

MISSION STATEMENT

To provide a fun, winning and sociable sporting atmosphere for all club members and a sustainable future

VISION

To be the club of choice within Central Scotland

Our Mission and Vision are supported by a set of VALUES: -

LOVE OF THE GAME	ensuring enjoyment and participation	HONESTY	promoting honesty and integrity
EXCELLENCE	striving and achieving	FRIENDSHIP	making lifelong friends
TRUST	providing a safe and supportive environment	RESPECT	providing equal opportunities for all
COMMUNITY	valuing and involving our people	RELIABILITY	being dependable and trustworthy

PURPOSE

The purpose of this development plan is to provide a framework under which the Club can develop over the next three years.

TARGETS 2023 - 2026:

- 1 Ensure financial sustainability
- 2 Attract & increase community involvement
- 3 Develop rugby performance & training at all levels
- 4 Maintain & Improve social, recreational & playing facilities

REVIEW

The development plan will be reviewed & updated as part of the standing agenda for the Club Board & Committee meetings.

Objective 1: To be Financially viable						
Ref	What we will do?	What are the tasks?	Who will do it?	When?	What will it cost?	How will we know?
1a	Increase revenue from facility hire	1. Identify potential users for daytime lets in Clubhouse, Barn, gym.	Doc	May 23	N/A	Daytime lets increased by 50% - 2024
		2. Promote facilities to potential users	Doc, KF		£150	Marketing strategy implemented - 2024
		3. Develop a pricing policy for user groups & individuals	Doc, RT		N/A	New Pricing structure agreed & Implemented - 2024
		4. Review current charging levels	Doc, RT		N/A	Charges reviewed & increased as appropriate - 2023
1b	Increase Sponsorship	1. Prepare a marketing strategy 2. Plan events to engage current & potential sponsors, partners, & stakeholders 3. Pitch a sponsorship proposal to local companies & groups in return for use of the gym				Strategy produced – 2024 Events planned – 2024 Proposal agreed & implemented - 2024
1c	Source funding grants	1. Identify a range of grant sources & submit applications	RT, WM		N/A	
1d	Review and develop the 100 Club	1. Target groups & individuals to join the 100 Club	Doc, RT		£50	Increased numbers in the 100 Club - 2026
1e	Increase the number of social members	1. Appoint a social co-ordinator 2. Identify a variety of social events & create a social calendar 4. Maintain & increase the number of social members	Board Co-ordinator Co-ordinator	May 23 2026	N/A N/A N/A N/A	Co-ordinator appointed – 2023 Calendar produced - 2024 Calendar produced - 2024 Increased social members to 100 - 2025

Objective 2: To Increase Community Involvement						
Ref	What we will do	What are the tasks?	Who will do it?	When?	What will it cost?	How will we know?
2a	Develop a reminiscence and fitness hub	1. Engage with Grangemouth HS to involve senior pupils in cross-generational activity	MW, RT KF	Mar 23	N/A	Meeting organised - 24 March 23
		2. Involve Community Sport Hub Officer & walking rugby group	RT	Mar 23	N/A	Initial Proposal to M Wyllie & group discussion; proposal agreed
		4. Identify & prepare appropriate funding applications	RT	Apr – Jun 23	N/A	Appropriate grants applied for successfully - 2026
		5. Plan memory activities project	MW	Oct 23	£500	Final plan agreed & implemented
2b	Review and develop our volunteers	1. Appoint a volunteer co-ordinator 2. Increase number of volunteers	Board Co-ordinator	May 23 On-going	N/A N/A	By end of 2023 10 - 20 active volunteers - 2024
2c	Target community groups to engage in fitness & sporting activity	1. Identify & contact groups 2. Organise a Community Day 3. Provide taster sessions in touch & walking rugby			£50 £500 £250	Feedback from groups & individuals - 2026
2d	Develop the Club's engagement with social media	1. Appoint a social media co-ordinator	Board	May 23	N/A	Co-ordinator appointed - 2023
2e	Identify other sports clubs to increase access to our facilities	1. Identify & contact other sports clubs			£50	
		2. Prepare a pricing structure	Doc		£50	Pricing structure agreed & distributed - 2023
2f	Maintain good relationships with neighbours	1. Produce a quarterly newsletter to include events & user groups info		Oct 23	£250	Feedback from neighbours - 2024

Objective 3: To Improve Rugby Training and Performance						
Ref	What we will do	What are the tasks?	Who will do it?	When?	What will it cost?	How will we know?
3a	Develop a comprehensive & consistent coaching strategy across all sections	1. Review & implement a coaching structure for senior rugby 2. Review coaching at all levels including female & junior sections 3. Develop current players & others to become future coaches 4. Ensure all coaches have access to accreditation & coach education 5. Appoint a club coach co-ordinator	GC GC Coaches Doc, GC Board			Comprehensive coaching strategy agreed & implemented - 2024 Review concluded & shared with Board - 2024 Coaches in place for all sections - 2024 100% of coaches with a qualification (Level 1, Level 2 or Level 3 - 2026 Co-ordinator appointed - 2024
3b	Implement a rugby academy for transition to senior rugby	1. Identify senior players to be monitors 2. Plan academy training 3. Appoint a transition officer	Coaches Coaches Board	Mar 23 Mar 23	N/A N/A	Senior players engaged Academy underway Tues & Thurs – Barn Officer appointed - 2023
3c	Increase playing numbers at all levels	1. Develop the P1-3 section 2. Liaise with local schools to promote rugby at the club	GC & DO DO	May 23 Feb 23 – Jun 23	£500 N/A	Successful pre-school section established - 2024

Objective 4: To Maintain and Improve Club Facilities						
Ref	What we will do	What are the tasks?	Who will do it?	When?	What will it cost?	How will we know?
4a	Establish a facility management plan	1. Plan a building maintenance programme	JF, CT	May 23	N/A	Programme planned & implemented - 2024
		2. PIT check of electrical appliances	JF	May 23	N/A	Certificate produced - 2023
		3. Establish a regular gym equipment inspection & maintenance schedule	RT	Feb 23	N/A	KS Leisure Engineering appointed
4b	Improve Club facilities	1. Re-organise and re-allocate all equipment and admin storage areas	Doc, RT, DW, IR	Apr 23	N/A	All storage & resource areas re-organised - 2023
4c	Review and improve energy efficiency	1. Engage a professional review of existing energy consumption	DW	Mar 23	£500	Energy usage identified - 2023
		2. Devise & plan alternative, more cost-effective provision	DW	Jul 23		Detailed plan produced & alternatives identified - 2024
		3. Install new energy strategy & provision e.g., solar	N/A	Oct 23		Plan produced & implemented - 2025
		4. Devise a plan & implement improved insulation throughout	DW	Nov 23		New insulation installed by next winter
		5. Identify appropriate funding streams inc SRU RugbyForce	DW, RT	Ongoing		Grants identified & applied for - 2026