

# Ard Stiúrthóir's Report, Financial Statements and Motions to 2020 Congress

**Tuarascáil an Ard  
Stiúrthóra 2019,  
Cuntais Airgid  
agus na Rúin don  
Chomhdháil 2020**



**THE  
CAMOGIE  
ASSOCIATION**  
An Cumann Camógaíochta



# Annual Congress - Chomhdháil Bhliantúil 2020

## Congress Agenda - An Clár

### Friday April 3rd

6.30 - 7.30pm	Registration
8.00pm	Fáilte
8.15pm	Adoption of Standing Orders
8.20pm	Adoption of 2019 Annual Congress Minutes
8.25pm	National Development Plan Launch
8.40pm	GAA Youth Forum Presentation
9.00pm	Establishment of Voting Strength
9.05pm	Consideration of Motions
10.00pm	Congress Adjourned

### Saturday April 4th

9.00am	Registration
9.30am	<i>Retaining the Player Workshop</i>
10.20am	Reports: Provincial, International Units, CCAO, Post-Primary Council and Ard Chomhairle Sub-Committees
10.30am	<i>Concurrent Session: Club/County Player Engagement Workshop (Players only)</i>
10.50am	<b>Break</b>
11.05am	Consideration of Audited Accounts of Ard Chomhairle and Provincial Councils
11.35am	Ard Stiúrthóir's Report
11.55am	Establishment of Voting Strength
12.00pm	Consideration of Motions
12.45pm	Óráid an Uachtaráin
1.00pm	<b>Lunch</b>
2.00pm	Establishment of Voting Strength
2.05pm	Elections
2.25pm	Launch of new Camogie Association website
2.40pm	Presentation from Player Workshop
3.00pm	Adoption of venue for 2021 Annual Congress
3.05pm	Announcement of election results followed by Uachtarán-tofa address
3.25pm	National Anthem
3.30pm	Críoch
7.15pm	Mass in the Golden Vale Room
8.15pm	Banquet in the Poppyfield Ballroom

## Buanordaithe/ Standing Orders

1. The proposer of a resolution or an amendment may speak for five minutes.
2. A delegate speaking to a resolution or an amendment may not exceed five minutes.
3. The proposer of a resolution or an amendment may speak a second time for three minutes before a vote. No other delegate may speak a second time to the same resolution or amendment.
4. An Cathaoirleach may, at any time s/he considers a matter has been sufficiently discussed, call on the proposer for a reply. When that has been given a vote must be taken.
5. An Cathaoirleach may consider any subject not listed on An Clár provided s/he receives the consent of the majority of the delegates present.
6. Standing Orders shall not be suspended for the purpose of considering any matter not on An Clár except with the consent of a majority equal to two thirds of those present, entitled to vote and voting.
7. An Cathaoirleach may change the order of items on the agenda with the support of a simple majority of those present, entitled to vote and voting.

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# President's Foreword

Réamhrá an Uachtaráin





## Réamhrá an Uachtaráin

# President's Foreword



**It is my pleasure to welcome you all to Clonmel this year for our Annual Congress and I thank the Munster Camogie Board for all of their work in helping to organise our Congress.**

In my second year as President of the Camogie Association I am delighted to present the 2019 Ard Stiúrthóir's Report. This report together with the reports from our National Committees, Provincial, Education and International Units outlines the activities and accomplishments over the past 12 months.

I must begin by recognising the impact that our recently appointed Ard Stiúrthóir, Sinéad McNulty has had on our Association. Sinéad has worked tirelessly since her appointment and I would like to acknowledge her work ethos and commitment to the Association.

As we come to the end of our National Development Plan, "Our Sport, Our Future", we have reviewed and assessed what was delivered and the impact that this has made on our game and overall on the Camogie community. This review will influence the next National Development Plan which is being unveiled at this year's Congress.

Camogie has enjoyed an amazing year both on and off the pitch. The 2019 National League League and All-Ireland Championships Finals were showpiece occasions for our Association and our athletes. Our All-Ireland Championships Finals in Croke Park saw absent Counties climb the steps of the Hogan Stand with Galway's return to form, as well as Westmeath and Kerry moving up Championship grades. What a story of determined dedication and focus. Congratulations to all of our winners.

Our working relationship with the GAA and LGFA has moved forward and driven by the Memorandum of Understanding agreed by all three Codes. Eilís Kavanagh must be congratulated for the countless hours she has spent working with the GAA and LGFA to produce the Common Leadership Development Programme. This must sit alongside our Common Foundation Coaching Course that is being delivered across all counties as two examples of co-operation and integration between the Gaelic Games Associations.

We must continue to examine our procedures and structures for their effectiveness and suitability for the modern game. By the end of 2021 we along with all other National Governing Bodies will have to have adopted the Governance Code for the Community, Voluntary and Charity Sector. This Code is an inherent part of the Department of Transport, Tourism and Sport's National Sports Policy (2018-2027). We are well down the road to being compliant. I would like to thank the Governance Committee for their work in this area.

I would like to thank all of our sponsors who have supported us over the last year and the innovations they have brought to our game. The Liberty Insurance All-Stars Tour to New York was a major success and will live long in the memories of our players who made the trip. I would like to sincerely thank Liberty Insurance for their sponsorship of this initiative.

Streaming of live games has revolutionised our viewing audiences and allowed our games to be watched by audiences across the island and on many occasions around the world.

To all the members of Ard Chomhairle and the National Resource Management Committee and all the members of national sub-committees, thank you for your hard work and dedication. To all the members of staff your dedication and work ethos does not go unnoticed, you all go the extra mile for our Association. Thank you.

I wish everyone a successful and productive Congress.



**Caitlín Ní Conchoille**  
**Uachtarán**

# Overview

Léargas







## TUARASCÁIL AN ARD STIÚRTHÓRA 2019

# ARD STIÚRTHÓIR'S REPORT 2019



**Building on the excellent work in previous years 2019 was a year of consolidation, development and progress for the Camogie Association. 2019 was also a year of many firsts:**

- 2019 Annual Congress ratified the progressive decision to trial new Playing Rules during the competitive season – initially trialled in the 2020 National League.
- A record crowd of almost 25,000 people attended the Liberty Insurance All-Ireland Championships Finals in Croke Park, which followed a superb build-up of over 4,700 at the Semi-Finals in the Gaelic Grounds in Limerick.
- The 2019 Liberty Insurance Camogie All-Stars Tour visited the USA with a hugely successful trip to New York hosted by New York GAA.
- A new sponsor – Tesco Ireland – joined the successful team of Camogie Association sponsors as Youth Development Sponsors.
- The Camogie Association secured special project funding under the Women in Sport Category from Sport Ireland for the M.N.A. Programme.
- The highest TV viewership of a live women's sports fixture in the country in 2019.
- The Association has been allocated an Aspire Graduate through a Sport Ireland funded programme.
- Increased funding for intercounty Camogie through the Government Grant Scheme allocated from the Department of Transport, Tourism and Sport, through Sport Ireland.
- Record viewership of Live Streaming of Camogie Association fixtures.
- 15 Camogie teams participated in the GAA World games - six teams of native-born players and nine teams of Irish Born players competed.
- New Camogie Clubs being developed in Ireland and further afield.

## 1 - Changing National Contexts

### 1.1 Governance

A key priority for 2020 is compliance with the Voluntary Code of Governance, which will be a requirement for Sport Ireland funding. Various scenarios in the public eye recently have focused on the importance of governance. Compliance with the Code as a national association will be a priority in 2020, cascading down through Units over the life of the new National Development Plan.

Effective processes and procedures being put in place and implemented by all will help the Association to run effectively, enable and assist volunteers in their roles, and minimise risks along the way.

### 1.2 National Women in Sport Policy

The National Women in Sport Policy was launched in 2019 with four key pillars identified:

- Coaching & Officiating
- Active Participation
- Leadership & Governance
- Visibility

This strategy received wide public support and was accompanied by funding for initiatives and programmes. The Association were successful in securing funding for the M.N.A. Programme under this strategy.

This innovative programme devised by Louise Conlon and James Heffernan builds on the very Successful 'Hurl with Me' and will see over 100 clubs participate per annum, and 200 new Camogie coaches join the ranks over 2020 and 2021.

The raised profile of sport for women provides a wonderful platform for the Association to launch its new National Development Plan. Thank you to Nora Stapleton (Women in Sport Lead) and Sport Ireland for their support.

### 1.3 #SupportHerSport and #20x20 Campaigns

The Camogie Association are committed to driving increased participation, attendance at events and media coverage for women's sport. These targets were identified as part of our last National Development Plan and aligned with our sponsor Liberty Insurance's #SupportHerSport Campaign and with the 20x20 Campaign, driven by the Federation of Irish Sport.

In 2019 we delivered on our National Development Plan objectives in these vital areas and joined many National Governing Bodies for sport in driving increased attendances, media coverage and participation in our sport. Thank you to all of our partners.

### 1.4 Sports Capital and LSSIF Grant Funding

A number of sports clubs and projects across the country, citing Camogie as a stakeholder secured funding under the Department of Transport, Tourism & Sport – Sports Capital and Large Scale Sports Infrastructure Fund. It is wonderful to see these projects state their commitment to the active engagement and inclusion of Camogie in their regular programmes of activities.

## 2 - On the Pitch

### 2.1 Competitive Fixtures

The 2019 Camogie year saw hugely competitive and exciting fixtures at all levels – from schools and Club Championships through to the League and right up to the closing moments of the All-Ireland Championships Finals.

Congratulations to all of those who raised silverware throughout the year. As important to our sport are those teams they met along the way who kept us enthralled, and provided a wonderful spectacle and demonstration of our game for all, be it present in the grounds and stadia across the country, those watching live streamed games on their mobile devices and those who watched at home on television.



## 2.2 Trial Playing Rules

Trial Playing Rules, ratified at Congress 2019 came into play in the National League in 2020. Following consultation with over 1,500 stakeholders, through surveys, focus groups and one-to-one consultation, the Rules Revision Working Group, led by Liam O'Neill (Iar-Uachtarán GAA) proposed a suite of rules to increase the speed, and to demonstrate the skill levels of Camogie. Six Trial Playing Rules were identified for implementation.

Thank you to the Rules Revision Working Group (Liam O'Neill, Anne Marie Hayes, Dr. Siobhán O'Connor, Mary Leacy, Fionnuala Carr and Paul O'Donovan) and the Camogie Association Implementation Group (Paul O'Donovan, Aileen Lawlor, Hilda Breslin, Geraldine McGrath, Ailish Whitty).

## 2.3 Camán to Croker

The Camán to Croker series goes from strength to strength and saw record numbers of attendees. The value of these positive experiences for engaging our young members and encouraging them to continue in their Clubs and Counties within our sport cannot be underestimated. Well done to all involved.

## 2.4 Schools, Junior Novice Schools and Third Level Camogie

The Junior Novice Schools Camogie Programme draws new participants into our schools programmes each year. It is wonderful to see the numbers participating grow, and witness new schools progressing into the national schools' competition. The commitment of teachers to deliver these programmes across the country is phenomenal, and the addition of our new Club, Education Development Co-ordinator during the year provides wonderful support to schools and colleges.

## 2.5 New Programmes and Initiatives

Ulster Administrator Julie O'Neill is leading the charge in Ulster with Participation and Retention Co-ordinator Aideen Howlin rolling out innovative

programmes throughout the remainder of the country, bringing people back to Camogie and introducing some to the sport for the first time, through social Camogie programmes.

There exists an opportunity to engage more people in our game through local Camogie-based fun training and physical activity.

### 2.6 Growing the Game

Seven new Clubs took to the field for the very first time in 2019 as our Club numbers continue to grow.

Four of these were in Munster; Abbey Killix, Sliabh Luachra (both Kerry), Mullinahone (Tipperary) and St. Declan's (Waterford) and three of these were in Leinster; Ranelagh Gaels, St. Sylvester's (both Dublin) and St. Patrick's Camolin (Wexford).

## 3 - Off the Pitch

### 3.1 Building the Team

There has been significant change in the Camogie Association's national team in recent years, which has put significant pressure on colleagues and volunteers throughout the country. During 2019, we recruited several new members of the team during 2019 including:

- Sinéad McNulty, Ard Stiúrthóir (June 2019)
- Liz McGuinness, Finance Administrator (September 2019 – moved from National Fixtures Administrator role)
- Liam Clancy, Club & Education Support Co-ordinator (September 2019)
- Caroline Halton, National Fixtures Administrator (September 2019)
- Pamela Frizelle, Learning & Development Co-Ordinator (February 2020)
- Amy Beynon, ASPIRE Graduate (Feb. 2020)
- Ryan Gaffney, Participation & Growth Co-Ordinator, Ulster (March 2020)

During the year we also said farewell to a number of wonderful colleagues.

- John Mullins, Connacht Participation & Growth Co-ordinator
- Brendan Kenny, Kildare & Participation & Growth Co-ordinator
- Mairéad Fortune, Finance Administrator
- Kathleen Egan, Club and Education Support Co-ordinator
- Thomas O'Brien, Club Education Development Co-ordinator
- Paddy Boyd, Interim Ard Stiúrthóir

A sincere thank you to the entire staff team – both past and present – for their commitment, dedication and hard work supporting our players and volunteers and growing Camogie. Their positive approach has inspired many in challenging times.

### 3.2 Capacity Building – Volunteers, Committee Chairpersons, Members and Staff

Our Association relies on Volunteers to keep Camogie alive and functioning in all Units. They continue to do an amazing job, particularly with growing demands.

The work undertaken and completed annually from Club to Ard Chomhairle ensures that the Association runs effectively and prepares for events, activities and possible eventualities from referees and competitions management, to risk management and governance and all in between.

Providing supports and building the capacity of our volunteers in all areas, Units and staff team is a high priority.

This year the Camogie Association joined the GAA and LGFA in designing and developing a joint Leadership Development Programme – a suite of modules to support and assist officers and volunteers in various roles in Club, County and Provincial settings. A number of Leadership Associates from the three Associations have been trained to deliver modules in areas such as running effective meetings, the role of key officer positions, GDPR, finance and governance which apply to the three Associations – particularly



helpful for One Club Model Clubs understanding the similarities and differences across the family.

This programme is in a pilot stage currently, and will enable:

- increased numbers of training and education programmes to take place around the country
- assist in the understanding of governance procedures and good practice for all leaders in the Gaelic Games family
- make better use of limited resources
- encourage greater communication and collaboration across codes at club and county levels

### 3.3 Working in Partnership

#### 3.3.1 Government Grant Scheme

The Government Grant Scheme goes from strength to strength being allocated €700,000 in both 2019 and 2020 to deliver key services to our intercounty teams across both Camogie and Ladies Football. The collaborative work undertaken by the Camogie Association, LGFA and WGPA in securing, managing and growing this scheme has been recognised and commended by the funders – the Department of Transport, Tourism and Sport, and Sport Ireland. The Scheme Implementation Group works well together and is ably supported by Christine Littlefield – the scheme administrator. The evaluation completed by S3 Solutions demonstrates the positive impact that this scheme is having for teams around the country. The online system launched this year should deliver improved efficiency, management and reporting for the scheme.

#### 3.3.2 Gaelfast

2020 will see the launch of a partnership between the Camogie Association and Gaelfast with a full-time Camogie-focused staff member working to grow and sustain Camogie in Belfast. This partnership with Gaelfast is the first of its kind, and will see the Camogie Association part-fund a full-time officer to grow the game,

engage with Clubs and roll out national Camogie programmes.

Thank you to Paul Donnelly, Regeneration Director with Antrim GAA for his work and commitment to this exciting new development.

### **3.4 Securing Additional Resources**

Sport Ireland have supported a number of projects (National Development Plan, ASPIRE Graduate Programme, Women in Sport Policy) as well as increasing the Association's core grant funding for 2020. Significant work has been undertaken to secure this funding and will be required to sustain these levels in the future.

Work will continue to identify and secure additional funding opportunities which will allow Camogie to develop and grow.

### **3.5 Planning for the Future**

The process of preparing a new National Development Plan commenced in 2019, with the recruitment of S3 Solutions to co-ordinate consultation and prepare the plan. S3 Solutions consulted widely amongst the membership, running workshops with Provinces, County Chairpersons and Secretaries, Staff and Ard Chomhairle, as well as running an online survey which had over 400 responses after only three days, and engaging with key stakeholders of the Association in Ireland and internationally. Thank you to everyone who has participated in this vital consultation guiding the future direction of the Association, and to the National Development Plan working group for their invaluable contribution.

The new National Development Plan – setting out the work of the Association for the next four years – will be launched at this year's Congress.

### **3.6 Managing and Developing Sponsorship**

Sponsorship and rights management is a growing area for the Association with Tesco Ireland joining the team of superb sponsors including Liberty Insurance (Championship),

Littlewoods Ireland (League) and AIB (Club Championships). This is a vital area for the future of the Association. The success and positivity of current partnerships is a testament to the great work of Mary O'Toole, Commercial Manager, who cultivates and manages these relationships, and continues to identify opportunities for the Association.

### **3.7 International Development**

2019 saw the Camogie Association deliver a number of vital resources to international Units, with Coach Tutors, Referees and Ard Chomhairle members engaging in events in Europe, USA and Canada throughout the year.

Our international Units are growing in number and standard as could be seen at the GAA World Games in Waterford during the summer. To continue this development, we look forward to working with our international Units and our colleagues in the Gaelic Games family to develop a plan for growth and engagement over the coming years. Our international Units will continue to require support to grow and develop in the coming years. Well done to all of our international Units made up of Irish born and locally born communities who share a love for the game. An exciting future lies ahead based on their achievements to date, and their commitment to our game.

### **3.8 Child Safeguarding**

A new joint Online Safeguarding Refresher Programme was launched in 2019 in conjunction with the GAA and LGFA.

A joint Designated Liaison Person programme has also been finalised in 2019 and tutors have been trained to implement this. A new publication – 'Guidance for Dealing with and Reporting Allegations and Concerns of Abuse' was launched at the GAA Annual Congress in February which brings together a complete suite of policy documents for the Associations.



## 4 - In the Public Eye

### 4.1 New Website & IT Systems

The Camogie Association website should be the 'go to' place for information, resources and supports for our members and volunteers. Our new website will be launched at this year's Congress and will provide a more user-friendly interface, with dedicated areas for resources and templates to help our volunteers in day-to-day activity. Well done to Cian Nelson, Communications Manager, for his work on this detailed project.

Additional selected officer positions will receive official Camogie Association e-mail addresses during the year, and we are working with the GAA IT Department on a new fixtures interface and continue to work on a new membership management system due to be piloted later in 2020.

### 4.2 Record Breaking Attendances & Viewership

The 2019 All-Ireland Championships Finals saw a record crowd attend a stand-alone Camogie fixture with almost 25,000 people in Croke Park, following a crowd of almost 5,000 in the Gaelic Grounds in Limerick for the Semi-Finals.

In addition to those present to witness the fantastic spectacle of three wonderful, competitive Finals almost 255,000 people watched all three games live on RTÉ for the first time ever thanks to the addition of the Premier Junior Final to their schedule.

Live streaming was a key feature of the broadcast schedule in 2019 and much of this was in partnership with our various sponsors. In 2020 the Association has committed to streaming one game per week in the National League – with the first game being watched by over 20,000 people.

Immense time and effort has gone into engaging with media partners, building key relationships and securing the best venues to showcase Camogie to bring our game to as many people as possible. This work continues.



In 2020 I call on all of our members to put Sunday September 6th into their diaries to help to make sure that 2020 is another record breaking year. If every member was present we would fill Croke Park with people waiting outside so let's make 2020 the year that exceeds all others.

## 5 - The Year Ahead

Featuring thrilling games in recent Championship, Club Championship, Schools Finals and League games – the sport of Camogie is promoting itself. Our players are skilful and talented ambassadors of our game at all levels who demonstrate their commitment to their sport and teammates at Club and County levels.

With an amazing energy across the volunteer base supported by an enthusiastic staff team 2020 promises to be an exciting year for Camogie.

The new National Development Plan will provide a roadmap to achieve the vision for Camogie, with key actions to deliver each year.

As with any plan there will be challenges along the way – managing risk, securing additional resources and staying motivated when something doesn't go according to plan. The opportunities far outweigh the challenges.

To our volunteers across the country – whatever role you fulfil in your Club or County – Thank You! Thank you for the Camogie stories that you create and contribute to, which we have heard as part of the recent consultation process. You make memories – for the players of today, and tomorrow.

When we remember our happiest times in Camogie – we smile – and remember why we stay involved and give of our time and energy as we do.

So for the next year – **remember why Camogie makes you smile** – and help us to create another record breaking year for Camogie and all who come into contact with our wonderful sport.

Thank you to the Ard Chomhairle and to the staff team for the support that they have all provided to me in my first 8 months as Ard Stiúrthóir. I have learned so much from these committed individuals and continue to be inspired by their dedication.

I would like to say a special thank you to an Uachtarán, Kathleen Woods who has provided me with encouragement, support and guidance, and has lead by example with professionalism and integrity and always with a smile.

**Sinéad McNulty**  
**Ard Stiúrthóir**

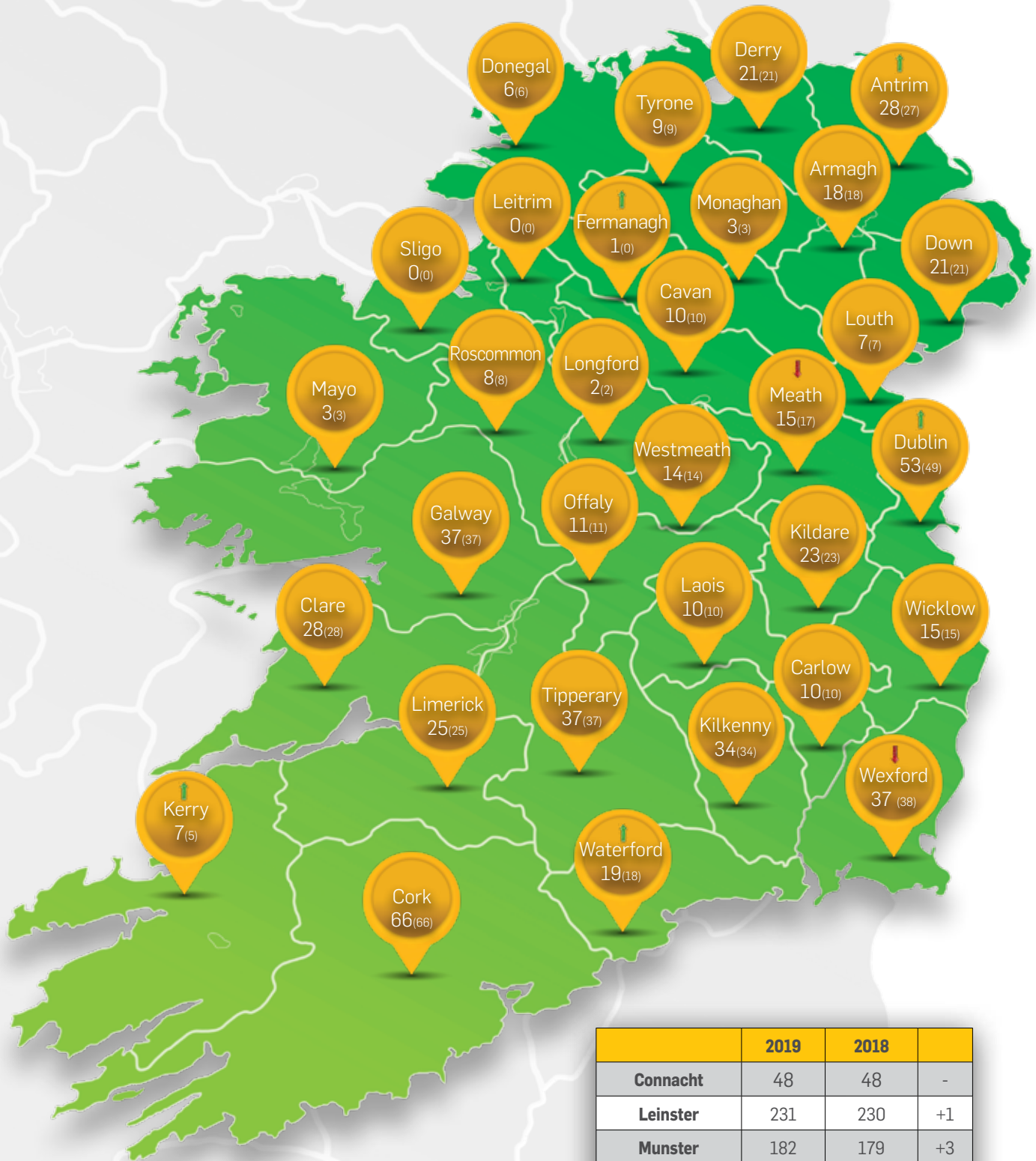
## Camogie Counties by Tier

Counties - Support the Game (Tier 1)	Counties - Nurture the Game (Tier 2)	Counties - Grow the Game (Tier 3)
Clare	Antrim	Britain
Cork	Armagh	Cavan
Derry	Carlow	Donegal
Dublin	Down	Fermanagh
Galway	Kildare	Kerry
Kilkenny	Laois	Leitrim
Limerick	Meath	Longford
Offaly	Roscommon	Louth
Tipperary	Westmeath	Mayo
Waterford		Monaghan
Wexford		Sligo
		Tyrone
		Wicklow

Figure 1:

# Clubs by County 2019

(2018 Data in Brackets)



	2019	2018	
<b>Connacht</b>	48	48	-
<b>Leinster</b>	231	230	+1
<b>Munster</b>	182	179	+3
<b>Ulster</b>	116	115	+1
<b>TOTAL</b>	<b>577</b>	<b>572</b>	<b>+5</b>

# National Development Plan

OUR SPORT OUR FUTURE  
2016-2019

Progress Report to Annual Congress 2020

There were four key strategies in the plan relating to:

- On the Pitch – supporting players, coaches and match officials
- In the Public Eye – raising the profile of Camogie
- Off the Pitch – building sustainable organisational structures
- Aontas – strengthening relationships, particularly with the GAA and LGFA

The next sections report progress under these headings.





# Section 1: On the Pitch

Support players, coaches and match officials is a key strategy of the National development Plan. There were 7 action areas under this strategy as follows:

1. Supporting players
2. Player retention
3. Technical development
4. Development and participation
5. Participation and growth in educational bodies
6. Referee education and development programme
7. Coach education and development.





Foreword

Overview

**Section 1**

Section 2

Section 3

Section 4

Appendices

Accounts

Motions to Congress



## 1. Supporting Players

### 1.1. Player Welfare – Anti-Doping Report

The Camogie Association forbids the use of substances or methods that are generally considered doping in sport. We recognise that doping is contrary to the ethos on which our sport is built, and it is the responsibility of all members, who are subject to Anti-doping regulations, to make themselves aware of all anti-doping rules as set down by Sport Ireland.

One of the key supports that the Association provides for players, coaches and county board officers, is its anti-doping education programme. All members of county panels taking part in the All-Ireland Senior Championship are subject to testing in competition. In the Camogie Association, the Player Welfare Co-ordinator assumes the role of Anti-Doping Officer. The Anti-Doping Officer is the primary liaison person between the Association and the Anti-Doping unit of Sport Ireland. The principal role of the Anti-Doping Officer is to provide access to all relevant information, associated with anti-doping, to all senior intercounty teams. This includes provision of the Camogie Association anti-doping training as well as the distribution of Anti-Doping Wallet Cards. These Wallet Cards provide information regarding the WADA banned list and anti-doping rule violations. In 2019 all eleven of the senior intercounty panels attended anti-doping training. Across the 11 panels, 262 players and 11 team support personnel attended the training. A further 17 players completed the Sport Ireland Anti-Doping E-Learning training.

### 1.2. Player Welfare Research

Following on from the injury epidemiology research conducted in 2018, the Camogie Association conducted research to assess the impact of the Camogie Association Injury Prevention Programme. This research aimed to evaluate if an injury prevention workshop was effective at improving coaches' views on injury prevention and to assess how this injury prevention programme could be implemented. A total of eight pilot workshops were rolled out across the country. This research has been peer reviewed and is now submitted for publication.





### 1.3. Player Welfare Initiatives

In 2019, following the successfully ran poster campaigns on helmet safety and jewellery removal, the Camogie Association launched the Player Section on the GAA Learning Portal. The learning portal has resources on concussion, injury prevention, health and wellbeing and anti-doping. The injury prevention section now contains details of injury prevention programmes applicable to all age groups from Under 8 up to adult level.

In order to build on the strides made in increasing the Camogie Association's involvement in community health and wellbeing, and in partnership with the GAA, we offered healthy club officer training to all our members. The Camogie Association also re-ran its Healthy Club competition and this year ran a lap-a-day programme for all Camogie Clubs. The Lap-a-Day programme proved to be a very heartening experience for all Clubs that took part, with an estimated 500 people from Camogie Clubs and the local community completing the 31 days.

### 1.4. Player Recognition

The annual All-Stars Awards event is a wonderful recognition of the excellence and achievement of intercounty players in the All-Ireland Championships.

This event was sponsored by Liberty Insurance and 15 Senior players received coveted All-Stars Awards, and 15 players from across the Intermediate and Premier Junior grades were honoured with Soaring Stars Awards. A Manager of the Year Award was also presented on the night.

Three Players' Players of the Year Awards were awarded across the Championship grades in association with the WPGA and Liberty Insurance.

The Camogie Association Player of the League Awards recognised the top performers involved in the 2019 National League with an overall winner selected in each of Divisions 1, 2 and 3.

15 Senior Club players were recognised for their

performances in the Club Championship through the AIB Club Championship Player of the Year Awards along with four individual Provincial winners.

A full list of winners is outlined in Appendix 4.

The second ever Liberty Insurance Camogie All-Stars Tour took place in New York. The core concept of the Tour is to recognise and reward players and to continue to improve the profile of the game.

The tour comprised of 30 players selected from the 2018 and 2019 All-Stars winners and nominees, along with Manager of the Year Cathal Murray and his predecessor Paudie Murray, 2019 All-Ireland Final Referee Ray Kelly, officials from the Camogie Association (headed by President Kathleen Woods and Ard Stiúrthóir Sinéad McNulty) and Liberty Insurance, and members of the media.

The tour was hosted by New York GAA who were great partners in assisting with the tour. The tour included a visit to Ellis Island and the Statue of Liberty, an engagement with the local Irish Community in New York with a reception at the Irish Consulate, a puck about in Central Park and concluded with an exhibition game in Gaelic Park, The Bronx. The 2019 side prevailed on the day which was the highlight of the tour.

The match broke new ground by being the first Camogie match to be live streamed from outside of Ireland, thanks to Liberty Insurance. The match was broadcast on Liberty Insurance's Facebook page as the game truly went international.

This was a continued commitment from our National Development Plan and proved to be a great success.

### 1.5. Government Grant Scheme for Intercounty Camogie and Ladies Football

In 2017 and 2018 grant aid of €1,000,000 (over the two playing seasons) was distributed to intercounty Camogie and Ladies Football teams as part of the Government Grant Scheme.



Figure 2

Counties eligible for grant	2019 Payment
Antrim	€4,500.00
Armagh	€2,387.40
Carlow	€9,000.00
Clare	€9,000.00
Cork	€8,466.00
Derry	€8,615.80
Down	€6,792.03
Dublin	€9,000.00
Galway	€10,500.00
Kerry	€6,000.00
Kildare	€4,600.00
Kilkenny	€10,122.50
Laois	€8,075.00
Limerick	€9,000.00
Meath	€6,590.00
Offaly	€9,000.00
Roscommon	€6,765.00
Tipperary	€9,000.00
Waterford	€9,000.00
Westmeath	€10,500.00
Wexford	€1,000.00
Wicklow	€2,580.00
Tyrone	€0.00
<b>TOTAL</b>	<b>€160,493.73</b>

In 2019, the National Steering Group for the Government Grant Scheme was successful in securing additional funding of €200,000 towards the introduction of Team Health Screening, which meant that there was €700,000 to be distributed equally to all highest-grade county teams participating in National League and/or All-Ireland Championship competitions. These funds are provided by the Irish Government, distributed through Sport Ireland and administered collaboratively by the Ladies Gaelic Football Association (LGFA), the Camogie Association and the Women's Gaelic Players Association (WGPA) through a Scheme Implementation Group (SIG) to support initiatives that will raise standards and provide an enhanced playing and training environment for intercounty players and teams. The SIG reports to a National Steering Group that is a sub-committee of Sport Ireland and includes representation from the Department of Transport, Tourism and Sport.

Counties apply for funding against 3 core priority areas including:

- a) Injury Prevention and Medical Cover**
- b) Maximising Player and Team Performance**
- c) Access to Training Facilities**

There are several key distinguishable characteristics of the scheme including:

- Team Approach - the grant scheme funds teams rather than individual players as with other schemes. As such, the application process is required to demonstrate a collective approach to its design. The process requires consultation between player representatives, managers and county board representatives to agree how funding should be allocated to raise standards and create an enhanced training and playing environment in their county. The grant application is to be signed by the county secretary, team manager and player representative.
- NGB Collaboration - the grant scheme is managed collectively by the Ladies Gaelic Football Association, the Camogie Association and the WGPA with support of an independent chair and independent administrator. The collaboration required at a



County level is mirrored by the management of the scheme at Association level. Operational decisions of the scheme require collective agreement of the SIG.

- Equality of Access - the process is not a competitive process in that the amount of funding allocated is fixed per County (€8,000 Year 1), (€9,000 Year 2). Applications that are completed, signed and include eligible expenditure as set out in guidelines are approved and signed off by the SIG. The scheme does not differentiate the amount allocated per county across various tiers, county size or level of success. This approach is reflective of a wider, collective movement to improve the overall standard of the games.

In 2019, 22 Counties were eligible for the Government Grant Scheme. The amount available to all 22 Camogie teams was €184,500. For 2019, and as a result of the underspend, there was a supplemental €1,500 available to each of the highest-grade county teams that successfully made it through to the All-Ireland Finals. The grants to Camogie County Boards paid in 2019 was a total investment of €160,493.73 - see Figure 2.

For 2019, four grant workshops took place in Dublin, Mayo, Tipperary and Tyrone. The aim of these workshops was to promote the Government Grant Scheme to county boards, players and team management and to discuss examples of high-performance teams participating in other sports. As with 2018, an independent company was employed to evaluate the grant scheme during 2019. Attendance at a minimum of one of these events was mandatory for all county secretaries, team management and player representatives. The final evaluation report was completed by the end of 2019.

## 2. Player Retention

### 2.1. Working Group on Player Retention

The Working Group on Player Retention was disbanded due to the time commitments of working group members

### 2.2. Communication & Building Rapport with Players

The Communication and Building Rapport with the Player presentation was not utilised through the course of 2019. This was, primarily, due to the unavailability of a specialised tutors to deliver it.

### 2.3. Floodlit Speed League for Teenagers

Date	Venue	Setting	Age	Duration
September 2019	St. Annes, Louth	Outdoor	14 – 17	5 weeks
November 2019	Nurney, Kildare	Indoor	15 – 50	4 weeks
September 2019	Tulla, Clare	Indoor	14 – 18	6 weeks
November 2019	St. Colmans, Galway	Outdoor/Indoor	14 – 16	6 weeks
Withdraw	Erins Isle, Dublin	N/A	N/A	N/A



## 2.4. Playing Opportunities

<b>Leinster Club Summer Sevens Day 1</b>	16 Under 16 teams 192 Players participated
<b>Leinster Club Summer Sevens Day 2</b>	5 Under 16 teams 60 Players participated
<b>Leinster Club Summer Sevens Finals</b>	8 Under 16 teams 96 Players participated
<b>Leinster Cross Border Junior Novice Games</b>	4 Clubs – 60 Players
<b>Munster Club Summer Sevens Day 1</b>	16 Adult teams 8 Juvenile teams
<b>Munster Club Summer Sevens Day 2</b>	11 Adult teams 9 Juvenile teams
<b>Munster Club Summer Sevens Day 3</b>	5 Adult teams 8 Juvenile teams
<b>Munster Club Summer Sevens Finals</b>	6 Adult teams 9 Juvenile teams

## 2.5. Legends Tournament

The Camogie Association Legends Tournament took place on September 14th, 2019 in Dr. Morris Park, Thurles, Co. Tipperary.

The event was hosted in conjunction with Tipperary County Board to commemorate 20 years since their three in-a-row All-Ireland victories. This was also, an opportunity to celebrate Biddy Phillips, an excellent servant to the game at County, Provincial and national levels.

On the day, four teams attended – Cork, Galway, Limerick and Tipperary. Each team had the opportunity to play each other with Cork and Limerick contesting the Shield Final and Galway and Limerick contesting for the Biddy Phillips Cup Final. Cork proved too strong for Limerick and Tipperary's unbeaten record was broken by Galway. Tipperary did not leave empty handed with Philly Fogarty, being named the Player of the Tournament.



A warm word of thanks should be extended to the Phillips family who went above and beyond in making sure all teams and supporters alike were treated to an excellent day.

### 3. Technical Development

#### 3.1. Intercounty Underage Academies Policy

##### 3.1.1. Under 17 Interprovincial Blitz

Competition Name	Winners	Runners-up
Interprovincial Cup	Munster	Connacht
Interprovincial Shield	Ulster	Leinster

##### 3.1.2. Under 15 All-Ireland Blitz

2019	Winners	Runners-up
<b>Division 1 Cup</b>	Cork	Dublin
<b>Division 2 Cup</b>	Limerick	Kilkenny
<b>Division 3 Cup</b>	Carlow	Dublin
<b>Division 4 Cup</b>	Tyrone	Armagh

##### 3.1.3. Under 14 All-Ireland Blitz

On Saturday September 7th across six Dublin venues, seven Under 14 divisions of Camogie took place with fantastic displays of skill, athleticism and endeavour evident across all divisions. The day saw 28 counties and 55 teams travel from all corners of the island to the capital to be part of this festival of Camogie.

Over the course of the day over 100 games were played in seven divisions. Nearly 1,400 girls travelled to Dublin to represent their counties, while over 250 mentors looked after these players during the day and prepared them over the course of the year. A big thank you to all the referees and host Clubs who without them these games would not happen. The pinnacle of this weekend came on the Sunday when the participants were given the opportunity to parade at half-time during the Intermediate Camogie finale in Croke Park.

### 4. Development and Participation

#### 4.1.1. Progress to Success Under 16 All-Ireland Development Competition

The Final of the Progress to Success competition took place on Saturday August 10th in Eglishe GAC, Co. Tyrone between Donegal and Monaghan. This had been a very tight competition with both teams meeting twice already in the year with Donegal winning the first game on a scoreline of 3-5 to 1-1 while in the second meeting Monaghan were the winners on a scoreline of Monaghan 2-8 Donegal 2-5. The Final was a very competitive game between two evenly matched teams, Donegal eventually emerged victorious after an entertaining game on a scoreline of 3-7 to 1-4

#### 4.1.2. Strike for Glory Under 18 All Ireland Development Competition

In 2019, the first blitz of the Strike for Glory competition took place in Eglishe, Co. Tyrone on Saturday March 30th.

Competition Name	Winners	Runners-up	Cothrom na Féinne
Mary Moran	Cork	Tipperary	Limerick
Lily Spence	Cork	Kilkenny	Antrim
Rosina McManus	Cork	Meath	Kilkenny
Sophie Brack	Kildare	Roscommon	Offaly
Michael Kennedy	Kerry	Armagh	Antrim
Mary Lynch	Wicklow	Offaly	Offaly
Mairead Meehan	Westmeath	Donegal	Donegal
Interprovincial Cup	Munster	Connacht	
Interprovincial Shield	Ulster	Leinster	

Figure 3



Over 50 girls from Monaghan, Donegal and Louth represented their respective counties with distinction. Along with the games that were played, each player received a workshop on injury prevention techniques and all management teams were involved on upskilling in the areas of analysing games and planning for success. This competition ran for the month of April with the Final being played on May 5th.

Donegal began the game the stronger with two excellent long-range points from play. However, Louth worked hard and got themselves back into the game with a goal but Louth prevailed by the narrowest of margins. The final score was Louth 4-02 Donegal 3-04.

#### 4.1.3. Hurl With Me

2019 saw the national Hurl With Me programme involve 24 Clubs from across all four provinces. The programme culminated in our national day in the GAA National Games Development Centre in Abbottstown, on July 7th. Over 1,500 parents and children took part on the day.

A servicing officer was appointed for the duration of the initiative as the staff member who's remit it fell under was in the process of being recruited.

#### 4.1.4. Camán to Croker and Provincial Camán events

A Camán event for Under 12 Club teams was hosted in each Province in 2019 as follows:

- Camán to Leinster was held on May 26th in the GAA Games Development Centre at the National Sports Campus in Dublin.
- Camán to Ulster was held on August 3rd in the Garvaghey GAA Centre in Co. Tyrone.
- Camán to Connacht was held on June 1st in Pearse Stadium, Galway.
- Camán to Munster was held on Saturday August 10th in the Gaelic Grounds, Co. Limerick.

177 teams attended the Provincial Camán events in 2019. The breakdown was follows:

- Connacht – 42 teams made up of 700 players
- Leinster – 48 teams made up of 960 players
- Munster – 47 teams made up of 950 players
- Ulster – 40 teams made up of 800 players

The culmination of the Camán programme is the annual games day in Croke Park. The Camogie Association's annual Camán to Croker event took place on April 22nd in Croke Park with 64 Clubs from all four Provinces in attendance.

1,152 girls took to the famous Croke Park pitch to enjoy this game-based blitz event for Under 12 club teams. This annual event gave the girls the opportunity to make memories that will last a lifetime. Working in tandem with our tagline 'we are working towards encouraging these young stars to continue playing long into the future.

64 teams participated with the following representation from provinces and counties:

- Connacht (14): Galway (9), Roscommon (3), Mayo (2)
- Leinster (21): Dublin (5), Kildare (2), Carlow (2), Kilkenny (2), Offaly (1), Wexford (3), Wicklow (2), Laois (1), Meath (2), Westmeath (1).
- Munster (18): Cork (7), Tipperary (3), Limerick (3), Waterford (1), Clare (3), Kerry (1)
- Ulster (11): Armagh (2), Derry (3), Antrim (2), Tyrone (1), Donegal (1), Down (1), Cavan (1), Monaghan (1)

#### 4.1.5. Féile na nGael

The national Féile na nGael competition is the biggest participation event in Camogie. Féile na nGael 2019 was held on June 7th, 8th and 9th.



<b>Division 1 Cup</b>		
Éire Og 0-5	v	Sarsfields 0-2
<b>Division 1 Shield</b>		
Dicksboro 1-3	v	Newcastle West 0-3
<b>Division 2 Cup</b>		
Clonakilty 2-5	v	Loughiel 1-3
<b>Division 2 Shield</b>		
Naas 3-5	v	St. Mullins 2-5
<b>Division 3 Cup</b>		
Ardrahan 1-3	v	Na Fianna 1-2
<b>Division 3 Shield</b>		
St Ibars 2-3	v	Kilmaley 0-6
<b>Division 4 Cup</b>		
Moycarkey 2-2	v	Mallow 1-4
<b>Division 4 Shield</b>		
De La Salle 1-3	v	Bishopstown 0-1
<b>Division 5 Cup</b>		
Ballyhea/Milford 1-8	v	Causeway 0-4
<b>Division 5 Shield</b>		
Bray Emmetts 2-1	v	Grenagh 1-4
<b>Division 6 Cup</b>		
Four Roads 3-1	v	Nemo Rangers 1-2
<b>Division 6 Shield</b>		
Aughrim 1-5	v	Edendork 1-1

Four Regional Féile events also took place. The Regional Féile took place on Saturday June 8th in Clara (Kilkenny), Naomh Maur (Dublin), Trim (Meath), Ederney (Fermanagh). In total 28 teams took part over four divisions. This part of the weekend was solely planned and executed by staff of the Camogie Association

Over the weekend between the National Féile Weekend and the Regional Féile Competition, 124 Camogie Clubs participated in games.

This Camogie National Skills Competition at Féile na nGael was held on June 22nd in the National Sports Arena in Abbotstown with 24 participating counties.

Ellie Madden of Monaleen Camogie Club, Limerick won the competition with Kerri Austin of Naomh Maur Camogie Club, Dublin in second

place and Eimear Hassett of St. Brigid's Camogie Club, Laois and Holly Murtagh of St. Brigids Camogie Club, Armagh in third position.

#### 4.1.6. Kildare and Meath Project

Primary school age participation has increased by 30% across both Kildare and Meath over the past three years. There was a large increase in the numbers of schools participating in novice secondary schools' competitions, which has led to increased participation at secondary school ages (over 12 and under 18). There has been an overall growth in the number of clubs over the three years and an improved geographical spread to make Camogie available to more girls has been achieved in Kildare, but this objective has proven more difficult in Meath. Work is ongoing in developing new clubs in Meath.

Over the last three years a huge effort was invested in developing relationships with both GAA County Boards, Local Sports Partnerships and County Councils in relation to developing collaboration moving forward, which should be of benefit to both counties.

This 3-year project concluded in December 2019.

#### 4.1.7. International Development

##### 4.1.7.1. North America

Louise Reilly Smith was appointed to referee at the CYC in Philadelphia at the Greater Chester Valley Sports Association Complex July 25th to 28th.

Eamonn Cassidy was appointed to referee at the US Finals in Leesburg, Virginia from August 23rd to 25th.

Coach Education and Development Co-ordinator Niall Williams travelled to North America in November and delivered coach education in both New York and across Canada. Ray Kelly at the same time delivered a referee's workshop in New York. For Camogie Development Week Ard Stiúrthóir Sinéad McNulty attended a number of meetings with Sport Canada, House of Sport and the Irish Ambassador to Canada.



#### 4.1.7.2. Europe

Youth Development Co-ordinator James Heffernan attended Gaelic Games Europe's training day aimed at GAA and Camogie players within Germany on September 14th to deliver a coaching workshop specifically around the game of Camogie.

In October Uachtarán, Kathleen Woods and Ard Stiúrthóir, Sinéad McNulty attended the European Hurling and Camogie Championship Finals in Dresden.

#### 4.1.8. Youth Forum

The GAA Youth Forum took place on October 26th in Croke Park. This was the 5th year of the GAA Youth Forum. As always, there was a variety of activities for attendees to get involved with, ranging from practical workshops with to a Youth Congress. There were 400 attendees present on the day.

### 5. Participation and Growth in Educational Bodies

#### 5.1.1. Primary Schools

Our national Club-School link is being encouraged in areas identified by our Participation and Growth Co-ordinators, where it may not naturally be in place and where benefits for both stakeholders may be gained and aid in the development of Clubs and Schools Camogie.

Strong links continue to be developed with Cumann na mBunscol within Counties and Provinces around the country.

Promotion of the GAA 5 Star initiative which aims to support and recognise Primary Schools that provide pupils with 60 minutes of moderate to vigorous Gaelic Games activity per week in a manner that ensures the children will experience fun, friendship, fairness and ultimately improve their fitness. Recognition as a "GAA 5 Star Centre" is awarded to Primary Schools that undertake to deliver a programme of Gaelic Games activity that is age appropriate and meets the developmental needs of children within the school. This is a positive initiative which helps





develop the fundamental movements of children, while also introducing them to the basic skills of Gaelic Games.

### 5.1.2. Post-Primary Schools

#### 5.1.2.1. Post-Primary Development (Participation and Growth Co-ordinators)

These games opportunities are provided for new and developing schools within provinces with a view towards participation in provincial competitions in the future.

Junior Novice Schools Initiative Blitz 1	15 schools 228 players participated
Junior Novice Schools Initiative Blitz 2	17 schools 264 players participated
Junior Novice Schools Finals	16 schools 192 players participated
1st and 2nd Year Blitz Days	13 school teams 160 girls
Pilot Teacher Workshops	14 teachers attended

#### 5.1.2.2. Servicing Officer

For the 2019/2020 playing season a servicing officer has been appointed to support the work of the Post-Primary Council. The servicing officer organised the All-Ireland 7s which took place in Dunganny Centre of Excellence, Meath, in October.

The Interprovincial Competition due to take place in November did not occur due to a lack of numbers and interest.

### 5.1.3. CCAO

The Mallow GAA Complex in Cork was the venue for the 2019 CCAO Ashbourne Finals weekend. Over the two days 10 games were played and 14 colleges were hosted with 354 camogie players participating. The weekend saw UL achieve four-in-a-row as they retained their Ashbourne Cup title. The Purcell Cup and Fr. Meachair Cup saw history in the making for Maynooth University and Athlone IT who won respectively. 2019 saw the return of the Ó Maolagáin Cup to bridge the gap for smaller colleges who had no competition to enter. MIC Thurles were crowned champions in

an engaging game against IT Sligo.

The CCAO AGM took place on May 30th in Carlow IT. For the coming year a much larger committee was appointed, building on the strength of this year's committee.

## 6. Referee Education and Development

### 6.1. Referee Education

Leinster Referee Training Night	42 First Whistlers
First Whistle Courses (Leinster)	44 Adult Foundation Level
Foundation/Conversion (Leinster)	5 courses held
First Whistle Courses (Munster)	205 new First Whistlers
Foundation/Conversion (Munster)	2 courses held
First Whistle Courses (Connacht)	50 Foundation /Conversion referees
Foundation/Conversion (Connacht)	16 courses held
Foundation/Conversion (Ulster)	160 new First Whistlers
Munster Referee Mentoring Workshops	8 courses held
15 First Whistler	15 First Whistler
17 Foundation referees	17 Foundation referees
In County Foundation /Conversion (Ulster)	1 course held
16 Foundation referees	16 Foundation referees
Munster Referee Mentoring Workshops	54 adult referees attended

## 7. Coach Education and Development



### 7.1. Coach Education and Development

The demand on Foundation Coach Education courses throughout 2019 continued to grow. In 2019 54 Camán Get a Grip Foundation Courses were delivered and over 800 Foundation coaches were accredited.

11 Camán Get Hooked Level 1 Courses were also delivered, and 160 coaches were accredited with one Solo to Success Level 2 Course completed with 16 Level 2 coaches accredited in Munster.

### 7.2. Coach Developers

The Camogie Association in conjunction with Sport Ireland Coaching accredited three new Coach Developers who are now actively delivering courses. In addition, 2 of our current Coach Developers have become Coach Developer Assessors and are active in support roles to our Coach Developers.

### 7.3 Introduction to Gaelic Games Coaching

The Camogie Association, GAA and LGFA have been working on developing the new introductory coaching programme. The programme will be common across each of the Associations and will ensure that beginner coaches of any of our codes will come together and engage in a common programme within our separate coach education frameworks. This will not change the broader coach education framework in any of the Associations involved. It is intended that the existing programs will cease to be delivered from March 2020.

### 7.4 The Coaching Bubble Podcast

The Coaching Bubble Podcast has continued to grow and develop. The podcast explores all sports coaching concepts from participation to performance levels. With 20 episodes with the views and insights from some of the most renowned sports coaches and developers in Ireland from different sports which engaged in conversations around coaching and best practices. Over 4,000 coaches engaged and followed the podcast with the 20 episodes reaching out to over 25,000 listeners. Podcasts are available for download at [www.camogie.ie](http://www.camogie.ie).

### 7.5 National Provincial Hurling & Camogie



## Workshops

The Camogie Association joined with the GAA National Hurling Development Manager Martin Fogarty in the rollout and delivery of the National Provincial Hurling & Camogie Workshops delivered in 2019. These workshops took place in Cork, Kilkenny, Mayo and Monaghan engaging with over 600 coaches across the country.

### 7.6 Coach Learning & Development Booklet

Our New Coach Learning & Development Booklet was published in 2019 and has been made available to all Coaches and Units free of charge. The Coach Learning & Development booklet contains a variety of coaching articles from different experts in their field from Coaching, Performance Analysis and Sports Physiology.



## Section 2: In the Public Eye

The focus of the second strategic area of the National Development Plan, 'Our Sport, Our Future 2016-2019' was to promote Camogie to a wider audience and to focus on the commercial development of the sport.

Several important and new communication and marketing initiatives were undertaken in 2019 under the following action areas:

- (a) Broadcasting of Camogie
- (b) Commercial Business Development
- (c) Positioning Programme
- (d) Branding Initiatives







## 2.1 Broadcasting of Camogie

### 2.1.1 Growing Television Audiences

As well as a record attendance on the day of September's All-Ireland Finals – an increase for the fifth year running – the Finals also drew in a huge television audience which was the largest audience for a live women's sporting event in Irish sport in 2019 with an average of 254,800 viewers tuning into the live coverage of both Finals on RTÉ with a peak of 323,400 viewers representing a 32.4% share of the television audience. In a first for the Finals the Premier Junior Final was also broadcast live on television along with all three Finals being available online via the RTÉ Player. Sky Sports also showed deferred coverage of the Senior Final for the first time.

These increases were assisted by a continued, consistent schedule of live matches and highlights packages both online and on television by the Association in 2019. In addition to all knockout matches in the Senior Championship being broadcast live once more this was also supplemented by increased digital content by both the Association, RTÉ and our sponsor Liberty Insurance. This schedule has ensured consistent, high-quality coverage and commentary of our game to a large audience.

In 2019 the Association once more commissioned highlight packages of feature matches throughout the All-Ireland Club Championships, National League and All-Ireland Championships that were published online via Social Media as well as regularly being featured on the RTÉ Six One News and the Sunday Game. This was in addition to the Sunday Game also including their own feature match during the All-Ireland Championship, therefore ensuring that footage from two matches per round of the Championship were covered weekly on the Sunday Game.

The longstanding and strong relationship with RTÉ Sport is vital to the promotion of the game. The significant audience figures of RTÉ's The Sunday Game Live serves to bring the game to a wider audience and our positioning with RTÉ's GAA coverage ensures that we are viewed at peak times and to key audiences.



March's Littlewoods Ireland Camogie Leagues Division 1 Final was broadcast live on TG4 as part of a triple-header bill with the GAA Allianz Division 1 Hurling and Football League Finals in Croke Park. It marked the sixth consecutive year of the broadcast of the Division 1 Camogie Final and by pairing the game with the Division 1 Hurling and Football Finals, it allowed the game to not only feature as part of a live broadcast but also brought it to a wider GAA audience, who were in attendance, and also to those who were viewing the games at home.

Positioning Camogie with GAA matches is an important element in securing live broadcasts and is therefore a key consideration when fixtures are being decided to allow flexibility to maximise such opportunities. The availability of high standard venues which are optimised for television broadcasting is also an extremely important factor in increasing broadcast opportunities as well as displaying our game in the best possible light.

The strategy that the Association pursues to increase our broadcast output is of great importance to the overall promotion of our game and therefore the investment in this area is one which should be prioritised in terms of planning and resourcing annually.

### 2.1.2 Growing Online viewing audiences

Online resources, particularly social media remain an important and continuously developing avenue for the Association to grow its audiences for viewing our games.

In March the AIB All-Ireland Senior & Intermediate Club Championships Finals were once more broadcast live online from Croke Park with thanks to support from the competition sponsor AIB.

In November AIB also broadcast the All-Ireland Junior and Junior B Club Championship Finals live online which reached over 16,000 viewers. This match ended in a draw and AIB streamed the replay with over 13,000 viewers.

The Intermediate and Senior Finals were played in Croke Park and AIB live streamed both of these

games with an audience of over 60,000 viewers. AIB had also live streamed the Senior Semi-Final between St. Martin's and Inniscarra with over 16,000 viewers.

2019 saw a major increase in the broadcast of National Camogie League Division 1 fixtures thanks to support from the competition sponsor Littlewoods Ireland who invested in the live streaming of a fixture during each round of the group stages as well as a Semi-Final fixture. In total over 140,000 viewers watched their coverage throughout the competition. This increase in coverage has brought the Littlewoods Ireland Camogie Leagues on to an even greater level in terms of coverage in general and awareness of the competition in the national media in particular.

Similarly, our All-Ireland Championship sponsors Liberty Insurance invested in live streaming a match during each weekend of the All-Ireland Senior Championship which once again brought the coverage of the competition to new levels and helped to build the momentum around the competition in general as it lead into the knockout stages.

In 2019 the Camogie Association also undertook a live streaming broadcast of the Liberty Insurance All-Ireland Intermediate Championship Semi-Final between Down v Meath in August.

The Association also facilitated the livestreaming of February's Ashbourne Cup Final for the second year-in-a-row.

As this platform continues to provide new opportunities, particularly to collaborate with sponsors in a cost-effective manner it is a key area for the sport to explore to continue to secure greater coverage and bring Camogie to wider and new audiences.

During the summer's All-Ireland Championships, the Association once more provided funding to counties competing in the All-Ireland Intermediate and Premier Junior Championships to commission highlights packages for distribution on their own Social Media channels. Six counties availed of this funding and provided highlights packages of 11 matches.



This was in addition to the Association's own commissioning of match highlights from a featured Senior Championship match during each round of the group stages which was then circulated online via Social Media as well as being used by RTÉ News and the Sunday Game each week.

Such online coverage is complimented and supported by other online videos and streaming features such as analysis packages and competition draws etc. and continues to grow the exposure of our sport to allow for more consistent and in-depth coverage.

These unique initiatives bring our games into homes across the world, often for the very first time and are a great boost to our sport.

Given the level of control and relative low-cost of providing online content compared to other options it will continue to be an avenue which the Association explores and builds upon. The ability for the Association to target and reach new audiences as well as servicing existing audiences makes it a very attractive option.

## 2.2 Commercial Business Development

2019 saw Littlewoods Ireland as a well-established sponsor of the Camogie Association. This sponsorship was renewed for a further three years as part of a new deal.

Their now well-recognised #StyleOfPlay marketing campaign once more supported the Littlewoods Ireland Camogie Leagues and was enhanced through initiatives such as live streaming to further grow the profile of Camogie and the National League.

AIB, as title sponsor of the All-Ireland Camogie Club Championships, continued to further enhance their coverage. In addition to increased live streaming of games, AIB teamed up with The Sports Chronicles to honour some of the most iconic moments from club championships. The fifth episode featured the 2016 Ulster Camogie Final between Slaughtneil and Loughgiel Shamrocks. The Intermediate and Senior Finals were both live streamed by AIB once again.





AIB concluded the season with the first standalone AIB Camogie Club Awards, awarding four provincial winners and naming an overall best 15 club players of the year. This event was held in the Croke Park Hotel and was very well received.

Liberty Insurance, title sponsor of the All-Ireland Camogie Championship, continued to further raise the profile of Camogie and the Championship in 2019. They continued with their successful campaign 'Camogie Made Me' which featured strongly across all social media channels, national radio and television throughout the summer months. This campaign ensured significant coverage and activation of Camogie and the All-Ireland Camogie Championship.

Liberty Insurance also supported grassroots Camogie Clubs through this campaign which culminated in a challenge at the All-Ireland Finals in Croke Park. They had a significant increase in the number of clubs entering this year. This was shortlisted to five clubs which went to a public vote resulting in the top two clubs battling it out in Croke Park. The winning Club was De La Salle Camogie Club of Waterford who won a prize of €7,000 and the runners-up were Bredagh GAC of Belfast who won €3,000 for their Club.

Liberty Insurance sponsored the Camogie All-Stars Awards again in 2019 and also the second Camogie All-Stars Tour to New York. This year's match broke new ground by being the first Camogie match to be live-streamed from outside of Ireland. The match was broadcast on Liberty Insurance's Facebook page as the game truly went international.

The involvement of our commercial partners in the promotion of our games is vital and the investment into respective promotional campaigns has served to portray the game of Camogie in a new light and has been innovative in the way the game is represented.

Maintaining strong relationships with our current commercial partners but also attracting new brands to the Association is a key priority.

In light of the 20x20 'If She Can't See It, She Can't be It' campaign, and the wider discussion around women in sport and the heightened

interest in increasing female participation in sport there is now a greater interest demonstrated by commercial brands in female sport.

### 2.2.1 Licensing and Merchandising

The Camogie Association has signed and maintained a number of licensing agreements with suppliers in 2019.

There are now 11 licensed suppliers for the use of the Camogie Association logo on Skorts and Jerseys. Cúl Sliotars are also licensed for sliotars with the Camogie Association logo on them.

It is the responsibility of all County and Club Units to negotiate with the respective suppliers, in order to gain the best value for money, for their respective Unit. All Units are also required to purchase playing gear from licensed suppliers only. There has been greater scrutiny of compliance with this in 2019.

The Association has provided some event-led merchandising over the past number of years and this continued in 2019 at the Camán to Croker and provincial Camán events with strong sales on the day.

### 2.3 Positioning Programme

#### 2.3.1 #GoTogether Campaign

In 2019 the Camogie Association renewed its marketing campaign '#GoTogether' tweaking it from its 2018 incarnation to target more tangible results in terms of match attendances in particular.

The campaign focused on accentuating the positives of attending Camogie matches with family, friends etc. and building lifelong tradition of coming to Camogie matches.

Built on the back of much research and analysis of the market, the aim of #GoTogether was to continue to build on the positive gains of previous campaigns by disseminating strong visual imagery of the campaign's branding as well as interesting and engaging content and activations across print and online platforms. The campaign's specific 'ask'



of people was to #GoTogether to matches, and to do so in numbers.

This campaign was once more a major undertaking for the Association which resulted in major gains in both positive media coverage and a record attendance on the 8th September 2019.

### 2.3.2 Growing Social Media Profiles

The social media profiles of the Camogie Association continue to grow, owing to the consistent dissemination of information across our platforms, relating to our players, games, events, development initiatives and also engagement and collaboration with other entities.

Twitter (21,979 followers – a 16% increase since March 2019) and Facebook (37,160 followers – a 7.8% increase since March 2019) are the two mediums, used most frequently by the Association. In 2019 the Association also focused on growing its social media audiences to younger demographics via its Instagram account in particular (11,761 followers – a 90% increase since March 2019) which has seen its followers almost double since last year, thanks to investment in dedicated resources during key times of the year. Such investment has seen great rewards in terms of profiling the game and is something which we need to further strengthen in years to come.

It was pleasing to see the level of activity that Counties and Clubs engaged in, on social media, in addition to various players and others involved in the game.

However, the area of social media is still underutilised by Counties, Clubs, players and supporters alike and it is an area where massive strides can be made for the promotion of the game with relative ease and at a low cost. In particular as although output may be quite high there is still much room for improvement in the quality and consistency of the output, particularly in portraying a professional image of Units etc.

### 2.3.3 All-Ireland Sunday - Sunday Independent Supplement

In September for the fourth year in-a-row the Camogie Association once more linked up with

the Sunday Independent to produce a 4-page pull-out on the morning of the All-Ireland Finals. This was part of a strategy to promote the Finals and their television broadcasting to as many Irish households as possible on the day of the Finals in Croke Park.

Exclusive content was produced in conjunction with the Sunday Independent for this pull-out including content provided by some of the newspaper's leading sports journalists and the initiative was received very positively and helped to boost the profile of the All-Ireland Finals once more.

### 2.3.4 Developing Match Analysis

As part of the overall communications strategy around the 2019 All-Ireland Championships in collaboration with RTÉ we re-introduced our '#CamogieTalk' match analysis series for online distribution.

Three shows were produced in total and distributed via the Association's Facebook page. Former Cork player Anna Geary was the host of these packages with players and journalists as analysts.

A key aim of the series was to create and encourage debate regarding the All-Ireland Championship Finals through producing in-depth analysis of matches and the Championships as a whole delivered by Camogie experts.

In turn, this series helped to further inform both the Camogie public and the wider sporting public and media regarding the All-Ireland Championships and the sport in general.

## 2.4 Branding Initiatives

### 2.4.1 On The Ball Magazine and Annual Calendar

Two more editions of the Association's now well-established official magazine 'On The Ball' were produced in 2019. The magazine is an important tool to look back at achievements within the Association as well as plans for the coming months but is also increasingly important in terms of raising the profile of the sport and of players in particular as well as focusing on new

areas of content such as coaching, player welfare, volunteerism etc. A 2020 Calendar promoting players and games' activity was also published and disseminated.

### 2.5 Communications Strategy

The Association's first ever Communications Strategy was launched at Annual Congress 2019

to cover the period of 2019-2021.

The strategy is being implemented with many of its outputs due in 2020 and 2021. The Communications Strategy should be foremost in all of our minds over the coming years to help spread the word about our game and to help drive the Association forward.

Independent.ie | Sunday Independent | 8 September 2019

# CAMOGIE FINALS 2019

FOUR-PAGE SPECIAL

## Breaking new ground on final day as Kilkenny look to bury pain of defeat

**BY DAVID COOKE**

**T**he most impressive feat by the younger generation is again to hold some of the greatest ever trophies again on grounds in Croke Park today.

In the main event, Galway being a host of newly exciting final against one of the most feared in the game and attempting to win the 'Flycatcher' for the first time in its history. The two Kilkenny who were in 2018, and have been in the final for the last six years. The Mack and another try to prove the benefits of being a 'final' final in a row.

The communication content has changed and improved and looking to repeat the success of previous years. In 2018, with the first 'Flycatcher' being won by Kilkenny in 1998, after being in the final for the last six years. The Mack and another try to prove the benefits of being a 'final' final in a row.

The communication content has changed and improved and looking to repeat the success of previous years. In 2018, with the first 'Flycatcher' being won by Kilkenny in 1998, after being in the final for the last six years. The Mack and another try to prove the benefits of being a 'final' final in a row.

**GALWAY v KILKENNY HOW THEY LINE UP**

Position	Galway	Kilkenny
Goalkeeper	1	1
Forwards	2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100	1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100

**ALL-IRELAND SENIOR FINAL: GALWAY VS KILKENNY**

Galway: 1-11 (0-5 FT) vs Kilkenny: 1-10 (0-4 FT)

**REPORT SECTION INSIDE**

**TODAY IN CROCK PARK**

- SENIOR FINAL: GALWAY VS KILKENNY
- U21 SENIOR FINAL: DUBLIN VS WEXFORD
- U21 JUNIOR FINAL: DUBLIN VS WEXFORD
- U18 SENIOR FINAL: DUBLIN VS WEXFORD
- U18 JUNIOR FINAL: DUBLIN VS WEXFORD
- U16 SENIOR FINAL: DUBLIN VS WEXFORD
- U16 JUNIOR FINAL: DUBLIN VS WEXFORD
- U14 SENIOR FINAL: DUBLIN VS WEXFORD
- U14 JUNIOR FINAL: DUBLIN VS WEXFORD
- U12 SENIOR FINAL: DUBLIN VS WEXFORD
- U12 JUNIOR FINAL: DUBLIN VS WEXFORD

## Section 3: Off the Pitch

Building sustainable organisational structures was the third strategic priority of the National Development Plan. Three areas were active in 2019 and these are reported on as follows:

- a) Creating a sustainable financial model
- b) Ensuring best practice in governance
- c) Volunteer Recognition





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### 3.1 Creating a sustainable financial model

The Association's audited accounts for 2019 are presented later in this Report.

The Association's finances have improved year-on-year. The accounts highlight income increases in 2019 in Affiliations (7%), Licencing (24%), Sponsorship (32%), Merchandising (45%), and the Championship Gate Receipts (40%).

We also have a prudent Reserves Policy in place to protect against financial risks.

#### 3.1.1 Indebtedness Review

Provincial and County Board financial statements for 2018 were reviewed during 2019 and were examined for their procedural compliance in different areas.

The Association's Resource Management Committee selects units to undertake a review of their financial procedures. In 2020, these reviews were carried out. Review findings are currently under consideration.

#### 3.1.2 GAA Property and Liability Insurances

The Camogie Association contribute toward the Property and Liability Insurance policy taken out by the GAA. This is collected in the form of an annual €300 charge to each Camogie Club.

All Units were advised to stop paying relevant external insurance premiums, and to discontinue contributions to GAA Units for these insurances. All Units were also made aware of the risk factors which can be avoided by Units, which in turn will minimise premium increases.

#### 3.1.3 Camogie Members Insurance Policy

It is the responsibility of the Club to ensure that all members are covered by insurance.

All Clubs are responsible for ensuring that players, officials and mentors are properly registered with the Association, thus allowing them to be covered. At all times player welfare is paramount. The Club where the player is



playing and/or registered must always satisfy themselves that such players are insured and need to verify this with the relevant insurance provider.

### 3.2 Ensuring best practice in governance

#### 3.2.1 Child Safeguarding

Since December 2017 the Children First Act has commenced and all sectors and organisations, including the Camogie Association must comply with all aspects of the Act under law.

As part of the Act, Clubs and County Boards are obliged to appoint a Designed Liaison Person and to ensure that concerns about underage players have been reported to the relevant statutory bodies as per their reporting forms. This person can also report consistent poor practice to the National Designated Liaison Person.

At national level, the National Children's Officer is appointed as the Mandated Person. They must ensure that allegations of abuse are reported as per the Act to the relevant authorities and to assist in any investigations thereafter.

#### Vetting

Units are required under legislation to have all coaches, mentors, volunteers and executives who have access to children vetted. These persons must also have completed a Child Safeguarding Workshop. The Unit Children's Officer is responsible for the Unit's compliance on these matters.

E-Vetting, in accordance with the national vetting legislation has been in place for the Camogie Association since January 2018. We saw a 36% increase in vetting in 2019.

Access NI is the Northern Ireland equivalent currently in use by Ulster GAA for the six counties. This is a similar process used to do background check on persons of responsibility within Units. There is the same requirement to have all coaches, selectors and mentors Access NI checked prior to taking up a role of responsibility with children.

When an enhanced disclosure (criminal record charges) is returned to the National Vetting Liaison Officer a committee must form to risk assess the application and their suitability for their role of responsibility. This committee will constitute the National Children's Officer, Vetting Liaison Officer and Ard Stiúrthóir.

#### 3.2.2 Child Safeguarding Statement and Risk Assessment

An amended Safeguarding Statement has been circulated to all Units following a successful statutory examination.

Under legislation (Children First 2015) each Unit is obliged to undertake a risk assessment on the safeguarding of children and the requirement to have accredited coaches is part of the process to minimise risk.

#### 3.2.3 General Data Protection Regulations (GDPR)

The EU General Data Protection Regulation has been in place since May 2018. All Units must comply with the conditions set out in the legislation as data collectors and storers. The legislation encompasses the collection, storage and distribution of personal information collected by each Unit and the Association.

The legislation sets out rules about how this information (personal information) can be obtained, how it can be used and how it is stored. Every person must give their consent for their data to be collected and processed for a specific purpose which must be communicated to them at the time the data is obtained. They must specifically 'Opt-in' and must be allowed to 'Opt-out' at any time. They must also be given the opportunity to review the consent they have given on a regular basis (i.e. yearly).

Data must be kept safe and secure and must be kept accurate and up-to-date. An Individual can request a copy of all the personal information held about them (this is called a Subject Access Request) and must be allowed to have all data deleted or returned to them, if they so wish.



The Association continues to promote awareness of and compliance with GDPR and is working closely with the GAA's Data Protection Officer who has been of great support in implementing this work.

**3.3 Volunteer Recognition**

**3.3.1 Volunteer and Media Awards**

The Association has implemented a Volunteer of the Year Awards initiative since 2012 and Media Awards since 2007.

The 2019 winners were presented with their awards at a gala event in the Croke Park Stadium in January 2019. The recipients of the awards are detailed in the chart to the right.

**The 2018 Mick Dunne Memorial Awards recipients were:**

Local Media – Waterford News & Star  
 Match Programme – Clare Camogie Board  
 PRO of the Year – Risteárd Ó Fuaráin (Kerry)

**The 2018 Camogie Association Media Awards recipients were:**

Best Media Innovation: Tipp FM  
 Digital Promotion: Cork Camogie Board  
 Photography: Séamus McElligott (Limerick)

Volunteer of the Year Awards Winners 2018	
Antrim	Anne Jackson
Armagh	Mairéad O'Kane
Britain	Jacqueline O'Rourke
Carlow	Patrick O'Brien Jnr.
Cavan	Fr. Ollie O'Reilly
Clare	Catherine Carmody
Cork	Mairéad Donovan
Derry	Wendy McEldowney
Donegal	Michael Feeney
Down	Cathy Grant
Dublin	Anne Ryan
Galway	Marita Healy
Kerry	Margaret Carroll
Kildare	Gaye Smullen
Kilkenny	Catherine Peters
Laois	Teresa Keenan
Limerick	Ethel Browne
Louth	Lorraine Young
Mayo	Barbara O'Malley
Meath	Geraldine Geraghty
Offaly	Carmel Carroll
Roscommon	Karina Jones
Tipperary	Siobhán O'Neill
Tyrone	Kevin Cunningham
Waterford	Ita Murphy
Westmeath	John Weir
Wexford	Lorraine O'Connor
Wicklow	Noeleen Whelan





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## Section 4:

# Aontas – Strengthening Relationships

In 2018 a Memorandum of Understanding between the Camogie Association and the GAA was signed by an beirt Uachtarán, an beirt Uachtarán-Tofa and an beirt Ard Stiúrthóir. The MoU is an agreed approach for integration of specific functions at national level between the two Associations.

Significant progress has been made at a practical level; the Camogie Association is now represented on many of the GAA National Committees, a motion was passed at the GAA Congress allowing for the inclusion of Camogie Association representatives on the GAA's Ard Chomhairle and Coiste Bainistíochta, a common coaching foundation course is in development and Camogie is included in the GAA 5 Star, Joint Leadership Development and Future Leader programmes.





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#### 4.1 Aontas Programme

The Gaelic Games family is unique in an Irish sporting context with three separate Associations delivering Gaelic Games. Relationships are ever closer, and synergies are being delivered through joint projects. Challenges remain given the growth in all of our games, the limit of 52 weekends and 365 days in the year, and the slower growth in provision of physical resources in key locations to meet these growing needs. The Camogie Association is committed to continue working with colleagues to maximise the playing opportunities for our members and optimise efficiency of the operational aspects of sporting life.

The Memorandum of Understanding between the GAA and the Camogie Association set out a number of key areas to work on during the lifetime of the agreement, with a view to bringing the Associations closer together. We are working closely with colleagues in the GAA to deliver on those areas.

Members in 2019 and 2020 can see the impact of this commitment to working in partnership with the joint initiatives such as:

- Child Safeguarding Statement
- Code of Behaviour Underage
- Foundation Coaching Programme
- Leadership Development Programme
- Green Club Initiative

In the background work continues to align the Associations in areas such as

- Registration Dates
- Insurance
- Membership
- Fixtures – with more double-headers now being arranged

Camogie Association members, volunteers and staff sit on National GAA Committees and work closely on various projects with GAA colleagues, from IT to Player Welfare, to Healthy Clubs & Communities, building relationships and developing new ways of working.



At a national level we will develop closer working relationships with a view to an agreed model for the Gaelic Games family in the future.

This partnership working and relationship building at a local level is bringing rewards with players playing in County grounds more often, shared fixtures calendars being prepared, and officers being able to consult their counterparts for advice in various situations.

I encourage all units to continue to work in partnership with our counterparts in the Gaelic Games family.

Ní neart go cur le chéile.



# Appendices



## Appendix 1:

### Ard Chomhairle membership and meetings attended during 2019

Name	Position	Total Attended
Kathleen Woods	Uachtarán	10
Sinéad McNulty	Ard Stiúrthóir (From June 2019)	7
Paddy Boyd	Interim Ard Stiúrthóir (Until June 2019)	5
Niamh Kilmartin	Secretary (From April 2019)	7
Sheila O'Donohoe	Secretary (Until April 2019)	3
Geraldine McGrath	Connacht Chairperson	10
Hilda Breslin	Leinster Chairperson	10
Marion Graham	Munster Chairperson	9
Jennifer Cultra	Ulster Chairperson	10
Kitty Morley	Connacht Delegate	8
Pat Martin	Leinster Delegate	4
Marie Kearney	Munster Delegate	7
Karen McCormick	Ulster Delegate (From April 2019)	7
Bridgheen Heenahan	Ulster Delegate (Until April 2019)	2
Ailish Whitty	Coaching and Games Representative	8
Shirley Moloney	PR & Communications Representative (From April 2019)	5
Aileen Pierce	Treasurer	7
Martin McAviney	Trustee	5
Phyllis Breslin	Trustee	7

A number of teleconferences were also held during the course of the year.



## Appendix 2:

### Staff (As at end of February 2019)

Position	
Ard Stiúrthóir:	Sinéad McNulty
Technical Development and Participation Manager:	Louise Conlon
Communications Manager:	Cian Nelson
Commercial Manager:	Mary O'Toole
Finance Manager:	Brendan McCabe
Operations Co-ordinator:	Alan Malone
National Competitions Administrator:	Caroline Halton
Office and Communications Administrator:	Sarah Stanley
Finance Administrator:	Lizzy McGuinness
National Safeguarding Officer:	Roberta Farrell
Participation and Retention Co-ordinator:	Aideen Howlin
Youth Development Co-ordinator:	James Heffernan
Club and Education Support Co-ordinator:	Liam Clancy
Learning and Development Co-ordinator:	Pamela Frizelle
Referee Education Co-ordinator:	Lizzie Flynn
Coach Education and Development Co-ordinator:	Niall Williams
Player Welfare Co-ordinator:	Paul O'Donovan
Connacht Participation and Growth Co-ordinator:	To Be Appointed
Leinster Participation and Growth Co-ordinator:	Sabrina Larkin
Munster Participation and Growth Co-ordinator:	Stuart Reid
<b>Ulster Camogie Council Staff</b>	
Administration Manager:	Julie O'Neill
Ulster Participation and Growth Co-ordinator:	Ryan Gaffney

#### Occasional Roles

**Garda Vetting Officer:** Ray Quigley

**All-Ireland Post Primary Competitions Servicing Officer:** Michelle Boyle

**M.N.A. Programme Servicing Officer:** Sinéad O'Regan

**GAA World Games Servicing Officer:** Taylor Murray

**Occasional Event Manager:** Brónagh Gaughan

#### Former National Staff (who left since Congress 2019)

Paddy Boyd, Brendan Kenny, John Mullins, Mairéad Fortune, Kathleen Egan, Thomas O'Brien

## Appendix 3:

### Torthaí na gComórtas / Competition Results 2019 – National Competition Results

Competition	Winners	Runners-Up	Referee
All-Ireland Senior Championship	Galway	Kilkenny	Ray Kelly (Kildare)
All-Ireland Intermediate Championship	Westmeath	Galway	Andrew Larkin (Cork)
All-Ireland Premier Junior Championship	Kerry	Limerick	Gavin Donegan (Dublin)
All-Ireland Minor A	Cork	Clare	Gavin Donegan (Dublin)
All-Ireland Minor B	Laois	Limerick	Justin Heffernan (Wexford)
All-Ireland Minor B Shield	Down	Meath	Owen Elliot (Antrim)
All-Ireland Under 16A	Cork	Galway	John Dermody (Westmeath)
All-Ireland Under 16B	Waterford	Limerick	John Horgan (Cork)
All-Ireland Under 16C	Roscommon	Kerry	Mike Ryan (Tipperary)
National League Division 1	Galway	Kilkenny	Cathal Egan (Cork)
National League Division 2	Tipperary	Kilkenny	Philip McDonald (Cavan)
National League Division 3	Kildare	Limerick	Barry Nea (Westmeath)
All-Ireland Senior Club Championship 2018	Slaughtneil (Derry)	St. Martin's (Wexford)	Liz Dempsey (Kilkenny)
All-Ireland Intermediate Club Championship 2018	Clonduff (Down)	Gailltír (Waterford)	John McDonagh (Galway)
All-Ireland Junior Club Championship 2018	Kilmessan (Meath)	Four Roads (Roscommon)	Mike Ryan (Tipperary)
All-Ireland Junior B Club Championship 2018	Ratoath (Meath)	Clontibret (Monaghan)	Conor Quinlan (Galway)
Ashbourne Cup 2020	UL	UCC	
Purcell Cup 2020	UCD	TU Dublin	
Purcell Shield 2020	NUI Galway	Garda College	
Fr. Meachair Cup 2020	Trinity	UCD	
Ó Maolagáin Cup 2020	Marino Institute of Education	MIC, St. Pat's Thurles	
All-Ireland Post-Primary Level Senior A	St. Angela's, Waterford	Cross and Passion, Ballycastle, Co. Antrim	
All-Ireland Post-Primary Level Senior B	Castlecomer, Kilkenny	St. Mary's, Nenagh, Co. Tipperary	
All-Ireland Post-Primary Level Senior C	Cashel CS, Tipperary	St. Pius, Co. Derry	
All-Ireland Post-Primary Level Senior D	Coláiste Mhuire, Clare	St. Patrick's, Dunggannon, Co. Tyrone	

Competition	Winners	Runners-Up
All-Ireland Post-Primary Level Junior A	St. Bridget's, Loughrea, Galway	Loreto, Co. Kilkenny
All-Ireland Post-Primary Level Junior B	Sacred Heart, Clonakilty, Cork	St. Mary's, Middleton, Co. Cork
All-Ireland Post-Primary Level Junior C	Cashel CS, Tipperary	Portumna CS, Co. Galway
All-Ireland Post-Primary Level Junior D	Scoil Pól, Kilfinane, Limerick	St. Colm's HS, Draperstown, Co. Derry
Junior Interprovincial Final	Ulster	Munster
Junior Interprovincial Shield Final	Connacht	Leinster
Senior Poc Fada	Caitríona Daly (Galway)	
Under 16 Poc Fada Senior	Katie Gilchrist (Galway)	

National Féile na nGael 2019		
Division	Winners	Runners-up
Division 1 Cup	Éire Óg (Cork)	Sarsfields (Cork)
Division 1 Shield	Dicksboro (Kilkenny)	Newcastle West (Limerick)
Division 2 Cup	Clonakilty (Cork)	Loughgiel (Antrim)
Division 2 Shield	Naas (Kildare)	St. Mullin's (Carlow)
Division 3 Cup	Ardrahan (Galway)	Na Fianna (Meath)
Division 3 Shield	St. Ibar's (Wexford)	Kilmaley (Clare)
Division 4 Cup	Moycarkey (Tipperary)	Mallow (Cork)
Division 4 Shield	De La Salle (Waterford)	Bishopstown (Cork)
Division 5 Cup	Ballyhea/Milford (Cork)	Causeway (Kerry)
Division 5 Shield	Bray Emmets (Wicklow)	Grenagh (Limerick)
Division 6 Cup	Four Roads (Roscommon)	Nemo Rangers (Cork)
Division 6 Shield	Aughrim (Wicklow)	Edendork (Tyrone)

## Appendix 4:

### 2019 All-Stars, Soaring Stars, Manager and Players' Player of the Year, Players of the League, AIB Senior Club Provincial Awards, AIB Senior Club Team of the Year.

#### 2019 All-Stars Awards, sponsored by Liberty Insurance

Number	Names	County
1	Sarah Healy	Galway
2	Shauna Healy	Galway
3	Sarah Dervan	Galway
4	Edwina Keane	Kilkenny
5	Heather Cooney	Galway
6	Claire Phelan	Kilkenny
7	Lorraine Bray	Waterford
8	Aoife Donohue	Galway
9	Niamh Kilkenny	Galway
10	Niamh Mulcahy	Limerick
11	Denise Gaule	Kilkenny
12	Amy O'Connor	Cork
13	Michelle Quilty	Kilkenny
14	Ailish O'Reilly	Galway
15	Beth Carton	Waterford

#### 2019 Soaring Stars Awards, sponsored by Liberty Insurance

Number	Names	County
1	Laura Glynn	Galway
2	Laura Doherty	Westmeath
3	Laura Shinnors	Tipperary
4	Nicole Kelly	Down
5	Fiona Leavy	Westmeath
6	Sabrina Larkin	Tipperary
7	Dervla Higgins	Galway
8	Patrice Diggin	Kerry
9	Muireann Scally	Westmeath
10	Mairéad McCormack	Westmeath
11	Sheila McGrath	Westmeath
12	Megan Dowdal	Westmeath
13	Gráinne McGoldrick	Derry
14	Pamela Greville	Westmeath
15	Tara Ruttledge	Galway

#### 2019 Manager of the Year Award, sponsored by Liberty Insurance

Name	County
Cathal Murray	Galway

#### 2019 Camogie Association/WGPA Players' Player of the Year Awards sponsored by Liberty Insurance

Names	County
Senior Players' Player of the Year	
Niamh Kilkenny	Galway
Intermediate Players' Player of the Year	
Pamela Greville	Westmeath
Junior Players' Player of the Year	
Patrice Diggin	Kerry

#### 2019 Camogie Association Player of the League Awards

Names	County
Division 1	
Aoife Donohue	Galway
Division 2	
Niamh Treacy	Tipperary
Division 3	
Rebecca Noonan	Limerick

## 2019 AIB Senior Club Provincial Awards

Name	Club
Connacht	
Shauna Healy	Ardrahan
Leinster	
Chloe Foxe	St. Martins
Munster	
Aileen Sheehan	Inniscarra
Ulster	
Tina Hannon	Slaughtneil

## 2019 AIB Senior Club Team of the Year

Number	Names	County
1	Jolene Bradley	Slaughtneil
2	Shauna Healy	Ardrahan
3	Bróna Ní Chaiside	Slaughtneil
4	Eilís Ní Chaiside	Slaughtneil
5	Ciara O'Connor	St. Martins
6	Aoife Ní Chaiside	Slaughtneil
7	Rena Buckley	Inniscarra
8	Aileen Sheehan	Inniscarra
9	Shannon Graham	Slaughtneil
10	Louise Dougan	Slaughtneil
11	Tina Hannon	Slaughtneil
12	Chloe Foxe	St. Martins
13	Linda Bolger	St. Martins
14	Niamh McCarthy	Inniscarra
15	Rebecca Hennelly	Ardrahan



## Appendix 5:

### Number of Intercounty fixtures by competition in 2019

Championship	Number of teams entered	Number of fixtures played	Number of withdrawals/walkovers
All-Ireland Senior	11	32	0
All-Ireland Intermediate	13	39	1 W/O
All-Ireland Premier Junior	9	17	2 W/O
All-Ireland Minor A	10	24	0
All-Ireland Minor B & B Shield Final	10	26	0
All-Ireland Minor C	5	9	0
All-Ireland U16 A	8	15	0
All-Ireland U16 B	11	28	0
All-Ireland U16 C	6	18	0
National League	Number of teams entered	Number of fixtures played	Number of withdrawals/walkovers
Division 1	10	23	1 W/O
Division 2	15	35	1 W/O
Division 3	6	17	1 W/O
Club Championship		Number of fixtures played	Number of withdrawals/walkovers
All-Ireland Senior, Intermediate, Junior & Junior B		10	0
Senior Interprovincial		Number of fixtures played	Number of withdrawals/walkovers
Cup & Shield		8	0

Total Number of National Fixtures	National Intercounty Fixtures	283 Completed 0 Withdrawals 6 Walkovers
	Club Championship Fixtures	10
	Senior Interprovincial Fixtures	8



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**FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED**  
**31ST DECEMBER 2019**

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**AN CUMANN CAMÓGAÍOCHTA**  
**PÁIRC AN CHRÓCAIGH,**  
**ÁTH CLIATH 3.**

**AN CUMANN CAMÓGAÍOCHTA****INDEX TO THE FINANCIAL STATEMENTS****For the year ended 31st December 2019**

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## AN CUMANN CAMÓGAÍOCHTA

### STATEMENT OF ARD CHOMHAIRLE'S RESPONSIBILITIES

The Ard Chomhairle is responsible for preparing financial statements in accordance with applicable Irish Law and Generally Accepted Accounting Practice in Ireland, including the accounting standards issued by the Accounting Standards Board.


The Ard Chomhairle is required to prepare financial statements which give a true and fair view of the state of the assets, liabilities and financial position of the Association as at the financial year end date and of the surplus or deficit of the Association for the financial year.

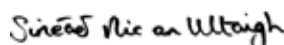
In preparing these financial statements the Ard Chomhairle is required to:

- (i) Select suitable accounting policies and then apply them consistently.
- (ii) Make judgements and estimates that are reasonable and prudent.
- (iii) Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Association will continue its activities.

The Ard Chomhairle is responsible for ensuring that the Association keeps or causes to be kept adequate accounting records which correctly explain and record the transactions of the Association, enable at any time the assets, liabilities, financial position and surplus or deficit of the Association to be determined with reasonable accuracy and enable the financial statements to be audited.

The Ard Chomhairle is also responsible for safeguarding the assets of the Association and hence for taking reasonable steps to prevent and detect fraud and other irregularities.

  
 Caitlín Ní Conchoille  
 Uachtarán

  
 Sinéad Nic an Ultaigh  
 Ard Stiúrthóir

Date: 1<sup>st</sup> February 2019

## AN CUMANN CAMÓGAÍOCHTA

INCOME AND EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2019

	Page	2019 €	2018 €
<b>INCOME</b>			
Grants – Sport Ireland	12.	408,635	395,000
Grants – Cumann Lúthchleas Gael	13.	500,000	500,000
Other Income		1,653,236	1,315,074
		<hr/>	<hr/>
Total Income	6.	2,561,871	2,210,074
<b>EXPENDITURE</b>			
Total Expenditure	7.	2,304,646	2,152,946
		<hr/>	<hr/>
SURPLUS OF INCOME OVER EXPENDITURE		257,225	57,128
BALANCE BROUGHT FORWARD		888,679	831,551
		<hr/>	<hr/>
<b>BALANCE CARRIED FORWARD</b>		<b>1,145,904</b>	<b>888,679</b>
		<hr/> <hr/>	<hr/> <hr/>

*Caitlín Ní Conchoille*  
Caitlín Ní Conchoille  
Uachtarán

*Sinéad Nic an Ultaigh*  
Sinéad Nic an Ultaigh  
Ard Stiúrthóir

## AN CUMANN CAMÓGAÍOCHTA

BALANCE SHEET AS AT 31<sup>ST</sup> DECEMBER 2019

	Note	2019	2018
		€	€
<b>CURRENT ASSETS</b>			
Debtors and Prepayments	6.	138,091	177,753
Stocks	5.	4,779	6,620
Cash at Bank and in Hand		1,489,094	948,925
Cash at Bank in respect of Government Support Scheme	13.	248,778	86,083
		<u>1,880,742</u>	<u>1,219,381</u>
<b>CREDITORS</b>			
Creditors and Accruals (falling due within one year)	7.	486,060	244,619
Government Support Scheme	13.	248,778	86,083
		<u>734,838</u>	<u>330,702</u>
<b>NET CURRENT ASSETS</b>		<b>1,145,904</b>	<b>888,679</b>
<b>TOTAL ASSETS LESS CURRENT LIABILITIES</b>		<b>1,145,904</b>	<b>888,679</b>
<b>REPRESENTED BY:</b>			
Income and Expenditure Account	8.	1,145,904	888,679
		<u>1,145,904</u>	<u>888,679</u>
<i>Caitlín Ní Conchoille</i>			
Caitlín Ní Conchoille			
Uachtarán			
		<i>Sinéad Nic an Ultaigh</i>	
		Sinéad Nic an Ultaigh	
		Ard Stiúrthóir	

## AN CUMANN CAMÓGAÍOCHTA

### INCOME ACCOUNT FOR THE YEAR ENDED 31<sup>ST</sup> DECEMBER 2019

	Note	2019 €	2018 €
Affiliation Fees		486,936	453,386
Grants - Sport Ireland	9.	408,635	395,000
Grants - Cumann Lúthchleas Gael	10.	500,000	500,000
Championship Gate Receipts	11.	365,112	260,433
National League Gate Receipts		19,681	12,951
Programme Sales		28,587	23,004
Fines/Appeals		7,750	10,750
Sponsorships		263,560	199,000
Deposit Interest		14,737	13,755
Course/Workshop Fees		38,811	40,300
Licencing Income		76,469	61,814
Merchandising Income	12.	40,084	27,562
Sundry Income		116	125
		<hr/>	<hr/>
Income before Government Support Scheme		2,250,478	1,998,080
		<hr/>	<hr/>
Government Support Scheme	13.	311,393	211,994
		<hr/>	<hr/>
<b>TOTAL TO INCOME AND EXPENDITURE ACCOUNT</b>		<b>2,561,871</b> <hr/> <hr/>	<b>2,210,074</b> <hr/> <hr/>



## AN CUMANN CAMÓGAÍOCHTA

## EXPENDITURE ACCOUNT FOR THE YEAR ENDED 31ST DECEMBER 2019

	Note	2019 €	2019 €	2018 €	2018 €
Wages & Salaries	1.	798,482		726,802	
Staff Travel Expenses		<u>60,930</u>	859,412	<u>64,800</u>	791,602
<b>On The Pitch</b>					
Initiatives, Programmes, Grants & Player Welfare		82,126		75,047	
International Development		24,003		6,112	
Administration of Fixtures		235,543		230,452	
Coach Education	1.	57,394		83,420	
Referee Development		30,425		31,515	
All Ireland Participation Grants		29,600		30,800	
All Star Tour		<u>82,644</u>	541,735	<u>297</u>	457,643
<b>In the Public Eye</b>					
All Star and Player of the League Awards		77,287		78,346	
Marketing and Public Relations	2.	160,458		206,921	
Promotional Material		15,372		21,814	
Merchandising Expenditure	12.	25,118		20,080	
Website		<u>9,366</u>	287,601	<u>2,195</u>	329,356
<b>Strategic Grants</b>					
Provincial Council Development Grants		10,000		10,000	
Development Grant Aid		<u>7,724</u>	17,724	<u>5,831</u>	15,831
<b>Governance and Organisational Development</b>					
Congress & Committee Expenses		104,963		114,851	
Volunteer Leadership: Club and County		9,729		20,119	
National Fixture Grants to Counties		27,000		25,500	
Child Safeguarding Administration	1.	25,335		12,309	
Audit Fees		4,920		4,920	
Bank Interest and Charges		3,032		3,204	
Legal and Professional Fees	3.	36,826		55,897	
Information Technology		7,531		8,850	
Stationery and Office Expenses		24,753		24,097	
Office Renovations & Fit Out		-		8,270	
Telephone		7,676		10,748	
Postage		5,029		6,860	
Performance Management and Team Development		4,704		9,613	
Subscriptions		2,052		6,163	
NDP Consultancy & Consultation		13,740		-	
Registrations Transaction Costs		9,726		14,756	
Property and Liability Insurances	4.	-		12,718	
Sundry Expenses		-		7,103	
Foreign Exchange Adjustment		<u>(235)</u>	286,781	<u>542</u>	346,520
Government Support Scheme	13.		<u>311,393</u>		<u>211,994</u>
<b>TOTAL TO INCOME AND EXPENDITURE ACCOUNT</b>			<b><u>2,304,646</u></b>		<b><u>2,152,946</u></b>

## AN CUMANN CAMÓGAÍOCHTA

### STATEMENT OF ACCOUNTING POLICIES

#### **BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements have been prepared in accordance with accounting standards generally accepted in Ireland. Accounting standards generally accepted in Ireland as giving a true and fair view are those issued by the Accounting Standards Board.

#### **ACCOUNTING CONVENTION**

The financial statements are prepared under the historic cost convention.

#### **FIXED ASSETS**

##### **Trophies**

The cost of trophies is expensed when they are acquired.

The following trophies were valued at the indicated amounts in 2017:-

1. O'Duffy Cup - €35,000
2. Ashbourne Cup - €10,000

#### **PENSIONS**

An Cumann Camógaíochta operates a defined contribution pension scheme for a number of its employees. The contributions are charged to the expenditure account in the period in which they are paid and are included in the wages and salaries expense line.

#### **GRANTS**

In line with a directive from Sport Ireland, grants underspent by An Cumann Camógaíochta are treated as deferred income and accounted for separately in the balance sheet.

## AN CUMANN CAMÓGAÍOCHTA

## NOTES TO THE FINANCIAL STATEMENTS

## 1. STAFF NUMBERS AND COSTS

	2019	2018
	No.	No.
<b>Number of Employees</b>		
The average number of employees during the year was	19	19
	====	====
<b>Staff costs are comprised of:</b>		
	2019	2018
	€	€
Staff Wages and Salaries	711,766	651,444
Employer's PRSI Costs	76,487	68,401
Employer's Pension Contributions	10,229	6,957
	-----	-----
	<b>798,482</b>	<b>726,802</b>
	=====	=====
<b>Other payroll costs not included in staff costs above:-</b>		
	2019	2018
	€	€
Coaching and Tutors	44,182	47,183
Child Safeguarding Administration	15,310	8,649
Employer's PRSI	3,474	3,790
	=====	=====

**Number of employees earning €60,000 (including pro rata) or above:**

	2019	2018
	No.	No.
Salary of €60,000 to €69,999	1	1
Salary of €70,000 to €79,999	0	0
Salary of €80,000 to €89,999	0	1
Salary of €90,000 to €99,999	0	0
Salary of €100,000 to €109,999	1	0

## AN CUMANN CAMÓGAÍOCHTA

## NOTES TO THE FINANCIAL STATEMENTS

## 2. MARKETING AND PUBLIC RELATIONS

	<b>2019</b>	<b>2018</b>
	€	€
Commercial Sponsorship Support	4,189	5,172
Media Awards & Launches	9,064	10,251
Market Information Analysis	11,335	17,312
Video Recordings & Streaming	14,745	17,473
Photography	19,680	18,434
Editorial Services	28,037	36,984
TV Broadcasting	49,200	49,200
Ticket Promotion Campaign	24,208	52,095
	<hr/>	<hr/>
	<b>160,458</b>	<b>206,921</b>
	<hr/> <hr/>	<hr/> <hr/>

## 3. LEGAL AND PROFESSIONAL FEES

	<b>2019</b>	<b>2018</b>
	€	€
Legal Fees	15,324	6,020
Professional Fees	1,043	842
Governance Review	-	18,450
Communications Strategy	-	12,915
Staff Advertising Costs	1,781	3,106
Staff Recruitment Costs	18,678	14,564
	<hr/>	<hr/>
	<b>36,826</b>	<b>55,897</b>
	<hr/> <hr/>	<hr/> <hr/>

## 4. PROPERTY AND LIABILITY INSURANCES

In prior years, Cumann Lúthchleas Gael absorbed the cost of Property and Liability Insurances for An Cumann Camógaíochta and its units. This practice ceased in 2018 due to increases in costs and claims. From 2018, An Cumann Camógaíochta's share of this cost is borne by Camogie units. A balance of €68,786 (2018: €118,786) remains outstanding in Creditors and Accruals, of which €58,405 (2018: €118,786) remains recoverable from Camogie units and is included under Debtors and Prepayments.

## AN CUMANN CAMÓGAÍOCHTA

## NOTES TO THE FINANCIAL STATEMENTS

## 5. STOCKS

	Note	2019 €	2018 €
Merchandising goods at cost		4,779	6,620
		<u>4,779</u>	<u>6,620</u>

## 6. DEBTORS AND PREPAYMENTS

		2019 €	2018 €
Sponsorship		13,500	13,500
Licencing Income		29,190	21,584
Property and Liability Insurances	4.	58,405	118,786
Other Debtors and Prepayments		36,996	23,883
		<u>138,091</u>	<u>177,753</u>

7. CREDITORS AND ACCRUALS  
(falling due within one year)

		2019 €	2018 €
Creditors		158,241	39,981
Grants		-	4,600
PAYE, PRSI & USC		19,207	20,602
Pension		2,187	533
Deferred Licencing Income		21,000	16,333
Property and Liability Insurances	4.	68,786	118,786
Sport Ireland Deferred Grants	9.	39,269	-
Accruals		177,370	43,784
		<u>486,060</u>	<u>244,619</u>

## AN CUMANN CAMÓGAÍOCHTA

## NOTES TO THE FINANCIAL STATEMENTS

## 8. INCOME AND EXPENDITURE ACCOUNT

	2019 €	2018 €
Opening Balance	888,679	831,551
Surplus for year	257,225	57,128
	<hr/>	<hr/>
Closing Balance	<b>1,145,904</b>	<b>888,679</b>
	<hr/> <hr/>	<hr/> <hr/>

## 9. GRANTS - SPORT IRELAND

The Department of Transport Tourism and Sport is the sponsoring Department for all Sport Ireland grant income.

	Grant Received €	Grant Expended €	Grant Deferred €
Core Grant	395,000	395,000	-
Special Projects Grant – National Development Plan	10,000	10,000	-
Dormant Account – Aspire Graduate Programme	22,904	-	22,904
Women in Sport – M.N.A. Programme	20,000	3,635	16,365
	<hr/>	<hr/>	<hr/>
	<b>447,904</b>	<b>408,635</b>	<b>39,269</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

All grants that were expended during the year were wholly expended for the purpose for which they were intended by Sport Ireland.

## AN CUMANN CAMÓGAÍOCHTA

## NOTES TO THE FINANCIAL STATEMENTS

## 10. GRANTS - CUMANN LÚTHCHLEAS GAEL

	2019 €	2018 €
Grants received	500,000	500,000
	<u>500,000</u>	<u>500,000</u>

In 2018, a comprehensive Memorandum of Understanding was agreed between the GAA and An Cumann Camógaíochta. An additional grant of €300,000 was received under this agreement in each of the years 2018 and 2019.

## 11. CHAMPIONSHIP GATE RECEIPTS

	2019 €	2018 €
Intercounty	296,036	222,555
Club	69,076	37,878
	<u>365,112</u>	<u>260,433</u>

Intercounty receipts include prepaid All Ireland tickets purchased by clubs of €28,850 (2018 €28,700).

## 12. MERCHANDISING INCOME/EXPENDITURE

	2019 €	2018 €
Merchandising Income	40,084	27,562
Merchandising Expenditure	(25,118)	(20,080)
	<u>14,966</u>	<u>7,482</u>

13.

**AN CUMANN CAMÓGAÍOCHTA****NOTES TO THE FINANCIAL STATEMENTS****13. GOVERNMENT SUPPORT SCHEME**

	<b>2019</b>		<b>2018</b>
	€		€
Opening Grant Income Deferred	86,083		70,077
Grants Received	474,088		228,000
Grants Allocated	(160,493)	(177,016)	
Grants Administration	(150,900)	(34,978)	
	<u>(311,393)</u>		<u>(211,994)</u>
Closing Grant Income Deferred	<u><b>248,778</b></u>		<u><b>86,083</b></u>

The Department of Transport Tourism and Sport is the sponsoring Department for the Government Support Scheme income.

Grant monies received for the Government Support for Inter-county Ladies Football and Camogie Players Scheme are disbursed by the Association to counties and in respect of the administration of the scheme.

The grants expended during the year were wholly expended for the purpose for which they were intended by Sport Ireland.

**14. TAXATION**

An Cumann Camógaíochta is tax compliant.

**15. CAPITAL COMMITMENTS AND CONTINGENT LIABILITIES**

There were no capital commitments or contingent liabilities at 31<sup>st</sup> December 2019.

**16. APPROVAL OF ACCOUNTS**

The accounts were approved by Ard Chomhairle on 1st February 2020.



## AN CUMANN CAMÓGAÍOCHTA

### INDEPENDENT AUDITOR'S REPORT

#### To the Ard Chomhairle, An Cumann Camógaíochta

We have audited Financial Statements of An Cumann Camógaíochta for the year ended 31<sup>st</sup> December 2019 which comprise Income and Expenditure Accounts, Balance Sheet and related notes. These financial statements have been prepared on the basis of the accounting policies set out therein.

This report is made solely for the Ard Chomhairle, An Cumann Camógaíochta. Our audit work has been undertaken so that we might state to the Ard Chomhairle those matters which we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Ard Chomhairle, as a body, for our audit work, for this report, or the opinions we have formed.

#### Respective Responsibilities of Ard Chomhairle and Auditors

The Ard Chomhairle of An Cumann Camógaíochta is responsible for the preparation of the financial statements in accordance with applicable accounting policies.

Our responsibility is to audit the financial statements in accordance with relevant legal and regulatory requirements and Auditing Standards issued by the Auditing Practising Board in Ireland and the United Kingdom.

We report to you as to whether the financial statements give a true and fair view and are properly prepared in accordance with the accounting policies. In addition, we state whether we have obtained all the information and explanations necessary for the purposes of our audit and whether An Cumann Camógaíochta's Balance Sheet and Income and Expenditure account are in agreement with the accounting records.

#### Scope of the Audit of the Financial Statements

An audit involves obtaining evidence about the amounts and disclosures in the financial statements sufficient to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or error. This includes an assessment of: whether the accounting policies are appropriate to An Cumann Camógaíochta's circumstances and have been consistently applied and adequately disclosed; the reasonableness of significant accounting estimates made by the Ard Chomhairle; and the overall presentation of the financial statements. In addition, we read all the financial and non-financial information in the reports and financial statements for the year ended 31<sup>st</sup> December 2019 to identify material inconsistencies with the audited financial statements and to identify any information that is apparently materially incorrect based on, or materially inconsistent with, the knowledge acquired by us in the course of performing the audit. If we become aware of any apparent material misstatements or inconsistencies we consider the implications for our report.

However the evidence available to us was limited as, An Cumann Camógaíochta, in line with other similar organisations derives a portion of its income from receipts which are outside its control until received and entered in the accounting records. The completeness of such income is therefore not susceptible to independent audit verification.

**AN CUMANN CAMÓGAÍOCHTA****INDEPENDENT AUDITOR'S REPORT (cont.....)****To the Ard Chomhairle An Cumann Camógaíochta****Qualified Audit Opinion Arising from Limitation in Audit Scope**

Except for any adjustments that might have been found necessary had we been able to obtain sufficient evidence concerning income not subject to independent audit verification, in our opinion the financial statements give a true and fair view of the assets, liabilities and the financial position of An Cumann Camógaíochta as at 31<sup>st</sup> December 2019 and of its surplus for the year then ended and have been properly prepared in accordance with the relevant financial reporting framework.

In all respects, with the exception of the matters stated above, we have obtained all the information and explanations we considered necessary for the purpose of our audit and in our opinion the accounting records of An Cumann Camógaíochta were sufficient to permit the financial statements to be readily and properly audited. The financial statements are in agreement with the accounting records.



Ronan Leech  
For and on behalf of:  
Ronan Leech & Company  
Statutory Auditor

Hill House  
26 Sion Hill Road  
Drumcondra  
Dublin 9

**Date: 10th February 2019**



# Motions to Congress





Foreword

Overview

Section 1

Section 2

Section 3

Section 4

Appendices

Accounts

Motions to Congress

## Na Rúin/Motions to Congress

### Na Rúin/Motions

A new rule or proposed amendments to an existing rule are in red and/or demonstrated by a strikethrough. A strikethrough is used to denote the deletion of a word or words within a rule.

*In accordance with Rule 12.7., amendments to Rule become effective within one month from the date of Congress i.e. May 5th 2020 unless otherwise stated below.*

## Official Guide Part 1

### 1. Add a new Definition of Terms

- **Dual Player** - A playing member of the Camogie Association who is also a playing member of the Ladies Gaelic Football Association.

**BAILE ÁTHA CLIATH**

### 2. That Definition of Term Home Club

The club with which a player first legally participates in club competition, either league or championship, organised by the County Board or one of its sub-committees is designated as a player's home club.

Is **amended** to read:

The club with which a player first legally participates in club competition, either **activities defined in Rule 33.8: All games activities organised for all players aged U12 by all Units of the Association must be: • Child centred • Small sided games • Developmentally appropriate • Provide all players with meaningful playing time**, league or championship organised by the County Board or one of its sub-committees is designated as a player's home club.

**CILL MHANTÁIN**

### 3. Add a new Rule 2.8.

The Camogie Association recognises and supports the concept of a Dual Player, as defined, and will encourage all of its Units to support and facilitate its playing members of all ages, who wish to do so, to play both Camogie and Ladies Gaelic Football. In doing so, the Camogie Association and all of its Units will be conscious of and promote the welfare of all players.

**BAILE ÁTHA CLIATH**

### 4. That Rule 3.6.

An elected officer must only serve on the same Executive Committee in the same officer capacity for no more than five consecutive years. The Uachtarán of the Association, the Cathaoirleach of Provincial Council and Ard Chomhairle members elected by Annual Congress are all exceptions to this as each will serve one term of three years.

Is **amended** to read:

An elected officer ~~must~~ **can** serve on the same Executive Committee in the same officer capacity for ~~no more than five~~ consecutive years **with the option of extending this term, with the agreement of the officer in question and at the request of the Unit**. The Uachtarán of the Association, the Cathaoirleach of Provincial Council and Ard Chomhairle members elected by Annual Congress are all exceptions to this as each will serve one term of three years.

**LUIMNEACH**

## 5. That Rule 4.1.

Membership of the Association can only be granted by a Club or through a National Education Council. Membership is open to all persons who subscribe to the aims and objectives of the Association. All members are bound by the Official Guide, mandatory codes and Ard Chomhairle binding decisions.

The club with which a player first legally participates in club competition either league or championship, organised by the County Board or one of its subcommittees is designated as a player's home club. A Club reserves the right to refuse membership to any person. The decision to refuse membership must comply with relevant equality legislation. A person can only be registered with one club.

Is **amended** to read:

Membership of the Association can only be granted by a Club or through a National Education Council. Membership is open to all persons who subscribe to the aims and objectives of the Association. All members are bound by the Official Guide, mandatory codes and Ard Chomhairle binding decisions.

The club with which a player first legally participates in club competition either **activities defined in Rule 33.8: All games activities organised for all players aged U12 by all Units of the Association must be: • Child centred • Small sided games • Developmentally appropriate • Provide all players with meaningful playing time**, league or championship, organised by the County Board or one of its subcommittees is designated as a player's home club. A Club reserves the right to refuse membership to any person. The decision to refuse membership must comply with relevant equality legislation. A person can only be registered with one club.

**CILL MHANTÁIN**

## Na Rúin/Motions to Congress

### 6. That Rule 4.2.2

Before 30th April each year a club must submit affiliation/membership fees as outlined in the table below. Once a club is affiliated, its members remain registered until 29th April of the following year.

Affiliation fee / Membership type	Total	Affiliation fee per member to County Board	Affiliation fee per member to Provincial Council	Affiliation fee per member to Ard Chomhairle
Child members aged under 8 (Players)	<b>All membership revenue to club</b>			
Youth Members aged over 8 (Players)	€13	€5	€2	€6
Full Members (Adult Players)	€23	€5	€2	€16
Full Members (Administrators / Coaches/ Referees/Team Mentors at all levels of the Association)	€3	€0	€0	€3
Social Members	<b>All membership revenue to club</b>			

Is **amended** to read:

Before ~~30th April~~ **31st March** each year a club must submit affiliation/ membership fees as outlined in the table below. Once a club is affiliated, its members remain registered until ~~29th April~~ **31st March** of the following year.

Affiliation fee / Membership type	Total	Affiliation fee per member to County Board	Affiliation fee per member to Provincial Council	Affiliation fee per member to Ard Chomhairle
Child members aged under 8 (Players)	<b>All membership revenue to club</b>			
Youth Members aged over 8 (Players)	<del>€13</del> <b>€14</b>	€5	€2	<del>€6</del> <b>€7</b>
Full Members (Adult Players)	€23	€5	€2	€16
Full Members (Administrators / Coaches/ Referees/Team Mentors at all levels of the Association)	€3	€0	€0	€3
Social Members	<b>All membership revenue to club</b>			

**ARD CHOMHAIRLE**

### 7. That Rule 4.2.4.

International Units/Boards and National Education Councils will pay €300 per annum direct to Ard Chomhairle by April 30th.

Is **amended** to read:

~~International Units/Boards and National Education Councils will pay €300 per annum direct to Ard Chomhairle by April 30th.~~  
Boards will pay €300 per annum direct to Ard Chomhairle by March 31st. A list of eligible players must also be submitted to Ard Chomhairle on or before March 31st each year.

(i) National Education Councils will pay €300 per annum direct to Ard Chomhairle by March 31st. A list of eligible players must also be submitted to Ard Chomhairle on or before March 31st each year.

(ii) Persons wishing to become members (playing/non-playing) of International Units must register with the Camogie Association via the electronic registration system and pay the associated fee.

**ARD CHOMHAIRLE**



## 8. That Rule 5.6

No two Clubs in the same county will have similar colour details. The Club whose colours have been longest affiliated will be entitled to retain these colours. In the event of a clash of colours by clubs in competition within the County, the longest established club will retain their colours.

Is **amended** to read:

No two Clubs in the same county will have similar colour details. ~~The Club whose colours have been longest affiliated will be entitled to retain these colours.~~ In the event of a clash of colours by clubs in competition within the County, the longest established club will retain their colours **both Clubs to change colours.**

**LOCH GARMAN**

## 9. That Rule 5.10.

Each club is required to:

- a. comply with the Camogie Association's binding codes and mandatory procedures;
- b. promote best practice in player welfare;
- c. adhere to good governance standards as outlined in Section D of the Official Guide; and
- d. liaise and co-operate with other organisations within the Gaelic games family and other relevant bodies.

Is **amended** to read:

Each club is required to:

- a. comply with the Camogie Association's binding codes and mandatory procedures;
- b. promote best practice in player welfare;
- c. adhere to good governance standards as outlined in Section D of the Official Guide; and
- d. liaise and co-operate with other organisations within the Gaelic games family and other relevant bodies. **In particular where such liaison is required to support the welfare of all players.**

**BAILE ÁTHA CLIATH**

## Na Rúin/Motions to Congress

### 10. That Rule 6.4

Each County Board is required to:

- a. control Club affiliations;
- b. control County competitions;
- c. make bye-laws, as appropriate, which will not be at variance with the Rules of the Association. Such bye-laws must in the first instance be approved at the Annual Convention and then ratified by Ard Chomhairle;
- d. submit motions, as appropriate, to Provincial Convention or Annual Congress, as applicable. Such motions must in the first instance be approved at Annual Convention;
- e. be responsible for all matters in relation to county teams that represent the county in inter-county competition;
- f. determine the manner of selecting teams to represent the County in Inter-County competition;
- g. delegate authority and establish terms of reference for all Sub-Committees and subsidiary committees as appropriate;
- h. raise finances, to control, administer and utilise the funds and property of the Association as set out in Rule 2.1;
- i. Appoint a Transfers, Hearings and Disciplinary Sub-Committee to hear and adjudicate on transfers, objections and to independently investigate irregularities and have autonomy to suspend, fine, disqualify or debar individuals, clubs or Units for breaches of the Rules of the Association or any bye-laws made thereunder in accordance with the Disciplinary Code. The committee will act in accordance with the procedures agreed and issued by Ard Chomhairle.
- j. appoint a Development Sub-Committee to promote Camogie in the County chaired by the County Board Development Officer;
- k. appoint any other Sub-Committees as required;
- l. comply with the Camogie Association's binding codes and mandatory procedures;
- m. promote best practice in player welfare;
- n. adhere to good governance standards as outlined in Section D of the Official Guide and its relevant Codes of Practice;
- o. liaise and co-operate with other organisations within the Gaelic games family and other relevant bodies.

Is **amended** to read:

Each County Board is required to:

- a. control Club affiliations;
- b. control County competitions;
- c. make bye-laws, as appropriate, which will not be at variance with the Rules of the Association. Such bye-laws must in the first instance be approved at the Annual Convention and then ratified by Ard Chomhairle;
- d. submit motions, as appropriate, to Provincial Convention or Annual Congress, as applicable. Such motions must in the first instance be approved at Annual Convention;
- e. be responsible for all matters in relation to county teams that represent the county in inter-county competition;
- f. determine the manner of selecting teams to represent the County in Inter-County competition;
- g. delegate authority and establish terms of reference for all Sub-Committees and subsidiary committees as appropriate;
- h. raise finances, to control, administer and utilise the funds and property of the Association as set out in Rule 2.1;
- i. Appoint a Transfers, Hearings and Disciplinary Sub-Committee to hear and adjudicate on transfers, objections and to independently investigate irregularities and have autonomy to suspend, fine, disqualify or debar individuals, clubs or Units for breaches of the Rules of the Association or any bye-laws made thereunder in accordance with the Disciplinary Code. The committee will act in accordance with the procedures agreed and issued by Ard Chomhairle.
- j. appoint a Development Sub-Committee to promote Camogie in the County chaired by the County Board Development Officer;
- k. appoint any other Sub-Committees as required;
- l. comply with the Camogie Association's binding codes and mandatory procedures;
- m. promote best practice in player welfare;
- n. adhere to good governance standards as outlined in Section D of the Official Guide and its relevant Codes of Practice;
- o. liaise and co-operate with other organisations within the Gaelic games family and other relevant bodies. **In particular where such liaison is required to support the welfare of all players.**

## 11. That Rule 7.4.

Each Provincial Council is, within its own Province, required to:

- a. control County affiliations;
- b. organise and control Provincial and/or Inter-county/Inter-club competitions;
- c. control Camogie, in a County where no County Board exists or where a County Board has ceased to exist;
- d. make bye-laws, as appropriate, which will not be at variance with the Rules of the Association. Such bye-laws must in the first instance be approved at Annual Convention and then ratified by Ard Chomhairle;
- e. be responsible for all matters in relation to Provincial teams that represent the Province in Provincial competition;
- f. submit motions, as appropriate, to Annual Congress. Such motions must in the first instance be approved at Annual Convention;
- g. determine the manner of selecting teams to represent the Province in Inter-Provincial competition;
- h. raise finances, to control, administer and utilise the funds and property of the Association as set out in Rule 2.1;
- i. appoint a Transfers, Hearings and Disciplinary Sub-Committee to hear and adjudicate on transfers, objections and to independently investigate irregularities and have autonomy to suspend, fine, disqualify or debar individuals, clubs or Units for breaches of the Rules of the Association or any bye-laws made thereunder in accordance with the Disciplinary Code. The committee will act in accordance with the procedures agreed and issued by Ard Chomhairle;
- j. appoint a Development Sub-Committee to promote Camogie in the Province which must be chaired by the Provincial Council Development officer;
- k. appoint any other Sub-Committees as required;
- l. delegate authority to Sub-Committees as appropriate. All Sub-Committees will be required to work to specific terms of reference;
- m. comply with the Camogie Association's binding codes and mandatory procedures;
- n. promote best practice in player welfare;
- o. adhere to good governance standards as outlined in Section D of the Official Guide and the Association's relevant Codes of Practice; and
- p. liaise and co-operate with other organisations within the Gaelic games family and other relevant bodies.

Is **amended** to read:

Each Provincial Council is, within its own Province, required to:

- a. control County affiliations;
- b. organise and control Provincial and/or Inter-county/Inter-club competitions;
- c. control Camogie, in a County where no County Board exists or where a County Board has ceased to exist;
- d. make bye-laws, as appropriate, which will not be at variance with the Rules of the Association. Such bye-laws must in the first instance be approved at Annual Convention and then ratified by Ard Chomhairle;
- e. be responsible for all matters in relation to Provincial teams that represent the Province in Provincial competition;
- f. submit motions, as appropriate, to Annual Congress. Such motions must in the first instance be approved at Annual Convention;
- g. determine the manner of selecting teams to represent the Province in Inter-Provincial competition;
- h. raise finances, to control, administer and utilise the funds and property of the Association as set out in Rule 2.1;
- i. appoint a Transfers, Hearings and Disciplinary Sub-Committee to hear and adjudicate on transfers, objections and to independently investigate irregularities and have autonomy to suspend, fine, disqualify or debar individuals, clubs or Units for breaches of the Rules of the Association or any bye-laws made thereunder in accordance with the Disciplinary Code. The committee will act in accordance with the procedures agreed and issued by Ard Chomhairle;
- j. appoint a Development Sub-Committee to promote Camogie in the Province which must be chaired by the Provincial Council Development officer;
- k. appoint any other Sub-Committees as required;
- l. delegate authority to Sub-Committees as appropriate. All Sub-Committees will be required to work to specific terms of reference;
- m. comply with the Camogie Association's binding codes and mandatory procedures;
- n. promote best practice in player welfare;
- o. adhere to good governance standards as outlined in Section D of the Official Guide and the Association's relevant Codes of Practice; and
- p. liaise and co-operate with other organisations within the Gaelic games family and other relevant bodies. **In particular where such liaison is required to support the welfare of all players.**

## Na Rúin/Motions to Congress

### 12. That Rule 10.5.

The roles and responsibilities of Ard Chomhairle include:

- a. establish the mission, vision and future strategic direction of the Association ensuring that the financial and other necessary resources are in place to achieve its plans and objectives;
- b. provide leadership to the Association, within a framework of prudent and effective controls, which enables risks to be assessed and managed;
- c. apply the Rules as set out in this Official Guide. Ard Chomhairle can rule on special cases, even where no particular Rule of the Association relates to those cases. A record of such rulings will be maintained by the Ard Stiúrthóir. Such rulings will be conveyed to Councils and County Boards. Where the subject matter warrants, Ard Chomhairle will submit such ruling as a motion for ratification at the next Congress;
- d. review reports on the management accounts of the Association and all Sub-Committees;
- e. ensure that Sub-Committees are formally established and constituted and that each Sub-Committee operates with appropriate and approved Terms of Reference which are reviewed annually by Ard Chomhairle;
- f. review, approve and monitor performance against the National Development Plan and annual business plan on an ongoing basis based as per agreed Key Performance Indicators;
- g. submission of motions, where appropriate, to Annual Congress and reports on i. its Stewardship of the Association since the last Annual Congress ii. the Governance of the Association iii. progress against the National Development Plan, and iv. other relevant matters;
- h. ratify of bye-laws as submitted by County Boards, Provincial Councils, National Education Councils and International Boards provided such bye-laws are not contrary to the Official Guide;
- i. uphold the reputation and brand of the Association and ensure that systems and procedures are in place to facilitate this;
- j. appoint and/or remove the Ard Stiúrthóir, ensure the performance of the Ard Stiúrthóir is evaluated annually by Ard Chomhairle and that the performance of the management team and staff are evaluated by the Ard Stiúrthóir;
- k. enter into any contract for the lease, purchase and disposal of property;
- l. ensure that Ard Chomhairle has the appropriate policies, plans and procedures in place which are relevant to the effective and efficient running of the Association and are proposed by Ard Chomhairle, the Ard Stiúrthóir and sub-committees;
- m. open bank accounts in the name of the Association. Transactions in these accounts must be administered in accordance with approved financial procedures;
- n. ratify the appointment of staff in accordance with the Association's recruitment policy;
- o. borrow money and to mortgage or charge its undertaking and property or any part thereof in accordance with approved financial procedures;
- p. control All-Ireland competitions and Provincial Competitions and Camogie in a Province where no Provincial Council exists or where a Provincial Council has ceased to exist;
- q. ensure that the Association complies with its legal, ethical, risk and environmental obligations;
- r. accept affiliations/membership fees from Clubs where a County Board or a Provincial Council does not exist;
- s. be accountable for the oversight and governance of the Association and compliance with binding codes and mandatory procedures;
- t. promotion of best practice in player welfare;
- u. review and approve the annual financial statements for the accounting year, ensuring that they provide a true and fair view of the financial status of the Association and that these statements are audited annually in accordance with professional standards;
- v. liaison and co-operation with other organisations within the Gaelic games family and other relevant bodies; and
- w. establish and approve the risk policy for the Association and ensure that it is supported by a risk management plan, supporting procedures and a risk register.

Is **amended** to read:

The roles and responsibilities of Ard Chomhairle include:

- a. establish the mission, vision and future strategic direction of the Association ensuring that the financial and other necessary resources are in place to achieve its plans and objectives;
- b. provide leadership to the Association, within a framework of prudent and effective controls, which enables risks to be assessed and managed;
- c. apply the Rules as set out in this Official Guide. Ard Chomhairle can rule on special cases, even where no particular Rule of the Association relates to those cases. A record of such rulings will be maintained by the Ard Stiúrthóir. Such rulings will be conveyed to Councils and County Boards. Where the subject matter warrants, Ard Chomhairle will submit such ruling as a motion for ratification at the next Congress;
- d. review reports on the management accounts of the Association and all Sub-Committees;
- e. ensure that Sub-Committees are formally established and constituted and that each Sub-Committee operates with appropriate and approved Terms of Reference which are reviewed annually by Ard Chomhairle;
- f. review, approve and monitor performance against the National Development Plan and annual business plan on an ongoing basis based as per agreed Key Performance Indicators;
- g. submission of motions, where appropriate, to Annual Congress and reports on i. its Stewardship of the Association since the last Annual Congress ii. the Governance of the Association iii. progress against the National Development Plan, and iv. other relevant matters;
- h. ratify of bye-laws as submitted by County Boards, Provincial Councils, National Education Councils and International Boards provided such bye-laws are not contrary to the Official Guide;
- i. uphold the reputation and brand of the Association and ensure that systems and procedures are in place to facilitate this;
- j. appoint and/or remove the Ard Stiúrthóir, ensure the performance of the Ard Stiúrthóir is evaluated annually by Ard Chomhairle and that the performance of the management team and staff are evaluated by the Ard Stiúrthóir;
- k. enter into any contract for the lease, purchase and disposal of property;
- l. ensure that Ard Chomhairle has the appropriate policies, plans and procedures in place which are relevant to the effective and efficient running of the Association and are proposed by Ard Chomhairle, the Ard Stiúrthóir and sub-committees;
- m. open bank accounts in the name of the Association. Transactions in these accounts must be administered in accordance with approved financial procedures;
- n. ratify the appointment of staff in accordance with the Association's recruitment policy;
- o. borrow money and to mortgage or charge its undertaking and property or any part thereof in accordance with approved financial procedures;
- p. control All-Ireland competitions and Provincial Competitions and Camogie in a Province where no Provincial Council exists or where a Provincial Council has ceased to exist;
- q. ensure that the Association complies with its legal, ethical, risk and environmental obligations;
- r. accept affiliations/membership fees from Clubs where a County Board or a Provincial Council does not exist;
- s. be accountable for the oversight and governance of the Association and compliance with binding codes and mandatory procedures;
- t. promotion of best practice in player welfare;
- u. review and approve the annual financial statements for the accounting year, ensuring that they provide a true and fair view of the financial status of the Association and that these statements are audited annually in accordance with professional standards;
- v. liaison and co-operation with other organisations within the Gaelic games family and other relevant bodies. **In particular where such liaison is required to support the welfare of all players;** and
- w. establish and approve the risk policy for the Association and ensure that it is supported by a risk management plan, supporting procedures and a risk register.

**BAILE ÁTHA CLIATH**

## Na Rúin/Motions to Congress

### 13. That Rule 16.8.

16.8. Any member of the Executive Committee who has absented her/himself from three consecutive meetings, without reasonable explanation, will be deemed to have resigned from the Executive Committee.

Is **amended** to read:

16.8 Any member of the Executive Committee who has absented her/himself from three consecutive meetings, ~~without reasonable explanation~~, will be deemed to have resigned from the Executive Committee.

**ARD CHOMHAIRLE**

### 14. Add a new Rule 18.2.1.

Any County/Province that fails to comply with the deadlines above will result in removal of voting rights at higher unit for three consecutive meetings. Voting rights can only be restored once all required documents have been submitted.

**ARD CHOMHAIRLE**

### 15. That Rule 18.8.

Immediately after the Unit Annual Convention, the Unit Secretary will forward to the Secretary of the appropriate higher body and in all cases except a Club Annual Convention, to the Ard Stiúrthóir:

- a. a copy of Unit Secretary's Report;
- b. a copy of the Unit Accounts compliant with Rule 18.5. At Club level Accounts are not required to be audited but must be presented in accordance with financial procedures agreed and issued by Ard Chomhairle;
- c. the names of the elected and appointed Officers and of the delegate(s) to the higher body.
- d. a copy of approved motions and bye-laws.

Is **amended** to read:

~~Immediately after the Unit Annual Convention,~~The Unit Secretary will forward to the Secretary of the appropriate higher body and in all cases except a Club Annual Convention, to the Ard Stiúrthóir:

- a. a copy of Unit Secretary's Report;
- b. a copy of the Unit Accounts compliant with Rule 18.5. At Club level Accounts are not required to be audited but must be presented in accordance with financial procedures agreed and issued by Ard Chomhairle;
- c. the names of the elected and appointed Officers and of the delegate(s) to the higher body.
- d. a copy of approved motions and bye-laws.

The above information is to be received by the following dates:

- Club: no later than 18th November
- Counties: no later than 11th December
- Provincial/Education Council and International Units: no later than 31st January

Failure to comply with the above deadlines will result in removal of voting rights at the higher unit for three consecutive meetings. Voting rights can only be restored once all required documents have been submitted.

**ARD CHOMHAIRLE**

**16. Add a new Rule 21.3.**

Any Unit wishing to apply for Government/Public funding and/or borrowing over and above €5,000 or equivalent, must seek approval and support from Ard Chomhairle at least one month in advance of any grant application being submitted. Ard Chomhairle may be required to prioritise where there are multiple applications for the same funding.

**ARD CHOMHAIRLE****17. That Rule 25.**

Safeguarding of Children/Young People (under 18 years)

Is **amended** to read:

Safeguarding of Children/Young People ~~(under 18 years)~~ **all Members**

**ARD CHOMHAIRLE****18. That Rule 25.1.**

The Association will safeguard and promote the interests and well being of members under 18 years of age.

Is **amended** to read:

The Association will safeguard and promote the interests and well being of ~~members under 18 years of age.~~ **all members of the Association.**

**ARD CHOMHAIRLE**

## Na Rúin/Motions to Congress

### 19. That Rule 28.4

A player must meet the following age criteria in order to be eligible to participate in competitions:

U12	Be Under 12 and Over 8
U14	Be Under 14 and Over 10
U16	Be Under 16 and Over 12
U18	Be Under 18 and Over 14
Adult	Be Over 15 except in the case of intercountry competitions where a player must be over 17.

'Under' means that a player must be under the age limit by midnight on the 31st December of the year prior to the Championship year e.g. to play U16 a player must be aged 15 years or under on the 31st December prior to the Championship year.

'Over' means a player must be over the age limit by midnight 31st December of the year prior to the Championship (e.g. to play under 14 a player must be 10 years of age on the 31st December prior to the Championship year).

In the event of competitions, and their qualifying rounds, running over two calendar years, a player who was ineligible based on the age criteria in the first of the calendar years remains ineligible to play in games that run on to the next calendar year.

For breaches of the above Rule, the penalty is the awarding of the game to the opposing team where applicable and a suspension of up to six months to the person(s) in charge of the team in which the breach is committed (Also see Rule 44 for player playing illegally).

Is **amended** to read:

A player must meet the following age criteria in order to be eligible to participate in competitions:

U12	Be Under 12 and Over 8
U14	Be Under 14 and Over 10
U16	Be Under 16 and Over 12
U18	Be Under 18 and Over 14
Adult	Be Over <del>15</del> 16 except in the case of intercountry competitions where a player must be over 17.

'Under' means that a player must be under the age limit by midnight on the 31st December of the year prior to the Championship year e.g. to play U16 a player must be aged 15 years or under on the 31st December prior to the Championship year.

'Over' means a player must be over the age limit by midnight 31st December of the year prior to the Championship (e.g. to play under 14 a player must be 10 years of age on the 31st December prior to the Championship year).

In the event of competitions, and their qualifying rounds, running over two calendar years, a player who was ineligible based on the age criteria in the first of the calendar years remains ineligible to play in games that run on to the next calendar year.

For breaches of the above Rule, the penalty is the awarding of the game to the opposing team where applicable and a suspension of up to six months to the person(s) in charge of the team in which the breach is committed (Also see Rule 44 for player playing illegally).

**LAIGHEAN**



**20. That Rule 29.1.**

Any player who plays a higher graded Championship is not eligible thereafter to play in a lower graded league or championship in the same year. This applies to all graded competitions e.g. adult and under-age A, B and C competitions.

Is **amended** to read:

Any player who plays a higher graded Championship is not eligible thereafter to play in a lower graded league or championship in the same year. This applies to all graded competitions e.g. adult and under-age A, B and C competitions.

**AN DÚN****21. Delete Rule 31.6.**

Where a transfer request raises a concern about alleged practice that is contrary to the Association's Code of Behaviour (Underage), it must immediately be passed to the Club Children's Officer, who must deal with the concern about alleged practice that is contrary to the Association's Code of Behaviour (Underage).

If the subsequent investigation finds no cause for concern the Club Secretary must be so informed by the Club Children's Officer.

If however the investigation finds cause for concern the Code of Behaviour (Underage) may subsequently advise the Club Executive Officers to allow the transfer in the best interests of the child.

The Club Children's Officer must also notify the County Children's Office that an investigation has taken place and its outcome. The transfer process will then proceed as per Rule 31.4

**ARD CHOMHAIRLE****22. Delete Rule 31.6.1.**

Where a transfer request raises a concern about alleged practice that is contrary to the Association's Code of Behaviour (Underage), the County Secretary must immediately contact the County Children's Officer to check that the concern has been fully investigated at club level.

**ARD CHOMHAIRLE****23. Delete Rule 31.6.2.**

If the concern has been investigated and concluded, transfer procedures as per Rule 31.4 will be applied.

**ARD CHOMHAIRLE****24. Delete Rule 31.6.3.**

If a club has failed to carry out an investigation into the concern, the transfer process must be put on hold. The County Children's Officer must investigate the concern about practice that is contrary to the Association's Code of Behaviour (Underage).

If the subsequent investigation finds no cause for concern the County Executive Secretary must be so informed by the County Children's Officer. Transfer procedures as per Rule 31.4 will be applied.

If, however, the investigation finds cause for concern the Code of Behaviour (Underage) may subsequently advise the County Transfers, Hearings and Disciplinary Committee to allow the transfer in the best interests of the child.

**ARD CHOMHAIRLE**

## Na Rúin/Motions to Congress

### 25. That Rule 31.7.

Transfers are not necessary in the following instances:

- From one club to another within a county or in another county if the player has not taken part in any competitive match with a club for a period of twenty-four months
- From one club to another in another country if the player has not taken part in any competitive match with a club for a period of twenty-four months
- From a club which has disbanded.

Is **amended** to read:

Transfers are not necessary in the following instances:

- ~~From one club to another within a county or in another county if the player has not taken part in any competitive match with a club for a period of twenty-four months~~
- From one club to another in another country if the player has not taken part in any competitive match with a club for a period of twenty-four months
- From a club which has disbanded.

**ARD CHOMHAIRLE**

### 26. That Rule 31.7.

Transfers are not necessary in the following instances:

- From one club to another within a county or in another county if the player has not taken part in any competitive match with a club for a period of twenty-four months
- From one club to another in another country if the player has not taken part in any competitive match with a club for a period of twenty-four months
- From a club which has disbanded.

Is **amended** to read:

Transfers are not necessary in the following instances:

- From one club to another within a county or in another county if the player has not taken part in any **club activities defined in Rule 33.8 All games activities organised for all players aged U12 by all Units of the Association must be: • Child centred Small sided games • Developmentally appropriate • Provide all players with meaningful playing time or** competitive match with a club for a period of twenty-four months
- From one club to another in another country if the player has not taken part in any **club activities defined in Rule 33.8 All games activities organised for all players aged U12 by all Units of the Association must be: • Child centred • Small sided games • Developmentally appropriate • Provide all players with meaningful playing time or** competitive match ~~with a club for a period of twenty-four months~~
- From a club which has disbanded.

**CILL MHANTÁIN**

### 27. That Rule 41.2.

The Referee will:

- Decide whether ground or other conditions are suitable for play; (Also see Rule 33.5.)
- Inform players, through the team captains, of their obligations under Official Guide, Part 2 Playing Rules
- Deal with the intrusion of unauthorised persons on to the playing pitch;
- Record and report the names of players or officials interfering during the course of a match;
- Take the name of the offender and request him/her to go outside the pitch area, when a team mentor or known team partisan is adjudged by the Referee to have been abusive or behaving in a threatening manner to any Match Official. The nature of the abuse must be included in the Referee's Report;
- Ensure the game starts on time and report teams that fail to comply (Also see Rule 39.2);
- Temporarily suspend play for a serious injury to a player, sudden deterioration in the weather, broken goalposts, pitch invasion or for any other matter/incident that s/he feels warrants such a decision.

Play should be temporarily suspended for a maximum of 15 minutes. If the issue cannot be resolved during this period, then the match should be abandoned. The Referee, having decided to temporarily suspend play, should simultaneously inform team officials from both teams that play is being suspended. Teams may retire to their dressing room and if the issue is resolved within the specified period, play will be resumed within 5 minutes of the team managers of both teams being informed by the Referee that the issue has been resolved.

As the Referee so instructs team officials from both teams, the sideline official should inform the public announcer (PA) of this, where operable, so that spectators may be informed what is happening.

Is **amended** to read:

The Referee will:

- Decide whether ground or other conditions are suitable for play; (Also see Rule 33.5.)
- Inform players, through the team captains, of their obligations under Official Guide, Part 2 Playing Rules
- Deal with the intrusion of unauthorised persons on to the playing pitch;
- Record and report the names of players or officials interfering during the course of a match;
- Take the name of the offender and request him/her to go outside the pitch area, when a team mentor or known team partisan is adjudged by the Referee to have been abusive or behaving in a threatening manner to any Match Official. The nature of the abuse must be included in the Referee's Report;
- Ensure the game starts on time and report teams that fail to comply (Also see Rule 39.2);
- Temporarily suspend play for a serious injury to a player, sudden deterioration in the weather, broken goalposts, pitch invasion or for any other matter/incident that s/he feels warrants such a decision.

Play should be temporarily suspended for a maximum of 15 minutes. If the issue cannot be resolved during this period, then the match should be abandoned. The Referee, having decided to temporarily suspend play, should simultaneously inform team officials from both teams that play is being suspended. Teams may retire to their dressing room and if the issue is resolved within the specified period, play will be resumed within 5 minutes of the team managers of both teams being informed by the Referee that the issue has been resolved.

As the Referee so instructs team officials from both teams, the sideline official should inform the public announcer (PA) of this, where operable, so that spectators may be informed what is happening.

Play should be temporarily suspended for an initial 15-minute period to allow matter/incident to be rectified.

The Referee, having decided to temporarily suspend play, should inform team officials from both teams that play is being suspended.

After the initial 15-minute suspension the Referee can choose to suspend play for a second 15-minute period using information and expert knowledge to hand.

The Referee can choose to further suspend play for a third 15-minute period using information and expert knowledge up to a maximum duration of 45 minutes from stoppage of play.

In exceptional circumstances and with the agreement of both management teams and the Referee the suspension of the game can be extended to a maximum period of 1 hour.

After a 45 minutes stoppage or if it becomes apparent that the issue cannot be resolved during any time in this period, then the match should be abandoned.

**ARD CHOMHAIRLE**

## Na Rúin/Motions to Congress

### 28. That Rule 41.2.

The Referee will:

- Decide whether ground or other conditions are suitable for play; (Also see Rule 33.5.)
- Inform players, through the team captains, of their obligations under Official Guide, Part 2 Playing Rules
- Deal with the intrusion of unauthorised persons on to the playing pitch;
- Record and report the names of players or officials interfering during the course of a match;
- Take the name of the offender and request him/her to go outside the pitch area, when a team mentor or known team partisan is adjudged by the Referee to have been abusive or behaving in a threatening manner to any Match Official. The nature of the abuse must be included in the Referee's Report;
- Ensure the game starts on time and report teams that fail to comply (Also see Rule 39.2);
- Temporarily suspend play for a serious injury to a player, sudden deterioration in the weather, broken goalposts, pitch invasion or for any other matter/incident that s/he feels warrants such a decision.

Play should be temporarily suspended for a maximum of 15 minutes. If the issue cannot be resolved during this period, then the match should be abandoned. The Referee, having decided to temporarily suspend play, should simultaneously inform team officials from both teams that play is being suspended. Teams may retire to their dressing room and if the issue is resolved within the specified period, play will be resumed within 5 minutes of the team managers of both teams being informed by the Referee that the issue has been resolved.

As the Referee so instructs team officials from both teams, the sideline official should inform the public announcer (PA) of this, where operable, so that spectators may be informed what is happening.

Is **amended** to read:

The Referee will:

- Decide whether ground or other conditions are suitable for play; (Also see Rule 33.5.)
- Inform players, through the team captains, of their obligations under Official Guide, Part 2 Playing Rules
- Deal with the intrusion of unauthorised persons on to the playing pitch;
- Record and report the names of players or officials interfering during the course of a match;
- Take the name of the offender and request him/her to go outside the pitch area, when a team mentor or known team partisan is adjudged by the Referee to have been abusive or behaving in a threatening manner to any Match Official. The nature of the abuse must be included in the Referee's Report;
- Ensure the game starts on time and report teams that fail to comply (Also see Rule 39.2);
- Temporarily suspend play for a serious injury to a player, sudden deterioration in the weather, broken goalposts, pitch invasion or for any other matter/incident that s/he feels warrants such a decision.

Play should be temporarily suspended for a maximum of ~~15 minutes~~ **30 minutes**. If the issue cannot be resolved during this period, then the match should be abandoned. The Referee, having decided to temporarily suspend play, should simultaneously inform team officials from both teams that play is being suspended. Teams may retire to their dressing room and if the issue is resolved within the specified period, play will be resumed within 5 minutes of the team managers of both teams being informed by the Referee that the issue has been resolved.

As the Referee so instructs team officials from both teams, the sideline official should inform the public announcer (PA) of this, where operable, so that spectators may be informed what is happening.

### 29. Add a new Rule 44.1.3.

Where an offence is committed by known partisan(s)/supporter(s) a fine of €150 shall be imposed on the club for the first offence. The fine will increase by €100 for each subsequent offence within the calendar year.

ARD CHOMHAIRLE

## Official Guide Part 3 - Code of Practice for all Officers of the Association, Ard Chomhairle and its Sub Committees

### 30. That Rule 3

#### Expected conduct and proper practices of all Officers and members of the Ard Chomhairle and members of its sub committees

Every Officer, member of Ard Chomhairle and its sub committees shall:

- Act within the Association's governing document An Treoraí Oifigiúil
- Act within the law
- Act in the best interests of the Association
- Act with integrity and good faith
- Promote a positive image of the Association
- Work respectfully with all
- Perform her/his functions of the office honestly
- Be familiar with An Treoraí Oifigiúil and its associated Codes and ensure that all decisions/actions at Unit level are carried out in accordance with these
- Respect confidentiality
- Declare any private or personal, material or financial interests relating to issues/decisions and co-operate in processes to resolve such conflicts of interest
- Be accountable for their decisions and actions within and in relation to the Camogie Association
- Actively engage in respectful discussion, debate and voting in meeting
- Make decisions objectively and based on merit
- Make collective decisions and accept a majority decision
- Declare gifts or favours which exceed €1,000 per annum from any one individual source.

Is **amended** to read:

#### Expected conduct and proper practices of all Officers and members of Ard Chomhairle and members of its sub committees

Every Officer, member of Ard Chomhairle and its sub committees shall:

- Act within the Association's governing document An Treoraí Oifigiúil
- Act within the law
- Act in the best interests of the Association
- Act with integrity and good faith
- Promote a positive image of the Association
- Work respectfully with all
- Perform her/his functions of the office honestly
- Be familiar with An Treoraí Oifigiúil and its associated Codes and ensure that all decisions/actions at Unit level are carried out in accordance with these
- Respect confidentiality
- Declare any private or personal, material or financial interests relating to issues/decisions and co-operate in processes to resolve such conflicts of interest
- Be accountable for their decisions and actions within and in relation to the Camogie Association
- Actively engage in respectful discussion, debate and voting in meeting
- Make decisions objectively and based on merit
- Make collective decisions and accept a majority decision
- Declare gifts or favours which exceed ~~€1,000~~ **the value of €250 or equivalent** per annum from any one individual source.

ARD CHOMHAIRLE





*The Camogie Association thanks the following for their support*



