

VAF Strategic and Organisational Plan

16 June 2022

VAF Purpose - VAF Constitution

The objectives of VAF shall be:-

1. To promote and encourage the sports of aquatics and the teaching thereof throughout Vanuatu without distinction between persons for reason of race, colour, creed or politics.
2. To co-ordinate and foster the activities of swimming clubs in Vanuatu.
3. To affiliate with and recognise FINA Rules and regulations regarding aquatics competitions.
4. To regulate and promote all aspects of competitive swimming in Vanuatu and to provide a uniform set of rules for the conduct of all swimming competitions in Vanuatu.
5. To establish the criteria for the selection of swimmers to represent Vanuatu in international swimming competitions and to select and send those eligible within such criteria.
6. To affiliate with the Vanuatu Association of Sports and National Olympic Committee, Oceania Swimming Association and FINA.
7. To actively promote the elimination of the use of prohibited substances and techniques from the sport of aquatics in Vanuatu, and to impose sanctions on members committing doping offences.
8. To manage its affairs independently and not be influenced by third parties.

In other words...

1. Make swimming accessible to everyone with enough qualified instructors, coaches and
2. Run enough competitions or give clubs skills to run own inter island, inter club, league comps.
3. FINA rules are our main rules
4. Make sure that any aquatic events are within the rules, are safe, are legal
5. Make rules on who swims at national level.
6. Make sure we follow the rules of VASANOC, OSA, FINA so we remain members
7. Make it a DRUG FREE environment, and have consequences for those who do not adhere to those rules
8. Board, staff and advisors use collective knowledge to make educated decisions without influence from donors, sponsors, pressure from parents, etc

VAF Mission/Vision

OUR MISSION

- Vanuatu Aquatics Federation is the national governing body for aquatic sports in Vanuatu. We administer competitive swimming in accordance with FINA and our constitution.
- We provide programs and services for our members, supporters, partners and the interested public.
- We are committed to continuous learning and to achieve excellence in our sport.

OUR VISION

- Our vision is to provide the opportunity for members to develop the life skill of swimming in an open and supportive environment.
- We will inspire and enable our members to achieve their 'own excellence' in the sport of swimming and in life.
- In its early stages, the VAF recognizes that the key to developing a solid foundation is to develop the grassroots of the sports; to encourage ni-Vanuatu children throughout the islands to participate in swimming for fun as well as competition. To reflect this grassroots development, the VAF has developed an initial 5 year strategic plan that focuses on three core objectives:
 - **Development** of swimming as a healthy sporting This includes the creation of training materials, swim curriculum for PE in schools and supporting the start up of local swim clubs that will become members of the VAF.
 - **Competition** at local and provincial level. This includes setting up open water races, local swim meets as well as provincial swim leagues that are officiated by the VAF and recognised by the international swimming federation, FINA.
 - **Sustainability** of the VAF and its This includes ensuring that the VAF is performing to meet its objectives, is accountable to its members and sponsors, and is managing its resources as effectively as possible

	1 year	3 years	5 years
Sport Development	<ul style="list-style-type: none"> • 3 Qualified Aqua Aerobics Instructors • Create a school swimming league • 4 registered clubs 	<ul style="list-style-type: none"> • P.E. teachers in Twenty schools had completed Swim instructor training and are conducting own Swim lessons • 10 Community Selected Youth's (young men and women) had completed swim instructor training and are conducting swim lessons in 5 communities • Conduct Waterpolo training in 5 Schools with follow up shadow teaching 	<ul style="list-style-type: none"> • 50 Community Selected Youth's (young men and women) had completed swim instructor training and are conducting swim lessons in 25 communities. • Conduct Waterpolo Training in 10 schools
Coaching and Officials Development - HAYDN NEED INPUT	<ul style="list-style-type: none"> • - International head-coach(1) • -Assisten head -coach(1) • - qualified instructor (25) • - Officials 	<ul style="list-style-type: none"> • -Local nasenal head-coach(1) • -Assesa(2) • -Presenter(2) • - Qualified OSEP Community Club coachese(4) • -qualified instructors(total 50) • - Officials 	<ul style="list-style-type: none"> • -Qualified Community Club coaches (8) • - Qualified Gold Coaches (2) • -instructors (total 70) • - Assesa(2) • -Presenter(2) • - Officials
Club and School Development - NEW, added during Part 2 - HAYDN AND YVES, NEED INPUT	<ul style="list-style-type: none"> • Informal clubs finally become registered clubs • A league or association for school swimming is developed 	<ul style="list-style-type: none"> • Clubs have a clear understanding of how to register their club with VAF • Schools have a clear way to manage membership to schools association 	<ul style="list-style-type: none"> • Clubs can easily manage one on one club swim meets • Schools can easily manage one on one school swim meets
Competition Development - HAYDN NEED INPUT	<ul style="list-style-type: none"> • Conduct two School swim competitions in a year for Primary and secondary • Conduct 1 National Swim Competitions for school and community clubs 	<ul style="list-style-type: none"> • Conduct 2 cross competitions for 5 schools and 5 communities in a year 	<ul style="list-style-type: none"> • PISA includes swimming • National champs • National schools champs • Interclub regulates own schedule
High Performance - HAYDN NEED INPUT	<ul style="list-style-type: none"> • At least one overseas competition for the team & National championships. 	<ul style="list-style-type: none"> • 3 overseas competitions (Pacific Games, OSA or Fiji or Aus, FINA) & improvement of times and participation. improvement of training facilities and equipment 	<ul style="list-style-type: none"> • Inclusion of disabilities in national team. Permanent swimming pool for training and competitions. Commonwealth and Olympics
Operations (Marketing, Media, Administration, HR, Finance, etc)	<ul style="list-style-type: none"> • 1 permanent marketing and media staff with one annual newsletter to communicate events and opportunities, sep office space that is secure 	<ul style="list-style-type: none"> • Addition of an assistant. Combined media/admin/financial officer with another sport (ie. volleyball) • Quarterly newsletters 	<ul style="list-style-type: none"> • Independent office for operations. Addition of an Accountant/book keeper

	Programs/Activity/Events/Initiatives to run over the next 5 years	Funding Source
Sport Development	<ul style="list-style-type: none"> • Let's Swim Shadow Teaching Programs, Shefa (Nguna, Pele, Efate), Sanma (Santo), Tafea (Tanna, Port Res, Lenekal), Weekly • Weekly spider polo programs Shefa, Santo and Tanna • Monthly diving program in Efate • Yearly Fina qualified training clinics for swimmers, water polo and divers 	Team Up, VASANOC, WSB
Coaching and Officials Development	<ul style="list-style-type: none"> • Conduct Lets Swim Instructor Courses in Vila and Santo 2 times in one year • Aqua Aerobics Training Courses in Santo 2 times in 1 year and in Vila • Swim Coach training with Local Swim Clubs 2 times in 1 year • OSEP Training with community coaches 2 times in one year • Yearly Training courses / revision for local competition officials and volunteers • FINA qualified officials courses qualified. Once every 3 years. For all disciplines • Schools Swim Coach training 2 times in one year in vila 	Team Up and FINA
Competition Development	<ul style="list-style-type: none"> • National competition on Efate • Have a pool on the island for official comps (agreements with resorts or municipality) • Inter School competitions (school vs school) • Inter club competitions (club vs club) • National Schools competition • Open Water in Shefa, Tanna and Santo • Intra club competitions n Shefa, Tanna and Santo (all league club sponsored series, ex Seafrost Sprints) • Intra school competitions n Shefa, Tanna and Santo (all league schools sponsored series) • Diving competitions in Efate • Monthly Waterpolo competitions in Efate 	FINA, Revenue
Club and School Development	<ul style="list-style-type: none"> • Conduct Six monthly club Meetings (1-2 hours) for updates and other development for completing club set up requirements • How to Clinics for schools and clubs • Provide Framework for Intraclub/School competitions 	
High Performance	<ul style="list-style-type: none"> • National Club Championships • National training camps • Mentoring plan for the assistant coach 	FINA
Operations (Marketing, Media, Administration, HR, Finance, etc)	<ul style="list-style-type: none"> • Regular media circulation about VAF activities • Championships Advertisements in daily post, radio vanuatu and FB page, other social media means • Weekly Staff meetings • 6 monthly reflections on progress • Annual planning meeting • Operations Manual with processes for recruitment, staff management • Finance Manual with processes for managing finances • Staff professional development (comms workshops, gender training, leadership training, health and wellbeing) 	Team Up, WSB
Governance	<ul style="list-style-type: none"> • Quarterly board meetings • AGM 	FINA