



Glasgow Lions Chairpersons Report 2017

Vision: To be the best touch rugby club in Europe

Mission: Fostering a positive environment in which our members can fulfil their potential

Executive Summary

Glasgow Lions has continued to grow as a club through the 2017 season and is still the biggest touch rugby club in the country. We have successfully recruited new players and brought our memberships to over 100 members this season, a fantastic success for the club. We have also continued to implement our development strategy, undertaking initiatives such as a leadership workshop to ensure the values set out in this strategy are at the core of everything we do as a club.

In terms of our performance, we unfortunately missed out on a top 8 finish in the STS series despite the hard work and commitment of all the players and coaches. The club is committed to supporting our players to ensure they have everything they need to improve our finishing position next season. In the Glasgow summer league there were very positive performances throughout the squads, with high finishes achieved in several of the leagues. The Glasgow Lions hurricanes also won the intermediate league, a great achievement with a team including several touch novices.

Overall the club continues to be a big draw for people in the Glasgow area who are looking to get involved in competitive sport. Of course, a growing membership does provide challenges as we take the club forward and look to challenge at the highest level while also remaining a club that is welcoming and inclusive for all people wanting to play touch. To help us achieve this, we are committed to listening to our members and taking action to continue to improve the experience of all our players. It is also vital that every member in the club commits to our core values of enjoyment, teamwork, commitment and respect so that we can continue to be a successful club both on and off the field in 2018.

Key Messages for 2018 Season:

- We will continue to provide full support for all our squads to ensure that we can achieve the highest possible performance in STS and summer league
- We will continue to ensure that we listen to our members and respond to their needs to create a club that challenges at the highest level while also being a club that is welcoming and inclusive of all players wanting to play touch
- It will be fun to be a member of the Glasgow Lions. We will have a range of social events throughout the year to provide all members with an opportunity to come together and celebrate being part of this fantastic club.
- We will increase our efforts to develop youth squads within the club through the 2018 season.
- We will ensure all of our players, through all of our squads have everything they need to develop as players.

Below I will summarise the 2017 season based on the action areas in the club strategy, I will also set out key action areas for the season ahead.

Performance

With the aim of ensuring performance and fitness were maintained through the off season and in to the start of the new season, a full off-season training programme was implemented by our coaching team. This was followed up with pre-season training and matches before in season training started in spring. 12 coaches delivered the sessions through the season ensuring teams were thoroughly prepared for tournaments and league matches throughout the summer. Furthermore, the club funded bringing in a specialist coach, Jose Delgado, to assist in preparations for the final STS of the season. The coaching team, led by Gillian Bond, put together an excellent schedule and provided players with great opportunities to better their skills and fulfil their potential. I would like to thank all coaches for their hard work in this regard.

The training schedule was geared towards achieving our performance objectives where we had a target of finishing in the top six of all domestic competitions entered. Unfortunately, despite the work outlined above we did not achieve this within the STS, finishing 9th overall at the end of the season. Within the Glasgow league there were several strong performances, the Hurricanes Mixed team won the intermediate competition, while there were also top 3 finishes from Force Women, Force Men, Force Mixed and Danylions Mixed. There was also further success at the start of the season where our beginners team won the annual Lions beginners tournament. We will review performance with the coaching team to ensure the club is providing everything required to allow us to meet our targets.

One key area where the club has shown fantastic progress is in our representation at international level. This year we had 10 players representing Scotland at both permit and senior level. A fantastic achievement and a testament to the hard work of both our coaches and players.

It is vital if we are to improve our performance that we continue to increase our playing pool. To aid this a series of beginners sessions were organised throughout the season. These were very successful recruiting players in to both our beginners and intermediate squads. These players have proved vital for the success of these squads.

This season the club also trialled the introduction of a new squad focussed on players who wanted to play at a more social level, named the Danylions. This squad was implemented after several players came to the committee with this suggestion. This has provided more opportunities for players to play and has proved popular with several players who have other commitments making them unable to commit to attend training regularly. We are aware that the implementation of this squad has not been without issues, we will work with the coaching team to review how this squad has worked as part of the club and look to improve its implementation next season.

To give the club the best possible chance to achieve its performance targets next season, I cannot emphasise enough the importance of players regularly attending training and pulling together as one club to support all our squads. This is vital for the development of our players and giving us the opportunity to meet our ambitious performance targets.

Performance Action Points for 2018:

- **We will review performance with the coaching team to ensure the club are providing coaches and players with everything they need to meet our 2018 targets.**
- **We will review how the Danylions team functions within the Glasgow Lions club structure to improve its implementation and ensure it is contributing to the delivery of the club strategy.**

Greater Sustainability

As part of our strategy the club has committed to reduce its reliance on grant funding, we have been able to achieve this and did not require any external funding this season. We continue to receive sponsorship from Dram and also secured funding through our hosting of the beginners tournament at the start of the season.

This secure funding position is very important for the club as it allows us to invest in our players through purchasing new equipment and bringing in expertise to develop skills (such as bringing in Jose Delgado as mentioned above). It also allows us to cover other expenses such as insurance, tournament fees, venue hire, etc.

To maintain this position it is vital we maintain our existing members and bring in new members. We have been successful in achieving this through 2017 and now have over 100 members, making us the biggest touch rugby club in Scotland. We will endeavour to maintain this position and reinvest in our members to ensure we can be as successful as possible.

I would like to thank Cathy for her work as Treasurer in keeping the Club accounts up to date throughout the 2017 season.

Greater Sustainability Action Points for 2018:

- **We will endeavour to maintain and increase our membership in to the 2018 season.**
- **We will listen to our members and work closely with our coaches to ensure funds are re-invested in the most effective way to make our club as successful as possible.**

Well Organised

The committee has continued to meet regularly this season to ensure the smooth running of the club and deal with issues and questions as they arise. I would like to personally thank each member of the committee for giving up their free time to help the club, it is often a thankless task and the commitment of each person has been fantastic.

This year we have endeavoured to be as open as possible with the committee and have published key messages arising from each meeting throughout the season. We will continue to do this going forward so that our members know what is being discussed and what we are focussing on.

The club has also renewed its Club Mark accreditation with Glasgow Life for 2017. This is an important award to maintain as it underlines our core values and policies as a club and its position within the community. In addition, it provides promotion of our sport within the wider Glasgow community, as well helping with applications for additional funding and grants to help finance the club.

Well Organised Action Points for 2018:

- **The committee will continue to be open and transparent through publishing key messages after each meeting, and asking for and listening to the opinions of our members.**
- **We will maintain our Club Mark accreditation.**
- **We will ensure there is clear and open succession planning for volunteers involved in running the club.**

Positive Culture

Our mission in this club is to foster a positive environment in which our members can fulfil their potential. To help us achieve this we have set out core values that identify us as a club. We need all members to understand and demonstrate these core values. To this end we organised a leadership workshop early in the season to bring together key leaders in the club and build a consensus about how we can feed these values through to all members. We will continue to build on this work over the course of next season.

Unfortunately, there have been examples of conduct by members not living up to these values at different points in the season. While this will of course happen from time to time in a club of this size, I do want to focus on reducing this occurrence as much as possible. This club has always prided itself on being for everyone, and it is vital for the success of this club that every single member buys into these values and displays them through every way they are involved in the club. I want to take this opportunity to encourage every member to read through the club's strategy, and the values within it, and consider how you can help display these values through your involvement with the club.

Positive Culture Action Points for 2018:

- **We will continue our positive leadership work next season to ensure our values are evident throughout the leadership group in the club.**
- **Every member will display these values through their day to day involvement in the club.**

Develop Our People

Several members of the club have shown superb commitment to increase their refereeing qualifications. This is very beneficial both for our involvement in tournaments, and our players' understanding of the game. Furthermore, we have brought on 5 rookie coaches this season who are now ready to progress on to being full coaches. Finally, we have had a range of new players take on captaincy roles this season which they have delivered superbly. This is fantastic for the club, and I believe shows our commitment to developing the skills of our members which we will endeavour to continue next season.

One area where we have unfortunately not been able to take forward is our youth section. We do have all documentation in place, and a safeguarding officer. However, we have been unable to recruit the required players and will be reviewing this with a view to implementing a youth squad next season.

Develop Our People Action Points for 2018:

- **Continue to build opportunities for members to develop as referees, coaches and captains through the 2018 season.**
- **Recruit a youth section for the 2018 season, focussing on engagement with Glasgow schools.**

Closing Remarks and Acknowledgements

Glasgow Lions is only successful because of the dedication and commitment of the people in the club. In addition to those mentioned above I would like to extend my thanks to several people;

- All the coaching staff led by Gillian and including Brian, Carolyn, Carmen, Stewart, Adrian, Alan, Chas and Jo.
- Carmen for acting as Lions rep on the active touch organising committee
- Ian Houston for making sure we get some fitness work in before training.
- Club captain Gav and each squad captain and vice captain for leading our teams so well
- The social committee for organising a series of great events over the course of the season
- Lindsey for all her work in organising tournaments
- Every single member of the committee who have given up their time for this club in do a huge amount of work that often goes unnoticed

As happens most years, there are people stepping down from the club committee. This year Peter Benson, Carmen Cree, Karen Pickering and Felix Gilfedder have decided to step down. Each of these members have made a great contribution to the running of the club and on behalf of the committee I would like to thank them for their effort and commitment to delivering a successful club.

I am very proud to be chairperson of Glasgow Lions, it has given me a lot over my time in Glasgow and I want every single member to have that same positive experience that I have had over the past three years. With a growing club there will always be challenges to maintain the ethos of the club and continue towards our target of being the best touch rugby club in Europe. What I believe firmly, and what I hope I have shown we do through the above report, is that the people who run the club need to always listen to our members and make sure that we respond and make changes when necessary. I am committed to doing that and will endeavour to respond to our members needs throughout the 2018 season.

On a personal level, I have thoroughly enjoyed both playing and coaching this season and I am already looking forward to getting stuck in again next year.

Thank you for all your support and we will see you in 2018!

David Anderson

Chairperson