



Stoney Creek Rugby Football Club

Rugby Development Plan 2016 and Beyond

1. Introduction

Stoney Creek Rugby are located in the City of Hamilton and are the city's premier rugby club. The mens 1st team currently compete in Ontario's Marshall Premiership division, with players past and present representing Ontario province as well as the Canadian national team. The club currently play at Saltfleet High School but are in the process of looking for a purpose built field and club house.

a. Club History

On December 4th, 1974, a group of former Saltfleet High School rugby players met in the school library, and before the night was over, the Stoney Creek Rugby Football Club (SCRFC) was formed. The following spring, the SCRFC began play in the Niagara Rugby Union a branch of the Ontario Rugby Union.

Since that inaugural season the SCRFC has grown into one of the largest and most successful clubs in Ontario. We now run Mini rugby, Junior boys and girls programs which allows our youth the chance to play for our senior Men's and Woman's programs.

These programs have been driven by many talented volunteers both on and off the field. Our talented coaching staff at all levels has helped develop many players who have represented our province and country. Our strong executive over the past forty years has allowed our players and coaches the freedom to be successful.

Realizing the necessity of junior player development, the club has always maintained a close relationship with the schools, including coaching and providing financial contributions. The focus of the club has always remained to develop the sport of rugby in Stoney Creek and provide a breeding ground for talented young players to reach the national stage.

The club has also developed a very good relationship with local businesses. We believe in putting as much into the local economy as possible. While having their support has helped all of our programs flourish over the past forty years.

b. Club Teams

Stoney Creek Men's Team:

Stoney Creek currently runs two men's teams operating at various levels. The 1st and 2nd teams currently play in the Marshall Premiership in Ontario.

Stoney Creek Women's Team:

Stoney Creek currently runs one senior women's team. They play in the Niagara Rugby Union "A" division and always compete for top of the standings.

Stoney Creek Junior Program:

Stoney Creek consistently runs one of the top junior programs in the area. There are currently three teams consisting of U18 and U16 boys and U18 girls. Top coaching helps groom the youth to make the transition to the senior level.

The junior programs run through July and August. The U18 boys and girls both play Wednesday evenings. The U16 boys play Saturday mornings and the U16 girls have their games on Sundays.

Stoney Creek Mini Program

Stoney Creek currently runs a Mini rugby program. This is for boys and girls between the ages of 8 - 12. Mini rugby is the game for all kids. There is a spot for everyone, tall or short, fast or slow, big or little, boys or girls - there is a place to have great, safe fun playing the world's fastest growing team sport for kids.

The main reason to play youth rugby is because it is FUN. Running, kicking, passing and teamwork are a few of the things you will experience in this fast growing sport. It requires lots of energy and it teaches children to think on their feet by playing a game that does not stop for time outs or breaks in play. Youth rugby also builds strong self confidence and camaraderie by participating in a sport where sportsmanship is not just a word but is embraced and expected by the sport worldwide.

c. Club Future

SCRFC are looking to build on the solid base that has provided a warm and friendly rugby environment for senior, vets and junior rugby over the past 40 years. In order to do this and continue to be Hamilton's premier rugby club we are actively looking for our own purpose built field and club house. We will continue to improve on the management processes that are already in place and via continued attention to the Youth Rugby Seal of Approval ensure that we have a safe and well-organised facility for our members. Where necessary we will implement new processes and procedures to meet changing governmental and local requirements. Continued success on the pitch is a key priority as well as securing our own playing field and club house so that we maintain revenues from sponsors, match day crowds and Rugby Canada. An equal priority is to make the club more accessible to the whole local community, by developing closer links with local agencies (council, schools, colleges, Community groups etc

2. Key Objectives 2016 and Beyond

a. The Rugby Club

- To have a new purpose built playing field and club house.
- To produce a friendly atmosphere in which people can not only play rugby, but also watch the game.
- To foster and further develop relationships within the local community and other sporting organisations that will ensure the future and continued growth of our Rugby Club.
- To identify and support approaches for ensuring that the benefits of the Rugby Club are equally accessible to all young people with the ability and desire to progress in sport, targeting Women and those living in a designated priority or disadvantaged areas.
- To further develop the management, coaching and playing qualities of our Men's, Women's and Junior sections within our Rugby Club.
- To maintain Rugby Canada Seal of Approval certification.

b. Men's Rugby

- To be successful and competitive throughout all of our teams, whilst playing attractive rugby.

c. Women's Rugby

- To develop a sustainable team that has well defined pathways for the development of girls in the Mini and Junior sections into Women's rugby.

d. Mini, Midi and Junior Rugby

- To continually seek to improve the development of all young people, both mentally and physically, whilst maintaining the importance placed on ensuring that the children learn to respect the opposition, their teammates, the coaches, the referees and primarily themselves.

The development of the player follows four key stages

- **Stage 1**
Local schemes for all boys and girls that have little understanding or experience of the game, but wish to learn.
- **Stage 2**
Maintain a well-managed section within the Rugby Club that has Rugby Canada qualified coaches and has well defined and achievable objectives.
- **Stage 3**
Maintain an assessment process for those children who have an interest and ability to progress further.
- **Stage 4**
The development of individual players and squads, at all ages, who can compete at county and regional level.

3. Needs and Aspirations

a. Facilities

The requirements of A Clubhouse and grounds for our rugby club are key :-

- Accessibility to all
- Have sufficient changing facilities for the teams and referees, allowing at least two simultaneous games of rugby to be played.
- Have sufficient playing surfaces for the teams in the club with additional areas for training that have adequate floodlighting.
- Provision of good recreational facilities (e.g. Bar, refreshments etc, in order to maintain the 'Ethos' of rugby.

Any development that is done needs to take into account the Rugby Canada Seal of Approval and the Rugby Canada guidelines on Community Rugby.

b. People to develop the Club and teams

- **Men's;** A close relationship with the Junior section to ensure a steady flow of younger players into the senior sides is vital to our survival. In addition a strategy needs to be developed to encourage the local community youth to have the opportunity to try rugby from a playing and social aspect. This should involve closer relationships with local schools, colleges and local government bodies
- **Women's/Girls;** To encourage girls into the game of rugby by using different forms of the game with an emphasis on fun and fitness.
- **Minis/Youth;** To encourage children from the age of 5 upwards into the game, demonstrating a seamless move through the club, eventually providing an opportunity to play in adult rugby if desired.
- **Access to Finance;** To identify local sponsors and local/national funding opportunities to assist in development of the club as a local 'community service'
- **Support from within the Club;** To raise the profile of the Club within the local community and seek opportunities to make the club facilities available to the community.
- **Coaching/Refereeing;** To identify people willing to be qualified Coaches and Referees and then provide support to them in achieving these qualifications. This needs to be an annual programme to ensure that the Club has sufficient coaching expertise in order to improve and maintain the playing standards across the Club.

It is essential that our Club is viewed positively in the Community and that we can demonstrate that we can offer the game of rugby to all ages and sexes in a well managed and controlled way through good management and qualified coaches. We would want to be known as a Club that promotes good sportsmanship and fair play, both on and off the field.

We would also want to be known as a club that is welcoming to all, players, members and spectators and that we would like to be at the heart of our local community.

4. Code of Conduct

We review the Club Code of Conduct,. The code of conduct is managed by all club officials and applied equitably to all players, coaches, spectators and members.

5. Health & Safety Policy

The health & safety management of the clubhouse is vitally important, as we need to demonstrate a duty of care to all users of the clubhouse. We need to verify and address the following items in order to ensure that all the necessary steps are being taken to ensure a safe environment exists:

- a. Ensure there is a health & safety policy and that it is actively used and communicated.
- b. Identify responsibility for health and safety including co-ordination of a health and safety management programme.
- c. Carry out regular risk assessments and implement actions for risk reduction
- d. All hazardous substances are clearly identified, controlled and stored.
- e. Accident and emergency procedures are documented.

6. Child Protection Policy

The instruction on Child Protection is fully implemented in the Junior section of the club and a Child Protection Officer is an appointed member of the Youth Committee.

7. Volunteer Recruitment Plan

a. Attracting new Volunteers

We need to develop a plan to actively attract new volunteers into the club that is targeted at the new parent base that is comes each year with young player new starts and from all areas of the local community.

b. Succession planning

Within each club committee, each committee position has a job description that includes a responsibility to identify a replacement and complete a suitable handover with that person to ensure management continuity of that committee position.

8. Coach Development Plan

a. Club Coaching Structure

We have a club wide approach to coaching where the policy, approach and playing style is defined and then implemented by all of the coaches at all levels within the club.

b. Numbers and qualification levels

We need to develop and manage an ongoing programme to attract more coaches into the club and then take those coaches through the Rugby Canada coaching qualification levels such that we have sufficient coaches qualified at Rugby Canada level1, level 2 and level 3.

9. Gap Analysis

There is a need:

- To increase the clubs involvement with the local community through closer links with Schools, Colleges, Universities and other local organisations.
- To improve the club facilities using all avenues of funding and financing which are available to us.
- To provide the opportunity for girls and women to play rugby
- To ensure adequate health & safety processes are in place.
- To develop a Volunteer recruitment plan
- To identify people who have an interest in becoming a referee.
- To develop a Coaching recruitment and development plan

10. Club Action Plan

| Action Item | Objectives | Performance Indicator | Responsibility | When | Resources |
|--|--|---|--|----------|------------------------|
| 1. Increase the clubs involvement with the local community | - Identify a Rugby Community Development Officer to action the following objectives. | - Recruit 20+ new players from the local community each year. | Community Development Office (CDO) with support from Club coaches. | 2014 | CDO + Club and Coaches |
| | - Put in place direct links with local schools with the local sports college and the Sports Development Officers | - Increase school participation in Rugby. | Supported by - The Director of Rugby - The Junior Chairperson - The Academy Chairperson | 2014 | |
| | - Encourage schools to use the club facilities as an aid to | - 4 x local Schools 'try rugby' | | Annually | |

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| | developing sport for their pupils. - | sessions and follow up sessions held - | | | |
| 2. Improve the Club Facilities | - Create a Club 5 year facilities plan - Identify and secure the necessary funding streams that are available - Initiate and manage actions that will deliver the items in the 5 year plan | - Plan approved by the Exec Committee - Plan items have the necessary funding in place - Projects are delivered on time and to specification | Exec Committee - Treasurer - Club Manager - Director of Rugby - Youth Chairperson- | 2014 | |
| 3. Provide a environment where girls and women can play rugby | - Identify a player base of girls and women - Provide adequate changing and showering facilities - Identify and appoint a Team Manager and qualified Coaches - Modify the Club Management structure to include a Women's section | - Recruit 20+ Women players - Changing and showering facilities in place - Team Management System in place - Integration of Women's into SCRFC | - Club CDO - Director of Rugby - Chairperson for Youth - Women's Team Manager | 2014 | £300 for coaching courses |

| Action Item | Objectives | Performance Indicator | Responsibility | When | Resources |
|---|---|---|---|------|-----------|
| 4. To ensure adequate health & safety processes are in place | - Review or create a club health & safety policy - Carry out a risk assessment and schedule annual reviews - Review or create the Accident & Emergency plans and processes. | - H&S Policy is documented with a review process in place and a responsible person identified. - Risk review documented and necessary action plans in plans - A&E plans and processes are operational and are referenced in the Club Handbook | President | 2014 | |
| 5. Recruitment of Volunteers | - Analyse the requirement for a Volunteer Recruitment role in the Club and decide what approach to take. | - Recruitment process in place and operating | - Exec Committee - Youth Chairperson | 2014 | |

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| | <ul style="list-style-type: none"> - Create job specifications for all roles - Identify the gaps in the Management System that Volunteers can fill. - Create a Volunteer profile for each role - Build and implement a recruitment process | <ul style="list-style-type: none"> - All Job positions documented and approved by Mgmt Committee - List of Job Roles available - Vacancy publicity created and posted - No vacancies in Club Volunteer positions that have been empty for more than 6 months. | | | |
| <p>6. To encourage more club members, parents and ex-players to become Club Referees and to encourage them to improve their refereeing qualifications..</p> | <ul style="list-style-type: none"> - Make an audit of all club members who have refereeing qualifications, or who have a willingness to take a refereeing qualification | Audit complete and content verified | Director of Rugby | 2014 | |
| | <ul style="list-style-type: none"> - Create a Referee Development Plan for those Club Members identified. | Plan created and costs identified. | Director of Rugby | 2014 | |
| | <ul style="list-style-type: none"> - Provide coaching/refereeing courses for the Mini/Midi section | 1 course yearly maintaining a base of 6 qualified Mini/Midi referees | Club CDO | Annually | |
| | <ul style="list-style-type: none"> - Provide Refereeing certificate courses | 1 course yearly maintaining a base of 6 people holding the Referee Certificate. | Director of Rugby and Chairperson of Youth | Annually | £200 |

| Action Item | Objectives | Performance Indicator | Responsibility | When | Resources |
|--|---|---|--|----------|-----------|
| <p>7. To encourage more coaches and for all coaches to attain higher levels of Rugby Canada accreditation.</p> | <ul style="list-style-type: none"> - Establish terms of reference within the Head of Rugby's Job description to manage Coach Development of all coaches & potential coaches within the club. | Terms of reference agreed | Director of Rugby to be responsible for all objectives with the Head Coach and Chairpersons from the Academy and Youth Sections performing an active role. | 2015 | |
| | <ul style="list-style-type: none"> - Make an audit of all coaching qualifications in the club | Audit complete | | 2015 | |
| | <ul style="list-style-type: none"> - Formalise a Coach Development Plan for identified coaches & senior players | Club Coaching Plan complete | Head Coach | 2015 | |
| | <ul style="list-style-type: none"> - Provide Tag Courses for Parents of U7 & U8 players | New parents tag course operating (min of 6 pa) | Club CDO | Annually | |
| | <ul style="list-style-type: none"> - Provide coaching & referee Mini/Midi course for Mini/Midi Section Coaches / Parents | 1 course yearly maintaining a base of 10 qualified coaches | Club CDO | Annually | £500 |
| | <ul style="list-style-type: none"> - Provide Level 1 Coaching Course for Youth Section Coaches and Senior | 2 courses per year maintaining a base of 20 qualified coaches | Director of Rugby | 2015 | £500 |

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| | Players - Provide a level 2 course for Coaches and Senior Players - Provide access to Repco and Topco coaching programmes | 1 course yearly maintaining a base of 6 qualified coaches Nominations made | Director of Rugby Director of Rugby | 2015 Annually | £400 |
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Hall Of Fame Players

CANADA

1980 Rich Minken
1981 Doug Paul, Cam King, Brian Smythe, John Malpass
1982 Steve Trach
2006 Kyle McCabe
2010 Shawn Windsor

ONTARIO

1974 Jim Goss, Tony Mathews
1975 Tony Mathews, Jim Leavens
1978 Blair Gillis, Steve Strickland
1979 Doug Whitley
1981 Graeme Henderson
1980-1 Rich Minken, Doug Paul, Cam King, Bryan Smythe, John Malpass
1982-7 Steve Trach
1988 Todd Sheppard
2006 Geoff Sinke
2013-2014 Mike Sheppard, Shawn Windsor, John Tucker, Mitchell Richardson

NIAGARA THUNDER

2006-9 Donny Radisic, Ian Matheson, Geoff Sinke, Jeff Groleau, Brian Pearman, Kyle McCabe, Craig Dinney, Dave Jones, Adam Davidson, Josh Boettger

WOMAN-ONTARIO

2005-7-9-10-11 Sarah van Hoof
2006-2007 Carrie Ciancone
2006-8 Nicole Pollice
2008-9 Stephanie Draper
2010 Tabitha Fair
2014 Annie Berg

COACHES

2009 Canada Gary Whitley
2006-09 Niagara Thunder Gary Whitley
2012-13 Ontario Vicki Woodhead 2012 -13

CLUB INTERNATIONAL AFFILIATIONS

Stoney Creek have developed an international exchange program with players travelling to teams in the UK for experience and development, this program also welcomes players from these teams to also play for Stoney Creek. In 2014 we have welcomed players from Dinnington RFC where Stoney Creek have had a 20yr relationship.

In 2014 Stoney Creek have also aligned with one of the leading Premiership teams in the UK Sale Sharks. Sale is in the Aviva Premiership with many international players from countries such as England, Scotland New Zealand, Tonga. They are a professional club and won the Premiership title in 2007. Our plan is to work with them on developmental exchanges for our youth programs with the Sale Sharks Academy



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