

Coaching and Games Development

The Coaching and Games Development Strategy will include all games played by the club: Gaelic Football, Hurling, Ladies Football, Camogie

Our Aim:

In 2023 we will be able to say:

“Round Towers Lusk are providing a consistently high standard of coaching and mentoring. The club ensures that each player is prepared to the best of his/her ability and has an opportunity to participate fully and take part in meaningful games in a safe and enjoyable environment.”

Juvenile Games Objectives 2018-2023

1. Best Practice Coaching

All coaches will have the skills, accreditation and knowledge required to facilitate the development of their players to reach their full potential in all games.

2. Coaching Plan

Each coach will be informed by a club coaching plan for each sport. This will be headed up by a head coach for each sport.

3. One Club

All juvenile players will represent and wear the Round Towers Lusk jersey.

4. Ladies Football

We will field ladies football teams at all juvenile ages. Each team will have a full team of coaches and support volunteers.

5. Camogie

We will field camogie teams at every second year at juvenile level.

6. Involvement with Schools

We will continue to maintain our links with primary schools through the work of the G.P.O. We will also play an important part in the development of the pupils of Lusk Community College (LCC), through facilitation and support of football and hurling and involvement in the transition year programme.

7. Link to Adult Teams

Each team will have a link player from the adult team panels, who will meet with the players and act as a role model for the children. The juvenile teams will be encouraged and facilitated to support the adult teams.

8. Partnerships with Country Clubs

Each team will form partnerships with clubs from the country and away days and visits will occur. Coaches can share ideas and coaching methods.

9. Off-Season Training

During the winter months, the club will facilitate players between 14 and 19 with strength and conditioning training.

How Juvenile Objectives will be reached:

Action	2018	2019/2020	2021/2022	Responsibility
Best Practice Coaching	Audit coaches to assess needs for further training.	Continue to facilitate coaching courses and develop good practice.	Participate in national and provincial research programmes to develop methods.	Juvenile Chair, GPO & Head Coaches
Coaching Plan	Appoint Head Coaches for each Sport	Consult, research and devise coaching plans for each sport.	Implement plans and monitor progress, provide extra support to coaches when necessary.	Juvenile Chair, Head Coaches & GPO
One Club	Plan for each team to ensure teams can fulfil fixtures.	Meet mentors at the start of each year and allocate players to fulfil this goal.	Continue to monitor and organise teams to fulfil this goal.	Juvenile Chair
Ladies Football	Devise a plan for coach recruitment & training.	Establish teams at all ages.	Continue to develop teams.	Ladies Chair, GPO& Head Coach
Camogie	Devise a plan for coach recruitment & training.	Establish a new team every second year	Continue to develop teams.	Juvenile Chair, GPO& Head Coach
Involvement with Schools	Review and meet with school Principals to strengthen ties.	Work with LCC to provide coaching and facility support to pupils and teachers. Support representative teams from school.	Continue to support teams and try to recruit players who have not been involved on club teams.	Juvenile Chair
Link to Adult Teams	Juvenile and Adult committees meet and agree procedures	All teams will have link adult who attends occasional training and matches.	Review of success of programme.	Juvenile Chair & Adult Chair
Partnerships with Country Clubs	Information sessions to be held with each team management. Appoint a parent to co-ordinate. Create link with country club.	Host and visit country clubs. Use a trophy to promote interest from players and spectators.	Affirm these events as a permanent fixture on the Round Towers Lusk calendar	Juvenile Chair

Adult Games Objectives 2018 - 2023

1. Adult Football Teams

We will have achieved promotion to AFL2.

The club will have two competitive junior football teams, AFL 2 & AFL 6

We will continue to field U21 and minor football teams

2. Adult Hurling Team

The adult hurling team will have progressed to AHL 5.

3. Adult Ladies Team

The adult ladies team will be competing in Division 6 football by 2023.

4. Co-ordination of Games/Players

A forum will be established to ensure that all mens adult team managements will meet at regular intervals to facilitate co-operation and player welfare.

5. Code of Conduct for Players

An ethos and standards will be set for players in the club. This will help guide players, ensuring that they are aware of the expectations placed on them.

6. Best Practice Coaching

The club will facilitate all coaches to acquire the skills, knowledge, experience and accreditation necessary to coach their team to the highest standards.

7. Paying Down to the Next Generation

Retiring and senior players will be prepared by the club to coach juvenile teams and to impart their experience and knowledge to the next generation of players in Lusk.

How the Adult Games will be developed in the Club

Action	2018	2019/2020	2021/2022	Responsibility
Adult Football	Set up a third adult football team. Appoint new management of AFL3 side.	Achieve promotions.	Achieve Promotion.	Chair of Adult Football Committee
Adult Hurling	Establish young players on team and continue their development.	Achieve promotions	Achieve promotions	Adult Hurling Management
Adult Ladies	Continue progress made in 2017 and establish young players on team.	Achieve promotions	Achieve promotions	Ladies Chair
Co-ordination of teams/players	Bi-annual meeting with all men's Adult team managements	Devise and adopt protocols	Monitor & review compliance to protocols	Chairman
Develop and maintain a Players Code of Conduct.	Chair appoints an individual to consult and draw up a document which will be approved by Exec.	Each player who graduates to adult will be inducted and an annual review of code occurs with players at start of year. Annual review of code occurs with players at start of year.		Chairman

Finance and Fundraising

Our Aim:

In 2023 we will be able to say:

“Round Towers Lusk operates in surplus each year. We have the financial stability to plan future development and investment in our games.”

The money required to run our club is on a par with any small to medium size business. Whilst we are an amateur organisation we must strive for the highest standards of professional financial governance.

Finance and Fundraising Objectives 2018-2023

1. Membership

Our membership fees will cover all registration, affiliation and insurance costs of the club. It can be paid in instalments by Direct Debit.

2. Club Bar

Profit from the club bar will cover our mortgage repayments and will contribute to games development.

3. Fundraising Co-ordination

The club will publish a calendar of fund-raising events at the start of each year. It will include targets and event owners.

4. Corporate Sponsorship

We will form mutually beneficial relationships with corporate bodies in the community. This will involve the sale of advertising space on our grounds and website and sponsorship of teams, publications and events.

5. Grant Funding

We will apply and lobby for grant funding for developments via Leinster Council, Fingal County Council, Fingal Leader and National Sports Council.

6. Employment

We will minimise payroll through engagement with employment support agencies.

7. Club Lotto

The club Lotto will be well supported by all members and can be played on-line or via direct debit.

8. Club Shop

Develop online club shop with return for the club from purchases and sponsorship.

How we will roll out the Financial and Fundraising Plan

Action	2018	2019/2020	2021/2022	Responsibility
Membership	Review membership annually to ensure that it is in line with what other clubs are charging. Also review membership types and tariffs. Bring proposals to members at AGM.			Registrar
Club Bar	Comprehensive review of management of bar. Set business targets. Investment in upgrade of facility. Further promote the club bar as a venue for social events including package deals with caterers etc.			Finance & Fundraising Committee
Fundraising Co-ordination	Establish a calendar of events with event leaders. Monitor events closely and ensure good event management.	Review calendar and set new goals.	Review calendar and set new goals.	Finance & Fundraising Committee
Corporate Sponsorship	In a co-ordinated fashion, promote the club to businesses for advertising and event support. Sell hoarding on 3 year deals.	Continue to liaise with sponsors and seek sponsorship support for events.	Review and repeat the cycle for 2021-2026.	Finance & Fundraising Committee
Grant Funding	Explore all options regarding grant agencies and make applications.	Make applications for grant funding through the Development Team.	Use learning from previous applications to maximise grant funding coming into club.	Finance & Fundraising Committee
Employment	Review all work in the club and identify positions vacant.	Engage with employment support agencies to fill those vacancies.		Secretary
Club Lotto	Set up direct debit option on membership applications. Promote Lotto actively through social media.	Review actions and review commission payment to sellers.	Continue to monitor and review.	Finance & Fundraising Committee
Club Shop	Set up club shop for 3 years with return to club and sponsorship.		Review and renegotiate club-shop arrangement.	Finance & Fundraising Committee

Facilities Development

OUR AIM:

In 2023 we will be able to say:

“Round Towers Lusk has state of the art facilities for the playing and promotion of its games. We will have an adequate number of pitches, training areas and facilities to continue to grow and develop into the future.”

Facilities Objectives 2018-2013

1. Second Pitch

The club have commenced the building of a second full-size pitch at Thomas Ashe Park. This work will be completed and pitch playable by second quarter of 2019.

2. Ringroad Pitch

Fingal County Council have pledged to allocate a full-size pitch on the Ring Road, 20:20 site to the Round Towers Lusk. We expect to utilise this pitch from Spring 2019.

3. Thomas Ashe Park Plan

We will have made the most use of all of our ground at Thomas Ashe Park to ensure that access to and egress from our facilities is safe. There is adequate parking.

4. Floodlighting

We will have secured planning permission to install floodlighting for our grounds at Thomas Ashe Park. Lights will have been installed to illuminate our training areas.

5. All-Weather Pitch Resurface

We will have improved the surface of our All-weather pitch, making it less firm.

6. Ball-wall

We will have a ball-wall to facilitate skill acquisition and practice.

7. Dressing Rooms & Gym

We will build additional dressing rooms and a large fully equipped gym with studios, treatment rooms and shower facilities.

8. Bar Refurbishment

We will have refurbished our bar with better furniture and possible reconfiguration of space.

9. Energy efficiency

All of our facilities will have had a full energy audit and efficiency will be maximised to ensure minimisation of cost.

10. Thomas Ashe Park Boundaries

Our boundaries will have been upgraded to prevent unauthorised entry to our premises. They will also present the club in an appropriate manner with landscaping and signage.

11. Thomas Ashe Monument

Landscaping, lighting and fencing around the Thomas Ashe Monument will be completed.

12. Maintenance

Approved at RTL Executive Committee Meeting of 14th January 2019

Our facilities will be kept safe, repaired and maintained in a timely and quality manner.

How facilities will be developed:

Action	2018	2019-2020	2021-2022	Responsibility
T Ashe Monument	Works will be completed			T Ashe Committee
Second Pitch Development	Works will be completed in Spring.	Goal posts, ball-stops & opening ceremony		Second Pitch Development Committee
Ringroad Pitch	Arrangements are made to commence using pitch in Spring			Lusk 20:20 Group Representatives
Thomas Ashe Park Development	Draw up a governance structure for project management in the club and appoint a Development Chair to lead out on planning projects, appointing project leads, including securing planning for multiple developments			Club Chairman
Thomas Ashe Park Plan	Survey Grounds and following consultation draw up a plan for the entire site.			Development Chair
Floodlighting	Secure planning for floodlighting of all playing and training facilities			Development Chair
Ball-Wall	Secure planning permission for construction of a ball-wall	Construct Ball Wall		Development Chair
Dressing rooms & Gym	Secure planning permission for construction of dressing rooms and gym	Construct dressing rooms and gym		
Bar Refurbishment	Audit and price works, agree a structure for financing of bar works.	Complete works		Finance & Fundraising Committee
Energy Efficiency	Commission an energy audit and action plan for facilities. Agree financing and complete works.			Finance & Fundraising Committee
Maintenance	Appoint a facilities team. Audit works and	Monitor, maintain, replace and repair		Chairman and facilities team

Club Structures & Administration

Our Aim:

In 2023 we will be able to say:

“Our club excels in its administration. We have the structures in place appropriate to the club’s needs. Our Club Executive is vibrant and we have increased the number of volunteers involved.”

Club Structure & Administration goals 2018-2023

1. Volunteer Numbers

There will be a doubling of volunteers in positions by 2023.

2. Volunteer Handbook

All new volunteers will be furnished with a club handbook which will provide guidance on club structures, protocols, policies and opportunities.

3. Executive Support

Club officers will have appointed assistants in order to provide support and ensure succession management.

4. Club Sub-Committees

A number of sub-committees will exist, including:

- Facilities
- Finance & Fundraising
- Adult Football
- Ladies
- Hurling
- Juvenile
- Development

Each sub-committee will have allocated budgets and reports to the Executive Committee.

5. Executive Committee Meetings

Executive Committee meetings will concern itself with policy development and executive decision making. Operational issues will be the concern of the sub-committees.

How Club Structures & Administration will be developed:

Action	2018	2019/2020	2021/2022	Responsibility
Increase Volunteers	Improved communication to members outlining opportunities. Engagement with juvenile parents by club officers.	Roll-out of club handbook.	Review and action plan.	Club Executive
Club Handbook	Appoint a project lead to publish handbook.	Publish handbook and keep updated	Keep handbook updated	Chairman & Project Lead
Executive Support	Recruit assistant officers.	Induct assistant officers	Assistant Officers succeed current officers	Executive Committee
Sub-committees	Develop sub-committee structures and budgeting cycle	Support sub-committees and develop good working practices and governance		Executive Committee and Sub-Committee Chairs
Executive Committee Meetings	Secure co-operation from committee members and manage meetings			Chairman and Secretary

PR Culture and Community

Our Aim:

In 2023 we will be able to say:

“Round Towers Lusk has the most modern and effective methods in place to communicate with its membership, sponsors and the wider community. It has a recognisable “brand.” The club will be the social hub for all of the people in our community.

Communications, PR Culture and Community Objectives 2018-2023

1. Storing and Accessing Information

The club will have a secure and appropriate database of club, sponsor and member information to include an archive system.

2. Website and Social Media Strategy

A strategy will be developed to include our website and social media. A new updated club website will be launched.

3. Communicating with members and the Community

Club notes will be circulated.

4. Branding

We want immediate recognition of the Round Towers Lusk brand that signifies quality and success. Initiatives will include club merchandise, signage and publications.

5 Club History

The club will commission the collection, storage and display of a club archive. Also there will be recognition of past club officers and county representatives in the club house.

6. Irish Language

The club will actively promote the use of Gaeilge. All publications will contain some use of the Irish language.

7. Irish Culture and Music

We will host and facilitate members and individuals who wish to play Irish traditional music. We will also continue to promote local customs, e.g. Fingal Mummings.

How Communications, PR, Culture & Community will be developed in the Club:

Action	2018	2019-2020	2021-2022	Responsibility
Storing & Accessing Information	All club data will be migrated to a single platform	Access control, update and audit of data will be maintained.		Club Secretary
Website & Social Media Strategy	New website will be built and launched	Website and Social Media will be kept up to date	Review of social media use and action plan	PRO & Club Secretary
Club Notes	Appoint PRO and renew practice of circulating club notes.	Continue to circulate club notes through a variety of media.		PRO
Branding	Club policy regarding clothing etc. will be adopted and published	Consistent high quality of branding, printing and publication will be maintained.		PRO & Club Executive
Club History	Appoint a club historian/curator. Review display space in bar and hall for display of club materials	Free up space in club bar for display of curated materials	Write and publish a club history including on-line access	Club Executive
Irish Language	Appoint and Irish Officer.	All publications will contain some use of the Irish language. Also pop-up Gaeltacht and Gaeltacht Summer-camps will be promoted and facilitated.		Club Executive
Irish Culture & Music	Make club space available for trad music lessons and sessions.	Build links with local trad musicians and try to incorporate trad into all club celebrations		Irish Officer