

Stratford Grangecon GAA Club

5 Year Development Plan 2012 - 2017



Áth na Sráide Gráinseach Choinn CLG



The Members of
Stratford Grangecon GAA Club
proudly present their
Five-Year Development Plan 2012-2017
to

Mr. Liam O'Neill,
Uachtarán Chumann Lúthchleas Gael

Friday 3rd August 2012.



Acknowledgements

The Executive Committee would like to acknowledge the help and support of a number of people who unselfishly gave of their time, skills and energy in helping to prepare for the launch of our 5 Year Development Plan.

In particular, we would like to thank

Geraldine Cole

for the expertise she brought to the design and co-ordination of our Plan.



Table of Contents

<i>Address by Club Chairperson</i>	1
<i>History of Stratford Grangecon GAA Club</i>	2
<i>Methodology.</i>	5
<i>Mission Statement.</i>	10
<i>Code of Conduct / Player Welfare.</i>	11
<i>Structure and Administration</i>	15
<i>Coaching and Games Development</i>	17
<i>Finance and Fundraising</i>	22
<i>Facilities and Development</i>	26
<i>Communications, Public Relations, Social, Cultural.</i>	36





Chairmans Address

A gach dhuine,

Táimid bródúil as ár gclub, Áth na Sraide - Ghráinseach Choinn, agus ar a bhfuil bainte amach. Is é ár n-aidhm tógáil ar na héachtaí a ráthú ar an todhchaí an club iontach. It is my privilege as Chairperson of Stratford Grangecon GAA club to introduce our detailed 5 year plan. This collaborative plan outlines the initiatives we endeavour to achieve in order to develop our club. With gratitude I thank Mr. Billy Byrne and Mr. Peter Case from the County Board for their assistance and encouragement. I recognise that our GAA club is the heartbeat of our community, made even more significant in these current economic and socially challenging times.



We have embraced the concept of a five-year plan as it afforded us the opportunity to evaluate and review our Club's current situation. We are proud of the extensive development of our clubhouse and pitches – with more planning we can expand further to open our club to all members of our community. This would prove to be a vital link in a rural community. Our strategy is to ensure that our club continues to effectively serve its members, our loyal supporters and the wider community to sustain our activities. We are fortunate to have strong, committed and motivated membership embodied by an excellent Executive Committee, bolstered by the effective presence of our Community Employment Participants. I am grateful for their continued support, which epitomises the essence of the GAA organisation as one which purports volunteerism at the highest level.

Improving conditions and structures for our players and members is our main priority. The club's infrastructure should promote the skills development of our players in a specialised and comfortable environment. This can only be achieved by improving training facilities and establishing a code of conduct. We wish to adopt a 'cradle to the grave' approach. We appreciate the significance of early recruitment and I believe we must strengthen our links with our feeder schools to become more proactive in encouraging membership of our club.

A Steering Committee was established to implement these aims. I am aware this task has been, and will continue to be extremely demanding. Nonetheless, I am confident that as these tasks evolve, Stratford Grangecon GAA club will be a stronger body that will function by best practice and impress under any measure set down by Cumann Luthchleas Gael.

It is my pleasure and honour to lead Stratford Grangecon GAA Club through this process. Ag obair le chéile is féidir linn a bhaint amach ar fad atá leagtha amach again.

A handwritten signature in blue ink that reads "Hugh O'Keeffe". The signature is written in a cursive style and is positioned above a horizontal line.

Hugh O'Keeffe
Cathaoirleach



History of Stratford Grangecon GAA Club

Stratford Grangecon GAA Club is situated outside the village of Stratford-on-Slaney in the heartland of West Wicklow, just off the N81 and in sight of Leinster's highest mountain, Lugnaquilla. The Club comprises two small villages - Stratford on Slaney, which was established by Edward Stratford in the 1700's as a planned industrial town; and Grangecon, which is renowned for its famous horse trainers and cricket teams of yore.

The first Stratford GAA Club was formed under the name 'Stratford Bohemians' in October 1896, twelve years after the GAA was founded. In the early years, both Stratford and Grangecon had separate football clubs. While football waned in the 1920's, history recounts that Stratford and Grangecon Club members also played for other West Wicklow Clubs. In 1935 the Club was re-established and was very active in the forties and fifties, with the Club winning the West Wicklow Junior Final in 1955.

Foresight, dedication, commitment and a lot of hard work at school level enabled Stratford Grangecon to dominate the small schools league through the sixties, seventies, eighties and nineties. This provided the basis for much success at adult level in the decades to follow. The Club won the West League in 1961, won the West Junior Football Championship and competed in the County final in 1966. In 1969 the Club made history by being the first Junior team to win the Boothman Trophy, while also adding the Corcoran Cup. 1969 also saw the Club having four players on the Wicklow County team that won the Junior All Ireland title.



JUNIOR TEAM 1971

1971 proved to be a year to remember with the Club winning the County Junior title at the third attempt and numerous other trophies. The next ten years were somewhat more quiet, but in 1981 a further Junior title was added as well as other silverware. In 1983 the Club won the Intermediate Championship, thus qualifying for a tilt at senior level in the Centenary year of the GAA.

1986 could be regarded as a milestone in the history of the Club. Through foresight and community spirit seventeen acres of land were purchased at Winetavern, giving the Club its own pitch and a place to call 'home' for the first time ever (prior to that the Club was dependent on the generosity of local landowners). And as a measure of 'good faith' the Seniors won the B Championship that year. While work commenced almost immediately on the playing field, it was not until 1998 that work commenced on the clubhouse.



In 1991 the club won the Intermediate Championship and while fortunes fluctuated, the Club continued to field teams and bravely participate in competitions. 1999 saw the Junior team capture the Ovington Cup - and in 2006 the Club reached the final of the Intermediate Championship after a fifteen year absence.

In January 2006, (the year County Wicklow hosted Feile), history was made with Stratford Grangecon forming its very own juvenile team (prior to that, our young footballers were part of St. Joseph's Parish Team). Our first juvenile team were the U-14 team that played in that Feile and from these humble beginnings did acorns grow and now the Club competes with huge success at all age groups from U-8 right up to minor, not forgetting the Academy (the future of our Club). Yet another first for the Club was in 2007, when hurling was introduced for juveniles up to U-12. 2012 has seen this expand significantly and the Club now facilitates training to other local clubs at U8 and U10 level and compete in Go Game blitzes. Local ladies football clubs and post primary schools also benefit hugely from our juvenile successes. Many of our young girls progress to play and contribute greatly to these clubs and schools.



INTERMEDIATE CHAMPIONS 2007

2007 saw great success on the playing front with the Club winning both the Intermediate Championship and the Division 2 County League final, thus promoting us to senior ranks once again. The Junior team (not to be outdone!) reached the semi-final of the Junior C Championship and were top of the Division 4 West League. In 2008 the senior team retained their senior status and reached the Championship quarterfinal stages.

During December 2010 (as freezing temperatures immobilised the country) another milestone was reached as the Club held its first Lotto Draw. The lotto has gone from strength to strength and is now the main source of fundraising. The money created by lotto funds, in addition to a National Lottery Grant, has allowed the Club develop first class facilities inside the clubhouse and upgrade the grounds. September 2011 saw work commence on the development of a seven-acre site into an additional playing field, which will be of huge benefit to teams in years to come.

In October 2011 silverware returned to the Club. Efforts being put in place at juvenile level were now starting to pay dividends as the senior footballers, on a wet and blustery Saturday in October, displayed great determination to win the Keating Trophy.





KEATING TROPHY WINNERS 2011

As with GAA Clubs all over the Country, some of the same names re-appear throughout the decades of history – Bollard, O' Keeffe, Barrett, Cronin, Nolan, O'Neill, Mangan, Moore, Byrne, Humphries – which re-enforces the generational inspiration and tradition of the GAA. Our Club, like the GAA itself, faces into a future of unknowns. One 'known' is that Stratford Grangecon has established itself as a very vibrant and forward thinking club within the GAA family. We are highly respected throughout County Wicklow. Another 'known' is the level of commitment and pride the community has towards the maroon and white of Stratford Grangecon. Without doubt the Club has a vital and central role to play in both Stratford and Grangecon communities and in the wider 'community' that is Wicklow football.



Club members at the site purchased in 1986



The late Bill Humphries, tireless worker for the Club

Methodology

Objective: Stratford Grangecon GAA club wanted to implement a plan that would steer the club in the right direction over the next five years.



**Declan Hanley,
Chairman 2010-2011,
made first steps
to formulate plan.**

Date	Actions taken	Members involved
Summer 2011.	A delegation attended a County Board meeting in Hollywood which outlined the aims, objectives and benefits of having a 5 year plan	Declan Hanley (Chairperson 2011) Hugh O'Keeffe Jim Bollard
January 2012	The Executive Committee organised a campaign to involve interested parties to attend a Public meeting to discuss the plan: 500 flyers were distributed, announcements were made during religious services, schools were supplied with letters to be sent to students' homes, and notices were placed in the Parish Newsletters.	Brigid Bollard Colette Bollard Yvonne Burke Michael Carmody Margaret Cronin Maurice Mangan Hugh O'Keeffe Ina O'Keeffe
February 2012	<p>The club invited Billy Byrne and Peter Case (Wicklow County Board) to address a public meeting.</p> <p>The members and local interested parties engaged in an evaluation and review process concentrating on the following areas: Club Structure & Administration Facilities & Development Adult & Underage Development</p> <p>Hugh O'Keeffe was appointed as Facilitator</p>	<p>Brigid Bollard Colette Bollard Patrick Burke Mark Byrne Michael Carmody Jim Cronin Margaret Cronin Melissa Egan Maurice Mangan Hugh O'Keeffe Ina O'Keeffe Mary O'Keeffe Liam Ryan</p>
March 2012	<p>The Executive Committee met with Billy Byrne and Peter Case. The club presented the development plans for the clubhouse and training pitches.</p> <p>To provide clear direction to our plan the executive committee conducted a SWOT Analysis of our club to assess the Strengths, Weaknesses, Opportunities & Threats.</p>	<p>Billy Byrne & Peter Case Colette Bollard Declan Bollard Mark Byrne Margaret Cronin Annette Mangan Maurice Mangan Hugh O'Keeffe</p>



April 2012	<p>Members volunteered to become part of a Steering Committee.</p> <p>Focus Groups were established to assist with the formation of the plan.</p>	<p>James Barrett Jason Bolger Brigid Bollard Colette Bollard Yvonne Burke Mark Byrne Patrick Byrne Michael Carmody Margaret Cronin Melissa Egan James Fanning Annette Mangan Maurice Mangan Michael Mangan Gerard O'Keeffe Hugh O'Keeffe Ina O'Keeffe Mary O'Keeffe</p>
April 2012 Cont'd	<p><u>Focus Groups</u> History of Club</p> <p>Methodology</p> <p>Mission Statement</p> <p>Coaching</p> <p>Finance</p> <p>Facilities and Development</p> <p>Code of Conduct</p> <p>Structure & Administration</p> <p>Communications</p>	<p>Brigid Bollard, Annette Mangan* & Ina O'Keeffe</p> <p>Hugh O'Keeffe</p> <p>Hugh O'Keeffe</p> <p>James Barrett, Michael Carmody*, Maurice Mangan & Michael Mangan</p> <p>Colette Bollard, Yvonne Burke, Margaret Cronin* & Melissa Egan</p> <p>Jason Bolger, Mark Byrne*, Patrick Byrne, James Fanning, Gerard O'Keeffe & Hugh O'Keeffe</p> <p>Annette Mangan</p> <p>Mark Byrne, Fergus Moore & Hugh O'Keeffe*.</p> <p>Colette Bollard & Michael Mangan*</p>

**Denotes leader of Focus Group*



1 st May 2012	<p><u>Progress of Focus Group</u></p> <p><i>Mission Statement</i> Hugh O’Keeffe presented a draft Mission Statement for approval by the Executive Committee. The Mission Statement was ratified.</p> <p>As facilitator, Hugh O’Keeffe suggested that the process needed an impetus. He recommended the appointment of Ms Geraldine Cole to act as an Administrator. This was passed by the Executive Committee.</p>	Colette Bollard Mark Byrne Michael Carmody Margaret Cronin Maurice Mangan Hugh O’Keeffe
11 th May 2012	<p><i>Coaching</i> The five-year coaching plan was developed and finalised.</p>	James Barrett Michael Carmody Maurice Mangan Michael Mangan
22 nd May 2012	Geraldine Cole met with members to present her recommended Plan structure, content, design & layout. Each Focus Group leader undertook to email final drafts to Geraldine for compilation and formatting of the Plan report. The deadline date was set for 12 th June 2012	Michael Carmody Geraldine Cole Margaret Cronin Annette Mangan Maurice Mangan Michael Mangan Hugh O’Keeffe Ina O’Keeffe
31 st May – 14 th June 2012	<p><i>Code of Conduct</i> The committee consulted on numerous occasions to develop the Code of Conduct. Verbal and written recommendations were made available to Annette Mangan. The final draft was emailed to Geraldine Cole.</p>	Brigid Bollard Jim Bollard Moggy Burke Annette Mangan Eoin O’Neill Mervyn O’Neill
5 th June 2012	<p><i>Finance</i> The club’s Finance Plan and structure was determined. Members corresponded via email with their amendments and recommendations before the final draft was emailed to Geraldine Cole.</p>	Colette Bollard Yvonne Burke Margaret Cronin Melissa Egan
6 th June 2012	<p><i>Facilities and Development</i> Five-year Plan was developed and prioritised. Deadline for submission of costings and amended drawings was extended to 25th June.</p>	Jason Bolger, Mark Byrne, Patrick Byrne, James Fanning, Gerard O’Keeffe & Hugh O’Keeffe



7 th June 2012	<i>Structure and Administration</i> Club structure table was formulated. Structure of meetings was established. Key Projects and actions were identified.	Mark Byrne Fergus Moore Hugh O'Keeffe
12 th June 2012	Geraldine Cole presented members with draft copies of the plan to date for perusal. Monday 25 th June was set as the next deadline for material to be emailed to Geraldine. Gerard O'Keeffe presented the Facilities & Development's Plan for the proposed development. Hugh O'Keeffe & Geraldine Cole were nominated to liaise with the printer (Fintan Doyle) to discuss publishing and design. The official launch of the Five-Year Plan was discussed. Hugh O'Keeffe informed the meeting that ours would be the first club in the county to publish its plan. It is expected to have representation from the County Board/Leinster Council and GAA Headquarters present.	Colette Bollard Mark Byrne Michael Carmody Geraldine Cole Annette Mangan Maurice Mangan Michael Mangan Gerard O'Keeffe Hugh O'Keeffe Ina O'Keeffe
16 th June 2012	<i>History</i> Members presented their research to Annette Mangan for compilation. Drafts were emailed to members for perusal. The final draft was emailed to Geraldine Cole.	Brigid Bollard Margaret Cronin Annette Mangan Hilary McDermott Ina O'Keeffe
Cont'd	<i>Communications</i> Members outlined and formulated a plan to incorporate use of Social Networking and other means of communications to inform and increase membership. The plan was emailed to Geraldine Cole.	Colette Bollard John Canning Michael Mangan Angus McDonogh



10 th July 2012	3 rd August was announced as the Launch date. Final draft and all photographs to be organised.	Geraldine Cole, Mark Byrne, Hugh O'Keeffe, Margaret Cronin, Annette Mangan, Colette Collard, Melissa Egan, John Channing, Ina O'Keeffe, Brigid Bollard, Declan Bollard
18 th July 2012	Invitation finalised. Schedule of works to be undertaken was agreed.	Geraldine Cole, Mark Byrne, Hugh O'Keeffe, Margaret Cronin, Colette Bollard, Maurice Mangan, Michael Carmody, Ina O'Keeffe.
24 th July 2012.	Secretary confirmed Uachtarán Chumann Lúthchleas Gael will attend launch. Final Draft agreed. Published document to be circulated to Croke Park, Leinster Council, Wicklow County Board and over 500 homes in the Stratford Grangecon Community. All other preparations on schedule.	Geraldine Cole, Mark Byrne, Hugh O'Keeffe, Margaret Cronin, Annette Mangan, Colette Bollard, Melissa Egan, John Channing, Ina O'Keeffe, Brigid Bollard, Michael Carmody, Maurice Mangan. Michael Mangan.



M – V – V (Mission – Vision – Values)

It is with great pride that Stratford Grangecon GAA fully adapts the Mission, Values and Vision of the GAA. Recognition of the cohesive power of these values is something that we wish to bring to every stakeholder in our Club. Stratford Grangecon GAA can progress more positively in the planning, development and promotion of our Club if the core values of the GAA are exercised as a clear mission. Often, in difficult times, the power of a meaningful mission can provide strength and cohesiveness. The GAA has empowered this ethos on a world stage and Stratford Grangecon intends to build on this cornerstone in our small rural community. In our daily lives, and in our recreation, we can adapt the core values of the GAA, which guide the attitudes, behaviour and respect we show to one another. If our members make a concerted effort to live by these core values – this can only reflect positively on the pitch, in working lives and in each member's home in our parish. These core values can only impact positively on membership of our club and act as a magnet within the wider community.

Vision		
<i>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</i>		
Values	Mission	
Community Identity	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	
Amateur Status	We are a volunteer led organisation. 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 Association We are anti sectarian We are anti racist	
Respect	We respect each other on and off the playing fields We 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 games to allow players of all abilities reach their potential.	
Teamwork	Effective teamwork on and off the field is the cornerstone of our Association. Ní neart go cur le chéile. (There is no strength without working together).	



Code of Conduct / Player Welfare

Aim: *That Stratford Grangecon GAA Club operates best practice for behaviour, inclusiveness and Community Morale.*

Within the next five years our Club will strive to achieve a high level of sheer commitment to protecting the well-being of our members and those involved in all its ventures. **RESPECT** for fellow members and **PRIDE** in our club name is key to this process – bringing to bear a clear understanding of the beliefs and aspirations of a well-organised and inclusive sporting entity.

Mechanism:

To achieve such objectives is the formulation and publication of a Stratford Grangecon GAA Code of Conduct.

Introduction:

The Executive of Stratford Grangecon will assume the responsibility to protect and promote the interests and well-being of those involved in all aspects of club activities. As a matter of priority a Code of Conduct will be drawn up to establish procedures for the Club so that there can be no ambiguity about what is acceptable and what is not acceptable conduct.

Central to any Code of Conduct is 'Give Respect Get Respect' and this will be continually endorsed and promoted within the club. At all times Stratford Grangecon club policies and procedures will be informed by GAA policy. Health and Safety is of paramount importance and will be incorporated into all relevant areas within player welfare and Code of Conduct. The club recognizes the need to review policies and procedures and possible amendment in line with societal needs.

Respecting the basic rights, views and aspirations of all its members is fundamental to the ethos of the club and the club will adapt a zero tolerance approach to racism and all identifiable forms of abuse, harm, discrimination and demeaning behavior. The club will discourage the use of bad and abusive language.

Within the next five years, the club will strive to promote a team spirit based on commitment to preparation, enjoyment, discipline, pride in our club and mutual respect for team mates, mentors, fellow members, club buildings and surrounds.



Action	Performance Criteria	Timeline	Who is responsible
Appoint a Children's Officer to monitor child welfare	Appointment of Children's Officer	July 2012	Executive Juvenile Chairperson
Develop Club Alcohol and Substance Abuse Policy and seek refresher training for ASAP Officer	ASA Policy	August 2012 Review annually	ASAP Officer Executive Children's Officer Players' reps Parents
Draw up a Code of Conduct and Sanctions for Adult Players and Mentors	Code of Conduct	September 2012	Team managers Executive Players reps
Communicate the Code of Conduct to all players, mentors and officials	Issue Communication	December 2012 Issue annually thereafter	Executive Registrar Team management
Establish a Disciplinary Committee.	Establishment of Disciplinary Committee	December 2012	Executive Team Managers Player's Reps Parents
Develop and issue guidelines for dealing with allegations of abuse, bullying, and discrimination.	Review Existing Guidelines Issue guidelines	September 2012 December 2012	Executive Children's Officer
Establish a Players Welfare Sub Committee	Establish Sub Committee	December 2012 Review annually	Executive Team Management Players Children's Officer Finance Sub Committee Rep ASAP Officer Registrar
Review Adult Code of Conduct	Review to take place	January 2013 Review annually	Team managers Executive Player's Reps
Revisit existing Code of Conduct for juvenile players, mentors, coaches and parents/guardians	Code of Conduct	March 2013	Executive Juvenile Committee Children's Officer
Communicate Code of Conduct to all juvenile players, mentors, coaches and parents/guardians	Issue Communication	March 2013	Executive Juvenile Committee Children's Officer



Monitoring of Child Welfare

- Protection of child centred ethos of the club will be guarded by the appointment of a Children's Officer.
- Their role will include strict compliance with the Code of Conduct and any policy and guidelines set out by the club, Cumann Luthchleas Gael, child focussed statutory bodies and/or agencies.
- Our Children's Officer will engage with the relevant bodies in dealing with reported allegations.
- Children will be made aware of their right to be protected and to be listened to.

Equality.

Equal opportunities within the club and on the field of play will be adhered to regardless of:

Sex	Religion	Ethnic/Social Background
Age	Ability	Political persuasion.

Particular emphasis will be applied to children with disabilities – ensuring that they are allowed participate and enjoy their preferred game to their full potential. Representation of club members (adults and children) with disabilities will be involved in the five-year strategy ensuring that they are integrated into the main functions of the club.

National Policies.

Stratford Grangecon GAA Code of Conduct is based on the principles that guide the development of sport for our young members – as outlined in Code of Ethics and Good Practice for Children's Sport and the Code of Best Practice for Youth Sport as set out by the GAA. A young member's experience of their chosen sport should be guided by what is best for that person as an individual. The pace and stages of development, and the natural ability of any member should determine the types of activity provided within the club environment. More senior club members will be trained in a basic understanding of the needs of young members to equip them with the ability to deal with the physical and emotional needs

Safe Sport for All.

The Club will adapt a child-centred ethos. Sport for young people should be conducted in a safe atmosphere, supported by a positive and encouraging style. Building on this atmosphere will ensure that competitive demands are kept within reason and recognised levels of ability. Mentoring and Monitoring is key. Too often young club members can withdraw due to inappropriate levels of expectation, very often imposed on them by themselves or by their peers.



Fair Play and Competition

Ireland is committed to the European Code of Sports Ethics, which defines fair play as “much more than playing within the rules”. While healthy competition is at the core of most sports in this country, fair play is a mindset – a way of thinking and not just behaving. Fair Play is a basic cornerstone of any club and will be the guiding principle of our Code of Conduct. Respect for others and the prize of using sport as a stepping-stone for lifelong friendships is another vital building block. A balanced approach can make a significant contribution to the development of any team sport, or an individual sportsperson, and can add greatly to the sheer enjoyment and satisfaction we can derive from our chosen sport.



Disciplinary and Complaints Procedures.

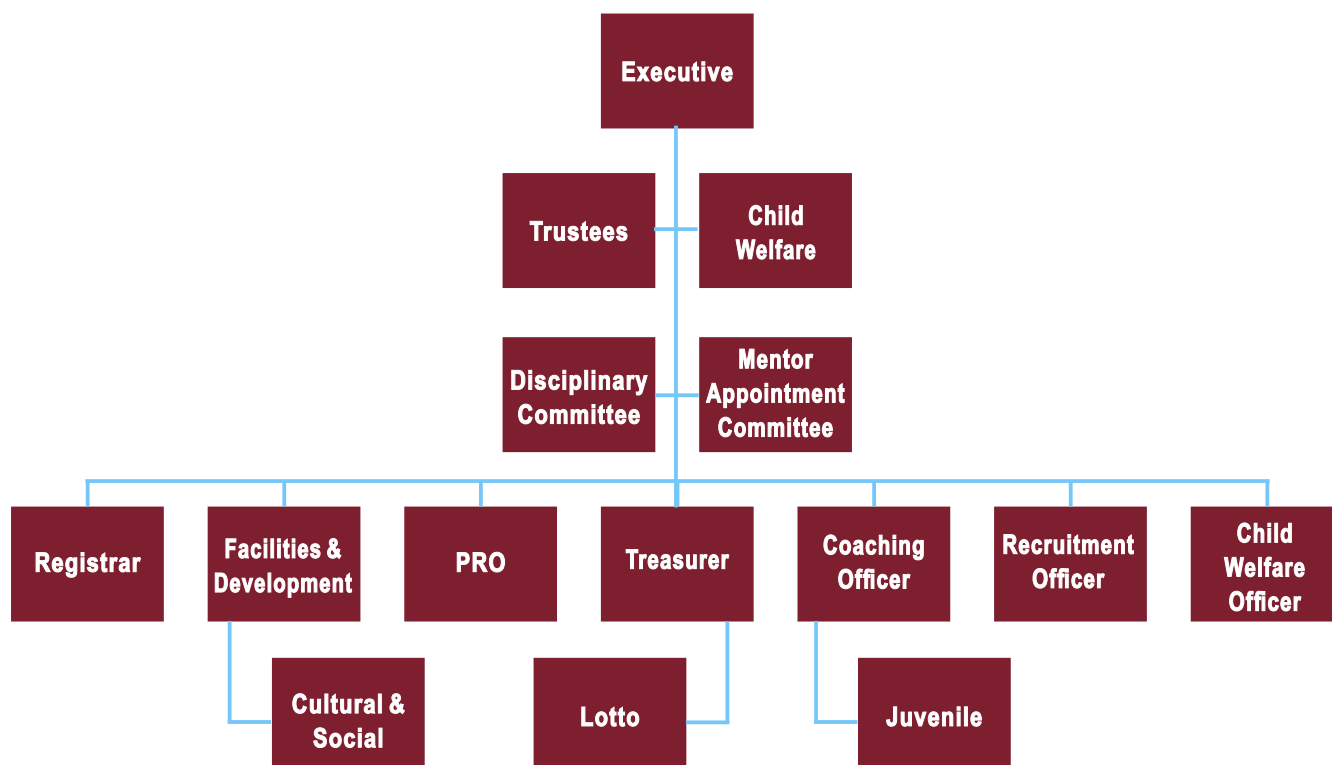
Very clear and transparent procedures will be implemented as part of our Code of Conduct policy. This will deal with any breaches of rules and regulations. A key element to this strand of our documents will be a definitive line of communication for complaints. An Appeals Mechanism will be part of this policy.



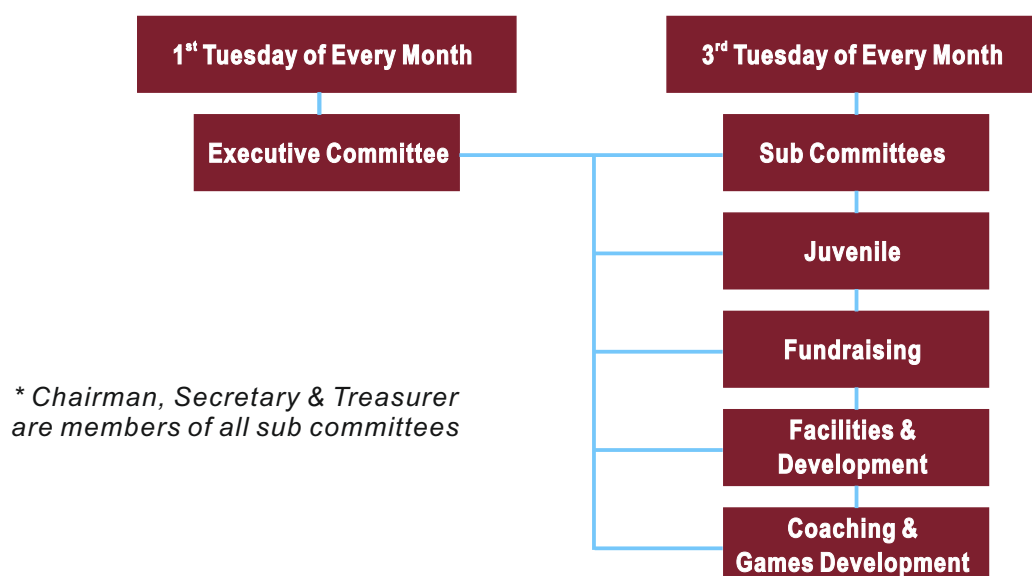
Structure & Administration

Objectives: In five years time, Stratford GAA Club will confidently say: *“Our Club excels in its administration. We have the structures in place appropriate to the Club’s needs. We will continue with our ‘Open door’ policy to entice more people to become involved in the administration of the club at Executive level. We aim to increase the number of people volunteering in the Club by 20% year upon year.”*

Club Structure



Structure of Meetings



Action	Outcome Sought	Timescale	Responsibility
GAA Club Constitution adopted and in place	To ensure that the Club is being run in accordance with GAA rules	August 2012	Executive Committee
Plan Implementation Sub – Committee appointed by the Club Executive	To monitor the implementation of the Club's five year plan and submit a written report to the annual AGM	Ongoing	Executive Committee
Children's Officer & Designated Person	To oversee implementation of the GAA Code of Best Practice and to deal with any allegations of abuse in the prescribed manner.	Ongoing	Executive Committee
Club's Alcohol & Substance Abuse Policy Developed	To ensure that the Club is following best practice regarding the use of alcohol in the Club	Ongoing	Executive Committee
Registration of Players and members	To ensure that all players and members are registered on GAA Online Registration System in order to comply with GAA regulations.	Complied Annually	Registrar
	To ensure that all teams are affiliated to the Player Injury Scheme		Registrar
Recording of Club Property and Documentation.	To ensure the safety and confidentiality of Club documentation and safety of Club property	Ongoing	Secretary
Club Discipline	To establish a Disciplinary Committee.	September 2012. (Linked to Code of Conduct).	Executive Committee
Mentors Appointment Committee	To recommend, recruit and appoint Mentors.	Ongoing	Executive Committee
Evaluate Performance of Mentors Role	Annual evaluation of Mentor's performance to be presented to the Executive Committee prior to AGM	November (Annually)	Mentors Appointment Committee



Coaching & Games Development

Aim:

Stratford Grangecon GAA aim to provide a constant high standard of coaching and player participation, across all age groups and activities in a safe and enjoyable environment for all players, supporters and administrators within our communities.

Objectives

- Create and provide a constructive Coaching and Games Development Academy.
- Fun and Games for everyone.

Club Ethos

- Encourage participation at all age groups.
- Strive for continuous performance improvement in our players, coaches and volunteers.

Coaching & Games Development Academy

We will delegate a committee to implement best practice coaching standards across youth and adult players.

Club Coaching Officer

The appointment of the Coaching Officer is paramount to the future of the clubs coaching and games development.

Club & Community Support Network

We will continue to run Lá Na Club and Go Games in line with national standards giving the opportunity to our younger members to develop their skills in a fun environment. Former and current players and officers are key to this process. Teachers and existing coaches will have an important role to play,

- Parents, professionals, and a wide range of people across the community will be recruited to achieve our goals,
- Leinster Council Coaches will have a significant role to play in the coming years for our club,
- Request a visit from Croke Park National Director of Coaching to advise the club and its members.

Nursery Academy - Ógra

Great interest already exists in the Nursery Academy from parents and children and our numbers are increasing.



Club Recruitment and Retention Officer will write to and engage with former club members and their families to encourage children to renew activity with the club and create a wonderful fun atmosphere within the nursery academy.

This is one of the first steps in teaching the GAA Respect Initiative with a fun element always present for our children.

Our visit to Croke Park in July 2011, with the under 8 /10 yrs was a great success and generated a renewed interest in games, from both parents and children.

Coaches (Qualifications)

At present we have coaches attending Foundational Courses to improve their skill set.

Through a new plan the club (Coaching Academy) will set out improved coaching targets aimed at strengthening the skills of our club coaches and introducing training programmes targeted at improving player/coach morale.

We will put in place a programme to ensure Club Members are trained at different levels. Our aim is to have all coaches to award Level 3.

We will identify young referees to receive training and assistance from County Board.

Linking With Schools

We have established weekly coaching sessions with local schools. The key to this link is the interaction of the Liaison Officer with the schools.

- Over the coming years, we will build on this relationship with teachers and school management,
- Where parents are Club Members - we will encourage Schools Parent Associations to provide a basic understanding of our games and skills to school children.

We will assist in improving facilities and the provision of playing equipment.

Fitness.

Fitness is key to a team's performance at any age. The clubhouse currently has some gym equipment to facilitate training. Over the course of this plan the intention is to purchase new equipment and implement best practice training programmes for all senior and older juvenile players eg. simple callisthenics, bodyweight exercise.



Circuit Training.

Circuit training programmes should be carried out during off-season and/or in early pre-season. The benefits will improve:

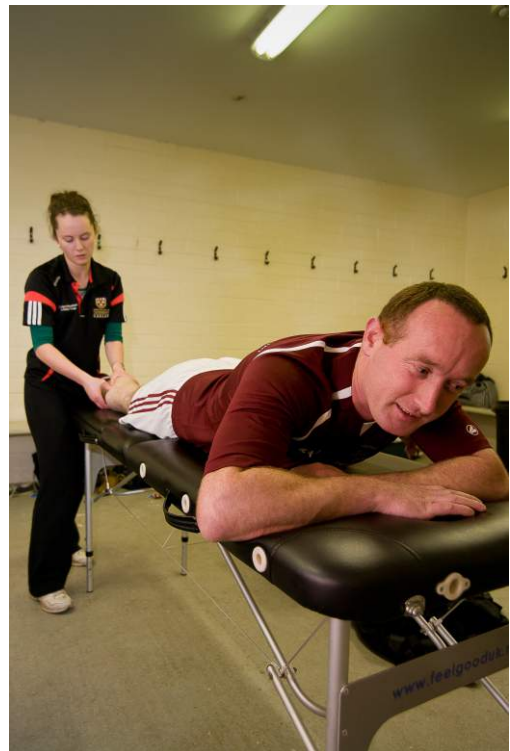
- Muscular strength
- Endurance
- Cardiovascular levels.

Conditioning

Conditioning is an important factor in the modern game. The best way to condition is high intensity programmes with minimum rest. It is vital to measure player's fitness levels in order to achieve the two most important skills of Gaelic games - "Speed" and "Power".

Player Welfare.

- Nutrition
- Nutrition is a vital part of a players training program. The club will engage with a Nutritional Programme to ensure players are aware of the importance of a good diet and how it impacts on their fitness and game performance.
- Injury rehabilitation
- Rehabilitation from any injury can be a frustrating time for any player. The club will engage with a physiotherapist or athletic trainer that will prescribe the correct exercises, stretches, to ensure the players welfare.
- Injury prevention
- Relevant training methods need to be in place for the prevention of injury. Specifically, treatments for strengthening of muscles (especially key stabiliser muscles) around the most notorious joints susceptible to damage e.g. shoulder, knee and elbow. The club's assigned physiotherapist or athletic trainer will work with players to minimise injuries.



How Coaching & Games will be developed in the club

<i>Action</i>	<i>Outcome Sought</i>	<i>Timescale</i>	<i>Deadline</i>	<i>Responsibility</i>
Club Coaching Officer and Games Development Academy to be appointed.	To oversee all aspects of development and games to ensure good coaching structures are in place in our club	2013	On going	Club Executive Committee
Club –schools link Club-Schools Liaison Officer	To ensure the children gain a positive skills base and a good relationship between the club and local schools	2013	In place	Coaching and games committee
Nursery programme in place for ages 4 to 7 years.	To encourage our young children to become involved in games in a fun and safe environment	2012	In place	Coaching and games committee
Fun-do Education resource pack	To assist our club coaches in the development of our players	2013	On going	Coaching and games committee
New 'Touch Games Programme to be developed	Put in place a programme for all youth games (13-18 age group)	2012	On going	Coaching and games committee
Encourage more parents and players to become coaches	To increase the number of coaches	2012	On going	Coaching and games committee
GAA Club Coaching programmes for all coaches	To ensure that our coaches get the best possible training	2013	On going	Coaching and games committee



GAA Code of Best Practice and Code of Behaviour	To promote respect to ensure all children participate in a safe environment	2012	To Be Actioned	Club Executive Committee
Child protection workshops for coaches	To ensure all children are in a safe fun environment	2012	On going	Coaching and Games Committee
Garda vetting for all Club Members involved in children's activities	To ensure a safe play area for our children	2012	On going	Club Executive Committee
Games programme for adult teams including challenge games with other clubs outside the county	To ensure players get a meaningful programme of games	2012	On going	Coaching and Games Committee
Club defibrillator in place and personnel trained in the use of.	The safety and welfare of our players and supporters is first priority	2013	In place	Coaching and games committee
To identify and train additional referees	To have an increased number of trained referees	2014	On going	Club Executive Committee
Monitoring and recording in respect of mentors and their qualifications.	Maintain records to help identify where weaknesses may exist in our club	2013	On going	Coaching and games committee
Edit a Stratford Grangecon Club Coaching Youths & Adult Coaching Manual Log	A reference for our new and existing coaching teams to gain skills and to advance existing skill sets.	2016	On going	Coaching and games committee
Club Celebrations	Family Fun Days & Player medal presentations	2012	On going	Club Executive Committee



Finance & Fundraising

We have two primary objectives for financial support.

Objective 1: The club must continue to be managed to the highest standards of governance as set out by the Gaelic Athletic Association in particular ensuring that club indebtedness will at all times remain reasonable and manageable.

Aim: Over the next five years is to ensure that monies spent by the club is done so in a controlled and transparent way while meeting the expenditure needs of the Club. At the end of the five years all expenditure, by all facets of the club, is clearly understood by the members and that the controls put in place are effective and targets are achievable. Continuous fundraising will continue and be improved upon.

Supporting Strategies.

Set up a Finance Committee to ensure that the day to day running of the club is adequate for our needs:

Stratford Grangecon GAA is on a par with any other small parish club or organisation throughout the country. Because we are perceived as a small club, with the same basic tasks and objectives of bigger clubs, greater input and energy is required from each of our members. The level of volunteerism in Stratford Grangecon GAA is exceptional. Heartfelt dedication and unlimited hours of work are the norm. While amateur in status – any CEO of any corporate entity would envy the levels of loyalty and commitment that exist in this small club. Our Community Employment Participants are a colossal asset to the club – they have brought great consistency and form to Club facility maintenance.

Responsibilities.

The sub committee would ensure that a yearly budget for the club would be prepared. Club accounts to be up to- date, transparent and audited for A.G.M

The Financial Committee will take responsibility for club finances and will formulate an action plan to administer the generation of club funds and the management of club finances and budget through the following activities:

- Club Lotto
- Organising Fund raising activities
- Explore all grant funding
- Field Signs



Budgeting and V-F-M (Value For Money)

These two elements must run in tandem with each other over the next 5 years. Each element carries the same weight.

Budgeting carries two strands: the day-to-day management of expenditure and strategic planning for the long-term improvement of facilities and training. Value for Money is critical. If the club is to expend the hard fought for funds gathered through fundraising – all monies expended must carry a VFM tag.

All fundraising events will be authorised by the Fundraising Committee and cleared by the Executive.

The responsibility for this lies with the Finance Committee. This committee will advise the Executive on all matters financial on a monthly basis over each of the five years.

Aims of Finance Committee:

- Club members to assist during the club year with fundraising ventures.
- Adult club players to take a proactive role with fundraising efforts.
- Each team management to take a proactive role with expenditure - in particular, medical/physio costs, equipment, jerseys, footballs, etc.
- As many of our members as possible to take and sell our weekly lotto which has become our main fundraising effort. Build on our weekly lotto income by researching new and novel ways of increasing our weekly sales eg.
 - Introduce a weekly e-mail/text message to all members to remind them to partake,
 - Aim toward more prepaid members,
 - Initiative of 3 tickets for €5 to be considered at certain times of year eg: Christmas, Easter, special anniversaries or other milestones.
- Introduce pitch advertising.
- Consider an annual Player Fundraiser to cover team expenses eg: physio, outings, jerseys etc.
- Proposed activities: annual auction, head shave/wax, sponsored walk, poker classic, race night.
- Work in partnership with the Club Registrar to grow the membership base, this to include Overseas Associate Membership.
- Maximise our volunteer group in order achieve our aims.
- We need to head hunt people that will participate and continue with the running of our club now and far into the future, try to involve as many former players, mentors and followers as possible in fundraising
- Organise an open day for the public to view our amazing club house and grounds, with light refreshments on the day, thus getting people back to the club. Let people see what we have achieved and tell them what our goals are for the future and encourage them to help out by giving some of their spare time to their club by helping out with some of the proposals.



Objective 2:

- Finish our additional playing field space for training and matches.
- Provide a club gym to facilitate development of players strength and conditioning.
- Develop hurling in our club.
- Upgrade and improve existing facilities to include modernised entrance and road way to the clubhouse and changing rooms.
- Install lighting and fencing to the second pitch.

Supporting Strategies:

- Working group to be established to advance and implement the objectives set out above to include fundraising.
- All avenues of grant assistance to be explored.
- Liase with local and state agencies to achieve these objectives.

Schedule

(See Table set out in Facilities & Development Section)

STRATFORD GRANGECON GAA LOTTO					
SELECT 4 NUMBERS TO WIN OR SHARE JACKPOT	01	02	03	04	05
	06	07	08	09	10
	11	12	13	14	15
	16	17	18	19	20
	21	22	23	24	25
	26	27	28	29	30

MON. 30th JULY.

Name _____

Address _____

Seller _____

STRATFORD GRANGECON GAA LOTTO					
SELECT FOUR NUMBERS No: TO WIN OR SHARE JACKPOT					
€16,300					
Match 3 Nos to win or share €250					
If there is no winner of the Jackpot, €250 will be added each week					
Last week's winning nos. 02 - 18 - 20 - 24.					
Tickets: €2 THIS WEEK'S DRAW					
FULL COPY OF RULES AVAILABLE ON REQUEST					
MONDAY 30th JULY at 9.30pm In STRATFORD ARMS					
Committee decision is final. Licence granted.					



Club Lotto Picture Gallery



**First Club Lotto Winners
(Shared Jackpot)**



Second Club Lotto Jackpot Winner



Club Lotto in operation



First Club Lotto Jackpot Draw in progress



**Some Members of the Club Lotto
Committee**

Facilities & Development

AIM: In five years time, our Club will say:

"We have maintained our ambitious building programme to ensure that we have the very best facilities for the safety and comfort of players and members."

Background

Stratford Grangecon GAA club was founded in 1896. We bought 17 acres on 10th November 1986 for the purpose of developing our own facilities. Prior to this we were reliant on the generosity of local landowners. We developed and opened one playing pitch over the next five years. Work on building the clubhouse started in the summer of 1998. Preliminary development of a second pitch started in 2011. At this time we were fortunate to gain the assistance of two Community Employment Participants who took on the vital task of pitch and ground maintenance.

Current

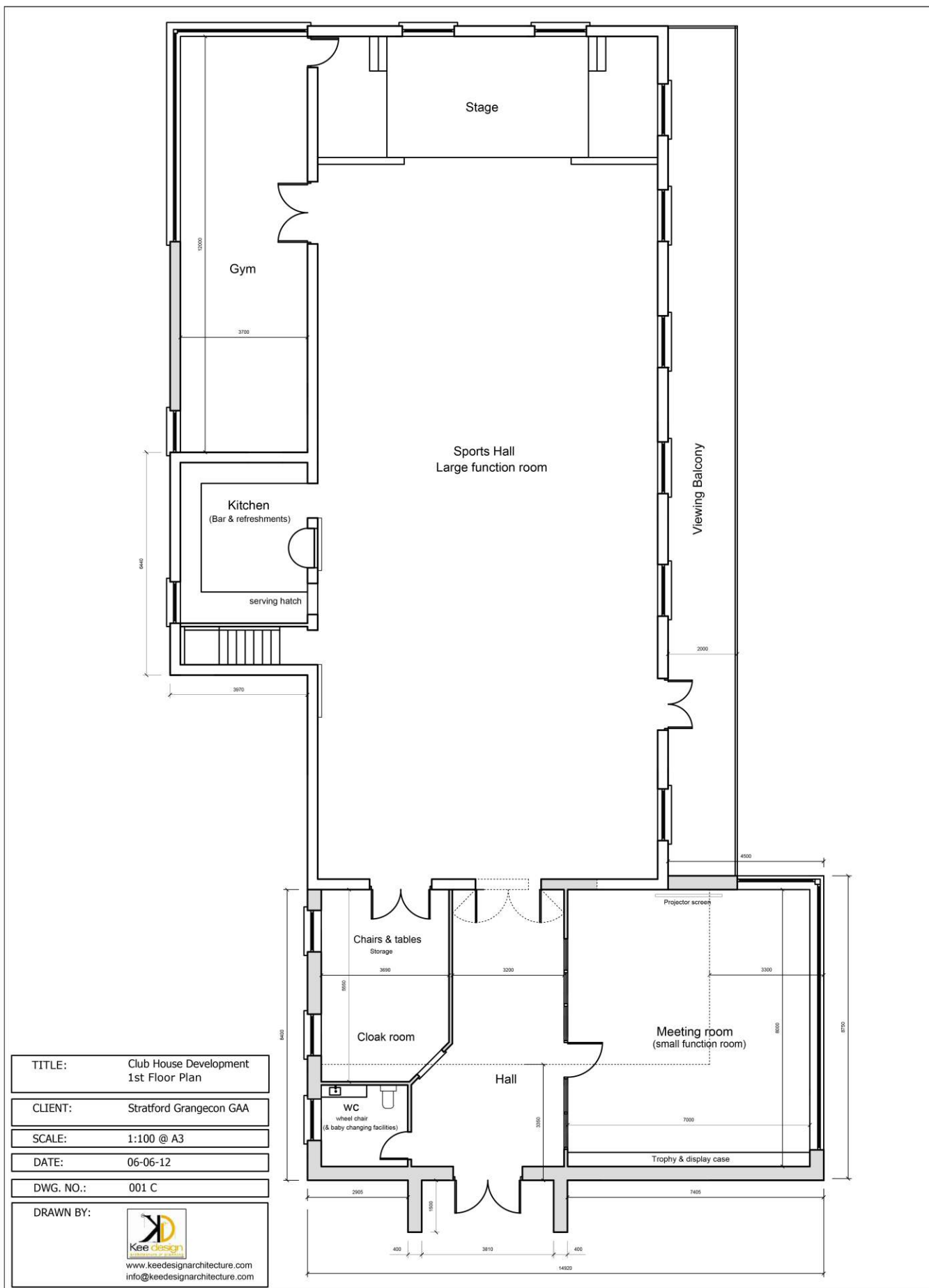
In 2012 we completed dressing rooms, showers, general access area and kitchen. The First Aid Room is now equipped with a Defibrillator and standard First Aid supplies. We are constantly monitoring, retraining and up training members in the administration of First Aid.

The Facilities and Development Committee identified and prioritised key projects that were required to accommodate the ever increasing numbers engaging in the Club's activities and to provide the best facilities possible.

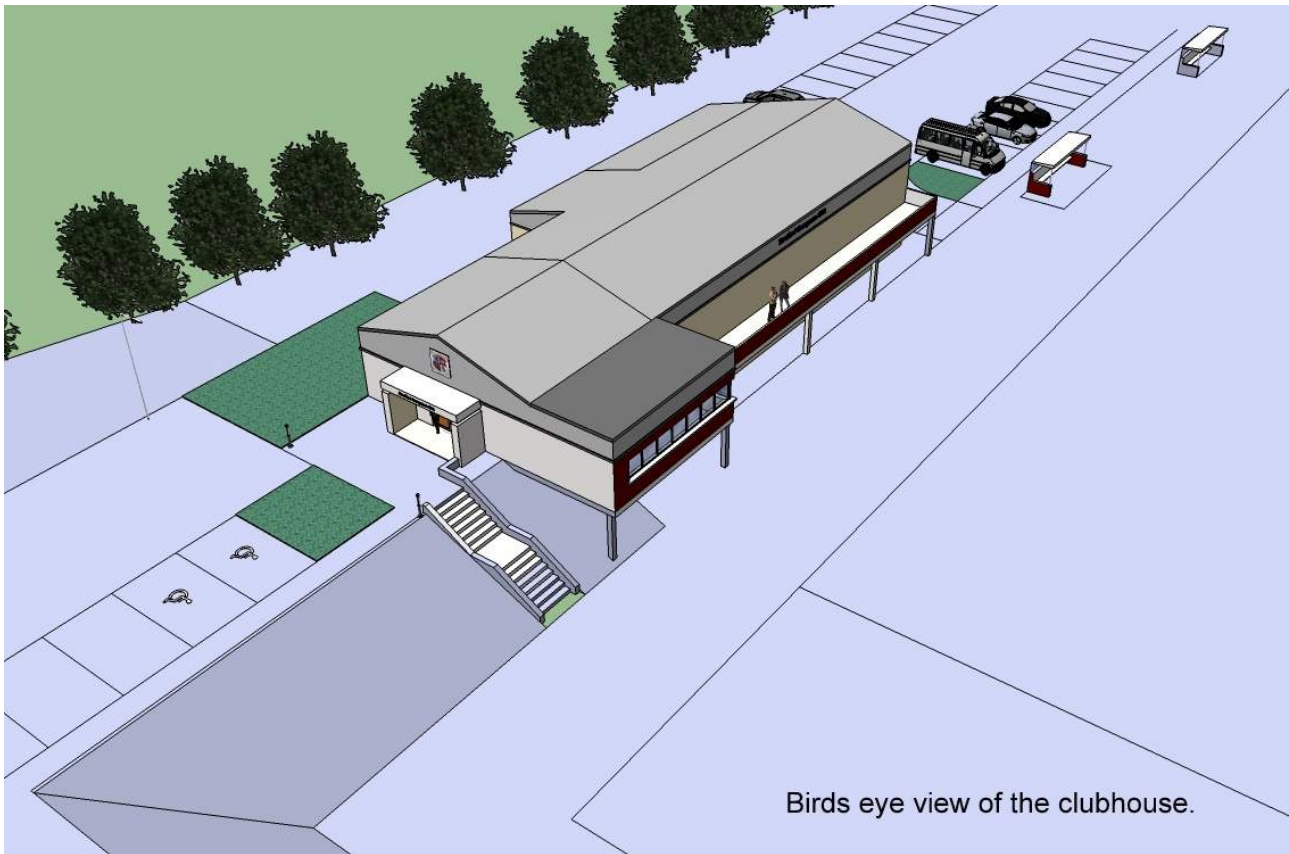
PROJECTS	OUTCOME SOUGHT	TIMESCALE	RESPONSIBILITY
- Kerbing	Entrance and public areas to be kerbed	2012	Facilities & Development Committee
- Function Room Flooring	Fitting of an all-purpose timber floor in the Function Room	2012	Facilities & Development Committee
- Gym	Provision of a fully equipped gym to aid fitness levels of players and members	2012	Facilities & Development Committee
Drainage of 2 nd Pitch	Install drainage and complete to formation level of 2 nd pitch	2013	Facilities & Development Committee
Completion of 2 nd Pitch	Complete surface of 2 nd Pitch. Erect ball control netting	2014	Facilities & Development Committee
Floodlights on main pitch	Erection of Floodlights on main pitch	2015	Facilities & Development Committee
Clubhouse Extension	Complete an extension to the clubhouse to provide a meeting room & improve mobility access and facilities	2016	Facilities & Development Committee

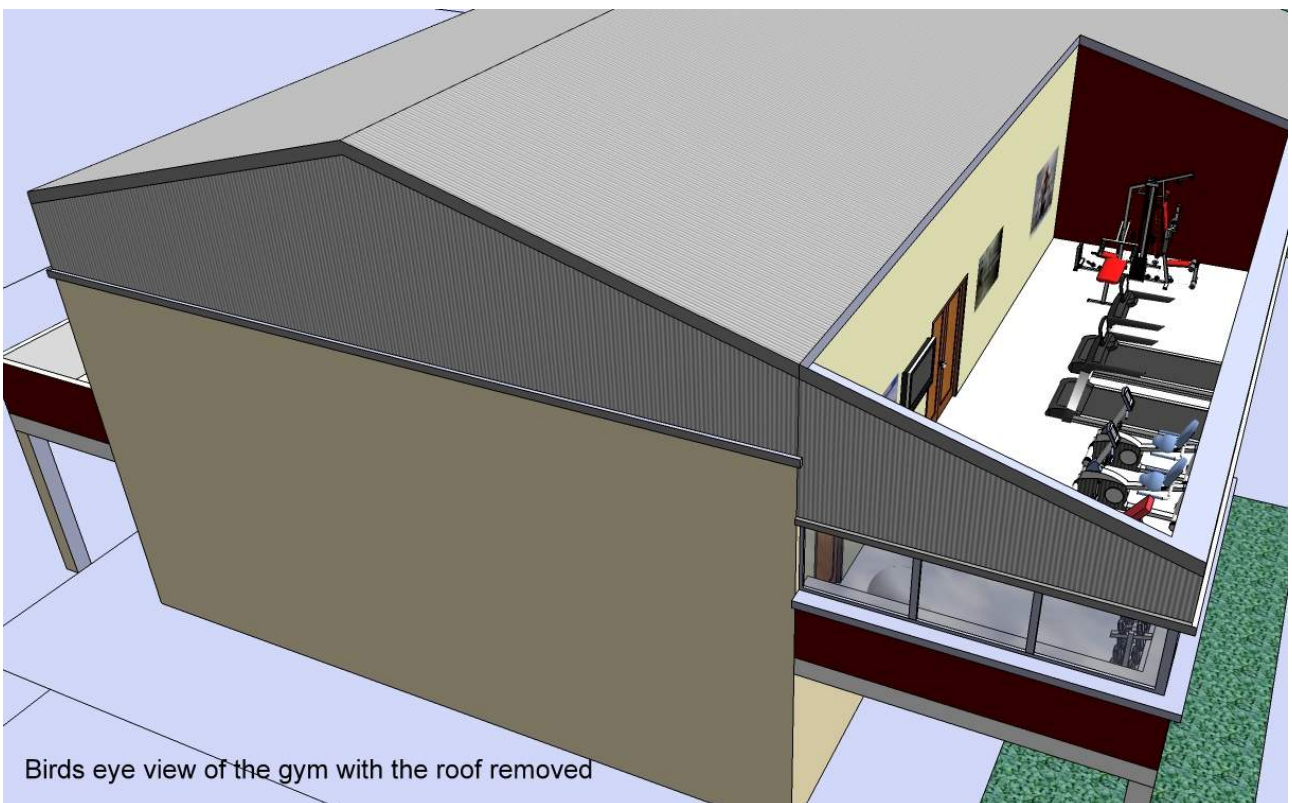
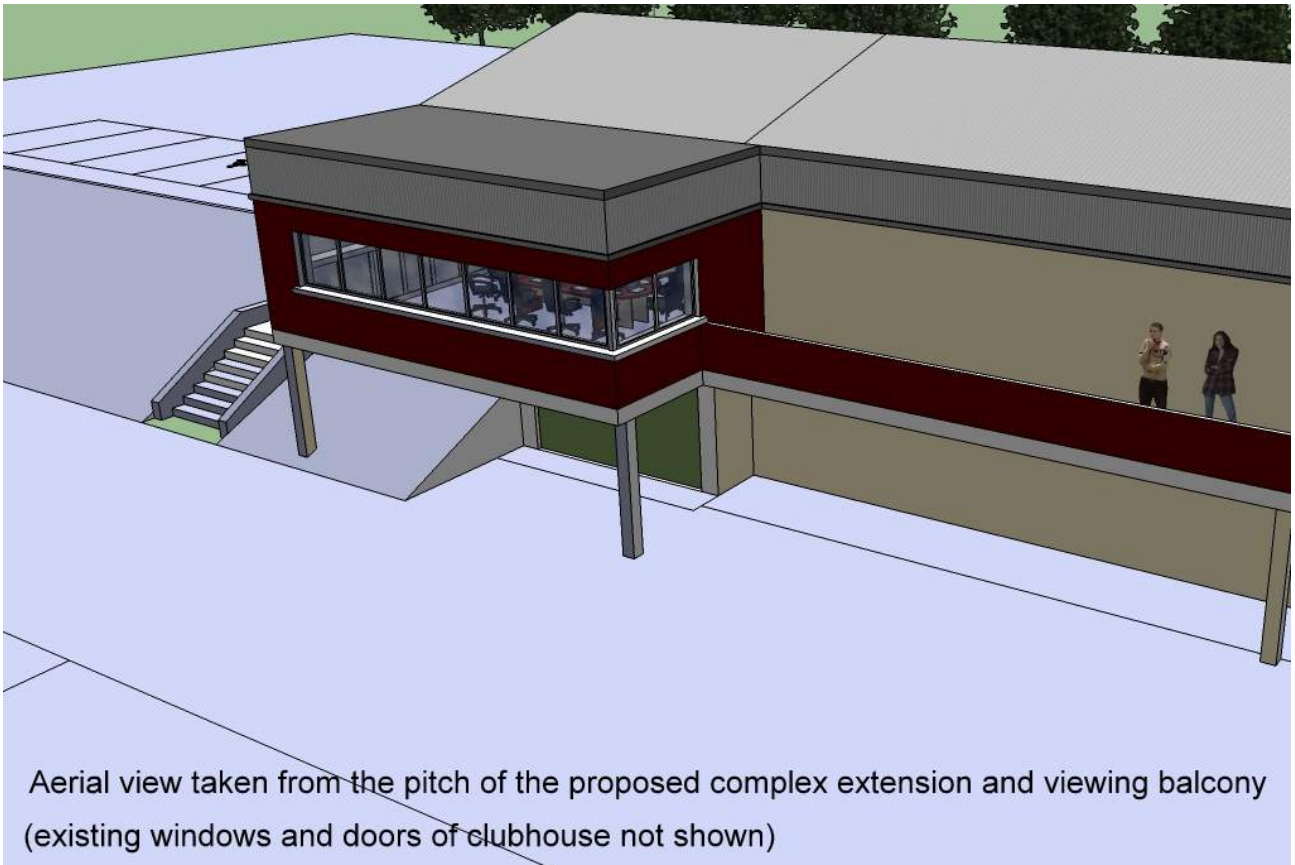
The Facilities and Development Committee concur that the above schedule of work is contingent on the Club's yearly funding of €50,000 from its own resources and monies matched by National Lottery / Leinster Council Grants. Also critical is the continued support of Community Employment Participants – with a view to increasing the current allocation of 2 to 3 participants to bring effective administration skills to the implementation of this Plan.



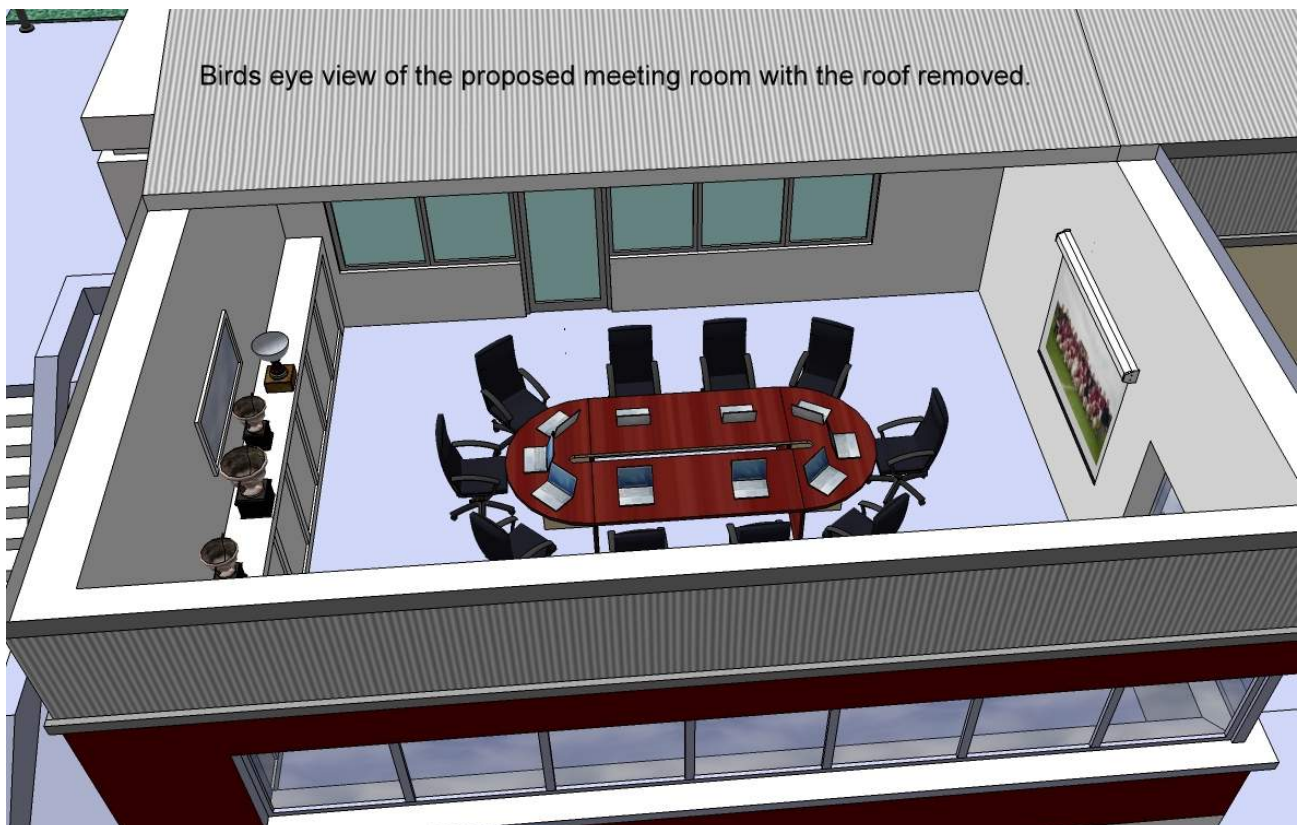


TITLE:	Club House Development 1st Floor Plan
CLIENT:	Stratford Grangecon GAA
SCALE:	1:100 @ A3
DATE:	06-06-12
DWG. NO.:	001 C
DRAWN BY:	 www.keedesignarchitecture.com info@keedesignarchitecture.com









View from inside the proposed gym



The proposed signage above the new clubhouse entrance



J F Quantity Surveyors,
Rathbran, Grange Con,
Co. Wicklow.

M Byrne Engineering,
Ballyhook, Grange Con,
Co. Wicklow.

VAT No. IE 8183313Q

Stratford / Grange con GAA Club
Winetavern,
Stratford on Slaney,
Co. Wicklow

26th June 2012

RE: Development of facilities at Winetavern, Stratford on Slaney, Co. Wicklow

Att: Mr. Mark Byrne (Club Secretary)

Dear Mark,

Further to our recent meeting at the above-referenced site, please find below my construction budget estimate.

<u>Item</u>	<u>Budget (inc. VAT)</u>
2nd Pitch	
Completion of Cut & Fill Excavation Works	€13,000.00
Main Drainage	€52,000.00
Lateral/Pitch Surface Drainage	€19,000.00
Pitch Substrate/Build-up	€38,000.00
Pitch Surface & Seeding	€16,500.00
Soil Retaining Works to Main Pitch	€18,000.00
Ball Control Netting to Perimeter	€50,000.00
Construction Contingency	<u>€15,000.00</u>
Total (inc. VAT) 2 nd pitch	€221,500.00
Gym Room & Hall	
Construction of Gym Room	€18,000.00
Fitout of Gym Room	€12,000.00
Floor to hall	<u>€15,000.00</u>
Total (inc. VAT) Gym	€45,000.00
Complex extension	
Construction of extension	<u>€210,000.00</u>
Total (inc. VAT) Extension	€210,000.00



Entrance, driveway & carpark

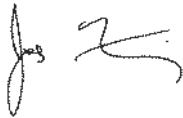
Entrance	€8,000.00
Kerbing to site	€15,000.00
Construction of footpaths	€25,000.00
Drainage works (including effluent)	€20,000.00
Tarmac roads and carpark	<u>€140,000.00</u>
Total (inc. VAT) Carparking	€208,000.00

Five year projected costs

€684,000.00

Should you require any further information in the interim, please do not hesitate to contact me on (086) 770 2101.

Yours Sincerely



James Fanning
Quantity Surveyor
086 7702101

Mark Byrne
Engineer
087 9127216

Communications, Public Relations, Social, Cultural

Aim: to provide a valuable way of communicating the day-to-day working projects of the club to the community and also to club members who are overseas via as many methods as possible.

The last strategic plan by the GAA was carried out in 2002 during the 'Celtic Tiger' when the country was awash with money and clubs were prospering. Nowadays as the Tiger has become a kitten and vast changes have occurred in the every day running of any club; those changes are particularly relevant when it comes to 'communications'.

Good communication is a vital cog in the running of any club. The principles of communication are:

- Clarity of message and information.
- Ensuring that everyone gets the same consistent message.
- Communication is a two way relationship – there is a method of reply/feedback.

Stratford Grangecon has developed with the times and by 2016 we hope to be one of the leading lights in the communication field. Today you can **'like us on facebook', 'follow us on twitter', 'search us on myspace'** or the **reliable conventional method of talking about the club to fellow members of the club.** There is no doubt - communication has a major role to play within the club.

In defining our primary **Objectives** we have a nucleus of factors

- 1) **Inclusion:** We want to maintain full coverage for all Club members. For example we are keen not to exclude those who have had to emigrate for work - the Internet is ideal for these people. We are also keen to remind ourselves that not everyone has access to the Internet. We need to ensure we have means of communicating information regardless of whether members have a computer or not.
- 2) **Embracing:** We want to embrace and adapt new methods of technology. This may require some immediate investment but, in the future, this investment will hold a benefit to both cost function and communication function. In the current economic climate this might seem a difficult compromise but it will allow us to diversify in methods of fundraising and as such, in time, enhance our financial position.



3) **Community:** We want to involve the wider community in generating interest in the club. The objective here is to make the entire community aware of our benefits, challenges and successes. The community is one of the ‘buzz’ words when talking about the GAA and this should be at the core of everything discussed within the club. We are situated in a small part of West Wicklow and we should use the club and community to come together to promote that sense of place and identity among the club membership. It is with this task in mind that we must aim to up-our-game in communicating our activities to our entire community and the GAA hierarchy. We recognise that, although our Executive are 100% committed to the future of our Club, we do not have the administrative expertise that is needed to do this.

4) **Youth:** The promotion of juveniles is, and should be, to the forefront of our coaching and development programmes. We will not have a club in the future without the development of our juveniles. Regular, effective communication and interaction with local schools is vital.

5) **Effective:** Finally, and of equal importance - we must remember that communication is a two way street – there is no point in having a ‘preach’ mentality when information goes only one-way. We need to provide processes and tools where the members of Stratford Grangecon GAA and the wider community have a process in which they can communicate their ideas, their views, likes and dislikes, back to the club.

The development of the communications programme is an essential part of any club or organisation. Therefore it is a key element of this Plan and one that will forever be improving and enhancing the reputation of the club. Engagement with new technologies will advance with the years, however, certain things can be attained in the now, and there are certain things, which, for now, we can only aspire to. Therefore it is imperative we, as one club and community, are always striving to attain best communication standards for the club.

To do this – it has been decided to split our tasks and targets into three categories;

Short term: those tasks and deliverables that we believe we can achieve in the first six months of the plan

Medium Term: those tasks and deliverables that we believe we can strategically develop in the first two years of the plan.

Long Term: those tasks and deliverables that we believe will need further thought over the coming year - hence delivery will be after Year 3 of the overall plan



Action	Performance Criteria	Timeline	Who is Responsible
Apply for a Third Community Employment Participant	To bring an efficiency to the Admin Communication and PR elements of our activities	Jan 2013	Chairman and Community Employment Supervisor
Form a Communications Committee and Appoint Public Relations Officer.	Officer to act as a focal point for communications with community as a whole	December 2012	Executive Committee
Appoint dedicated Webmaster	Central person to co-ordinate and update website development (www.stratfordgrangecon.gaa.ie)	July 2012	Executive Committee. P.R.O.
Re-launch club website	Keep website up to date of all new information within club	July 2013	Executive Committee. P.R.O.
Compile Club Newsletter	Written version of activities within the club	January 2013	P.R.O. Communications Committee.
Host awards night for Juveniles and invite all parents	Allows club to show the success from the juveniles throughout the year	Annual End of Year Event.	Juvenile Committee. P.R.O.
Open Club Shop selling Club merchandise	Further developing Club identity	December 2012	Executive Committee. Gear Manager
Develop an Online Club Shop	Further developing Club identity on-line.	March 2013	Webmaster. Gear Manager.
Historical Committee to be formed.	Creating awareness of past achievements	June 2013	Executive Committee.
Develop a yearly club calendar of events	Allows people to plan for GAA events throughout the year	January 2013	P.R.O Fixtures Secretary
Design a Stratford Grangecon Club Calendar	Increase awareness of Club identity	January 2014	P.R.O Communications Committee.



A selection of the members of the 5 Year Development Plan Committee

This plan was put together with the future of our club in mind.



We dedicate our 2012 - 2017 Development Plan to the youth of Stratford Grangecon GAA.



A very special word of thanks to

**Thomas Whittle,
Community Employment Supervisor.**

and our two Community Employment Participants.

Without their commitment and dedication to their work
our playing surfaces would not be credited with the excellent condition and
appearance that we are all enjoying today.

Well Done and Thank You.





Uachtarán Chumann Lúthchleas Gael, Liam O'Neill, meets players and mentors of Stratford Grangecon G.A.A. Club at the Official Launch of the Club's 5 Year Development Plan - Friday 3rd August 2012.



*The Club would like to thank all those who supplied photographs,
especially*

John Channing
www.jchanning.ie

and thanks also to
Fintan & Emily Doyle
Doyle Print, Baltinglass
www.doyleprint.ie

