



# Moravian Orienteers



## Moravian Orienteering Club

### Development Plan

#### 2022– 2027

The aim of Moravian Orienteers is to be a family friendly and welcoming club focused within the Moray and Nairn community that provides accessible orienteering competition and coaching for all ages and standards at a local level, whilst also offering national and world-class competition.

*The Club’s five-year Development Plan is reviewed by the Club committee at regular intervals during the period 2022-27.*

1. Adopted December 2021
2. Sections 1,2 & 3 reviewed and updated January 2024. Minor amendments to Actions, Impact and Success Criteria.
3. Sections 4 reviewed February 2025
4. Sections 5 & 6 to be reviewed late 2025

1. Club Ethos		Lead: Chair	
Priorities	Actions	Impact	Success Criteria
What are your development priorities & ambitions?	What are you going to do to achieve these?	What impact should the actions have?	What criteria will show whether actions have been successful?
a. To sustain and build-upon our Club ethos to be a family friendly and welcoming Club.	<ul style="list-style-type: none"> <li>• Offer welcoming, friendly, positive and worthwhile orienteering events.</li> <li>• Nurture a positive welcoming ethos with members offering support and help to others at events, activities and coaching opportunities.</li> <li>• Promote a good team spirit at activities, coaching and events, and through participation in Club competitions such as the Compass Sport Cup and Scottish Relays;</li> </ul>	<ul style="list-style-type: none"> <li>• A Club where members feel welcomed and inclusive and able to enjoy worthwhile orienteering events.</li> <li>• A Club where membership is sustained.</li> <li>• A Club where members feel supported and able to develop</li> </ul>	<ul style="list-style-type: none"> <li>• Changes in membership numbers over a rolling three-year period based on:               <ul style="list-style-type: none"> <li>○ Total Membership.</li> <li>○ Senior Membership.</li> <li>○ Junior Membership.</li> <li>○ Turnover year on year.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>• Encourage participation in orienteering and social events through engagements, social media and publicity.</li> <li>• Continue to monitor and manage club commitment to child welfare and protection.</li> </ul>	orienteering skills and contribute to the organisation and planning of events.	<ul style="list-style-type: none"> <li>• Responses of members to Club surveys.</li> <li>• Responses of wider stakeholders to Club engagements.</li> <li>• Changes in the number of participants at events and activities per year, year on year.</li> </ul>
b. To sustain strong relationships with all our stakeholders: local orienteering clubs, landowners, local schools, local sporting organisations and bodies, businesses and press.	<ul style="list-style-type: none"> <li>• Maintenance of close engagement with these stakeholder groups, through meetings and communications.</li> <li>• Aim to respond or reply to communications in a timely manner with the necessary information.</li> <li>• Maintenance of Club specific email addresses for ease of communication and as a method of succession proofing.</li> <li>• Maintenance of Club's social media accounts, website and newsletter.</li> </ul>	<ul style="list-style-type: none"> <li>• A Club which has good relationships with all stakeholder groups who are supportive of orienteering and events and who are prepared to undertake activity to enable and promote the orienteering within the community.</li> </ul>	
c. To promote a positive image and profile of the Club.	<ul style="list-style-type: none"> <li>• Maintain good internal and external communications with members and stakeholders.</li> <li>• Share Club news through social media and the newsletter.</li> <li>• Promote the use and wearing of club clothing at events and activities.</li> <li>• Promote the Club through the press and social media, especially where there are stories and photographs to share.</li> <li>• Ensure the website is kept up to date and user friendly.</li> <li>• Ensure easy access to future events, results and resources.</li> </ul>	<ul style="list-style-type: none"> <li>• A Club where members feel proud to be a part of and feel included.</li> <li>• A Club which is held in a positive light by its members and wider stakeholders.</li> </ul>	
<b>2. Club &amp; Membership</b>	<b>Lead: Club &amp; Membership</b>		
<b>Priorities</b> What are your development priorities & ambitions?	<b>Actions</b> What are you going to do to achieve these?	<b>Impact</b> What impact should the actions have?	<b>Success Criteria</b> What criteria will show whether actions have been successful?
a. To sustain membership levels at (or above) 2021 levels (~150 members) and promote orienteering to increase our membership.	<ul style="list-style-type: none"> <li>• Promote a friendly, inclusive, diverse, supportive and encouraging club atmosphere.</li> <li>• Provide and promote worthwhile and regular club events, coaching and activities, and social events, for members.</li> </ul>	<ul style="list-style-type: none"> <li>• A Club with a sustained membership at (or above) 2021 levels.</li> <li>• A Club which promotes orienteering in order to increase its membership.</li> </ul>	<ul style="list-style-type: none"> <li>• Changes in membership numbers over a rolling three-year period based on: <ul style="list-style-type: none"> <li>○ Total Membership.</li> <li>○ Senior Membership.</li> <li>○ Junior Membership.</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>Promote and undertake local events to encourage new members in the sport.</li> <li>Ensure the club website offers suitable advice and guidance to prospective members wishing to join the Club.</li> <li>Actively follow up lapsed members at membership renewal times.</li> <li>Welcome established orienteers moving into the area to join the Club.</li> <li>Work with Active Schools to attract and develop new members.</li> <li>Produce and distribute a club publicity leaflet in order to share club details and information with prospective new members.</li> <li>Recognise individual and team achievements (through, for example, the badge scheme, club awards and wider sporting awards).</li> <li>Engage with BOF and SOA, consider and implement ideas that have worked with other clubs in attracting new members and in retaining existing members.</li> <li>Work with schools to provide opportunities and exposure to orienteering for school pupils, including re-establishing the Schools League.</li> </ul>	<ul style="list-style-type: none"> <li>A vibrant and more enjoyable Club.</li> <li>A Club where members share the enjoyment of the sport.</li> <li>A Club where members want to be part of it.</li> </ul>	<ul style="list-style-type: none"> <li>Turnover year on year.</li> <li>Changes in member participation at Club events and competitions year on year.</li> </ul>
b. To encourage individual and team competition at regional and national level.	<ul style="list-style-type: none"> <li>Encourage participation at specific events, including competitions such as the JK, JST, Inter-Areas, British Champs, Compass Sport Cup and Scottish Champs/Relays.</li> </ul>	<ul style="list-style-type: none"> <li>A Club with a strong identity and where members feel a positive sense of belonging to 'Moravian Orienteers'.</li> </ul>	
<b>3. Performance Coaching &amp; Athlete Development</b>	<b>Lead: Lead Coach</b>		
What are your development priorities & ambitions?	<b>Actions</b> What are you going to do to achieve these?	<b>Impact</b> What impact should the actions have?	<b>Success Criteria</b> What criteria will show whether actions have been successful?
a. To motivate and support existing and new members to	<ul style="list-style-type: none"> <li>Provide coaching opportunities for novice, improving and experienced adults.</li> </ul>	<ul style="list-style-type: none"> <li>Progressive development of Club members in their orienteering skills.</li> </ul>	<ul style="list-style-type: none"> <li>Attainment of SOA Silver Accreditation.</li> </ul>

develop their skills and attain their potential.	<ul style="list-style-type: none"> <li>• Provide coaching opportunities for juniors at different skill levels.</li> <li>• Support club members to participate in national/GB squads and coaching camps.</li> <li>• Support individuals in developing training plans.</li> <li>• Run a Club and Saturday league to encourage participation and improvement.</li> <li>• Recognise achievements, through the BOF incentive award scheme, SOA badge scheme, club awards and wider sporting awards.</li> <li>• Maintain a close working relationship with neighbouring club coaches to maximise coaching provision.</li> </ul>	<ul style="list-style-type: none"> <li>• Valued and motivated club members.</li> </ul>	<ul style="list-style-type: none"> <li>• Responses of members to Club surveys.</li> <li>• Attainment of BOF incentive awards and SOA participation badges.</li> <li>• Use of the Club's Junior Grant Scheme.</li> </ul>
b. To support juniors to learn skills and progress through technical levels.	<ul style="list-style-type: none"> <li>• Provide junior coaching/training sessions.</li> <li>• Encourage and support juniors to attend SCOTJOS, SOA and BOF training sessions.</li> <li>• Maintain links with the SOA.</li> <li>• Recognise achievements, through the BOF incentive award scheme, SOA badge scheme, club awards and wider sporting awards.</li> <li>• Work with Active Schools to develop orienteering skills in juniors.</li> </ul>	<ul style="list-style-type: none"> <li>• Progressive development of Club junior members in their orienteering skills.</li> <li>• Valued and motivated club members.</li> </ul>	
<b>4. Events</b>	<b>Lead: Events Lead</b>		
<b>Priorities</b> What are your development priorities & ambitions?	<b>Actions</b> What are you going to do to achieve these?	<b>Impact</b> What impact should the actions have?	<b>Success Criteria</b> What criteria will show whether actions have been successful?
a. To develop the skills of our members in managing events to maintain the highest standards of technical competence and safety in orienteering, and to provide greater volunteering capacity	<ul style="list-style-type: none"> <li>• Encourage participation of members in supporting events through friendly engagement.</li> <li>• Provide support and guidance to volunteer planners and organisers through mentors in a friendly and encouraging manner.</li> <li>• Provide, in conjunction with SOA where necessary, regular workshops and training for new and current planners, organisers, controllers and mappers, and also volunteers requiring event safety workshop and first aid training.</li> </ul>	<ul style="list-style-type: none"> <li>• A Club which has members feeling willing and able to volunteer to undertake event management roles and to want to volunteer again in future.</li> <li>• A Club which has members with the skills to ensure safe and technically competent orienteering events and activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Changes in the numbers of qualified members: <ul style="list-style-type: none"> <li>○ ESW</li> <li>○ Coach</li> <li>○ Controller</li> <li>○ First Aid</li> </ul> </li> <li>• Changes in the numbers of members: <ul style="list-style-type: none"> <li>○ Organisers</li> <li>○ Planners</li> </ul> </li> </ul>

	<ul style="list-style-type: none"> <li>Review and update club information provided for organisers and planners.</li> <li>Ensure events meet the rules and guidance provided by SOA and BOF, and any constraints placed upon the Club from SportScotland, Moray and Nairn Councils.</li> </ul>		<ul style="list-style-type: none"> <li>Responses of members to Club surveys</li> <li>Responses from Mapping Lead and Mapping Group</li> </ul>
b. To plan and arrange events at regular intervals, integrated with the Club's coaching programme.	<ul style="list-style-type: none"> <li>Provide a programme of club events and activities throughout the year, with the aim of holding a national event every two years, one regional event a year and at least seven local events each year.</li> <li>Consider a diverse range of orienteering opportunities, such as day/night, forest/urban/sprint, foot/mountain biking.</li> </ul>	<ul style="list-style-type: none"> <li>A Club which has a forward events plan.</li> </ul>	
c. To maintain and manage the Club's mapping resource.	<ul style="list-style-type: none"> <li>Maintain and manage an inventory of club maps to ensure that they are maintained to the correct specifications.</li> <li>Identify and advise on opportunities for map extensions and new areas.</li> </ul>	<ul style="list-style-type: none"> <li>A Club which has an up to date and accurate inventory of maps for use in events, coaching and activities.</li> </ul>	
d. To consider wider event opportunities through liaison with BOF, SOA and other clubs.	<ul style="list-style-type: none"> <li>Maintain a close working relationship with the chairs and event organisers of neighbouring clubs to maximise event potential.</li> <li>Support national and regional events including SOLs and SOULs.</li> <li>Consider and enable events in conjunction with other clubs, such as the NNC and a summer urban league.</li> </ul>	<ul style="list-style-type: none"> <li>A Club which considers opportunities to host and put on events.</li> </ul>	<ul style="list-style-type: none"> <li>Chair and other committee members liaise more formally with local clubs and SOA Development officer to strengthen links and explore opportunities for collaboration in events and coaching</li> </ul>
<b>5. Club Finance</b>	<b>Lead: Finance Lead</b>		
<b>Priorities</b> What are your development priorities & ambitions?	<b>Actions</b> What are you going to do to achieve these?	<b>Impact</b> What impact should the actions have?	<b>Success Criteria</b> What criteria will show whether actions have been successful?
a. To maintain club accounts accurately.	<ul style="list-style-type: none"> <li>Account for income and expenditure.</li> <li>Ensure club expenditures, including SOA and BOF levies and bills, are paid promptly.</li> <li>Undertake account analysis.</li> <li>Highlight any financial discrepancies.</li> </ul>	<ul style="list-style-type: none"> <li>A Club with accurate and auditable accounts.</li> </ul>	<ul style="list-style-type: none"> <li>Feedback from annual Financial Audit</li> </ul>

	<ul style="list-style-type: none"> <li>Undertake a financial audit of the accounts yearly and provide feedback to the Committee on findings.</li> </ul>		
b. To prepare and manage budgets and identify grant/funding opportunities.	<ul style="list-style-type: none"> <li>Provision and management of budgets to cover expenses, new equipment, coaching and events.</li> <li>Identify any grants and sponsorship opportunities that may benefit the Club.</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>A Club with strong financial accounting practices.</li> <li>A Club that considers funding opportunities and sponsorship.</li> </ul>	
<b>6. Club Management</b>	<b>Lead: Chair</b>		
<b>Priorities</b> What are your development priorities & ambitions?	<b>Actions</b> What are you going to do to achieve these?	<b>Impact</b> What impact should the actions have?	<b>Success Criteria</b> What criteria will show whether actions have been successful?
a. To maintain an appropriate committee structure.	<ul style="list-style-type: none"> <li>Ensure committee structure remains fit for purpose.</li> </ul>	<ul style="list-style-type: none"> <li>A Club which has an appropriate committee structure to achieve its aim.</li> </ul>	<ul style="list-style-type: none"> <li>Feedback from Committee members.</li> </ul>
b. To undertake at least three committee meetings and one AGM each year.	<ul style="list-style-type: none"> <li>Hold at least three committee meetings a year and an AGM in line with the Club Constitution.</li> <li>Maintain accurate records of the AGM, committee meetings and correspondence.</li> </ul>	<ul style="list-style-type: none"> <li>A Club which has a auditable record of club meetings and decisions.</li> </ul>	

AC/RP  
October 2024