

Tamar Trotters Draft Development Plan 2021 -2023

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Where are we now?

1. Participant Offer/current provision:

Tuesday/Thursday Senior Training

A review in 2019 suggested an average attendance in the mid 40s for both evenings, falling just short of the 50 we need to break even in terms of covering our rental costs. Numbers can still rise to over 60 at peak times but in the most inclement weather/and or road closures they can dip to below 20. Over the last 12 months constant issues with the Tamar Bridge, the general declining trend in membership and Covid19 restrictions have all had a challenging impact. The committee worked hard to restore confidence and offer a full training programme once Government restrictions were eased in July 2020. Consequently numbers gradually returned to previous levels but all training was once again sadly curtailed from Nov 5th for a second national lockdown. Between July and November 2020 the committee waived the usual 50p levy for training nights. Specific group coached sessions were offered working on speedwork and hills to sit alongside the usual pace group provision. Thus we were able to offer runs in most pace groups or progressive sessions for those opting in. After working up plans for a return to the club in January sadly we are now in a third national lockdown. This limits exercise to once a day and will mainly mean running alone, with one 'buddy' or family member. We will try and signpost members to some of the many 'virtual' challenges currently available such as the Newquay 10k in early February.

Wednesday Juniors 1 and Juniors 2 training

The juniors operate from Saltash secondary school and have therefore been hit by both regulations and school cleaning capacity issues during the Covid19 crisis. Training was suspended with access to the sportshall programme clearly problematic. The Junior season got off to a great start on 11/9/19 with 36 children in the first group and 22 in the second group and this number remained relatively constant.

We rely on a few dedicated coaches namely Colin, Helen Sharron and Maggie and enlist the help of parents and some members of the club such as Jane Bremner, Sheila, Catherine Sims and Richard Luke and Jill Anderson.

The Winter season is largely in the sportshall at Saltash Community School years 3 to 6 in the first hour and years 7 upwards in the second hour. The second group we tend to do drills and warm ups and take them for a run but this depends on volunteers to help. We also enlist a flying coach in the form of Viv Matthews from time to time. Sadly Viv retired in March 2020, and so we are aiming to persuade Keith Reed.

Going forward we need to review the volunteers we need to help and how we run the sessions. We have invested in coaching assistant courses for some parents and they have proved to be a success short term, but this is often a problem when their child leaves. Ideally we need to integrate the older juniors into the main club somehow.

Friday Catch up/Couch to 5K programme

We *almost* managed to run two Couch to 5K courses this year. Unfortunately, the national lockdown occurred a couple of weeks prior to the completion of the January course, so those people were unable to do their longest runs with the trainers.

By September, we were back to running in groups of 6 and a course was held for 8 people of varying speeds and fitness levels. They were divided into two groups – one faster than the other - and each group had two experienced runners to train them. By setting the faster group off first, with the other group leaving five minutes later, we managed to ensure that the groups were always running separately. Luckily, when the second lockdown was imposed, two weeks before the end of the course, exercising with one other person was allowed. By giving each course member a designated trainer and staggering the start times (5 minutes between each pair) everyone managed to complete the course successfully.

Julia and Jane hope to run another Couch to 5K in 2021 when restrictions permit.

Catchup Runs

Prior to the first national lockdown in March, a small number of members were attending the Friday evening catch-up runs. Following the lockdown, because of the necessity of keeping records for Track and Trace, these runs were not restarted.

Saturday Armada Network/GTR group

We are members of the Armada Network but over the last few years have not contributed to the Saturday morning coaching programme or sent any regular participants. This could be particularly useful for some of our improving senior runners and emerging junior athletes. Like all such programmes it was suspended in line with national guidelines. However, with the eventual easing of restrictions we should try to encourage greater participation from our club. Similarly once events eventually restart in earnest The Armada network Grand Prix offers a variety of good value local races worthy of our fullest support. We will aim to field teams in all such events. Following the resignation in early Autumn of our club captain Dave Nance we need to resolve this position if we are to achieve success.

Over the last few years our highest performing athletes (notably Bex Ezra; Mike and Steve Wilshire; Paul Gregg) have all benefited from being coached by Graham Riley based in Plymouth. We have also used both Mike and Graham to lead specific sessions for us in Saltash from time to time whilst Paul has been keen to pass his knowledge on through leading our faster groups. Ensuring our improvers and high performers have such suitable support at one end of the spectrum whilst encouraging others to participate, enjoy and transition from start up programmes such as C5K will continue to be important to us as we move forward.

Sunday ad hoc groups

In every club I have run with or even heard about the 'long Sunday run' has been part of folklore. There is no formal weekly provision with 50p subs attached, but several friendship groups covering a variety of paces meet in different locations. For example I have often met a group running from Marsh Mills at 9.00 a.m. These sessions sometimes involve people from other clubs and can vary in length and pace depending on who is training for what. We have no plans to formalise these but can facilitate access to them through our Facebook page.

Disability/special provision

The qualifications of our coaches, group leaders and volunteers needs to be audited to get an understanding of where specialist knowledge or experience lies within the club and local community for working with both adults and children with impaired eyesight; deaf or hard of hearing; learning disability, mental health conditions, autistic spectrum disorders, physical impairment.

Competitions and Performance

The club is a member of both the Cornish Grand Prix and Armada Network Grand Prix series. Given our geographic location, members have the choice of local races in the wider Plymouth area through entering Armada races, or supporting Cornish clubs which can involve a little extra travel. Even before Covid19 the number participating in Cornwall was in steady decline. To encourage greater participation the club usually nominates a series of races (mainly but not exclusively from the 2 Grand Prix lists) as our own challenge with annual awards. Awards are also given both monthly and annually to recognize individual achievements, commitment and progress. Once things are back to normal we will need to reestablish these and update our awarding criteria.

The club fund entry into both local road relays and the Westward Cross Country League. Participation in relays is modest but there is an urgent need for action to improve our support for traditional cross country races. Our governing body is currently consulting with clubs and athletes on equality issues in cross country (currently the distances men and women race are very different).

Whilst some of the above have been in decline, participation in Park runs; trail runs; ultra runs; triathlons; canicross; swim-runs; and tough mudder type challenges have seen a steady increase in uptake. Most notable has been the achievements of many of our runners in regional, national and international triathlon events. Tri athletes now make up a significant proportion of our competitive members. We will continue to encourage such diversification providing points of contact or 'champions' to promote their activities. Some members have registered an impressive number of Parkruns or taken on the Parkrun alphabet, tourist or regional challenge for example. The inclusion of such champions below will help celebrate our members achievements and milestones.

The success of our masters athletes is reflected in the consistent number of age group awards at local races; podium finishes at national championships and recognition through selection to represent England. Given the age profile of our membership we need to continue to support such performances moving forwards, encouraging people to use age graded calculations to inform their achievements once actual pbs become a distant memory..

2. Management

Management of the club changed to 10 Committee Members at the 2020 AGM. Officers to be elected each year are Chairperson; Club Secretary; Club Treasurer; Club Captain; Juniors captain; Membership secretary; Social secretary; Press Publicity Officer; plus 2 committee members without portfolio.

All Committee places were initially filled at the 2020 AGM but following the resignation of 2 members and I am pleased to report that both have now been filled. However, the position of club captain needs to be formally resolved. Towards the end of the year the Chairperson informed the club he was moving away from the area and therefore sadly would not be standing for re-election after many years of selfless and dedicated service at various levels. It is strongly recommended that the management committee nominate an acting Vice Chair from within the group to cover such emergencies in the future. Over the years the Chair had taken on a myriad of voluntary activities and committee members started a process of succession planning for many of these roles in November 2020.

Whilst some of the original Clubmark inspired policies have been reviewed many remain out of date and in need of redrafting. This document marks a start, but over the next 3 years we will need to update each policy.

Facilities and equipment

It would be prudent to establish an up to date inventory during 2021.

Finances

Events Account

- Credit Balance of £4892.44
- £216.06 of entry fees being carried forward by Mag 7 Entrants to 2021 race
 - No other income or expenditure expected until next race

EVENTS ACCOUNT

INCOME

EXPENDITURE

Sum of Amount		Sum of Amount		Income	£4,974.44
Row Labels	Total	Row Labels	Total	Expenditure	£82.00
Transfer	£4,706.38	UK Athletics	£30.00	Balance	£4,892.44
Entry Fees	£268.06	Refund Entry Fees	£52.00		
Grand Total	£4,974.44	Grand Total	£82.00		

Juniors Account

JUNIORS ACCOUNT

INCOME

EXPENDITURE

Sum of Amount		Sum of Amount		Income	£3,890.16
Row Labels	Total	Row Labels	Total	Expenditure	£703.90
Subs	£963.00	Social Events	£31.00	Balance	£3,186.26
Transfer	£2,927.16	Armada Network	£12.50		
Grand Total	£3,890.16	Equipment	£236.90		
		Sports Hall Hire	£403.50		
		UKA Courses	£20.00		
		Grand Total	£703.90		

- Credit Balance of £3186.26
- No other income or expenditure expected until normal training/events return

Main Account

- Credit balance £7067.85
- Outstanding potential expenditure is the £15 per member Rugby Club Membership fee which was due in September circa £2,850
 - No other outstanding expenditure
- Until chargeable training resumes, new members rejoin and current membership renews then no further income expected

General Points

- Additional signatories added to accounts – Jane Bremner (13/12/20), Sheila Newman (26/11/20) and Helen Roper (09/12/20)
 - Mark Pascoe was added but deleted following resignation
- Request for John Smith to be removed submitted 17/12/20 – confirmation pending

MAIN ACCOUNT

INCOME

Sum of Amount	
Row Labels	Total
Donation	£250.00
Membership	£5,491.00
Social Events	£330.00
Subs	£507.00
Transfer	£580.39
Fraud Refund	£6,050.00
Sponsorship	£200.00
Kit	£20.00
	£13,428.3
Grand Total	9

EXPENDITURE

Sum of Amount	
Row Labels	Total
AGM	£175.00
Awards	£109.17
	£2,599.8
Social Events	6
Subscriptions	£218.71
Cleaning/Rent	£700.00
Membership/EA Refund	£235.00
England Athletics	£930.00
iZettle	£22.80
Marketing/Advertisements	£60.00
	£1,300.0
Saltash Rugby Club	0
Armada Network	£10.00
	£6,360.5
Grand Total	4

Income	£13,428.3
Expenditure	9
Balance	£6,360.54
	£7,067.85

Where do we want to be?

Club Vision: One run can change your day; many runs can change your life. (2019)

Tamar Trotters caters for runners of all ages and abilities. It's our mission to offer the best running experience in a friendly supportive environment. (2019)

Key goals for the next 3 years

Objective A	Actions	Resources	Lead / Supported by	Timescale / Deadline	Progress
Participant Pathways – Competitions and training					
1) To organise and promote a series of events and awards that encourage participation in races and virtual events.	<ul style="list-style-type: none"> ● During the current limitations promote participation in Covid19 safe events races. Advertise local and regional opportunities through club Website and social media. Send results to Jane for publicity. ● Organise some local challenges/virtual events and small inter club events when and where it is safe to do so. E.g. A Friendly Cornish Marathon; Tour of Tamar; 5k time trial; Murder Mile hill challenge. ● Review rules and age groups of annual awards to celebrate individual progress (with a Covid19 contingency plan) ● Organise an annual club challenge/championship (with a Covid19 contingency plan. ● Encourage members to share racing plans with committee so 	N/A Initial outlay for things like medals etc to be recouped where possible through entry fees	Steve Baker; Jane Bremner; Steve; Jane as above Captain Captain Captain	March 2021 March 2021 June 2021 Oct 2021	

	<p>others may join them or we may support them</p> <ul style="list-style-type: none"> • Celebrate members participation in events through social media, website and clubnights 		Jane		
2) Given our age profile encourage those over 35 to participate in local, regional and masters events for running and triathlon.	<ul style="list-style-type: none"> • Enter masters team to compete in the Westward League post Covid19 • Enter masters teams in local relays once they are back on the calendar • Support and celebrate masters athletes competing in national selection races and national championships. • Encourage older runners to use age graded calculations when assessing their own performance or setting personal targets. 	<p>League entry fee Club entry fee N/A</p>	<p>Steve Baker Steve Baker Steve Baker; Jane Bremner</p>	<p>Autumn 2021/Winter 2022 Autumn 2021</p>	
3) Encourage and support members in Triathlon events, Ultra runs and Park Runs.	<ul style="list-style-type: none"> • Nominate a Trotter Park Run 'champion' to encourage participation and personal challenge. • Provide running support and advice to members seeking to complete triathlons and iron man challenges. • Nominate an 'Ultra champion' to encourage and celebrate performances in longer and multi day events. 	3 willing volunteers	<p>Clare Ainsworth Jane Bremner Mark Evans</p>	April 2021	
4) Encourage representation at County and National level.	<ul style="list-style-type: none"> • Support and celebrate athletes competing in county selection races. • Liaise with Graham Riley to see what support our high performing athletes need and ensure all members know how to access personal coaching from within the club our through our networks. 	N/A	Steve Baker//Maggie Bunting (juniors)	Autumn 2021	

Objective B	Actions	Resources	Lead / Supported by	Timescale / Deadline	Progress
Club Management and Finances					
1) Update all club documents and policies	<ul style="list-style-type: none"> Remove out of date policies from website and reduce the current confusing duplication 	Funding for new Website	Sheila/Steve	March 2021	
	<ul style="list-style-type: none"> Establish a rolling programme to review and rewrite policies using the guidelines provided by Club mark/UKA etc 		Sheila/Steve	Oct 2021	
2) Ensure all committee roles are filled and our constitutional obligations are met in a timely manner.	<ul style="list-style-type: none"> Have enough nominations to cover each committee role by the AGM and provide an inventory of those wishing to fulfill non committee roles Produce timely reports and an agenda for the AGM with a plan B virtual meeting to meet Covid19 restrictions. Produce finance review with recommendations for action. 		Committee Sheila Becky	Jan 2021 Ditto Ditto	

Objective C	Actions	Resources	Lead / Supported by	Timescale / Deadline	Progress
Coaches/Officials/Volunteers					
1) Construct and advertise an annual coaching offer and support members to gain coaching qualifications.	<ul style="list-style-type: none"> Identify and encourage 2 new Cirfs to undertake the training and qualify over the next 3 years Coach to offer 3 mesocycles of 6 - 8 weeks each year focussing on things such as speedwork (e.g. at 	£250 each year from development fund	Steve	2 0 2 3	

	<p>Saltmill); Hills and cruise intervals. These may be differentiated according to ability and may initially be subject to Covid19 restrictions.</p> <ul style="list-style-type: none"> • Offer individual advice and coaching to any member who needs it. 				
2) Ensure group leaders are encouraged, appreciated and supported.	<ul style="list-style-type: none"> • Identify 1 person each year to take advantage of the one day Lirf course leading to qualification • Hold at least one forum each year to review current procedures and issues arising from group leaders. 	As above	Steve	As above	
3) Review First Aid provision and policy.	<ul style="list-style-type: none"> • Conduct an inventory of members with up to date first aid qualifications and fill any gaps through access to local training opportunities. 	£150 from development fund	Helen	Sept 2021	
4) Check the efficacy of our assets and equipment.	<ul style="list-style-type: none"> • Conduct an inventory of main club and junior equipment/clothing and produce a costed plan for rolling replacements. • Consider sale of old stock and order design new ranges when and where appropriate 	Grant funding	Volunteer needed Rachel	January 2022	
5) Secure safe return of junior athletics programme post Covid19	<ul style="list-style-type: none"> • Check safeguarding procedures and that all volunteers have been property vetted. • Complete inventory of current coaches and volunteers and match provision to capacity. 	Cost to individuals for DRB checks	Maggie	June 2021	

Objective D	Actions	Resources	Lead	Timescale	Progress
Club Races and social events					
1) Set up a Magnificent 7 sub group and appoint a race director.	<ul style="list-style-type: none"> ● Appoint Race Director and register event with all relevant authorities ● Establish nominated individuals in charge of (a) setting up the field (b) parking (c) funnel management, timing, results and prize winners; (d) safety, marshalling, first aid and water stations on the course ● Appoint a race director for the Junior Event ● Have a plan B for operating the race COVID19 safe with a smaller field and staggered starts ● Have a plan C to operate the race in the above way for club members only ● Have a plan D to operate has a virtual event only in a worst case scenario 	<p>Initial outlay to purchase medals, numbers, pins, signage, prizes etc</p> <p>Fees to be paid in advance as appropriate</p> <p>Marketing fees</p>	Steve	Feb 2021	
2) Review the current mothballing of the Saltash Half Marathon and consider our capacity to either reintroduce this or another local race.	<ul style="list-style-type: none"> ● Ascertain whether any current members are keen to volunteer to lead a sub group. 		committee	March 2022	
3) Nominate a social secretary twilling to organise and advertise a	<ul style="list-style-type: none"> ● Re-establish a Christmas Trotter Turkey Trot when it is safe to do so ● Organise a post pandemic social event when appropriate to do so 		Rachel?	Feb 2021	

programme of events.	<ul style="list-style-type: none"> Consider how best to present annual awards 				
	<ul style="list-style-type: none"> 				

Objective E	Actions	Resources	Lead / Supported by	Timescale / Deadline	Progress
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Marketing and Member Recruitment

1) Stabilise overall membership numbers following the decline due to Covid19	<ul style="list-style-type: none"> Follow up members who have recently resigned or failed to renew membership Produce a Covid subsidy for existing members such as 'free membership' for a time period to be debated at virtual AGM Use local media and social media to encourage those who took up running during 'lockdown' to attend taster sessions Agree a programme of Couch to 5Ks Offer Tuesday taster sessions with coach to students over 13 in our local secondary school 		Helen Becky Helen Julia Steve	March 2021 April 2021 Sept 2021	
2) Establish a new simplified Website to meet current needs	<ul style="list-style-type: none"> Identify what is needed and put out a tender 	Cost of new website construction	Helen/Dave Bremner	Feb 2021	
3) Continue to evolve our use of Facebook and other social media	<ul style="list-style-type: none"> Review use of different platforms in terms of member take up and contributions 		Helen	ongoing	

4) Achievements and activities of members captured in local media.	<ul style="list-style-type: none">• Continue to write regular Press releases to celebrate the achievement of our members		Jane	ongoing	
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