



Rathkeale Old Boys' Association Inc.

Strategic Plan

2020-2023

Pride in Belonging

1. Introduction

- 1.1 The Rathkeale Old Boys' Association Incorporated (**ROBA**) is an incorporated society. Our objectives currently include advancing the welfare and development of Rathkeale College and fostering social contact between Old Boys¹.
- 1.2 The committee of ROBA adopted the first version of this plan in 2016 as a means of achieving its initial set of short to mid-term strategic goals. The plan has been updated annually since then, and again in 2020, including the short to mid-term strategic goals below. Achieving those goals will be steps toward realising the vision of the current ROBA committee. Subsequent committees should amend the plan further.

2. Vision statement

- 2.1 The ROBA Committee's vision is for the society to be:
- (a) an energetic and sustainable organisation that most former Rathkeale pupils want to belong to; and
 - (b) the means of choice by which Old Boys connect with each other and with the College; and
 - (c) a network to benefit Old Boys, be that in their business and professional interests, welfare, their further education, the advancement of their children's education through the Trinity Schools system and, most importantly, socially;
 - (d) a meaningful support to the College:

¹ The current ROBA rules date from 1997, are no longer fit for purpose, and are to be reviewed when the new Incorporated Societies Bill is enacted in 2021 when we will be required to adopt new rules.

- (i) as a repository of the College's history and culture;
- (ii) an external source of example and inspiration to current students - which is a reference to one of the pillars of the Good Rathkeale Man; a good Rathkeale man *knows he stands on the shoulders of those that have gone before*;
- (iii) a provider of financial support for specific projects; and
- (iv) a source of expertise and leadership available to the College, its board and the Trinity Schools Trust Board.

3. An audacious goal?

- 3.1 To have 75% of Old Boys engaging with the Association once every three years, by 2025. That is approximately 1000 Old Boys per year.

4. Short term goals for 2020

- 4.1 By 31 December 2020 we aim to have:
- (a) operated an effective national committee of actively engaged members representing the Wairarapa, Wellington, Manawatu, Hawkes Bay, Auckland and Canterbury regions who are prepared to serve until 2023;
 - (b) effective regional sub-committees in each of the regions in (a) above willing to support the national committee member in their region to implement ROBA activities²;
 - (c) implemented at least one ROBA function in each of the regions in (a) above with the aim of bringing Old Boys together socially, testing the types of function that attract members and explaining the strategic goals of the national committee;
 - (d) used the strapline "*Pride in Belonging*" on all our publications, online posts, communications and the website;
 - (e) identified how we would maintain or change our current operations (*Most, Rock Runner, Gravel, Decade Reunions, Leavers' Dinner*, etc) if we did not have committee members who are college staff;
 - (f) established the capabilities of the MOST IT platform and what enhancements would be needed, and at what cost (refer financial plan above), to achieve maximum benefit from it;
 - (g) created a social media profile for ROBA, potentially through LinkedIn, with a designated person responsible for updating;
 - (h) hosted a ROBA membership dinner (the Leavers' Dinner) for intending leavers to encourage membership;

² this is probably more aspirational than realistic this year due to the delay in adopting this plan as a result of Covid 19 restrictions.

- (i) considered hosting ROBA functions in universities to maintain contact with new members³ including some committee members travelling to the universities to host those events;
- (j) decide whether to support funding the purchase of the School House/ Maunsell Bush land and undertake any fundraising necessary;
- (k) review and confirm, or alter, our strategic sub plan (including annual and five year budgets) for managing ROBA's funds consistent with this strategic plan;
- (l) obtained accurate contact details for all 2020 leavers, ensured they are all ROBA members, recorded their intentions for 2021-2022 and notified them of their 2030 10 years-on Decade Reunion;
- (m) engage with St Matthews Old Girls' Association, especially in (a) – (c) above, to create better attendances at functions;
- (n) clarified and improved our relationship with other organisations associated with the College, such as Friends of Rathkeale and Rathkeale Rugby Club;
- (o) conduct a review of what makes successful former pupil organisations succeed in NZ and AUS/UK/USA;
- (p) investigate ROBA's developing an income generating event, such as a sports or cultural event;
- (q) investigate the appropriate types of investments for ROBA funds.

5. Mid-term goals 2020-2022

5.1 By 31 December 2021 we want to have:

- (a) conducted a review of this committee's operations in the years 2016-2020, including against our audacious goal⁴, and made findings and recommendations for how the operations of ROBA should be conducted in the future;
- (b) in conjunction with 5.1(a) above developed a clear statement of what members want from ROBA;
- (c) demonstrated a value in belonging to those Old Boys that are most likely to engage with ROBA (the first echelon) and identified other categories of Old Boys that may be more reluctant to engage with ROBA (second and subsequent echelons) and what might be attractive to them;
- (d) have core ROBA infrastructure (MOST, database, webpage, Facebook, *Gravel*, *Rock Runner*) functioning as the committee wants it (and ready to do so independently from the College if necessary), to meet these midterm goals;
- (e) have a mid-to long-range financial plan that that allows for undertaking major fundraising projects;

³ this will probably be affected by the Covid-19 pandemic

⁴ engage with 1000 Old Boys each year. Engagement can include online activity through our website or social media.

- (f) have planned for succession on the ROBA Committee.

6. Mid-term actions 2020-2022

6.1 In 2021 we will:

- (a) completely review this plan, as required (see 7.1 below);
- (b) host our combined fourth and fifth sets of Decade Reunions (2020 and 2021);
- (c) implement the annual program of functions in 4.1(c) above again, at the College and in each of the regions, as agreed to by the regional representatives and their subcommittees;
- (d) continue the range of communications agreed in 4.1 above (*Rock Runner, Gravel, Facebook and website*);
- (e) develop plans to obtain members' occupations for our database for the purpose of providing contacts to members and students and continue to obtain occupations on an ongoing basis;
- (f) adopt a new set of rules as required by the Incorporated Societies Bill, if and when enacted (probably 2021);
- (g) determine whether ROBA could, and should, establish a credible, high-quality, biannual, presentation dinner for members to celebrate outstanding achievement by an Old Boy;

6.2 In 2022 we will:

- (a) confirm or alter this plan as required;
- (b) host our sixth Decade Reunion;
- (c) implement the program of functions in 4.1(c) above, at the College and in each of the regions, as agreed to by the regional representatives and their subcommittees;
- (d) continue the range of communications agreed in 4.1 above (*Rock Runner, Gravel, Facebook and website*);
- (e) develop a testamentary gifting program for Old Boys to the College and/or ROBA.

6.3 In 2023 we will:

- (a) confirm or alter this plan as required;
- (b) host our seventh Decade Reunion;
- (c) review and improve the program of functions in 4.1(c) above at the College, and in each of the regions, as agreed to by the regional representatives and their subcommittees;
- (d) review and improve the range of communications in 4.1 above (*Rock Runner, Gravel, Facebook and website*).

7. Long term goals 2020 -2025

- 7.1 In 2023 we will form a new strategic plan with new short and mid-term goals and actions toward the vision for ROBA and the big 2025 goal (75% of Old Boys engaged every three years).

8. Resources needed

- 8.1 To achieve these goals we will need:
- (a) the commitment of the committee members and the regional subcommittee members/supporters to stay the distance;
 - (b) the continuing support of the College;
 - (c) the continuing support of the College board and the Trinity Schools Trust Board;
 - (d) to co opt Old Boys who can assist with skills, time and who can create opportunities for ROBA;
 - (e) to remember the motto (*Nil mortalibus ardui est*), because achieving these goals will not be easy!

Signed for the ROBA Committee for 2020:

29 July 2020

Grant Harper – President

Blair Ewington

Scott Andrew - Treasurer

Edward Cox – Vice President & Secretary

Stuart McKenzie

Richard Donworth

David Aitken

James Treadwell

Julius Capilitan

Tristan Armitage

Jacob Smith

Jock Cameron

David Pereira

Tim Falloon