

DE LA SALLE GAA CLUB



**ACTION PLAN
2014-2018**

Introduction

A message from Owen Dunphy, Club Chairman

A chairde,

I would like to introduce you to this De La Salle GAA Development Plan 2014-2018. A lot of hard work has gone into developing the structures and facilities of the club over the last twenty years. This Development Plan will hopefully bring our club to another level.

I would like to thank all of the people who worked hard over the past six months to develop this plan. However we must now work even harder over the coming years to ensure that this plan comes to fruition. We look forward to working with all our members to realise these objectives over the next five years and keep De La Salle GAA Club going from strength to strength.

Is mise

Eoin O'Donnacdha

A message from Seamus Quirke Plan Coordinator

This plan will contribute to the further development of our club over the coming five years. While the continued development of our juvenile club and the provision of top class facilities for our players has been a priority in recent years in this plan we have also looked at how we can improve all aspects of club activity.

I would like to thank the many people who engaged in the consultation process and as a result directly contributed to the development of the plan. I would also like to thank the officers of the club for their help and support at all times.

We are very conscious that the plan must remain a living document and must be reviewed regularly and adjusted if necessary. Having developed the plan I now see the work as only just beginning. As plan coordinator I look forward to following up on all of the actions listed in this plan and thus ensuring the De La Salle GAA Club will remain to the forefront in the promotion of Gaelic Games here in Waterford City.

Ar aghaidh leis an obair

Séamus Ó Cuirc

Plan Coordinator

Vision, Goals

Our vision is that everyone in the De La Salle Community in Waterford will be provided with the opportunity of meaningful lifelong engagement with the GAA through membership of our club. Our aim is to maximise participation and improve our playing standards through the provision of proper coaching and regular games programmes for all our players. We also aim to encourage continued participation for our retired players, parents and members families by providing opportunities to contribute as officers, committee members, coaches, organisers, supporters etc.

This Plan

This Strategic Plan attempts to build on the tremendous progress made by De La Salle GAA Club in recent times by identifying over the next five years our aims and objectives and clearly outlining how we propose to achieve these. The committee has decided to initially keep all proposed actions within the realistic time frame of three years. Reviews at the end of years two and three will help complete the actions for the final two years of the plan. We are confident that this plan will ensure that our club continues to develop, evolve and meet the many challenges facing us, while at all times maintaining the De La Salle Ethos with its core twin values of 'Respect for people' and 'An inclusive community'

Implementation and Review

Responsibility for the delivery of this plan rests with the officers and executive committee of the club. The actions in this plan will form part of the 'Terms of Reference' for the clubs various subcommittees. Progress on the delivery of the actions listed in the plan will be reviewed quarterly by the executive committee.

This plan is a living document and is subject to review and change if deemed necessary. At the end of 2015 and 2016 the plan committee will meet to review the strategy and make any necessary changes. These reviews will include the organisation of a workshop/forum at the Club's AGM. The relevant actions for the remaining years i.e 2017 and 2018 will then be added after these reviews.

Volunteers

Central to the success of this plan will be the input from the large number of volunteers required to drive it. If the many ambitious actions listed in this plan are to succeed we will need an injection of new and enthusiastic volunteers. We would appeal to anyone interested in becoming involved in our club to come forward and contact any committee member. There is a role for everyone in our club

Areas of Operation

When developing this plan we identified nine key areas of operations for our club. All of the relevant actions are listed under one of these areas with each action also assigned a date for delivery and a person or committee with responsibility for delivery. The areas identified are:

1. Coaching
2. Admin Structures
3. Juvenile
4. Schools
5. Finance
6. Marketing
7. Facilities
8. Camogie
9. Cultúr/Social



1. Coaching & Games

Recognising that proper Coaching and Games Programmes are crucial to the continued success of our club we will ensure that all our players from nursery to adult receive the best of coaching in all aspects of our games. We will also endeavour to provide appropriate and meaningful games programmes for all our players.

Action

- We will identify core skills that all players should have by the ages of 10 years and 13 years.
- Every juvenile player will have their own personal water bottle.
- We will ensure that all our coaches complete a Foundation Award Course.
- We will establish a pool of specialised coaches i.e backs, forwards, tackling.
- Senior club coaches will be asked to make themselves available for 'one off' sessions with juvenile teams.
- We will introduce testing of these core skills at 10 and 13 years.
- We will appoint a club Coaching Committee.
- We will look at the possibility of organising internal adult competitions at suitable time during the year.
- We will organise a Rounders League in the Summer for members and families .
- We will identify and train two referees.
- We will organise first aid courses to ensure that all teams have at least one qualified first aid person.
- All club teams will use a similar 'warm up' with injury prevention in mind.
- We will educate all mentors and players on nutrition and fluid intake.
- We will identify and train a core of coaches who will specialise and remain available for particular age brackets i.e u12, 14 & 16.
- We will ensure that at least one Award 1 Coach is with all teams.
- All players from 15 to 18 years will be screened functionally, records kept and programmes designed accordingly.
- We will look at the feasibility of running an Adult Club Tournament.
- We will attempt to field a fourth hurling team to cater ever increasing numbers.
- We will try link one senior player with each underage team.
- We will have at least three qualified coaches with all teams, thus allowing for smaller groups and more specific coaching.

Responsible Date

Coaching Comm	2014
Juv Comm	2014
Juv Comm	2014
Coaching Comm	2015
Coaching Comm	2015
Coaching Comm	2015
Exec Committee	2015
Exec Committee	2015
Exec Committee	2015
Exec Committee	2015
Juv Comm	2015
Juv Comm	2015
Juv Comm	2015
Juv Comm	2015
Juv Comm	2015
Juv Comm	2015
Coaching Comm	2016
Exec Committee	2016
Exec Committee	2016
Juv Comm	2016
Juv Comm	2016

2. Administration/Structures

While thanks to regular reviews over the past 20 years our administration structures are reasonably sound (see diagram attached) we will nevertheless continue to improve the manner in which we do our business as circumstances change and the demand arises.

Action	Responsible	Date
• Appointment of Team Managers: We will set up a special committee in October of every year to select team managers	Executive Comm	2014
• We will establish a proper data base of all club members	Executive Comm	2015
• We will look for administrative assistance from FÁS or TÚS for a part time 'Club Administrator' based in Gracedioeu	Executive Comm	2015
• We will provide proper office facilities in Gracedieu for all our officers,committee members,team managers and selectors	Executive Comm	2015
• We will restructure the agenda for our AGM to include workshops on relevant topics of concern.	Executive Comm	2015



3. Juvenile Section

We recognise that the future of our club depends very much on the success of our juvenile section. We will continue to support and develop this section of our club at all times. We will endeavour through our youth section to produce the best of players and mentors for our adult teams. We will ensure that our underage section is at all times inclusive, has a clearly defined code of conduct and engages in best practice in all areas of Child Welfare.

Action	Responsible	Date
• We will ensure that all our mentors are Garda Vetted and have completed a 'Child Welfare Course'	Childrens Officer	2014
• We will organise a Foundation Course every year (depending on demand)	Coaching Officer	2014
• We will organise an Award 1 Child Course in 2014 and 2016 and an Award 1 Youth Course in 2015	Coaching Officer	2014
• We will appoint a Juvenile Section PRO	Juvenile Comm	2014
• We will ensure that all team managers email in results immediately	Juvenile Comm	2014
• We will monitor the games programme for all ages. Every effort will be made to ensure that all our players receive regular and meaningful games	Juvenile Comm	2014
• We will run our own internal competitions/leagues for all age groups. A schedule of these competitions will be produced at the start of each year	Juvenile Comm	2014
• We will look into the current system of merging both nursery sections and report back with any suggested changes	Nursery Coordinators	2014
• We will make full use of the Club Website and Twitter account to communicate properly with all players, parents and mentors	PRO/Secretary	2014
• We will develop our own Code of Conduct and clearly communicate this to all players and mentors	Childrens Officer	2015
• We will establish a definite policy on the movement of coaches from 6 to 16 years	Juvenile Comm	2015
• We will utilise our facilities in Gracedieu to organise a programme of tournaments involving clubs from other counties	Juvenile Comm	2015
• We will produce two half yearly NewsSheets	Juvenile PRO	2015
• We will establish a data base containing email addresses of all parents	Juvenile Secretary	2015
• We will produce an Annual Budget by January of each year	Juvenile Treasurer	2015
• We will streamline our fundraising efforts concentrating on membership plus three main events (ensuring that we raise at least €8k every year)	Juvenile Treasurer	2015
• We will set up a data base to monitor and track the fall out rate from Under 8 to Under 14	Juvenile Comm	2016
• At Nursery Section we will look at appointing assistant co-ordinators to both College Field and Gracedieu centres (succession planning)	Nursery Coordinators	2016
• We will encourage all our players to play both football and hurling for the club		



4. Schools

Our club is based around the De La Salle schools in Waterford City. We will continue to provide the necessary support and backup to enable Gaelic Games to continue to flourish in our schools. We will strengthen where possible the links with our schools and ensure that De La Salle GAA is to the forefront in the promotion of Gaelic Games within these schools.

Action

- We will recruit additional coaches to assist in schools
- We will formalise assistance for Cumann na mBunscol Games
- We will initiate and assist with class leagues for 3rd and 4th classes
- We will develop a 'Club Noticeboard' in both Primary Schools
- We will expand our 'Yard Hurling' in St Declans to include 3rd classes
- We will increase the number of coaching visits for Senior Infants in both schools
- We will initiate and assist with class leagues for 5th and 6th classes

Responsible

Date

Juvenile Comm	2014
Club /School Officers	2015
Club /School Officers	2015
Club /School Officers	2015
Hurling Dev Officer	2015
Hurling Dev Officer	2015
Club /School Officers	2016

5. Finance/Fundraising

We are conscious that we cannot deliver any of our plans without raising the necessary funding. With this in mind we will attempt to maximise our funding opportunities while also delivering value to our contributors and sponsors. We will also develop our processes and systems to achieve financial excellence throughout all our areas of activity.

Action	Responsible	Date
• In order to maximise our income from the corporate sector we will set up a special 'Sponsorship' sub committee	Executive Comm	2014
• We will revitalise our 'lotto committtee' with a view to generating sufficient income as laid out in the annual budget	Executive Comm	2014
• We will target two main fundraising events during the year.	Treasurer	2014
• All memebrship fees to be paid by March 31st (zero tolerance)	Executive Comm	2015
• We will increase the membership of our 'Gracedieu Donations Scheme' by 30 members	Executive Comm	2015
• We will attempt to educate players of the need to contribute to the costs of running our club	Executive Comm	2015
• We will apply to the Department of Tourism and Sport for a Sports Capital Grant	Gracedieu Comm	2015
• We will produce a yearly budget for the first Executive Committee Meeting every January	Treasurer	2015
• We will look at maximising rental income from our Gracedieu Facilities	Executive Comm	2016
• We will produce a yearly set of integrated accounts incorporating all sub committees	Treasurer	2016



6. PR/Marketing

Proper communication systems are important for a club of our size. De La Salle GAA will use the latest technology to communicate effectively with our players, members and supporters. We will also develop a plan to brand and market the name 'De La Salle GAA'.

Action

- We will set up a juvenile twitter account
- We will investigate the cheapest packages for delivering group texts
- We will set up a system to ensure juvenile results and match reports are communicated to all members
- We will design and relaunch a new website
- We will put a process in place to ensure continued update of our new website
- We will set up a data base of email addresses
- We will send a half yearly news letter to all members by email
- We will continue to develop our two facebook pages
- We will investigate the possibility of playing our club lotto on the website
- All official correspondence with members will be through email

Responsible

Date

Juvenile Comm	2014
PRO	2014
PRO/Juvenile Comm	2014
Vice Chairperson	2014
Vice Chairperson	2014
PRO	2015
PRO	2015
PRO	2015
Vice Chairperson	2015
PRO	2016



7. Facilities

In recent years we have made tremendous strides in providing improved facilities for all our members. We are conscious that this is very much a 'work in progress' and we will continue to develop these facilities even further. We want to provide the best possible facilities for our members in so much as our finances will allow us.

Action	Responsible	Date
• We will build a multipurpose hurling wall	Development Comm	2014
• We will develop a treatment/first aid room in Gracedieu	Development Comm	2014
• We will build a machine and training equipment shed in Gracedieu	Development Comm	2015
• We will drain our juvenile pitch and erect ball stop netting	Development Comm	2015
• We will develop a sprinting/fitness training area in Gracedieu	Development Comm	2015
• We will look at enlarging our shop facilities in Gracedieu	Development Comm	2015
• We will continue to look for assistance in improving the temporary access road.	Development Comm	2015
• We will officially open our Gracedieu Facilities	Exec Committee	2016
• We will upgrade our dressingroom facilities in Cleaboy	Development Comm	2016
• We upgrading our floodlit training facilities	Development Comm	2016
• We will upgrade our Gym facilities in Gracedieu	Development Comm	2016
• We will install a Scoreboard in Gracedieu	Development Comm	2016
• We will develop a plan to deliver a fully floodlit pitch within five years (decision on Cleaboy or Gracedieu)	Exec Committee	2016





8. Camogie

As our Camogie section is relatively young our aim over the next three years is to consolidate the tremendous progress made through increasing our player and mentor base and improving our structures. We also aim to field team at all ages from 8 up to adult.

Action

- We will recruit at least six adult camogie players to help field an adult team at Junior level.
- We will identify and recruit at least four more volunteers to help run the club (officers, coaches, first aid)
- We will organise a Camogie Foundation Course
- We will encourage and train our older girls to assist with younger age groups
- We will establish links with at least one local primary school
- We will identify core skills that all players should have by the ages of 10 years and 13 years
- We will recruit and train at least two new referees
- We will appoint a finance subcommittee to look after fundraising events

Responsible

Camogie Comm
Camogie Comm
Camogie Comm
Camogie Comm
Camogie Comm
Camogie Comm
Camogie Comm
Camogie Comm

Date

2015
2015
2015
2015
2015
2016
2016
2016

9. Cultúr/Social

We are unique in that our community is based on the De La Salle Schools in Waterford City and as a result can be quite spread out. It is important therefore that we work even harder to develop this community through organising social events for young and old alike. We will also tap into the contacts of our older members to establish links that will benefit club members. We are proud of our language and culture and will develop these as we continue to grow.

Action	Responsible	Date
• We will erect signs within grounds "as gaeilge"	Oifigeach Gaeilge	2014
• We will run an Annual Club Day at our Gracedieu Grounds	Social Committe	2014
• We will set up an 'Active Retirement' group within De La Salle GAA Club	Executive Comm	2015
• We will set up a group to look into the possibility of establishing links with local employers to help our members obtain employment	Executive Comm	2015
• We will establish a 'Social Centre Committee' to oversee and explore the better use of Gracedieu Complex for club social use	Executive Comm	2015
• We will introduce Gaeilge into playing field activities m.sh. captaen, cúl báire, sliotar, camán, aon, dó, trí...when counting drills	Oifigeach Gaeilge	2015
• We will draw up a list of club members who would be comfortable conversing in Irish and circulate	Oifigeach Gaeilge	2015
• We will investigate if club based musicians and singers are interested in irish music and songs- oíche ceoil monthly/on occasions	Oifigeach Gaeilge	2016
• We will look at running youth activities in Gracedieu during the off season	Social Committe	2016