



## Tottonians RFC Development Plan

*Further to the recent club survey, Tottonians has identified the main targets/areas which club members feel require attention and action. These are identified below. This document is designed to be a 'working document' and its progress and achievements will be monitored over the course of the season, and beyond, by the committee. This document will be upgraded and amended, as necessary.*

Target/Area	Actions	Time Frame	Who
<b>Facilities</b>			
Pitch Drainage	It has been established that drainage problem was not fully resolved, further to an insurance claim several years ago. Insurers have agreed further works are required. The insurers are establishing whether a new claim is to be made or works to be carried out though the previous claim. As the claim has to be perused by the Landlords (Totton College), the club has limited input.	A further update is anticipated by: End November 2024. Once agreed, works should take approximately 2 weeks.	Wayne Hausen to monitor.
Wet Weather Facilities	Extensive talks have already taken place with Testwood School, further to their new 4G astro being secured through an application they made for multi sport use, using Tottonians RFC as a partner. Tottonians have requested a 5 year, 30 week a year contract for its use, but final confirmation has not yet been secured.	Our contact is being chased at Testwood School. Failure to secure an answer by End September 2024, will result in the matter being escalated to the school's Head and Board of Governors.	Wayne Hausen to pursue Testwood and Richard Marshall to escalate, if necessary.
Training	The club's stance on Tuesday & Thursday nights training is that it should only be cancelled in EXCEPTIONAL circumstances.	Ongoing	Richard Marshall to liaise with Bob Millard and Mark Amey.

	If pitches are unplayable and wet weather facilities are not booked or unavailable, the club will ensure that training will continue; whether it be using the college gym or any other facilities available to the club.		
New Roof	Quotations are being obtained for a spray paint application.	Subject to a satisfactory quotation being received; it is anticipated that these works should be carried out over the course of the Summer of 2025.	Keith Searle is obtaining the initial quotation.
<b>Communications</b>			
Social Media/Website	Substantial works have been carried out to the website, with a recent & full re-design making it now the 'hub' of all information relating to the club. The club also maintains an increasingly strong presence on Social Media, particularly Facebook & Instagram.	Monitoring and Upgrading is Ongoing.	Richard Isaacs.
Player Representation	The club, this season, has established a Players' Committee, now creating direct links with the Players and the Committee.	Ongoing.	Liam Murphy. Alex Robinson. Bob Millard. Mark Amey.
<b>Players</b>			
Membership/Data	It is felt, with the ongoing RFU changes to GMS, the club's database needs tidying up, with old players and non-members removed. With that in place, membership numbers and subscription levels will be able to be scrutinised and hence more tightly monitored.	A clear and robust membership & subscription system will be announced at the 2025 AGM.	Wayne Hausen initially contact HRFU (Alex Roe). Stephen Hildon. Julie Gale.

Recruitment/Retention	<p>The implementation of the new website and presence on social media, together with the club promotional videos has had a positive effect for recruitment.</p> <p>To further enhance the clubs' appeal to new players, is to build a database of potential local employers and existing club members, who may be able to offer employment opportunities*.</p> <p>* It must be clearly noted the club is NOT offering employment to players; but offering potential introductions for players to employers. THE CLUB WILL REMAIN STRICLY AMATEUR.</p>	A database of employers will be made available by End October 2024.	Richard Marshall.
Training/Availability	<p>There has been a new coaching structure this year with the introduction of a new 2<sup>nd</sup> XV coach, who also brings forwards training experience.</p> <p>With the new season underway, and all teams in competitive leagues, it is reported that training is enjoyable and productive.</p>	Training will be monitored throughout the season	Players' Committee.
<b>Contingency Plans/Succession</b>			
Replacing Key Positions	<p>With the introduction of the Players Committee and new post of Player Liaison officer, this season, it is felt that there are better links between the players and committee-with increasing players are taking a more proactive role in off-field activities.</p> <p>As mentioned in the AGM the committee will produce a page on the website aimed at volunteers and to recruit into the vast numbers of club members (who expressed an interest in the club survey) in being involved in the club. Required roles will be advertised</p>	Monitoring to be ongoing,	<p>Players/Committee, Players Chairman &amp; Players Liaison.</p> <p>Richard Isaacs to implement website changes.</p>

	as well as a contact form and details on how to volunteer and who to contact.		
Lease of Ground	<p>There are circa 36 years remaining on the lease. It is believed that the playing future of the club is fully secure throughout this period.</p> <p>It is also believed that at the expiration of the current lease, there is a legal right to negotiate a new lease. The Club will, of course, continue to build its monetary reserves, should any other opportunities arise.</p>		Committee.

