



**KILLYCLOGHER
ST. MARY'S / CAPPAGH
GAA CLUB PLAN
2024 - 27**

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CHAIRPERSON'S ADDRESS

A Chairde,

Is cúis mhór bhróid dom an fhis chuimsitheach seo a thabhairt isteach thar ceann CLG Choill an Chlochair N. Mhuire / Ceapach. It is with great pride that I introduce this comprehensive Club Plan on behalf of Killyclogher St Mary's / Cappagh GAA Club.

Killyclogher St Mary's / Cappagh GAA Club would like to invite all members, supporters, and the community within Cappagh Parish to review and enjoy the contents of this detailed and ambitious Club Plan.

The implementation of this plan document will serve to keep the club to the forefront in enhancing the lives of our members, supporters, and the wider community.

The main objectives of the Club plan are to provide a comprehensive roadmap of activities, football, hurling, handball, camogie and social facilities within a safe and welcoming environment for all ages to partake and enjoy.

I would like to take this opportunity to thank the following people who gave up their time so willingly to work on this plan from inception to conclusion.

1. Coaching & Games Development - Cathal Green
2. Finance & Fundraising - Kate Tierney, Antoinette McCusker & Enda McCrory
3. Club Facilities & Development - Donal Magee/Eamon McGrath
4. Communication/PR & Culture - Paula Clarke and Seamus McGarvey
5. Club Structure & Administration – Liam Cunningham

The abundance of goodwill and commitment to those people who worked so hard to produce this plan and ensure Killyclogher St Mary's / Cappagh GAA continues to flourish, and grow should not be taken for granted.

Killyclogher St Mary's / Cappagh GAA Club is so much more than a football club. It is the beating heart of our community, uniting neighbours, and friends, young and old, promoting solidarity whilst cheering on all our players; it is also worth acknowledging the central role this club has played in our community in the past as well as today. It would be remiss of me not to acknowledge the enormous contribution made to the club by those wonderful volunteers, those who have gone before us. We owe these great men and women a huge debt of gratitude for bringing the club to where it is today.

This Club plan will continue to build on the club's strengths and address challenges in a positive manner. It is a living document that will need to be reviewed at regular intervals and updated where required. I appeal to the forthcoming Executives to embrace this document and build on the work that has been done to date to make this plan the success it deserves to be.

We are proud that Killyclogher St Mary's / Cappagh GAA club is currently actively promoting Football, Ladies football, Hurling, Camogie, Handball and Scór in this wonderful parish of ours. In recognising our past and our present we also must remember "Mol an óige agus tiocfaidh sí" (praise the youth and it will develop). We have confidence that our club will continue to grow from strength to strength.

We wish to make special mention to anyone in the parish who would like to become more actively involved in the club; everyone can have a role and your input will always be thoroughly welcome.

Le gach dea-ghuí,
Is mise le meas

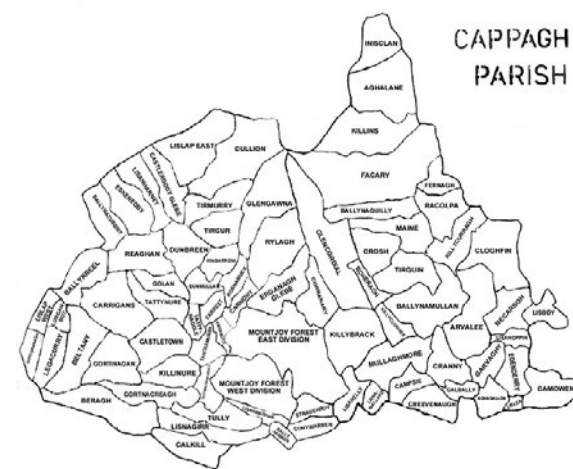
Liam Ó Cuinneagáin
Cathaoirleach

HISTORY OF CLUB

Cappagh catchment spans (79) townlands incorporating though not exclusively 8 local government wards including Camowen, Killyclogher, Lisanelly, Drumragh, Drumnakilly, Gortin, Owenkillev and Beragh.

The current population based on the most recent census returns and allowing for a 0.5 average growth per year since mid 2001 is 20,337. Killyclogher is the largest electoral ward in the catchment, with 32% of its population under 16 years old compared with 28% across the Omagh district council area and 24% across NI overall.

	Population
Camowen	2283
Killyclogher	3096
Lisanelly	2033
Drumragh	2315
Drumnakilly (excluding Loughmacrory)	2916
Gortin (excluding Gortin village)	2836
Owenkillev (Mounfield village only)	2350
Beragh (excluding Beragh village)	2508
Total	20337



The GAA is more than a games organisation and we participate successfully in Scór and Scór ni nÓg, winning County, Provincial and All-Ireland titles.

SIGNIFICANT EVENTS

- **1 November 1884** Na CLG founded, Gaelic Athletic Association
- **23 March 1903** Comhairle Uladh formed Ulster Council
- **31 January 1904** Coiste Chontae Thír Eoghain formed, Tyrone County Board

What Was Happening in Cappagh?

- **1904** Killyclogher St. Patrick's Hurling and football
- **1906** County Senior Hurling champions; County Junior football champions; Mid Tyrone senior football champions; McAnespy Cup winners, senior football
- **1920s** Short lived affiliated club in Arvalee and Beltony and strong area teams in Knockmoyle and Castleroddy
- **1931** Revival of GAA in West and North Tyrone - West Tyrone Board formed
- **1932** Killyclogher St. Mary's formed - McAleer Cup winners in 1932 and 1937 (Senior Football)
- **1933-1937** Junior team in Mounfield & junior team in Killyclogher as well as Senior team, Killyclogher also had a Hurling & Camogie team
- **1940-1946** Senior Football in Killyclogher
- **1947-1949** Killyclogher played at junior level
- **1947** Cappagh Hurling club based in Knockmoyle end of the parish. Won 3 senior Hurling championships
- **1947-1954** Dual club 1950-1954 Davis Cup (Football) winners 1951 and 1953
- **1954-1965** No affiliated club in Cappagh

Reawakening

- **1965 February** April meeting to reform a club in Cappagh and meetings with West Tyrone Board and County Board to overcome opposition to affiliation. Affiliation was finally granted and the first competitive game in the West Tyrone Junior League was played in April 1965.

What Has Happened since then?

- **1965** 1 adult football team
- **2023** 2 adult football teams (Men) and teams at Under 8.5, 10.5, 12.5, 14, 16 and 18 levels. 1 adult (Ladies) and teams at Under 8, 10, 12, 14, 16 and 18 levels. Hurling – Under 14, 16 teams. Camogie – Under 14 team. Handball – adult and youth. G4M&O & D&L's teams.

PLANNING PROCESS

Cappagh parish is in a mushroom development area of Omagh. It is the largest parish, area wise, in the diocese of Derry. The parish, being co-terminus with Killyclogher St Mary's GAA, sustains a total of seven (7) primary schools, (one of which is an Irish Language School), an Integrated Primary School and an Integrated Secondary College. There is also a Special Needs School within the catchment area.

This development plan is driven by the need to more fully exploit the resources within the club and more importantly provide a more comprehensive response to the emerging needs of a growing population in the area.

The challenges presented in achieving this include the diverse geographical spread of the club, the social fragmentation within the club and the difficulties associated with promoting a vibrant community identity.

Strengths

- Modern infrastructure – pitches, fitness suite & changing/ Meeting facilities
- Large youth population in the parish
- Club volunteers
- Improving youth coaching structures
- Good school links with further significant potential

Weaknesses

- Reliant on core volunteer base
- Playing facilities capacity not always able to meet demand (restricted to daylight use)
- Not retaining more youth players through to adult teams
- Limited community involvement to club activities and events
- Difficulty in maintaining and developing a club/community identity in a large geographical parish.
- Lack of succession planning
- Not promoting club activity in dispersed areas of the parish
- Inadequate day-to-day communication with members and the wider community.

Opportunities

- Growing parish population
- Potential for club promotion through increasing sales of club merchandise
- School/club links to increase youth participation in club activity
- Large school youth population
- Promotion of club activity in other communities
- Unprecedented levels of popularity of GAA in Tyrone

Funding opportunities

- Further develop promotion of Irish cultural experiences
- Healthy lifestyle initiatives
- Improved social and community cohesion
- Improved communication, marketing, PR, etc...

Threats

- Risk of losing youth potential to other clubs or sports
- The perception by some that the club is exclusive
- Lack of funding
- Lack of support
- Current trends in GAA eroding amateur status, e.g. Volunteerism
- Increasing demands on core volunteer base
- Unhealthy lifestyles
- Increasing demands on players
- Young people moving away from the area to find work.



MISSION, PLAN, VALUES

OUR MISSION

The GAA is a community-based volunteer organisation promoting Gaelic games, Gaelic culture and lifelong participation.

We are dedicated to ensuring that our games and values enrich the lives of our members, families and the communities we serve.

We are committed to active lifelong participation for all and to providing the best facilities. We actively seek to engage with and include all members of our society.

We promote individual development and well-being, and strive to enable our members to achieve their full potential in their chosen roles.

**He grabs the sliotar.
He's on the 50. He's on the
40. He's on the 30!
He's on the ground!**

Micheal Ó Muirheartaigh

OUR PLAN

Our plan is that everyone be welcome to participate fully in our games and culture, that they thrive and develop their potential, and be inspired to keep a lifelong engagement with our Association.

OUR VALUES

Values	What this means
Community Identity	<ul style="list-style-type: none"> • Community is at the heart of our Association • Everything we do helps to enrich the communities we serve • We foster a clear sense of identity and place • We support our members in contributing to the well-being of their respective communities
Amateur Status	<ul style="list-style-type: none"> • We are a volunteer-led organisation • All our players and members participate in our games as amateurs • We provide a games programme at all levels to meet the needs of all our players
Inclusiveness	<ul style="list-style-type: none"> • We welcome everyone to be part of our Association • We support the needs of all of our members
Respect	<ul style="list-style-type: none"> • We respect each other both on and off the playing fields • We operate with integrity at all levels • We listen and respect the views of all
Player Welfare	<ul style="list-style-type: none"> • We provide the best playing experience for all our players • We structure our games to allow players of all abilities to reach their potential
Teamwork	<ul style="list-style-type: none"> • The cornerstone of our Association is effective teamwork on and off the field • Ní neart go cur le chéile (<i>there is no strength without working together</i>)

WHERE THE CLUB IS NOW

Achievements in recent years have been significant. The focus of energy now needs to be directed towards people who will be using the club facilities. This initiative creates an inclusive approach to all activities in the club, strengthening the ownership mentality and more generally responding to the emerging changes in the community. In short if we are not moving forward, we are effectively going backwards.

The process and findings of this Club Plan leads the club to a number of strategic conclusions; Cappagh is a fast-growing community with a particularly young age structure and has a dispersed geographical spread with pockets of high levels of social and economic deprivation. Those involved in the club are passionate about its continuing growth and well-being with a strong desire to make it more responsive to the needs of the entire community within its catchment area. Great potential not fully untapped exists within the club in terms of partnerships across sports, volunteering and overall ownership of club endeavours.

Gaelic games and associated activities currently enjoy unprecedented levels of popularity. Killyclogher/Cappagh St Mary's GAA has been going from strength to strength and is completely committed to strive towards achieving strategic priorities so that a legacy is left for the greatest asset we have – our youth.

In terms of responding to the strategic priorities, Killyclogher/Cappagh believes that it is willing to take a hard look at the plan for the future. Whilst a lot has been achieved since the last Club Plan, a lot of demands exist which if not responded to can have detrimental consequences.

If all adult members bought a single Lotto ticket each week, it would produce an annual income of £19,760 and help to meet our annual running costs of £137,000.

IMPLEMENTATION PLAN

ACTIVITY AREA 1: COACHING & GAMES DEVELOPMENT

At the centre of this Club Plan is the child and their sporting development. It is our aim that as a Club we try to ensure that all players are playing into adulthood with a deep loyalty and affinity for the Club. In 3 years' time we can say we have achieved excellence in coaching standards and in providing games for our young players in a safe and enjoyable environment.

The Club Youth aims:

- To recruit, develop and improve player and coach ability so as to ensure that all our under-age teams are capable of competing at the highest level possible.
- Increase the awareness of the Club in the community and seek to get these people to participate in the playing/coaching of teams.

Create a formal structure for coaching from nursery to minor levels by:

- Ensuring all coaches are qualified to Foundation Level as a minimum.
- Ensuring all coaches complete Safeguarding and are Vetted for the Club.
- Ensuring best coaching practice by conducting additional Coaching workshops.
- Setting building blocks in place to ensure best preparation for teams.
- Ensuring full participation of all players.
- Putting player ability and development over winning at all costs while also catering for late developers.
- Creating a Club Loyalty.

- Develop players through coaching that have been taught all the skills according to best practice.
- We help develop players who progressively become better players that can play at the highest level. We need to ensure that Coaches/Mentors are looking to progress players development at all stages up to Under-18 rather than results.
- Ensure that the intensity of training and coaching is done at the appropriate level and time of player development.
- To Produce teams that are capable at Under-16 and Minor levels of winning titles at the highest 15-a-side Grade possible and ultimately play at Senior Level for the Club.
- Develop a culture that it is important to progress as a Club rather than individuals.
- Run winter coaching programme of training using gym, ball wall and indoor facilities.
- Consideration to older players on teams up to U14 level so as to ensure player retention and allow for late player development.
- Provide adequate and additional training and playing equipment.
- To produce a Coaching Manual for Killyclogher Coaches.
- To ensure that Coaches use constant dialogue with players and parents to promote and enhance the value of the Club and its ethos.
- Enhance communication between coaches, players, parents through Email, Club Website, Club Newsletter, Club Team App and meetings.



There are some things in life that are more important than money and the GAA is one of them.

Joe Brolly

Child Safety: Coach and Officer Mandatory Requirements

All Club Officers, Coaches and Mentors are required to:

- Be GAA Vetted.
- Have completed Safeguarding Certification Course.
- Be a club member.
- Foundation training

Both of these requirements are mandatory. The Club will hold a register of this information that will be posted on the Club Notice Board and will be available to parents.

GAA Code of Best Practice and Code of Behaviour

We have put in place the GAA Code of Best Practice and Code of Behaviour. Everyone in the Club will show due respect to each other, to Club officers, to team mentors and to the match officials. We will ensure that all our volunteers working with children are vetted and that our children participate in a safe environment.

Coach Education

The Club will run annually a GAA Foundation Level Coaching Course to facilitate this. The Club will hold a register that details the qualifications that each Coach/Mentor holds.

Player Development

We will coach players based on best practice as learnt through Coach Education. Our Coaching strategy should develop all the skills of the players. We wish to develop adaptable players who have the following qualities:

- Hard Workers
- Team Players
- Play with intensity
- Have developed all the skills
- Can adapt to different tactics and styles of play.

All players should be Killyclogher / Cappagh, be actively encouraged to play with their school, and to participate with Tyrone development Squads Colleges. Coaches need to influence players from a very young age about playing with Tyrone development teams and Tyrone so as to build their ambitions. The Club's PRO should be informed of their achievements so that it can be publicised.

Teams

The Club should aspire to play at the highest grade possible. All such decisions must be made on numbers of available players and in the best interests of Killyclogher GAA. These decisions are to be made by the Coaching and Games Committee of the Club.

All mentors need to start games with the oldest players in preference to playing young players as we wish to retain all players playing with the club. Obviously as players get older, this must be balanced by a need to be successful. It is reasonable to assume such a policy would be in force up to U-14 level.

Handball

Handball is a highly skilled entertaining and fully inclusive sport. In Killyclogher we embrace the one club ethos and community is the heart of our association. We currently have in Killyclogher a 40x20 alley and 2 Wall Ball courts. Our aim is to keep promoting new ideas.

Handball in recent years has had increased numbers returning to competition with success in both juvenile and adults in county and provincial level. With the addition of the new wallball courts we have been able to run local competitions to encourage all members to reach their potential and build on strengths.

Rounders

The introduction of Rounders is being explored.

Action	Measure of Success	Expected Timeline	Responsibility for delivery
Team Building / Club Bonding	Organised trips for all age groups from under-12 level to under-18 to play other teams both inside and outside the county in both hurling and football if possible	Ongoing	Club Committee Youth Committee Club Coaches
Player Retention	A sub-committee comprising the Club Chairperson, Club Secretary, Club Child Protection Officer, and Club Coaching Officer shall be established to deal with such player loss. Team Mentors should inform this group of any player who has stopped playing or has not started playing with the Club so that efforts can be made to encourage them to play	1 year	Club Committee
Coach Education	A programme in place that ensures that every player is coached by a coach with the appropriate qualifications. Club coaches must have a minimum of a GAA Foundation Award Coaching Certificate to coach an under-age team. All Coaches having Award Level 1 Certificate. A minimum of 1 Level 2 Coach per age group. New qualified referees	Ongoing	Club Committee
Coaching and Games Officer	Appointment of a Coaching and Games Officer who will have responsibility for; managing the affairs of the Youth Committee, overseeing all coaching and games related policies, developing Club/School links, organising coaching, and organising games/blitzes within the club	1 - 2 Years	Club Committee
Coaching and Games Development Sub-Committee	The formation of a Coaching and Games Development Sub-Committee to oversee all aspects of games development within the Club including helping to identify new coaches, seeking to encourage more parental involvement in Coaching and ensuring all our Club's coaches will have GAA Coach Education qualifications	6 - 9 Months	Club Committee
Increase the number of Club Youth coaches across all codes	Increased number coaching	Ongoing	Club Committee Youth Committee Club Coaches
Provide effective coaching resources for different age groups	Provision of a Killyclogher Coaches documentation pack	Ongoing	Youth Committee Club Coaches
To encourage female participation across All GAA codes	Increase Female numbers across the club	Ongoing	Club Committee Youth Committee Club Coaches
Encourage non-playing members to try Handball.	Increased numbers playing Handball	Ongoing	Youth Committee Club Coaches



Before you complain, have you volunteered?

ACTIVITY AREA 2: FINANCE AND FUNDRAISING

The Club Treasurer (Cisteoir) has responsibility for the safe-keeping of the funds of our Club, by recording all income and expenditure and reporting on the financial position of the Club to the Club Executive Committee on an on-going basis. All expenditure has prior approval from the Club Executive Committee. Given the size of our Club (800 members) and the sheer number of teams, it should come as no surprise that the duties are as onerous as they are unsustainable for one person, in the long term.

The ability to accurately record all financial transactions in our Club, control expenditure in the Club, plan and assist in fundraising and provide regular reports to the Club Executive, is not an insignificant task. Like so many areas of the Club, the job could be significantly lightened, if more people helped. We hope that providing greater clarity on our club's income and expenditure, to you our members, will enable us as a club to encourage more members, old and new, to contribute to club funds and participate fully in club fund raising events.

We hope that these changes will help to improve our financial position and the transparency of our accounts. Together, we hope that they will assist in the future development of the club for every one of its members.

Running Costs

The annual expenditure of our Club in 2023, amounted to £137,000 and (as detailed in the Club's annual accounts), the majority of this was day to day running costs, which included insurance, player registration and playing expenses, equipment and kit, pitch & facilities, maintenance and external pitch hire. In addition, we had significant capital expenditure (£72,000).

Action	Measure of Success	Expected Timeline	Responsibility for delivery
Actively promote Club Membership	An increase in overall Club membership	Ongoing	Club Executive Committee Club Registrar
Fundraising Events	An annual calendar of fundraising events	Ongoing	Fundraising Committee Finance Committee
Increase the number of Sponsorship Signs around the pitch	An increase in the number of advertising signs around the pitch	Ongoing	Club Executive Committee Finance Committee
To continue to promote and enhance Cairde Cappagh so as to attract new members	Maintenance of current membership and an increase in new members	Ongoing	Fundraising Committee Finance Committee
To continue to promote the Lotto as a major fund-raiser in the club	Maintaining the current numbers playing the Lotto and an increase in new players and new promoters.	Ongoing	Finance Committee
Increase involvement in Village / Community Based events	More Parent Involvement	Ongoing	Fundraising Committee
Tackle the Traditional v Modern Jersey Sponsorship Debate.	Decision taken on non-jersey/jersey sponsorship after a detailed discussion within the Club	Ongoing	Club Executive Committee Fundraising Committee Finance Committee

ACTIVITY AREA 3: FACILITIES AND DEVELOPMENT

Key aim:

- To provide facilities in which all our members, local community and visitors feel safe and secure to participate and enjoy the wide range of programmes and activities that we offer.

Current Facilities & Assets.

A full-size sand base football pitch, a full-size training pitch, a small training pitch leased year on year, a warm up area adjacent to the media tower and a warm up area behind the road end goals of the main pitch, parking for 800 cars. An all-weather training area.

A Ball Wall lined for one wall handball and basketball and can be used for Football, Hurling and Camogie training, S&C and indoor football.

Old building - has 2 changing rooms with showers, handball alley, toilets, kitchen, utility/kit room, committee room, small meeting room and handball viewing gallery.

New building - has the Cappagh Suite, fully kitted Gym (recently upgraded), 4 x changing rooms with showers, referees' room, disabled toilet and lift.

Covered Stand, uncovered terrace with male/female/disabled toilets and shop, media tower.

Maintenance

Year on year contract for upkeep of grass areas

Gas and oil for showers and kitchen

Electricity

Water

Caretaker & Cleaner employed for upkeep of grounds on a part-time basis

Voluntary labour from members to assist with ongoing maintenance and new projects



Action	Measure of Success	Expected Timeline	Responsibility for delivery	Cost
Upkeep of existing facilities	The facilities maintained in a satisfactory state of repair so that they fulfil the purpose they are intended for and that they are pleasing to the eye	Ongoing	Full Committee and Ground and Maintenance sub-committee	£40,000
Enclosure of Ballwall so that it can be used all year round	Completion of work and Ballwall being used all year round	3 – 6 months	Full Committee and Ground and Maintenance sub-committee	£12,000
Repair of fencing behind goals on main pitch	Enhancement of the fencing around the main field	1 – 3 months	Executive Committee and Ground and Maintenance sub-committee	£3,500
Develop the area behind and to the right side of the Ballwall and the area at the bottom of the training field between the goals and the burn.	These areas being utilised for training by different teams in the club	1 - 2 Years	Executive Committee and Ground and Maintenance sub-committee	£30,000
Enhance Lighting on Training Pitch	Teams training on it at night during October, November, March	12 months	Full Committee and Ground and Maintenance sub-committee	£65,000
Walkway around perimeter of the main field and training field.	Path being utilised by parents while their children are playing games or training. The path being used by members and the local community for Health and Well-being	2 – 3 years	Full Committee and Ground and Maintenance sub-committee	£150,000
Improvements/repair of Handball Alley	Continued use of it by our playing members and being used for County, Provincial and National competitions	6 months – 1 year	Full Committee and Ground and Maintenance sub-committee and lead Handball Officer	£5,000
Building of 2 small stands or one large stand on the far side of the main field	That side of the main field being used by spectators, getting an increased number of Tyrone Championship games and inter-county games	1 – 3 years	Full Committee and Ground and Maintenance sub-committee	£300,000
Overall transformation of the main building and covered stand incorporating the existing facilities and a new range of services	The provision of a new main building and covered stand to meet the needs of Killyclogher GAA for the foreseeable future	5 – 10 years	Full Committee and Ground and Maintenance sub-committee	£1,500,000
Purchase of additional land to facilitate the growing numbers of members and teams training and playing games for Killyclogher GAA	Another adequately sized training field being utilised by our members	When an opportunity presents itself.	Full Committee and Ground and Maintenance sub-committee	£250,000
4G Pitch	All year training provision, income from hiring it out to third party users	When the majority of the club membership indicates it to be a priority for the club.	Full Committee and Ground and Maintenance sub-committee	£500,000
Club crest up between 2 Ball Wall courts	Club crest on wall of the Ball Wall	1 – 3 Months	Club Committee	

ACTIVITY AREA 4: COMMUNICATION/PR AND CULTURE

Culture is central to the ethos of the GAA . We hope to Establish Killyclogher GAA as a focal point in the local community where members and club supporters can be proud of it's club and community. Scór / Scór na nÓg is a proud tradition in our club with county, provincial and All Ireland titles

Action	Measure of Success	Expected Timeline	Responsibility for delivery
Increase participation in all events in Scór	Participants taking part in disciplines that we have not competed in recently	Ongoing	Culture / Executive Committee
Organise events to bring people together to create a better healthier community reaching out to non-playing members	Events such as a , health and wellbeing events being run with parish community involvement	1 – 2 years	Culture / Executive Committee
Add more titles to existing ones and continue to promote all elements of culture	An increase in the number of participants competing and an increase in the disciplines being competed in with an increase in Tir Eoghain, Ulster and All Ireland titles being won	Ongoing	Culture / Executive Committee
Promotion of Irish Language, Encourage Irish speaking	Use Gaelic at home matches i.e. singing of anthem & Match announcements	Ongoing	Culture / Executive Committee
Provide all bilingual Signage	New signage around grounds and Irish speaking classes	6 – 12 months	Culture / Executive Committee
Have a Gaelic concept for the week / month clearly highlighted at Entrance	New signage around grounds	6 – 12 months	Culture / Executive Committee
Taster Day	The provision of Taster days on all aspects of club activities	12 months	Culture / Executive Committee



ACTIVITY AREA 5: CLUB STRUCTURES AND ADMINISTRATION

Our aims in Club Structures and Administration are:

- To be well organised and professional in all that we do.
- To have a clear, well-defined structure in place, which promotes involvement and has inclusive representation for all members of our Club.
- To evenly share the operational knowledge and workload of our Club to ensure all key activities are being managed effectively.
- To promote an ethos of continuous improvement with Officers being developed at all levels in the Club.
- To ensure volunteers enjoy their involvement, with individuals being appointed to roles that suit their strengths & personality.

All volunteers should fully understand what is expected of them regarding time, effort, and commitment.

- All members can recognise and understand how the Club is run and that information is made available.
- To place the community at the centre and heart of the Club.

The Executive Committee is elected annually at the Club AGM. The Executive Committee shall comprise of the serving officers of the Club as laid down in the Club Constitution. The Club Constitution will be updated annually to serve as the key governing document for Club administration; it is there to both guide and protect the work of all club officers and Club members.

Action	Measure of Success	Expected Timeline	Responsibility for delivery
Document the Club Structure	Provision of an organigram of the full Club Structure with roles and responsibilities clearly defined	3 – 6 months	Executive Committee
Develop role descriptions for each position within the Executive Committee	Provision of clear expectations for the posts within the Executive Committee and how these feed into the overall running of the Club on an ongoing basis	3 – 6 months	Executive Committee
Review and update the Club Constitution on an annual basis and approved at the AGM as required	A heightened awareness of the Club Constitution as a live document which applies to Club Officers and members throughout the year	Annually	Executive Committee
Establish sub committees with responsibility for: <ul style="list-style-type: none"> Coaching and Games Development Finance & Fundraising Facilities and Development Communication/PR and Culture 	Sub committees with wider club members involved and assisting with the running of these aspects of the Club	3 – 6 months	Executive Committee
Ensure all Club Officers attend relevant training provided at County and Provincial level	All Officers trained to deal with the demands of managing the Club	Annually or as when courses are scheduled	Executive Committee and all Club Officers
Actively recruit new volunteer workers to assist in the running of our Club	An increase in the number and pool of volunteers to assist with running the many aspects of our Club	Ongoing	Executive Committee and all Club Officers
Provide an information day at the Club to highlight Club planning proposals	An improvement in the communication network to the wider community so they are aware of the needs of the club and understand the challenges in meeting the various demands	Ongoing	Executive Committee and all Club Officers
All Players and Members to be registered on GAA /LGFA on-line registration system, to include handball, hurling, G4MO & Dads & Lads	All players, coaches and members registered to comply with GAA regulations on registration of players, coaches and members	At the commencement of each playing season	Registrar
Children's Officer and Designated Person appointed	A Children's Officer and Designated Person overseeing implementation of the GAA Code of Best Practice and dealing with any allegations of abuse in the correct manner	Children's Officer and Designated persons are selected by the outgoing Executive and automatically take up their role on the incoming Executive committees	Executive Committee and all Club Officers

Action	Measure of Success	Expected Timeline	Responsibility for delivery
Adopt the GAA Governance Guide as the code of ethics and best practices to be followed within the Club	Every officer and volunteer being aware of the values espoused by the Club and adhering to these values when interacting with all other volunteers and club members	Ongoing	Executive Committee
Update Policies	Ensure all Killyclogher GAAs' Policies and Procedures are aligned with Provincial documentation <ul style="list-style-type: none"> Code of Conduct Child Protection Health and Safety Recruitment Valuing Volunteers Discipline and Appeals Procedure Critical Response Procedures Information and Data Protection Equality and Inclusion Conflict of Interest and Anti-Fraud Drug and Alcohol Policy ASAP Disability and Special Needs Health & Wellbeing Respect Policy 	Ongoing throughout the year and when updated by Ulster/Tyrone GAA	Executive Committee and all Club Officers
Succession planning	The recruitment, development and retention of volunteers so that when posts become available in the Committee, coaching group, sub committees etc. there are volunteers available to fill those spaces.	Ongoing	Executive Committee and all Club Officers
Shadowing	Committee roles being capably undertaken by vice positions or assistant roles - i.e. - Chair/Vice Chair, Secretary/Vice Secretary, Treasurer/Vice Treasurer etc.	Ongoing	Executive Committee and all Club Officers



IMPLEMENTATION PROCESS

The plan is intended to be a living document, not one that sits on a shelf (either virtual or real) gathering dust. If it needs to be adjusted and adapted, it will be.

The success of the plan will depend on the effectiveness of the implementation process. To achieve this, the following implementation approach has been agreed:

Implementation of the plan will ultimately be the responsibility of the Club Executive. Unforeseen incidents, risks and opportunities may take priority at the discretion of the Club Executive.

Each year of the three-year plan, someone will be appointed as the Implementation Lead. The role of this individual will be to work with the owners of the various recommendations to check progress on their implementation, to adjust priorities if necessary and to report back to the Club Executive once a quarter.

Towards the end of each year, a dedicated meeting will take place to review how the club performed in implementing the priority actions that were targeted for that year and to identify the priorities for the following year. In some cases specific years have already been identified for implementation of certain actions, but these may need to be adjusted for various reasons.

If you have any suggestions or ideas in relation to the implementation of any of the plan's recommendations, or would like to be involved in its implementation, please contact the club secretary at secretary.killiclogher.tyrone@gaa.ie.



ACKNOWLEDGEMENT

All GAA clubs should plan ahead for the future. The GAA Club Planning Programme provides clubs with a structured approach to developing a plan for the future. The main part of the programme is the club planning workshops, where all of the club's members are invited to attend a facilitated workshop to discuss all aspects of club activity.

• Phase 1: Getting Started – Our journey

On behalf of the Club we submitted an Expression of Interest Form to Fionntán O'Dowd, Club and Community Development Officer indicating our interest in this programme, this was following communication from Ulster GAA seeking clubs to get involved. We were successful and Eilis Ní Dhochartaigh (Ulster GAA) was appointed as Club Planning Facilitator for the club.

Eilis Ní Dhochartaigh met with our committee and outlined what was required in relation to developing a Plan for the future. The main part of the programme is the club planning.

• Phase 2: Doing the Groundwork

Phase two in the creation of a Club Plan document focuses on making sure the Club is prepared and equipped in the best possible way for the activity that follows. This section is where the Club really put in the work by promoting the project in order to get the most beneficial results out of it. They also began preparation for the Club Plan Workshop.

• Phase 3: Creating the Strategy

One of the most important steps of the process is the Club Plan Workshops. This is where all members of the Club and the wider community were invited to attend and to voice their opinions. This was publicised on our social media platforms and also in the Cappagh Parish News (Parish bulletin) and in Club Notes in the local press.

The Focus Group Workshops which were run over a 6-week period began by looking at five activity areas:

- Activity Area 1: Coaching and Games Development
- Activity Area 2: Finance and Fundraising
- Activity Area 3: Facilities and Development
- Activity Area 4: Communication/PR and Culture
- Activity Area 5: Club Structures and Administration

The lead facilitator within each of areas gave an update on where the club was at present, those present were divided into small groups and were asked to look at certain areas, namely:

- Where do you consider our Club to be currently in relation to -
- Where do you see areas for improvement in delivering improvements to the current structures?
- How can our Club enhance/provide these improvements in the next 3 – 5 years?
- Taking into consideration your views, how can I assist with the Club achieving these objectives/improvements over the next 3 – 5 years?

Following a group discussion on the points raised in the groups the key action points that needed to be addressed were documented within the body of this Vision document.

• Phase 4: Writing the Plan

Once all recommendations from the Focus Groups were compiled, the Club Plan Steering Committee then began to draft the document. The draft document was analysed against the SCORE Framework which ensured that it streamlines with what should be included in the Plan document.

Once the Club Plan document has been finalised, the Club will look to hold an event to launching the document. All members of the Club and the wider community will be made aware of the Plan and what it sets out to achieve in a positive manner. Hard copies will be available and it will also be available online.

• Phase 5: Achieving Results

Once the Club has launched its Plan the real work will begin through the implementation. The Club Plan Implementation Committee will decide on priorities, delegate tasks, raise awareness, monitor progress and report on progress.

In what sport do you get eighty-thousand people cheering on plumbers, carpenters and teachers in a national final? Gaelic football, of course!

Presenter Mike Bushell



KILLYCLOGHER ST. MARY'S / CAPPAGH GAA

The Clubrooms, Ballinamullan,
36 Drumnakilly Road, Omagh, Co Tyrone BT79 QJP
T: 078 8195 0055 | E: pro.killyclogher.tyrone@gaa.ie