

# Polocrosse Australia

## 2023–2026 Strategic Plan on a Page

### Our vision

Polocrosse is the go-to sport for horse enthusiasts across Australia.

### Our mission

Polocrosse Australia will drive the growth of polocrosse across Australia through strong leadership, governance, financial management and a commitment to our members and the wellbeing of all players and horses.

### Our values

Our values are vital in strengthening the sense of connection within the Australian Polocrosse community. They guide all we do to lead, govern and grow our sport. Our values are:

- **Integrity and respect:** We treat everyone (including our horses) with integrity and respect. This means we operate with an unwavering commitment to acting with consistency, decency, safety and honesty.
- **Wellbeing and care:** We will balance the pursuit of success with the wellbeing of our members and horses at all levels of polocrosse.
- **Collaboration and inclusion:** We welcome anyone with an interest in polocrosse; creating a truly inclusive community. We collaborate with our State and Territory Associations and all key stakeholders to support the growth and vibrance of polocrosse now and into the future.
- **Transparency and excellence:** We operate with openness and transparency and work hard to be better tomorrow than we are today, in all that we do.

### Our strategic priorities

We have identified three specific areas of priority on which we will focus during the next three years. Our strategic priorities have been driven by member feedback<sup>1</sup> and have shaped the focus for this strategic plan. These strategic priorities are:

1

#### Governance

PA will develop and deliver effective governance, management and leadership strategies to create and maintain an inclusive, vibrant and sustainable national sporting organisation.

2

#### Participation and growth

PA will actively support the growth and development of all categories of membership to promote participation from social involvement through to the elite levels of polocrosse.

3

#### Business development

PA will strive to create a strong financial base to ensure the ongoing financial viability of the organisation and to support participation and growth of the sport at a national level.

# Polocrosse Australia

## Organisational structure

**NSO**

**Polocrosse Australia Board of Directors**  
National Executive Officer (NEO)

**SSO**

Polocrosse Association of New South Wales    Polocrosse Association of Queensland    Northern Territory Polocrosse Association    Polocrosse Association of Western Australia    Polocrosse Association of South Australia    Polocrosse Victoria    Tasmanian Polocrosse Association

### Governance

**COMMITTEES**

**Nominations Committee**

3 members including an appointed chair

**Horse Welfare Committee**

Appointed chair and State Horse Welfare Officers

**Finance, Audit and Risk Committee**

3 members including an appointed chair

### Participation and growth

**National Umpiring Committee**

3 members and an appointed chair

**Participation Committee**

SSO members and an appointed chair

**Selection Committees**

Junior and Open Selection Committees  
Appointed chair and 3 members each

**Grading Committee**

Appointed chair and State Grading Directors

**Coaching Committee**

Appointed chair and State Coaching Officers

**High Performance Committee**

3 members and an appointed chair

### Business development

**Marketing and Communications**

External subcontractors supported by State  
Communications Officers

**Technology and Digital  
Development Committee**

4 members and an appointed chair



Areas of strategic priority

1 Governance

Polocrosse Australia will develop and deliver effective governance, management and leadership strategies to create and maintain an inclusive, vibrant and sustainable national sporting organisation.

Sub-categories:	Goal statements:
Strategic and operational planning	Polocrosse Australia will implement a culture of strategic and operational planning in order to achieve the organisational vision.
Governance structures	Polocrosse Australia will regularly review and update governance structures, policies and procedures to ensure they meet Australian Sports Commission Standards, the ever-changing environment in which we operate and the safety and wellbeing of our members and their horses.
Financial management	Polocrosse Australia will adhere to best-practice business management principles to ensure the financial viability of the organisation and to meet the auditing requirements under which the organisation operates.
Risk management	Polocrosse Australia will undertake a thorough risk analysis on a regular basis and implement risk management strategies to protect the organisation and its members from identified risks.
Stakeholder engagement	Polocrosse Australia will implement pathways and strategies to ensure all stakeholders are aware of and have input to key decisions and activities carried out at a national level.
Professional development	Polocrosse Australia will invest in annual professional development programs to ensure all Board members have the skills required to meet their obligations as Polocrosse Australia directors.
Organisational succession	Polocrosse Australia will capture and record the necessary corporate knowledge to manage the staggered turnover of Board members and ensure governance structures, policies and procedures are created in a way that future-proofs the organisation against transitional leadership risk.

2 Participation and growth

Polocrosse Australia will support the growth and development of all categories of membership to promote participation from social involvement through to the elite levels of polocrosse.

Sub-categories:	Goal statements:
Participation	Polocrosse Australia will work closely with state and territory polocrosse associations to grow participation in polocrosse and develop the skills in each state and territory.
Skill development	Polocrosse Australia will actively support the skills development of all players (from social to elite level), umpires, coaches, volunteers and state, territory and club executives through a range of pathways and development programs.
Player opportunities	Polocrosse Australia will support opportunities for players to participate in national and international competition.



\*A detailed Operational plan containing priorities, timeframes, costings, roles and responsibilities is held and managed by the Polocrosse Australia Board.

Photo: The Wife Creative

3 Business development

Polocrosse Australia will strive to create a strong financial base to ensure the ongoing financial viability of the organisation and to support participation and growth of the sport at a national level.

Sub-categories:	Goal statements:
Business planning	Polocrosse Australia will develop a business plan that underpins the development of the business for sustainable growth into the future.
Marketing and branding	Polocrosse Australia will create a contemporary brand to reflect the commercial and professional status of the new entity — Polocrosse Australia Limited (PAL).
Funding (commercial partnerships, government funding etc)	Polocrosse Australia will actively seek commercial partnerships, sponsorship and government funding opportunities to ensure the financial viability and growth of the business.