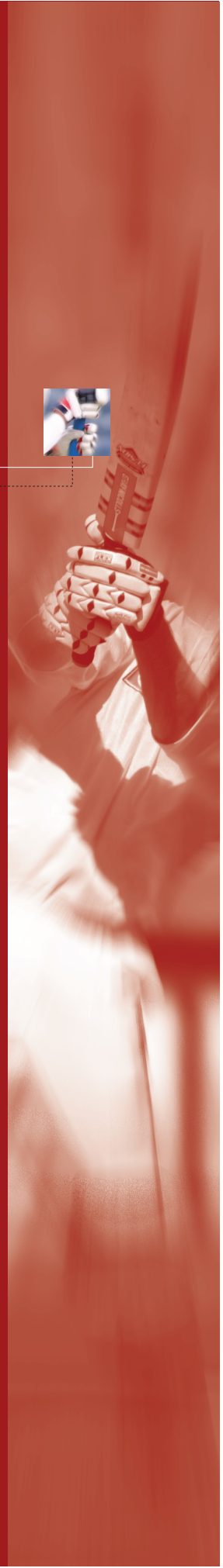




New Zealand Cricket
Volunteer Strategy
2007 - 2010



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PHILOSOPHY

New Zealand Cricket recognises the significant contribution volunteers make to schools and clubs. Cricket needs volunteers at all levels. Without these people we would not be able to provide cricket and coaching for many thousands of our players. New Zealand Cricket encourages all schools and clubs to actively recruit new volunteers and to assist the development of present ones. It is only by recruiting and retaining volunteers and publicly recognising the enormous contribution that volunteers make, that we strengthen the game and help to achieve the vision and goals of the development of New Zealand Cricket.

VISION

'To grow and sustain the sport by providing opportunities for people of all ages and abilities to improve their quality of life through participating and progressing in the game of cricket.'

[New Zealand Cricket National Development Plan]

OBJECTIVES

The objectives of New Zealand Cricket's Volunteer Strategy focus on assisting schools, clubs, and associations achieve for volunteers four of the key 'R's' of the National Development Programme, namely:

- 1. Recruitment:** Increase the level of volunteer participation in cricket through the recruitment of new volunteers.
- 2. Retention:** Increase the retention rates of volunteers involved in cricket by providing an enjoyable, rewarding and sustainable volunteering experience.

3. Resourcing: Ensure that volunteers are sufficiently trained and resourced to increase their effectiveness and so maximise their contribution to cricket and the development of the game.

4. Recognition: Increase the level of national, association, and local recognition, and where possible reward, for the many and varied contributions that volunteers make to the game of cricket.

CURRENT INITIATIVES

The National Development Programme has two main goals:

1. The first goal is 'game' focused, and is about increasing the levels of participation in the game: quantity, i.e. players and volunteer supporters – coaches, umpires, scorers, administrators.
2. The second goal is 'player/participant' focused, and is about sustaining these levels of participation through better servicing and improving the support infrastructure for the players/participants so that they stay and progress in the game: quality, i.e. competitions, coaching, coach education, skill development, improved facilities, talent identification, volunteer education and recognition.



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DEVELOPMENT = QUANTITY + QUALITY

To achieve these goals in relation to volunteers within the development framework of four of the key 'R's':

Recruitment

New Zealand Cricket has designed a School Support and Club Assist resource for secondary schools and cricket clubs that details a range of best practices for them to recruit, retain and acknowledge their volunteers.

Retention

New Zealand Cricket values its volunteers and to support them undertake their roles has developed an array of training opportunities for volunteers [eg. coaches, umpires, scorers, administrators].

Resourcing

New Zealand Cricket provides a comprehensive range of resources to support the work of its volunteers at all levels of the game [eg. School Support and Club Assist information booklets – see Appendix 1; cricket programme support – MILO Have-A-Go Cricket, MILO Kiwi Cricket, Cricket Leadership Course; funding - coach purchase, artificial pitches; personnel – the network of Community Cricket Coordinators and MILO Summer Squad]

Recognition

New Zealand Cricket acknowledges key volunteers in each association for the time, energy, skill and expertise they willingly contribute to assisting in growing and sustaining the game and to improving the quality of its support infrastructure within schools, clubs and associations with a New Zealand Cricket recognised volunteer certificate. These volunteers are also listed on the New Zealand Cricket website.

All trained coaches are also recognised through congratulatory letters and certificates.

Each Christmas New Zealand Cricket thanks its MILO Centre Coordinators by sending them letters of appreciation and a gift.

FUTURE INITIATIVES

In addition to continuing the above volunteer initiatives New Zealand Cricket is committed to expanding its volunteer base and acknowledging their efforts. It is intended that the following 'New Zealand Cricket Volunteer's Strategy - 2007-2010' will be introduced to complement existing association volunteer recognition programmes.



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| | Action | Milestone | Outcome |
|----------------|---|---|--|
| 2007/08 | Increase the number of international tickets issued by NZC to Major Cricket Associations for volunteers | Deliver during 2007/08 season | Recognition of volunteers is a key message delivered by NZC |
| | National Development Awards | Launch in December 2007 | Recognition of volunteers is a key message delivered by NZC |
| | Sir Jack Newman award to be part of the annual NZC Awards Dinner | March/April 2008 | A way to acknowledge long-serving volunteers |
| | Gifts to MILO Centre Coordinators | Deliver in December 2007 | Recognition for hardworking MILO Centre Coordinators. |
| | "Best Coach in the World" campaign launched on KidzZone | Launch in December 2007 | A way for young cricketers to acknowledge their coach |
| | Releases on website thanking volunteers for their valued time and effort | Twice annually at the start and end of season | Recognition and heightened awareness of volunteers |
| 2008/09 | Case studies on the NZC website of previous season's National Development Awards | Produce in June 2008 | Recognition for previous winners and a way to inspire volunteers |
| | Develop volunteers section of NZC website - 'Volunteer Promotion' in terms of what opportunities there are to volunteer | Develop and launch in July 2008 | Heightened awareness in the community for volunteering opportunities |
| | Service badges | March 2009 | Recognition for long-serving volunteers |
| 2009/10 | Volunteer nights | February 2010 | Recognition of volunteers is a key message delivered by NZC |
| | 'Hero of the Day' at BLACKCAPS ODI's | February 2010 | Recognition of volunteers is a key message delivered by NZC |

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APPENDIX 1

SUPPORT AND CLUB ASSIST RESOURCES

New Zealand Cricket's role is to provide direction and support for the game of cricket within New Zealand. In conjunction with its Major and District Cricket Associations, New Zealand Cricket through its national development programme provides advice, guidance, assistance and information to assist secondary schools and cricket clubs to continually improve their management, membership services and organisation of cricket. Much of this is contained in its 'School Support' and 'Club Assist' resources listed below. These are available from New Zealand Cricket or can be downloaded from its website by going into 'Development' and clicking on 'Community Cricket'.

CLUB ASSIST: HEALTH CHECK

This is a checklist for cricket development personnel working with club management to assess a cricket club's current policies, procedures and performance. It allows cricket clubs to prioritise their goals and incorporate them into a long-term plan to improve their operations, services and overall capability. The focus of a health check is about club development to ensure sustainability.

SCHOOL SUPPORT: HEALTH CHECK

This is a checklist for cricket development personnel working with school cricket personnel to assess the current policies, procedures and performance of cricket as a sport within a secondary school. It allows cricket in schools or school cricket clubs to prioritise their goals and incorporate them into a long-term plan to improve their operations, services and overall capability. The focus of a health check is about school cricket development to ensure sustainability.

STRATEGIC PLANNING

This Club Assist resource provides cricket clubs with a template on how to develop, write and implement a strategic plan as a basis for improving their operations and services.

RUNNING A CRICKET CLUB

This Club Assist resource has been compiled to provide guidelines about how to run a cricket club, set up an effective club committee, decide the roles and responsibilities of committee members, run effective club meetings and communicate with club members.

CLUB IN SCHOOL

This School Support resource outlines the steps required by a school if it wants to transform how cricket is currently organised and run into a cricket club structure. It details the advantages of this and includes examples of constitutions that could be adopted.

SCHOOL - CLUB LINKS

This School Support and Club Assist resource provides information on establishing effective links between schools and clubs within a community. It emphasises that building and maintaining viable links needs to be an active process with personnel in both cricket clubs and schools taking the time and making an effort to build a rapport in the interest of the game and its participants.

PLAYER RECRUITMENT AND RETENTION

The aim of this School Support and Club Assist resource is to provide school and club administrators with a set of guidelines for recruiting and retaining players. While there are numerous suggestions in the resource to achieve these objectives, there is no substitute within a club or school for effective organisation, a clear player pathway serviced by quality coaches and coaching, and access to sound practice and playing facilities and equipment.

VOLUNTEERS

This Club Assist resource looks at how to grow, develop, keep and acknowledge the efforts and achievements of volunteers in cricket. It outlines a number of strategies for the recruitment and retention of volunteers with a strong emphasis on their careful management and positive recognition.

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FUNDING

This Club Assist resource has been prepared to help cricket clubs to identify national and regional funding sources, and to prepare comprehensive, professional applications for funding.

CLUB FINANCIAL MANAGEMENT

This Club Assist resource focuses on accounting for and managing financial resources. It aims to clarify the position and role of the treasurer within a cricket club, outline the skills and attributes, and equipment needed to help the treasurer to be successful in their role, and provide an overview of the routine procedures of the Treasurer as the manager of the financial resources in a cricket club.

TURF PITCHES

This School Support and Club Assist resource provides information about the preparation and maintenance of school and club pitches and grounds.

ARTIFICIAL PITCHES

This School Support and Club Assist resource provides schools and clubs with advice and guidance on the installation of artificial cricket wickets and practice nets. It also includes the details and current product prices of providers of synthetic turf and run-up options and provides information on how funding assistance can be accessed for such facilities from general community and cricket specific funding sources.

COACHING INFORMATION

This School Support and Club Assist resource provides information on the range and requirements of the coach education courses available from New Zealand Cricket. It provides contact details of cricket association and districts and the Regional Sports Trusts for those interested in undertaking any of the courses. It also details the benefits of belonging to the New Zealand Cricket Coaches Association.

COACHING STRUCTURE

This School Support resource concentrates on developing effective coaching structures in secondary schools. It is designed to help teachers and/or parents access coach education and to assist schools' structure their programmes to maximise the use of their coaching personnel.

COACHING AND PRACTICE PLANS

This School Support and Club Assist resource is designed to assist secondary school and club coaches to formulate a coaching plan, to compile practice plans that will improve the quality of their coaching programmes, and to allow community cricket coordinators to set up effective delivery structures that will assist secondary school and club coaches to share ideas and access current coaching information

CRICKET: GAME UNDERSTANDING

This School Support resource is aimed at secondary school cricketers and provides coaches with an exciting range of modules that can be integrated into their coaching plans. They have been designed to develop young players' mental and tactical skills, and their capacity to understand and contribute to the game in terms of competent scoring and umpiring. Each module has a clear purpose, contains detailed information for coaches on how to organise the module, and a series of practical, interactive activities/tasks/scenarios to encourage players to 'learn by doing'.

