

Proposed changes to County Board Structure.

At the December open County Board meeting discussion took place with regard to introducing significant changes to the role of Officers of Cork County Board and to making several changes to improve structure of Athletics in Cork, Communication between clubs and county could be greatly improved. We do not have up to date contact for several clubs and communication between clubs is non-existent in very many cases.

This needs to be addressed as a matter of urgency – we need to put an effective system in place.

We have discussed this before [Mailchimp](#), or similar, should be suitable for our needs. Plans vary from [Free](#) to €60/month, based on the essential plan, with 5,000 contacts. We could start with the free plan and take it from there.

The following table taken from the [Clubs pages on the Cork Athletics Website](#)

(These pages receive some of the highest traffic, an indication of people seeking to join clubs) given an indication of how serious the communication is. Some clubs have no contact information at all listed (i.e. no contact name, contact number or contact e-mail address). While this relates to external communication, internal communication information is just as bad. Cork Athletics cannot grow if our communication remains in its current state.

	Details on Cork Athletics Website	No information on Website
Clubs	57	-
Contact name	42	15
Phone Number	26	31
Email address	44	13
Facebook page	55	2
Club website	33	24

Board Structure

The structure of the Board needs to be changed if new blood is to be brought in. We are operating with far too few people doing far too much work each. This is a major disincentive when filling any of the rare vacancies that do occur. Roles should be “Bite Sized”.

Other County Boards with far fewer clubs, Divisions and members operate with far more officials One County Board has 38 roles filled by 26 individuals.

Tenure of officials.

A limit should be set on the tenure of any post. Currently most positions have been occupied for many years. It is great to have such experience on the Board, but it also means, that, when a vacancy occurs, we don't have people ready to step into the role. We should have people who can easily take on vacant roles, even if it means individuals swapping roles.

A further reason for limiting tenure is to ensure that “new blood” is constantly coming in. It would also ensure a wider diversity across the clubs.

(Note: When we have officials in place for decades, it sends out several messages.

- a) The position is locked
- b) If a vacancy does occur, anyone taking on the role is ‘there for life’.

How we do things

We are all volunteers, so our time is valuable. We need to examine much of what we do and see if there are simpler ways of doing them.

Competition Secretary

Split into four separate positions, two Senior and 2 Junior.

Juvenile	Senior
Cross-Country	Road & Cross-country
Track & Field	Track & Field & Leagues.

Secretary

Assistant Secretary is urgently required to help out with this position.

Webmaster

This relatively new position has expanded significantly in the last couple of years and during the lockdown has been absolutely vital to the Board. However, the position has become much too busy for one individual. The following changes are proposed: It is felt that there should be three roles involved in this position.

Meetings

Pre-Covid, we frequently spent over an hour dealing with admin matters including reports and permits.

Circulate minutes before meetings, taken as read

Circulate all reports (except financial details) before meetings, with all reports taken as read

Circulate basic details of Permit applications in advance (AAI's online permit system, live on Friday December 10th, and will likely influence this.

Circulate non-confidential correspondence in advance. Any confidential correspondence to be shared with Chairman, and/or Child Protection Officer(s) as appropriate.

Consider hosting reports on website.

Medium and Long Term Planning

We need to develop medium to long term plans and strategies for the Board. If we cannot state where we would like to be in 5 or 10 years, then we are simply "Doing" not managing.

Clubs are asked to submit their ideas about development of Athletics in Cork County so that a strategy document can be produced.

Finance and Grounds

Finance: We should develop financial plans, including an annual budget, along with medium and longer term financial plans.

Grounds: We should develop plans/intentions for our current grounds, including MTU track, along with possible future grounds (if any).

Mini-Marathon Sub-Committee

Ideally a separate committee should run this event.

Cork Athletics should take much greater control of the event and rebuild our own Brand identity – Currently, in reality, it is an Echo event, with most control resting with the Echo. This is highly undesirable and is not in our best interests long-term.

Sub-Committees

With the enlarged Board, Sub-Committees should be formed, both by function and as required. Many/Most of these, particularly with small numbers, might meet via Zoom, again creating a better environment for new/more people to become involved.

Juvenile Committee

Reform

Field Committee

Define functions/Duties

Track & Field and Cross-country committees to be re-established.

Cross-country, Track & Field & Leagues

With more track facilities becoming available in the next few years set criteria for selection of venues. (Unforeseen circumstances may lead to these criteria not being met, in particular weather related events affecting cross-country).

Board currently pays for Ambulances, P.A., Chip Timing, and toilets for all cross-country events and pay the host club to hold some events.

At a minimum the host club should provide assistance to the Competition Secretary, and all finish line officials, along with a course marshal (who shall be available to liaise directly with Competition Secretary with regards to any venue issues).