

COLERAINE F.C

**YOUTH DEVELOPMENT
PATHWAY**

CONTENTS:

- Introduction
- Context
- Principles of the amalgamation
- Establish Executive Committee
 - Function of Executive committee
 - Key functions
- Priority Actions of Executive Committee
- Appendix 1

INTRODUCTION

This document outlines the context and rationale for the review and re-alignment of Coleraine Football Clubs' - 'Youth Development Pathway'. The document also sets out the context of this review and amalgamation, under the umbrella of Coleraine Football Club Ltd., inclusive of the organisational structure, principles and progression of an Executive Committee to manage the Youth Development Pathway.

CONTEXT

As part of its continuous review of the functions and development of Coleraine Football Club, (CFC), 'the Board of Directors', in conjunction with the Head Coach, now wish to restructure the clubs "Youth Development Pathway".

This is to ensure that CFC continue to meet emerging changes and thinking on football youth development and maintain and develop its position as a leader in this field. As such, the structure, functions and management of youth development within the club will be re-aligned.

This re-alignment will also provide an opportunity to facilitate an amalgamation of Bertie Peacocks Youth F.C within the structure of Coleraine Football Club Ltd.

Currently, the CFC Board are also considering the most appropriate process for ensuring that the club is best placed to avail of emerging governmental funding opportunities.

The review and progression of a re-aligned Youth Development Pathway in conjunction with this amalgamation, will enhance the clubs ability to compete for funding by the extension of community and children's involvement with CFC.

PRINCIPLES OF AN AMALGAMATION

- An Executive Committee will be established to manage the Youth Development Pathway. This committee and its operations will be under the name and executive function of Coleraine Football Club.
- A Chairperson and Administrator will put in place the necessary sub structures that will ensure implementation of all executive decisions made by

the Executive Committee and or C.F.C Board. This will be done through either, subcommittee structures or by individual nomination.

- The corporate image of C.F.C by name, playing kit etc. remains unchanged.
- The chairperson and Administrator will be accountable and report to C.F.C Board.
- To meet governance matters as per a Ltd Company, C.F.C. Board will ratify and monitor the functioning of the committee and its officers.
- The Board will expect the executive committee and its officers to be fully committed to implementing the vision and the principles as identified and will action any revision of committee structure to ensure these principles are adhered to.
- The principle of the Peacock legacy is accepted and the method of incorporating this will be established.
It is anticipated that this will be incorporated across the development team structures, 5 years to 11 years.
- Post of Junior Coaching Director will be established. Post holder will be an associate member of the Committee – 'in attendance'.

ESTABLISH EXECUTIVE COMMITTEE

An Executive Committee to be established immediately with nominations being sought from each respective party, with a Chairperson and Administrator being identified by facilitator for Board ratification.

The Executive Committee, through its Chair, will be accountable to the CFC Board.

The revised organisational structure which takes account of this re-alignment is shown at **Appendix 1**.

Function of Executive Committee

Responsible for:

- The management and administration of all Youth Development operational matters
- Ensuring all governance processes are in place re; IFA/NIFL regulations
- Child protection matters
- Financial probity and management in liaison with General Manager
- Health & Safety matters as appropriate
- Parental liaison
- Establish necessary sub structures that will ensure implementation of all executive decision.

Key Functions

To address the realignment and the amalgamation and also to standardise some existing processes and other matters, the following functions are listed to facilitate this process.

Chairperson - will ensure the committee functions properly, is effective in its task of setting up the new structure and will report directly to the Board of Directors.

Administrator - is responsible for the overseeing of all day to day operational and governance matters and contributing to this process in liaison with the Chairperson to ensure effective decision making and that appropriate actions are implemented.

Chairperson/Administrator will put in place the necessary sub structures that will ensure implementation of all Executive decisions either through, subcommittee structures or individual nomination.

Treasurer - is responsible for financial supervision of the committee and its operations, to ensure good governance. This will include monthly reconciliation of fees.

Child Welfare Officer (x2) - will assist the club to fulfil its responsibilities to safeguard all children in the club. Each officer will either be responsible for age 5-11 years or u12, u13, u14 and u15.

Parental Liaison Officer - will ensure that necessary liaison with parents will take place.

Junior Liaison Officer's (x2) - each officer will either be the single point of contact for all Small Sided Games (SSG) or National League/SBYL. Will also provide a point of general communication for the Junior Academy Director.

Responsibilities will include pitch/referee bookings and ensuring all relevant information re matches are passed on the Manager of each age group.

Junior Academy Director (Head Coach) - reports to CFC Head Coach and is an associate member of Executive Committee – 'in attendance'.

Additional Committee Members (3-) - Will contribute to duties and functions of the executive committee.

Priority Actions of Executive Committee

- Undertake a financial profile to establish division of appropriate responsibilities, in conjunction with the Clubs General Manager, to ensure financial governance and probity.
- Put in place and manage a transitional phase to ensure all operational and administrative matters are in place as appropriate
- Initiate a process with key coaches and personnel to address team and children participation in preparation for new season.

COLERAINE FC LTD STRUCTURE

