



Area	Objective	Detail	Total cost	Responsibility	Completion Date	Status
Participation						
	Increase Adult Membership	Run 3 adult introductory courses to retain 10 new paddlers per year	Income	Committee / Bookings Officer	Annual target	
	Increase Female participation	Some success last year but more work needed in 2014	£200.00	Womens Officer (?) Possible need to get one of current ladies focused on this task	2017	
	Increase Junior Membership	Run at least 3 introductory courses and 3 School Club Link programs per Year - work with Active Nation to implement a new programme with them	£2500/year	Committee / Bookings Officer / Active Nation	Annual target	
	Present higher profile of the Club to engage greater participation	Attend Active Nation Open Day and other local events - to encourage participation at our Club Taster and courses.	Income	Coaches / Committee / Members		
	Maintain an accurate record of mileage completed at each session	To assist in funding returns and Winter Challenge returns		Coaches / Committee	Annual target	
	Maintain an accurate record of attendees at each session	To assist in funding returns / Commitment to Active Nation with their footfall returns		Coaches / Committee	Annual target	
Coaching						
	To expand on the number of coaches within the club - 5 individuals already in the frame.	ensure enough appropriately qualified coaches to support paddler pathway	£500 for two people this year	Committee / Head Coach	Spring 2016	
	To maintain an accurate record of coaching qualifications	For BCU returns		Welfare Officer	Annual target	
	Develop regular training programme for Coaches	In order to introduce into Club Calendar		Committee / Volunteer Co-ordinator / Welfare Officer / Head Coach	Annual target	
	To assist members with coaching bursaries	Funding streams or from membership fees	£500.00	Committee / Grant finders	Annual target	
	Maintain the number of Child Protection trained adults within the club	ensure that at least 2 people have the necessary training and updates per year	£100.00	Welfare Officer	Annual target	
	Ensure Coaches maintain BCU coach update	Arrange First Aid courses as and when updates required, assist coaches to attend coach updates which may be out of area.	£200 per year	Head Coach / Welfare Officer	Annual target	
	Develop open canoe training programme if required by the membership or new prospective members.	Find funding for equipment and Obtain or train a suitably qualified coach.	£2000 funding stream has been obtained for this and Coaching requirements are in process of being put in place together with a working programme. Chris Blacker requires formal coaching training to Level 1 accreditation.	Richard Hewitt / Chris Blacker	Projected start - Spring 2016 and onwards	
	Evaluate current boat stock for our needs	Sell existing stock / Purchase suitable club boats	£1,500.00	Vice Chair and Quartermaster	Summer 2016 and onwards	

Paddler Pathway						
	Develop our club paddler pathway	Run a structured and progressive coaching training program, including FSRT, and 2 star	£500.00	Head Coach / Junior Head Coach	Annual target	
	To continue to Qualify for the Hasler finals and develop race strategies	Increase race participation + develop new methods of payment and logging on to participate for each event	Pay and obtain new online booking system for payments for races and other events	Committee / Treasurer / Race participation organisers /Race Captain	Feb/ March 2016 and onwards	
	To Run a junior local event each year + participate in a range of other jnr events	Biathlons / Triathlons / Sprint races	£200.00	Head Coach	Annual target	
	Promote and expand Sprint racing in the Club	Develop and take an elite contingent to the National Sprints - and attend Sprint events more locally at Marlow and in the London Area		Head Coach	Annual target	
Recreation						
	To run recreational trips in addition to training	Run a sea trip	Self sustaining	Head and Junior Head Coaches	Annual target	
	Experience different aspects of kayaking	Run a surfing trip	Self sustaining	Head and Junior Head Coaches	Annual target	
	Develop boat and personal skills for all	Run at least 3 Pool sessions	Self sustaining	Head and Junior Head Coaches	Annual target	
	Organise training activities away from normal Club base	Run a Camping trip/ training day prior to a Hasler Race	Self sustaining	Head and Junior Head Coaches	Annual target	
Facilities						
See also Coaching above - references same needs	To provide a modern well maintained boat/equipment fleet	Evaluate stock and redefine club kit needs / assess sustainability of stock against selling and new purchases. Allowance for maintenance costs of repairs to current fleet.	see above	Quartermaster/ Treasurer / Committee	2016/2017	
	Rationalise membership structure - taking into account club spending needs and development	Introduce new membership fee structure for families and individuals and set rules of kit use based on membership type	Self-sustaining	Committee	2016 onwards	
	Buy in paddle stock which can be sold direct to members.	Requirement for all non-lightning members to own a set of paddles / buoyancy / boat	Self-sustaining	Quartermaster/ Treasurer / Committee	2017 onwards	
	Replace existing container at Woodmill	Finalise discussions with SCC on how this can be achieved	£2,500.00	Committee	2016-2017	
	Ensure maintenance of club assets is sustainable	Develop other kit replacement plan	£6000 over 4 years	Quartermaster / Vice Chair	2016-2020	
	Provide a static gym room at the Woodmill Activity Centre - together with more changing room space and kit storage	To expand paddlability and land-based exercise facilities	Major Grant funding and need to become a Charitable Incorporated organisation. (This element is in hand Costs TBC)	Committee / Chair / Paddlability Coach	10 year plan	
	Assist Active Nation in redeveloping the Changing areas in the Woodmill building	Design new layouts and organise works with Woodmill team.	Seek joint funding - on back of obtaining charity status.	Committee	5 year plan	
	Provide better changing benching in the ladies changing area.	Build a new island bench with coat hooks on raised back	£100.00	Committee	2016	
	To provide local water access at all times	Move to Woodmill has achieved this aim - with access to Pond and non-tidal river nearby. Slipway access needs to be repaired at Head of Itchen at Woodmill	£300 / grant to be sought	Committee	2016 onwards	

Management						
	To Hold 6 committee meetings per year		£100.00	Chairman	Annual Target	
	Hold 6 Coaching Meetings a year		£100.00	Chairman	Annual Target	
	Maintain Clubmark and Top club status	For BCU returns		Chairman / Secretary	Annual Target	
	To maintain accurate membership lists	For BCU returns		Secretary / Treasurer	Annual Target	
	To maintain an accurate inventory	For BCU returns		Chairman / Quartermaster	Annual Target	
	To maintain accurate accounts	For BCU returns		Chairman / Treasurer	Annual Target	
	Develop Volunteer Induction programme to Introduce new people on to the committee	To bring in new blood and ideas		Committee	Annual Target	
	Develop new Health and Safety Officer post	To manage Risk Assessments and Method statements		Chairman / Head Coach	2016 onwards	
Equality						
	Develop Special Olympic paddler / Paddability pathway into mainstream club activities	Seek a person to actively run this group and Introduce these paddlers to Hasler events and regular training sessions	£500.00	Committee / Paddability Coach	2016-onwards	
	Provide facility for Juniors members to discuss issues about their Club	Gain feedback from Juniors via Junior rep to main committee		Chairman	2016- onwards	
	Look to develop a balanced membership	Focus on ladies development - Need to introduce a Female Development Officer post ?		Committee / Female development officer post	2016 - onwards	
Events						
	Hold successful annual Hasler race	Events safety organiser input required	Self-sustaining / income	Race Captain / Events Safety organiser	Annual Target	
Tidal movements are restrictive in Time in this respect.	Host the Hasler Finals	Need support from Hampshire and local government	TBA	Committee / Head Coach / Race organiser	2017 - forward	
	Host regular Hare and Hounds event	Develop better links with other clubs	Self-sustaining	Head Coach	2016- onwards	
	Develop Longer distance expedition visits to experience longer distance paddles	Greater distances can be covered	Self-sustaining	Head Coach / Junior Coach	2016 - onwards	
	Hold annual sprint event	Increase and improve links with Hasler region clubs - when clubs have been invited before they do not come !	Self-sustaining	Head Coach	2016- forward	
Social						
	Run 3 social activities per annum - Christmas Party, Christmas Walk already in place. 2 other additional activities to be developed	Social Secretary required to be in post Bowling evening ?	Self-sustaining ?	Social Secretary post empty	Annual Target	