

## Governance

### What we should continue doing

1. Club Maith – sub committee
2. Financial systems – money in and out of club
3. Health & wellbeing of all players
4. Safeguarding protect players & coaches
5. Keeping players on the pitch
6. Underage structure is great
7. Scor – doing very well
8. Support all teams
9. Data standards / child protection – all met (club maith)
10. Pitch schedule needs credit
11. Pitch behind chapel –easy to use
12. Club maith cub committee
13. Change executive every 3/5 years to keep it fresh
14. Everybody is paying membership – money to club & Insurance –increase it
15. Well organised
16. Success on & off the field
17. Keep club going – doing the basics

### What we should start doing

18. \*\*\*Positions filled (How do we get people)
19. More fundraising
20. \*\* specs for each club position Job description – who's on committee –website
21. Independent committee member (not club members) very clicky
22. Difficult for outsiders to come in
23. Fresh ideas every year
24. Build on momentum of last year
25. GAA is heart of community and how to be pointed(?) well
26. One club – needs moved forward
27. \*\*Spreading the load – sub committees – individuals doing all
28. Sub committee –fundraising/ coaching
29. Attitude is only committee can do things – communicate roles as people don't know what is involved
30. Identify individuals skills
31. Committee should publish what is being worked on for members' to get involved
32. \*\* Job Specs for people – even give committee advise (piece of work) – fundraising as one
33. \*\* One club moving forward
34. All roles need to be filled
35. Protection for coaches – code of conduct
36. Route for parents to complain to see is it valid
37. Coaches appreciation night
38. Training in roles
39. \*\*Defib training
40. Seek more help to fill positions

41. Fundraising more – set up sub committees (worked well I St Ronans) – engage more with the community
42. \*\*\*Sub committees
43. Media of club is terrible – lack of communication
44. Identify peoples skills for sub committees
45. Share specific roles – coaching officer
46. Schedule for volunteers – timetable for a few hours
47. Help people in roles – new to committee and don't know what they need to do
48. Officer training is offered
49. LGFA is now part of GAA
50. Website needs used & filled – job roles – communications – social media (Media team)
51. \*\*\* One club – one fundraising organisation
52. Send people out to encourage others to help – go out and ask – engagement
53. Sub committees – people to their job better if they have less to do
54. Jobs done better – more people – better outcome
55. No publicity around AGM this year
56. Different groups – cycling / running etc
57. Spread the load
58. Club Lotto – needs to be promoted & bought by all players – brought to them
59. Players don't know who is what role on the committee
60. Players don't know what roles are on the committee – that might interest others
61. Keep code of conduct p to date
62. Other groups – running all run by St Marys
63. One club – in process already – GAA need leadership to bring all together – committee will be greater will all codes represented
64. Share load of committee – people skills – play to peoples knowledge
65. Volunteers like to know what is expected – job description
66. Subcommittee knowledge
67. Policies & procedures published
68. Keep people not involved in the club or playing involved
69. Go out and ask around for people
70. Capture other groups for events people – concert & St Patricks Day parade. GAA Orientated
71. Coaching policy in place
72. \*\* sub committees
73. Setting standards (Code of conduct) One club standards
74. \*\*Embed an ethos of trust of what the club stands for from the top
75. Mission statement to improve mental health & keep players
76. Coaches Tops
77. Communications online for all groups
78. Promote AGM and other events
79. Need to think about communication other than facebook –Flyers website / Bulletin / flyers in the shop.
80. Survey Monkey for feedback for governance policies (just send a link)
81. Microsoft forms / Google forms / smart survey

### **What we should stop doing**

82. Stop criticising committee – ned to maintain existing members
83. Stop putting workload on the chairperson

- 84. Volunteer burnout
- 85. People think it's a closed house for committee
- 86. Stop just using facebook for promotion (posters etc) – community centre

**From Flip chart sheets** (a list of oft repeated points)

- 87. AGM
- 88. \*\*\*\*\*One Club
- 89. \*\*\*\*\*Sub committees
- 90. \*\*\*\*\*Specifications for positions (share these)
- 91. \*\*\*\*\*Fill All positions,
- 92. \*\*\*\*\*Website
- 93. \*\*\*\*\*Engagement

End

### Survey contributions

	Q5b - Club Governance - Please provide any comments or recommendations on how we could improve in these areas particularly where you gave a score of 3 or below
1	There needs to be movement towards a one club for all codes. The club could do more in terms of events to bring more people to the club
2	More fundraising efforts, been part of club for 2years but never involved in any (possibly due to Covid??).
3	My interest is that I have an U?? grandson who practises in the club. It's good to see him participating even though he lives in Aghalee. There doesn't seem to be much involvement in cross community (community engagement) from our point of view, but I accept there may be and I just haven't seen it. I also accept many from the Aghalee community may not want to be involved which is a great shame.
4	You could help organise fitness events, walking groups and also more awareness about mental health
5	An enhanced social media presence will help get more information to a wider audience and should supplement the physical communication channels. Having only one pitch for so many teams is a significant factor in any disharmony among codes.
6	I think there needs to be more of a drive to get more members of the community involved with fundraising. Advise them what the plans for the future are and what we hope to achieve through various fundraising events.
7	Na
8	According to club accounts there isn't a lot of disposable income to improve the club, so more fundraising events. More could be done to involve community in the club. Fundraising can help with this. Big emphasis should be on underage teams to get them quality training and games, therefore quality coaches should be put in place and they should endeavour to get their badges and improve as coaches. For example a player's parent taking a team who never played or hasn't a clue what they're talking about isn't good enough anymore. More can be done to help injured players, for example have a physio at the odd training session for treatment and not just at a match.
9	Underage coaching needs improving. The club should have a long term view of coaching children for the better of the club. Not all children are treated equally when it comes to training sessions and actual game time. Certain underage coaches focus on bigger physical children whilst neglecting others. The club should have a standard template at each underage group of coaching drills and an expectation of each coach to follow this programme.
10	Greater communication across all areas to inform community within passive role rather than only to those with active role.
11	Underage coaching requires more energy
12	Better development of the club webpage so all fundraising events ie lotto can access at members convenience. Better access to club merchandise for all would bring more revenue into the club. All club gear should be available online either via O'neills webpage or the club webpage not just from one person who it is impossible to get club gear from.
13	More health and well-being activities so that non playing members can get involved in activities such as couch to 5k, operation transformation and social activities
14	None
15	Perhaps to create sub committees if possible with individuals who have expertise or career background in these areas to try to enhance them.
16	Club is breaking even or using reserve almost every year for the last 7 years.

17	Better sharing of information
18	<p>More community engagement and events</p> <p>There is no fundraising</p> <p>Suggested fundraising which will then create more and better community engagement</p> <ul style="list-style-type: none"> <li>*st Patrick's day events</li> <li>*easter eggs given to all underage kids</li> <li>*easter camp for two days of Easter week, could charge for this</li> <li>*easter egg hunt, bring back duck race</li> <li>* Halloween disco in community hall, have staggered start times for age groups</li> <li>* Christmas market</li> <li>* selection boxes for all underage kids</li> <li>* weekly or monthly player awards, voucher for spar, tiffys etc</li> <li>*active Aghagallon</li> <li>*sponsored walk</li> <li>*all Ireland croke park trips</li> <li>*trips to Antrim GAA for kids to meet players or watch training/matches</li> </ul> <p>Need to make events diverse, look at things for children with disabilities</p>
19	Implementation of activities associated with potential club Maith accreditation will help the governance of the club. Simply not enough volunteers to implement all policies at present.
20	Never see much fundraising efforts for the club.
21	Possibly introduce more things for non playing members
22	For camogie and football to be as one Club so families aren't paying 2 memberships
23	More communication between senior teams and youth teams. Dont always prioritise senior team, they won't be there forever.
24	The club probably needs more volunteers to manage all these more effectively. Each member of the main committee should be chairing a sub committee which looks at these things
25	From a bigger club looking from the outside in, more facilities are needed to improve teams and encourage community and social engagements. This would also help in maintaining current members during the transition to youth to adult teams
26	Have allocated coaches instead of perants for each age group
27	More inclusive for children with learning difficulties. Make a clear statement that we will do our best to provide equipment and anything else needed to allow such children to be involved so their parents may be more willing to send them. Courses for coaches that will help them understated and be able to teach in various ways to suit all children.
28	N/A
29	External coaches brought in to give our parent coaches up to date coaching
30	<p>In terms of inclusivity I have a grandson who like a few of his peers were not given an opportunity to play in competitive games although they trained every week. The GAA ethos of inclusivity should mean that they should at least get a run out when the team is well ahead. This is not a 'win at all costs' organisation.</p> <p>On membership engagement I think more could be done to get members involved in some aspects of the club.</p>
31	Overall I think we as a club can improve on every area by getting more people involved and completing jobs properly with people with the right skills helping
32	More fundraisers could be done
33	Co-operation - pitch availability etc
34	Not enough time spent on coaching the youth in certain aspects,This being able to carry out simple tasks and not enough time spent changing the ethos to "we belong at the top"

	mentality from youth right up to senior itâ€™s not simply enough to just hope it goes right or your lucky with a good team.
35	All need seriously improved
36	Better communication and inclusivity across all sports would be preferable. Enhanced club and community engagement with parades and race events or discos and fundays within the community
37	Think possibly should explore more areas of government funding thru grants ect. (club didn't seem to be listed as getting any covid grants that some clubs were able to avail of. If this was a role that someone was tasked with to ensure no future opportunities for funding missed)
38	Full integration of codes; online fundraising; promote health and well being initiatives through club games social media channels partnership initiatives with local gps, cancer support groups, mental health groups, addiction support groups, provide information to members through a health and well-being club officer health and well being evenings with guest speakers; run autism awareness coaching workshops; provide opportunities for children with disabilities to take part in games; partner with local community groups from aghalee/moira run joint activities which include people from non traditional GAA backgrounds/families. Better promote what the club are doing within the community showcase all that is good about being involved with the club more off the field events would help engagement with members.
39	Very string across all areas - maybe a bit more proactive work on wellbeing & inclusivity
40	Donâ€™t know how much you are inclusive
41	The club has good fundraising initiatives (lottos, LMS etc) which take a lot of commitment and effort from the organisers. I think there should be a strong emphasis put on trying to obtain money from public bodies via grants etc.
42	Better use of social media and contact with members to further engagement.

**end**