

STRATEGIC PLAN OF DEVELOPMENT OF THE
HUNGARIAN RUGBY UNION

2003 - 2007

INTRODUCTION

The Hungarian Rugby Union was officially established in 1990. The Federation provided the rugby in Hungary during the last 12 years with a solid basis. First of all the „missionaries”, they started to play rugby in the years of seventies in Hungary.

Leaving the universities of Budapest and Kecskemét they created in the small and bigger cities in the country new bases for the rugby. By this way new clubs were formed and finally the Hungarian Rugby Union. The Hungarian national team was created the Hungarian Championship and different other tournaments, Cups were started.

In 1997 an improvement of quality was the introduction the rugby-training in the schools and the formation of coaches and referees by the help of I.R.B./ FIRA.

Since that time this is continuous, the participation and the level of courses are increased.

The development and a wide range of publicity are our outstanding aims in the country.

The Hungarian Sport Ministry supports also the rugby by yearly financial and different other aids necessities for the development.

RUGBY IN HUNGARY

Rugby was introduced to Hungary in the early 70s. The Hungarian Rugby Union was officially established in 1990 as a high priority public utility organisation.

There are more than 1500 players in the 15 independent Rugby Clubs that make up the Hungarian Rugby Union. Ten years ago the Hungarian Championships were started and every year they hold the 1st, 2nd, junior and cadet competitions.

The tournaments for the Hungarian Republic Cup include senior, junior, kid, cadet and mini classes . One of the most successful rugby events is the National High-School's Olympic Games which draws nearly 800 children to rugby.

The Hungarian Rugby Union has national teams in all age-groups for the qualification tournaments of the World and European Championships. In the Spring of 2002 the Hungarian National Fifteens Team was the undefeated leader in the 3rd division of the European Championships and qualified for a higher class.

The Hungarian Sevens National Team also participates in national and international tournaments and World Cup Qualifications. Annual events at Easter, Whitsuntide and 20th August have a long tradition.

An outstanding international event will be held at the end of June; the 4th Budapest 7s Grand Prix Tournament, where Hungary will be playing with some of the World's best rugby teams.

Our programme for the years of 2003 – 2007

- 1. The development of the rugby-trainings in the schools. The doubling the number of the actual groups.**
- 2. To organise more facultative trainings in the universities.**
- 3. To create new Student's Rugby Circles in the schools and new Rugby Clubs.**
- 4. To help the National 15 Team get up the 2nd Division at the end of the term.**
- 5. To develop the level of the rugby 7. Results on the European „Grand Prix” Tournaments and on the Finals.**
- 6. The continuous building of the teams in different age-groups to reach better results**
- 7. To start the rugby for girls in the schools (9-10 years old) to create new basis for the women's rugby in Hungary.**
- 8. Starting to work the developing officer(s) for youth (depending their financial possibilities).**

- 9. To organize yearly a special national formation for the coaches. Participation on the Faculty of the University of Physical Education.**
- 10. The developing of the administration of the Hungarian Rugby Union. (A Technical Director and new Commissions).**
- 11. Employment of a part-time Media Manager for the wide-ranging publicity of the rugby in Hungary.**
- 12. To find financial sources for our five years projects**

DEMARCHE POUR TENDRE VERS UN PLAN STRATEGIQUE DE DEVELOPPEMENT ISSUES TO DEVELOP A STRATEGIC PLAN OF DEVELOPMENT

SITUATION ACTUELLE (ACTUAL PICTURE)

PAYS (COUNTRY) : HUNGARY

OBJECTIFS AIMS	RUBRIQUES	EFFECTIFS NUMBERS	SCOLAIRES-UNIVERSITAIRES SCHOOLERS - UNIVERSITIES	Total	OBSERVATIONS
A	NOMBRE DE JOUEURS NUMBER OF PLAYERS	569	980	1549	
B	NOMBRE DE CLUBS NUMBER OF CLUBS	15	36 School groups	15	
C	NOMBRE D'ENTRAINEURS NUMBER OF COACHES	17	14	31	
D	NOMBRE DE TERRAINS NUMBER OF FIELDS	2	-----	2	all the others are soccer fields

OBJECTIFS HIERARCHISES - PRIORITY OF THE AIMS :

	2003	2004	2005	2006	2007
A	1870	1930	2010	2380	2600
B	20 clubs 50 school gr	24 clubs 55 school gr	28 clubs 60 school gr	32 clubs 62 school gr	36 clubs 70 school gr
C	33	36	39	42	45
D	2	3	4	5	6

CLUBS : REPARTITION GEOGRAPHIQUE / GEOGRAPHICAL SITUATION

	GRANDES VILLES BIG CITIES	VILLES MOYENNES MEDIUM CITIES	MILIEU RURAL COUNTRY
NOMBRE CLUBS NUMBER OF CLUBS	9	3	3
NOMBRE JOUEURS NUMBER OF PLAYERS	798	593	158

POLES POTENTIELS DE DEVELOPPEMENT 2007
POTENTIALITY OF DEVELOPMENT CENTERS

	GRANDES VILLES BIG CITIES	VILLES MOYENNES MEDIUM CITIES	MILIEU RURAL COUNTRY
NOMBRE CLUBS NUMBER OF CLUBS	20	8	8
NOMBRE JOUEURS NUMBER OF PLAYERS	1448	674	478

OBJECTIFS FEDERAUX UNION AIMS

SENSIBILISATION DETECTION – RECRUITMENT

**Où?
Where?**

**SCOLAIRE
SCHOOLERS**

1.

**UNIVERSITAIRE
STUDENTS**

2.

CLUBS

3.

We have already a 5 years experience in the introducing of schooler's groups.
In the next five years for admission of rugby in the plan of tuition we have not any possibility.
The University of Physical Education has not a special faculty. It would be the primary condition of the development of rugby, but the finishing professors of physical education have not any experience to teach the rugby in the schools.
Actually the trainings are conducted by active players and coaches in the 36 schooler's groups and in the existing rugby clubs.
We shall continue also in the future this method!

1. SCHOOLERS

The actually existing Rugby Clubs are the bases of the 36 groups in the schools.
We intend to initiate new schools in rugby, too:

1. Elefántok RSE Budapest	Budapest	}	<u>big cities</u>
2. Budapesti EXILES RFC	Budapest		
3. Budapesti BEARS RFC	Budapest		
4. Székesfehérvár RC	Székesfehérvár		
5. Kecskeméti RC	Kecskemét		
6. Békéscsabai RC	Békéscsaba		
7. Szegedi GORILLÁK RC	Szeged		
8. Pécsi INDIÁNOK RFC	Pécs		
9. Zalaegerszegi HARCOSOK RC	Zalaegerszeg		
10. Esztergomi VITÉZEK RSE	Esztergom	}	<u>medium cities</u>
11. SZVSE Batai BULLDOGOK RK	Szászhalombatta		
12. Szentesi VSC 91-esek RK	Szentés		
13. Érdi BIVALYOK DSK	Érd	}	<u>country</u>
14. Kosdi DSK	Kosd		
15. Kondorosi DSK	Kondoros		

In 2003 with 14 new teams the number of the groups will increase in the schools and hereafter yearly 5-5 new groups will be introduced. We have a project to establish new clubs in new cities and their environs. Our method is the building from the ground up. The rugby is already on the programme of the High School's Olympic Games.

We start the recruitment (9-10 years old boys and girls) in the schools. With continuous training methods the young players arrive the junior age-group.(Mini-, kid,-cadet- and junior age-groups).

In the high-schools can be organised a „High-School Rugby Circle” modelled on a senior Rugby Club. In the next years the „circles” could be transformed independent Rugby Clubs.

It is absolutely necessary the employment of a full-time Y.D.O. His duties are the recruitment, searching of coaches, professional help for their formation in rugby and their preparation to the special faculty of the University of Physical Education.

2. STUDENTS

The actual practice is that the junior players, students in an university, organise new groups (in the cities like DUNAÚJVÁROS, SZEGED, KECSKEMÉT). More and more universities have rugby groups by their new, rugby-player students.

From the year 2003 we shall create a new competition-system, national and international tournaments. WE hope that the number of the groups in the universities will be increased.

Project: new sites (points 1. and 2.):

In 2003:	ESZTERGOM SZÉKESFEHÉRVÁR BUDAPEST	+ 2 new clubs + 2 new clubs + 1 club (specially for the youth!)
In 2004:	DEBRECEN MISKOLC TISZAÚJVÁROS ÉRD	
In 2005:	SZEGED BÉKÉSCSABA PÉCS KECSKEMÉT	+ 1 new club + 1 new club + 1 new club + 1 new club
In 2006:	SZEKSZÁRD SZENTES VÁC KISKÚNFÉLEGYHÁZA	+ 1 new club
In 2007:	TATABÁNYA VESZPRÉM	CSOPAK VÁRPALOTA

Naturally we intend to initiate the schools of environment of the cities (villages)
in this programme.

3. CLUBS

The Hungarian Rugby Union has big difficulties to establish new clubs. In Hungary nearly 100 sport federations are acting and they represent a large choice for the young people.

The maintenance of an independent rugby club demands an important financial investment (ground location, travel costs, participation in the championships, employment of a coach etc.).

The Hungarian Rugby Union can't undertake these expenses.

We hope some county towns could support our sport. It is also very difficult to find local sponsors.

To establish new clubs, it seems that the only way is the selection of the young players they can create later new formations. This is a very long process. The establishment of yearly 3-4 new clubs seems realisable.

PERFECTIONNEMENT **CURRENT PRACTICE OF RUGBY**

	Où? Where?
CLUBS	1.
COMITES - PROVINCES DISTRICTS – PROVINCES	2.
FEDERATION UNION	3.

1.,2. CLUBS, DISTRICTS:

Actually 6 senior and 5 cadett teams are participating in the 1st class of the Hungarian National Championship. (The maintenance of the cadett team is obligatory, otherwise penalty-points will be deducted from the senior team of the club.)

14 teams are participating in the 2nd class and Junior Championship. It is an autumn - spring system, with matches in the week-end.

The young teams are not identical with the school's rugby teams. The schools have their own tournaments.

Every year the clubs are participating in the tournaments of the Hungarian Republic Cup (age-groups: mini, kid, cadet, junior and senior).

It represents during the year continuously the participation of 1.000 –1.5000 rugby players.

25-30 coaches and school teachers, 20-25 referees are dealing with the preparation and the training of the teams.

The players and the coaches are absolutely amateurs, they are participating without any recompense in the programme. The school teachers and the referees are acting for a consideration fixed by the Presidium of H.R.U.

4. UNION:

The administration of the Hungarian Rugby Union in 2002 is:

- The General Secretary (full-time employment) - gross 400,- GBP/month
- The Book-keeper (under a contract) - 60,- GBP/month
- The Sports physician (under a contract) - 40,- GBP/month
- The coaches of the national team (4 persons) – 50,- GBP/game/person
- Students, rugby players (2-3 persons, auxiliaries) – 1,- GBP/hour
- A translator (under a contract) acting for a consideration.

The members of the structure described below are completely amateurs, they are taking part without any recompense.

The long term aim of the HRU is to maintain and extend the existence of the rugby in Hungary while providing all the institutional and administrative back-up required both internally and externally.

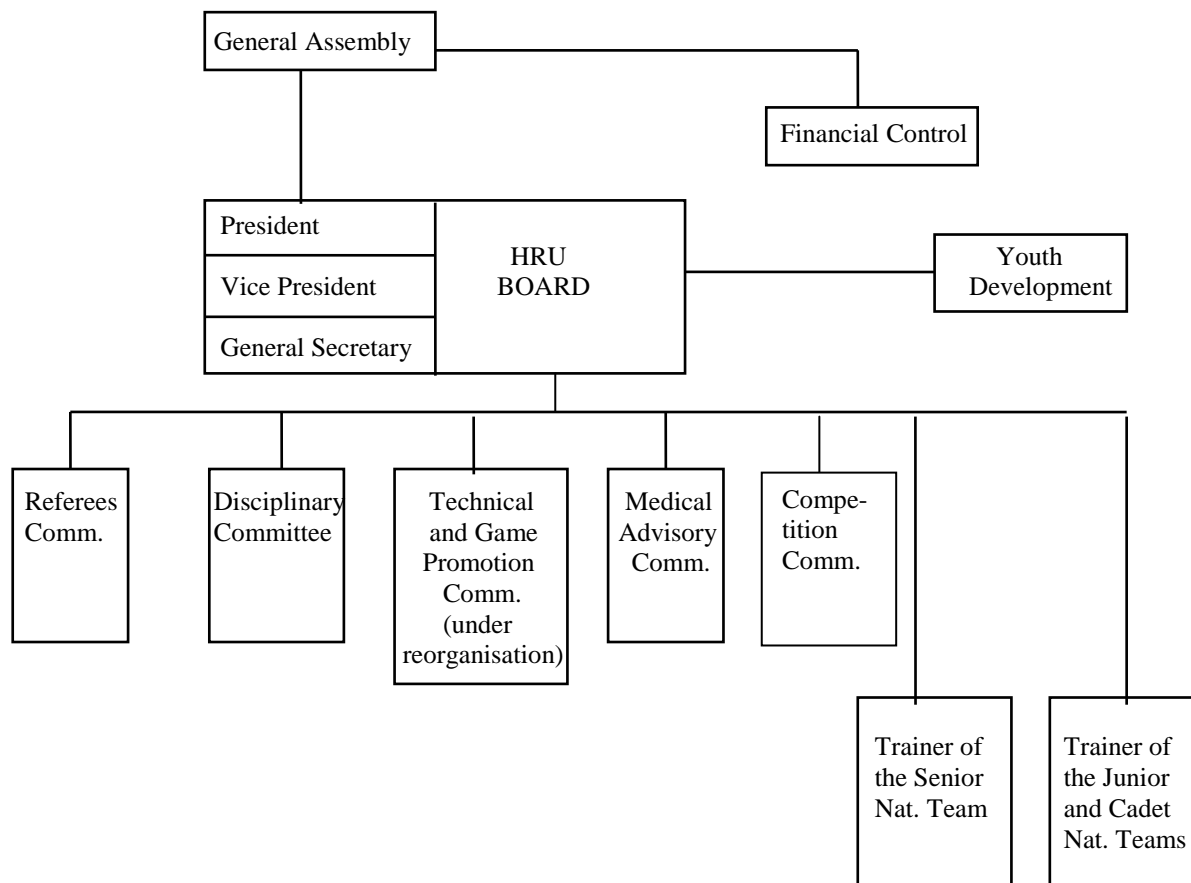
The current management structure, after some modification on the layout this summer, of the HRU is as follows:

HUNGARIAN RUGBY UNION'S STRATEGIC DEVELOPMENT AND MANAGEMENT PLAN

(draft)

The long term aim of the HRU is to maintain and extend the existence of the sport of rugby in Hungary while providing all the institutional and administrative back-up required both internally and externally.

The current management structure, after some modification on the layout this summer, of the HRU is as follows:



Currently, there is one full time employee of the HRU:

The General Secretary who administers the running of the 1st and 2nd division championship together with the cadet and junior championships and the Republic Cup games and final. She is also responsible for all internal and external affairs of the Union

- Préciser votre choix avec les chiffres: 1, 2, 3
- Precise your choice with: 1, 2, 3

ELITE
ELITE PRACTICE

	PRIORITIES
	PRIORITY
U17	3.
U18	4.
U19	5.
U21	6.
SENIORS	1.
FEMININES	
WOMEN	7.
RUGBY VII	2.

1. SENIORS:

Since its existence (1992) the senior XV. National Team had a great success in 2002: undefeated they were 1st in their group. They will continue in the group „A” of the Division 3. Our aim to get one of the three first places and, in the next season, the qualification. The captain of the national team has worked in 2001 with a selection of 30 players, half of them young players born in 1978-83. They were 12-13 years old when they started the rugby. This is the first age-group in Hungary selected by a special test during the last years in the schools, thereafter a 2 days long selection by a series of physical and tactical tests controlled by Hungarian and foreign experts.

These young people represent the national team of the future.

The young talents receive an outstanding support. (Among others different vitamins and nourishing substances. Their special training-programme is controlled by highly qualified experts. They are also controlled by physical and medical examinations in the sport-hospital.)

2. RUGBY VII:

The 7-s national team was pushed into the background as compared to the XV-s team.

The reinforcement and the qualification of the 7-s team is one of the most important aim of our programme. It is all the more necessary that, - we hope-, the rugby VII will get into the programme of the Olympic Games.

From 2002 is a big help for our activity that the I.R.B./ FIRA-AER awarded to Budapest the right of organisation a „Grand-Prix” Tournament. We intend to prepare our national team to meet year by year this tournament with success. As a first step, it is in our interest to organise already in 2002 the Cup of Hungarian Republic in rugby VII.

The points Nr. 1 and 2 have got priority because only a successful senior team could be „sold” to the sponsors. We are looking for potential supporters to the outstanding events organised with the participation of our national teams.

3., 4., 5., 6. – U17, U18, U19, U20:

The yearly better results of our teams in different age-groups is the first sign of the rugby training in the schools. We start to recruit the very young age-groups (9 – 10 years old children). By a continuous training we arrive to select the best ones for the national teams.

This is the only way of the progress. It's importance is equal with the selection of the members of the senior national team.

Over a period of 5 years we shall prepare these age-groups by systematic trainings, training-camps and by physical tests. Our teams will participate in the international tournaments of the European Group and in the different courses. We are looking for possibilities to organise national and international friendship-tournaments. We would like to reserve the best ones of the age-groups in the future for our senior teams.

7. WOMEN

In the next 5 years our aim is to start with the rugby for women. The first groups will be recruited in the schools. In 2003 have a project to start with 10 groups. After that, year by year, we shall increase this number and by continuous training in the end of this term our Rugby Union will organise a Championship for girls. In the meantime the groups can participate in the tournaments of their schools. The Hungarian Ministry of Sports pays a marked attention to the women's sport. The Hungarian Rugby Union would like exploit this possibility

MOYENS HUMAINS MIS EN OEUVRE

STRATEGIC HUMAN MEANS

BUTS - GOALS

1. CREATION D'UN POSTE D'OFFICIER DE DEVELOPPEMENT CREATE DEVELOPMENT OFFICER FUNCTION

FULL-TIME DEVELOPMENT OFFICER(S): (1 OR 2 PERSONS WITH A HIGH-DEGREE QUALIFICATION)

The scope of the Development Officer's duties:

- Professional help (weekly-monthly) for the senior teams of the rugby clubs, they have not an officially licensed coach.
- Continuous training for the coaches, professors of physical education, rugby players working with young teams of the future (monthly 2 times).
- Their control, presentations in the clubs and in the schools.
- The preparation of the national team (by age-groups) for the international tournaments organised by the FIRA-A.E.R. (trainings, training camp and the competitions).
- Developing of the rugby championships in the schools. Organisation of a new group on the existing bases. Creation of new bases in the capital and in further bigger cities in the country. To start with new groups in the schools, (to look after new coaches, professors etc.), organising tournaments and later the foundation of Junior and Senior Rugby Clubs. On the "virgin areas" to start the rugby for girls (to start in the schools, lowest level).
- To manage all administrative and financial duties with all responsibility.

To achieve the aims as motioned before (to encrease the number of schools, universities, clubs, coaches, referees), it is essential the employment of Development Officer(s).

The Presidium of the Hungarian Rugby Union prepares for them a detailed scope of duties. The document will contain for every year the new regions and territories.

The Development Officer will get an official letter of commission delivered by the Hungarian Rugby Union, to see first of all the county-communities. By the authority and help of the Department of Sport of the County, he can visit the local sport clubs and the schools.

The Presidium of H.R.U. evaluates yearly the results and if it is necessary he modifies the method.

2. MISE EN PLACE D'UNE FORMATION SPECIFIQUE NATIONALE CREATE NATIONAL SPECIFIC COACH COURSES

(MARS 2003, JUNE 2003, AUGUST 2003 AND DECEMBER 2003)

4 week-ends over Friday, Saturday, for 35 – 40 participants with foreign lecturers

The specific coach courses in Hungary are always coupled with the referee courses

for three-four days. The reason is the geographical distance and the “superimposition” between the coaches and the referees.

We invite for the course always-foreign lecturers.

For the specific consultations we publish and deliver continuously the modifications of the rules and some other special documents.

The courses are ending in every case with a test-examination.

Actually in Hungary 6 coaches have medium-degree and 3 coaches have high-degree certificate. The others have first grade coach-certificate.

In the next term, in every year, the school-teachers and the coaches of clubs can start their studies in the special rugby faculty (2 years courses) of the University of Physical Education.

Our aim is that till 2007 every rugby-coaches working in Hungary should have a medium-degree certificate.

In 2007 we intend to start with 30 participants a specific coach-course also in the University of Physical Education.

We are searching the possibilities of specific courses for our coaches abroad.

In the end of the term at least 5 coaches must work with international licence in Hungary. It is the main condition of the development of the rugby in this country.

3. CREATION D'UN CORPS DE TECHNICIENS ITINERANTS CREATE TECHNICAL MOBILE STAFF

A PART-TIME TECHNICAL DIRECTOR

(It is necessary: knowledge of a foreign language, car drawing experience with a car, knowledge of the specifics of the rugby)

The scope of the Technical Director's duties:

- To prepare the training, training camps and tournaments of the senior and junior (age-groups) national teams.
- Training facilities: ground, changing-room, tackling, ball etc.
- To prepare the rugby tournaments in the schools (ground, referees, physician, ambulance, meals, prix, travel and lodgement, - tackling, balls etc.).
- Acquisition for the Federation, tackling of national teams, inventory administration etc.
- Help of the daily operative duties of the Federation.
- A continuous, daily contact with the clubs; help of the operative duties of the clubs concerning the Federation (player's transference, studentships, applications, certificates etc.).
- Computer-processing of the Federation's administration (recording of the licensed players, publishing new licences (cards), up-to-date recording of the data of the players of national team).
- Continuous recording of the results of Hungarian Championships, of the High-School's Olympic Games, of the Cup of Hungarian Republic. Continuous information of the results for the media (TV-channels, broadcast-stations, daily papers).

The Presidium of the Hungarian Rugby Union prepare for the Technical Director a detailed scope of duties.

The Technical Director is working under the supervision of the General Secretary.

4. A PART-TIME MEDIA MANAGER

(It is necessary: 20 years of experience as a TV cameraman, knowledge of the specifics of the rugby. Direct connection to the Hungarian TV (state owned and commercial channels)).

The scope of the Media Manager's duties:

- The presentation of the world-events of rugby (RWC World Cup, Sevens World Cup, Six Nations Games) in the programme of Hungarian TV channels by comments and explications in Hungarian language.
- The presentation of the most important Hungarian rugby events (international meetings, Hungarian Championship, Hungarian Cup, international friendship-games, international tournaments) by comments and rule-explications in Hungarian.
- The connection of the national and international written press, publications of the results, press-conferences (of the clubs in the capital and separately in the county clubs).

The Media Manager is working under the supervision of the General Secretary.

SUMMARY

The Strategic Development and the 5 Years Management Plan of the Hungarian Rugby Union could be realised under the condition of solid financial bases.

The outstanding duty of the General Secretary is, setting up the Union's administration, to search these financial sources.

The possibilities are the followings:

- Governmental support for the Union's activity
- Applications for governmental support to develop "the workshops" of young talents.
- Social contribution of the members (union's membership, registration fees, costs and charges);
- To obtain the applications of international federations, - if possible.
- The support of the Hungarian Olympic Committee (supposing the rugby will be in the programme of the Olympic Games).
- Searching different sponsors for the Hungarian national team, for the Hungarian Championship, for the High-School's Olympic Games, for the Cup of Hungarian Republic and for other outstanding events.
- In remuneration for sponsoring the Hungarian Rugby Union could offer publicity services on the basis of a separate agreement. Considering that the rugby is today
- A "new" sport in Hungary, to find and realise the necessary incoming is very difficult. It is a keen competition among the nearly 100 sport federations to gain a sponsor.

To realise the aims of strategic development, it is essential and improvement on the field of the sport establishment; with the exception of two clubs the other teams are working in rented properties. The capital, Budapest, has not one single rugby-ground.

It would be very important. We are looking for the financial sources of the construction.

At last, but not least, during the next 5 years we have to start a wide-ranging publicity with help of the media to familiarise the young people with our sport in Hungary.

Budapest, the 28th October 2002.

Ria ISPÁN
General Secretary