



Australian  
Calisthenic  
Federation

# **Four-Year Operational and Strategic Plan**

**January 2015 – December 2019**



**Australian Government**  
**Australian Sports Commission**

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<b>KRA 1:</b>	<b>MANAGEMENT</b>			
<b>Objective:</b>	To ensure Calisthenics strives for effective management to provide a sustainable organisation at National and State level			
<b>Category</b>	<b>Strategic Priorities</b>		<b>Key Performance Indicators</b>	
<b>Operational Objectives</b>				
1.1	Governance	1.1.1	Implementation of ASC policies and requirements	Meet 100% of the ASC good governance expectations and reporting requirements and timelines
		1.1.2	Adopt policy requirements into ACF Constitution and By-Laws	Identify the changes required to the Constitution and By-Laws and modify them accordingly for approval at Annual General Meetings and Council Meetings Implement limited tenure to sub committee by 2015
		1.1.3	Update the policies in accordance with the policy update register or on a needs basis	Identify any changes needed to a policy once having worked through a case or situation and redraft the policy for comment within 4 weeks
		1.1.4	Ensure SSAs comply with policy requirements	All SSA websites link to the ACF website policy sections
		1.1.5	Improve SSA complaint handling methods	Reduction in the number of complaints escalated to ACF by 50% by y/e 2016
1.2	Financial management	1.2.1	Maintain good financial management practices	Auditor reports no major anomalies
		1.2.2	Sustain and grow sources of revenue	5% increase in revenue per year
		1.2.3	Prepare a Financial Management Plan	Completed by November 2016
		1.2.4	Review availability of national grants	Completed by July 2016
1.3	SSA support	1.3.1	Implementation of a National Data Base	All states on the Data Base in 2016
1.4	Communications	1.4.1	Update of website	Website content to be reviewed and updated at least monthly
		1.4.2	Centralisation of records and documents	All ACF working documents to be stored in the ACF drop box by end 2015

		1.4.3	Create a consistent 'look' to all ACF documents	ACF Style Guide and templates to be prepared by March 2016 100% of existing documents converted to updated format by y/e 2016
1.5	Risk management	1.5.1	Adopt strategies to manage identified risks	Review Risk management policy by 31 March 2016
1.6	ACF Council member skill	1.6.1	Assess and upgrade the skills levels of ACF Council Members	Skills audit of Committee of Management conducted by March 2016 At least one member development program run each year at a Council meeting
1.7	Junior Sports Framework	1.7.1	Update the Junior Sports Framework in association with SSAs	Review of Framework to be completed December 2016
1.8	ASC recognition	1.8.1	To retain sports recognition with the ASC	On-going to July 2019
1.9	Project management	1.9.1	Implement electronic project management controls for all projects managed by the ACF COM	All projects to be on Asana by y/e 2015
<b>Strategic Objectives</b>				
1.10	Review the ACF Constitution	1.10.1	To update the Constitution to meet legislation and current ACF requirements	March 2016
1.11	Good Governance Review	1.11.1	Conduct a self review to assess if ACF aligns with the ASC's Mandatory Sports Governance Principles and Australia's Winning Edge.	August 2015 Develop strategies to more closely align ACF governance requirements by March 2016

<b>KRA 2:</b>	<b>HIGH PERFORMANCE</b>			
<b>Objective:</b>	To foster the success of national Calisthenic competitions			
<b>Category</b>	<b>Strategic Priorities</b>		<b>Key Performance Indicators</b>	
<b>Operational Objectives</b>				
2.1	National Championships	2.1.1	National Championships to return a profit with the surplus being reinvested in coach and participant skill development	To meet or exceed budget
		2.1.2	To upgrade operating procedures of the competition	To be completed within three months of each competition
		2.1.3	To have the majority of states compete at each National competition	At least four states represented at each section
2.2	Anti-doping	2.2.1	Support the anti-doping policies, rules and programs that conform to and comply with the ASC's anti-doping core provisions	Achieve compliance with anti-doping requirements
2.3	National Masters Calisthenics	2.3.1	Participate in the 2016 Pan Pacific Masters Games	Present at least 15 teams to the PPMG Attain break even financial status
2.4	Rules	2.4.1	To update the National Rules on a consultative basis	Reviewed and finalised by 2019
<b>Strategic Objectives</b>				
2.5	Elite national club and solo competition	2.5.1	To consider a club competition in 2017 with seniors – teams and seniors	Have at least 4 states represented with at least 2 club teams each Compete at Hamer Hall or equivalent Generate profit of at least \$50,000 for event
		2.5.2	Consider the conduct of a 'Calisthenician' solo title which includes multiple calisthenic disciplines	Include at least 16 competitors

<b>KRA 3:</b>	<b>SPORT DEVELOPMENT</b>			
<b>Objective:</b>	To grow the participation and interest in Calisthenics through a range of strong development programs, that are agreed to and implemented in partnership with state calisthenic associations and member clubs.			
<b>Category</b>	<b>Strategic Priorities</b>		<b>Key Performance Indicators</b>	
<b>Operational Objectives</b>				
3.1	Program revitalisation	3.1.1	Update the suite of items offered to more accurately meet the needs of existing and potential participants	Conduct review of suite of items during 2016.
3.2	Clubs	3.2.1	Support the SSAs in building and promoting calisthenics	5% increase in state membership levels each year from 2015
3.3	Coach development	3.3.1	To Increase the number of Calisthenic Coaches	5% per year
		3.3.2	Review of ACFCCAP	To be completed mid 2015
		3.3.3	Review Technical Guide	To be completed January 2016
		3.3.4	Develop online training for Level 1 Distance Education	2015 – 2016
		3.3.5	Hold a national coaches conference	January 2016 attended by at least 200 coaches
		3.3.6	Develop a policy on Body Image	To be implemented January 2017
		3.3.7	Continue to update Cadet, Level1 and Level 2 Coach Education Courses for presentation to ASC to maintain Accredited Sports Status	Ongoing every 4 years
3.4	Official development (Examiners)	3.4.1	To increase the number of qualified examiners	Increase by 5% per year
		3.4.2	To recruit and train an examiner in every State and Territory	December 2016
		3.4.3	To retain accredited examiners and encourage upgrading	Annual increase in number upgrading
3.5	Official development (Adjudicators)	3.5.1	Increase the number of cadet adjudicators enrolled in the distance ed program	At least two new Distance Ed cadets enrolled by Feb 2016
		3.5.2	Conduct a 6th National Adjudicators conference	January 2016
		3.5.3	Increase the number of cadet adjudicators	At least two new cadets, per ASCA Branch, enrolled each year

3.6	Skill Development	3.6.1	Upgrade and update Grade 3,4,Standard 3,4,Bronze,Silver and Gold	December 2016
		3.6.2	Release updated Syllabus via website	December 2016
3.7	Participant Development	3.7.1	To increase the number of skills participants annually	Increase by 5% per year
		3.7.2	To increase the number of skills participants successfully continuing through to medals in each state /territory	Increase by 5% per year
3.8	Skills Administration	3.8.1	Retain skill administrators	At least 60% of Administrators continue in their role for at least three years
3.9	Volunteers	3.9.1	Assist the SSAs to source and retain and motivate volunteers	Provide ongoing support at Council meetings
3.10	Support for developing states	3.10.1	Provide ongoing support with networking opportunities	Bi annually at Council meetings
		3.10.2	Access to development funds	Applications accepted October each year
3.11	Marketing	3.11.1	Assist SSAs to market Calisthenics within their states	Clubs to share resources and marketing strategies at Council meetings Fund a national marketing project at least every two years
3.12	Participation rates	3.12.1	Increase the participation rate	Increase by 0 .5% per year Implement five strategies to reduce the attrition rate by Dec 2017
<b>Strategic Objectives</b>				
3.13	Modify senior and inter items to suit participant changing needs	3.13.1	Review the suite of items for Seniors and Inters	By 2019
3.14	Create Development Officer network group	3.14.1	Establish a site to share ideas and ask questions	November 2015 Promoted throughout 2016