



IBM HURSLEY CRICKET CLUB
DEVELOPMENT PLAN 2017 - 2021

IBM Hursley Cricket Club Mission Statement

"To provide the opportunity to play cricket for as many members as possible, to stimulate the interest in playing cricket at all levels, and to represent IBM Hursley in the best possible light"

Aim of the Development Plan

The Development Plan will provide clear direction for where the club wants to get to and how it intends to get there. This is a 5 year plan and will allow the club to monitor its progress each year and put a yearly action plan together on how this can be achieved.

Background

IBM Hursley Cricket Club was formed in 1962 and originally had one side that played in the Hampshire League, a Sunday team and a midweek side in the Winchester & District Evening League. In 2009 IBM set up a Colts section initially with just one u9 team. This has grown and now comprises of teams in U9, U11, U13 and U15 age groups. In 2012 the club established a second team and more recently in 2015 the club introduced a 3rd team. For 2017 the 1st XI will play in County Division 4 North; the 2nd XI have recently been promoted and will play in Regional Division North West 1 and the 3rd XI in North East Regional Division 3.

The club has gone from strength to strength in recent years and has improved the facilities by replacing our rather tired and old existing nets in 2012 with a brand new two bay net facility. In 2013 the club invested in a set of 3 mobile covers to help improve the wicket and also help reduce the number of cancelled matches. In 2014 the old artificial wicket was replaced with a brand new one. Most recently in 2015 the long-serving old handmade scoreboard was updated with a new electronic scoreboard which now sits on the face of the clubhouse. After much hard work the club were awarded the prestigious Clubmark in 2010. This is a nationally recognised kite mark that shows the club provides the right environment which ensures the welfare of all its members and encourages everyone to enjoy sport and stay involved throughout their lives.

IBM Hursley Cricket Club has come a long way over the last few years with the formation of a new colts section, introduction of two more men's teams and improvement of the practice facilities. Over the next five years the club would like to continue to develop and have outlined below how they intend to achieve this. The plan has been drawn up and will be managed by the Committee and will be reviewed on an ongoing basis.

Committee			
Position	2017	2018	2019
Chairman	Graham Meech	Graham Meech	Graham Meech/Mike Meech
Treasurer	Tony Adams	Tony Adams	Tony Adams
Secretary	Shirley Robbins	Shirley Robbins	Shirley Robbins
Fixtures Secretary	Nick Wood	Nick Wood	Vacant
Club Welfare Officer	Tony Adams	Tony Adams	Tony Adams
Club Captain	Mike Pollard	Mike Pollard	Mike Pollard
1st XI Captain	Dan Rides	Dan Rides	Dan Rides
2nd XI Captain	Tony Adams	Tony Adams	Tony Portelli
3rd XI Captain	Andy Cocking	Ramanan Maha	Rob Lamprey/James Lamprey
Sunday Captain	Various – tbd on a game by game basis	Various – tbd on a game by game basis	Various – tbd on a game by game basis
Midweek Captain	Tony Portelli	Tony Portelli	Providence Cowdrill
Colts Coordinator - admin	Shirley Robbins	Shirley Robbins	Shirley Robbins
- coaching	Mike Pollard	Mike Pollard	Mike Pollard
Committee member	Krishnan Kundu	Krishnan Kundu	Krishnan Kundu
Committee member	Vacant	Shameel Naqvi	Shameel Naqvi
Website Coordinator – Co-opted Committee Member	Andy Moger	Will Robbins	Will Robbins

Membership												
		2016		2017		2018		2019		2020		2021
Seniors		Men	39	Men	43	Men	41	Men	64	Men		Men
		Women	1	Women	13	Women	16	Women	12	Women		Women
Juniors	All Stars	Boys	0	Boys	33	Boys	41	Boys	31	Boys		Boys
		Girls	0	Girls	7	Girls	5	Girls	14	Girls		Girls
	U9	Boys	20	Boys	18	Boys	16	Boys	18	Boys		Boys

		Girls	6	Girls	6	Girls	6	Girls	3	Girls		Girls	
	U11	Boys	14	Boys	18	Boys	18	Boys	19	Boys		Boys	
		Girls	0	Girls	2	Girls	2	Girls	2	Girls		Girls	
	U13	Boys	20	Boys	20	Boys	18	Boys	15	Boys		Boys	
		Girls	0	Girls	0	Girls	0	Girls	0	Girls		Girls	
	U15	Boys	13	Boys	10	Boys	11	Boys	14	Boys		Boys	
		Girls	0	Girls	0	Girls	0	Girls	0	Girls		Girls	
Non-playing members		Men	5	Men	6	Men	6	Men	10	Men		Men	
		Women	2	Women	2	Women	2	Women	4	Women		Women	
	Total		114		176		182		206				

Support Coaches	UKCC 2	ECB Club
Iain Robbins	Maha Ramanan	Mike Pollard
Mark Bunday	Tony Adams	Emma Cowdrill
Matthew Robbins	Dave	
Andrew Cocking	Rod Patterson	
Mike Meech	Matt Thomas	
Nick Wood	Shameel Naqvi	
Suhel Miah	Providence Cowdrill	
Nagu Sittampalam	Dan Rides	
	Tony Portelli	

Officials			
ECBACO Umpires	Non-qualified umpires	ECBACO Scorers	Non-qualified scorers
Graham Meech	Ian Millington		Shirley Robbins
Guy Bennett			Emma Cowdrill
Emma Cowdrill			Mark Cowdrill
Providence Cowdrill			
Jim Stewart			
Chris Bryant			

Facilities	Installed	Condition	Upgraded
On site			
Grass cricket square – 10 strips			2016 – deep scarification
Artificial strip	2014	Excellent	
Nets – 2 bay	2012	Netting needs replacing	2016 – infill between batting and bowling ends 2019 – New netting bought for fitting in 2020.
Roller		Good	
Covers @ IBM & Wide Lane	2013/2017	Excellent	
2 sightscreens		Good	2018 – 2 new sightscreens bought
Electronic scoreboard	2015	Excellent	
Sports Hall		Good	
Changing Rooms – separate ladies & men’s		Excellent	2019 – Upgraded
Showers		Excellent	2019 – Upgraded
Bar & social area		Excellent	
Bowling machine	2012	Excellent	
Off site			
Wide Lane Sports Ground (3 rd XI home pitch)	2017	Good	Facility improved in 2017 – covers purchased jointly with Sporting Wessex
Hampshire Collegiate School - indoor		Good	

Development Plan

	Short Term Objectives	Long Term Objectives	Date					Actions
			2017	2018	2019	2020	2021	
Senior								
1st XI	Achieved Promotion in 2017 meeting objective							<ul style="list-style-type: none"> ● Look to recruit players of 1st XI standard – particularly top order batsmen ● Review recruitment policy ● Identify potential players to target ● Agree who is going to speak to these players ● Approach players as agreed
	In 2018 aim to finish in the top 1/3 rd of the league							
	In 2019, look to finish in the top 6 of the league.							

	In 2020 maintain County 2 status and finish as high as possible.									
		Promotion to County 2 by 2021 – ACHIEVED 2019								
2nd XI	Achieved Promotion in 2017 exceeding our objective									
	In 2018 aim to finish in top half of the league – FAILED as got relegated									
	In 2019 aim to introduce and play a minimum of 3 Juniors into the 2 nd team, finishing mid table.									
	Gain Promotion to County 4 in 2020									
		Promotion to County 3 by 2021								
3rd XI	Achieved Promotion in 2017 exceeding our objective									
	In 2018 maintain Regional 2 status									
	Maintain Regional 2 status, introduce more juniors into adult cricket and achieve more wins than 2018.									
		Continue to develop better colts into adult cricket								
4th XI		Introduction of a 4 th XI in 2021 if the demand if the requirement is there								

- Put a winter training plan in place
- Review winter training plan
- Set specific targets for players to strive to achieve
- Review player targets
- Review selection policy
- Look to play a number of junior players in senior teams.
- Look at overseas player

- Identify parents who may be interested in playing cricket
- Identify junior players who are ready to play adult cricket

								<ul style="list-style-type: none"> Look to recruit more players from outside the club
Sunday XI	Develop junior players further by giving them opportunities to play adult cricket							<ul style="list-style-type: none"> Give priority to juniors not playing Saturday league cricket Ensure these juniors have the opportunity to play pivotal role in the game
	Continue to use Sunday cricket as the breeding ground for juniors in 2018 who are not playing Saturday cricket							
	Use Sunday cricket as training for older and more experienced Colts to practice skills of team captaincy.							
		Depending on progress of Sunday team and amount of fixtures, look at potentially entering Sunday League. A number of factors to be considered.						<ul style="list-style-type: none"> Gauge interest from players in entering a Sunday league Look at travelling distances Number of friendly matches being played Look at standard of league and whether friendlies is a better way to develop juniors into adult cricket
Midweek XI	Develop more advanced junior players and select the best possible adult players available							<ul style="list-style-type: none"> Select 2/3 juniors to play in the midweek team Ensure they play a pivotal role in match to aid development
	League matches to be fun and social, giving cricket to those that make themselves available, with the club fielding the strongest team possible for cup matches.							

Women	Successfully established a women's cricket section in 2017 who played softball matches over the summer and were runners up in W10 Competition.							<ul style="list-style-type: none"> • Through a HCB initiative called W10, a 10 aside, 10 over pairs softball introduction offer for girls and women aged 13 plus • Send out a note to colts' mums and senior players' wives & girlfriends to establish interest • Target local secondary schools • Put posters up and target other IBM Sub sections such as softball team etc. Run sessions on a Thursday evening to coincide with colts training and identify suitable coach
	In 2018 maintain Women's section, look to recruit further players and make the Cup Competition in 2018.							
	Aim to reach the W10 Cup Final – FAILED although won Plate Competition							
		Although there is the opportunity to progress to hard ball via the HCL, as a club we are happy to let the section progress at its own pace and have no intention for any progression within the lifetime of this development plan.						
Junior	Improve school links – This is an ongoing objective. In 2017 we created links with Knightwood school providing coaching. We also successfully run a schools competition at the club where we invited local schools to participate at years 3 &							<ul style="list-style-type: none"> • Sign up to C2S initiative (Chance to Shine) • Identify schools • Develop links with Knightwood, John Keble, Thornden where possible • Deliver sessions through Tony Adams • Recruit players to join the club • Run a Schools Competition at IBM each year

	4 and 5 & 6. In total we had 5 schools with 4 teams at 3&4 & 7 at 5&6.							
	In 2018 continue to coach in Knightwood and expand the number of Schools involved in the competition from 5 to 8, with a maximum of 12 teams involved.							
	Continue to increase the number of girls within the club in 2018							<ul style="list-style-type: none"> • Establishing links with schools through C2S initiative • Through All Stars initiative • Targeting girls in school sessions • Potentially entering mixed team in 2018 if don't quite have enough girls
	Increase the no. of schools participating in the competition to more than 5 in 2019							<ul style="list-style-type: none"> •
	Improve transition rate of All Stars into U9 Cricket.							
	Start a girls section at U9 in 2020.							<ul style="list-style-type: none"> •
		Increase the number and standard of the juniors in the club. We should continue to aim at having at least 2 District players at each age group. For 2018 we have no under 9's in District this time round, but 4 U11's, 2 U13's. The 3 U15's refused						<ul style="list-style-type: none"> • Through national ECB initiative called All Stars. All Stars is a new initiative aimed at getting more 5 – 8 year children playing cricket • Run separate to U9 section • Potentially on a Saturday morning • Identify an activator responsible for running this • Administration, kit provided by ECB along with attainment system

		trials due to coach issues						<ul style="list-style-type: none"> Talent ID the best All Stars players to be fast tracked into the U9 Section Recruitment of coaches Research other similar programmes Develop grading system for players to achieve, progress from All Stars programme 	
		Look to enter U11 & U13 teams into the A Divisions in 2019 to progress and test our younger players							
		Grading system & Player Development Programme (PDP)							
		Look to have 1 County Player at each age group.							
	Club Mark reaccreditation in 2017 – Achieved	Club Mark reaccreditation due in 2020						<ul style="list-style-type: none"> SR and MP to ensure new requirements are met Ensure all coaches' DBS, first aid & safeguarding certificates are up to date Book a date in the summer for site visit 	
Facilities & Equipment	The re-levelling of the 2 end wickets and improvement of the square in 2017. This was not achieved due to the weather and is a priority for 2018								<ul style="list-style-type: none"> Liaise with IBM Hursley ground staff and club on releveling 2 end strips Take advice from Hampshire Cricket/Chris Westbrook Meet with ground staff to discuss support and action plan for the summer Draw together a roller rota to ensure consistent and regular rolling of the wicket
	Appoint a Ground Liason Officer to work with the IBM Hursley Club and grounds team to improve the standard of the pitch.							<ul style="list-style-type: none"> Appoint person to undertake this role Put together job description Set up regular meetings with Neil Simpson & the grounds team. Put together a timetable for works on the ground. Pull together a list of equipment requirements. 	
	Improve the standard of the pitch through employing a part time groundsman in 2019 to								

	support the grounds team.							<ul style="list-style-type: none"> Establish how we can get more involved in supporting the Groundstaff and set up a rolling rota
	In 2020 continue to improve the standard of the pitch through deep scarification in 2019, maintenance programme throughout the winter and speak to Chris Westbrook regarding providing consultancy to our grounds team. This will be monitored by comparing 2019 HCL Ground marks with 2020.							
		To start to take more ownership of managing the ground by 2021						
	Purchasing covers for Wide Lane - COMPLETE							<ul style="list-style-type: none"> Completed during 2017 season – now in place on “island” pitch
	Purchase of bowling machine trolley to help in transporting it to the nets and making it easier to use. Not happened yet, new cupboard is being built and will therefore be purchased for 2018.							<ul style="list-style-type: none"> Research options, cost and where this will be stored
	Purchasing of 2 sightscreens in 2018 to increase no. sightscreens from 2 to 4 and have double site screens at each end.							<ul style="list-style-type: none"> Investigate options for purchasing new sightscreens and possible putting on a new sliding mechanism Understand costs and funding Gain 3 quotes

	Look to purchase a mobile net to enable practice on square in 2020.										•
Communication	Update of website and re-introduction of Play Cricket in 2017. The Website was updated and we now have access to Play Cricket which we attend to use in 2018										<ul style="list-style-type: none"> • Update all relevant policies and place on website • Put all fixtures onto the website • Re-activate Play Cricket website for future use to record results etc.
	Look to recruit a media officer within the club for 2018 to help with website, and other communication streams										<ul style="list-style-type: none"> • Put together job description • Advertise position within the club through the current communication mediums • Consider school/college student with IT skills • Look to appoint someone at AGM in October/November if possible.
	Produce 2 newsletters a year. Failed miserably at end of 2017! Need to do one before start of season 2018.										<ul style="list-style-type: none"> • Look to send out 2 newsletters across the year, one at the beginning of the season and one at the end of the season
	Continued use of Facebook to communicate with members - ongoing										
	Create distribution list through Google Forms which can be updated in real time. COMPLETE										<ul style="list-style-type: none"> • Committee to manage list and use as a medium to communicate with membership
	Twitter – match updates										<ul style="list-style-type: none"> • Look to set up IBM Hursley CC Twitter account to further help promote club and communicate with players
Personnel		Succession planning – for future positions at the club.									<ul style="list-style-type: none"> • Identify individuals who could hold key positions within the club i.e. captains, coaches, committee members, umpires, scorers etc.

								<ul style="list-style-type: none"> Look to train parents to score at junior matches to create interest and provide potential future scorers Promote positions through various communication mediums
	Look to appoint a social secretary and increase the number of social events during 2020.							
	Appoint a Fixtures Secretary in 2020 to take the pressure off the Secretary.							
	Due to on going expansion of the club, to recruit a fixtures secretary to relieve some of the workload of the secretary.							
Finance Income	U9 Tournament – Successfully ran this again in 2017 with 12 teams attending.							<ul style="list-style-type: none"> Run again on first bank holiday in May with reserve date on 2nd bank holiday at end of May GM to contact clubs, take entries MP to Identify support and help facilitate the day
	Maintain the number of teams attending the U9 tournament to a minimum of 12.							
	Colts summer courses – increase to 2 weeks in 2017.							<ul style="list-style-type: none"> Look at dates over the summer holidays, for this to take place. Produce fliers and target own junior players plus local schools Identify coaches able to deliver
	Although we ran 2 Courses in 2017, the 2 nd course we just managed to breakeven. In 2018 we will revert back to 1 course, putting all energy into promoting							

	this. We will aim to have a minimum of 25 children attending each day of the course.							
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Summary of key areas for 2017

Serial	Area	Item	Target timescale	Lead	Update (achieved or not achieved)
1	1 st XI	To gain promotion	2017	DR/MP	Achieved
2	2 nd XI	Gained Promotion a year early	2020 (3 years early)	TA/MP	Over Achieved
3	3 rd XI	Gained Promotion a year early	2018 (1 year early)	AC/MP	Over Achieved
4	Women	To establish women's section	2017	MP/SR/TA	Achieved
5	Junior Section	To establish new ECB initiative – All Stars	2017	MP/TP/SR	Achieved
6	Junior Section	Achieve Clubmark reaccreditation	2017	SR/MP	Achieved
7.	Junior Section	Improve links with schools (established schools tournament)	Ongoing	SN	Over Achieved
7	Facilities	The re-levelling of the 2 end wickets and improvement of the square.	2017	TA/MP/NW	We didn't achieve this which was due to the weather, this will be a priority for 2018
8	Facilities	Purchase covers for 3 rd team ground	2017	SR/AC/TA	Achieved
9	Income	Expand number of junior courses from 1 to 2	2017	MP/TA/SR	Achieved

Summary of key areas for 2018

Serial	Area	Item	Target timescale	Lead	Update (achieved or not achieved)
1	1 st XI	Aim to finish in the top 1/3 rd of the league	2018	DR	Achieved
2	2 nd XI	Aim to finish in top half of the league	2018	TA	Did not achieve
3	3 rd XI	Maintain Regional 2 status	2018	RM	Achieved
4	Women	Maintain Women's section, recruit further players and aim to reach the Cup competition.	2018	SR	Did not achieve

5	Junior Section	Run a Schools competition increasing the no. of schools from 5 to 8	2018	SN	Did not achieve
6.	Facilities	The re-levelling of the 2 end wickets and improvement of the square.	2018	TA	Did not achieve
7.	Facilities	The purchasing of 2 sightscreens to increase the total number to 4.	2018	MP	Achieved
8.	Communication	Recruitment of Media Officer to maintain website and other Communication Mediums.	2018	GM	Achieved
9.	Income	Continuation of U9 Tournament with a minimum of 12 teams attending	2018	MP/SR	Cancelled due to rain
10.	Income	Running a Holiday Course with a minimum of 25 children attending per day.	2018	MP/SR	Achieved

Summary of key areas for 2019

Serial	Area	Item	Target timescale	Lead	Update (achieved or not achieved)
1	1 st XI	Aim to finish in the top 6 of the league.	2019	DR/MP	Over Achieved – Gained Promotion to County 2
2	2 nd XI	Aim to introduce and play a minimum of 3 Juniors into the 2 nd team, finishing mid table.	2019	Captains	Partly achieved, played 2 players
3	3 rd XI	Maintain Regional 2 status, introduce more juniors into adult cricket and achieve more wins than 2018.	2019	Captains	Achieved
4	Women	Aim to reach the W10 Cup Final.	2019	N/A	Did not achieve – However won Plate Competition
5	Junior Section	Increase the no. of schools participating to more than 5	2019	SN	Did not achieve - Schools Competition didn't take place
6.	Junior Section	Improve transition rate of All Stars into U9 Cricket	2019	TP/SR	Unknown yet - Will know during winter training
7.	Facilities	Improve the standard of the pitch through employing a part time groundsman to support the grounds team	2019	IR/MR/MP	Achieved – Took on the maintaining of pitch for first time

Summary of key areas for 2020

Serial	Area	Item	Target timescale	Lead	Update (achieved or not achieved)
1	1 st XI	Aim to maintain County 2 Status and finish as high as possible.			
2	2 nd XI	Aim to get promotion to County Division 4			
3	3 rd XI	Aim to develop and provide opportunities to play adult cricket and finish as high as possible.			
4.	Women	Aim to increase no. of players and reach Cup final for both indoor and outdoor competitions			
5.	Junior Section	To lo establish an U9 girls section			
6.	Facilities	To purchase a mobile cricket net.			
7.	Facilities	Continuation of improvement of the wicket, improving pitch marks in 2020.			
8.	Personnel	Recruit a Social Secretary and increase the number of Social events throughout the year.			
9.	Personnel	Recruit a Fixtures Secretary.			

5 Year Vision: What do we want people to be saying about our club in 5 years' time?

In 5 years' time The IBM Hursley Cricket Club would like be running 4 adult men's teams and a women's soft ball team. We would like to have expanded our junior section to over 100 colts. By the end of 2021 we would like our 1st XI to be playing in County Division 2, our 2nd XI to be playing in County Division 4 our 3rd XI to be playing in Regional Division 2 and a new 4th XI team to be established playing in Regional Division 3. We would like our softball women's team to be well established and either playing in a softball league or playing friendlies against other clubs.

As a cricket club we would like people to see us as a friendly welcoming club that is both competitive and that plays to win, but with an ethos rooted in the Spirit of Cricket. A club which all its members are proud of.

How do we communicate this to our members?

A copy of the Development Plan will be put on our website and will be sent out via our distribution list to all players and parents. The plan will be reviewed yearly and will presented at our AGM so that all members can have input into the plan and help in the clubs progression.