



Females in Training (FIT)

Draft Strategic Plan 2009 – 2012

Introduction:

Females in Training (FIT) was established in 1994 incorporated in 1996 as a group for women of all abilities to enjoy safe non-competitive training in a supportive environment. FIT provides training sessions, coaching, advice and regular gatherings for women with similar interests.

FIT assists women to set and achieve their goals in pursuits of their choosing and conducts a number of programs and services including the annual Women and Girls Triathlon and training programs for events such as the triathlon, Tour de Femme and the Canberra Times Fun Run. Females in Training core activities and coaching support are in the disciplines of running, cycling and swimming.

In July 2009 FIT, with support from the ACT Government, conducted a workshop to provide members the opportunity to comment on current and future FIT directions and for the FIT committee to develop a way forward. This Strategic Plan is the result of the outcomes of the planning workshop.

The FIT Strategic Plan 2009-2012 aims to set the direction and goals for the future. The Plan identifies four key strategic goals;

- 1. Governance and management** – provide leadership through effective governance and management of FIT.
- 2. Coaching services** – ensure that coaching services are provided to members and that there are sufficient coaches for FIT activities.
- 3. Personal growth and skill development** – provide members with the opportunities and pathways to develop their individual skills.
- 4. Membership services** – support our members with effective communication and co-ordination of FIT activities and events.

The development of this Strategic Plan will help to guide and focus FIT in future years. The Plan however cannot be achieved by the FIT Committee alone and requires the support and cooperation of its members. I look forward to working with you all to achieve these goals.

Di Evans
President FIT
July 2009

Our Vision: To enable women to enrich their lives through their pursuit of active lifestyles and attainment of personal goals.

Our Mission: To provide the skills, supportive environment and encouragement for women to participate in a broad range of activities involving running, cycling, swimming, hiking and kayaking therefore encouraging social interaction and empowerment through participation in physical activity.

We Value:

1. Respect for each other, ourselves, family and community
2. Commitment to excellence, tempered by a reality check
3. Responsibility and accountability
4. Life balance, health and wellbeing
5. Diversity and inclusiveness
6. Volunteering, willingness to “give back”
7. “Can do” attitude and enthusiasm
8. Determination and resilience
9. Skills growth of members to support the needs of the organisation
10. Support from individuals, business, other organisations and government

1. Governance and management – provide leadership through effective governance and management of FIT.

Goals	Strategies	Priority (H/M/L)	Time
1.1 Effective governance and management	<ul style="list-style-type: none"> Review the structure of FIT Committee to ensure adequate representation and skills mix. Review the Constitution. 	H	Before the next AGM
1.2 Sufficient volunteers	<ul style="list-style-type: none"> Appoint volunteer co-ordinators to manage the volunteer requirements of FIT for regular programs and events. Recruit and train volunteers through encouraging mentoring and appointing assistants to key volunteer positions. Maintain the volunteer recognition program to acknowledge FIT volunteers. Develop role descriptions/duty statements for volunteer tasks to recruit and support new volunteers. 	H H M M	In progress 2010 Ongoing 2010
1.3 Facility access	<ul style="list-style-type: none"> Lobby Government for access to facilities to support FIT programs and events, particularly swimming pool access. 	M/H	2009/2010
1.4 Partnerships	<ul style="list-style-type: none"> Develop strong partnerships with the Triathlon, Cycling, Athletics and Swimming associations in the ACT to identify extension opportunities for FIT members and for lobbying on common issues. 	M H-M	Athletics and Swimming

2. Coaching services – ensure that coaching services are provided to members and that there are sufficient coaches for FIT activities.

Goals	Strategies	Priority (H/M/L)	Time
2.1 Increase coaching capacity	<ul style="list-style-type: none"> • Develop a FIT coaching plan to identify coaching requirements now and into the future based on continued membership growth. • Identify potential new coaches and provide them with access to subsidies to undertake accreditation courses. • Instigate a coach mentoring program where potential new coaches are mentored by existing coaches. 	M-H	Swim course actioned Identifying courses This year's WTTP
2.2 Support coach retention	<ul style="list-style-type: none"> • Provide support to existing coaches to continue their coach accreditation pathway and updating requirements. • Publicise FIT reimbursement policy amongst coaches • Develop an annual program calendar that enables coaches to take a break whilst training groups can still continue. <ul style="list-style-type: none"> ○ Cycling break in June, July ○ Running break in December, January ○ Swimming break in December/ January • Continue to provide coach extension opportunities through partnerships with Triathlon, Cycling, Athletics and Swimming Associations. 	<p>M</p> <p>M</p> <p>M</p>	<p>In progress</p> <p>After AGM</p> <p>Ongoing</p>

3. Personal growth and skill development – provide members with the opportunities and pathways to develop their personal skills.

Goals	Strategies	Priority (H/M/L)	Time
3.1 Support training and skill development	<ul style="list-style-type: none"> • Provide group skill development sessions in running, cycling and swimming for different levels of members from novice to advanced. • Conduct an 8-week beginner running program • Develop sample training sessions for beginner to advanced and have them available on the web-site. • Assist in developing individual training programs where coach availability and time permits. 	H M H L-M	WIP Late 2009 2009 Ongoing
3.2 Extension skill development opportunities	<ul style="list-style-type: none"> • Conduct specialist skill development session as required. • Hold a FIT training camp every 2 years to help in skill development for all level of participants, commencing in May 2010 in Berry • Identify skill development opportunities for FIT members in partnership with Triathlon, Cycling, Athletics and Swimming associations. 	H-M	Ongoing May 2010 Ongoing
3.3 Transition	<ul style="list-style-type: none"> • Develop transition programs and activities to help 'one-off' novices continue in FIT programs and activities. • Identify transition pathways for FIT members to programs offered by other relevant sports. 	M-H M	WIP Ongoing
3.4 Building knowledge	<ul style="list-style-type: none"> • Conduct seminars on 'key issue' topics that could be offered to members to help build their training knowledge. (eg recovery, strength and conditioning, injury management) 	M-H	As required

4. Membership services – support our members with effective communication and co-ordination of FIT activities and events.

Goals	Strategies	Priority (H/M/L)	Time
4.1 Effective communication	<ul style="list-style-type: none"> • Produce a FIT promotional brochure to distribute to key location and enable members to help promote and attract new members to FIT. • Fill position of web mistress to coordinate the website and assist in their training to ensure the website is effective and current. • Place all schedules, calendars and training times on the website to maximise the use and to drive website traffic amongst members. • Establish a 'member forum' on the website and/or E Flash to enable members to seek out other members who may want to train for the same or similar event, eg half marathon or City to Surf. 	<p>H</p> <p>H</p> <p>H</p> <p>M</p>	<p>2009</p> <p>2009</p> <p>2009</p> <p>2009/10</p>
4.2 Strong social program	<ul style="list-style-type: none"> • Develop an annual social plan with a minimum of three core events to help promote social interaction between current and potentially past FIT members. • Establish a social committee to help deliver and promote the social events of FIT. 	<p>M</p> <p>M</p>	<p>2009/10</p> <p>AGM</p>
4.3 Additional activities	<ul style="list-style-type: none"> • Identify and promote a number of user pays "value added" activities for FIT members (eg kayaking, yoga, strength training) that FIT members can access. 	<p>M</p>	<p>WIP</p>