

SOUTH AFRICAN SHORE ANGLING ASSOCIATION



BYLAW M DEVELOPMENT AND TRANSFORMATION PLAN

DEVELOPMENT AND TRANSFORMATION PLAN 2022-2026

A - PREAMBLE

This SASAA Development & Transformation plan is based on the SASACC Development & Transformation strategic plan, presented at the 2020 SASAA AGM and with reference to the South African Department of Sports and Recreation's Transformation Charter that envisages "**Increased access and opportunities for ALL South Africans**, including women, persons with disabilities, youth, children and the elderly to sport and recreation opportunities."

- It is essential that we need to Develop, Transform, and encourage Angling without labelling of persons. We must all be proud of our heritage irrespective of ethnic group, colour, creed, or gender. Furthermore, we need to eliminate any discrimination and inequality amongst administrators and participants alike.
- When we discuss and implement our development plan its essential that we develop from the grassroots up. If you develop from the top down its short lived and only benefits a few and is not sustainable. When developing from grassroots up, transformation at the top will follow. Our main focus in development must be school leagues, under 16's and under 21's. In doing so in five years all Anglers will be in the teams on Merit which is what we all strive for.
- In terms of this plan the Definition of a Development Angler is Black, Indian, or Coloured. We will not refer to any previous referrals or labels whatsoever of PDI and POC we will refer to these Anglers as **Development Anglers**.
- It is important that Anglers that make the teams on merit are not referred to as Development Anglers. In terms of our selection policy an Angler that moves into the team as a Development Angler will be referred to as such.
- Should the team selected have 25 % Development Anglers there on merit the team will be deemed complete, and no further reference will be made.
- All scores will count, this will ensure that management looks after his weakest anglers. Many competitions as we well know are won by ensuring your weakest anglers catch fish, and then everything else just falls into place.

Development Anglers will be grouped under the following:

1. Junior Development includes school league, under 16 and under 21.
2. Ladies Development includes school league and all ladies.
3. Senior Development includes those fishing Senior B and Development Nationals.
4. Senior High-Performance Development, this is for Angler's fishing in the A division and possible inclusion in Protea teams.

The six key goals for deliverable achievement, assessment and accountability are as follows:

1. Competition & participation development.
2. Anglers & casting development & training.
3. Recruitment & Increase participation.
4. Organisation infrastructure.
5. Team structure transformation target.
6. Management structure transformation target.

B - INTRODUCTION

Development and Transformation policy and deliverables have been in the past, regarded optional rather than compulsory with few member affiliates implementing development strategies and embracing transformational change and due to no sanctions in place for non-compliance.

This plan ensures compliance by SASAA and all its affiliates to meet SASACC's deliverables and timeframes.

SASAA has the perfect resources to fast-track implementation of a plan which would be meaningful to the development and transformational goals desired and achievable, given the current membership as a basis:

2020/2021 SASAA MEMBERSHIP @ 22 May 2020												
ASSOCIATION	CLUBS	DIVISIONS						TOTAL	ETHNIC GROUP			
		u16	u21	LAD	SEN	MAS	GM		BLA	COL	IND	WHI
BOLAND	7	20	10	8	84	32	19	173	-	16	-	157
BORDER	6	12	17	10	115	24	10	188	3	1	3	181
CENTRAL GAUTENG	5	2	-	-	30	12	9	53	-	1	11	41
EASTERN PROVINCE	11	26	31	21	139	56	57	330	1	6	-	323
EDEN	7	18	5	9	56	10	13	111	-	1	-	110
FREESTATE	3	2	3	1	33	21	6	66	1	1	8	56
GAUTENG NORTH	5	-	1	3	20	17	7	48	-	-	2	46
KWAZULU NATAL	31	50	22	20	272	84	58	506	1	9	214	282
MPUMALANGA	3	-	2	1	17	6	5	31	-	-	10	21
WEST COAST	5	11	5	13	28	8	9	74	1	14	1	58
WESTERN CAPE	8	118	24	14	110	36	7	309	-	96	3	210
ZULULAND	7	6	8	11	98	13	14	150	3	-	34	113
TOTAL	98	265	128	111	1 002	319	214	2 039	10	145	286	1 598

Membership Development Goals for 2023 -2026

Increase Under 16 and Under 21 participation by 10% per Year.

Increase Ladies participation by 2 % per Year.

Increase Senior participation by 5 % per Year.

Increase Black participation by 10% per Year.

Increase Coloured participation by 5% per Year.

Increase Indian participation by 5% per Year.

C - STRATEGIC PLAN

1. Competition & participation development

Increase / Achieve POC participation of 25% by 2026 in all Protea and national teams.

2022-2023 12.5% one Development Angler to be included in the team.

2024-2026 25% two Development Anglers to be included in the team.

To be included in the teams as follows:

- Protea Seniors A – team of 7 anglers
- Protea Junior u21 – team of 7 anglers
- Protea Junior u16 – team of 7 anglers
- Protea Ladies - team of 7 anglers
- Protea Masters - team of 7 anglers
- President Senior A – team of 7 anglers
- President Inland - team of 7 anglers
- President Senior B – team of 7 anglers
- President Masters – team of 7 anglers
- President Ladies – team of 7 anglers
- President Development - team of 7 anglers
- FIPS-M – ALL teams minimum 25% Development anglers

One Development member of Management in all above teams, where possible.

Achieve POC participation of 25% in all regional association teams in national tournament as follows:

2022-2023 12.5% one Development Angler to be included in the team.

2024-2026 25% two Development Anglers to be included in the team.

- Seniors A – team of 12 anglers
- Seniors A – Invitational Team - Compulsory 12 Development anglers – **REFER ANNEXURE A.**
- Seniors B - team of 9 anglers
- Development - team of 6 anglers
- Juniors u21 – team of 7 anglers
- Juniors u16 – team of 5 anglers
- Ladies - team of 6 anglers
- Masters - team of 9 anglers
- Pegged Angling Nationals – individual participation but should achieve 25% Development participation.

One Development member of Management in all above teams, where possible.

2. Anglers' development & training

- All Associations to create and promote its own Development Programs for Juniors, Ladies, Persons with disabilities and Seniors.
This is to Increased access and opportunities for ALL South Africans not based on ethnic group, colour, creed or gender.
- These programs must cover or be modified for both the Shore Angling, as well as the Pegged Shore Angling aspects.
- These programs will be under the guidance of the SASAA Head Coach who must facilitate the development of a common set of documentation for the theoretical subject matter. All associations can contribute to this subject matter which will be updated and held by SASAA for future use and distribution.
- The basis of these programs must contain the following but not limited to these subjects:
 - Water safety
 - Beach cleanliness
 - Conservation and ethical Angling Practices
 - Traces and knots
 - Terminal tackle choices and care thereof.
 - Bait care and presentations
 - Casting
 - Anything else deemed necessary.All the above theory and practical demonstrations can be conducted by Inland associations that cannot access the coast easily. This will be a minimum requirement for annual progress assessment of these Associations / Affiliates to ensure compliance.
- In addition to this Coastal Associations / Affiliates must host "Development Leagues" for compliance:
 - This can be based on the successful "Schools League Programs" or "Pegged Shore angling Leagues" currently being hosted by Western Cape, West Coast, Kwa-Zulu Natal and Zululand.
 - There must be a minimum of 3 league rounds per annum and can include the theory portion and practical demonstrations.
 - A standardized approach will be required, and league format must be based on SASAA tournament rules.
- Associations / Affiliates should also create hi – performance programs, where senior/protea anglers host specialist theoretical and practical clinics, for other regional association teams covering topics such as:
 - Specific techniques for fishing different tournament venues.
 - Specific traces and baits for target species.
 - Fine tuning casting actions.
 - Anything else deemed necessary.

- These hi – performance clinics can be open to all members if deemed necessary and should be held a minimum of once a year. This achievement must be reported in the regional associations Development and Transformation Officers annual submission to the SASAA Development and Transformation Officer.

3. Recruitment and Increase Participation

- Regional Associations / Affiliates to create and communicate awareness to promote their visions, mission statements and development programs, in order to attract new membership.
- Communication channels such as social media, word of mouth, print media and television media should be explored to create positive awareness and hype around shore angling at a regional, national and international level.
- Regional Associations / Affiliates through its members must introduce and attract their friends and family to shore angling and encourage participation in regular leagues or development leagues / programs.
- Regional Associations / Affiliates through its development programs must attract new youth, ladies and development membership by targeting schools to add Shore Angling into their extra mural offering.
- Inland Associations to target and host angling clinics at three different schools in their area per annum. Submit documentary proof as per **ANNEXURE B**.
- Coastal Associations to target and host clinics and league rounds with three different schools in their area per annum. Submit documentary proof as per **ANNEXURE B**.
- Regional Associations / Affiliates must create Hi – Performance mentorship programs / angling academies to further develop individuals identified as talented or showing potential.
- Media programs based on the “Ask the Experts” fundamental can be a conduit to attracting social anglers, within an Association / Affiliate region to competitive angling.
- Regional Associations / Affiliates must encourage its membership in particular Development members to participate and become certified in the SASACC designated courses for management / coaches etc.

4. Organisation Infrastructure

- SASAA along with Regional Associations / Affiliates to develop and adopt specific courses / processes for administration of angling on Regional and National level. Such Administration management courses / processes should embrace technology be aimed at enhancing correct decision making, best ethical practices and good governance for the sport of Shore Angling.
- Courses can include and not be limited to;
 - Basic Constitutional Law
 - Conflict management and resolution
 - Disciplinary procedures and processes
 - Diversity training
- Processes can include and not be limited to;
 - Common angling competition format based on national tournament formats.
 - Common scoring administration system for adoption by all Associations / Affiliates with transparent view of live scores and current 3-year rankings.
 - Common transparent Selection Process criteria and guidelines.
- In addition, SASAA and Regional Associations / Affiliates:
 - Must ensure at least One Development angler either elected or Co-Opted into the Exco / Manco.
 - and at least 1 Female either elected or Co-Opted into the Exco / Manco.

This will create an inclusive environment for decision making as prescribed by law and will negate any disputes citing marginalisation.

5. Team Structure Transformation

- Adhere to targets set out in **Competition & participation development** strategy above.
- Improve Development membership targets via **Anglers Development & Training**, and **Recruitment and increase Participation** Strategies above.

- Increase Development participation to 25% by 2026.
- Maintain and improve policies and strategies developed from this plan to eventually create an equal platform from where Development anglers can be selected on Merit in both National and Association / Affiliate teams.

6. Management Structure Transformation

- Adhere to targets set out in **Competition & participation development** strategy above with regards to team management Development numbers for both national and Association / Affiliate teams.
- Adhere to SASACC designated management / coach course targets set out in **Recruitment and increase Participation** Strategies above, for both national and Association / Affiliate teams.

CONCLUSION

- This strategic implementation plan tailored to SASAA and its affiliates, will create a positive, sustainable model to achieving DSAC, SASACC's, SASAA's and the Regional Association / Affiliates common Development and Transformation goals.
- Implementation will be mandatory, and accountability will be measured by compulsory annual progress reports from Regional Associations / Affiliates to SASAA. This will be the basis along with SASAA's annual Development and Development report, to complete the SASACC progress scorecard.
- Any changes / deviation to this plan should be as an enhancement to the deliverables rather than to detract or reduce the strategic requirement in any way. Such changes if from the Regional Associations / Affiliates must be conveyed to SASAA for review. If found to be an improvement, then it will be accepted and adopted by all Regional Associations / Affiliates.
- Regional Associations / Affiliates can make use of policies such as a **Loan angler** and **Freedom of Association** in the interim phase to meet the deliverables of this plan. These should however not detract from any Association / Affiliate initiating the development programs set out in this strategy, as such policies move Development anglers around rather than increase Development participation.
- Non-compliance of implementation and reporting by Regional Associations / Affiliates will result in that Regional Associations / Affiliates teams, not being eligible for participation in national tournaments, where Protea colours can be achieved and / or that Regional Association / Affiliate members not being considered for Protea or SASAA president teams.
- All SASAA members are duty bound to embrace and uphold the Development & Transformation goals of this Country as is set out in the policy of the Department of Sport, Arts and Culture, SASCOC and SASACC.

To quote the DSAC Transformation Charter;

" It is strategically suicidal for transformation to be viewed solely from a restrictive political rather than a holistic perspective. Transformation refers to each and every component of South African society, including sport and all its sub-structures."

ANNEXURE A – SASAA INVITATIONAL TEAM CRITERIA FOR PARTICIPATION:

1. SASAA will invite 1 additional team consisting of 12 Development (POC) anglers. This will be called the 'SASAA INVITATIONAL TEAM'.
2. Nominations will be open to all Development (POC) anglers from all Regional Associations within SASAA.
3. Regional Associations to submit all nominations along with the nominated anglers 3year ranking within the Association to SASAA. It will be preferable for anglers for have past Senior B or Senior Development National experience.
4. Nominations for management (1 Manager and 1 Captain/Coach) for this will be open to all Associations. It will be preferable but not limited to these nominations being Development (POC) members.
5. Associations to supply management nominations along with associated members CV to SASAA.
6. SASAA will be responsible to selecting the 'SASAA INVITATIONAL TEAM' including the management of the team. The team will be self-funded or subsidised by SASAA.
7. If no management (Manager and Captain/Coach) nominations are received, then the host Association will be tasked to appoint these from its membership.
8. Guides and management costs must be accommodated for by the Host Association or subsidised by SASAA.
9. The team will have all the benefits and privileges as do other teams and, will not be stigmatised by being called "PDI/POC Team" or any similar names.
10. The anglers of this invitational team along with other Development (POC) anglers participating in the Senior A Nationals can be considered for a NEW Presidents Senior A DEVELOPMENT team of 7 POC anglers, to fish in the Gus Kollner tournament. There will be no 3-year ranking required for this team. The criteria should be top positional results for the tournament.
11. Management for the New Presidents Seniors A Development team will be selected at the Senior A Nationals. It will be preferable but not limited to these nominations being Development (POC) members.

ANNEXURE B – ATTENDANCE REGISTER:

DEVELOPMENT CLINIC / LEAGUE ATTENDANCE REGISTER

ASSOCIATION:	
SCHOOL / LEAGUE NAME:	
DATE:	

FACILITATOR / ASSIATANTS NAMES:	SASAA#

[illegible]

COMMENTS	
SIGNED:	