

# Tubber GAA Strategic Plan 2021 - 2026





## Table of Contents

<b>Chairperson's Address .....</b>	<b>2</b>
<b>A Brief History of Tubber GAA Club .....</b>	<b>3</b>
<b>Methodology.....</b>	<b>5</b>
<b>Mission, Vision, Values.....</b>	<b>7</b>
<b>Section 1: Coaching &amp; Games Development .....</b>	<b>9</b>
<b>Section 2: Community .....</b>	<b>13</b>
<b>Section 3: Finance &amp; Fundraising.....</b>	<b>15</b>
<b>Section 4: Facilities &amp; Devleopment.....</b>	<b>17</b>
<b>Section 5: Communications, PR &amp; Culture .....</b>	<b>20</b>
<b>Section 6: Structures &amp; Administration.....</b>	<b>23</b>
<b>Implementation &amp; Review Process for Plan .....</b>	<b>32</b>
<b>Glossary of Terms.....</b>	<b>33</b>
<b>Acknowledgements .....</b>	<b>34</b>

## CHAIRPERSON'S ADDRESS

.....

A Chara,

This an opportunity for our community to come together and develop a plan over the next five years that seeks to engage and work with all people that live here. The GAA club is fortunate to have very good facilities at its disposal. A lot of people over the years have made this possible. This plan seeks to build on this and to reach out to as many people as possible so they can enjoy what's has been put in place and further develop it to the benefit of everybody. As can be seen this plan goes into great detail and it is a credit to those who have undertaken the task. In order to achieve the objectives of this plan it will take the involvement of the wider community. It is my hope that this plan will be a blueprint for an integrated effort where we can do things that make us more inclusive and where we cater for the needs of everybody. I would ask people to look at the plan carefully and become involved in the aspect of it that are of interest to them. Together we are stronger and as can be seen in the past when you set your mind to something it can be achieved.

***“It is my hope that this plan will be a blueprint for an integrated effort where we can do things that make us more inclusive and where we cater for the needs of everybody.”***

Andrew Monahan

Cathairleach An Tobar

## A BRIEF HISTORY OF TUBBER GAA CLUB

### Club History:

#### **Early Years of the club from 1885;**

In 1885 Tubber first registered a club with Clare County Board. In November of that year, the club took part in a tournament at Ardahan which thousands attended. Hurling soon went into a sharp decline with emigration and evictions rampant at the time and many clubs being disbanded. As hurling faded, football went from strength to strength even in traditional hurling areas. The Clare Journal at the time reported a football match in May 1887, played under Gaelic rules at Tubber between Kilkeedy and Beagh. Soon Tubber had a first-class football team. In October 1888 they reached what seems to have been the final of the football championship of Clare. Their opponents were Clouna. The 21-aside match was played at Ruan with Clouna lifting the cup.

There followed a very bleak period for the club due to poverty and civil unrest. For the next thirty-five years or so the club was there in name only and merely played the occasional challenge match and tournaments against neighbouring teams. Gradually conditions improved and hurling made a comeback in the parish. Football was abandoned and from 1923 onwards Tubber played in the county hurling championship only. In spring of 1923, Tubber reached the county final in junior hurling against Feakle. Tubber won the game easily, however following an objection by Feakle to illegal players from Galway on the Tubber team, the cup was awarded to Feakle. Tubber again reached the junior final in 1935 this time losing out to Broadford. In 1936 they beat Ennis Rovers, Barefield, Kilnamona and Sixmilebridge to reach the final against Scariff, but tasted defeat in the final.

The club was graded Intermediate for the 1937 championship. They beat Dysart and Ennis Rovers on the way to the final against Newmarket. Tubber won the final by 2 goals. Sadly, the club could not build on this victory as several of the team left in search of work. The club nevertheless competed in every championship until 1945. In that year, they reached the county final only to be beaten by Ardnacrusha in Tulla. Tubber did not field teams in 1946 or 1947 and lapsed for several years after.

### **Club Revival in 1952**

Tubber GAA club became active again in 1952. At this stage, the club fielded juvenile, minor, and junior teams. The junior championship was won in 1962. The club played senior for the next 3-4 years and contested the Clare Cup final of 1964, losing an exciting contest to Feakle.

The next success for the club were the winning of the Intermediate championships of 1972 and 1976. The u21 'B' title was also won in 1976. The club continued to play senior from 1976 until relegation in 2015 making it one of the longest running senior teams in the county at the time. In 1977 Tubber contested the u21'A' final but lost in a replay to Eire Og. Tubber reached the Clare Cup finals in 1980 and 1981 to no avail. They also contested the 1981 county championship final losing out to the experienced Newmarket team. The Senior team again reached the Clare Cup final in 1983 but lost out to Clarecastle which involved two replays. The team got consolation in 1984 winning the Centenary Cup competition by defeating Ruan in the final after again 2 replays. In a very successful year in 1985 the club won the Clare Cup title, the Senior 'B' title, and the U-21'B' championship. The senior team won the senior B championship in 1992 and a junior 'B' league in 1995.

At juvenile level the club won its first competition in 1980 winning the u-16 'B' final. In 1987 the club won the u-16 and minor 'C' titles. It was in the mid 1990's when Tubber enjoyed its most successful underage period. Firstly, winning a Mid Clare u16'B' championship in 1993. Winning the u-14 'C' title three years in a row from 1995 to 1997. Capturing the u-15 'B' title in both 1996 and 1998 and winning the u-16'B' titles in both years also. The club contested three minor finals between 1999 and 2001 and were unfortunate not to win any. In 2000 the club won its first u12 championship.



Success followed in 2002 when Tubber won the u15'B' championship and winning the u21'B' title defeating Ballyea in the final. The pairing met again in the 2003 Senior 'B' final with Tubber coming out on top and lifting the title. Tubber won another Senior 'B' final in 2012 defeating O'Callaghans Mills and remarkably on the same weekend lifted the Junior 'B' title defeating neighbours Crusheen. The club won our second Junior 'B' championship in 2017 defeating Newmarket-on-Fergus. On the same weekend Tubber contested the County Intermediate final losing out to Kilmaley. We also contested the intermediate final of 2018 against Feakle and 2020 against Scariff, unfortunately losing both.

The club has a rich history going back to 1885. Off the field, the facilities at the club have been ever improving since the purchase of the field in Attlyslaney. The juvenile success in the 1990s is immediately attributable to the accessibility of the new playing pitch at the time and the excellent coaching carried out in the schools during this period. This underage success paved the way for success at adult level. Focus must return to underage coaching to provide a strong future for hurling in Tubber. The onus is on future administrators and members to provide adequate coaching, playing and clubhouse facilities for all our community within the catchment. We live in a changing society and a positive strategic plan can be a force of good for the community and its environs.

## Club Roll of Honour

COMPETITION	YEAR
CLARE CUP	1985
CENTENARY CUP	1984
SENIOR B CHAMPIONSHIP	1992, 2003, 2012
INTERMEDIATE CHAMPIONSHIP	1937,1972,1976
JUNIOR B CHAMPIONSHIP	2012,2017
JUNIOR B LEAGUE	1995, 2002,2012
UNDER 21 CHAMPIONSHIP	1976,1985,2002
UNDER 16 B CHAMPIONSHIP	1980,1993,1996,1998
UNDER 15 B CHAMPIONSHIP	1996,1998,2002
UNDER 14C CHAMPIONSHIP	1995,1996,1997



## METHODOLOGY

---

In Mid 2020 the conversation around a five-year strategic development plan was first discussed. There are a number of issues currently facing the club and the need for a long term outlook was deemed the best way to help the club prosper and grow in the North Clare area.

The club wanted a plan that would be developed by the members of the club and the wider community to ensure all growth and development of the club is guided by the strategic plan in addressing the unique issues and challenges facing our club over the next five years and beyond.

Due to the global pandemic the methodology used to help prepare the plan had to be adapted to suit. In Late 2020 an online survey was set up and shared with all members of the club and wider community. To ensure all club members and local members of the community received the survey details a letter was delivered to all houses in the parish by members of the hurling club.

In line with GAA guidance, Five different areas were covered by the initial survey as follows.

- Coaching & Games development
- Communications, PR & Culture
- Facilities Development
- Finance & Fundraising
- Club Structure & Administration

Once all survey results were received and collated, everyone who responded to the survey and who provided contact details was invited to partake in the working group to develop the plan further. A working group of six people was formed consisting of the following people.

- Alan Morrissey
- Clive Earley
- Ivan Conway
- Matthew Fitzsimon
- Olivia Dillon
- Rory O' Connor

The working group had its initial kick off meeting on the 26/01/2021 to discuss and agree the process going forward. It was agreed all five areas covered in the survey would be reviewed in depth by a member of the group and then presented to the overall group for discussion and agreeing an action plan. The additional subject of "Community" was added to the list of subject due to the level of survey feedback received.



As coaching and development was deemed the area requiring urgent attention it was the initial subject up for discussion. After review by the working group, it was also agreed to present to the wider club. This online presentation was held on the 29 January and attended by club members involved in both coaching and playing from Go Games to Adult teams. There was a number of actions discussed that were necessary to put in place before the launching of the final draft plan.

A number of other meetings took place to cover all remaining subjects. Each meeting outlining the current status of that subject in the club, the strengths, weaknesses and an action plan on how to proceed over the coming five years.

Once each area was finalised it was presented to the Executive committee of the club, discussed in detail and amended where necessary.

Due to Covid restrictions it was not possible to hold a workshop meeting on the final draft of the plan. In lieu of this the draft plan was shared with members of the wider community for feedback and comment for two weeks. At the end of this period all feedback was reviewed and the need to amend areas of the plan was discussed. After reviewing each item of feedback, it was deemed that all feedback would be shared with each relevant sub-committee for further action, but the plan would remain unchanged.

This plan was then presented to and ratified by the club committee on 12 May 2021.



## MISSION, VISION, VALUES

***“The GAA’s values are the heart and soul of our Association. In every Club around the world, they are what binds us, what makes us unique and what attracts more and more players, members, volunteers and supporters.”***

As part of that Association, Tubber G.A.A. Club fully shares the Associations Mission, Vision and Values.

### Mission

*“The GAA is a community-based volunteer organisation promoting Gaelic games, culture and lifelong participation. The GAA is a volunteer organisation. We develop and promote Gaelic games at the core of Irish identity and culture. We are dedicated to ensuring that our family of games, and the values we live, 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 reach out to and include all members of our society. We promote individual development and well-being and strive to enable all our members achieve their full potential in their chosen roles.”*

Tubber GAA Club commits to:

- Developing and promoting Gaelic Games at the core of our Irish identity and culture.
- Ensuring that our family of games and the values we live enrich the lives of our members families and the communities we serve.
- Active lifelong participation for all involved with our Club.
- Providing the best facilities for our Members and the community.
- Reaching out to and includes all members of our society and our community.
- Promoting individual development and well-being.
- Striving to enable all our members achieve their full potential in their chosen roles.

### Vision

*“Our vision is that everybody has the opportunity to be welcomed to take part in our games and culture, to participate fully, to grow and develop and to be inspired to keep a lifelong engagement with our Association.”*

In Tubber GAA, our vision echo’s that as set out by the Association.

We envisage that from Juvenile to Adult, we will provide sustainable growing teams and be a club where everybody has the opportunity to be welcomed to take part in our games and culture, to participate fully, to grow and develop and to be inspired to keep a lifelong engagement with our club, community and the Association.

## Values

Our people are our greatest asset in our Club. We must continue to value our people and to make that commitment as strong today as it has been over the previous generations. The following six values, as set out by the association are integral for the future success of Tubber GAA and have strongly influenced the roadmap by which our five identified activities have been developed.

### Community Identity

- Community is at the heart of our Association. Everything we do helps to enrich the community we serve.
- Everything we do helps to enrich that same community we serve.

### Amateur Status

- We are a volunteer led organisation and Club.
- All our members play and engage in our games as amateurs.
- We provide a games programme at all levels to meet the needs of all our players.

### Inclusiveness

- We welcome everybody to be part of our Club.
- We are anti-sectarian.
- We are anti-racist.

### Respect

- We respect each other on and off the playing fields.
- We will operate with integrity at all levels.
- We listen and respect the views of all.

### Player Welfare

- We provide the best playing experience for all our players.
- We structure our approach to allow players of all abilities reach their potential.

### Teamwork

- Effective teamwork on and off the field is the cornerstone of our club.
- Ní neart go cur le chéile (There is no strength without working together)

## SECTION 1: COACHING & GAMES DEVELOPMENT

**In 5 years' time we will be able to say:**

*"We have established a structure and environment within our club to attract, nurture and coach young kids to progress through underage with a love for the game, a passion for our club and pride in our area who will become future adult players for Tubber".*

### Key Objectives

- The club to form the subcommittee to oversee all aspects of games development and coaching and attracting all eligible players to the club.
- The Club Coaching Officer will chair the Coaching subcommittee and will have overall responsibility for coaching within the club.
- A school liaison officer appointed who will work with the six schools within the catchment to promote hurling and our club within each school.
- Appoint a liaison officer who will remain informed on all Tubber aspects of the underage amalgamation to include player numbers and coaching numbers.

Action	Outcome Sought	Timescale (When)	Milestone (Specific steps to achieve outcome sought)	Responsibility
Establish a Coaching and Development Sub-Committee and appointment of Club Coaching and Games Development Officer	<ul style="list-style-type: none"> <li>• To oversee all aspects of games development in the club and ensure the best possible coaching structures are in place in the club</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>• Appoint Coaching Officer to chair Coaching Committee.</li> <li>• Other members of Coaching and Development Sub-Committee to include – Crusheen/Tubber Liaison Officer, Child Protection Officer, Bord Na Nog Officer, Club – School Liaison Officer(s), Registrar</li> </ul>	Executive Committee
Appointment of Coaching Teams (Head Coach and assistants) to meet Croke Park Coach/Player Ratios	<ul style="list-style-type: none"> <li>• Coaches in place at each age group</li> <li>• Go Games, U7 – U11 – that sufficient Assistant Coaches (number of coaches is reflective of number of players)</li> <li>• Crusheen/Tubber U12-U21- Ensure 2 Nr Coaches are involved in each age group.</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>• Re-appointment of current coaches</li> <li>• Promote suitable Assistant Coaches.</li> <li>• Identify individuals from within club e.g., current, and past players.</li> <li>• Recruitment of parents and new coaches</li> </ul>	Coaching and Games Committee
Tubber Coaches with all	<ul style="list-style-type: none"> <li>• Minimum number of 2 coaches with each</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>• Identify current playing numbers.</li> </ul>	Coaching Officer



TUBBER GAA

5 YEAR PLAN

Amalgamated Teams	Amalgamated team		<ul style="list-style-type: none"> <li>Discuss roles with Crusheen for all age groups.</li> <li>Annual review of previous year and plan for upcoming year to take place between both clubs</li> </ul>	Crusheen Tubber Liaison Officer
Establish a 'Brand' for our GO Games age group.	<ul style="list-style-type: none"> <li>Capture the kid's imagination at young ages.</li> <li>Help to create a distinct introduction wing within the club.</li> <li>Kids believe they are part of something "cool".</li> <li>Easily marketed in schools.</li> <li>Focus on the Unique Selling Point (USP) being the only hurling club within the Burren landscape.</li> <li>Branding and marketing promoted around all North Clare.</li> <li>Graduation Process for kids passing through the academy.</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Decide on Juvenile Brand</li> <li>Packs with branding info to be provided to all Go Games Children as part of registration process.</li> </ul>	Coaching & Development Committee  Finance & Fundraising Committee
Club Wide Coaching Programme	<ul style="list-style-type: none"> <li>Establish a pathway for volunteers, parents and coaches to be educated coaches.</li> <li>Particular attention on providing the opportunity for ladies within the club to attend courses.</li> <li>Encourage involvement in coach participation with North Clare contingent.</li> <li>High percentage of coaches to have minimum of Foundation award with ambition to move up coaching ladder.</li> <li>Ensure an environment of best practice coaching is fostered where we are all learning and improving together.</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>Foundation Award available each year</li> <li>Award 1 (Children, Youth and Adult) courses available each year</li> <li>Award 2 (Children, Youth and Adult) courses available for those experienced coaches</li> <li>Provide regular training resources which are freely available online – such as coaching plans, YouTube coaching video series. Ensure no coach is isolated or overwhelmed.</li> <li>County and Provincial CPDs</li> <li>First Aid</li> <li>Provide club with Information on Mental</li> </ul>	Coaching Officer



TUBBER GAA

5 YEAR PLAN

			Health, Nutrition, Wellbeing and S&C	
Club School Link in place and Club School Liaison Officer(s) (SLO) appointed	<ul style="list-style-type: none"> <li>To cement relationship between local schools, the schools of North Clare (Fanore, Ballyvaughan, Carron &amp; New Quay) and the club.</li> <li>Ensures children receive GAA coaching all year round.</li> <li>Opens pathway for new players not attached to another club</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Start of year meeting with school representatives.</li> <li>School coaching planned and delivered in 6 weeks blocks.</li> <li>Coaching Blocks to be scheduled around schools' competitions for both hurling, camogie and football.</li> <li>Curriculum time coaching planned and delivered.</li> </ul>	Club coaching officer School liaison officer
Establish Complete Player Registrar for All Age Groups	<ul style="list-style-type: none"> <li>Identify current and future numbers within the club for all age groups</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Identify all current players from within the parish.</li> <li>Identify players eligible in North Clare.</li> <li>Identify any players who are eligible for Tubber but are currently playing for other clubs.</li> </ul>	Club Registrar Club Secretary Club coaching officer
Pathway for Girls	<ul style="list-style-type: none"> <li>Girls involved in Go Games provided with a Pathway/access route to progress to Crusheen Camogie</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Identify numbers.</li> <li>Discussion with Crusheen Camogie</li> <li>Identify best introduction age group</li> </ul>	Coaching Officer Crusheen Tubber Liaison Officer
Programme of Games for all age groups (Go Games, competitive fixtures, challenge games, tournaments, and blitzes)	<ul style="list-style-type: none"> <li>All players/teams to receive sufficient games throughout the year to help with development 2021-2026</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>Coaching committee to agree minimum number of games (league, championship, blitzes, challenge games) for each age group.</li> <li>Coaching officer to notify head coaches of official fixtures and Go Games blitzes</li> </ul>	Coaching Committee
Recruitment of New Players	<ul style="list-style-type: none"> <li>Increased numbers of new children joining the club every year.</li> <li>These can be at first stage of pathway (U6s) or could be older children that have never been at club before</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>Club – School Links</li> <li>Underage 'Brand for North Clare Area set up.</li> <li>Promotion in local area (flyers, local press, bulletin)</li> <li>Registration night</li> </ul>	Club Coaching Officer School Liaison officer



TUBBER GAA

5 YEAR PLAN

Registration Night/Week	<ul style="list-style-type: none"> <li>Yearly event to register all existing and new children to the club</li> </ul>	2021	<ul style="list-style-type: none"> <li>Set Date in early part of year.</li> <li>Advertise on social media, website.</li> <li>Flyers into local schools</li> <li>Club Packs to be provided to Kids on Registration Night</li> <li>Activities for Kids, cater for adults- Significant night in club calendar</li> </ul>	Coaching officer Children's officer Club registrar
Equipment Coordination	<ul style="list-style-type: none"> <li>Each team to have sufficient equipment for training and games.</li> <li>Each coaching team responsible for their own equipment</li> </ul>	2021	<ul style="list-style-type: none"> <li>Suitable storage facility for equipment set up.</li> <li>Inventory carried out at start of year.</li> <li>Order equipment for each team.</li> <li>Monitor as year progresses.</li> </ul>	Coaching Officer Facilities, Development & Maintenance Officer
Facility Coordination	<ul style="list-style-type: none"> <li>Schedule of training and games in place that everyone is aware of, so that every team has sufficient access to club facilities</li> </ul>	2022	<ul style="list-style-type: none"> <li>Identify what facilities are required (club pitches, indoor hall)</li> <li>Allocate training slot and games slot for each team.</li> <li>Establish club noticeboard which is regularly updated to show clearly who is using club facilities on weekly/fortnightly basis.</li> <li>Coordination with North Clare Venues for planned Training evenings for Go Games.</li> </ul>	Coaching Officer Underage Coaches Facilities, Development & Maintenance Officer
All coaches working with underage players to have received Garda Vetting	<ul style="list-style-type: none"> <li>To provide assurance to players, parents, and members that all coaches working with young people are suitable.</li> </ul>	2021 - 2026	<ul style="list-style-type: none"> <li>All new coaches to go through process.</li> </ul>	Child Protection Officer Coaching Officer



## SECTION 2: COMMUNITY

The purpose of the Community Sub-Committee will be to focus on using the club membership, structure and facilities to benefit the wider parish community. It will not take the place of an overall Community Group but will actively seek to establish a separate community group for Kilkeedy parish.

The Community Sub-Committee will be responsible for delivering Tubber GAA activity-led community initiatives. It will endeavour to create a programme of activities so that Tubber GAA club becomes a vibrant social hub for the community. The Community Sub-Committee will also look for opportunities to support and benefit the wider community.

It will do all this in a manner that integrates with other existing groups and activities within the parish.

### In 5 years' time we will be able to say:

*"Tubber GAA club facilities and activities are available to all members of the community. The club is inclusive, and all members of the community feel welcome to participate in the club. The club facilities are used for a wide range of activities and the club grounds are an important social hub for the community. The club membership actively supports wider community initiatives, and the club has established a year-round programme of activities for all ages and abilities."*

### Key Objectives

- Facilitate and support community initiatives and activities.
- Encourage use of Tubber GAA facilities by wider parish community.
- Create social hub around activities at Tubber GAA pitch.

Action	Outcome Sought	Timescale (When)	Milestone (Specific steps to achieve outcome sought)	Responsibility
Appoint a Community Liaison Officer and form a Community sub-committee for Tubber GAA	<ul style="list-style-type: none"> <li>To co-ordinate and facilitate use of Tubber GAA facilities for the benefit of the wider parish community.</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Tubber GAA Community Liaison Officer and Sub Committee appointed</li> </ul>	Executive Committee
Initiate the establishment of a Community Group for Kilkeedy parish	<ul style="list-style-type: none"> <li>To co-ordinate, promote and develop Community based activities and initiatives</li> </ul>	2021	<ul style="list-style-type: none"> <li>Contact existing Community groups to establish support for setting up a Community Group</li> </ul>	Community Sub-Committee
Erect signage to waymark walking, cycling, and running routes from club grounds	<ul style="list-style-type: none"> <li>To establish the club grounds as an activity hub for the parish.</li> </ul>	2021/22	<ul style="list-style-type: none"> <li>Sign and waymarks erected.</li> </ul>	Community Sub-Committee
Establish weekly	<ul style="list-style-type: none"> <li>To establish the club</li> </ul>	2021	<ul style="list-style-type: none"> <li>Weekly walk / run</li> </ul>	Community Sub-



TUBBER GAA

5 YEAR PLAN

walk / run	grounds as an activity hub for the parish.		established.	Committee
Arrange annual Community Fun Run / Walk	<ul style="list-style-type: none"> <li>To promote activity-based community events</li> </ul>	2022	<ul style="list-style-type: none"> <li>Fun run established as an annual event</li> </ul>	Community Sub-Committee
Assist community maintenance groups	<ul style="list-style-type: none"> <li>Tubber GAA membership to volunteer help to community maintenance and litter cleaning groups</li> </ul>	2022	<ul style="list-style-type: none"> <li>Active participation of club membership with annual village clean campaigns</li> </ul>	Community Sub-Committee
Establish a café/shop at clubhouse	<ul style="list-style-type: none"> <li>To establish the club grounds as a social hub for the parish in combination with weekly run / walk.</li> </ul>	2021/22	<ul style="list-style-type: none"> <li>Weekly café/shop in place 1-2 days per week</li> </ul>	Community Sub-Committee
Arrange Community Family Fun Day at the pitch	<ul style="list-style-type: none"> <li>To promote activity-based Community events</li> </ul>	2022	<ul style="list-style-type: none"> <li>Community Family Fun Day established as an annual event</li> </ul>	Community Sub-Committee
Organise children's / youth activities at club hall	<ul style="list-style-type: none"> <li>To promote use of club facilities for children's activities, arts, and culture.</li> </ul>	2021  2022	<ul style="list-style-type: none"> <li>Arrange events for Halloween and Christmas 2021.</li> <li>Annual programme of events there after co-ordinated through Community Group.</li> </ul>	Community Sub-Committee
Organise adult activities at club hall	<ul style="list-style-type: none"> <li>To promote use of club hall for wider community.</li> </ul>	2022  2023	<ul style="list-style-type: none"> <li>Arrange event for Winter 2021/2022</li> <li>(Winter talks series, set dancing, movies, Pilates etc.)</li> <li>Annual programme of events there after co-ordinated through Community Group.</li> </ul>	Community Sub-Committee
Develop proposal to provide a trail link to Attyslaney Wood.	<ul style="list-style-type: none"> <li>To provide greater connectivity between club grounds and Attyslaney woodland trail.</li> </ul>	2023	<ul style="list-style-type: none"> <li>Completion of trail link.</li> </ul>	Community Sub-Committee
Facilitate Community playground development at club grounds	<ul style="list-style-type: none"> <li>To facilitate development at club grounds for wider Community benefit and to create social hub</li> </ul>	2023	<ul style="list-style-type: none"> <li>Completion of playground.</li> </ul>	Community Sub-Committee

## SECTION 3: FINANCE & FUNDRAISING

**In 5 Years, we will be able to say:**

*“The club has further developed our fundraising capabilities and financial management in order to support the current and future development of our Club. We have expanded current initiatives and generated new fundraising ideas whilst gaining further people to help with the fundraising efforts.”*

### Key Objectives

- Establish Finance and Fundraising Sub-Committee to manage and oversee all fundraising and financial matters within the Club.
- Developed new and innovative ways to fundraise within the Club and greater Community.
- Budgets developed for each Subcommittee to properly plan and forecast outgoings over the Club plans duration and beyond

Action	Outcome Sought	Timescale (When)	Milestone (Specific steps to achieve outcome sought)	Responsibility
Establish a Finance & Fundraising Sub-Committee	<ul style="list-style-type: none"> <li>To coordinate and oversee the overall financing and fundraising within in the club.</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Appoint &amp; Populate Sub-Committee</li> <li>Clearly define the role and reporting responsibilities of this sub-committee</li> </ul>	Club Executive
Develop annual Budgets for the various sub-committees within the club	<ul style="list-style-type: none"> <li>Ensure the income and expenditure are regularly monitored and meet the cash flow needs of the club.</li> </ul>	2021- 2026	<ul style="list-style-type: none"> <li>Budgets Prepared for each Sub-Committee of the Club at beginning of each year.</li> <li>Meetings held with each Sub-committee to discuss budgets</li> </ul>	Finance & Fundraising Sub-Committee
Policy of fundraising	<ul style="list-style-type: none"> <li>Develop a policy of fundraising which the Club can use as a roadmap for the next 5 years &amp; beyond</li> </ul>	2021	<ul style="list-style-type: none"> <li>Policy of Fundraising to be developed by Club in relation to where the club needs to be financially throughout the next 5 years and in the future.</li> </ul>	Finance & Fundraising Sub-Committee
Prepare a calendar of fundraising events	<ul style="list-style-type: none"> <li>To ensure coordination of fundraising within the club and to maximise the potential of each fundraising activity</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>List of Fundraising initiatives for club drawn up at beginning of year following Liaison with Community and PR/Communication Sub-Committees</li> <li>Calendar of events prepared by Club and presented to Club Executive</li> </ul>	Finance & Fundraising Sub-Committee  Community Group Committee  Communications/ PR/Culture Committee



TUBBER GAA

5 YEAR PLAN

Identify Funding Sources and make funding Applications-	<ul style="list-style-type: none"> <li>To provide Funding for ongoing enhancement of club facility, equipment, and Capital Projects</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>List of Available sources of funding identified at beginning of Calendar Year.</li> <li>Areas within Capital Project Plan &amp; Maintenance Plan (Incl Equipment) Targeted.</li> </ul>	Facilities & Maintenance Sub-Committee  Finance & Fundraising Sub-Committee  Club Executive
Annual Players Fundraiser to be implemented	<ul style="list-style-type: none"> <li>Player led fundraiser to be undertaken annually</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>Adult Players group to bring forward proposals to Club for annual Fundraiser.</li> <li>Juvenile group to undertake annual mini fundraiser</li> </ul>	Players Group  Finance & Fundraising Sub-Committee
Membership	<ul style="list-style-type: none"> <li>Review Club membership model whilst evaluating the possibility of moving to an online payment system.</li> </ul>	2021	<ul style="list-style-type: none"> <li>Review to be undertaken of existing membership model.</li> <li>Explore areas where/if payments can be made online to streamline process for club and members</li> </ul>	Finance & Fundraising Sub-Committee  Communications/ PR/Culture Committee.
Increase participants in Club Members/ Lotto Draw	<ul style="list-style-type: none"> <li>The club aims to increase the number of members within the community and beyond. Explore option of moving to online payment system.</li> </ul>	2021	<ul style="list-style-type: none"> <li>Number of participants in Club Lotto Draw to be increased – Friends of Tubber, i.e., Ex Pat Members contacted-</li> </ul>	Finance & Fundraising Sub-Committee
Charity Fundraising	<ul style="list-style-type: none"> <li>Club to undertake annual fundraising events to benefit Charitable causes</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>Finance and Fundraising committee to identity annual event(s) for Charity</li> <li>Implemented into the Clubs Social/Fundraising Calendar</li> </ul>	Finance & Fundraising Sub-Committee

## SECTION 4: FACILITIES & DEVLEOPMENT

**In 5 years' time we will be able to say:**

*"We have developed our existing facilities to the highest standards possible which are to the benefit for and are assessable to all Club members and the wider community."*

### Key Objectives

- The club to form the subcommittee to oversee all aspects of future development and maintenance of club grounds and buildings.
- Priority to be given to upgrading existing facilities within the Clubhouse.
- Preparation of Capital/ Maintenance plan and Budget for grounds

Action	Outcome Sought	Timescale (When)	Milestone (Specific steps to achieve outcome sought)	Responsibility
Executive to establish a Facilities & Maintenance Sub-Committee	<ul style="list-style-type: none"> <li>Responsibility for the management and maintenance of club building and grounds and overseeing all future Development, within GAA Grounds.</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Appoint &amp; Populate Sub-Committee</li> <li>Clearly define the role and reporting responsibilities of this sub-committee</li> <li>Development &amp; Management of Budgets- both capital and operational</li> </ul>	Club Executive
Club Safety Statement Developed	<ul style="list-style-type: none"> <li>Providing a safe environment for players, mentors &amp; Supporters. All Future Works should be added to the club Safety Statement</li> </ul>	2021- Annually going Forward	<ul style="list-style-type: none"> <li>Club Safety Statement to be drafted, completed, and signed off by club-executive</li> </ul>	Facilities & Maintenance Sub-Committee
Capital Projects Plan & Budget completed by Club to identify and evaluate all future development	<ul style="list-style-type: none"> <li>Demonstrate the capacity of Club to Finance capital Projects.</li> <li>Provide the very best facilitates for the safety and comfort of players and members.</li> <li>Provide Development Plan in accordance with above</li> </ul>	2021- 2022	<ul style="list-style-type: none"> <li>Development Plan to be agreed upon and presented to Club Executive.</li> <li>Budget provided for each section of Works.</li> <li>Schedule of Works Programmed and communicated to Members and wider community</li> </ul>	Facilities & Maintenance Sub-Committee  Finance & Fundraising Sub-Committee  Community Group
Upgrade Works to Dressing Room/	<ul style="list-style-type: none"> <li>Essential Upgrade Works to be undertaken to upgrade and refurbish Clubhouse and Kitchen</li> </ul>	2021-2022	<ul style="list-style-type: none"> <li>Upgrade/Development Plan completed with Costing completed 2021.</li> </ul>	Facilities & Maintenance Sub-Committee



TUBBER GAA

5 YEAR PLAN

Communal Areas	Area		<ul style="list-style-type: none"> <li>Decision from Sports Capital Grant Application December 2021</li> <li>Development Plan agreed upon 1st Qtr. 2022</li> </ul>	Finance & Fundraising Sub-Committee
Maintenance Plan to be completed by Club	<ul style="list-style-type: none"> <li>Overall Maintenance plan to be developed. Plan will cover all ongoing and new maintenance issues identified. Carry out these in line throughout the year, where budgets allow.</li> </ul>	2021- 2016	<ul style="list-style-type: none"> <li>List of Maintenance projects identified requiring attention at beginning of each year.</li> <li>Budget developed annually to include all ongoing essential maintenance with adjustments made where necessary.</li> </ul>	Facilities & Maintenance Sub-Committee Finance & Fundraising Sub-Committee
Field Maintenance	<ul style="list-style-type: none"> <li>Maintenance Plan developed to aid in upkeep of playing surface</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Maintenance plan for Field developed.</li> <li>Annual Budget developed to maintain upkeep</li> </ul>	Facilities & Maintenance Sub-Committee Finance & Fundraising Sub-Committee
Club Signage	<ul style="list-style-type: none"> <li>Signage to pitch from all directions in parish. add to existing signage to include references to Attyslany Woodlands Trail</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Improved Signage erected all key locations</li> </ul>	Facilities & Maintenance Sub-Committee Community Group
Lighting to Walking Path	<ul style="list-style-type: none"> <li>Upgrade existing Lighting to LED Lighting</li> </ul>	2021	<ul style="list-style-type: none"> <li>Replacement of existing Walking track Lights with LED</li> <li>Upgraded system should allow significantly improved visibility on nights floodlights are not in use</li> </ul>	Facilities & Maintenance Sub-Committee Club Executive
Renovations to Stand.	<ul style="list-style-type: none"> <li>Upgrade Seating and Viewing facilities within covered Stand</li> </ul>	2021	<ul style="list-style-type: none"> <li>Existing Seating Replaced in Stand</li> <li>Windshield/Screen to be Installed to improve supporters viewing experience</li> </ul>	Facilities & Maintenance Sub-Committee Club Executive
Facilities Coordination/ Schedule Developed	<ul style="list-style-type: none"> <li>Schedule of training, games, bookings &amp; Classes in place that everyone is aware of, so that every team has sufficient access to club facilities.</li> <li>Booking process through the Facilities &amp; Maintenance Sub-Committee</li> </ul>	2021	<ul style="list-style-type: none"> <li>Point of Contact within Facilities &amp; Maintenance Sub-Committee appointed to oversee.</li> <li>Allocated training slot and games slot for each team</li> <li>Club noticeboard to show clearly who is using club facilities on weekly/fortnightly basis.</li> <li>Field/Hall Schedule to be</li> </ul>	Facilities & Maintenance Sub-Committee Coaching Sub-Committee Community Group





TUBBER GAA

5 YEAR PLAN

			made public weekly through Social Media & Club Website	
Usage of Sports Hall/ Pitch- by 3 <sup>rd</sup> Parties	<ul style="list-style-type: none"> <li>Facilities &amp; Maintenance Sub-Committee to manage the use of club grounds by 3<sup>rd</sup> parties.</li> </ul>	2021	<ul style="list-style-type: none"> <li>Point of Contact within Facilities &amp; Maintenance Sub-Committee appointed to oversee.</li> <li>Included in Club Noticeboard &amp; Weekly Field/Sports Hall Schedule</li> </ul>	Facilities & Maintenance Sub-Committee
Support by Providing 1 <sup>st</sup> aid training and upgrade Club Defibrillator	<ul style="list-style-type: none"> <li>Replacement of existing defibrillator required.</li> <li>1<sup>st</sup> Aid Training</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Purchase of new defibrillator</li> <li>First Aid Training to rolled out</li> </ul>	Facilities & Maintenance Sub-Committee
Club to Appoint Equipment officer.	<ul style="list-style-type: none"> <li>Equipment officer would oversee the procurement and management of relevant playing, training, and storage equipment within the Club.</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Stock Take of all Club Equipment to be undertaken.</li> <li>Suitable Storage facilitates to be made available for mentors of all age groups</li> </ul>	Facilities & Maintenance Sub-Committee Coaching Sub-Committee
Identify Funding Sources and make funding Applications-	<ul style="list-style-type: none"> <li>To provide Funding for ongoing enhancement of club facility, equipment, and Capital Projects</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>List of Available sources of funding identified at beginning of Calendar Year.</li> <li>Areas within Capital Project Plan &amp; Maintenance Plan (Incl. Equipment) Targeted.</li> </ul>	Facilities & Maintenance Sub-Committee Finance & Fundraising Sub-Committee Club Executive

## SECTION 5: COMMUNICATIONS, PR & CULTURE

**In 5 years' time we will be able to say:**

*"Our Club has a highly effective communications strategy in place to reach all members of the club and wider community."*

### Key Objectives

- Provide clear information on all club activities to all club members and members of the wider community through social media channels, a club website, and the correct communication platforms.
- Increase community engagement in the club through effective communication of activities, available facilities and GAA initiatives.
- Promote GAA initiatives, club history and culture and heritage throughout the club and the wider community.

Action	Outcome Sought	Timescale (When)	Milestone (Specific steps to achieve outcome sought)	Responsibility
Establish a Communications Sub-Committee	<ul style="list-style-type: none"> <li>Improve overall communications of information and increase social media content for the club</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Existing PRO to chair committee</li> <li>Assistant PRO, Irish Language &amp; Cultural officer and two additional elected members to form remaining of committee</li> </ul>	Executive Committee
Set up club website	<ul style="list-style-type: none"> <li>Reduce reliance on social media for club information.</li> <li>Archive ongoing club activity for future reference.</li> <li>Explore options for selling club draw tickets &amp; membership etc. online.</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Website set up with content added regularly</li> </ul>	Executive Committee & Communications sub-committee
Continued and increased Promotion of club activity on social media	<ul style="list-style-type: none"> <li>More interaction between the club and the members of the wider community</li> <li>Increased Promotion of Underage Teams and Go Games</li> </ul>	2021	<ul style="list-style-type: none"> <li>Ongoing and increase social media activity.</li> </ul>	Communications sub-committee



# TUBBER GAA

# 5 YEAR PLAN

Set up club newsletter	<ul style="list-style-type: none"> <li>Quarterly newsletter to be emailed to all club members, posted on notice board, and shared on all social media channels.</li> </ul>	2021	<ul style="list-style-type: none"> <li>First newsletter shared with members</li> </ul>	Communications sub-committee
Install Club Notice board	<ul style="list-style-type: none"> <li>Install a notice board to share information on all club activity and policies at the club grounds. Possibly externally.</li> <li>Include a virtual notice board on the club website.</li> </ul>	2021	<ul style="list-style-type: none"> <li>Noticeboard installed and in use</li> </ul>	Executive Committee, Communications sub-committee, Facilities & Development sub-committee
Submit weekly note to local media outlets	<ul style="list-style-type: none"> <li>Club activity promoted throughout the wider community</li> </ul>	2021	<ul style="list-style-type: none"> <li>Club details shared in the wider community</li> </ul>	Communications sub-committee
Establish a Code of conduct for Social media	<ul style="list-style-type: none"> <li>All club members using social media to have a full understanding on how to communicate club content on social media</li> </ul>	Immediately	<ul style="list-style-type: none"> <li>Policy put in place and all club members posting on club social media and website sign up.</li> </ul>	PRO/ Communications sub-committee
Promote Scor initiatives and Irish culture within the club	<ul style="list-style-type: none"> <li>Increase club members participating in Scor and Irish cultural activity within the GAA</li> </ul>	2021	<ul style="list-style-type: none"> <li>Club members participating in Scor na nOg and at Scor Sinsir</li> </ul>	Irish Language and cultural officer
Set up social day/ family fun day	<ul style="list-style-type: none"> <li>Increase community engagement with a social day/family fun day during the summer months.</li> </ul>	2022	<ul style="list-style-type: none"> <li>Club social day established in yearly calendar</li> </ul>	Executive Committee Community group
Promote GAA social initiatives within the club/community	<ul style="list-style-type: none"> <li>Adapting GAA community initiatives to promote community engagement between the club and the wider community of North Clare</li> </ul>	2022/2023	<ul style="list-style-type: none"> <li>Club achieving healthy club standard.</li> <li>Club adopting GAA mental health charter.</li> <li>Club adopting GAA Social inclusion (GAA for all) initiatives.</li> </ul>	Executive Committee & Communications sub-committee
Promote the club history through	<ul style="list-style-type: none"> <li>Regular post throughout the year highlighting</li> </ul>	2021-2022	<ul style="list-style-type: none"> <li>Club members start sharing their own memories of the club or</li> </ul>	PRO/ Irish Language and



# TUBBER GAA

# 5 YEAR PLAN

social media	the history of hurling in the club and in North Clare. To be added to Newsletter when shared.		details of club matches etc from the past.	cultural officer
Create an oral history of Tubber hurling club	<ul style="list-style-type: none"> <li>Document the history of the club through the eyes of the people who lived through it.</li> </ul>	2022	<ul style="list-style-type: none"> <li>Interview all older club members interested in participating.</li> </ul>	Irish Language and cultural officer
Promote history of club in North Clare/The Burren	<ul style="list-style-type: none"> <li>Highlight the isolated players that have contributed to Tubber hurling club throughout the club history</li> </ul>	2022	<ul style="list-style-type: none"> <li>Incorporate with club history posts on social media and website.</li> </ul>	Irish Language and cultural officer
Commemoration of past players and club achievements in the club facilities.	<ul style="list-style-type: none"> <li>Plaque, picture of past club players to have represented Clare and the club to be place in club facilities (Hall of fame)</li> </ul>	2023	<ul style="list-style-type: none"> <li>Highlight the past and ongoing Tubber hurlers playing for Clare and long serving members of the club to inspire the future players</li> </ul>	Executive Committee & Communications sub-committee
Commemorate historic hurling games that took place in Tubber.	<ul style="list-style-type: none"> <li>Annual tournament to commemorate Hurling games in 1885 or first inter-Provincial game held in Tubber (28 November 1886). Incorporating family/community day.</li> <li>Road hurling/long puck to be included to showcase unique area and location.</li> <li>7 a-side, 9 a-side or 11 a-side tournaments</li> </ul>	2025	<ul style="list-style-type: none"> <li>Match/ club day established in club calendar.</li> </ul>	Executive Committee & Communications sub-committee

## SECTION 6: STRUCTURES & ADMINISTRATION

**In 5 years' time we will be able to say:**

*"The club will have structures which have enabled the club to develop all aspects laid out in the plan, to have increased our overall membership within the community and widened the net in terms of Volunteers within the Community working within the Club."*

### Key Objectives

- The promotion and use of Sub-Committees within our Club Structure going forward.
- Recruitment of new volunteers who have a particular talent or interest for these areas, to sit on these committees.
- Sharing of workload equally throughout the Club with succession plans in place where possible.

Action	Outcome Sought	Timescale (When)	Milestone (Specific steps to achieve outcome sought)	Responsibility
Sub-Committees	<ul style="list-style-type: none"> <li>Establishment of sub-committees to deliver the key objectives within the overall Club Plan</li> </ul>	2021	<ul style="list-style-type: none"> <li>Sub-Committees formed with under the below categories:</li> <li>Coaching &amp; Development</li> <li>Communications, PR &amp; Culture</li> <li>Finance &amp; Fundraising</li> <li>Facilities, Maintenance</li> <li>&amp; Development</li> <li>Community</li> </ul>	Club Executive
Roles	<ul style="list-style-type: none"> <li>Develop roles and descriptions for each position on the executive and each Sub-Committee</li> </ul>	2021	<ul style="list-style-type: none"> <li>Terms of Reference agreed for each executive role.</li> <li>Terms of Reference agreed for each Sub*Committee</li> </ul>	
Succession Planning	<ul style="list-style-type: none"> <li>Implement a Succession plan to enable prospective officers to develop the skill to fulfil the roles of the on the Executive and Sub-Committee's</li> </ul>	2021	<ul style="list-style-type: none"> <li>Provide opportunities for Mentoring and Training.</li> <li>Actively Promote Succession Planning Programme</li> </ul>	Club Executive Sub-Committee Chairpersons



TUBBER GAA

5 YEAR PLAN

Club Meetings	<ul style="list-style-type: none"> <li>Structure of Club meeting agenda to include Sub-Committee Reports</li> </ul>	2021		Club Executive
Club Policies	<ul style="list-style-type: none"> <li>Review existing policies and procedures and where not in existence implement</li> </ul>	2021-2022	<ul style="list-style-type: none"> <li>All Policies to be updated and made available through Club Website and Noticeboard</li> <li>Policies created where required.</li> <li>Policies to be reviewed annually or more frequently where required.</li> </ul>	Club Executive
Establish new policy/strategy for New Members and Volunteers	<ul style="list-style-type: none"> <li>Develop a club policy/strategy to increase club membership and encourage new volunteers to become involved with the Club</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>Policy Developed by club</li> </ul>	Club Executive
AGM Reporting	<ul style="list-style-type: none"> <li>Yearly reports from each Sub-Committee to be presented at each AGM</li> </ul>	2021-2026	<ul style="list-style-type: none"> <li>Reports sent to Club Secretary prior to AGM for review</li> </ul>	Sub-Committee Chairpersons Club Secretary
Club Plan Implementation	<ul style="list-style-type: none"> <li>Set up Steering Group to monitor the implementation of the Club Plan.</li> </ul>	2021	<ul style="list-style-type: none"> <li>Steering group consisting of Club Executive and Chairperson of each Sub-Committee.</li> <li>Group to meet Quarterly to track progress of Plan Items</li> </ul>	Club Executive Sub-Committee Chairpersons



## **Club Executive 2021 & Onwards**

This plan documents the new proposed Club Structure, which aims to share the workload along a wider group of individuals, putting in place structures that can deliver the aims of this plan but also provide a solid foundation for the club moving forward into the future. The work of the specific Sub-Committees will be central to this work.

Currently the Executive Committee is elected annually at the Club AGM. The Executive comprises of:

1. Chairperson
2. Assistant Chairperson
3. Secretary
4. Assistant Secretary
5. Treasurer
6. Assistant Treasurer
7. Registrar
8. Coaching Officer
9. Child Protection Officer
10. Irish Cultural Officer
11. PRO
12. Assistant PRO
- 13-15, Lotto Committee
16. Bord Na Nog Delegate
17. County Board Delegate
18. Players Injury Scheme Co-Ordinator
- 19-28. Club Officers incl 2 Nr U-21 representatives

Under the new Club Plan Structure, the Club will set up the following Sub-Committees Coaching and Development

- Communications, PR & Culture
- Finance and Fundraising
- Facilities, Maintenance & Development
- Community- Community Liaison Role Only

The Club Executive will appoint a Chairperson for each of these Sub-Committee's immediately and each Sub-Committee will have a clearly defined remit signed off by the Club Executive. The current Club Officer Roles ( 19-28 ) will be absorbed into each of the Sub-Committee's for 2021 and will be replaced in 2022 by designated roles within each Sub-Committee.

Chairperson roles shall be filled by suitably experienced or qualified candidates to lead and participate each specific subcommittee. For vacant roles following AGM, suitable candidates shall be identified and ratified with Club Executive.

The chair of each Sub-Committee will be responsible for arranging regular sub-committee meetings.

A quorum of 3 sub-committee members will be required to hold a meeting.

Minutes must be recorded and agreed by the Sub-Committee.

The chair of each Sub-Committee will liaise with and participate in the Development Plan Steering Group.

The chair of each Sub-Committee will be nominated for a two-year term and will be restricted to no more than two consecutive terms in the same role.

## 2022 PROPOSED CLUB STRUCTURE

### Presidents & Vice Presidents

### EXECUTIVE COMMITTEE

#### SECRETARY

#### CHAIRPERSON

#### TREASURER

Coaching & Development	Communications, PR & Cultural	Finance & Fundraising	Facilities & Development	Community
Club Coaching Officer  Schools Liaison Officer  Assistant Secretary  Crusheen/Tubber Liaison Officer  Registrar  Bord Na Nog Representative  Child Protection Officer  Players Injury Fund Co-Ordinator  <u>See Appendix A for Sub-Committee Terms of Reference</u>	PRO (Chairperson) Assistant PRO  Irish Language & Culture Officer  2 Other Elected Members  <u>See Appendix B for Sub-Committee Terms of Reference</u>	Treasurer (Chairperson)  Assistant Treasurer  Lotto Committee  3 Other Elected Members specifically involved in Fundraising.  <u>See Appendix C for Sub-Committee Terms of Reference</u>	Facilities & Development (Chairperson)  Assistant Chairperson  Field Maintenance Representative  Equipment Officer  2 other Elected Members  <u>See Appendix D for Sub-Committee Terms of Reference</u>	Community Liaison Officers  <u>See Appendix E for Sub-Committee Terms of Reference</u>

## Appendix A- Coaching & Development Terms of Reference

### Overview

The coaching subcommittee will be responsible for delivering and elaborating on the actions with the plan.

The coaching subcommittee will be chaired by the Club Coaching Officer. (CCO).

The CCO will be responsible for arranging regular subcommittee meetings implementing the actions within the plan and other actions as they see fit.

Minutes of each subcommittee must be recorded and agreed by the subcommittee.

### Sub-Committee Membership

- Coaching Officer- Sub-Committee Chairperson
- Schools Liaison Officer
- Crusheen/Tubber underage Officer
- Child Protection Officer
- Registrar
- Bord Na nOg Delegate

### Roles & Responsibilities

The coaching subcommittee key responsibilities are listed as follows:

- Deliver the actions of this plan within the timelines.
- Report directly to the club executive.
- Provide an annual report for presentation at club AGM which should include up to date playing numbers at all levels.
- An annual budget to be produced for coaching equipment, player gear or planned social events.

## **Appendix B - Communications, PR & Cultural Terms of Reference.**

### **Overview**

The communications, PR & Cultural subcommittee will be responsible for delivering and elaborating on the actions within the current plan.

The communications subcommittee will be chaired by the Club PRO.

The PRO will be responsible for arranging regular subcommittee meetings implementing the actions within the plan and other actions as they see fit.

Minutes of each subcommittee must be recorded and agreed by the subcommittee.

### **Sub-Committee Membership**

- Club PRO
- Assistant PRO
- Irish Language & Cultural officer
- Two other elected members

### **Roles & Responsibilities**

The communications, PR & Cultural subcommittee's key responsibilities are listed as follows:

- Deliver the actions of this plan within the timelines.
- Report directly to the club executive.
- Provide an annual report for presentation at club AGM which should include up to date information on club & community communications/engagement.
- An annual budget to be produced for all communications, PR & Cultural planned activity throughout the year.
- Implementation of the club social media/communications policy.

## Appendix C - Finance and Fundraising Terms of Reference

### Overview

The Finance & Fundraising subcommittee will be responsible for delivering and elaborating on the actions with the plan.

The Finance & Fundraising subcommittee will be chaired by the Club Treasurer.

The Chair will be responsible for arranging regular subcommittee meetings implementing the actions within the plan and other actions as they see fit.

Minutes of each subcommittee must be recorded and agreed by the subcommittee.

### Sub-Committee Membership

- Treasurer- Sub-Committee Chairperson
- Assistant Treasurer
- Lotto Committee
- 3 Officers involved primarily in the Fundraising aspect of the Sub-Committee.

### Roles & Responsibilities

The Finance & Fundraising subcommittee key responsibilities are listed as follows:

- Deliver the actions of this plan within the timelines.
- Report directly to the club executive.
- Provide an annual report for presentation at club AGM which should include detailed expenditure and income report for the year.



## **Appendix D - Facilities & Development Terms of Reference**

### **Overview**

The Facilities & Development subcommittee will be responsible for delivering and elaborating on the actions with the plan.

The Facilities & Development subcommittee will be chaired by the nominated Sub-Committee Chair

The Chair will be responsible for arranging regular subcommittee meetings implementing the actions within the plan and other actions as they see fit.

Minutes of each subcommittee must be recorded and agreed by the subcommittee.

### **Sub-Committee Membership**

- Sub-Committee Chairperson
- Member of Field Maintenance Team
- Equipment Officer
- 2 Officers-- Equipment Officer role could be undertaken by one of these.

### **Roles & Responsibilities**

The Facilities & Development subcommittee key responsibilities are listed as follows:

- Deliver the actions of this plan within the timelines.
- Report directly to the club executive.
- Provide an annual report for presentation at club AGM which should include detailed undertaking carried out throughout the year as well as details of any future plans.



## Appendix E- Community Group Terms of Reference

### Overview

The Community sub-committee will be responsible for delivering the Community actions listed in this development plan.

The Community sub-committee will be chaired by the Community Liaison Officer (CLO) who will be responsible for liaison and representation on Kilkeedy Community Group, when formed.

### Sub-Committee Membership

- Community Liaison Officer - Sub-Community Chairperson
- Facilities Sub-Committee Representative
- Culture / PR Sub-Committee Representative
- AN Other

### Roles & Responsibilities

The Community Sub-Committee key responsibilities are listed as follows:

- Deliver Community actions as per timelines listed in the 5 year development plan.
- Provide annual report for presentation at club AGM.
- Make annual Community budget submission.
- Agree and co-ordinate decisions affecting other club sub-committees with relevant sub-committees in advance.
- Bring clarifications and any disputes to the Development Plan Steering Group for resolution.
- Request Development Plan Steering Group approval ahead of any decisions that could have a financial or contractual impact for the club.

## IMPLEMENTATION & REVIEW PROCESS FOR PLAN

---

Sub-Committees will be established for each Development Plan Activity. Each Sub-Committee will be responsible for delivering the actions stated in the plan under their section and by the milestone dates identified.

The Club Executive Committee will put in place a Development Plan Steering Group. This group will consist of the Club Executive and the chairs of each Sub-Committee and will meet on a monthly basis to monitor progress against the plans stated objectives.

Sub-Committees will be required to get approval from the Development Plan Steering Group ahead of any decisions that could have a financial or contractual impact for the club.

Each Sub-Committee will provide an annual report, to be presented at the annual general meeting of the club, each year.

The plan is a living document and can be reviewed and adapted to ensure it has the flexibility required to meet its key objectives. If the Development Plan needs to be modified or added to, a recommendation can be brought to the Development Plan Steering Group.

They will assess the proposal against its appropriateness to achieve the stated objectives of the plan and in the context of the overall plan. If required, the Development Plan will be modified by agreement of the Steering Group.

## GLOSSARY OF TERMS

---

**Club School Link:**

Club support for local primary schools to ensure promotion of the Club and the games

**Foundation/Award 1:**

Coach education programme that qualifies the participant to be a lead coach for either child, youth or adult players.

**Cúl Camps:**

An organised camp for children aged between seven and 13. They are run by qualified coaches and usually held during the summer.

**Go Games:**

Small, sided skill development games for under 12's that focus solely on skill development and participation

**Scór:**

Initiatives and activities in which GAA members engage to promote Irish music, dancing and culture.

**Sports Capital Grant**

The Sports capital Grant is the government's primary vehicle for providing support to sports clubs and communities to develop sports infrastructure around the country.



TUBBER GAA

5 YEAR PLAN

## ACKNOWLEDGEMENTS