of Senior teams going on to win grand finals
- ii. Improve training
 - a. Club Senior Coach to oversee Junior Program
 - b. Junior Coaching Coordinator to mentor Junior Coaches
 - c. Certified Junior coaches for all Junior teams
 - d. Entrench a disciplined Senior training program
 - e. Improve fielding skills - Fielding Coach and implement a training regime
- iii. Development opportunities and plans to exist for all young players regardless of grade played
- iv. Further enhance our Junior pathway into Senior cricket
 - a. Transition at least 4 Juniors into Senior cricket
 - b. Pre-season Junior clinic and specialist training sessions throughout the season
 - c. Senior Club to be more involved with Junior’s – further develop “WCC Buddy Program”
- v. Embrace Club Member Code of Conduct and Team Selection Policy

c. Grounds

- i. Secure Stintons Reserve for 2016/17
- ii. Ensure run ups on Warrandyte Reserve 1 are adequately repaired pre-season
- iii. Proposal to go to Council regarding improving training nets

d. Club Profile

- i. Feature article to be in the Warrandyte Diary each month – July 2016 to April 2017
- ii. To develop and implement a school engagement program
- iii. T20 Events to be marketed throughout the local community
- iv. Junior and Milo cricketers to participate in the Warrandyte Festival Parade

e. Financial

- i. Achieve 100% commitment of players to payment of subs
- ii. Enhance sponsorship package – retain existing sponsors and engage at least 4 new sponsors
- iii. Generate at least \$3,000 in revenue from the annual raffle
- iv. Generate at least \$3,000 in revenue from each major social event
- v. Improve Warrandyte Directory sponsor engagement and Directory delivery
- vi. Commence fundraising project for new training nets and facilities
- vii. Apply for all available grants to support Club projects

f. Social

- i. Achieve at least 120 people attending all Club major social events (as per event calendar)
- ii. Have at least 80% of players returning after games for match reports
- iii. Initiate a “Ladies Day” to recognise support of wives, girlfriends etc
- iv. Better engage Sponsors and Past Players

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10. CLUB GOALS – Medium to Long-term

a. Participation

- i. Field 6 Senior Teams
- ii. Field 8 Junior Teams
- iii. Field 4 Veterans Teams
- iv. Field a T20 Team
- v. Field a Women's Team
- vi. Establish a Girls Team
- vii. Establish a Senior Indoor Cricket team
- viii. Explore the feasibility of entering into a Winter competition
- ix. Establishment of a true "Father / Son Side"
- x. Increase participation numbers in Milo in2Cricket program

b. Performance & Development

- i. Sustained success across all grades
- ii. 1st X1 to win premiership in the highest grade in the RDCA
- iii. Attract high level of cricketers to the club (District and State level)
- iv. Coaching program to be regarded as the best across the RDCA
- v. Development and implementation of an annual coaching clinic
- vi. Strong pathway for Juniors into Senior cricket
- vii. Senior Cricketer mentoring program for your players (WCC Buddy Program)
- viii. Warrandyte cricketers regularly being selected for representative teams
- ix. Provide pathway for talented young cricketers to get experience in UK
- x. Interstate competition with "sister clubs"
 - a. Host one year, travel the next and alternate

c. Club Profile

- i. School Development Program in place
- ii. Leadership role in Warrandyte Community events (e.g. Business Networking, Run Warrandyte)
- iii. Build stronger relationships with other Warrandyte organisations (e.g. Lions)

d. Grounds

- i. Development of a "Future Ground Strategy"
 - a. Cater for increased team numbers

e. Financial

- i. Develop a long-term sponsorship engagement program
- ii. Better utilisation of new clubrooms and double revenue from social and fundraising events
- iii. Fundraise sufficient income to fund significant infrastructure projects (grounds and facilities)

f. Social

- i. Increase participation of females (Wives, Girlfriends, Mothers, Sisters)
- ii. Strengthen "Ladies Day" and possibly tie in with broader community
- iii. Development of a coterie group for past players, Life Members and Sponsors

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11. CLUB STRUCTURE

a. Executive:

- i. President
- ii. Vice President
- iii. Secretary
- iv. Treasurer
- v. WSG & Council Liaison

b. General Committee:

- i. Cricket Operations
- ii. Social Events
- iii. Communication Manager
- iv. Junior Coordinator
- v. Veterans Coordinator

c. Specific Roles:

- i. Bar Operations Manager(s)
- ii. Merchandise Manager
- iii. Grounds Manager
- iv. Gear & Equipment Manager
- v. WSG Representative (s)

d. Senior Coaching Panel:

- i. Club Coach
- ii. Assistant Coach
- iii. Fielding Coach
- iv. 1st X1 Captain
- v. Chairman of Selectors
- vi. Other specialised appointments

e. Junior:

- i. Junior operating sub-committee
- ii. Junior Coaching Coordinator
- iii. Junior Coaches for all teams
- iv. Administration Manager

f. Veterans

- i. Vets operating sub-committee
- ii. Coordinator, Captains and Team Managers
- iii. Minimum 2 representatives from each age division

g. Club Members:

- i. Senior, Junior and Veteran playing members
- ii. Life Members
- iii. Non-playing social members

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12. KEY STAKEHOLDERS

a. Cricketing Partners

- i. Cricket Australia (including MyCricket records system)
- ii. Cricket Victoria
- iii. Ringwood & District Cricket Association Inc
- iv. Box Hill Reporter District Cricket Association Inc
- v. Victorian Over 60's Cricket Association Inc
- vi. My Cricket

b. Community Partners

- i. Manningham Council
- ii. Warrandyte Sporting Group
- iii. Warrandyte Football Club
- iv. Warrandyte Junior Football Club
- v. Warrandyte Netball Club
- vi. Warrandyte High School
- vii. Warrandyte Primary School
- viii. Anderson Creek Primary School
- ix. Warrandyte Lions Club
- x. Ryan Smith, Member for Warrandyte
- xi. Warrandyte Diary
- xii. Stop One Punch Can Kill

c. Sponsorship Partners

- i. Warrandyte Community Bendigo Bank
- ii. Quinton's IGA
- iii. Warrandyte Grand Hotel
- iv. Wilson Security
- v. Australia Personal Global
- vi. Flagstaff Autobody
- vii. Huntress Restaurant
- viii. Memory Matters
- ix. The Cricket Kit
- x. Bowen Financial Services
- xi. Cocoa Moon Cafe
- xii. Warrandyte Business Directory Advertisers

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Appendix 1: MEMBER CODE OF CONDUCT

Purpose

The image and reputation of any club are vital to its ongoing success and reflects the Club's standing in the community and the cricket world. Our "Code of Conduct" sets the standard of conduct required by our players, members and officials, as representatives of the Warrandyte Cricket Club Inc. Club members and officials are expected to abide by our "Code of Conduct" while representing the club in any capacity (before, during and after a match or training and social functions).

WCC Code of Conduct

1. Members are expected to respect umpires, opposition players and supporters, our teammates and our members and supporters
2. Unsportsmanlike behaviour is unacceptable
3. The use of verbal or physical abuse is unacceptable
4. The use of excessive obscene language is unacceptable
5. Members will refrain from any form of harassment or discrimination including:
 - i. Harassment or discrimination on the grounds of disability
 - ii. Sexual harassment or discrimination
 - iii. Racial harassment or discrimination
 - iv. Religious harassment or discrimination
 - v. Vilification on the grounds of any of the above
6. Any member that causes the club to be fined as a result of their behaviour shall be required to compensate the club for the amount of the fine
7. Members are expected to be appropriately dressed to play cricket and train
 - i. Playing: White Warrandyte shirt, white pants and predominantly white cricket shoes
 - ii. Training: White Warrandyte shirt or WCC Training T shirt, track suit pants or club shorts
 - iii. Hats: Red Warrandyte cricket cap or White Large Brim Warrandyte cricket hat
8. Members are expected to take pride in our clubrooms and respect the furniture and fittings. Prior to leaving the clubrooms, members must ensure the area they (or their guests) have used is clean and tidy.
9. Members are expected to respect all club property, including balls and training equipment. Unauthorised use or theft of club, or other members, property or money is unacceptable.
10. Any Member (or their guest) causing unjustifiable damage to clubrooms or club property will be expected to pay compensation for the damage caused.
11. Members are responsible for the behaviour of any visitors they introduce to the club. They must ensure that their visitors sign the "Visitors" book.
12. The club practices the responsible service of alcohol ("RSA"). Members (and their guests) are expected to make their best endeavours to ensure that RSA requirements are complied with at all times
13. Members are expected to follow the reasonable direction of the responsible committee person, or bar/canteen staff, while utilising the clubroom facilities.
14. Members are expected to make umpires, opposition players and supporters feel welcome when they are guests at our club at the end of a day's play.
15. Members are expected to play a part in the operation of the club
16. WCC supports the RDCA Code of Conduct (Senior Rule 80) and the Victorian Code of Conduct for Community Sport

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Breaching the Code of Conduct

1. Any breach of the Code of Conduct will be assessed by the club committee, or a disciplinary panel appointed by the committee. The committee may, by resolution, expel, suspend or fine a member who “has been guilty of conduct unbecoming a member or prejudicial to the interests of the Club”
2. A charge relating to a breach of the Code of Conduct can arise from a complaint (official or unofficial) made by any person. That person can be a member of our club, a member of an opposing club, an umpire or other official or a member of the public.
3. Any complaint in relation to a breach of the Code of Conduct should be directed to the Club President.
4. The member charged can appeal, should they feel the decision is incorrect or the penalty inappropriate
 - Any such appeal will be conducted with the WCC Executive Committee
 - The member is entitled to have to also have a witness (another member) attend the meeting, but not legal representation

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Appendix 2: SELECTION POLICY & PROCESS

Selection Objective:

- To select the strongest and most balanced teams to represent Warrandyte CC at all levels played.

Selection Factors (to be considered by the selection committee in the selection of teams):

- Level/s played:** The relative strength of competition where a person has competed – as well as their performances at that level – will be taken into account.
- Form and performance:** It is important to note that form and performance encompasses a player's performances over a period of matches, and not just a single performance. However, current season form will be of the greatest significance.
- Team balance:** The squad will be selected with regard to team balance, both in relation to the spread of batsmen and bowlers in his team – including the type of batsmen and bowlers in the team – as well as wicketkeeper/s.
- Junior Development:** Every effort will be made to develop junior players and enhance their involvement in the club. Selection will be dependent on ability and maturity. Each "Development Player" will have a personal development plan developed at the commencement of the season and this will have a bearing on selection (e.g. some junior players may be identified to stay in one team throughout the season to give them confidence, whilst others might be identified as potentially moving up the grades)
- Playing in Position:** Players selected in a team are expected to be played in the position selected (e.g. if a high order batsman is promoted from a lower grade to a higher grade, then they should still play as a high order batsman... and not be re-positioned to the tail)
- Attitude and commitment:** Players attitude towards the team as well as their commitment to training and team building

Selection Committee:

- Chairman of Selectors (Independent - Chair)
- Club Senior Coach
- Captains (1st, 2nd, 3rd, 4th, 5th & 6th X1's)
- If a Captain can't attend, then the respective Vice Captain should substitute
- Chairman of Selectors will have the casting vote and ultimate sign off for all selections

Role of the Selection Committee:

- To conduct selection meetings
- To ensure the Selection Guidelines are followed
- To communicate the non-selection (and reason) of players as required
- To communicate the selection of players as required
- To ensure Development Plans are implemented for young cricketers (as per the agreed plans)

Process:

- All available players for the upcoming round to be identified by the Tuesday prior the games
- Selection Committee to discuss teams (post training on the Tuesday night)
- Player follow up (as required) by the applicable team captain
- Teams confirmed and announced immediately after training on Thursday night
- Teams published on the WCC website and Facebook site on Friday morning

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Appendix 3: DEVELOPMENT ACADEMY PROGRAM

Objectives:

- To develop our young cricketers to achieve their full potential
- To create an environment where young cricketers are confident, committed and eager to play senior cricket
- To create a supportive and nurturing culture for our young crickets within the club
- To retain young cricketers in the club as they progress through the grades
- To create a 'team within a team' of younger players that can thrive in a positive environment
- To develop future leaders of the club

Scope:

- Cricketers aged fifteen to eighteen
- Cricketers playing senior cricket (not junior grades i.e. Under 14's or 16's)

Responsibility:

- Cricket Development Coordinator

Input & Support:

- Club Coach
- Team Captains
- Club Committee (Cricket Operations Manager / Chairman of Selectors)
- Development Squad Leadership Group
- Mentors

Process:

1. Program available to all fifteen to eighteen year old cricketers
 - a. Note, new squad members can be added at any time at the discretion of the Cricket Development Coordinator
2. Cricketers contacted and asked if they'd like to participate
3. Meeting of the group to be convened to outline the program and the plan for the season ahead
 - a. Guest speakers to be organised to address the group
4. Individual meetings to be arranged with each cricketer with the Development Coordinator and the Club Coach, Club Captain or Team Captain
 - a. Development Coordinator to facilitate
 - b. Establish goals for each cricketer
 - c. Establish areas of focus
 - d. Each cricketer to have a documented "Personal Development Plan"
5. Senior mentors to be identified and engaged to provide support for individuals

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Development Academy Program:

- Pre-season training will be with the senior club
- Outdoor training:
 - Tuesday night training will be with the Development Squad
 - Thursday night training will be with the Seniors
 - Note: Under 16's will be invited to train with Seniors on Thursday nights
- Team Captains to be made fully aware of individual development plans for cricketers under their control and also their responsibility to the cricketer
- Cricketers will receive feedback and coaching at senior training
 - Either by Development Coordinator, Club Coach, Captains or Nominated Mentor
- Specific coaching clinics to be organised throughout the season
 - Batting
 - Bowling
 - Pace
 - Spin
 - Wicket Keeping
- Older, high potential members of the Development Squad will be encouraged to lead training sessions of squad members
- High performance individuals to be selected to participate in formal coaching programs
- Mid-year review meetings will be held with all participants
 - Coordinated by the Development Coordinator
 - Gain feedback to ascertain where each player is at and if anything needs to be changed

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Appendix 4: Committee Roles and Responsibilities

WCC COMMITTEE STRUCTURE

ROLE	NAME	KEY RESPONSIBILITIES
PRESIDENT	Greg Warren	Provide guidance & leadership Chair WCC meetings Represent and be the spokesperson for Club Facilitate Club planning Oversee all targets and performance goals Oversee cricket operations and appointment of Club Coach, Chairman of Selectors and Captains Ensure all committee members fulfil their roles Ensure all club coaches and captains fulfil their roles Ensure all risk management duties and code of conduct (etc.) policies are adopted. Partnerships & Sponsorships
VICE PRESIDENT	Ryan Hoiberg	Deputise for President as required Assist President with full list of duties as above External partnership engagement (sponsors, past player, community partners and media) Manage the Warrandyte Directory program Provide support for organising Past Player Day
SECRETARY	Mitch Gaffney	Convene all club meetings and advise required attendees Provide secretarial support to the committee, including preparing agendas in consultation with the President Prepare, distribute and file minutes of all committee and General meetings of the club. Receive all correspondence (email and Letter) to the Club. Convene and manage the AGM Prepare a report of all activities of the Club for the presentation to the membership at the AGM Maintain a copy of the Rules and By Laws of the Club Act as the Public Officer of the Club (Incorporated Association) Attend Association meetings as required Provide support for Club Merchandise Manager Provide support for Club Equipment Manager
TREASURER	Mick Canty	Prepare budget, in consultation with the committee to reflect income and expenditure of the Club for presentation at the first meeting of the year Maintain up to date records of all income and expenditure Maintain the club's cash flow and level of petty cash Arrange payment for goods and services purchased Prepare and distribute invoices/accounts for sponsorship and follow up payment Attend monthly club committee meetings and provide a financial report and details of all accounts available

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		<p>Prepare financial accounts suitable for auditing and provide the auditor with all necessary information</p> <p>Report activities of the portfolio to the membership at the AGM</p> <p>Be a Club signatory - two required on each cheque</p> <p>Reconcile financially with WSG monthly (in season)</p> <p>Manage Grant applications and reporting</p> <p>Reconcile and report on player subs payment</p>
WSG & COUNCIL LIAISON	Steve Pascoe	<p>Represent WCC on the WSG Board of Management</p> <p>Represent WCC with Council</p> <p>Annual Ground applications to Council</p> <p>Report and follow up facilities and ground maintenance issues with Council as required</p> <p>Provide support for Club Ground Manager</p>
SOCIAL COORDINATOR	Dave Molyneux	<p>Develop Annual Event Calender for sign off by the committee</p> <p>Prepare budgets for each event</p> <p>Plan and implement each event</p> <p>Effectively market all club events</p> <p>Prepare a report and update the committee of results of each event</p> <p>Provide support and leadership for Club Bar Manager (s)</p>
COMMUNICATIONS COORDINATOR	Steve Goddard	<p>Maintain WCC website</p> <p>Produce Season Annual</p> <p>Update WCC Facebook regularly throughout the season e.g. Player of the week</p> <p>Distribute Club emails to members as required</p> <p>Award / SP Night communications and media</p> <p>Provide support for Club Buddy Program</p>
JUNIOR COORDINATOR	Janie Lawson	<p>Email Junior members with information on season and how to register.</p> <p>Communicate to local schools about upcoming season</p> <p>Enter all player registration details into MyCricket</p> <p>Conduct pre-season meetings to work through requirements with coaches and team managers</p> <p>Issue 'Club Welcome Letter' for season to all Junior players via Facebook and email link</p> <p>Receipt and manage Junior subs payments</p> <p>Coordinate orders, payment and distribution of Club merchandise</p> <p>Conduct meetings with team managers and coaches throughout the season to gain feedback and ensure everything is operating as planned</p> <p>Be general contact person for Juniors and Parents</p> <p>Market and communicate club events to Juniors and parents</p>
VETERANS CORDINATOR	TBC	<p>Email Veteran members with information on season</p> <p>Pre-season meeting with team coaches and team managers and distribution of the Veteran handbook</p> <p>Enter all new player registration details into MyCricket</p> <p>Receipt and manage subs payments</p>

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		Coordinate Club merchandise order & payment pre-season Be general contact person for Veterans Market and communicate club events to Veterans
MILO COORDINATOR	Steve Pascoe	Email existing Milo children's parents with information on season Communicate to local schools about upcoming season Enter all player registration details into MyCricket Engage parents will to assist with the program and organise a pre-season meeting to work through requirements Pre-season meeting with parents & helpers and distribution of Milo gear Issue 'Club Welcome Letter' for season to all Junior players via Facebook and email link Receipt and manage Milo subs payments Coordinate merchandise order, distribution & payment pre-season Be general contact person for Juniors and Parents Market and communicate club events to Juniors and parents

WCC SPECIFIC ROLES / SUB COMMITTEES

WSG BOARD OF MANAGEMENT	John Chapman & Steve Pascoe	Represent WCC on WSG Board
CATERING	Dave Molyneux	Coordinate meals (after training on Thursdays, social events)
BAR OPERATIONS	Nick Oremek and Brandon Stafford	Bar staffing, rostering, training, RSA compliance
BAR INVENTORY	TBC	Order and receipting stock, monthly stock-take
BANKING OF BAR RECEIPTS	John Chapman	Weekly reconciliation and banking of bar receipts
MERCHANDISE	Luke Warren	Order required merchandise, sale of goods, cash management

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BUDDY PROGRAM COODINATOR

Tom Ellis

Launch of program, team pairings, monthly updates on Facebook

GROUNDS

Peter Hanson

Ground preparation - lines mark on ground, wickets and nets

EQUIPMENT

Luke Killey

Distribution of gear to captains pre-season, supplying and maintaining all grade's equipment, stumps, cones, chalk, game balls, training balls

WOMEN'S COORDINATOR

TBC

TBC

PAST PLAYERS COORDINATOR

Geoff Taylor

Maintain database of players, regular comms, invite to club events, plan & manage specific past players annual event

GRANTS COORDINATOR

TBC

Work with Treasurer to optimise all Grant opportunities

SUBS COORDINATOR

TBC

Follow up player subs payments

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Appendix 5: Alcohol Management Policy

This policy aims to provide a basis for the responsible use of alcohol by the Warrandyte Cricket Club and is seen as fundamental to the aims of the club.

The club recognises the importance in the Warrandyte Sports Group in holding a liquor license and the value it adds to the club, enabling it to generate income and hold social functions, but in doing so the club also accepts the responsibilities and expectations of the community in strictly adhering to the liquor licensing laws.

To ensure the aims of the club are upheld and that the club and its members manage alcohol responsibly, the following requirements will apply when alcohol is served at the club or during a club function.

Serving Alcohol

Alcohol will be served according to the legal and moral requirements of the WSG's Liquor License with the safety and well being of patrons the priority.

- The WSG maintains a current appropriate Liquor License
- Only RSA trained servers will serve alcohol
- Bar servers do not consume alcohol when on duty
- The club does not encourage excessive or rapid consumption of alcohol
- When serving non pre-packaged alcohol standard drink measures will be served at all times
- Information posters about Standard Drink measures will be displayed in the bar
- The Liquor License and all legal signage will be displayed at the bar
- Names of RSA trained bar staff will be displayed
- An incident register shall be maintained and any incident recorded

Intoxicated Patrons

- Alcohol will not be served to any person who is intoxicated or drunk
- Servers will follow RSA training procedures when refusing service
- Drunk patrons will be asked to leave the premises

Underage Drinking

- Alcohol will not be served to persons aged under 18
- Servers and committee members will ask for proof of age whenever necessary or whenever in doubt
- Only photo ID's will be accepted

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Alcohol Alternatives

The Club recognises that alcohol is not the only revenue stream available and actively encourages the sales of alternative products to that of alcohol.

- Tap water is provided free of charge
- At least four non-alcoholic drinks and one low-alcoholic drink option is always available and are at least 10% cheaper than full strength drinks
- Food is available when the bar is open for more than 90 minutes, more than 25 people are present and all major club functions

Safe Transport

The Club has a (separate) Safe Transport Policy that will be reviewed regularly in conjunction with the Alcohol Management Policy.

Non-Compliance

All club committee members will enforce the alcohol management policy and any non-compliance, particularly in regard to Licensing Laws will be handled according to the following process:

- Explanation of the club policy to the person/people concerned, including identification of the section of policy where non-compliance has occurred
- Continued non-compliance with the policy should be handled by at least two committee members who will use their discretion as to the action taken, which may include asking the person/ people to leave the club facilities or function
- The club will monitor and ensure any club trips, particularly end of season player trips, strictly adhere to responsible behaviour and alcohol consumption in accordance with the principles of this policy and the aims of the club Mission and Values Statement.

Committee Policy Management

The presence of committee members is essential to ensure the operation of the bar and policy compliance. At least two duty committee members who are RSA trained are required to be present at all club functions when the bar is open. Key responsibilities of the duty committee members are to:

- Meet visiting police, cooperate and assist with any inquiries
- Ensure the admission of members and guests and completion of the visitor's book
- Compliance in respect of persons under 18 years of age on premises
- Ensuring intoxicated people are refused service and are asked to leave the premises
- Ensuring strict compliance with the club policy in accordance with the key provisions of the Liquor Control Reform Act
- Recording any incidents in the incident register

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Policy Promotion

The club will promote the alcohol management policy regularly by:

- Publishing a copy of the policy in club newsletters and printed member/ player information
- Displaying a copy of the policy in the club social rooms
- Periodic announcements to members at functions

The club recognises the importance of educating club members, particularly players in the benefits of implementing an alcohol management policy and will endeavour to provide information to assist this process.

The club will actively participate in the Australian Drug Foundation Good Sports Accreditation Program with an ongoing priority to achieve Level 3 accreditation.

Policy Review

To ensure this policy continues to be relevant for club operation and that it reflects both community expectations and the provisions of the Liquor Control Reform Act, the policy will be reviewed annually.

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Treasurer
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WARRANDYTE CRICKET CLUB EST 1855

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Appendix 6: Safe Transport Policy

The Warrandyte Cricket Club recognises that on occasions alcohol may be served at special functions and that as a club we are responsible for the safety of our members. In doing so the club shall ensure our members are aware of this policy and are encouraged to make alternative transport arrangements when consuming alcohol at such functions.

- Bar staff shall encourage members and visitors to make alternate safe transport arrangements if they are considered to exceed .05 blood alcohol concentration
- Telephone calls will be made free of charge to arrange a taxi (132 227) or other transport
- In specific cases, where a designated driver who has been nominated by the club and that person has accepted the responsibility to drive others home safely, will be provided non alcoholic drinks and bar food free of charge by the club
- In specific cases, bar servers will be provided non alcoholic drinks and bar food free of charge by the club
- In specific cases and where available club transport will be provided to/from events
- Committee will pre-order taxis to arrive at the venue at the conclusion of the function.
- SMS taxi facility to be able to book taxi's directly from the clubrooms has been adopted.

Appendix 7: Smoke Free Policy

The Warrandyte Cricket Club recognises that passive smoking is hazardous to health and those non-smoking club members and visitors have the right to be protected from exposure to tobacco smoke.

Accordingly, the following policy shall apply to all club facilities, functions, meetings and activities undertaken by the club and will apply to all members, officials, players and club visitors.

Facilities

All club facilities are to be completely smoke free and shall include:

- The social rooms inclusive of bar, kitchen, meeting room, toilets and storage area
- Player change rooms inclusive of warm up area, toilets and showers, medical room and property room
- Cigarettes will not be sold (including vending machines) at any time at or by the club

Players, Officials & Coaches

Coaches, players, trainers, volunteers and officials will attempt to refrain from smoking and remain smoke free while involved in an official junior and senior capacity for the club, on and off the field.

Functions

All club functions including social and fund raising events and meetings are to be completely smoke free:

- Ashtrays will be removed from all club facilities.
- Cigarette butt bins will be provided at outdoor locations for smokers to dispose of cigarette butts before entering/ re-entering smoke free areas at club facilities
- Smokers leaving the designated licensed area of the clubs social rooms will not be permitted to take alcohol from that area

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Non-compliance

All club committee members will enforce the smoke free policy and any non-compliance will be handled according to the following process:

- Explanation of the club policy to the person/people concerned, including identification of the areas in which smoking is permitted
- Continued non-compliance with the policy should be handled by at least two committee members who will use their discretion as to the action taken, which may include asking the person/ people to leave the club facilities or function

Policy Promotion

The club will promote the smoke free policy regularly by:

- Publishing a copy of the policy in club newsletters, notice boards and printed member/player information
- Displaying a copy of the policy in the club social rooms
- Periodic announcements to members at functions

The club recognises the importance of educating club members, particularly players and the benefits of implementing a smoke free policy and will endeavour to provide information to assist this process.

The club will actively participate in the Australian Drug Foundation Good Sports program with an ongoing priority to maintain Good Sports accreditation.

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Appendix 8: Annual Financials & Budget 2016/17

		Last Year	Budget	Actual
Opening Cash				
Operating Income	Senior Subs			
	Veterans Subs			
	Junior Contribution			
	Milo Contribution			
	Bar Revenue			
	Merchandise Sales			
	Social Events - Ticket Sales			
	\$1,000 Raffle Income			
Total Operating Income				
Sponsorship & Grants	Corporate Sponsorship			
	Player Sponsorship			
	Grants			
	WCC Directory			
Total Sponsorship Income				
Total Income				
Operating Expenses	MCC & Grounds			
	Warrandyte Sports Club (WSG)			
	Coaching			
	Training			
	Gear & Equipment (including Balls)			
	T20 Clothes replacement			
	Womens Clothes			
	Merchandise COGS			
	Team Registration			
	Insurance			
	Senior Trophies			
	Social Events - Costs			
	WCC Directory Costs			
	Diary advertising			
	Marketing			
	\$1,000 Raffle Cost			
Total Operating Expenses				
Infrastructure Expenses	WR1 - Run ups			
	Training Nets			
	Warrandyte High School			
Total Infrastructure Expenses				
Total Expenses				
Cash Surplus				

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