

# **KYNETON**DISTRICT SOCCER CLUB

# Five Year Strategic Plan 2020-2024

January 2020, Draft 3

Developed by Kyneton District Soccer Club Committee, January 2020

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#### Club name

Kyneton District Soccer Club Inc.

#### **Contact details**

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#### 1 Executive summary

This strategic plan aims to set the broad direction of the Kyneton District Soccer Club (KDSC) over the next five years to help it achieve its goals. The committee will use the strategy to guide club decision-making, but at the same time will modify it on an as-needs basis, reflecting developments during these years.

A key part of the strategy plan is to improve infrastructure and facilities at the club. The plan's main infrastructure objectives are to deliver facility upgrades to the club's playing areas, change room facilities and parking. These upgrades are needed to ensure that facilities are fit for purpose for our growing teams of junior and senior male and female players.

Our club wishes to achieve the following outcomes in the next five years:

- upgrade ground facilities to include adequate lighting, proper drainage, new women's change rooms, accessible parking, modern club rooms and a modest grandstand
- find more sponsorships, grants and funds to help finance upgrades and other club activities
- maintain robust finances while meeting growing club obligations and plans
- seek more volunteers, and family and community in-kind support at all levels of the club activities
- increase on-field participation by girls, women and young juniors and MiniRoos
- grow player lists at all age levels, and by gender, by retaining and attracting current, former and new players
- increase participation of players and supporters on and off the field
- raise awareness in the local community about the relevance of football in the lives of people and families, through publicity material and public activities such as participation in the annual Kyneton Daffodil Parade in September
- develop and train volunteers in coaching, team management and activities such as food and beverage handling, line marking and marshalling
- grow a pool of club-based referees, especially younger referees, and facilitate their appropriate training.

#### 2 About our club

Established 46 years ago in 1974, Kyneton District Soccer Club (KDSC) is a family-friendly community football club that plays its games under the rules and regulations of Football Victoria and the Bendigo Amateur Soccer League. The club environment is friendly and supportive.

Club membership has been growing over the past five years, and in 2019 the club had 220-plus registered players across different age and gender groups, with a mix of ethnicity. In 2019 we fielded 12 teams (six competitive and six non-competitive), a good result for a small country town. In addition, the club is strongly growing its MiniRoos program aimed at the 8 to 12-year-old age group.

As a not-for-profit organisation, we maintain a low fee structure so as to attract and retain players in the district. All our players, coaches, officials and committee members are volunteers.

#### 2.1 Our mission and objectives

KDSC is a fully inclusive community club. We aim to develop a passion for our sport and to encourage skills development, improved fitness, fair play, teamwork, wellbeing and participation in a healthy lifestyle. We do so through a safe, supportive and fun-filled environment.

The club is dedicated to the growth and excellence of its junior programs and encourages the virtues of pride and loyalty in representing the local community by providing a pathway for young players into senior men's and women's teams.

We fully subscribe to inclusiveness of all abilities and genders, and the social and on-field performance of juniors, women's and men's teams are vital components of the club's long-term future.

The administration of KDSC is professional, transparent and fair. All duties are carried out honestly and with integrity and full inclusiveness of genders. We are committed to improving the infrastructure of our club and providing a friendly, welcoming and enjoyable sporting environment for all.

As a non-profit community organisation, our players and members are our club. We are fully dependent on volunteers giving their time freely for the successful running of the club.

The KDSC committee is responsible for the management of the club, and its members are elected at the annual general meeting. The committee includes a representative from juniors, men's and women's teams to ensure there is fair and equitable representation from all areas of the club.

Ultimately, the club wishes to achieve and sustain player enjoyment and team success through continued strong on-field performances for its competitive and non-competitive teams and through its various off-field activities.

#### 2.2 Our values

The club's values help us achieve success on and off the field in a family-friendly community manner. Our values are:

- Family a family environment that promotes fun, safety, participation and support for participants, volunteers and parents/carers.
- Community a positive environment that fosters participation, support, cooperation and unity of purpose.
- Teamwork mutual respect at all levels of the club from players, volunteers and committee
  members through to supporters, so as to engender productive relationships and collaborative
  efforts.

- Sporting conduct encouragement of integrity, best endeavours and fair play in competitive and non-competitive pursuits.
- Competency skills development through training, playing and learning about the game, so as to encourage commitment, diligence and fair play.
- Innovation implementation of tailored programs to improve the club's performance on and off the field.
- Performance Sound administration, club growth, cost effectiveness and timely delivery of services.

#### 2.3 Strong club culture

KDSC is a friendly, family-driven and community-focused football club. It is a place where people of different age groups, gender, ethnicity and different levels of proficiency enjoy playing football. The club encourages all players to do their best and to play fair. It is a place where parents can support their children play their chosen sport, both as spectators and as volunteers.

The club runs social events/fundraisers, such as trivia nights and charity events, and hosts senior and junior presentations. In 2018 it marched under the KDSC banner in the annual Kyneton Daffodil Parade. In 2019 it again marched in the parade, with the numbers growing to more than 30 players, parents, club officials and supporters.

With its growing memberships, online presence and more teams, KDSC increasingly is part of the social fabric of the Macedon Ranges.

#### 2.4 Club strengths/opportunities

The key strengths of the club are its geographic position and its family and community focus. Its geographic location halfway between Melbourne and Bendigo gives the club a competitive presence in both the Melbourne and Bendigo football scene. Further, strong family and community involvement in the football club sustains its continuation as a family-friendly and community-based sport in the Kyneton district.

These attributes make for a:

- culture of teamwork and fairness on and off the field
- competitive spirit across all age groups and gender, with the club punching above its weight in its designated competitions
- growth in the number of teams across all age groups and gender
- continued success on and off the field in terms of performance and the promotion of the game in the shire.

### 2.5 Club policies

The club has developed rules and policies to guide its activities. These include its constitution, code of behaviour, social media policy, laws of the game, and child safety rules. Rules and policies are checked, published and updated regularly on the KDSC website.

#### 2.6 Rangers history

KDSC, also known as the Kyneton Rangers, can trace its beginning to 1974 when a football club, based at Malmsbury, was formed by David Plant, George Johnson and Stan Hodgson. Formerly called Kyneton United, the teams wore a red and white strip and played in the Bendigo Amateur Soccer League (BASL). Over the following seasons the home ground changed to Kyneton High School (1977), then to Barkly Square, Kyneton (1978–present).

The prestigious year of 1979 saw the club win the Division 1 and Division 3 League Championships, the Division 1 and Reserves (now Division 2) Knockout Cup, the Division 1 League Cup and the Reserves 5 A-Side competition.

In 1982 the club split into two clubs, with Kyneton United playing in the Metro Division 2 and the newly formed Kyneton Soccer Club (yellow and black guernsey) playing in BASL.

The present KDSC began in 1989 as a merger of the two existing clubs with the new colours of claret and sky blue (the colours of the English West Ham club). In 1996 Kyneton won the second division and come second in the third division, having been relegated the previous year.

Overall the club has grown from seven teams (three senior and four junior sides) in 2004 to 12 teams in 2019 (three senior and nine junior sides). The club now expects to grow the number of players, and therefore teams, in its senior ranks in the medium to longer term based on recent accelerated growth in its junior and MiniRoos ranks. The club runs non-competitive teams through its junior and MiniRoos ranks, which then feed players into its competitive teams.

In 1995 the club fielded its first senior women's team and started a junior women's team (Under 14s) in 2014. In 2008 it fielded a women's team in the Melbourne Metro North West Division. Since 2013 the senior women's team has played in the state league, mostly in Division 4.

In 2008 the club fielded teams in the BASL competition. In 2009 the club fielded four senior teams (Division One, Division Two, Women's and Youth) and six junior teams (Under 16 – two teams, Under 14, Under 13, Under 12 and Under 11).

With the expansion in participation in the game, the club took the decision in 2010 to move all senior teams into competitions in Melbourne. The youth teams were brought under the senior men's banner and the club fielded teams in the then Metropolitan/Thirds league (Divisions 1, 3, 4 and 5), as well as a women's team in the Women's State 3 competition. Our junior teams remained in BASL in that year.

In the following years, the club fielded teams in both the state and metropolitan leagues in Melbourne for its senior men's, reserve men's and women's teams. The club in 2014 joined the Football Federation Victoria (now Football Victoria) State Leagues and competed in the State League 5 West division after a number of years in the Metropolitan/Thirds leagues. KDSC finished fifth out of the seven teams.

In 2016 the senior men's team won the Division 7 North West Metropolitan Championship.

In 2018 the club withdrew its two senior men's team from the state league to focus on the metropolitan league, as part of a rebuilding program. It subsequently won the Divisions 6 and 5 metropolitan championships in 2018 and 2019 respectively. The club intends to return its men's teams (senior and reserve lists) to the state league in coming years. The club continues to field a women's team in the state league.

The club's junior teams include the Under 18s, 16s, 14s and 12s, and for many years have been part of BASL. These teams continue to display great field performances and have won numerous championships and are a great source of pride and inspiration to the club.

In 2018 the club enjoyed considerable on-field success with its senior and junior teams. The senior men's team won the Metropolitan North West Division 6 and overall Division 6. In the BASL junior competition, the club won the Under 12B Championship, the Under 12C Championship and Grand Final, the Under 16B Championship and the Under 18 Grand Final.

This success continued in the following year (2019), with the senior men's team winning the Metropolitan North West Division 5 and the overall Division 5. In the BASL junior competition, the Under 16B team was the runner-up in the Championship, with the Under 14B team taking out the Championship.

Senior and junior teams play on Saturdays and Sundays.

#### 2.7 How this strategy was developed

The initial draft strategy was largely produced during 2019 from existing web documents for the committee's consideration.

The committee reworked the strategy, taking account of members' views canvassed in an online survey conducted in August–September 2019, as well as ongoing discussions within the club.

A final draft was produced and published on KDSC's website. The published draft is regarded as a living document, subject to ongoing revision as priorities and circumstances change at the club.

#### 3 State of play in 2020

KDSC is growing its player list at all age and gender levels of the competition, as shown in Table 1, including seniors, juniors (competitive and non-competitive), and MiniRoos (5-12-year-olds).

Table 1: Growing player base over the past five years

	2019	2018	2017	2016	2015
MiniRoos	113	65	10	9	5
Juniors	116	124	96	110	110
Seniors	49	38	57	58	60
TOTAL	278	227	163	168	170

	2019	2018	2017	2016	2015
Female	101 (37%)	68 (30%)	43 (26%)	42 (25%)	38 (22%)
Male	177 (63%)	159 (70%)	120 (74%)	126 (75%)	142 (78%)

In particular the MiniRoos program has attracted many new young participants to the club. The number of MiniRoos players went from 65 in 2018 to 113 in 2019. More than 37% of the MiniRoos players in 2018 went on to play junior football in 2019, which augers well for the club's growth and future on-field success.

With its growth, the club is looking to improve its infrastructure and facilities for players, club members, and visitors. Much of the existing facilities and infrastructure are in need of development or replacement, the details of which are outlined in this strategy.

To help finance such improvements, the club undertakes ongoing funding drives. These include grant applications to federal, state and local governments, sponsorships by local and other businesses, and club activities such as Trivia nights.

## 3.1 Existing conditions, 2019

Barkly Square consists of two playing grounds, and a number of buildings, in various conditions.

During the football season, the two grounds experience annual drainage problems, especially in the winter months. This problem disrupts game fixtures and often means games are held at other sites many kilometres away. The problem is a source of significant inconvenience to the club, its players and parents, and to other clubs in the competition.

Lighting at the grounds has been sub-standard for many years, but by earlier 2020 the existing light towers will be replaced by more suitable ones, which will greatly improve the quality and safety of training at night during winter months.

Two of the four change rooms are virtually unusable due to their dilapidated state, putting pressure on the two remaining facilities.

Suitable parking on game days is a problem in winter. After heavy rain and ongoing use, the parking area on the eastern side of the ground resembles a churned-up mud patch. Some vehicles get bogged in winter.

Spectator enjoyment of the game is diminished by lack of suitable viewing areas. Existing viewing areas are compromised by muddy conditions, parked vehicles and a flat typography.

The club house, while currently satisfactory, will need to be upgraded or replaced over the next few years, to bring it up to a modern standard. The club house is cold in winter, shows signs of deterioration and is not access friendly.

Details about the club, its activities and facilities are shown in the following two tables.

Table 2: Club details and activities, 2019

Total number of members	500+
Total number of players (excluding MiniRoos)	165
Number of committee members	Nine
Number of teams	12, consisting of non-competitive (3), junior (6) and senior (3) teams
Number of MiniRoo players	113
Number of games per week	12 games
Club website/Facebook	About 455 Facebook followers
Affiliated with state body	Football Victoria, BASL
e-communications	Website, Facebook, Email, Twitter, newsletter

Table 3: Facilities: main football infrastructure, 2019

No. of grounds	2 full-size pitches
Club house	1
Change rooms	2(useable); 2 (unusable)
Referee rooms	1
Canteen	1
Storeroom	1
Toilet block	1 (separate male and female sections)

#### 3.2 Connection with local council strategy

The ground and facilities at Barkly Square are owned and managed by Macedon Ranges Shire Council. The council is supportive of the club and its outdoor football activities in Kyneton and more broadly in the shire. The provision of outdoor football in Kyneton district will continue to be consolidated at the existing site.

Importantly, the club's strategic direction accords with the 10-year sporting and recreational strategy of the local government body, the Macedon Ranges Shire Council (MRSC), on whose grounds the club trains and plays its games, and holds club meetings, functions and other social activities.

MRSC's *Sport and Active Recreation Strategy 2018–2028* is designed to "help guide Council's future resource priorities, and major projects and initiatives to support participation in community sport and active recreation". The following items in the MRSC strategy are relevant to KDSC's direction and the future of football in the district.

#### 3.2.1 Participation

The council recognises that growing interest and participation (both as players and officials) exists in a range of sports for women and girls, including football.

It also recognises community interest in introductory sports participation programs aimed at junior development and recruitment, such as the MiniRoos program.

#### 3.2.2 Planning implications

Overall, council supports the sustainable provision of facilities that reflect community needs and contemporary standards, and that facilitate physical activity participation opportunities.

In acknowledging significant demand for organised sport opportunities, such as football, particularly for children aged 5–15 years and young adults aged 15–24 years, this has implications for the facilities at Barkly Square.

3.2.3 Shire council action plans for Barkly Square Recreation Reserve

Overall, council supports improvements to Barkly Square reserve to improve capacity for football use, including:

- short term -- lighting improvements (underway)
- medium term –car-parking improvements (\$300K required from council)
- longer term -- upgrade old change rooms and club house (cost unknown)
- longer term relocation of fencing at Barkly Square to allow potential ground expansion, in order to create a smaller pitch for MiniRoos and a larger playing field.

#### 3.3 Planning for the future of the ground

KDSC is committed to working with local council and the broader community to develop future plans for Barkly Square to ensure that the grounds continue to serve the sporting and recreational interests and needs of the community, especially for football.

Additional planning requirements, which are not mentioned in the MRSC strategy, include the need for adequate drainage. Drainage is an ongoing problem with the two football pitches during winter months, and often prevents games and training on the ground. The rescheduling of games and training is disruptive not only to the club but also to the football leagues that KDSC is part of. Games and training are often shifted to another date and venue, often 60 to 100 kilometres away. Training is sometimes cancelled altogether, which is not encouraging for those who want to play the game.

Funding is required to improve drainage, the cost of which is in the order of \$0.5 million. Most of this funding will likely need to be sourced from federal and state governments. In the past, the club has applied for government funding to help solve this problem, with little success. The club, along with other users, will continue to voice its concerns about the state of the pitch in the wet months of the year. The club will continue to seek grant applications to finance a solution for this problem.

#### 3.4 Identified challenges

Like other small rural sporting clubs in central Victoria, KDSC faces challenges. These include:

- short-term unavailability of players due to injuries, work and other commitments
- retention of players between football seasons to ensure continuity of player lists for teams
- growing the player list over the longer term to optimise player availability in games and to increase team numbers in competitions
- developing pathways for players to reach their full potential by maximising their opportunities at the club
- finding and keeping coaches, especially from the ranks of past, senior and experienced players
- more committee members and volunteers needed to fill positions and to help around the club
- poor condition of the ground during wet months, and finding adequate replacement venues for games and training
- inadequate parking facilities, particularly during wetter months when existing parking space is unusable
- fundraising to help finance improvements to ground and club facilities.

#### 3.5 Identifying solutions and opportunities

To address the identified challenges, KDSC hopes to:

- attract new players from the community, such as from local schools and workplaces in the shire, and from immediate districts outside of Kyneton, through word of mouth, advertising and on-field performance
- retain existing players and encourage former players to return by offering mentoring roles and recognition
- train and develop coaches and mentors through Football Victoria and other skills courses
- run off-season training and more friendly matches before the commencement of each season
- in the short-term, plan and call on replacement venues when Barkly Square is unsafe to play or train during wet winters
- in the medium term, redevelop grounds, namely by re-laying the subsurface drainage system and the surface
- continue to improve off-field facilities at Barkly Square, such as lighting, change rooms and club rooms
- seek more funding sources through grant applications, sponsorships and club activities.

### 3.6 Future positive trends at the club

More and more people are calling Kyneton home. The small country town in central Victoria is becoming a commuter town for Melbourne and, to a less extent, Bendigo.

By virtue of its transport links to both Bendigo and the state capital, the club has very strong potential to build on its rural roots as a family/community-based sporting organisation, while benefiting from incoming populations from Melbourne and metropolitan areas. The influx of more people into the area will add more families, players, coaches, supporters and club members to the club. The trend is evident in the growth of MiniRoos, junior and senior sides at KDSC over the past 10 years.

#### 3.7 Priority areas for development

Priority areas for development for the next five years are to:

- · develop grounds and facility infrastructure
- grow and maintain player lists
- develop and train coaches and referees
- conduct off-season friendly games within and between clubs
- fundraise to match government contributions.

#### 4 Key targets, 2020–2024

In developing key targets for the next five years, KDSC considered the current strengths of the club and the challenges we face (see Table 4).

#### Table 4: KDSC strengths and challenges

#### Our strengths: what we value most and want to maintain

Friendly, family-oriented club

People of all age groups, genders and ethnicity, enjoying their football

Parental support and encouragement

Competitive spirit and fairness during games

Cooperative nature of the club at all levels

#### Challenges: What we need to work on

Retention and training of players, coaches, referees and volunteers

Improvements to ground facilities, especially drainage

Successful grant applications, ongoing sponsorships and internal fund raising

#### 4.1 Priority areas for improvement

The following information about key targets was gathered by committee members in informal and ongoing conversations and consultations with players, supporters and members, and formally through an online survey conducted in late 2019.

- lighting improvements (now underway)
- re-laying of ground and drainage
- · development, retention and training of players, referees, coaches and club volunteers
- better car-parking facilities near sides of fields
- relocation of fencing to create a larger playing field
- upgrading of old change rooms and clubroom.

The club has also developed a time frame for completion of the key targets (see Table 5).

#### 4.1.1 Lighting improvements

The club has received \$100,000 from the Victorian state and local governments for new pitch lighting at Barkly Square, for which the club needs to raise an additional \$50,000.

#### 4.1.2 Re-laying of ground and drainage

The club continues to apply for grants to upgrade its grounds for all-weather usage.

4.1.3 Development, retention and training of players, referees, coaches and club volunteers

The club continues to encourage its senior players, and interested parents, to take on coaching roles at the club. In concert with football leagues, the club also encourages its younger players and others to take up referee training. The club is always actively looking for volunteers to help out with tasks around the club.

#### 4.1.4 Better car-parking facilities near sides of fields

Other than residential street parking, parking for visitors to Barkly Square is only available in a limited gravel area on the south side of the field (about a dozen car spaces) and on a grassed area along the east side of the field.

The grassed area is also used by spectators, and the joint use as car-parking creates a hazard. Cars are often parked two-deep and congestion creates further problems.

The grassed area becomes waterlogged in wet weather and is unusable for car-parking.

The club hopes to work with MRSC and others to provide adequate safe carparking beside the fields.

- 4.1.5 Relocation of fencing to create a larger playing field
- 4.1.6 Upgrading of old change rooms and clubroom.

Table 5: KDSC time frame for key targets

Year 1 (2020)	Completion of new lighting (installation in progress) Installation of new coach benches (in progress) Advertise for players and coaches locally (in progress) Implement sponsorship program (in progress) Grant applications and fundraising (in progress)
Year 2 (2021)	Re-laying of ground and drainage Better car-parking beside fields Installation of electric solar panels Advertise for players and coaches locally (ongoing) Implement sponsorship program (ongoing) Grant applications and fundraising (ongoing)
Year 3 (2022)	Renew or replace old change rooms and clubroom Relocation of fencing to create a larger playing field Re-laying of ground and drainage (ongoing) Better car-parking beside fields (ongoing) Installation of electric solar panels (ongoing) Advertise for players and coaches locally (ongoing) Implement sponsorship program (ongoing)

	Grant applications and fundraising (ongoing)		
Year 4 (2023)	Construction of a modest grandstand/public viewing areas		
	Relocation of fencing to create a larger playing field (ongoing)		
	Re-laying of ground and drainage (ongoing)		
Better car-parking on sides of fields (ongoing)			
Installation of electric solar panels (ongoing)			
Advertise for players and coaches locally (ongoing)			
	Implement sponsorship program (ongoing)		
	Grant applications and fundraising (ongoing)		
Year 5 (2024)	Completion of all of the above activities		

#### Budgets and actions needed to achieve our key targets 4.2

KDSC will work with MRSC and other stakeholders to achieve our key targets. Table 6 identifies and allocates the tasks necessary to achieve these six targets over the next five years.

Table 6: KDSC actions for key targets

What we want to achieve	How we'll do it	Associated tasks	Who	Time frame	Budget	Club contribution
Lighting improvement	Government grants and local fundraising	Design and construction	MRSC	2020 construction finalised	\$150,000 (approx.)	Yes
Re-laying of ground and drainage	Application grants to federal, state and local governments	Design and construction. If necessary, find temporary training and playing grounds during construction	MRSC	Ongoing (2021–2022 completion target)	\$0.5 million	None
Advertise for players and coaches locally	Seek free advertising and publicity	Advertising in local newspapers; social media	KDSC	Ongoing	In-kind (if possible)	In-kind
Better car-parking facilities beside fields	Seek support from MRSC	Design and construction	MRSC	2021	\$0.3 million	None
Relocation of fencing to create a larger playing field	Seek support from MRSC	Design and construction	MRSC	2021	N.A.	None
Upgrade old change rooms and clubroom	Seek support from MRSC. Application grants to federal, state and local governments	Design and construction	MRSC/ KDSC		\$0.1 million (for old change rooms). N.A. for clubroom	None

MRSC – Macedon Ranges Shire Council. KDSC – Kyneton District Soccer Club. N.A. – Not available.