



Glasgow Lions Chairpersons Report 2018

Vision: To be the best touch rugby club in Europe

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

1. Executive Summary

The club saw some of its best results in its history during the 2018 season, securing top 4 finishes in the STS tournaments at Edinburgh and Dundee, and a 6th place in the overall rankings, something of which we can be very proud. The club is committed to supporting our players to ensure they have everything they need to build on this fantastic performance in 2019. Furthermore, we also had our highest ever representation in the national squads in this year's European Championships, 13 Lions were represented gaining 11 medals, a brilliant achievement.

In the Glasgow summer league there were very positive performances throughout the squads, with high finishes achieved in several of the leagues. The Men's hurricanes also won their league, a great achievement with a team including several touch novices.

Glasgow Lions has continued to grow as a club through the 2018 season and is still the biggest touch rugby club in the country. There has been some turnover of players meaning the club had just under 100 members this season, slightly less than in 2017 but still a great number creating a vibrant atmosphere at the club. We also reached the final year of our development strategy, achieving many of the goals set 3 years ago, the committee will now be planning for the next few years.

Overall the club continues to be a big draw for people in the Glasgow area who are looking to get involved in competitive sport. We do have to look at how we retain players as we do often see a drop of from the high number of new players we recruit at the start of the season. Of course, a large membership does provide challenges as we take the club forward and look to push even higher than our 6th place STS finish this year. We also want to remain a club that is welcoming and inclusive for all people wanting to play touch and will endeavour to continue to provide as many playing opportunities as possible. 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 2019.

Key Messages for 2019 Season:

- We will continue to provide full support for all our squads to ensure that we can build on the positive results in this year's STS tournaments.
- We will continue to ensure that we listen to our members and respond to their needs to create a club that pushes to even higher finishes in national competitions 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 focus on retention of new players, implementing actions that will ensure the high numbers of new players we recruit at the start of the season are enthused to remain part of the club in the long term.
- 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 2018 season based on the action areas in the club strategy, I will also set out key action areas for the season ahead.

2. Performance

The 2018 season saw a new coaching co-ordinator appointed in Jo Campbell with the aim of building on the fantastic work of previous head coach Gillian Bond. A coaching team was put together with a range of experience to develop both senior and beginner players through the season.

The training schedule was geared towards achieving our performance objectives where we had a target of finishing in the top four of all domestic competitions entered. This target was always going to be a tough target to meet but through the brilliant effort of all the coaches and players we achieved a 4th place finish in the Edinburgh STS and a 3rd place finish in the Dundee STS, finishing the season in 6th place overall. These are the best results the club has ever achieved and something every member should be very proud of. Within the Glasgow league there were several strong performances, the Men's Hurricanes winning the development league, while there were also top 3 finishes from Force Women, Force Men, Force Mixed and Cyclones Mixed. 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 again is in our representation at international level. This year we had 13 players representing Scotland at the European Championships, winning a total of 11 medals. A fantastic achievement and a testament to the hard work of both our coaches and players.

It is vital if we are to continue 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. We did however struggle to retain many of these new players for the duration of the season, including many female players, this is something we will focus on for next season. This season the club also gave more focus to single sex training session which have proved popular with members. We will aim to continue this in to the 2019 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 build on our fantastic results this season.

Performance Action Points for 2019:

- 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 improve our new player retention from our intake at the beginning of the season.
- We will focus on bringing through new rookie coaches.

3. 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 could have run the season without external funding. It is important to continue to pursue this funding when necessary and to that end we have secured a new sponsor in the shape of Finsbay Flatiron and also secured funding from the Glasgow Sports Council.

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. It also allows us to cover other expenses such as insurance, tournament fees, venue hire, etc, we do not exist to make a profit and are always looking to invest in the club. We end this season once again in a position where we have enough funds in the bank to run the club for an entire season with no income, a great position to be in.

To maintain this position it is vital we maintain our existing membership. We have been successful in achieving this through 2018 with just under 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 2018 season.

Greater Sustainability Action Points for 2019:

- We will endeavour to maintain our membership through the 2019 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.

4. 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.

We continued to publish the key messages from each of our committee meeting and will continue to do this going forward so that our members know what is being discussed and what we are focussing on.

The committee now includes several members who are new to the club and are bringing in fresh ideas and an injection of enthusiasm. This is vital for the sustainability of the club, and we encourage all members to consider joining the committee to help steer the direction of the Glasgow Lions.

Well Organised Action Points for 2019:

- 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 continue to encourage new players to join the committee to bring in fresh ideas and continue to push the club forward.

5. 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.

This season has seen a great atmosphere through the club as a whole, players have really supported each other and all members have been pulling in the same direction. This in no small way helped us achieve some of our best results ever of which we should all be proud. As ever with a club of this size there were some instances of poor behaviour and we will endeavour to work with players to reduce this 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 in to these and displays them through every way they are involved in the club. If you do this then there is no reason why we cannot go on to even bigger and better things in the future.

I want to take this opportunity to encourage every member to consider the values of the club and think about how they can best represent these values through everything they do with the club.

Positive Culture Action Points for 2019:

- We will continue to promote the values of the club throughout everything that we do.
- Every member will display these values through their day to day involvement in the club.

6. Develop Our People

This season, more than any I have been involved with the club, has seen new players step forward to take on roles in the club. Whether it is Jo Campbell taking on the coaching co-ordinator role, or our several new committee members, these people have shown fantastic commitment to the club and I am proud to call them club-mates.

Several members of the club have shown superb commitment to increase their refereeing qualifications, including players getting their level 2 badge. We also identified rookie coaches this season however it has been recognised that we need to ensure these coaches get more coaching time through the season. 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, the time commitments it takes for someone to lead a full youth section was beyond the capacity of our volunteers this season. If anyone would be keen to take on a role in dedicated youth coaching we would be keen to hear from you.

Develop Our People Action Points for 2019:

- Continue to build opportunities for members to develop as referees, coaches and captains through the 2019 season.

- Focus attention on developing rookie coaches through the 2019 season to ensure they can take on full coaching roles in the 2020 season

7. 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 Jo Campbell and including Brian, Carolyn, Carmen, Stewart, Adrian and Chas.
- Dominic for acting as Lions rep on the active touch organising committee
- Club captain Victor 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
- 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 Stewart Robison and Iain Houston have decided to step down. 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.

It is also my final year as chair-person as I have decided to step down ahead of the 2019 season. It has been a privilege to be chair-person of such a fantastic club, and I am proud to have played a small part in taking this club forward. This club means a huge amount to me personally and has given me so much over the past few years, and I am glad to be stepping down knowing it is in safe hands and in a good position to go on to bigger and better things over the next few years.

A huge personal thank you to everyone who I have worked with on the committee over the last few years, especially Stewart Robison who is stepping down as vice-chair, Stewart has been an excellent servant to this club, providing me with vital advice when I had no idea what I was doing!! Everything this club achieves is only possible through the enormous hard work and commitment of a team of people, teamwork on the field, and teamwork off the field. I look forward to being part of the future success of this club both as a player and a coach.

Thank you for all your support and we will see you in 2019!

David Anderson

Chairperson

Glasgow Lions Touch Rugby Club