

Edinburgh Triathletes Development Plan 2023-2025

Introduction

The club development plan is a way for us to set out key priorities to be progressed by the committee and acts as a reference point to guide our activities and meetings, as well as informing communication to the wider club membership. Our aspiration is to be flexible and adapt to meet the opportunities and challenges presented to the club as they arise and in this way the development plan is an active document rather than a fixed brief.

The club's vision

Edinburgh Triathletes is a welcoming and inclusive community of triathletes that organises safe and enjoyable training for participants of all abilities in swim, bike and run disciplines.

Where are we now?

In November 2023 we completed the latest club survey with 86 responses (44% of membership) and this gave us a good overview of how the club is perceived. With an active membership of around 200 for the past ten years the club tends toward this natural size and neither members nor committee feel there is a need to push for additional growth. Yearly membership comes in three options: Bronze (£40, no swim) / Silver (£80, 1 x swim) / Gold (£120, unlimited swims) and again members and committee are happy with these levels and that they provide the flex and options required.

In terms of systems our memberships are paid through the club website and attendance is booked and tracked via Spond – here we start to touch upon areas for improvement.

The club is considered inclusive and a great place to socialise with more members joining for social than to race. This said, the club also continues to attract members who compete and win at the highest levels of competition both domestic and international.

Potential changes flagged by the survey

Whilst the survey painted a highly encouraging picture of the club, members and coaches, there is always room for improvement and a couple of clear headings were identified in this respect. Additional cycling sessions, further work to simplify the process of sign-ups and renewals and support in principle for a club social fund were key takeaways that will be explored further in the coming pages and play a central role in our priorities for the next year or so.

What are our development aims for 2023-2025?

Introduction

Our club's vision is to be a welcoming and inclusive community of triathletes that organises safe and enjoyable training for participants of all abilities in swim, bike and run disciplines. Our members are happy that we are welcoming, inclusive, safe, enjoyable and deliver meaningful improvements across the three disciplines to people who train with us, so a key focus for now is to strengthen our capability and ensure we can provide the same or even better levels of training into the future. This will be achieved by the four key focus areas below:

1. Training - Organise fun and inclusive training sessions across all three disciplines:

- Improve the provision of cycle training sessions;
- Organise social / casual pace runs;
- Develop a channel of communication for members to self-organise social training sessions;

2. Coaching - Support and nurture our coaching team:

- Updated coaching plan and pathways;
- Develop coaching capacity and capability (more qualified coaches and a pool of members who can lead un-coached sessions);
- Organise shared storage for all training session resources such as Risk Assessments (RA's) and Emergency Action Plans (EAP's);
- Make sure all members have a picture and emergency details on Spond;

3. Racing - Support members who want to race:

- Increase member participation in the ET Club Championship through better communication and clearer instructions;
- Improve the visibility of what races the club members are participating in and help people connect / support one another at them;

4. Governance – Refine our current club processes to improve our members' experience:

- Offer financial support to members who need it most;
- Integrate membership management and session booking to make joining / renewal / upgrades easier for all;
- Equipment management role retires – organise storage of club equipment / improve visibility of what we have.

1. Training

Over recent years the club's weekend cycling sessions have been poorly attended before they slipped off from the training plan. However, most of the members who replied to the 2023 survey were asking for more cycling sessions covering all abilities. There is a significant demand for consistency in the organisation of the weekend rides, most members asking for paced-based rides and regular social rides.

The membership survey also highlighted a point about the type of run we provide. To keep everyone together, our Monday and Wednesday sessions are usually high intensity, interval-based sessions. This format might not suit all types of runners and we are going to explore alternative options to offer steady paces and or social runs that might be more appropriate for beginners or athletes training for longer events.

At the '23 AGM, it was mentioned that the club could benefit from a general group chat that would allow members to self-organise training sessions. We are going to consider options to put this in place.

Ref.	ITEM	NEW / WIP / CF	WHO	WHEN	NOTES / PROGRESS
1.1.	Improve the provision of cycle training sessions and restore regular cycling sessions during the weekend, providing a variety of sessions suitable for athletes of all abilities (skill sessions, pace-based group rides, social/coffee ride, etc.). Explore option of various start location.		Head coach	Q2 24	
1.2.	Propose options to offer alternatives to high intensity/interval based running sessions (social park runs, trail runs, etc.).		Head coach Coaches Social convenor	Q1 24	
1.3.	Develop a channel of communication for members to self-organise social training sessions.		Comms	Q1 24	

2. Coaching

The team of coaches are giving their time freely to support their clubmates and provide high quality training sessions. We want the coaches to be able to take sessions “when they can” rather than “when the club needs them to” so coaching remains an enjoyable experience. This is only possible if our pool of coaches can meet the sessions that we organise each week. With a clear demand for more cycling and running session and given that filling the coaching rota is generally a tricky exercise already, we do need more coaches.

We also want coaching to be safe for all and will ensure that in case of an emergency all necessary actions are planned, and emergency details are ready and easily available to coaches.

Ref.	ITEM	NEW / WIP / CF	WHO	WHEN	NOTES / PROGRESS
2.1.	<ul style="list-style-type: none"> - Develop coaching capacity and capability: Increase the number of qualified coaches to comfortably cover our current training plan. - Support current coaches in their coaching development following TS Scotland updated coaching pathways. - Organise first aid course for coaches. 		Head Coach Coaching Coordinator	Q1 25 Q1 24 Q3 24	This item may benefit from being broken into smaller sub items to make progress easier to track.
2.2.	Organise a pool of members who can lead un-coached sessions, especially weekend group rides.		Head Coach	Q2 24	
2.3.	Organise an online, easily accessible shared storage solution for all training session resources, Risk Assessments (RA) & Emergency Action Plans (EAPs).		Comms	Q2 24	
2.4.	Make sure all members have a picture and emergency details on Spond.		Membership Secretary	Q1 24	

3. Racing

Racing should be social. It's more fun to race surrounded by your friends and clubmates. We want to improve the visibility of the races the club members are participating in. The committee will explore ways to promote specific races and consider reinstating the race captains' role.

The club's championship was poorly attended last year due to very short deadline to submit race results and unclear instructions. We aim to update these and make sure the rules are clear and reminded to everyone at the beginning of the season.

If more members join the club to socialise than to race and some of our members take racing seriously and achieve at the highest level locally and internationally, there are some great opportunities to help people link up. In our club, more than 90% of our athletes have completed triathlons. We have members that are training for all types of events and distance from super sprints to full distance events. We also have members exclusively focusing on one or two disciplines events. Finding the best way to help people connect, travel share, train together and explore new events together could be a real win.

Ref.	ITEM	NEW / WIP / CF	WHO	WHEN	NOTES / PROGRESS
3.1.	Improve the visibility of what races the club members are participating in.		Vice President	Q2 24	
3.2.	Increase member participation in the ET club Championship.		Vice President	Q4 24	

4. Club governance

How the club is run behind the scenes has a significant impact on every member's experience.

Over the last few years, the financial health of the club has been maintained by high quality accounting. This has made us able to maintain very affordable membership fees for all our members. However, if our fees are a barrier to access our club for some members, we want to be able to support them. A majority of our members responding to the survey would support this idea. Some would first want to know how this new system would work. A proposal will be shared with the club for discussion and approval.

In response to the COVID pandemic our club had to organise sign-ups for each training session. In 2021 Spond (mobile and web app) was successfully introduced and is now used to manage training sessions, social events, pay for spinning classes, dinners or training weekends. To further streamline our membership process we will move memberships to Spond. This will likely mean a shift back to an annual membership from a set date.

Talking about membership, we need to make sure the information we share with our new members is up-to-date and that everyone is properly introduced to the club, knows where to go and who to contact when they join our club.

During our last AGM, the equipment manager role retired. The role was to arrange storage of Club-owned equipment and ensure there is an up-to-date inventory of club kit (assets). The club will organise a new storage solution.

Ref.	ITEM	NEW / WIP / CF	WHO	WHEN	NOTES / PROGRESS
4.1.	Introduce a social fund to offer financial support to members.		Welfare Officer President Treasurer	Q2 24	
4.2.	Integration of membership management and session booking.		Comms Webmasters	Q1 24	
4.3.	Update new joiners' information pack. Explore opportunities for new members welcome calls or induction system.		Membership Secretary	Q2 24	
4.4.	Organise retirement of the equipment manager role. Organise inventory of club's assets Organise new storage for the club equipment		Club Kit Organiser	Q2 24	
4.5.	Review sponsors/partnerships, and use survey responses to guide development of new sponsors/partnerships	Carried Forward	Partnership Manager	Q1 24	

How do we make this happen?

Committee and sub-groups

The committee is meeting every 5 to 8 weeks as appropriate to enable action and monitoring.

Sub-groups of the committee will focus on priorities for their areas as needed, feeding back to the President / Vice-President / Committee when appropriate.

Sub-group structures

The following sub-groups are expected to be in effect for the duration of this development plan. Additional ones will be created if / when required.

Governance Board: **Reports to committee and club members**

President / Vice-President / Secretary / Welfare Officer / Treasurer / Communications Coordinator

Club Profile: **Reports to President**

Partnership Manager / Membership Secretary / Communications Coordinator / Webmaster

Club Races: **Reports to President**

Gullane Race Director / NYD Race Director

Socials: **Reports to Vice-President**

Social Convenor

Training & Coaching: **Reports to Vice-President**

Head Coach / Coaching Coordinator / Club Kit Organiser

When do we do it?

The following timeline gives us a simple overview of when we'd like the pieces of the plan to fall in place. Naturally there will be unexpected elements, new additions, changes and so forth but by working to an overall plan and keeping one another updated we can, as a team, make the biggest impact with the minimum of effort.

Ref.	ITEM	Q1 24	Q2 24	Q3 24	Q4 24	Q1 25	Q2 25	Q3 25	Q4 25
1.1.	Improve the provision of cycle training sessions.								
1.2.	Explore options to offer alternatives to high intensity/interval based running sessions (social park runs, trail runs, etc.)								
1.3.	Develop a channel of communication for members to self-organise social training sessions								
2.1.	Develop coaching capacity and capability								
2.2.	Organise a pool of members who can lead un-coached sessions, especially weekend group rides.								
2.3.	Organise an online, easily accessible shared storage solution for all training session resources, Risk Assessments (RA) & Emergency Action Plans (EAPs).								
2.4.	Make sure all members have a picture and emergency details on Spond.								
3.1.	Improve the visibility of what races the club members are participating in.								
3.2.	Increase member participation in the ET club Championship.								
4.1.	Introduce a social fund to offer financial support to members.								
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4.3.	Update new joiners' information pack. Explore opportunities for new members welcome calls or induction system.								
4.4.	Organise retirement of the equipment manager role.								
4.5.	Review sponsors/partnerships, and use survey responses to guide development of new sponsors/partnerships								