**OSAF STRATEGIC PLAN**

**The Plan Development Process**

1. **Strategic Plan for Sailing in Oceania**

The intention of this document is to capture the essential strategies of an OSAF plan, the objectives and desired outcomes and to facilitate the process of achieving collective consideration and building the blocks that determine appropriate strategies, targets, drivers and outcomes for OSAF. This plan building process is expected to utilise email, skype and the existing regular communications and events on the OSAF calendar.

The objective is to achieve a 4Yr Plan that is annually updated thus maintaining a relevant and current development policy that has developed from MNA’s views and built up through the components of Sailing in Oceania. These components include the members, coaches, Officials, Sailors, Committees adopted in a process that concludes at Congress.

1. **The Planning Process**

The planning, discussions and timetable to develop an OSAF 4Yr Strategic Plan is seen to include:

* Seminars & Workshops during Regional Coaches Courses
* Consultation with NMA’s in an informal basis responding to initiatives and ideas of MNA’s
* Consultation with Officials, Coaches, Class Associations, Athletes and Sailors capturing strategy and policy during the delivery of their engagement in the facets of Sailing that the sailing family willingly engage in as part of their commitment to Oceania Sailing.
* NMA’s Strategic Plan
	1. Those NMA’s who have a annual or 4yr strategic plan please email to john@jta.co.ck
	2. All NMA’s agree to prepare a 4Yr NMA Strategic Plan. Please send these to the Secretary General (john@jta.co.ck) when complete and when updated.
* Circulation of OSAF Summary Outline Strategic Plan to MNA’s
	1. OSAF Executive Board will at its meetings regularly review performance against the plan consider and update the OSAF Plan
	2. OSAF will encourage update and circulate to MNA’s
* Adoption of OSAF Strategic Plan
	1. Consultations with MNA’s will occur principally by email and skype.
	2. In preparing for AGM’s and Congress the Secretary General will circulate annually a draft OSAF 4Yr Strategic Plan to members for their input
	3. The OSAF 4Yr Strategic Plan will be formally presented for adoption to the OSAF Executive Board meeting and the members Congress

**Oceania Sailing current 4Yr Strategy Plan**

1. **OSAF STRATEGIC PLAN**
	1. OSAF grow so that every member of ONOC and PGC are members of ISAF and its Oceania continental organisation
	2. **Development Priorities**
		1. Governance & Administration
		2. Coaches
		3. Officials
		4. Athletes
	3. **Governance & Administration**
		1. Our member governance and administration capacity as a priority of this Strategic Plan
		2. Engage in training programs to enable and equip SDO’s to operate in all MNA’s
		3. To appoint full time CEO for OSAF to manage the governance & management of OSAF
		4. As a priority to establish secure funding for OSAF Governance & Management budgets
		5. Expand volunteer appointments during the plan and ensure that TOR and Outcomes are clearly identified consistent with this Strategic Plan
	4. **Sailing Development Officers/Managers**
		1. The scholarship program of ISAF, the Rockley Academy program has been a success for pacific countries
		2. The concept of employed Development Officers/Managers has commenced and we are encouraged by the progress and capacity building that is achieved by employed staff delivering the outcomes
		3. Currently we have 5 Sailing Development Officers employed in the region. [COK (1) Fiji (1), NC (many) Tah (1), WF (1),] New Caledonia
		4. NCL Sailing employs 40+ people in Sailing in the country
		5. Potential over the plan period is to have 17 MNA’s employing professionally trained Development Officers
		6. Technical Officials: Instructors, Coaches, Race Officials, Judges
		7. Marketing & Events Management Resources
		8. National Training Centre establishment and management
	5. **Coaches & Instructors**
		1. OSAF to establish a regional coach qualification and training system
		2. OSAF to work with Aus and NZ to develop core criteria, recognising pre-existing courses that may fit within these specifications, with the objective to establish a recognised Oceania qualification
		3. Sailing development in Oceania is dependent upon improving standards of coaches participating in the region.
		4. MNA’s to be encouraged to commence ISAF/OSAF/AUS/NZ coach courses. Most expect one course every year to be available in country
		5. Review existing coaching and training manuals available within the region. OSAF to consider supporting the release and availability of approved coach & training materials
		6. Promote coach exchange programs within the region
	6. **Officials**
		1. Race Management is a priority and increasing the number and skills within Oceania will assist the development of national and regional competition within the region
		2. Offer access to courses and training within the region especially targeting all national and Regional events
		3. Consider Official exchanges within the region
	7. **Athletes**
		1. Develop an OSAF Oceania ranking system for athletes
		2. OSAF website to enable athlete communications
		3. Offer ISAF ranked events in Oceania
		4. Promote the values of Sailing to regional Governments, Agencies and Community Groups
		5. Promote our regional sailor successes and role models on a regional basis
		6. Consider an Oceania Sailor awards recognition system
		7. Establish the Athletes Commission as an OSAF committee
		8. Athletes engagement in ISAF, OSAF and IOC programs – Youth & Open Competition Oceania & World events; Youth Olympic Games and Olympic Games; Pacific Games;
	8. **OSAF Communications**
		1. New strategy is required to improve Oceania regional sailing communications
		2. Website – OSAF to set up a website, supporting the ONOC and NF’s Sporting Pulse websites existing in every Pacific country.
		3. Use of Facebook with the website are both valuable
		4. OSAF to seek assistance from resourced members in developing this communication platform
		5. All Member National Associations of Oceania to support OSAF and request their MNA’s contribute information and news.
		6. MNA’s to include OSAF in all appropriate communications
	9. **Competition framework**
		1. OSAF to appoint OSAF Competition Director to coordinate bidding and appointment process of Oceania recognised continental events
		2. OSAF to develop calendar of approved OSAF events
		3. OSAF Calendar:
			1. OSAF calendar of Continental Events & Competitions
			2. MNA’s to send their current calendars to OSAF
			3. Promote and Coordinate Class events at Oceania Champs level
		4. Support the Pacific Games joint PGC and Oceania Championship developments including expending the use of host locations for future events
		5. Support the Pacific Games as premier regional event
		6. Encourage host countries and the PGC to retain equipment from the Games as legacies for the sport. Done sell but transfer to sport. Request these to be included in the host agreements
		7. Will consider impact of PGC and Oceania Championship developments including expanding the use of host locations for future events
		8. MNA’s offer existing location to run Oceania events, Boards, Optimist, Laser, Hobiecat, Match racing
		9. Acknowledge that some MNA’s can only tentatively support the initiative of competitions and continental qualifiers; as these to be approved by France and ISAF and logically at a pre-existing continental event
		10. Establish cost effective locations to run Oceania events
		11. Many MNA’s keen to bid to host Oceania events – Optis, Hobiecat etc. As an example Fiji considers it a priority to extend South Pacific Hobiecat Event into an OSAF event
		12. Support the initiative of continental qualifiers, to be approved by ISAF and hosted logically at a pre-existing continental event
	10. **National Class Associations (NCA’s)**
		1. Support classes in priority with development principles
		2. Youth classes
			1. Optimist
			2. Laser
			3. Hobiecat
			4. Bic Techno/RSX/Kites
			5. 420
			6. 29er
		3. Olympic Classes – all ISAF olympic classes
		4. Pacific Islands Traditional Canoe Classes – in All Pacific Countries
		5. MNA’s wants to develop NCA’s but needs OSAF to engage with ISAF and resourced members to assist in the communications with ICA’s and NCA’s in Australia and NZ to expand OSAF membership for all classes in these priorities.
		6. Support traditional canoe development – In PNG a canoe is about $2000 kina for plywood cost of a canoe. Almost every Pacific Countries have national design of an actively supported traditional sailing. Traditional Sailing will be integrated into our sailing, coaching, competition, officials activities and events, plus the development of our national training centre’s, education, water safety and club activities
		7. Establishing fleets of class boats. Support to optimist, (plastic for training & development), laser and hobiecat Class acquisitions. Either grants or sponsorship programs that provide the money to buy these boats
		8. Objective should be to establish agreed classes for all OSAF MNA’s within the 4 yr Plan
		9. Priority to enable 5 Olympic Classes to be OSAF members in this plan period
	11. National Training Centres
		1. NMA’s establishing National Training Centre/Academy.
		2. Establish human resources, training, coaching, race management, events and sailing championships, regattas & national Champs, management & administration
		3. Appropriate name for the place where NMA’s establish their national focus on their sport development. The xyz National Training Centre
		4. Upskill human resources, training, coaching, race management, events, sailing championships, regattas & national Champs. Upskill management & administration
		5. Sailing Curriculum in our Education Ministries.
			1. Sailing in Schools (NCEA)
			2. Traditional Voyaging – Cultural component of Pacific Nations
			3. Water, wind, sun and earth….traditional values for modern schools curriculums
			4. Water wise Programs
			5. Community awareness of traditions, culture, natural environment, conservation, human safety
			6. Australian water safety program
		6. Integrate with University of the South Pacific – both sailing and Educational prescient’s
		7. MNA’s to develop their own National Training Centres. Eg PNG will use the PNG2015 Pacific Games in Moresby as opportunity for sailing to secure its own premises. In 1991 the sailing was held from Ela Beach (seapark with a dredged channel to enable hobies to get from beach to sailing venue)
		8. Opportunities for commercialisation of sailing via tourism, capacity building, integration of tourism to communities, raising standards, incomes and career pathways
		9. Promote exchanges between centres to focus on our national training centres. Plan to do this in this 4 year plan period.
		10. Establish common Classes available at these training centres. See above
		11. Use training facilities (eg Cook Islands Aitutaki Sailing Academy) open for other countries and as a regional training centre. Invite countries to use the facilities
		12. Development of the Oceania (Regional) Training Centre (OTC).
	12. **Funding the Strategic Plan**
		1. This plan recognises that resources are limited. Priority for MNA’s to secure finance for national development. OSAF to seek solution from ISAF to provide funding source to MNA’s to support the Plan
		2. OSAF to work with its resourced members on initiatives to take advantage of grants and funding pathways available in those developed countries
		3. IOC Solidarity programs offer many opportunities for NOC’s and MNA’s to fund development and strategic plans. Eg DNSS
		4. OSAF to be available to support for any (all) applications from MNA’s
		5. MNA’s 4Yr Strategic plans will be provided to OSAF as core strategic documents in support of this Oceania 4Yr Plan.

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**OSAF Strategic Plan Version 10**