



BEANN ÉADAIR

BENS27 - Ó NEART GO NEART

STRATEGIC PLAN 2023 - 2027

PLEAN STRAITÉISEACH



CHLAR ABHAIR

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AITHEASC AN CHATHAOIRLIGH

CHAIRPERSON'S ADDRESS

I am delighted to present our Beann Éadair 5 Year Strategic Plan which will take us "Ó Neart Go Neart", from Strength to Strength until 2027, and continue the phenomenal growth our club has witnessed over the past number of years.

The purpose of the document is to define what we need as a club and then implement this into an action plan.

I am pleased to be able to submit this Strategic Document to the membership. This has been a collaboration of work by the whole committee and I would like to thank them on behalf of the membership of the club.

I would like to emphasise the fact that this document has been made possible by the work completed by previous chairs of the club and their respective committees. The key aspect of any club is the people of the club, and to everyone involved, thank you as you have been a key part the development of the club.

The gender make-up of our playing members is 53% Female and 47% male. Remarkably, our membership is just above 1,400 members, including social memberships.

In relation to our current playing status, we are a club currently transitioning through minor to support adult teams in football and the view forward into the coming years is very exciting. In hurling and camogie, we have no adult teams.

Our oldest hurling team is U17, and our development plan is to get hurling through minor to adult. The development plan for camogie is to continue developing through to minor and then to adult.

While we consider the immediate future very exciting, we must never lose sight of An Ógra and teams through to U11. The nurturing of the nursery through to U11 in a non-competitive environment is the foundation of our playing community.

In support of all this we need to continue to develop the coaching of the coaches, the facilities of the club and the social aspect of the club. Beann Éadair needs to be a place where friendships can be formed and it is always fun to be part of our club.



CLG Beann Éadair has always been an ambitious club, striving for excellence at every opportunity.



The ethos of the club is one of inclusivity and respect. Our success over the past two decades has been due to this. However, inclusivity and ambition are not mutually exclusive. Inclusivity needs to encompass the whole club, which must include teams that focus on performance whilst allowing for participation of all, remembering that children play sport both for a sense of self as well as participation.

The demands of performance and participation must be managed carefully to ensure the correct balance. If we ever lose the overall encompassing factor of inclusivity the club will start to falter.

In regard to respect, we must make the club as welcoming as possible to all. The measure of our success in this area is having members leaving Beann Éadair happier than they arrived. This includes interactions outside the physical club. The safety of our players, particularly the younger ones, is a responsibility we all share. Garda Vetting and Child Safeguarding courses are the cornerstones of this. We as a club must strive to have 100% compliance in this regard.

In all of this, the club will keep its amateur status both for players and mentors so we can develop the club through volunteerism rather than profit.

In all our considerations of development, it is imperative that the fundamentals remain the same; games are played, and the club remains financially solvent.

In conclusion, the plan is to continue developing the success of the club and its supporting facilities. A key priority is keeping the club solvent so it is not lost in the future, due to unsustainable debt incurred. We continually develop our ethos that allows us all know how to behave. We continue to emphasise the importance of, and adherence to, our club ethos. Thank you again for all your efforts in participating in the club. We have a very bright future based on an incredible past. Our next task is to implement this strategy.

Go Raibh Maith Agaibh

Dáithí Ó Maolchathail

Dave Mulhall
Chairperson



STAIR AN CHUMAINN

HISTORY OF THE CLUB

The history of Gaelic games on the peninsula of Howth has a long and treasured past. Beann Éadair is one of the oldest clubs in the country, officially established (bunaithe) in 1885. Beann Éadair was actually formed in the early 1880s and evolved from the St Lawrence Athletics Club which was patronised by the St Lawrence Family of Howth Estate.

The founders of the club were Joe Reid, Jack Reid, Jim Reid and Thomas Carr. The club has had many names including Fingal, Ben Eadair, Stars of the Sea, Clan Eadair, St Lawrence's and finally, Beann Eadair.

The original name of the club was Fingal. In 1884 a club was being formed in Swords and proposed a name that would clash with ours. The settling of this was a match played on the lawn of Malahide Castle. We lost by a point and thus the team in Swords are named Fingallians.

Over the years, our pitches have been located in various parts of Howth. From the 1880s to 1890 the club played where St Peter's Terrace is now built. From 1900 until 1940, the club's pitch was based in Murrock, which was John "Darky" Rorke's garden, near where the Eire 6 sign is today.

In 1940, we moved to our current location on Balkill Road where the Tennis Club used to be. The grounds are named Pairc Uí Ruairc, after John "Darky" Rorke. To this day, the grounds are still referred to locally as "The Tennis".

The club has had many successes over the years. In the 1930s the club was known as St Lawrences. We reached two Dublin Senior Football Finals in 1932 and 1936.

We have had many successes in the club including three All Ireland winners playing for Dublin whilst representing Beann Éadair. They were Peter McCann in 1901, Paddy O'Flaherty in 1958, and Bernard Farrell who won a Minor Football All Ireland medal in 1984.



In 1932 we played Erin's Hope on 8th May in Croke Park and lost by a point.



In 1936 on the 31st May, we played Clanna Gael in Killester Park, unfortunately we lost again 1-9 to 1-2.



In 1973 the club played senior football and continued to play at that level for a number of years. In that period, Beann Éadair won the 1A League, Intermediate League, Junior Championship, the Loving Cup and the Murphy Cup. Hurling and Camogie were also strong during this period in the club.

The club used to play in black and white hoops but now play in the more familiar blue and white hoops.

The 1990's was a period of fall-off in the playing numbers. In the year 2000, there was one adult men's team and seven juvenile players with no juvenile teams. There was a decision made at an AGM in February 2000 to redevelop the club. This was led by Martin McGhee. The last two decades have seen the development of the club led by Peadair McCeanna, Kevin Kellet and Aidan Comerford.

This development has seen Beann Éadair becoming the fastest developing club in Dublin as reported by the Dublin County Board. In 2022 our current membership exceeding 1,400 members including social members. We have 688 juvenile players and 64 adult players playing on 66 teams.

In November this year, the club made history winning six key championship matches including three County Championship Titles for our Adult Mens team, our U14 Camogie Team and our U14 Boys Football Team. At the time of writing, we have two boys teams still in contention for County Championships at U16 and U17. How far we have come!

An incredible journey to date with so much more history to be made in the future.



MODHEOLAÍOCHT & AMLÍNE

METHODOLOGY & TIMELINE



The purpose of developing a strategy document is to ensure the club is aligned in its development. We should all be able to describe what it is we need and be aware of the plan to achieve it. The following section is a description of the methodology we have developed to achieve this.

01

GETTING STARTED

CHAIRMAN'S DISCUSSION DOCUMENT
COMMITTEE REVIEW

02

INITIAL MEMBER FEEDBACK

SURVEY MONKEY
LÁ NA GCLUB

03

STRATEGY PLAN INITIAL DRAFT

DRAFT PLAN DEVELOPED BY SUBGROUP
DRAFT PLAN REVIEWED BY COMMITTEE

04

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PRESENTATION OF PLAN, LOOKING FOR FEEDBACK

05

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STRATEGIC PLAN

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IMPLEMENTATION

SET TASKS FOR SUBCOMMITTEES
REVIEW IMPLEMENTATION PROGRESS AT EXECUTIVE COMMITTEE

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EXECUTION

POSSIBLE EGM FOR ANY DEVELOPMENT WORKS
COMMUNICATION WITH THE MEMBERSHIP



MODHEOLAÍOCHT & AMLÍNE

METHODOLOGY & TIMELINE



The promise made this time last year was to get the Executive Committee to develop a plan so the club would be aligned in knowing what we need and have it communicated with the membership.

The development of the strategic plan began with brainstorming ideas with club members, which were then collated and brought to the executive committee. These ideas were sorted into eight main categories, and a survey was developed on this basis. The survey purposely used open-ended rather than multiple choice questions. While we knew this would increase the time taken to complete the survey and consequently reduce the number of responses, it was decided that the quality of feedback should be prioritised over quantity. A total of 112 responses were submitted.

At Lá na gClub we sought further feedback from club members, where a word cloud representation of the survey results was displayed in the club house and written comments were invited

Over the summer, the committee held numerous sessions on defining what the club needs, based on the feedback. We utilised "Club Maith", a template from the Ulster GAA, to evaluate this. This template defines the "ideal" club and all the aspects that go with this. We scored highly in many respects, but we are a small club and we do at times have to cut our cloth to measure.

We again went back to the membership in November and presented a draft plan to ensure we had as comprehensive and inclusive feedback as possible.

With the final version of the strategic plan complete, we distributed the document prior to the AGM. This plan is for the development of the club for all of the membership. We would like to thank those for all feedback that was received. It is greatly appreciated.

Implementation

The working of the club is through the various subcommittees and the implementation of the plan will be through those existing subcommittees and potential new ones to be defined in 2023. All subcommittees will report to the executive committee for review as per the requirements of the club's constitution



ÉITEAS NA GCLUB

CLUB ETHOS



Beann Éadair’s philosophy is one of participation, enjoyment and skills development in a setting of respect for all and having fun. Realising this philosophy requires a full awareness and clear understanding of the policy by everyone involved in the club, including juveniles, adults, mentors and parents. Everyone has a vital role to play in setting and maintaining standards of behaviour which our club can be proud of.



Beann Éadair is fully committed to safeguarding the well-being of its members. Every individual in the club should at all times show respect and understanding for members’ rights, safety and welfare, and conduct themselves in a manner that reflects the principles of the club and the guidelines contained in the Irish Sports Council (now Sport Ireland) Code of Ethics and Good Practice for Children’s Sport and the GAA Code of Best Practice in Youth Sport.



We are committed to providing an environment which will allow players to perform to the best of their ability, free from bullying and intimidation. As part of the club’s commitment, it has adopted codes, policies and procedures to guide our players, members and volunteers involved with our teams.



Beann Éadair operates on principles which facilitate and encourage best practice in youth sport within the club. It is important that all young players are valued and treated with the highest level of respect throughout these important years of their personal, physical and social development.



The club will provide our young players with a period in their life that enables them to have fun, make friends and present them with opportunities to improve their levels of skill.

Beann Éadair promotes a positive and encouraging atmosphere that involves all players. The club is committed to providing an environment which will allow players to perform to the best of their ability. A player-centred ethos will help ensure that competition of the highest level is attained. Standards of behaviour for mentors and players are as important as the standards set for sport performance.

We as a club need to ensure we stay close to the players and their needs. To do this from Minor and above the club will need to set up a player forum or subcommittee where we meet with the players (two from each team) and have an open discussion as to how they are getting on. This discussion will need to exclude the coaches from these groups to ensure we have a method of developing a closed loop system where we can understand what is happening from the players’ perspectives and have a feedback that is not biased in any way.

Action

Develop a player forum in both boys/mens and girls/ladies from Minor U18) and above to meet every 3 months without the coaching teams present where the players can give any direct feedback required

Measure of Success

To develop a closed loop system and to ensure any actions that are required (in line with the club ethos) are actioned prior to the next meeting

Timeframe

2023





Misean Mission

“The GAA is a community based volunteer organisation promoting Gaelic games, culture and lifelong participation.”

The GAA is a volunteer organisation. We develop and promote Gaelic games at the core of Irish identity and culture.

We are dedicated to ensuring that our family of games, and the values we live, enrich the lives of our members, families and the communities we serve.

We are committed to active lifelong participation for all and to providing the best facilities. We reach out to and include all members of our society.

We promote individual development and well-being and strive to enable all our members achieve their full potential in their chosen roles.



Fís Vision

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.



LUACHANNA OUR VALUES



COMMUNITY



AMATEUR STATUS



INCLUSIVENESS



RESPECT



PLAYER WELFARE



TEAMWORK



ÁR BPOBAL

OUR COMMUNITY



Our community lies on the north tip of Dublin Bay and encompasses the communities of Howth and Sutton. Beann Éadair is a thriving part of the community and provides the opportunity for the people of the community to play Gaelic Games (Football, Hurling and Camogie).

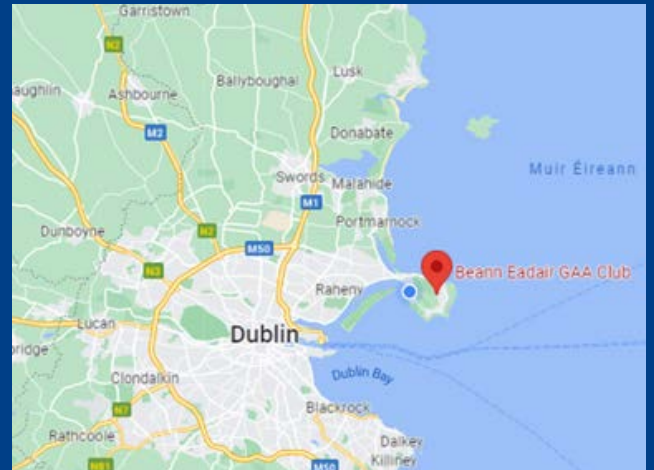
The development of the club has been stellar and a key aspect of this is the integration of the club with the schools in the locality. The foundation of our playing community is the players who participate while in primary school. The club has engaged with the Dublin County Board and has developed a role for a Games Promotion Officer (GPO). This role is dedicated to our games development. Our GPO engages with the local primary schools and develops a relationship with them to facilitate the playing of Gaelic games. All the primary schools play their games on our grounds, and we have licences with them to that end. We are delighted to have such a good working relationship with all the schools, and we intend to continue to have a GPO in our club.

The surrounding primary schools in our community are Scoil Mhuire, St Fintan's National School, The Burrow National School and Sutton Park School. The development of players from these schools builds the basis of our players in the community as some may complete their secondary education outside the locality but still play with Beann Éadair.

Our two secondary schools are Santa Sabina and St Fintan's High School. These are also key elements in the development of our club and Santa Sabina play their football and camogie on our grounds.

The demographics of the community are critical to our development. Though our catchment area is slightly larger than the area shown on the map, for accuracy we will use this data as it comes from census data, and we can compare population growth and shrinkage against a set base line.

To develop our club, we will need to target 40 players commencing U8 football and hurling and 40 commencing girls football and camogie each year. There are 6 classes at primary school five of which we are currently integrated with the average class size at 30 children, we need to encourage a minimum of 50% of the community to participate in Gaelic games at this age.



Name	Status	County	Population	Population	Population	Population
			Census 2006-04-23	Census 2011-04-10	Census 2016-04-24	Census 2022-04-03
Howth	Electoral Division	Fingal	8,196	8,256	8,294	8,369

Howth

- 8,369 Population [2022] - Census
- 10.94 km² Area
- 764.9/km² Population Density [2022]
- 0.15% Annual Population Change [2016 — 2022]

Howth: suburb of Dublin, Ireland - Elevation: 171 m

County Dublin: 1,187,176 1,273,069 1,347,359 1,450,701

Source: Central Statistics Office, Ireland (web).
Explanation: The results of the 2022 census are preliminary.

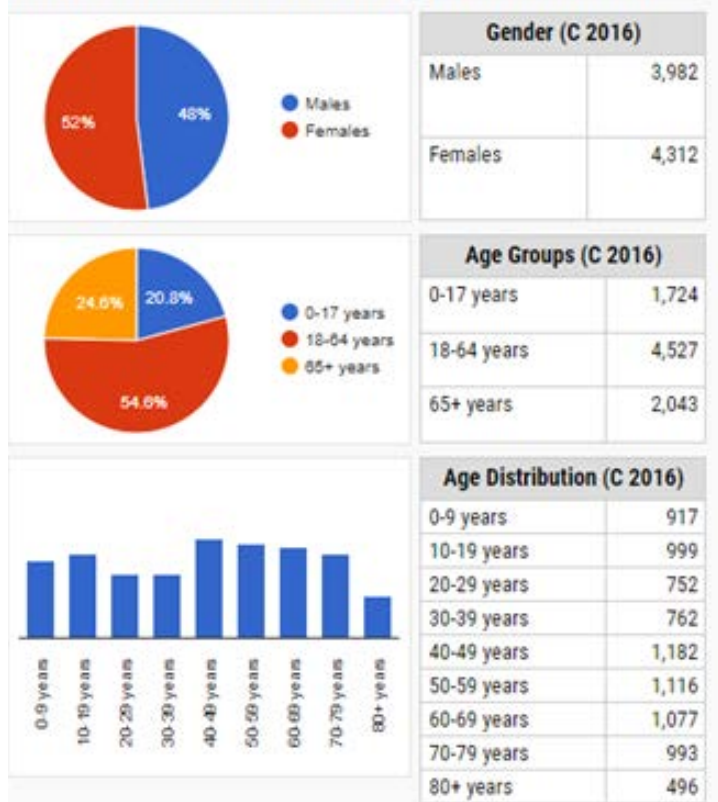


ÁR BPOBAL COMMUNITY

The data below is from the 2016 census as the data from the 2022 census is preliminary. The 2022 census data will be published in April 2023. We will compare the data across the two census to look and compare it to our playing population. The top level data demonstrates that the population of Howth peninsula has increased from 8,294 in 2016 to 8,369 in 2022



Further information about the population structure:



As a community based volunteer club, the ability to give back to the community is critical. We have developed a programme in Beann Éadair for transition year students to give back to the club by assisting in coaching the players in An Ógra. They complete this every Saturday and at camps over Easter and in the summer. This is led by our GPO.

The Coaching and Games Subcommittee review the playing numbers at all ages in September of every year. The purpose of this is to determine the playing numbers for the following year and to identify if there is a fall-off or increase in playing numbers at all age groups. This identifies whether or not to amalgamate teams.

In addition to this, we as a club will review the census data when produced and use it when assessing our playing numbers, both present and future.

ACTION	MEASURE OF SUCCESS	TIMELINE
Evaluate the 2022 census against the 2016 census and see if there is an opportunity or threat to the long-term playing numbers in the community	We are targeting primary school participants to play Gaelic games, with the aim to get 50% to play with the club.	2023
Continue the evaluation of playing numbers in September	Develop two teams at all age groups from U13 up	Ongoing
Continue to have a GPO in the club to ensure the ongoing development of the club	Players participating in Gaelic games from all primary schools in the area	Ongoing

OILIÚNT AGUS FORBAIRT CLUICHÍ

COACHING & DEVELOPMENT OF GAMES



The phenomenal growth in the number of our club teams is hugely impressive - from 6 boys football teams in 2010 to 17 in 2022 and impressively, from 2 hurling teams, with less than 13 players in 2010 to 14 teams this year.

From a starting point of no girls teams, by 2018, we had 17 girls football teams and today we have a fantastic 22 girls football teams.

In 2010 we had no girls camogie teams and today we have 14 teams!

CLUB	U8		CCC1				CCC2				
	U8	U9	U10	U11	U12	U13	U14	U15	U16		
2022	3	2	3	2	1	2	1	0	0	14	
2021	3	3	2	2	2	1	0	1	1	15	
2020	3	2	2	3	1	0	1	1	0	13	
2019	3	2	3	0	1	0	1	0	0	10	
2018	3	3	2	1	1	0	1	0	0	11	
2017	3	2	2	2	1	0	1	0	0	11	
2016	3	2	2	2	0	1	0	0	0	10	
2015	3	2	2	1	0	1	0	0	0	9	
2014	2	3	2	0	1	0	0	0	0	8	
2013	2	2	0	1	0	0	0	0	0	5	
2012	1	1	1	0	0	1	0	0	0	4	
2011	1	1			1					3	
2010	1	0	0	1	0	0	0	0	0	2	

CLUB	U8		CCC1				CCC2				
	U8	U9	U10	U11	U12	U13	U14	U15	U16		
2022	3	2	3	2	1	2	1	0	0		
2021	3	3	2	2	2	1	0	1	1		
2020	3	2	2	3	1	0	1	1	0		
2019	3	2	3	0	1	0	1	0	0		
2018	3	3	2	1	1	0	1	0	0		
2017	3	2	2	2	1	0	1	0	0		
2016	3	2	2	2	0	1	0	0	0		
2015	3	2	2	1	0	1	0	0	0		
2014	2	3	2	0	1	0	0	0	0	<8 players	
2013	2	2	0	1	0	0	0	0	0		
2012	1	1	1	0	0	1	0	0	0		
2011	1	1			1						
2010	1	0	0	1	0	0	0	0	0		

CLUB	U8		CCC1				CCC2				Minor	Adult	
	U8	U9	U10	U11	U12	U13	U14	U15	U16				
2022	3	2	3	2	2	1	2	1	2	2	2	22	
2021	1	3	3	2	1	2	1	2	1	1	1	19	
2020	3	3	2	1	2	1	2	1	1	2	1	19	
2019	3	2	1	3	1	2	1	1	1	1	1	17	
2018	2	1	3	2	3	1	1	1	2	1	0	17	

CLUB	U8		CCC1				CCC2				
	U8	U9	U10	U11	U12	U13	U14	U15	U16		
2022	3	2	3	2	1	2	1	1	2	1	
2021	3	3	2	2	2	1	1	2	1	1	
2020	3	2	2	3	1	1	2	1	0	1	
2019	3	2	3	1	1	2	1	0	1	1	
2018	3	3	2	2	2	2	1	0	1	1	
2017	3	2	2	2	2	0	1	0	0	1	
2016	3	2	2	3	0	1	0	0	0	1	
2015	3	2	3	1	1	1	1	0	0	1	
2014	2	3	2	1	1	1	1	0	0	1	
2013	2	2	0	1	1	0	0	0	0	1	
2012	2	2	1	0	1	0	0	0	0	1	
2011	2	2	1	1	1	1	1	0	0	1	
2010	2	1	1	1	0	1	0	0	0	1	

CLUB	U8		CCC1				CCC2				
	U8	U9	U10	U11	U12	U13	U14	U15	U16		
2022	3	2	3	2	1	2	1	1	2	<10 players	
2021	3	3	2	2	2	1	1	2	1		
2020	3	2	2	3	1	1	2	1	0		
2019	3	2	3	1	1	2	1	0	1		
2018	3	3	2	2	2	2	1	0	1		
2017	3	2	2	2	2	0	1	0	0		
2016	3	2	2	3	0	1	0	0	0		
2015	3	2	3	1	1	1	1	0	0		
2014	2	3	2	1	1	1	1	0	0		
2013	2	2	0	1	1	0	0	0	0		
2012	2	2	1	0	1	0	0	0	0		
2011	2	2	1	1	1	1	1	0	0		
2010	2	1	1	1	0	1	0	0	0		

A key callout is despite the growth in team numbers, there has been no growth in 'facilities' in the 2010-2022 period.





WHERE WE WANT TO GO IN THE NEXT 5 YEARS

- We will strengthen the number of players and teams in our underage section
- We have the best possible coaching structures in place to ensure every underage team can compete at the highest possible level.
- We will continue to work in order to maintain and improve these structures so that our underage players progress as best they can in a safe and enjoyable environment
- We have the administrative structures in place to easily facilitate an increase in membership and volunteers.
- Our Club's adult teams perform to their full potential because we have the best possible coaching and games development structures in place
- We have put the facilities in place, on and off the pitch, to allow our teams play Gaelic games at the highest level.
- Beann Éadair will be the best possible sporting, cultural and social organization in our community.
- The club has a vibrant culture that has created a strong club spirit. Our members have a real sense of community and belonging.

HOW WILL WE GET THERE

The Coaching and Games Subcommittee will:

- Undertake a comprehensive review of current coaching structures, standards and methods
- Ensure that all coaches in the Club have appropriate GAA Coach Education qualifications
- Oversee the coaching of all juvenile teams from nursery level to under 17
- Monitor the structure of our underage teams including identifying if and where amalgamations are necessary
- Actively support the adult teams' structures.
- Ensure that every player is coached by a qualified coach. All Club coaches will receive appropriate GAA coaching qualifications and each coach will have a minimum of a Foundation Award coaching certificate.
- Strengthen links with our local primary and second level schools. We will provide support and advice.

ACTION	MEASURE OF SUCCESS	TIMELINE
Review the coaching standards and provide support and resources to our coaches	Audit of Coaching standards complete with a specific development guide put together for each grade – detailing where the focus areas should be in terms of coaching and developing teams	By 2024
Encourage, support, and recruit new coaches	Annual increase in coaches through identification and active encouragement of players, parents, volunteers to coach	By 2023
Club policy when selecting team management and coaches	Have the best possible coaches coaching our underage teams	By 2024
Schedule of coaching courses for all current and new coaches	Coaches have the best possible skillsets to train players to be the best they can	By 2023
Rota in place for senior players to help coach underage teams	Players giving something back and younger players seeing their destiny	By 2024
Develop a "Blueprint for Success" by analyzing what has been successful / has failed over the past number of years	Continued sustained growth of youth team numbers and player numbers into the future	By 2023
Player transition to Senior level	Continued sustained growth of adult team numbers and player numbers into the future	By 2024
Referee Development	Retain and grow our referees all the way through to CCC2 level	By 2024
Active nursery/academy in place	Goal is to have a minimum of 40 children entering @ U8 annually	By 2025

AN GHAELGE IRISH LANGUAGE



One of the aims of the GAA is to promote Irish culture. A component part of this is the Irish Language. Our intention is to use Irish in conjunction with English to make it accessible. TG4 do a great job in showing Irish terms for GAA in both Irish and English.

Which goes first? We as a club will continue to communicate in English. In relation to developing Irish there is a great misconception that whichever language goes first is the one that will be recognised first and therefore learnt. This is untrue.

The best form of learning is repetition. We will therefore pick a certain number of words and use them in both languages repeatedly to facilitate the optional development of the language.

We would like the use of language to be of some benefit to the members of the club rather than an aspirational notion that we will all communicate in Irish. The goal therefore is to trial a number of initiatives to try and assist the members of the club and provide an option for the wider community.

Three items have been identified and they are listed below:

ACTION	MEASURE OF SUCCESS	TIMELINE
Facilitate one of our summer camps in Irish	Compare take up rate with previous camps and survey the participants if it was fun	Summer 2023
Run a Junior Pop up Gaelteacht prior to junior and leaving cert orals	Survey the participants - ask it was beneficial and would we do it again	Easter 2023
Run a table quiz in Irish	Trial it to see if it is a success and compare its numbers to other table quizzes	2023

The emphasis here is that the participation is optional and fun and there are no negative consequences to people not speaking perfect Irish, rather to provide an environment where it is easy to comprehend and learn.

We will trial these in 2023 and we will then evaluate the success of these and make a decision whether or not to continue or develop these initiatives.



ÁISEANNA FACILITIES



The Club has a Facilities Subcommittee chaired by a member of the Executive Committee with responsibility for facilities. The Subcommittee has a term of reference, and any spend budget (excluding repairs) is approved by the Executive Committee.

ROLE AND RESPONSIBILITIES

The purpose of the Facilities Subcommittee is to oversee the maintenance and development of the Club Grounds and Facilities to an appropriate standard by reference to the funding made available by the Executive Committee. The Facilities Subcommittee will be responsible for:

- Maintenance of pitches, grounds, facilities, and Clubhouse
- Oversee spending of the sports capital grant and ensuring works undertaken are conducive with future Development plans for the club
- At the direction of the Executive Committee evaluate expansion plans
- Engage external contractors as required in line with budgets approved by the main committee.
- Engage professional advice, both internal or external, and where appropriate get spend approved
- Oversee the work of the Club CE Scheme person(s)
- Development of pitches, grounds, facilities, and clubhouse

DEVELOPMENT

The Facilities Subcommittee will do any initial assessment of large-scale development projects but may recommend to the Executive Committee either an expansion of the existing Facilities Subcommittee or the formation of a dedicated Subcommittee to oversee any large scale projects. This is to ensure that the appropriate skill sets are available to ensure the success of any large scale projects.

2022 Membership Survey Results (# Responses)

1. Improved bathroom and changing rooms - #59
2. Hurling Wall - #48
3. Improved Bar Area - #31
4. Improved Pitch Facilities - #28
5. Gym - #27
6. Outdoor seating area - #21
7. Coffee Dock - #15

Post the membership survey we engaged architects to assist with a comprehensive review of the building and facilities to include the areas highlighted in the survey:



BUILDING RELATED

- 4 Dressing Rooms and related changing facilities to serve our two pitches
- Improved bathroom facilities
- Improved Bar/Social area
- Gym/Multi-purpose room
- Coffee Dock



GROUNDS RELATED

- Hurling Wall
- Outdoor seating area
- Storage for Mentors/Teams
- Viewing Areas
- Parking



ÁISEANNA FACILITIES



We will consult with the membership regarding options and estimated costing to get the balance between requirement and funding ability.

To date we have made considerable investment in pitch facilities and thankfully we have developed two well drained pitches that are playable for the majority of the year. The addition of match lighting on the top pitch and training lighting on the main pitch means we can also accommodate all teams on site during the winter months with appropriate planning. Further pitch improvements will be kept under review.

We have exhausted all avenues to try and acquire additional training space adjacent to our existing pitch facilities and that option is now closed. We may need to look at suitable off-site pitch facilities to alleviate the wear and tear of all year-round use on our two existing pitches.

GRANTS

The Club has successfully utilised sports capital grants and other funding methods in the past. We have current sport capital grant approval for approx. €98,500 to cover dressing rooms, toilets, showers, drainage, security and electrical improvements. These grants will be utilised as part of any approved development works currently being considered.

FUNDING

All Club development will have to be funded without the club taking on any unsustainable debt. It is crucial that we plan any development within funding capacity which will include grants, fundraising, donations, levies and any sustainable repayable borrowings.

ACTION	MEASURE OF SUCCESS	TIMELINE
Continue the improvements to our existing ground facilities.	High quality playing and training facilities.	Continuous
Progress the option of building a suitable hurling wall on site.	Approved plans and construction date.	2023
Review off-site options for additional training and playing facilities capacity.	Suitable locations identified for approval and commencement date.	2023
Progress the feasibility study options on building works to a plan.	An agreed buildings development plan that is fundable for approval.	End 2023



SÓISIALTA AGUS TIOMSAITHE AIRGID SOCIAL AND FUNDRAISING

This year we expanded our fundraising efforts, with events that encouraged participation and fun for members, while also raising much needed funds for the club.

From both a social and a fundraising perspective, we have had a number of unbelievably successful and fun events this year.



6th Class Disco Jane Wall



La na Club Ciaran Dunne (social event)



Pub Quiz Nikki Saarsteiner, Ciaran Dunne



Ladies Lunch Jane Wall and Nikki Saarsteiner



Golf Classic Philip Quigley, Dave Quinn, Ronnie O' Connor



Christmas Party Goretta Fitzpatrick (social event)

The overall plan is to have a number of events annually. We are looking to establish these as fixed dates in the calendar.

One of the big learnings this year is that the Subcommittee who ran all these had a too big a work load. Therefore, we need volunteers for specific events. Our action is to set up temporary groups to run specific events. This needs to be different people for different events. This will reduce the workload.

We as a club also need to reassure the people who volunteer for an event that they will not get dragged into other events or committees against their will or be pressurized to do so as peoples time is limited.

So, a simple plea to ask people to get involved in specific occasions. It is rewarding when the event is a huge success.

ACTION	MEASURE OF SUCCESS	TIMELINE
6th Class Disco	To have 100 plus 6th class children on the night having fun in a safe environment	June
La na gClub	Have as many players as possible and parents involved and have both the games fully participated in by the players and the bar and food by the families whilst creating an atmosphere of fun	June
Pub Quiz	Have more than 10 teams participate and have fun	May
Ladies Lunch	Sell out the event and all enjoy the day	April/May
Golf Classic	Sell out the time sheet and all enjoy the day	Sept
Christmas Party	Sell all the tickets and have fun	1st Saturday in Dec
Beann Eadair Lottery	Sell as many auto-renewing tickets as we can	Every Sunday



MARGAÍOCHTA & BRANDÁIL MARKETING & BRANDING



Our club colours are royal blue and white and we have undertaken to make our club branding a priority. Our club branded gear makes us recognisable in the community. It fosters our trust, identity, unity and a sense of belonging as a club. No matter where, upon seeing the colours of Beann Éadair, we instantly identify with them.

Often, we see other teams arriving to Beann Éadair and the players and coaches are all in the same gear. They present themselves in a way that makes them look like a well drilled outfit. This is before they have kicked or struck a ball. We wish to portray ourselves in this manner when we arrive either at home or away.

We need to identify ourselves outside the gates of the club. This will include physical signage, bunting and the use of various social media platforms. This is a key aspect in the continual development of our playing community particularly in relation to the primary schools. If our look is known, people will feel they are engaging further into the community when deciding to join Beann Éadair.

Commencing this year, the committee decided that all players and mentors when reaching minor level will get a set of Beann Éadair tops. These tops were designed by our own Nikki Saarsteiner, so many thanks to Nikki for all the work on this.

This was also extended to the adult teams, and we plan to extend this out to all the mentors of the club in the coming two years. There will be a nominal contribution from all as no one values anything they get for free.

There is a follow on piece to our look – socks and shorts. These need to be the Beann Éadair socks and shorts. The jerseys should have hoops on the sleeves and a patterned blue side panel. The blue O'Neill shorts with white stripes on the side are also the standard kit. Shorts from other clubs or schools detract from our look when worn playing for Beann Éadair.

The purpose of this is to make us identifiable, set a standard, continue our development of the playing community, make us feel like we belong which is a key element of why children participate in sport. We look forward to all supporting and participating in this.



ACTION	MEASURE OF SUCCESS	TIMELINE
We will actively develop the clubs brand through use of local signage, standardised club gear for all players and mentors to be worn at matches, events and social media	To enhance and promote our club identity within and outside our club; to foster our community presence, create unity and a sense of belonging as a club	2023 onwards
Launch a new club website	Launch a new club website that is easy to navigate for users and administrators alike; can be easily managed and is kept up to date	2022 onwards
We will communicate with the community in regard to the club success	Social media broadcast from Beann Éadair and cross pollination to other media platforms and sites, email communications, and the use of banners and bunting promoting the club	2023 onwards
Develop templates for weekly match fixtures and match results	Engage the lead mentors to provide up to date match scores and imagery for real time dissemination on social media	2022 onwards





APPENDIX 1

SUIRBHE CLUB

CLUB SURVEY



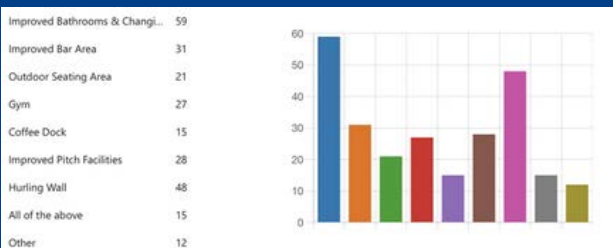
The results below are from the initial survey. This has become our primary reference point and the section below shows the survey in two formats. The first one is the easiest to read in the fact it is a graphical representation of what the membership feedback was to what they sought from our facilities.

The second format is a word cloud representations of the feedback. This format sizes the word on the frequency of its feedback to the club with the larger the feedback the bigger the word. Each section is introduced with the question posed to provide context.



FACILITIES

Q: What are the most urgent new facilities that the club should plan on providing over the next 5 years?



COACHING AND GAMES

Q: How can we continue to improve our standard of coaching to make participation rewarding and enjoyable for all? As parents, how is your experience with Beann Eadair and are there ways we can make it better?



FUNDRAISING AND EVENTS

Q: Are there ways we can improve how we raise Funds? What type of events should we be running to involve as many people from the community as possible?



REGISTRATION AND SYSTEMS

Q: As we go more digital, how do you find the online systems? How could they be improved?





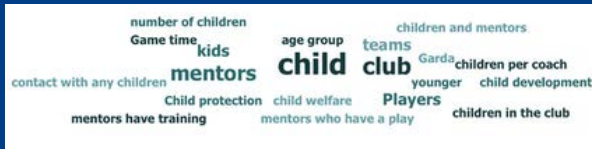
GOVERNANCE

Q: How do we ensure that all Associations are represented at Executive level in the Club? How can we develop our links with the different Associations to promote the interests of Beann Eadair?



CHILD WELFARE & PLAYER REPRESENTATION

Q: What can we do to improve how we protect our players, young and old, and ensure their interests are at the forefront of our decisions?



IRISH LANGUAGE

Q: What can Beann Eadair do to promote use of Irish amongst our membership?



INCLUSIVITY AND DIVERSITY

Q: Have you any suggestions on what we can do to make the club an even more welcoming environment for everyone?



LÁ NA GCLUB

The results of the survey were presented to members at Lá na gClub and an opportunity was provided for additional questions and clarifications. The feedback from members was very positive and the involvement of members in the decision making process was widely welcomed.



APPENDIX 2

OIBRIMID MAR CHLUB AMAHÁIN WORKING AS ONE CLUB



We would like all to know how the club works. It is not a fascinating subject but there does need to be an understanding of what the club does and how it is managed.

The club is ruled by a constitution and we are affiliated to the GAA. We own our own land to which we owe a debt of gratitude to previous committees' foresight and also the St Lawrence family for allowing us to purchase the land.

The Executive Committee is comprised of fourteen people who govern the running of the club. We have a number of Subcommittees that do the work of the club and some of these sub sections of the club are run by a single person.

Nine of the roles are predefined by the constitution and the remaining five roles can be defined annually to ensure the club is run properly

The Subcommittees report to the executive committee on their status and if any changes are being made this has to be approved by the executive committee.

The current Subcommittees are

- Coaching, Games and Development
- Facilities
- Social and Fundraising

We will be putting together a Finance Subcommittee as an additional Subcommittee.

In 2023 it is intended that we will divide the Fundraising Sub-Committee and Social Affairs Subcommittee in two due to the workload on this workload on this Subcommittee.

It should be noted in regard to the development of the club, the Facilities Subcommittee has the remit of maintaining the facilities of the club ensuring they are fit for purpose and also in charge of the development of the facilities.



Beann Éadair operates as 'One Club' acting as a unified entity with membership to three separate organizations - the GAA, the LGFA and the Camogie Association. All the organizations are equally important to the club and no preferential treatment is given to any one code.

All three organizations have separate procedures and fees governing membership and players. As a 'One Club', membership of Beann Éadair provides full playing rights to the appropriate code for each player. Although the LGFA and camogie associations have substantially higher charges, we charge all our members the same amount to provide equality under one club banner.

Beann Éadair is fully committed to developing our teams across all codes and we have a unified Coaching & Games Development Subcommittee responsible for all our teams.

- Gaelic Athletic Association - GAA

The GAA is the governing body for Adult and Juvenile football & hurling activities for male players. The grounds of the club are vested in the GAA, and Beann Éadair uses a GAA Club Constitution and follows GAA governance models. Beann Éadair fields GAA football teams from U8 to Adult, and hurling teams from U8 to minor (U17). We aim to develop adult teams at both codes in the coming years.

- Ladies Gaelic Football Association - LGFA
- The LGFA oversees Ladies Football for Juvenile and Adult players. Beann Eadair fields LGFA teams from U8 to Adult.

- The Camogie Association

The Camogie Association governs the game of Camogie for Juvenile and Adult players. Currently Beann Éadair fields teams from U8 to U16. We wish to re-establish an adult team at the nearest opportunity.



APPENDIX 3

STAIÉAR FEIDEARTHACHT

FEASIBILITY STUDY

RYAN+LAMB
ARCHITECTURE AND PROJECT MANAGEMENT

FEASIBILITY STUDY

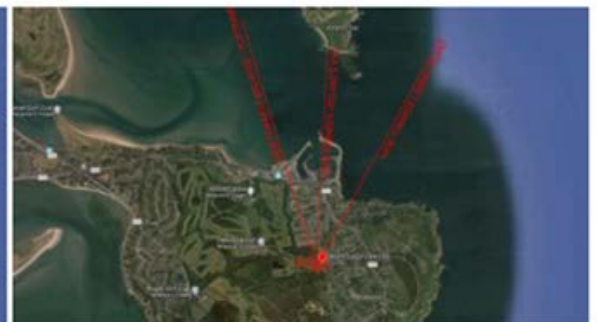
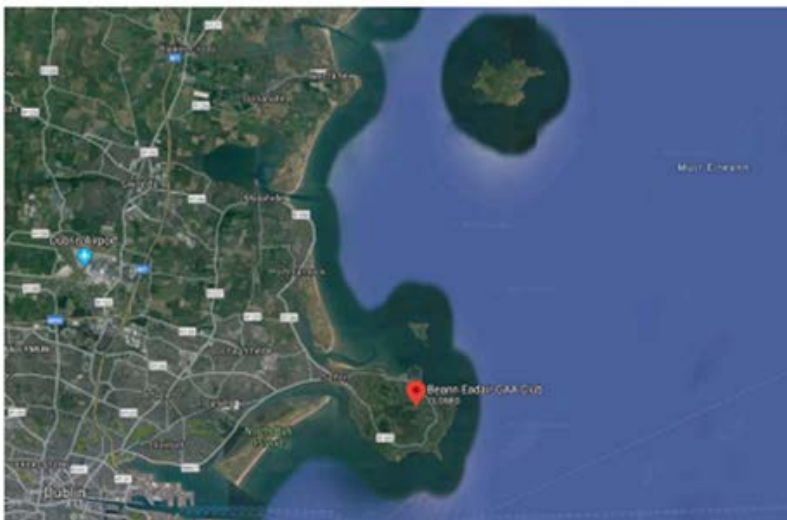
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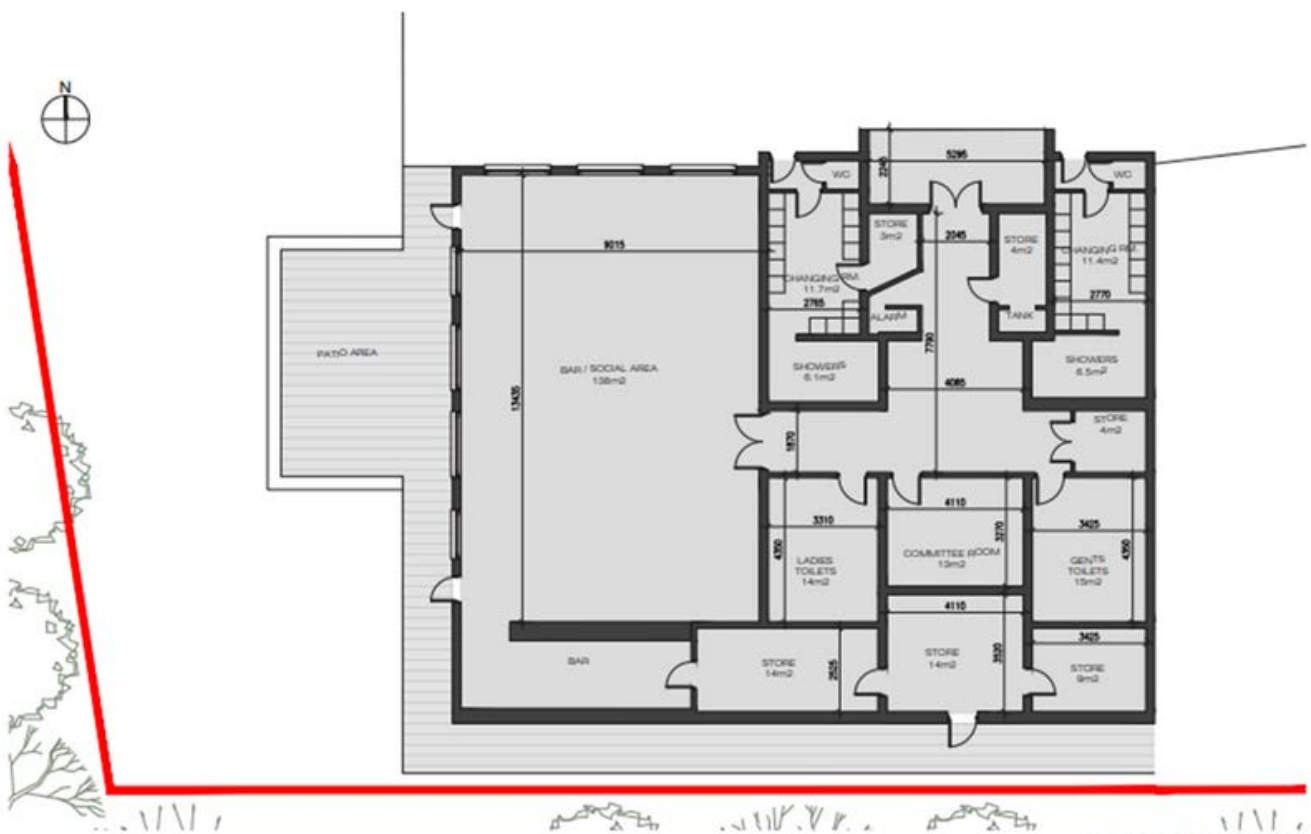
BEANN EADAR GAA CLUB

FEASIBILITY STUDY

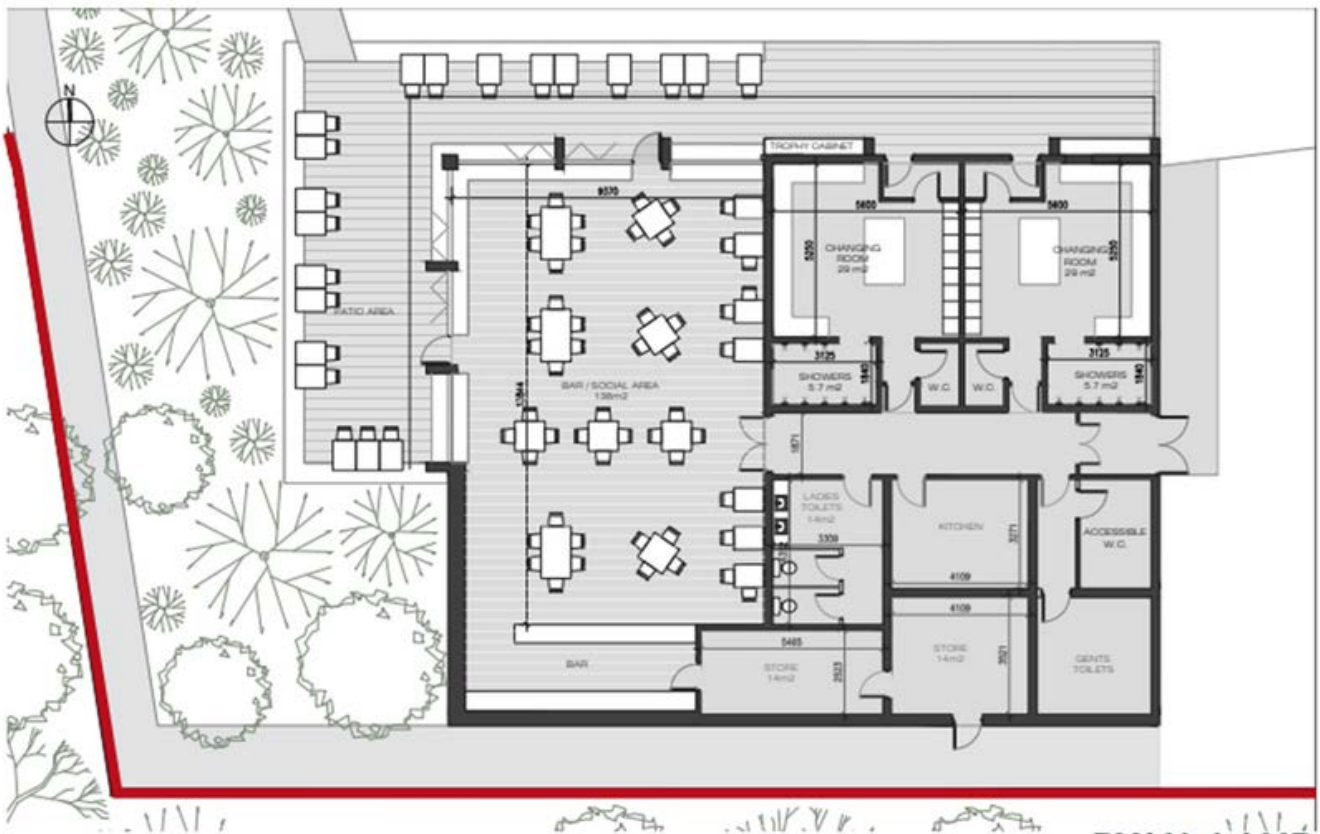
OCTOBER 2022

SITE LOCATION

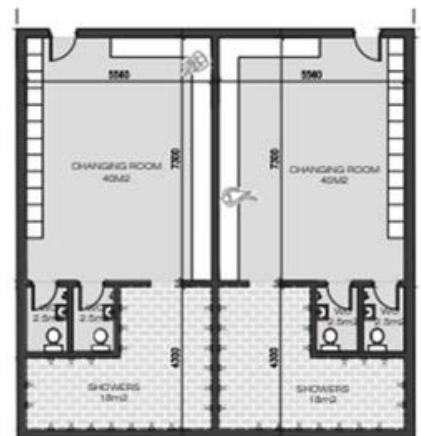
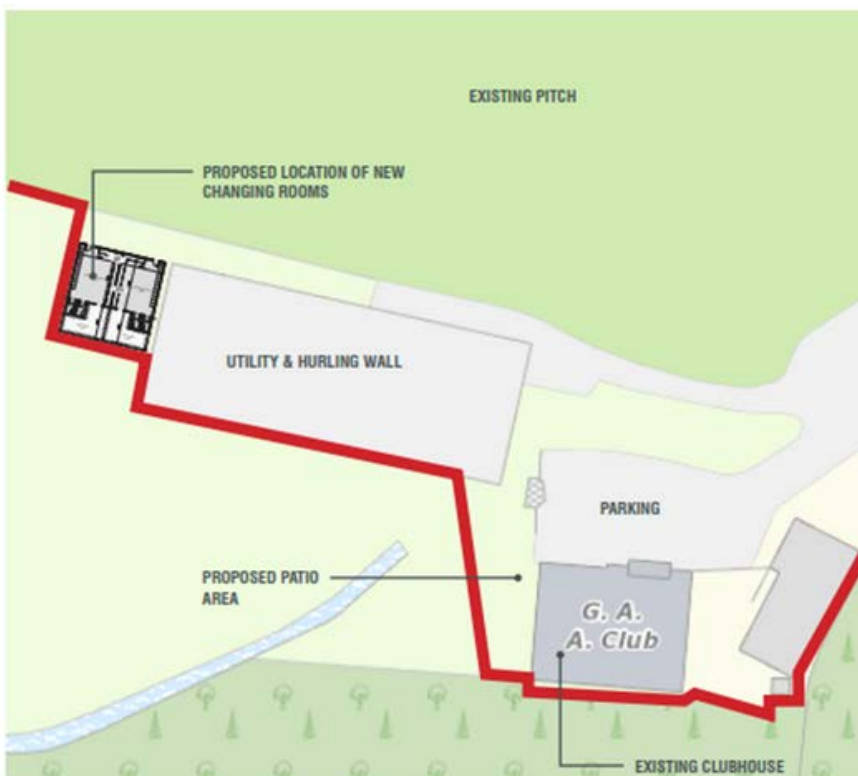




OPTION 1: PROPOSED GROUND FLOOR



OPTION 1: PROPOSED SITE LOCATION PLAN



PROPOSED NEW CHANGING ROOMS

INDICATIVE COSTS

OPTION 1:

Modify Existing Changing Rooms & all associated surrounds

€250,000+VAT@13.5%*

Skin to Bar Area €100,000+VAT@13.5%(+ External Patio)

New 2 x Changing Room near pitches €260,000+VAT@13.5%

Gym Room Near Pitches 60sq.m. - €108,000+VAT@13.5%

Design Team €90,000

Service Connections €50,000

Total Cost Ballpark €960,000

*The reason for the high cost is that I estimate it will have a cascade effect requiring lateration to services, structure and so on such that they all have to be entirely redone and brought up to modern standards

OPTION 1 (Variant):

Alter changing rooms to gym area €35,000+VAT@13.5%**

Skin to Bar Area €115,000+VAT@13.5% (+ External Patio & New Entrance Lobby)

4 x Changing Rooms €460,000+VAT@13.5%***

Gym Room Near Pitches 60sq.m. - €70,000+VAT@13.5%***

Design Team €75,000

Service Connections €50,000

Total Cost Ballpark €896,800

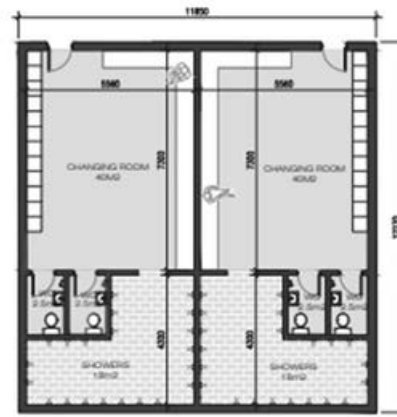
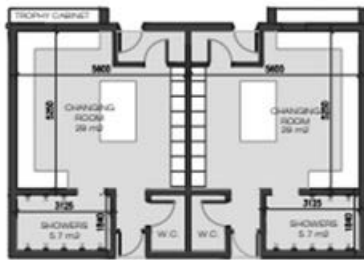
**This would involve minimal alterations to the existing changing rooms to ensure services and structure were retained without the need for extensive alterations

***By increasing the modular building it would lower the price



OPTION 2: PROPOSED GROUND FLOOR





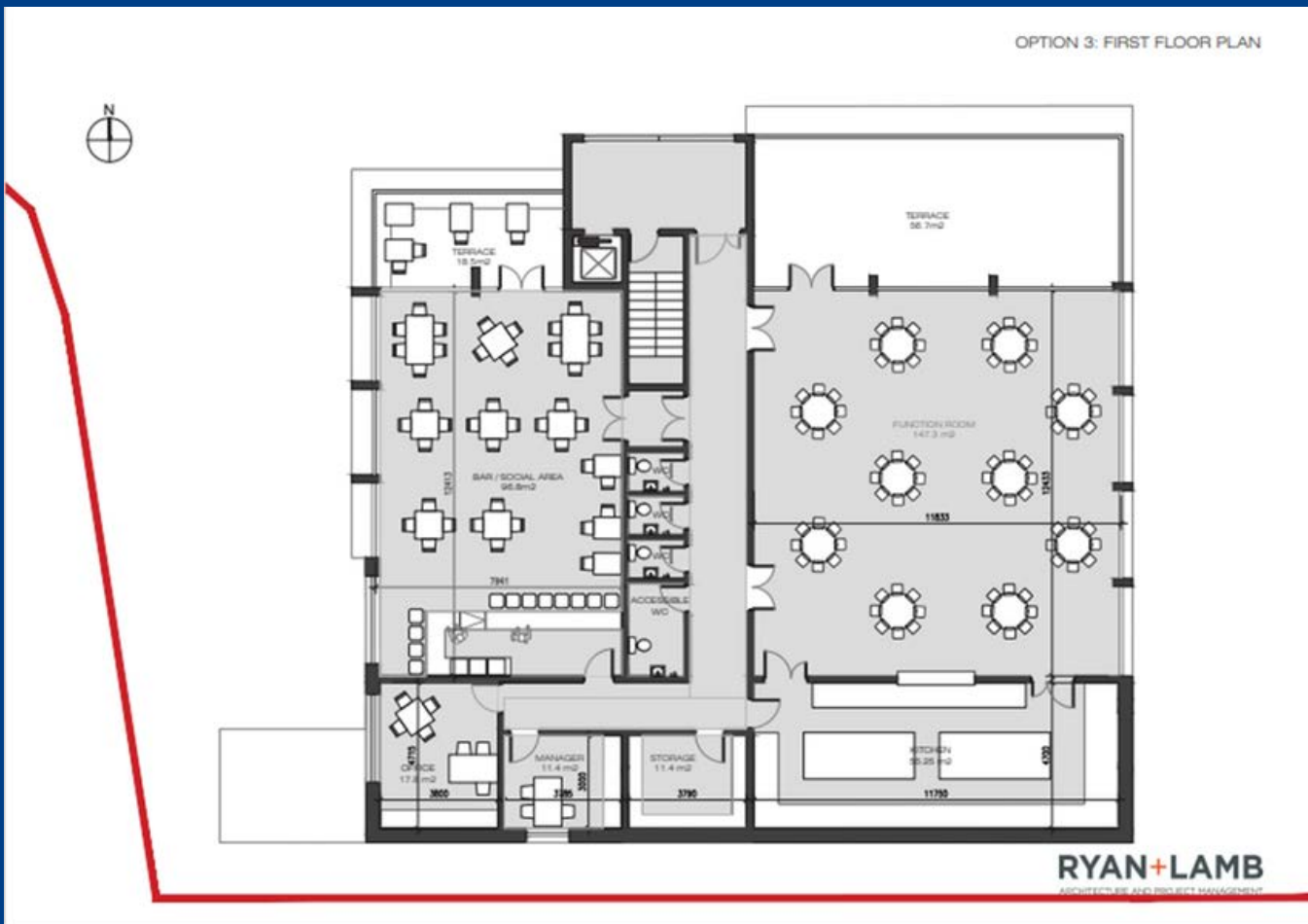
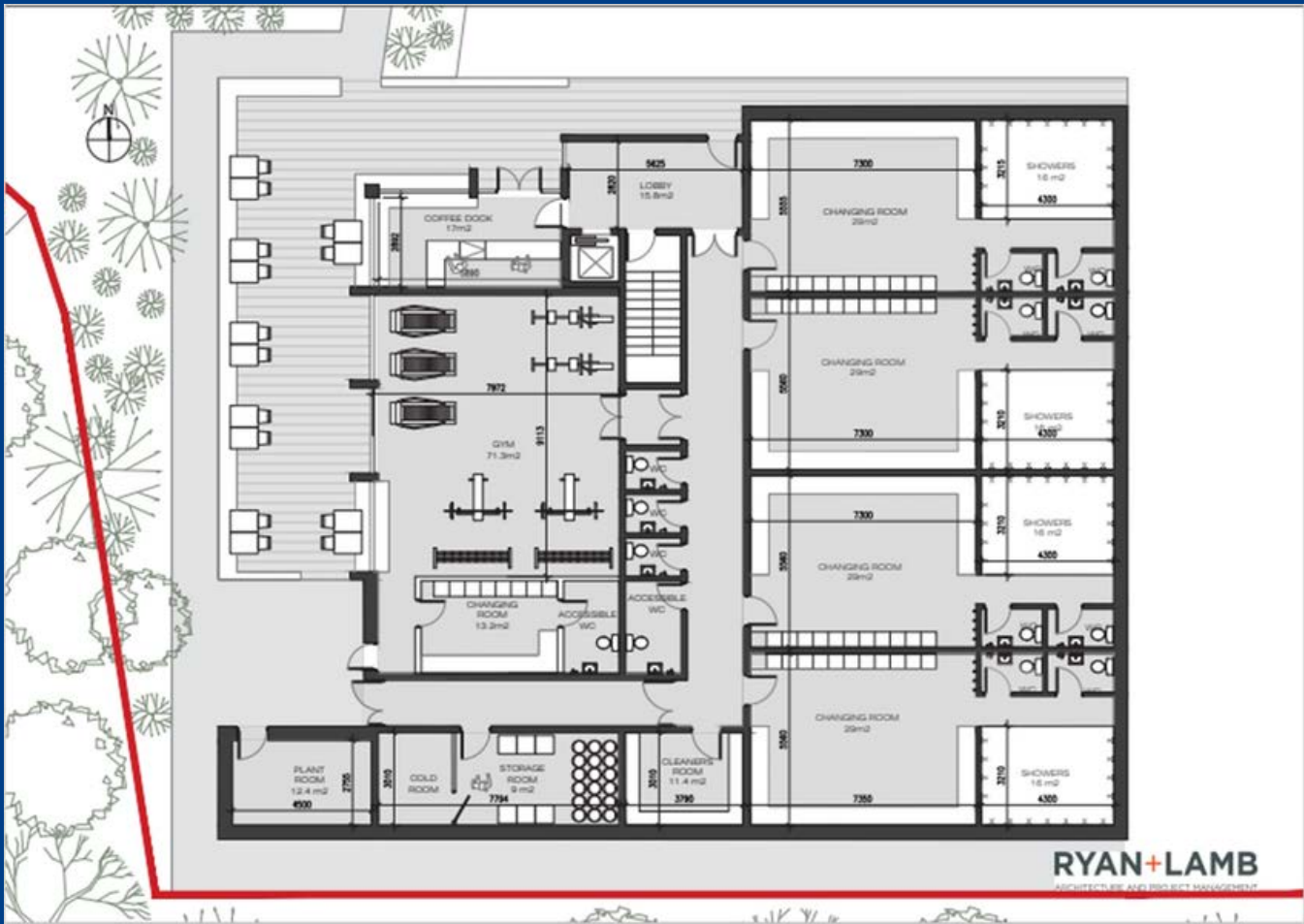
INDICATIVE COSTS

OPTION 2: INDICATIVE COSTS

OPTION 2:

586sq.m. x €2100 per sq.m. + VAT.
 €1,230,600+VAT@13.5%.
 €50,000+VAT@13.5% contingency
 Design Team @12% €150,000+VAT@23%
 Total Cost Ballpark €1,630,000

*Option 2 involves extensive work to the clubhouse. The work would be so extensive that even if it could be done and retain certain elements of the building it would not be an efficient means of construction. So it has the potential to cascade into demolition.



INDICATIVE COSTS

OPTION 3:

Based on a full standard construction cost of €1900 per sq.m.

1000sq.m. x €1800 = €1,980,000

VAT = €267,300

Design Team = €200,000

Other Costs €75,000

Total Ballpark Cost = €2,522,300







Beann Éadair Committee 2022

Coiste Beann Éadair 2022



Dave Mulhall
Cathaoirleach
Chairperson



Aidan Comerford
Leas-Cathaoirleach
Vice-Chairperson



Cathal Fitzpatrick
Runaí
Secretary



Ciaran Dunne
Ionadaí Imreoirí
Players Representative



Dave Quinn
Buachaillí Cathaoir Ógánach
Juvenile Chair Boys



Declan Cooling
Runaí LGFA
LGFA Secretary



Donnacha McCarrick
Riarachán Teicniúil
Technical Administration



Goretta Fitzpatrick
Oifigeach Gaelige
Irish Language Officer



Jane Wall
Oifigeach Caidrimh Phoiblí
Public Relations Officer



Liam Pitcher
Claraiteoir
Registrar



Nikki Saarsteiner
Cailíní Cathaoir Ógánach
Juvenile Chair Girls



Mark Hughes
Oifigeach um Chosaint Leanaí
Child Protection officer



Paul Gaffney
Cathaoirleach Cóitseála & Forbartha
Coaching and Development Chairperson



Philip Quigley
Cisteoir
Treasurer

ACKNOWLEDGEMENTS

Many thanks to all of our Committee and Strategic Plan Subcommittee for their help in compiling this document. Special mention to Brian O'Connor who provided information on the history of the club.

