

ENTRY LEVEL

Club Development Officer

Developing the Club
Developing the People

Fionntán O'Dowd

VOLUNTEER
DEVELOPMENT
PATHWAY



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GAA



Who is the Club Development Officer?

- Chairperson of the Club Development Committee.
- A Person with good communication skills.
- Good Delegation and Organisational Skills.
- Discretion.
- Have a genuine Interest in the Association.



Key Role of Development Officer

- Oversees Club development issues
- Acts as a member of the Club's Executive Committee
- Leads on producing and monitoring the Club's development plan
- Ensure that the Club Property is properly controlled and vested
- Leads on major projects, e.g. new pitch; stand; etc.
- Keeps up-to-date on others' plans (eg local authorities & Sports Councils)
- Keeps up-to-date regarding funding programmes, GAA and other
- Contributes at County level as appropriate



Targets for the Club Development Officer

- Establish a Club Planning and Physical Development Sub Committee.
- Include personnel based on key skill sets.
- Identify Areas for Development.
- Physical Development Needs.
- People Development Needs.
- Develop a Club Strategic Plan.



Club Planning Programme



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Why Have a Club Development Plan

- To Give the Club a Focus and a Strategic Vision of where it Should be in 3-5 Years.
- To provide the Officers of the Club with a Plan of their work for the annual 12 month period.
- To improve the standing of the Club in the Community and the County.
- To give Ownership of the Club to its members.
- To show good Governance in the Club.
- Funding requirement



The Club Strategic Plan Roadmap for the next 3 to 5 Years.

- **Imaginative-Attainable and Achievable.**
- The Whole Club is involved.
- The Community is Involved
- The Process is Time Bound.
- The Plan is published.
- The Plan is a Working Document.
- There is no room on the Shelf for the Plan !



Step by Step to the Publication of the Club Development Plan

- The Club decide to undertake a Club Development Plan.
- Club Development Officer is the Lead Person and a steering group is appointed to assist.
- Club Development Officer Contacts the County Development Officer.
- A mentor is appointed from the County group of Club Planners.
- The Club sets date for Open Planning Meeting of all Stakeholders and Interested Parties.



Step By Step to a Club Development Plan

- The Information is collated then by the Club Development Officer and his Steering Group.
- From within the Steering Group, Various Focus Groups are appointed e.g. Coaching, Facilities etc.
- Club Planner meets with Focus Groups and Steering Committee to offer advice and mentoring.
- Plan is Drafted and then Finalised by Club Development Officer and Steering Group.
- The plan is published and Officially Launched.



Developing The Whole Club

- The Infrastructure
 - The People
 - The Governance
 - One Club Model
 - The GAA Family
- To Be The Best That We Can Be



Club Planning Programme

- Where a Club already has a plan in place the Club Development Officer carries a responsibility to ensure the plan is **adhered to**, and will **record** progress on at least an annual basis usually at the AGM.
- The Club Development Officer should also **review** the plan with the Executive Committee at least once annually
- If a Development sub-committee is in place the Club Development Officer should chair it, and use this forum to monitor progress on the Club Development Plan

Club Maith



What is Club Maith?

- Development Tool for clubs
- An accreditation scheme – rewards good practice
- Bench-marking opportunity
- Self-assessment
- Working procedures manual for clubs
- An achievement in its own right
- Offers protection for Club Officers and Club
- Stronger clubs = Stronger GAA



GAA Club Maith Accreditation
Comhairle Uladh have conferred
Augher St Macartans, Co. Tyrone

with a

BRONZE
Standard Club Maith Award

Signed

Mairtín Mac Albhne

Mairtín Mac Albhne
Uachtarán

Signed

D. O'Murchú

Dónall Ó Murchú
Rúnaí



Accredited from 1st November 2015 to 31st November 2018



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Five Sections

- Effective Club Management
- Community Engagement
- Coaching and Games
- Creating a Safe Environment
- Safeguarding Members



Club Maith Pathway

Total = 100 criteria

BRONZE – all 63 bronze criteria

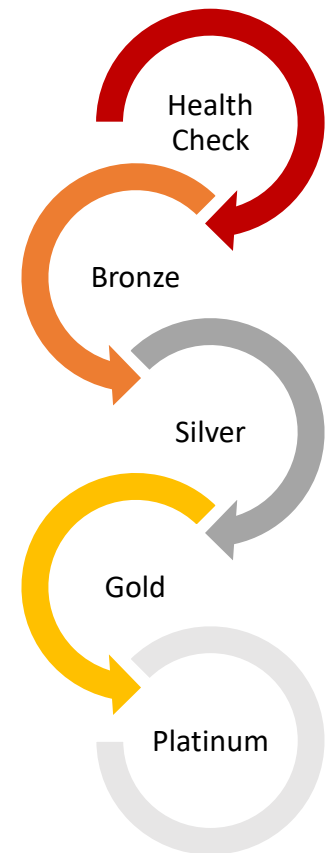
SILVER – all 63 bronze + all 20 silver criteria

GOLD – all 63 bronze, all 20 silver + any 10 gold criteria,
from a possible 17

Nomination for Platinum – all 100 criteria

Most clubs will find that they already have most of the requirements

Templates of forms, policies, duties, etc. on website



Club Visit

- Follows submission of Portfolio
- On a date and time to suit Club and Facilitators
- One / Two trained Facilitators
- Lasts no more than 2 hours
- An opportunity for clubs to showcase themselves, and to add value to their Portfolio
- Typically speak to Committee, tour of Grounds, witness some youth coaching
- From submission allow up to 3 months for completion of Club Visit



Once Accredited

- Each award lasts for three years
- An annual “health check” required an online, tick-box exercise
- Awards can be removed if Club found to default on any area of Club Maith.
- Registered as an accredited GAA club with Ulster GAA and Sport NI (6 counties)
- Use of Club Maith logos



Practical Tips

- Appoint a small committee to help in pulling Portfolio together
- Delegate areas of responsibility to those who already do the various jobs in the Club
- Estimated 100 man-hours in completing Club Maith
- Let the wider Club know you are going through Club Maith



What have the clubs said?

- Implementation of correct procedures
- *“Encourages new volunteers into the Club”* St Peters Warrenpoint, Co. Down
- Refreshes Committee
- Good for Funding – often essential
- Better relationships with other agencies
- *“Allowed us to revamp our changing rooms”* Eglisk St Patricks, Co. Tyrone
- *“A perfect example of how a GAA Club should operate”* Facilitator on Ardara Co. Donegal



What have the Clubs said?

- *“This is a very progressive club, very much in the centre of community life”* Facilitator, Beragh Red Knights
- *“Club Maith has given our club the impetus to get involved in more GAA programmes which we may have passed-by otherwise”* Killeavy St Monninas
- *“Club Maith has given our club a breath of fresh air”* Tullylish GAA
- *“We hope to see more funding as a result of Club Maith, but either way it has prepared us well for making funding applications when something does come-up”* Augher St Macartans



Process

- Register on the Club Maith Website www.ulster.gaa.ie/club-maith
- Complete Club Maith Health Check
- Upload Documents as evidence Club Maith Portfolio online
- Assessment of evidence by trained facilitators.
- Club Visit by trained facilitators.
- Collaboration of marking score and conferment of Award by Ulster GAA.



Funding



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Funding Opportunities

- Sports Capital Project (ROI only)
- Leader Programme both jurisdictions- EU Rural Development Programme – LAGS
- Peace IV – Clubs can take advantage of projects through local Councils.
- SportNI
- Local Council Funding- Festivals/Cultural Activities
- Community Development – Think Outside the Box

Borrowings

- When do we need permission and whose permission do we need ?
- Under €15,000/£10,500.00 no external permission.
- €15,000-€75,000.00/£10,500-£52,500.00 County Committee Approval.
- €75,000.00/€150,000.00/£52,500.00-£105,500.00 Provincial Council Approval.
- Over €150,000.00/£105,500.00 Central Council Approval.
- **First Port of Call – Your County Development Officer**



State Of Readiness

The capacity to 'be ready' for funding opportunities when they appear



State of Readiness Tip

More and more funding programmes are time-limited: groups have to be 'ready to pounce' when the opportunities arise.

The competition for funding is now so intense that groups simply can't afford to leave applications to the last minute.

Groups that can show a 'state of readiness' tend to be more favourably treated by funders because they present a much more limited risk to those funders.



State of Readiness Tip

Make sure your Deeds of Trust are in order.

If they're not, it takes time and support from a solicitor to sort them out. So check them and make sure they're in order... and do it now!



State of Readiness Tip

If you're planning a major capital project you are going to need Planning Permission regardless of who's funding it.

So when you're in a position to apply for Planning Permission, apply for it!



A NEW OPTION FOR YOUR GAA CLUB TRUSTEE

3 Options

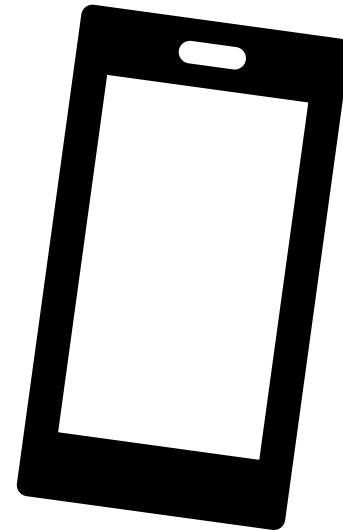
Clubs may elect to do nothing and to continue to hold Club property through personal Trustees

Clubs may elect to introduce a partial change in that case property is held by a combination of personal trustees and the Corporate Trustee

Clubs may elect to have property held only through the Corporate Trustee.

What did you think?

- Please take two minutes to give feedback –
learning.gaa.ie/OfficerFeedback
- All respondents will enter a draw for 2 premium tickets to the Football League Finals in 2020



Go raibh maith agaibh
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