

2025 to 2035



Building a thriving, inclusive baseball community

Action Plan

East Torrens Baseball Club



Introduction

This Annual Action Plan (action plan) outlines the steps East Torrens Baseball Club will take to bring our strategic plan to life.

It focuses on three main areas;

Game, Place, and Community

The actions we take are based on these priorities to help us stay on track and move forward.

This action plan has been shaped by our members through two future planning workshops held in 2024. Each year, we will collaboratively review and update the plan to make sure we are working towards a welcoming, competitive, and successful club for everyone involved.

Mission

The East Torrens Baseball Club is committed to creating a safe and inclusive space where players, volunteers, and supporters can come together and be part of our baseball community.

We provide opportunities for growth, skill development and meaningful participation. Our aim is to ensure everyone feels welcome, valued and connected.



Values

Development

We provide training, support, and opportunities for everyone to grow, improve their skills, and contribute to their team and the club.

Diversity & Inclusion

We remove barriers and create an environment where everyone feels included and has equitable opportunities to grow and contribute.

Community

We create a welcoming space where all members feel connected, supported, and actively involved.

Resilience

We embrace challenges as opportunities to grow and support each other through every experience, building strength together.

Respect

We create a positive and supportive environment where everyone is valued and treated with dignity in all interactions, both on and off the field.

Integrity

We are honest, open, and accountable in everything we do, building trust and staying true to our values.

How the action plan will be used

The action plan is a living document, evolving as the new executive committee is established for the 2025/26 season.

Here's how we will implement, track progress, and keep members engaged:

Planning and Implementation: As the new executive committee is formed, we will define responsibilities, set timelines, and outline specific tasks. The plan will be expanded and updated as needed.

Monitoring and Reporting: At the end of each season, the executive committee will share a progress report, detailing completed tasks, ongoing work, and any necessary adjustments.

Measuring Impact and Making Adjustments: We will assess the impact of our actions and adjust goals or methods as needed to stay on track and address emerging needs.

Communication: Regular updates will be shared through meetings, emails, and other communication channels to keep everyone informed.

Member Feedback: We will create opportunities for members to provide feedback on the action plan, ensuring that it stays aligned with the needs and priorities of the club. This feedback will be considered as we make adjustments and move forward with our goals.

Goals and Tasks

Goals and Tasks for the 2025/26 Season

The following priorities and tasks for the upcoming season, grouped under our focus areas:

Game, Place, and Community

These priorities were developed based on member feedback and are aligned with our Strategic Plan.



Game

Prioritising Player Development, Pathways, and Inclusive Play

1. Clear player pathways

Task		Description
1.1	Map current pathways	Assess existing pathways for player progression
1.2	Identify Gaps	Identify gaps in current pathways
1.3	Develop and implement pathways	Create and launch new pathways and communicate with stakeholders

2. Coaching support

Task		Description
2.1	Create training modules	Develop and refine training modules for coaches
2.2	Implement training	Conduct training sessions for coaches
2.3	Assess training impact	Evaluate the impact of coaching training on team performance

3. Balanced teams

Task		Description
3.1	Assess team composition	Evaluate current team structures and balance
3.2	Identify needs for recruitment	Determine what positions or skills are needed in teams
3.3	Recruit new players	Attract and integrate new players
3.4	Develop team building activities	Identify and deliver activities to enhance team cohesion

Game

Prioritising Player Development, Pathways, and Inclusive Play

4. Increased engagement and participation

Task		Description
4.1	Launch promotional campaigns	Create and execute marketing campaigns to boost engagement
4.2	Monitor engagement metrics	Track metrics from campaigns
4.3	Evaluate campaign effectiveness	Assess the effectiveness of promotional campaigns

5. Inclusive program development

Task		Description
5.1	Gather ideas and feedback	Collate and assess member/ community ideas and feedback
5.2	Analyse feedback	Review feedback to identify new opportunities and areas for improvement
5.3	Create and adjust programs	Revise programs based on feedback



Place

Enhancing Facilities and Creating Welcoming Spaces

6. Accessible facilities

Task		Description
6.1	Conduct accessibility audit	Assess current facilities for accessibility
6.2	Develop upgrade plan	Create a detailed plan for facility upgrades
6.3	Source approvals and funding	Engage with Council and submit grant applications
6.4	Execute facility upgrades	Engage suppliers and contractors to implement upgrades

7. Equipment improvements

Task		Description
7.1	Assess current equipment	Audit existing equipment, identify needs, and gather feedback
7.2	Plan and budget for upgrades	Identify priorities, research costs, and seek funding
7.3	Purchase and implement upgrades	Source, install, and integrate new equipment
7.4	Review and maintain equipment	Schedule maintenance, provide training, and reassess needs annually



Place

Enhancing Facilities and Creating Welcoming Spaces

8. Community hub

Task		Description
8.1	Identify needs	Gather input on desired events and activities
8.2	Plan events	Create a diverse calendar of inclusive events
8.3	Promote the hub	Increase visibility to position the club as a central community space
8.4	Ensure inclusivity	Make events and facilities accessible and welcoming
8.5	Evaluate and adapt	Collect feedback and improve future events

9. Using technology

Task		Description
9.1	Enhance digital tools	Upgrade systems for streamlined operations and communication
9.2	Support learning	Provide online resources and training for member development
9.3	Strengthen connections	Use technology to boost engagement with members and the community
9.4	Evaluate and adapt	Continuously assess and improve tech based on feedback



Place

Enhancing Facilities and Creating Welcoming Spaces

10. Safe and inclusive environment

Task		Description
10.1	Review and update policies	Regularly assess and refine policies
10.2	Provide training	Offer learning opportunities on respectful behaviour and maintaining a safe environment
10.3	Monitor and address issues	Actively monitor and address any incidents
10.4	Evaluate and improve	Continuously improve policies and practices based on feedback



Community

Strengthening Local Engagement and Support

11. Community Engagement

Task		Description
11.1	Create program calendar	Develop a yearly calendar of diverse outreach opportunities
11.2	Partner with local organisations	Collaborate with local schools, businesses, and community groups
11.3	Promote via multiple channels	Use social media, flyers, and community boards
11.4	Collect feedback	Gather responses through surveys from participants

12. Volunteer support

Task		Description
12.1	Explore management systems	Identify volunteer management systems
12.2	Create role descriptions	Develop clear, detailed volunteer role descriptions
12.3	Set up orientation process	Implement a volunteer orientation program
12.4	Recruit volunteers	Promote volunteer opportunities



Community

Strengthening Local Engagement and Support

13. Inclusive communication

Task		Description
13.1	Revamp website	Update with accessible, clear content
13.2	Enhance notice board	Keep the club notice board updated with key information
13.3	Share via multiple channels	Use email, social media, and notice boards for communication
13.4	Develop feedback channels	Promote feedback mechanisms

14. Support and sponsorship

Task		Description
14.1	Monitor available grants	Track funding opportunities
14.2	Apply for grants	Submit relevant grant applications
14.3	Cultivate sponsor relationships	Engage with sponsors to secure support
14.4	Provide sponsorship recognition	Acknowledge sponsors at events and online



Community

Strengthening Local Engagement and Support

15. Diverse leadership

Task		Description
15.1	Create training programs	Offer leadership and team management workshops
15.2	Encourage diverse leadership	Promote leadership roles for diverse individuals
15.3	Establish mentorships	Pair emerging leaders with experienced mentors
15.4	Assess leadership needs	Seek feedback to identify leadership gaps

16. Cultural awareness

Task		Description
16.1	Organise training	Offer cultural sensitivity learning opportunities
16.2	Celebrate cultural events	Plan events around cultural holidays
16.3	Integrate awareness into activities	Ensure cultural sensitivity in all activities
16.4	Encourage diverse representation	Recruit diverse leaders for decision making roles



Strengthening Local Engagement and Support

Task		Description
17.1	Embed respect in training	Include respect and positive behaviour expectations into coaching and player development
17.2	Offer wellbeing resources	Share mental health and support services resources
17.3	Run respect & wellbeing sessions	Hold workshops or team discussions on inclusion and wellbeing
17.4	Promote reporting processes	Clearly outline and communicate confidential reporting options



Conclusion

This action plan sets the foundation for the 2025/26 season, guiding East Torrens Baseball Club in its efforts to build a thriving, inclusive baseball community. The plan is aligned with our strategic plan, ensuring that we remain true to our mission and values as we move forward.

As a living document, the plan will continue to evolve with input from members and progress throughout 2025/26. The executive committee will oversee its implementation and ensure regular communication with members, keeping everyone informed and engaged. By working together, we can achieve our goals and create a stronger, more inclusive club for all.

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