



**Kahibah FC
Strategic Plan
2023 - 2028**



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Vision Statement

Kahibah FC is known as a local community icon synonymous with the enrichment of local people, regardless of background, gender, ability, or identity, through our football endeavors. Our vision is whilst providing a community club, also providing a Premier football stream to enable our players to reach the highest level of football at our club.

Mission

Kahibah Football Club:

- ✚ fosters and develops the game of football in the Kahibah and neighbouring districts.
- ✚ provides player enrichment through development of team spirit, community spirit, social skills, and self-esteem.
- ✚ facilitates promotion of players and teams into the highest level of competition commensurate with the ability of its members.
- ✚ provides for our members regardless of ability, age or gender, opportunities to:
 - ✓ succeed personally and as team members through active participation in sport.
 - ✓ learn and improve their playing skills.
 - ✓ embrace and exhibit the spirit of true sportsmanship.
 - ✓ enjoy and thereby promote the game of football.
 - ✓ Overall, to be good humans.

Core Values

- ✚ Provide participation for all ages, genders, skill levels.
- ✚ Ensure all coaches receive appropriate accreditation, education, and development.
- ✚ Provide development pathways and opportunities for all players.
- ✚ Promotion of football and Kahibah Football Club in our local area.
- ✚ Educate and lead our local youth in team building, relationship building, respect, social skills, and self-esteem.

Development Program

Kahibah Football Club provides an environment for its members regardless of ability, age, or gender to:

- ✚ Succeed, personally and as team members through active participation in sport.
- ✚ Learn and improve their playing skills.
- ✚ Embrace and exhibit the spirit of true sportsmanship.
- ✚ Facilitate promotion of players and teams into the highest level of competition, commensurate with the ability of its members.
- ✚ And enjoy and thereby promote the game of football.

Kahibah Football Club growth has remained steady for the last 5 years. However, we have experienced barriers to continued growth include the following.

- ✚ Talented players leave the club to join NPL clubs, particularly at the age of 12. At this age we have found that even 3 or 4 players leaving a team to play for another club can impact the decision of the other players to continue to play football, and the team subsequently folds or defects to another club. The Premier Youth League (PYL) competition will assist with retention of players.
- ✚ Female participation – we have strong female participation from U5s, and community players continue to play through to U18s. However, as we do not currently have NPLW teams, our stronger female players leave the club to play at NPLW clubs.

Coach Development

Coaches of all age groups are supported through Coaching Information nights, distribution of coaching media (videos, DVDs, Internet link sites) and encouragement to undertake Grass Roots, Junior Licence, Youth Licence, State Licence courses, and participation in invitational coaching sessions facilitated by Northern NSW Football. The Club funds the costs of the courses and participant expenses.

Pathways to Senior Level

Kahibah Football Club has a charter to provide a place for players of all ages, abilities, and levels to enjoy and develop their football. This includes of course an opportunity for those players determined enough and talented enough to play at the highest level possible. At our club, the transition from junior to senior level is a fostered and managed progression. Our senior coaches collaborate closely with our junior coaches under the guidance of our Technical Director Mathew Moncrieff to identify the emerging promising players for continuing development in conjunction with the senior coaching staff.

These emerging players are then included in the senior teams' coaching sessions and through the course of the year are assessed, graded, and selected into appropriate levels. For those players that are not ready for our senior teams we provide alternate pathways to ensure these players continuously challenged at a higher level.

Goals

Increase the participation of boys and men by **20%** and women and girls in football by **50%** over the next **five (5) years**.

Objectives:

Infrastructure Development:

- ✚ Build or upgrade facilities, including dedicated women's/girls' changing rooms and playing fields at Harold Knight Sporting Complex.
- ✚ Ensure accessibility to quality training facilities for all players at Kahibah Oval and Harold Knight Fields.

Community Engagement:

- ✚ Establish outreach programs to schools and communities to promote football among girls.
- ✚ Build on the 45% growth per year of the HUB incentives, building participation of U5 to U7 boys and girls to play football at club level in the Sunday and Wednesday competition.
- ✚ Collaborate with local organizations to organize awareness campaigns highlighting the benefits of women and girls participating in football.

Education and Training:

- ✚ Continue development of Coaches to achieve all levels of licensing.
- ✚ Develop coaching programs specifically tailored for women and girls, promoting female coaches and mentors.
- ✚ Provide resources and training to create a more inclusive and supportive environment within football clubs.

Inclusivity and Diversity:

- ✚ Implement policies to eliminate gender-based discrimination in football at all levels.
- ✚ Encourage diversity in leadership roles, including coaching and administrative positions.

Marketing and Promotion:

- ✚ Launch marketing campaigns that feature successful women football players and highlight the excitement of the women's game.

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- ✚ Leverage social media and other platforms to highlight the achievements of female players and teams.

Partnerships and Sponsorships:

- ✚ Form partnerships with government agencies, NGOs, and private organizations to secure funding and support for women's football initiatives.
- ✚ Seek sponsorships specifically targeted at promoting women's and girls' football.

Youth Development:

- ✚ Establish youth development programs for boys and girls to nurture talent from an early age.
- ✚ Create pathways for boys and girls to transition from youth teams to professional levels.

Research and Monitoring:

- ✚ Conduct research on the barriers to women's participation in football and use the findings to adapt and improve initiatives.
- ✚ Implement a monitoring and evaluation system to track progress and make data-driven decisions.

Implementation Plan:

Short-Term (0-1 years):

- ✚ Focus on immediate changes such as facility upgrades, awareness campaigns, and training programs.
- ✚ Establish partnerships with local schools and community organizations.

Medium-Term (1-3 years):

- ✚ Develop and implement coaching programs.
- ✚ Monitor and adjust marketing strategies based on feedback and results.
- ✚ Research and gather information on obtaining a NPL Women's Licence to create a Premier Pathway for girls and women.

Long-Term (3+ years):

- ✚ Evaluate the success of youth development programs.
- ✚ Expand the reach of women's football initiatives to JDL, PYL and NPLW levels.

Accreditation

- ✚ Working with football associations such as Football Australia and Northern NSW Football to work on recognized accreditation programs.

- ✚ Achieving Game Changer Star Accreditation.



Evaluation and Adjustment:

Regularly assess the impact of the initiatives through surveys, feedback from participants, and performance metrics.

Adjust the strategic plan based on the evolving needs and challenges identified during the implementation.

By addressing these various aspects comprehensively, this strategic plan aims to create a sustainable and inclusive environment for the increased participation of all players in football.



Revision

Revision	Description	Date Implemented
0	Kahibah FC Strategic Plan 2020-2025	January 2020
1	Kahibah FC Strategic Plan 2023 – 2028. Incorporation of Women pathway and development at Harold Knight Sporting Complex	March 2023